

Psychology of Accomplishment



LECTURE 4
GARRY JACOBS

Process of Accomplishment

Human accomplishment is result of the interaction between
Individuals – Organizations – Society – Environment
Life Circumstances

Process is essentially the same at micro and macro scale
Individual Achievement – Organizational Development
Social Evolution

Process is common to all levels & fields
Physical – Commercial, Social & Political – Artistic &
Intellectual – Psychological, Cultural & Spiritual

Human Energy is the Fuel for all Accomplishment

- **Energy is generated by need, aspiration or idealism**
- **Energy is generated by responding to an opportunity**
- **Energy is generated by confronting a challenge**
- **Every human interaction is a potential source of energy**



Direction Converts Energy into Force

- Energy is not enough for high accomplishment
- Energy needs to be focused by a clear direction
- Direction is given by leadership
- Clear goals, objectives and values convert energy into **FORCE**

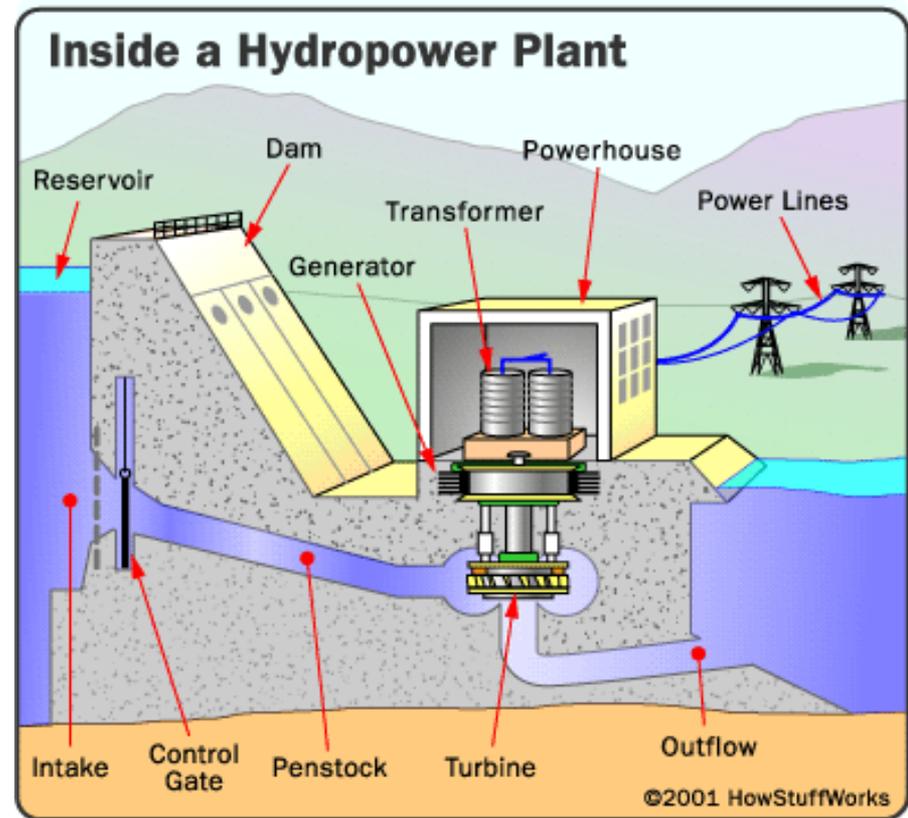


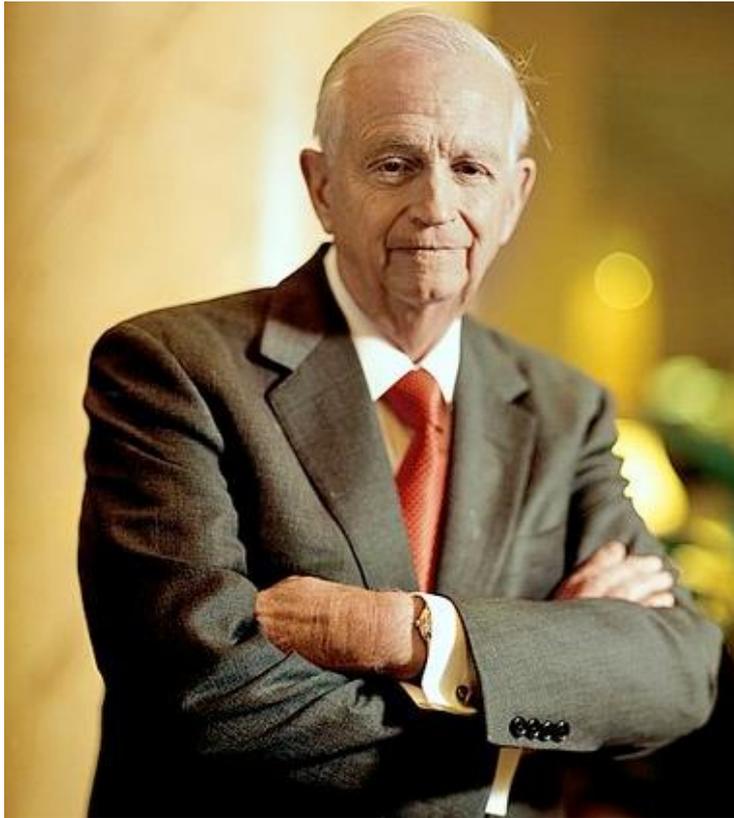
Organization Converts **Force** into **Power** for Action

- **Act is the basic unit of accomplishment**
- **Organization consists of chains of interrelated acts**
- **Organization links individual acts to form activities, systems, functions, and structures**



Organization Transforms Energy into Usable Power





Bill Marriott

Organization channels and utilizes energy efficiently by differentiation of function



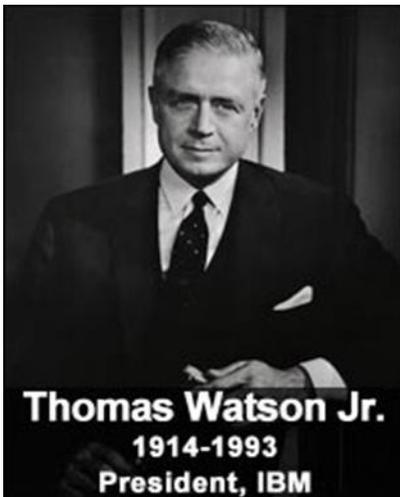
Genghis Khan

One arrow
alone can be
easily broken

But many
arrows are
indestructible

-Genghis Khan

Organization
coordinates energies
and activities of many
people and integrates
them within a larger
whole



**“Take away everything,
but leave me my
organization and I will be
back on top in 10 years.”**

Organization creates networks for interaction, interchange & cooperation

- **Language organizes communication**
- **Market organizes exchange**
- **Cities organize dense networks of activities**
- **Money organizes social power & converts it into multiple forms**
- **Technology organizes productive processes**
- **Internet integrates all nodes, levels and types of social activity**

Organization Magnifies the Energy it Transmits by Integration

Linking activities through positive feedback loops of information and learning multiplies the efficiency and increases the scope

Evolution of organization creates Social Opportunity

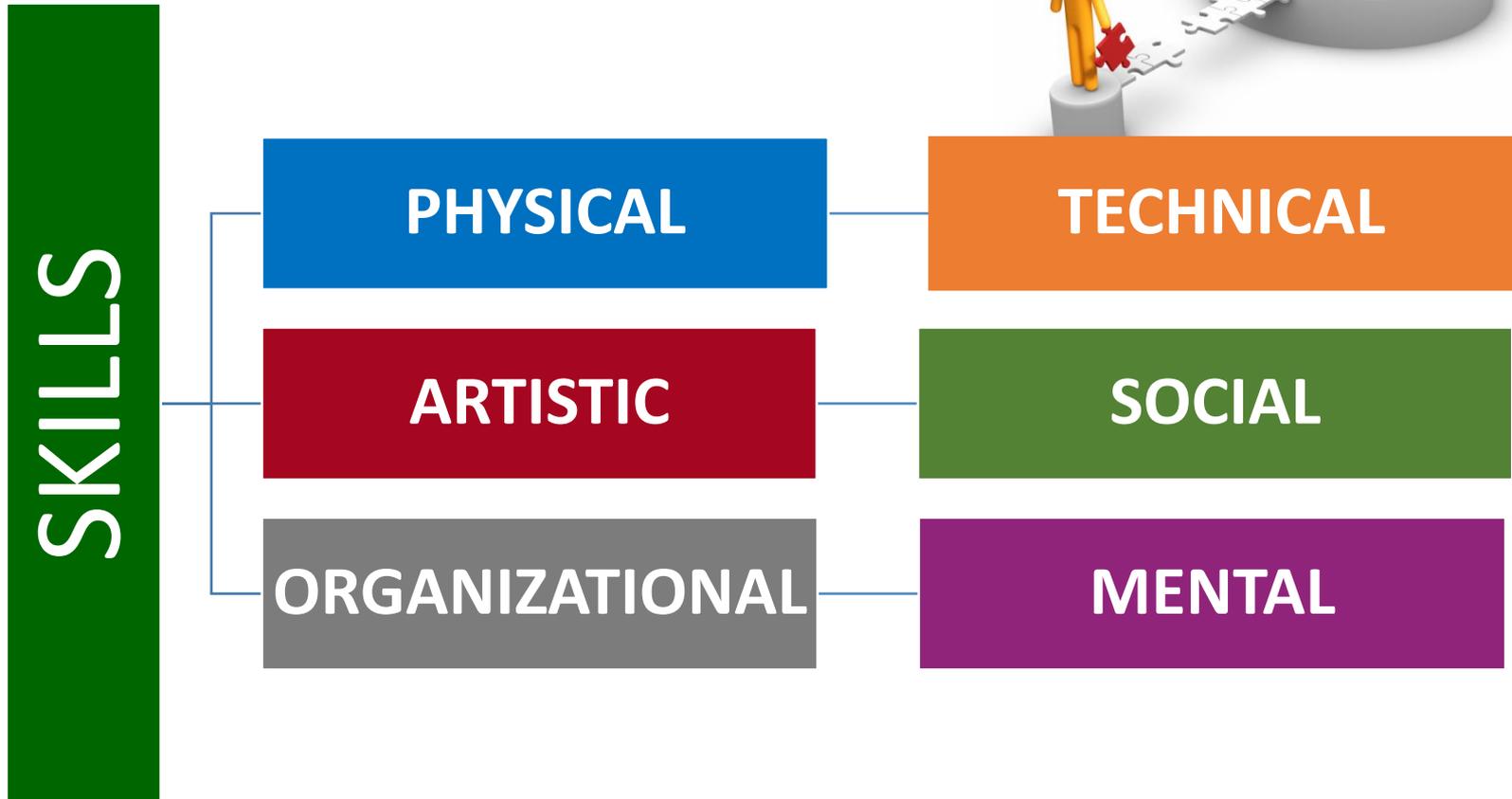
- **Society is continuously evolving**
- **The more we organize it, the faster society evolves**
- **Each new link releases further energy and creates new needs and opportunities**
- **Opportunity comes from identifying a missing link in the social organism and provide it**
- **The gap between social advancement and social organization is a goldmine of opportunity**

Organization supports growth and development of people

- **Continuous improvement and perfection**
- **Development of specialized knowledge and skills**
- **Fosters development of shared values and culture**
- **Utilization of unique capacities of each member**
- **Empowering the Individual**



SKILLS ARE ORGANIZATION OF ENERGY

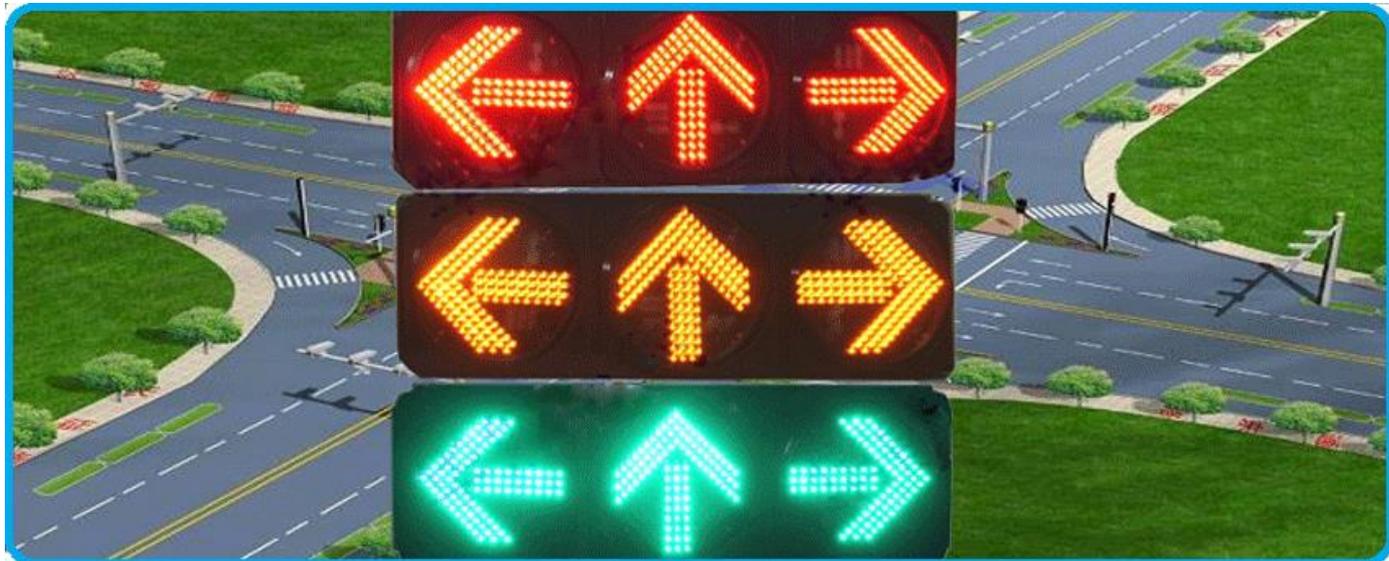


Attitudes are organizations of psychological energy

LEADERSHIP

PSYCHOLOGICAL

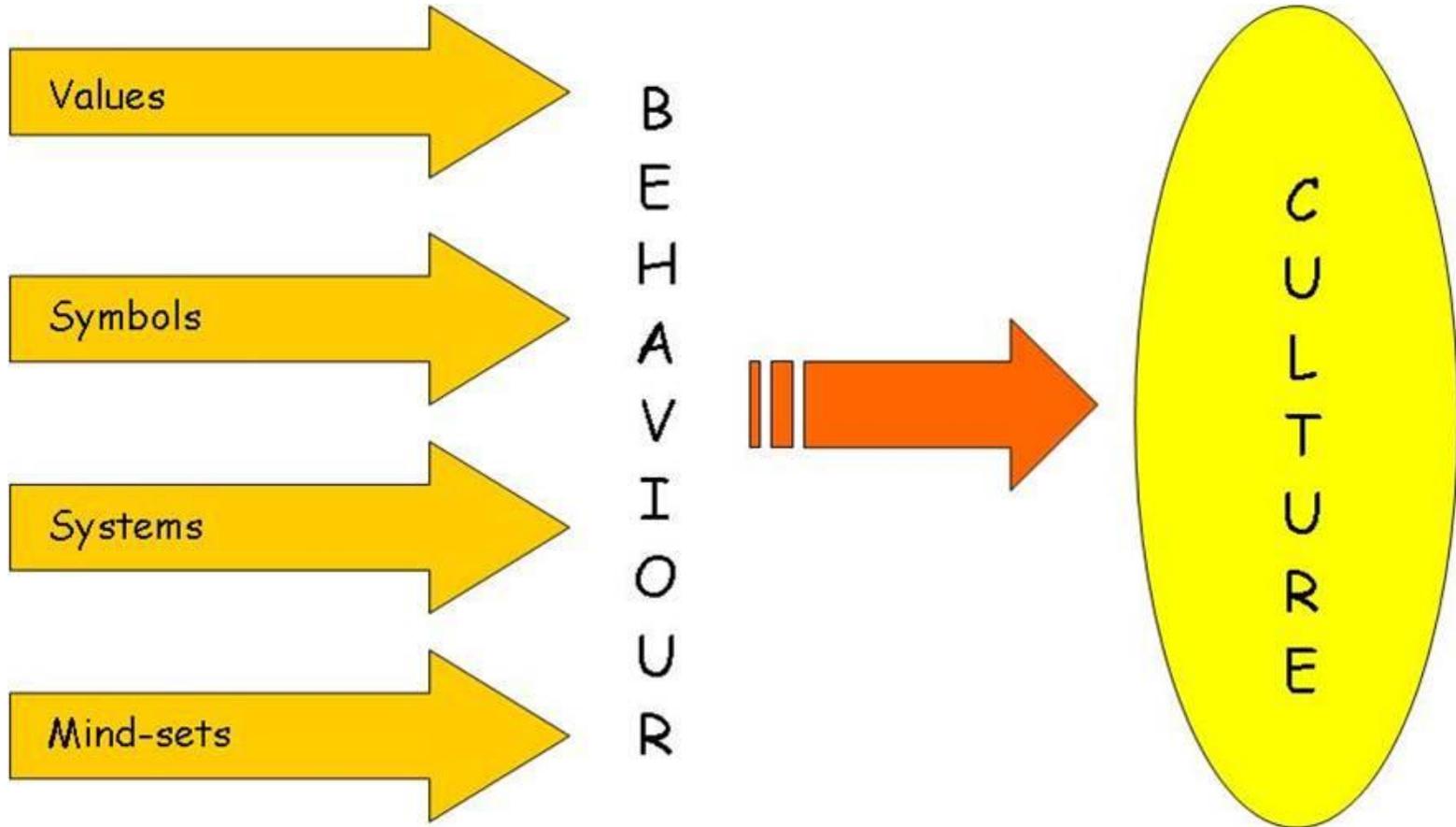
SPIRITUAL VALUES



Organizations internalize skills & attitudes



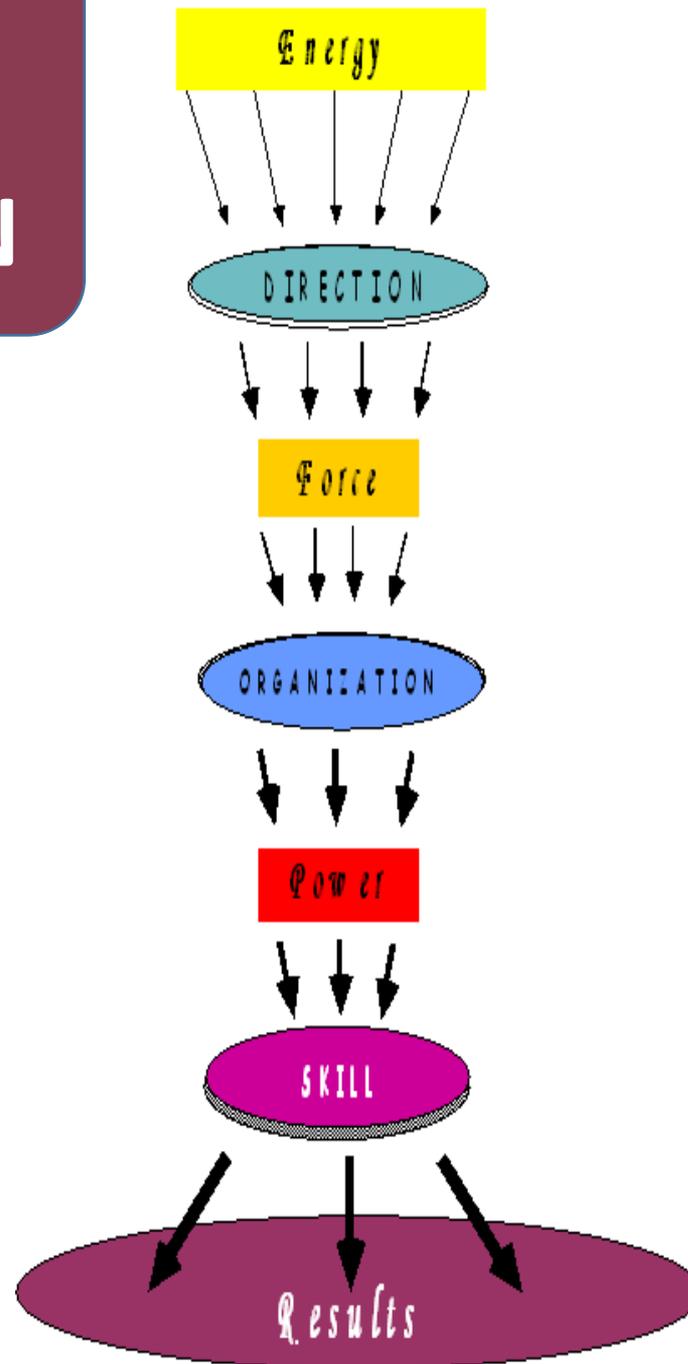
Culture expresses energy as social skills & attitudes



Organization converts Force into Power

- **Skill is physical organization of physical energy**
- **Attitude is vital organization of emotions**
- **Understanding is mental organization of data and thoughts**
- **Values is psychological organization of motives**

ENERGY CONVERSION



Washington's Personality

ENERGY

- Intensely aspired to be a wealthy plantation-owner
- Rejected, he joined the colonial rebellion

DIRECTION

- His ideal was to be an English gentleman
- His goal a career in the British army

CHARACTER

- Fearless in battle
- Imparted discipline, character and courage to raw recruits
- Refused to overstep the authority given by Congress
- Implicitly trusted for impartiality
- Refused payment for 8 years of service

ATTITUDES & SKILLS

- A good listener
- Exhibited a remarkable capacity for self-sacrifice
- Concern for his men won their loyalty
- Shunned attention and popularity
- Patience and endurance

Washington's Accomplishment

- **His idealism inspired his troops to incredible self-sacrifice**
- **Ill-equipped, half-starving militia fought world's best army**
- **America outlasted the British by perseverance**
- **Model for subordination of military to civilian rule**
- **His personal values became those of America**

His Opponent's Assessment



On conclusion of the war in 1783, Washington resigned his commission formally handing control of the military to the US Congress

When told that Washington would return to his farm after winning independence, King George III replied incredulously, “If he does that, he will be the greatest man in the world.”

Cycle of Individual and Social Development

- **Progress of organization & society ultimately depends on the development of each of its individual members**
- **The individual develops by raising his consciousness and organizing his personality at a higher level**
- **Organization fosters the development of personality and capacity**
- **The highest stage of organization of personality is what we mean by individuality**
- **The formed individual is the catalyst of further social development**