

Contributor Personality Development Program (GTU)

Sample Questions for Mid-Sem Assessments

July 2021



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How to use this Bank of Questions

- This question bank consists of objective and subjective questions for module 1, 2 and 3 i.e. The Contributor Work Ideal, Identity and Self-Esteem and Become a Creator of your own Destiny
- In most objective type questions, all the options are valid ways of thinking. However, there is only one contributor way of thinking in each question. The answer/ answer key is given after each question.
- For your own reference and understanding, the underlying contributor aspect that is being checked in the question has been articulated as ‘Explanation’ for most questions.
- Using this bank of questions, you can compile your question paper/ assessment with the appropriate marks & number of questions required.
- In the past, professors have found it useful to ask students to articulate the reason for choosing a particular option. That way, you can understand if they have marked an option for the right reasons, based on their learning & understanding of the topic.

Module 1: The Contributor Work Ideal

1. Shekar has just finished his post-graduation and has started working on his first job. Here is a list of advice he gets from various friends and relatives. Pick which will be most useful for him to “contribute” to his company.
 - a] You should work hard and show your commitment.
 - b] You should be willing to work in different work environments.
 - c] You should make sure that your team is dependent on you for completing any work.
 - d] You should be willing to upgrade your skills.
 - e] You should not wait for orders but try to take on responsibilities on your own.

Answer: Statements [b], [d] and [e]

Explanation: Contributors adapt, continuously improve and take responsibilities on their own

2. Sneha, a housewife, creates a mini forest of young trees, shrubs and creepers in her neighborhood using the "Miyawake method" by involving teenagers and other community members. What is the maximum value added by her to the community?
 - a] She has successfully involved local community members to plant trees.
 - b] She has been able to build unity amongst the people in her neighborhood.
 - c] She has made people believe that they too can create a mini forest in a residential area.

Answer: Statement [c]

Explanation: Contributors focus on making deeper and sustainable contributions that can be replicated

3. Taranath has been playing the sitar and tabla for many years and is considered an expert. He performs at various national and international concerts. He runs an institute to further his father's vision of making Indian classical music reach every household. Explain 2 reasons why you would consider him a contributor.

Answer key: Look for answers that talk about deep engagement e.g. achieving excellence, long-term impacts e.g. empowering others, working towards achieving larger purpose e.g. reshaping their field etc.

4. During the global pandemic, many people have adapted as well as contributed in this challenging situation. Share an example of someone you know/ have heard of, who has contributed in a particular role. Explain what has the person done and why you think it is a contribution.

Answer key: Look for answers that talk about (a) adapting as an important quality of Contributors and (b) Strong link between contribution and adaptability

5. In the given context of COVID-19 pandemic, give TWO WAYS in which students like you can contribute?

Answer key: Look for answers that talk about taking new initiatives, ways to meet goals, solutions to solve problems within their role.

6. Saksham wants to pursue his higher studies in a world class university. The first University on his list sends him a rejection letter. He can respond in different ways. Sort the following responses into contributor and non-contributor responses.

a] Accepting rejection and understanding what needs to improve in the next application.

- b] Writing a review about the University warning other students like him to be careful and if possible, avoid applying there.
- c] Writing about his experience in a blog so that others like him learn from it.
- d] Accepting rejection and believing that others are more capable than him.

Answer: Contributor response: statements [a] and [c]. Non-contributor response: statements[b] and [d]

Explanation: Contributors make an effort to learn from their failures and improve themselves

7. Classify the descriptions of people given below as 'Contributor' or 'not yet a Contributor'.
- a] Ulhas makes sure that he learns enough about current affairs to speak intelligently and confidently in front of people.
 - b] Harprit is trying out a new way of studying for exams that her classmate says worked well, even though she gets good marks in the exams with the way she studied earlier.
 - c] Sadar has not been able to get the 'dream job' he wanted but constantly looks for ways to create meaning in his current job.
 - d] Surina has decided that from now on she will stand by her own decisions rather than always depending on people around her, like her family, seniors, friends, etc. to take decisions on her behalf.

Answer: Contributor: Statements [b], [c] and [d]. Not yet a Contributor: Statements [a]

Explanation: Contributors always focus on the positive aspect of situations

8. As a contributor, what will be the MOST IMPORTANT attribute to work in a dynamic, collaborative work environment?
- a] Having the ability to stay focused on the teams' goals so that you can be flexible and quickly adjust your way of working.
 - b] Having strong capabilities as well as relevant work experience so that you can discharge your duties well.
 - c] Having friendly relationships with all co-workers so that they support you and work takes place in a smooth and easy manner.

Answer: Statement [a]

Explanation: Contributors are adaptable to work in an ever-changing environment

9. Drivers often drive very carelessly on Indian roads. Which message to drivers could be most effective to make our roads safer?
- a] Let us take responsibility to follow traffic rules and regulations.
 - b] Let us have concern for everyone who uses the road.
 - c] Let us avoid getting caught by traffic police and paying fines.

Answer: Statement [b]

Explanation: Contributors fundamentally do the right thing because they have concern for others, not because they are following rules

10. Which of these is true about Contributors?
- a] Contributors create value in anything they do/ any role they play.
 - b] Contributors donate money and provide charity for people in need.

Answer- Statement [a]

Explanation: Contributors seek to create value rather than do charity.

Module 2: Identity & Self-esteem

1. Identify whether in the below statements, individuals exhibit Growth Identity or Fixed Identity.
 - a] Murali was passionate about being an entrepreneur and was running a self-owned business. He had to shut it because it made losses. He feels that he should not run any business in the future and find a Government or Private job.
 - b] Naina loves to sing. A popular music festival is taking place in her college and spontaneously asks for some volunteers to sing in front of the audience. Naina goes ahead and sings.
 - c] Ramesh has always dreamed of owning a restaurant. After completing his engineering, he tells his parents of this dream, but they discourage him because it is too risky. He listens to them and instead starts finding a job.
 - d] Sneha has been working in the same company for 10 years and is ever ready to take on any assignment or role even if it's in a new area.

Answer: Growth identity: Statements [b] and [d]. Fixed identity: Statements [a] and [c]

Explanation: Contributors show willingness to try out opportunities and new skills in an unfamiliar or new environment

2. Which of these professionals is likely to be prepared for handling any future uncertainty?
 - a] Raisa is preparing for a teaching job. She prepares for this mainly by reading the subject she will teach and does not actively practice her teaching skills.
 - b] In her first job, Rashi works as a cashier in a departmental store. Lately, she's been feeling bored at work. Therefore, her manager asks her to manage the inventory in the store. She takes it up but believes there is nothing much to learn in managing store inventory.
 - c] Sapna is a doctor. She keeps herself updated with the latest trends in the medical field.
 - d] Jamun has joined a new organization and is given responsibility to handle a large project. He tells his manager that since he is new, he won't be able to do it right now but perhaps take it up later.

Answer: Statement [c]

Explanation: Contributors keep up with the changing world of work by constantly updating their knowledge of the field and learning new things

3. Karuna has joined a new organization. There is a meeting scheduled with senior stakeholders and her boss requests her to lead the meeting. She is nervous about this and does not know what to do as it could make or break her image in the organization. What should Karuna AVOID doing while preparing?
 - a] Spend a lot of time to prepare thoroughly for the presentation.
 - b] Do research to learn quick ways to impress the audience using this opportunity.
 - c] Ask other colleagues on tips and incorporate them to make her presentation more effective.

Answer: Statement [b]

Explanation: Contributors address barriers of growth and figure out ways to enable their I-can growth

4. Ratna is a shy person by nature and rarely talks to new people. She is scared to attend the college fresher's party. What will NOT help her to overcome her shyness?
- Attending the party even if she is uncomfortable doing so.
 - Cultivating more hobbies and attending other interactive activities.
 - Asking her friend on how she makes friends easily.

Answer: Statement [c]

Explanation: Contributors take initiatives to develop their growth identity instead of depending on others

5. After learning about fixed and growth identity, students are talking about themselves. Which of the students have understood the topic? Mark 'Yes' if they have understood and 'No' if they have not.
- Sanker: I demonstrate growth identity if I have been learning a few languages in a short span even though I am not fluent in them.
 - Poosa: I am a back-end engineer and I get an opportunity to learn front-end skills. I demonstrate a growth identity if I accept this opportunity.
 - Manna: Instead of feeling stuck or bored at work, I try to find out other areas I can work in so that my knowledge increases. Therefore, I have a growth identity.
 - Perci: I have a growth identity. I know a lot on many subjects, so that there is not much that others can teach me.

Answer: 'Yes' Statements: [b] and [c]. 'No' Statements: [a] and [d]

Explanation: Contributors show willingness to learn new skills and expand their capabilities

6. Shamran aspires to become a successful writer. In order to help him make this journey, rank the below statements in a logical sequence that will help him to reach his ultimate goal. (Rank 1 indicates the 1st step and Rank 5 indicates the last step in becoming an author / writer.)
- Cultivate skills and develop a network by writing formally for newspapers, magazines, own collection of short stories.
 - Practice writing at home every day and read various kinds of literature and books.
 - Develop expertise and perspective by taking courses on creative writing.
 - Build excellence by being eligible for national and international level book prizes.
 - Build confidence by regularly participating in competitive writing contests.

Answer: b-c-e-a-d

Explanation: Contributors go deeper in a specific area by developing their capabilities and skills

7. Below are some answers of different sport coaches to interview questions. Based on what they are saying, identify who exhibits a growth identity or fixed identity.
- "Interviewer: What are the different ways to train a sports team?
Spandan: I believe that some sports related skills are internal to us and can't be changed. So, I will focus more on individuals who are very talented and not those who are average."
 - "Interviewer: What's your view on providing feedback to your team?
Rashi: I believe honest feedback is the best way to help players improve."
 - "Interviewer: How do you view failure?
Ravindra: The team is here to win. When they win, it is a win for me. I put in effort to ensure that I never fail."
 - "Interviewer: What are the highlights of being a sports coach?"

Rahim: It is a job where you get paid to do your job well. All that matters is that the team wins so that I keep the job."

Answer: Growth identity: Statement [b]. Fixed identity: Statements [a], [c] and [d]

Explanation: Contributors show openness to sharing and accepting feedback for growth

8. Suresh is an enthusiastic and passionate software testing engineer. He has some spare time every evening after work. How do you think Suresh can use this time well? Give 2 responses.

Answer key: Look for answers that talk about stepping out of comfort zone, taking up new courses/hobbies that would help them in future work places, diving deep into their area of interest, finding new opportunities to enhance and use their skills.

9. Akash wanted to get into the top MBA colleges in India. However, he did not get a good score for it. He thinks of taking up admission wherever his scores get him in. If Akash has a dynamic identity, how would he think?

Answer key: Look for answers that talk about concrete ways by which one can step out of 'failure mind-set' and use the opportunity to learn and improve

10. Rita comes home from college and finds that food hasn't been prepared and kept for her. She calls up her mother complaining about this. If Rita has a dynamic identity, how would she respond?

Answer key: Look for answers that show shift from 'being dependent on others' to 'taking responsibilities for making things happen' e.g. taking proactive action to try something new, learn in the process, etc.

Module 3: Become a Creator of one's destiny

1. Identify whether the following statements demonstrate a 'creator of destiny' response or a 'caged response' to their situation.
 - a] A medical worker: Covid-19 is widespread and working in a Government hospital will need me to go to work every day. This puts my family in danger, but I have no choice but to go.
 - b] A student: I have been irresponsible and failed in some exams. I must now clear these backlogs and complete my course.
 - c] An IT professional: I lost my job due to recession. The best thing for me now would be to wait, because there are no jobs available in my field.
 - d] An MBA student: I did not get my dream job that had come on campus. However, I must make the most of the other opportunities available and focus on getting a job.
 - e] A working professional: I am unable to be productive while working from home. I have too much to manage and can't be expected to do well in such a situation.

Answer: Creator of destiny: Statements [b] and [d]. Caged Response: Statements [a], [c] and [e]

Explanation: Contributors take responsibility for positive action and change the situation for themselves

2. Below is a response to a situation. Identify whether it is a 'caged response' or a 'creator of destiny response'. If it is a 'caged response, then re-articulate the response to make it a 'creator response'.
 - Situation: Elections are coming up and it is the first time Sambhaji is eligible to vote.
 - Sambhaji's response: I will vote for Party A in the upcoming elections because my family always votes for them.

Answer: Caged response

Answer key: Look for answers that talk about developing one's own point of view, conducting research etc. before taking any decision

3. Below is a response to a situation. Identify whether it is a 'caged response' or a 'creator of destiny response'. If it is a 'caged response, then re-articulate the response to make it a 'creator response'.
 - Situation: Shahrukh is now in Class 10. It is time to make tough choices about careers.
 - Shahrukh's response: No matter what decisions I take on my own, I will never be able to meet family's and society's expectations. It is better that I just relax and let them make decisions for me.

Answer: Caged response

Answer key: Look for answers that talk about making a decision by including the interests/ concerns of all stakeholders e.g. doing a thorough research, proper thinking through etc.

4. Below is a response to a situation. Identify whether it is a 'caged response' or a 'creator of destiny response'. If it is a 'caged response, then re-articulate the response to make it a 'creator response'.
 - Situation: Preetika is working to manage her physical health, work, and housework.
 - Preetika's response: I am unable to manage my diet because of my stressful work environment. I can't help it; I have to compromise one thing or the other.

Answer: Caged response

Answer key: Look for answers that talk about the shift from 'seeing the constraints or problems of the situation' to 'finding a solution'

5. Identify whether the following statements demonstrate a 'creator of destiny' response or a 'caged response' to their situation.
- A student: It is summer time and the electricity will get cut frequently at home. I should try to find a public library where I can study uninterrupted.
 - A sweeper: It is so difficult to maintain a clean street. I do my work well but people just come and dirty it. I can't keep it 100% clean!
 - A researcher: This vaccine is proving to be very tricky to develop. However, if I persist through this challenging phase and find a way out, the benefits will be worth the effort and can impact so many lives!
 - A young adult who lives in a foreign country: I have to return to India as I am not getting any job here. But I am not looking forward to going back because in India, it is impossible to get the kind of amenities, facilities and standard of living one can get in a foreign country.
 - A businessman: My family forced me to join the family business and now it's not doing well. I was better off finding a corporate job. Now I am left stranded - without a business or a job!

Answer: Creator of destiny response: Statements [a] and [c]. Caged Response: Statements [b], [d] and [e]

Explanation: Contributors try to find a solution instead of focusing on the constraints or blaming others

6. As individuals witnessing the Covid-19 pandemic, which of the following are 'caged responses' to the challenges faced by the healthcare industry?
- Highlight the difficulties people are facing due to the healthcare system in your blogs/discussions.
 - Raise financial donations for NGOs, charities, crisis funds.
 - Volunteer your time to help individuals/ organizations/ groups in their efforts at containing the pandemic.

Answer: Caged Response: Statement [a]

Explanation: Contributors try to find a solution instead of focusing on the constraints

7. Resham's boss has suddenly fallen sick. She needs to manage work in his absence. Which of this shows that she is a Creator of her destiny?
- Resham should be in direct touch with her boss and readily follow her instructions to continue the work in the best possible way.
 - Resham should go ahead and continue with work as she thinks best while keeping her team as well as boss's superior informed.
 - Resham should postpone any major work so that it can be addressed correctly once her boss resumes work.

Answer: Statement [b]

Explanation: Contributors do not get deterred by problems and continue working in the same capacity

8. Rajen participated in an arts competition but failed to win any prize in it. He feels dejected and does not pursue any art in the future. If Rajen continues to respond similarly to other challenges, what are the long-term consequences for him?
- Rajen will become scared of failure.
 - Rajen will not improve his skills in art.
 - Rajen will give up easily in the face of challenges.
 - Rajen will feel bad about losing such a competition.

Answer: Statements [a] and [c]

Explanation: Contributors understand the consequences of caged responses to situations and act accordingly

9. Rishi has just finished his MBA course and has joined a private bank. He is not particularly happy with it. While discussing it with his elder sister, he tells her that she should help him find a new job since she has been working for 5 years now and would have well-placed contacts.
- Is Rishi's response a creator or caged one?
 - What are the short, mid-term and long-term consequences of Rishi's response pattern, if it were to continue in other situations as well?

Answer: Caged response

Answer key: Look for answers that talk clearly about short-term consequences e.g. getting upset, angry etc., mid-term consequences e.g. dependency on others etc., long-term consequences e.g. impact on character, low confidence/ self-esteem, fear etc.

10. In this digital age, we find that students know more than the teacher these days. What can be done about this situation? Give 3 points.

Answer key: Look for answers that talk about redefining the role of teachers and students to empower/ enable others around. E.g. ways to enhance learning, ways to upgrade capabilities etc. at both individual and collective level

Contributor Personality Development Program (GTU)

Sample Questions for Modules 4, 5, 6

September 2021



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How to use this Bank of Questions

- *This question bank consists of objective and subjective questions for module 4, 5 & 6 i.e. Achieving Sustainable Success, Career Development Models and Expanding Contribution in every role*
- *In most objective type questions, all the options are valid ways of thinking. However, there is only one contributor way of thinking in each question. The answer/ guideline for checking short answers is given after each question.*
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Module 4

Achieving Sustainable Success

1. Read the case study carefully.

Heena, an Engineering student, is interested in coding and programming. In the future, Heena wants to build a successful software company in the social sector. To understand how a software company is set up, she takes up a job in a startup. In the job, she takes on challenging projects. The start-up is able to expand its work because of her efforts. She realizes that she needs to learn about modern technologies. So, she takes up different software courses and participates in training programs. After a year she is able to start a software firm to help rural people get access to medical care through technology.

From the case study, identify the (i) Roots, (ii) Chosen pathways and (iii) Fruits.

- a] Developing single minded dedication towards her goal.
- b] Becoming a Social Entrepreneur.
- c] Enjoys work.
- d] Taking up a job in a startup.
- e] Sets up a business of her own - a software company in social sector.
- f] Develops new technical skills.
- g] Developing ability to take on challenging tasks.
- h] Developing attitude of constantly learning new things.

Answer: Roots: statements [a], [g] and [h]; Chosen pathways: statements [b] and [d]; Fruits: statements [c], [e] and [f]

Explanation: Recognising the roots, pathways and fruits of sustainable success

2. Which of the following actions will lead to short-term consequence and which ones will lead to long-term consequences? Mark against each statement.
 - a] I sincerely follow a quick weight-loss plan to lose weight.
 - b] I eat healthy, nutritious food and exercise on a regular basis.
 - c] I ask my friend what she has written in her assignment and write my assignment on similar lines so that I can submit on time.
 - d] I spend time to clarify concepts with my friend before I begin to write my assignment so that I can submit on time.

Answer: Short-term consequences: statements [a] and [c]; Long-term consequences: statements [b] and [d]

Explanation: Contributors recognize the short-term and long-term consequences of their actions.

3. The Education Minister realizes that his success comes from helping the students succeed. Choose which approach will lead to short-term success, medium-term success and long-term success.
 - a] Students feel confident and capable when they graduate as their course syllabi is updated to match the current trends of the dynamic job market.

- b] Students are provided facilities to study for free in the rural areas, so that they don't have to shift to cities to study e.g. free internet data, student discounts on laptops, etc.
- c] Students are able to get new opportunities to build their skills for future careers e.g. internships in Government organizations.

Answer: Short-term success-statement [b]; Medium-term success-statement [c]; Long-term success-statement [a]

Explanation: Contributors focus on long-term success for self and others

4. Regal football team loses a close match against Osaka team. Regal football is almost set to win but in the last 15 minutes, they commit a few mistakes due to which they miss out on converting crucial passes into goals. This leads them to lose the match eventually. Here is how different players react after the match. Which of them do you think has the strongest roots to achieve sustainable success?
- a] Ahmed: "Performance in one match does not define me. Our team still managed to reach the finals - so that is a step forward."
 - b] Prabod: "I am part of a team which lost a game that we should have won. This will affect my personal ratings. What if no other team recruits me for the next season? What if I don't get other good opportunities? What if others start to think that I am a failure?"
 - c] Jitendar: "It is unfortunate that we lost a game when we were so close to winning. As a team we can reflect and decide how to avoid such mistakes from happening in the future."

Answer: statement [c]

Explanation: Contributors bounce back out of failure/ setbacks (as they have strong roots)

5. Krishna is in the final year of his degree and does not like uncertainty. He decides to accept the first job offer that he gets. What is the long-term consequence of such a decision? Choose any one option.
- a] He will be relieved and his family happy that he got a job.
 - b] He may get overwhelmed easily when any challenging task is given to him in his workplace.

Answer: statement b]

Explanation: Contributors make choices that help them build strong roots and achieve sustainable success

6. For a marketing and advertising firm, which of these approaches will lead to sustainable success? Identify and mark out the sustainable approaches and the non-sustainable approaches to success.
- a] Meeting a customer deadline using a campaign made for another customer.
 - b] Spending time to understand the end users' needs and aspirations.
 - c] Different people in the marketing team try to impress the management by giving gifts etc. so that their proposed ideas are accepted.
 - d] When any campaign fails to achieve the intended result, the team spends time assessing what went wrong and devises new effective ways of working in future.

Answer: Sustainable approaches: [b] and [d]; Non-sustainable approaches: [a] and [c]

Explanation: Contributors think of ways to approach situations at a deeper level so that they achieve sustainable success.

7. Two employees with the same performance rating approach their work differently. In case they both lose their jobs due to a mass lay-off by the organization, choose who is likely to bounce back?
- a] Rana – "I am in this stable job now; I just have to somehow complete my targets and get good performance rating so that I can get steady pay raise and promotion".
 - b] Sana – "I am in this job now. I will ensure that I focus on my work and do quality work to complete my targets. I should also increase my skills to tackle complex work challenges that I may face".

Answer: statement [b]

Explanation: Contributors strengthen roots which enable them to fight back in the face of a failure.

8. Match the following Actions (listed in column A) to the Appropriate Result/ Fruits of Success (listed in Column B).

Action (column A)	Result / Fruits of Success (Column B)
i. Suhana, a first-year college student, wins the award of 'Best Nature Photographer' in the inter-college competition. She decides to work for free during weekends with a professional photographer.	a. Have the required skills and capabilities as a professional.
ii. Clarence, an upcoming singer decides to miss out on participating in a TV show when it clashes with the dates for a two-week intensive singing course with a well-renowned musician.	b. Get recognised as a professional with integrity.
iii. Hari is an auditor with a firm who is sent for an external audit to a client's workplace. He refuses to accept bribe from the client to overlook some misappropriation of funds.	c. Being a perfectionist who focuses on seeking excellence.

Answer: i-a, ii-c, iii-b

Explanation: Contributors recognize/ identify the value of working towards sustainable success (i.e. by developing their roots)

9. Study the following approaches of a team leader working in an organisation. Identify which of these are sustainable approaches in a workplace.
- a] As a team leader, the best approach is to work towards building a capable and committed team.
 - b] As a team leader, I can get my own work done from my subordinates.
 - c] As a leader, it is best to take credit for the success of any project that my team has worked on.
 - d] Despite challenging tasks, we can decide not to compromise with the quality of the work.

Answer: statements [a] and [d]

Explanation: Contributors see success as building a team that is capable of high quality work

10. I have worked sincerely as a political party worker in the community, but have not been issued a party ticket. What matters is...
- a] ...that I continue to do my work sincerely and do a good job.
 - b] ...that my party seniors know about the work that I have done.

Answer: statement a]

Explanation: Contributors are not worried about pleasing others or “proving” themselves. They are motivated by inner fruits of success.

Module 5

Career Development Models

1. Polo wants to become a writer. She wants to write about scientific ways for people to take action for a better future of the planet. She wants to understand climate change properly in order to communicate knowledgeably. A combination of which two pathways is most suitable for her aspirations? (Pick two of the given options)
 - a] Professional achiever
 - b] Change maker
 - c] Innovator and creator
 - d] Research and knowledge builder
 - e] Entrepreneur

Answer: options [b] and [d]

Explanation: Contributors utilise multiple pathways/ approaches to move towards the career goals

2. Who is using an entrepreneurial approach to work?
 - a] A photographer wants to create her portfolio and send it across to different brands.
 - b] A dancer wants to start a studio where several art forms can be taught.
 - c] A cartoonist wants to start creating video tutorials and share her skill with others.

Answer: [b]

Explanation: An entrepreneurial approach to work is not just about creating something new, but starting a venture that can create value for others

3. Dr APJ Abdul Kalam was a true knowledge builder in the field of science. According to you, which of the following are contributions he was seeking to make through this pathway?
 - a] To take the country ahead in space research.
 - b] Maintaining the ideals of the society.
 - c] Doing foundational research so that further research can happen later.
 - d] Developing the field of space research itself.
 - e] Achieving professional success.

Answer: statements [a], [c] and [d]

Explanation: Contributors as Knowledge Builders go deep into a field and create new knowledge, develop the field/ science itself

4. Sanjana is pursuing her Master's in Electrical Engineering. If she were to take up the career pathway of an Innovator Creator, what qualities would she need to develop in herself as a contributor? Give two qualities.

Guidelines for checking answers: Look for answers that talk about specific qualities of an Innovator Creator like- ability to experiment without fear of failing & learning from mistakes, practically applying creative ideas, converting theories into workable models etc.

5. Veer wants to pursue his passion for Indian Classical Dance as his career. Which of these are contributions Veer can make as a 'professional achiever'?
- He can give many dance performances all across the country.
 - He can spend many hours every day working to perfect his dance style.
 - He can work on presenting a paper on how Classical Dance can improve physical health of individuals.
 - He can participate in multiple State and National level dance competitions to prove to himself (and others) that he made the right career choice.

Answer: Options [b] and [c]

Explanation: Professional Achievers contribute to themselves by pursuing excellence, contribute to the field by sharing knowledge, raising standards and benchmarks

6. Misho is working towards making a difference in the area of malnutrition. She has a lot of knowledge, passion and courage. But to bring about practical impact, she needs people who can help her start and run an NGO to serve the people in the community. Who amongst these people should she speak with first?
- A home maker who has helped her friends setup their home businesses and smoothly run it even during COVID times.
 - A visual communications expert who has a lot of experience in creating awareness through posters, interesting campaigns, etc.
 - A Social Work student who wants to take up her research project on malnutrition.

Answer: Option [a]

Explanation: Starting a venture like an NGO will require inputs from people with a Sustainer-Manager Mode, rather than other modes

7. Salim has recently started a business where they deliver home-cooked meals to people who order on their app. If he approaches his business with an 'Innovator Creator' approach, list two things he would do differently from a regular entrepreneur/business owner?

Guideline for checking answers: Look for answers that talk about bringing innovative/creative ideas and action e.g. tailor made/ customized food as per individual preferences, food prepared as per health concerns, nutritional information attached to the meal boxes, etc. instead of regular/ generic improvements like quality food, on time delivery, good customer service, etc.

8. Tengoni is a skilled and experienced farmer. She approaches her work in several ways. Explain what would be her focus, if she used each of the following approaches in her farming approach.

Mode 1: Changemaker mode

Mode 2: Research mode

Mode 3: Entrepreneurial mode

Guideline for checking answers:

Mode 1: look for answers that talk about empowering people by different ways like: by showing different techniques for farming, help bring changes in policies and laws related to agriculture, running farming programs for aspiring farmers etc.

Mode 2: look for answers that talk about finding/ developing new techniques/ tools, new variety of crops, new methods of farming etc.

Mode 3: look for answers that talk about making farming profitable by different ways like: increasing produce as per the market demands, providing farm tours and experiences for additional income from tourists/ student rural camps, etc.

9. Given below are the tasks performed by different employees at a gaming development company. From the descriptions of Employees, select which Mode is the Employee using primarily.

Employee	Mode
A) Sim, a storyteller, constantly looks for new ways for his narratives & storyline, and does not get stuck with standards set up by other storytellers in his field.	1) Innovator & Creator mode
B) Jim, a tester, puts the game through multiple stress tests to identify new bugs/ issues and insights about users' experience.	2) Sustainer-Manager mode
C) Tim, a programmer, constantly pushes himself to find new ways of translating the game concepts into mechanics that work.	3) Professional Achiever mode
D) Kim works with multiple people to ensure the game's concept, mechanics, design, & evolution are all in-sync with each other and is meeting the decided timelines.	4) Research & Knowledge Builder mode
	5) Entrepreneur mode
	6) Changemaker mode

Answer: A-3; B-4; C-1; D-2

10. When a customer care executive resigns from her job, what question can the HR in-charge ask her?
- What competencies e.g. decisiveness or flexibility, have you gained through the work? In which other industry/ jobs can you leverage these competencies?
 - How has the experience in this company benefited you? Would you recommend this company to other candidates?

Answer: statement [a]

Explanation: Contributors focus on the skills they have developed rather than the momentary experience.

Module 6

Expanding Contribution in every role

1. Which one of these is the most essential for using our power to contribute?
 - a] Having a stable job or role.
 - b] Having good financial support and resources.
 - c] Being able to identify and leverage opportunities in the roles we play.
 - d] Being talented or having skills is needed in order to contribute.

Answer: statement [c]

Explanation: Contributors understand that the power to contribute is present in every opportunity. Talent, skills, power, position or financial resources are not pre-requisites or essential to unleash our power to contribute.

2. Below are different statements about our 'power to contribute'. Mark True or False for each.
 - a] Every profession has a particular area of contribution, and one must stick with that.
 - b] As a student, the power to contribute goes beyond studying and achievements.
 - c] Opportunities to contribute are open even to those who don't have clear career plans.
 - d] As a citizen with the power to contribute, my most critical and only duty is to vote.

Answer: True statements – [b] and [c]; False statements – [a] and [d]

Explanation: Our power to contribute goes beyond duties and expectations of any role that we take up

3. Listed below are some common statements we hear. Rewrite the statement from the point of view of a Contributor.

Here is an example for you:

Student: "I don't understand why we have to study so many subjects. Finally, it's all just information and nothing is useful in real life."

Contributor Student: "Every subject is so different and new! Getting exposure to so many subjects means I can go deeper into any topic/ subject of my choice. Maybe I can even invent or contribute something more to a subject."

1. Student: "I don't see the point of group work. Most of the work gets done by 1-2 people and the rest simply hang around."

Contributor Student:

2. College Security Guard: "I have to check whether students are wearing their ID cards every single day! How can they forget something so basic?"

Contributor Guard:

Guideline for checking answers:

1. Look for answers that talk about group projects as a way to learn from one another and create more value, an opportunity to develop themselves, e.g., in their ability to work with teams, getting everyone together, taking initiative, ensuring project is done to the best quality, including everyone's points of view, etc.

2. Look for answers that talk about focus on safety and seeing a wider contribution view of his role, rather than as an expectation or duty to be completed out of force, e.g., checking ID cards of all students is important for their safety and college's safety, helping students understand the importance of ID cards etc.

4. Give two examples of how a college student can contribute in their parent's life at present, other than taking care of their day-to-day needs.

Guideline for checking answers: Look for answers that talk about how one can contribute by adding value to parent's life e.g. helping them learn a new skill or using technology, encouraging them to take up a new hobby or taking up a new hobby with them, making them aware of sustainable lifestyle choices, giving them correct information on healthcare and new scientific research, helping them learn a new language, showing them effective ways to invest their money, showing them a new perspective to their problems, etc. instead of basic duties towards parents.

5. In the given statements, pick which of them are expanding their power to contribute.
- a] Dr. Matilda shares daily health advice through her newsletter so that her patients can make informed choices.
 - b] Swami dropped out of college to start a business that supports craftsmen of his community.
 - c] Mickey takes care of his children every day after he comes back from work.
 - d] Professor Lupin has created a forum where students can discuss their issues, struggles and opinions within a comfortable and confidential space.
 - e] A company gave away free holidays to ten lucky customers during Diwali sale.

Answer: statement [a], [b] and [d]

Explanation: When we expand our power to contribute, we go beyond regular work and duties and create deeper and wider contributions to more and more stakeholders

6. Here are 3 candidates giving their speeches to get elected as the Class Representative in college. Who is most aware of their power to contribute as a Class Representative?
- a] Frodo says, "I want to make sure that I fairly and transparently represent all your concerns and needs to the Management."
 - b] Bilbo says, "I hope to find solutions to challenges faced - not just by students, but also the teachers, non-teaching staff, and the college overall."
 - c] Arwen says, "My aim is to ensure all the problems faced by students reach the teachers and, that timely action is taken to fix these problems."

Answer: statement [b]

Explanation: To expand their power to contribute, contributors try to go beyond immediate stakeholders to make a difference to more and more stakeholders who may be indirectly affected by their work

7. Based on your understanding of contribution, state whether the following statements are True or False.
- a] The scope for contribution in an internship is always limited.
 - b] A person can expand the power to contribute, even when unemployed.

Answer: True statement – [b]; False statement – [a]

Explanation: Contributions does not require one to have a position of power or fixed role; all it needs is the intention and desire to make a difference in the lives of others

8. Which of these auto-rickshaw drivers has a wider understanding of his role?
- a] I take passengers from Point A to Point B.
 - b] I ensure that passengers who ride with me reach their destination on time, and safely.

Answer: statement [b]

Explanation: Contributors do not see their role in terms of activities or series of events to be completed, but in terms of goals or contributions to be made in the life of people

9. Identify the people who realized their ‘power to contribute’?
- a] Disha (a young college student) -"I spend the morning with my senior to help her prepare for a presentation"
 - b] Bella (a schoolgirl) -"When free, I love to play with my younger sister"
 - c] Durgesh (a busy executive) -"I like to read articles about different ways to recycle waste"
 - d] Rashmi (a counselor) -"To communicate better with my clients, I learnt the local language"

Answer: statements [a] and [d]

Explanation: Contributors use their time to enhance their capabilities so that they can make better contributions in their tasks

10. A fire broke out in a residential area. Here are some tweets from the journalists who were present at the scene. Who amongst them has expanded their role?
- a] Journalist A tweeted: A fire broke out in the Shibuya residential area, so the Shibuya metro station has been closed.
 - b] Journalist B tweeted: Fire broke out in the Shibuya district's residential area. We have informed the necessary authorities and will keep you updated.
 - c] Journalist C tweeted: There is a fire in Shibuya district. Avoid traveling towards this area unnecessarily, unless you want to volunteer for rescue operations.

Answer: statement [c]

Explanation: Contributors go beyond basic expectations in their role (e.g. reporting facts as a journalist). Instead they utilize their role to create value to lives of multiple people (e.g. ensuring safety of citizens, offering valuable actionable communications to relevant people)