

WEBVTT

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Kara Snyder: Hello, and welcome to the podcast, a podcast produced by the College of Applied Science and Technology at Illinois State University. I'm. Your host, Kara Snyder, and I serve as the assistant dean of marketing communications and constituent relations for the college.

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Kara Snyder: Each episode we're sitting down with an alum of the college, and today we have a chance to talk to Dr. Ravi. Raja Ratnam Ravi is an alum of the School of Information technology and is an executive and leadership development coach and workshop facilitator. He works with ambitious leaders, individuals, employees, and entrepreneurs, and equips them with the tools

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Kara Snyder: for enhanced mental fitness and the ability to achieve a transformational shift towards the same peak performance overall, well being and success in their personal and professional lives.

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He's an accomplished speaker and author, in addition to his bachelor's degree in computer science which is from Isu Ravi, also holds an Mba in global management and a Ph. D. And organizational development and leadership

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00:01:06.920 --> 00:01:12.160

Ravi Rajaratnam, PhD: welcome. And thank you for being here. Oh, thank you, Kara. I'm so excited to be here. It's an honor

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00:01:12.320 --> 00:01:17.790

Kara Snyder: So let's start at the beginning. How did you end up at Isu.

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Ravi Rajaratnam, PhD: Illinois State University. Oh, my God! So i'm! Originally from Malaysia.

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Ravi Rajaratnam, PhD: and when you're coming to Osc. Still us to study, they had a list of universities that you can pick from that will be recognized by the Government in Malaysia and Illinois State was one of them. So I apply to 5 universities in different states.

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Ravi Rajaratnam, PhD: and the package that came back from Isu. I was really impressed, impressed in the sense that it kind of walk through for a foreign student who's never been to the Us. Before, or to Illinois. State

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Ravi Rajaratnam, PhD: it. Kind of walk through everything that you need to do. This is what your day wants to be like. And this is what the student experience gonna be, and how you have all this support, support group and things like that. So I was so from that. Okay, here's where I'm going, because I felt very comfortable. So that's how I chose as you.

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Kara Snyder: Oh, that's great. So how did you end up in computer science? Was that always the goal? Did you have that picked out before you got to campus?

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Ravi Rajaratnam, PhD: That was an accident, because my passion was always

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Ravi Rajaratnam, PhD: cooking, and I was all set to go to Switzerland to go to

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Ravi Rajaratnam, PhD: Hotel catering and Management school.

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Ravi Rajaratnam, PhD: and for some reasons my sister didn't like it. They like I was. I'm the youngest in the family, so she's like you. Don't want to be a chef. What are you doing? So I cancel that, and I happen to go to a conference on computers and things like that. It's like, Wow! This looks really interesting. This is that I've got to do so. That's how I picked my Major.

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Ravi Rajaratnam, PhD: That is quite the pivot. But I will tell you I have a younger brother, so I know the kind of influence older sisters can have. So what do you miss the most about your time on campus?

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Ravi Rajaratnam, PhD: Oh, my God, it's! It's just the environment, the people the culture. But if you ask me one thing and one thing only. it'll be something called the International Fair, just like a resident assistant. That was also an international assistant, where it lived in alcohol, which is no longer the International House, I believe.

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Ravi Rajaratnam, PhD: but every year, during the month of February we used to have something called the International Fair on the but in the Board Student Center. and we have countries, different countries displayed

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Ravi Rajaratnam, PhD: with their wares. And some time people were gonna have food, and it was so exciting. We had the students. We had the community. Everybody looked forward to it. We also have a variety show that's something that I really miss. It was really good in terms of bringing the culture

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Ravi Rajaratnam, PhD: to us from different countries, because at that time when I joined. I think they were like

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Ravi Rajaratnam, PhD: 110 foreign students from over 45 different countries that believe. So we had a good representation. That's one of the most that I would miss, I think, in the campus.

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Kara Snyder: What a wonderful experience! And what a way for the University to help you create community when you know. It may have been a little bit difficult to achieve that on your own, to bring you together and be able to, You know, Spend that time together. That sounds really special.

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Ravi Rajaratnam, PhD: Yes, that was exciting. I I do miss that. It did try to come back couple of times when they did have the International Fair. And then, just a while since I've been to Isu.

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00:04:29.800 --> 00:04:44.910

Kara Snyder: Oh, that's great. So tell us you get this bachelor's degree in computer science. And then today I talk to you, and you are an executive and leadership Development coach. Tell me what happened in between. How do you get from Point a to point. B:

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Ravi Rajaratnam, PhD: Yeah. So I started off my career as a technologist, as a software developer.

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Ravi Rajaratnam, PhD: and then 3 years into my individual contributor role. I got into management.

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Ravi Rajaratnam, PhD: and I really like that in terms of the people management. Pod and I was a high flying manager, and you know all my clients love me. All the business partners love me. and that at that time my manager said Once you go ahead and do a 360 degree feedback.

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Ravi Rajaratnam, PhD: and I didn't know what that was. And then, later on, I found out what that was basically getting feedback from people that you work for and direct reports, peers, partners, everything.

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Ravi Rajaratnam, PhD: and the results came back.

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Ravi Rajaratnam, PhD: and it was horrible. I did not have any regard for what what's going on, people's life. I was just drive right. Try, no matter what this needs to get done.

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Ravi Rajaratnam, PhD: and and that's it, and how you manage your operate, an organization and people. So from that point onwards.

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Ravi Rajaratnam, PhD: I decided to invest into personal development in terms of understanding, emotional intelligence and building relationship and getting the best out of people. and that evolved into my leadership style, which is, basically I would say, sermon leadership.

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Ravi Rajaratnam, PhD: And I just naturally gravitate towards coaching and mentoring others.

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Kara Snyder: That's a great story. And you know one of the things I really like about that story is so often we look at people that are successful, and we don't always hear about. Maybe the roadblocks they hit, or those turning points. And

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for you doing that 360 review was so eye-opening and such a turning point for you, and something else that stood out, You know, As I was preparing for this episode, I looked at your linkedin profile.

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Kara Snyder: Your list of educational experiences is longer than most, I mean I I got to that section, and I just kept scrolling.

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So talk to me about your philosophy, about continued learning learning throughout your career. You know, you had this turning point. That was really a light bulb moment for you. What motivates you to keep exploring and keep learning.

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Ravi Rajaratnam, PhD: Yeah, the moment you stop. Learning is when you decay.

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Ravi Rajaratnam, PhD: so it's always important to put in, you know. Always improve your cell and learn mute things, because there's always a different way of doing things.

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Ravi Rajaratnam, PhD: and I was always a nut for self-improvement, looking at different ways to do things and whenever I worked with my of different organizations as well. I try to simplify things.

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Ravi Rajaratnam, PhD: and I look@thingsthatyoucanconnectthe.because most of the time when you're trying people to do some change. This resisted so always more to look at. How can I put myself in their shoes? So, learning about the business, acumen, learning about relationship, building, learning about conflict, management, learning about accountability.

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Ravi Rajaratnam, PhD: And i'll try to do with with like influence without authority. Because sometimes they're not your direct report.

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Ravi Rajaratnam, PhD: So that's why it's important that you're continuing learning and adding more tools to your toolkit. It's because you never know when you might use that toolkit. So that's what's important. So to me

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Ravi Rajaratnam, PhD: Learn, learn, learn, and never stop learning, because that's when you stop decaying.

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Kara Snyder: I love that outlook, and I think it's so true. And you know one of the ways to continue learning is to read. That's one of the easiest ways to ensure that you're always in taking new information, and I know last year you published a book, so tell us about what that process was like for you.

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Ravi Rajaratnam, PhD: Oh, that's that's an interesting journey as well, because, as I was working with all the executives, the c suites vps, directors. and I try to understand what their blockers were.

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Ravi Rajaratnam, PhD: and peeling the onion, it always let back to their early childhood whether it was a lack of a role model, a broken family trauma. You can just list the name, you know, list of things over and over again.



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Ravi Rajaratnam, PhD: So that got me into. Why is that happening? And during that time, too, this my book was a Covid project.

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and that's when that was a lot of

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Ravi Rajaratnam, PhD: you know, different factions, different groups, opposing ideas, especially with a different political parties like what's driving them, you know. So it all led back to their belief system. And then I started doing research. What causes the belief system? When did the belief systems I actually form

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Ravi Rajaratnam, PhD: and Bingo. It was during early childhood. So I did a lot of research on. What does that mean? What are the early childhood development skills.

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Ravi Rajaratnam, PhD: and then, understanding how we are cognitively wired, because 95% of who we are is based on the subconscious and that's when

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Ravi Rajaratnam, PhD: just Bill, during the early childhood. so look at what early childhood development skills was I looked at when

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Ravi Rajaratnam, PhD: the prime time for learning was as basically it was between 0 to 5, where our brain grows to 90% of the adult size.

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Ravi Rajaratnam, PhD: And that's like, okay, early childhood bum skills is cognitive skills, language and communication, social, promotional. And then, as I was doing my research. I also saw a direct link

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Ravi Rajaratnam, PhD: between the early childhood development skills and the 20 first century skills which is cognitive, interpersonal and interpersonal skills. So what I do now is as i'm working with all my clients, whether it's leadership training or one-on-one executive coaching.

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Ravi Rajaratnam, PhD: I tell them before we start doing the rewiring process. Let's understand how you are cognitively wired. because I just don't want to give you another framework or methodology to handle conflict management, or whatever

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Ravi Rajaratnam, PhD: I want to go to the Root Level. Why, you're operating the way you are. So the cognitive wiring part was important. So that gave me a lot of research on that. And now I apply that to my executive coaching

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Ravi Rajaratnam, PhD: and apply the neuroscience where help you build your neural pathways. So it becomes part of your subconscious. So it just kind of blended it well, because it was a hobby writing the book and the primary audience, for that was

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Ravi Rajaratnam, PhD: parents, early childcare providers and teachers, because my argument is, let's get parenting right rather than trying to do the rewiring process. But it served me well with my current practice

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Ravi Rajaratnam, PhD: where I go after the root level, and how individuals actually diminish their blockers and unleash their peak performance.

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Kara Snyder: Well, I have to tell you, Robbie. My Covid project was baking bread slightly more impressive. That sounds totally fascinating, and one of the things that stood out to me where you talked about how

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Kara Snyder: you know people have these social, emotional skills, and that's something that you know. It's just a part of who you are.

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But I do think it's something people need to be more aware of. So if you were talking to someone that wanted to increase their self awareness in order to make sure that their social emotional skills were on target, especially in the workplace, and say they want to be a good colleague. They want to be a competent leader.

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Is there a tip that you could give them to start that process?

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Ravi Rajaratnam, PhD: Absolutely.

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Ravi Rajaratnam, PhD: I always tell people try to put your empathy in a short answer is empathy.

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Ravi Rajaratnam, PhD: and you know, empathy with yourself, with others in this situation, and bring it. Bring a compassionate view to the situation. So

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Ravi Rajaratnam, PhD: that's what social and emotional is all about

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Ravi Rajaratnam, PhD: right trying to put yourself in a other person's shoes, understanding their point of view, and trying to feel what they're going through

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Ravi Rajaratnam, PhD: rather than

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Ravi Rajaratnam, PhD: trying to oppose their viewpoint. So starting with empathy would be like one of the biggest things I would say.

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Kara Snyder: Oh, that's great, and I know you know you. You tell kindergarteners that put yourself in the other person's shoes. But it really is something that is just a lifelong lesson that we can always have in the back of our mind.

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Kara Snyder: And then I know part of your work focuses on individuals that want to form new habits to help them achieve peak performance. And I would imagine that's both personally and professionally. So what is your number? One tip for someone who is looking to start a new habit, or maybe even break an old one.

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Ravi Rajaratnam, PhD: The number one thing would be blameless discernment.

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Ravi Rajaratnam, PhD: blameless discernment. What I mean by that is, Don't, beat yourself up. Nobody is perfect

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Ravi Rajaratnam, PhD: right. We all mess up

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Ravi Rajaratnam, PhD: So the key point is to understand why you messed up right, and how can you cause Correct to get back on the right track.

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Ravi Rajaratnam, PhD: Right? So it's important to do that, because many time people blaming themselves.

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Ravi Rajaratnam, PhD: judging themselves. and they beat the delve so up so bad that they can't even go past go right. So it's important that you that would blameless discernment. Oh, I love that. I'm really taking the kind of taking the emotion out of it in that regard. And looking at the bigger picture, I think that's great advice.

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Kara Snyder: and I know also one of your goals as a coach is to really help these individuals develop their communication skills. And again, I think that can be something that we take for granted.

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and thinking about our young alumni, or you know, or our students that are getting ready to graduate and enter the workforce. What is one tip that you would give them in regards to workplace communication.

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Ravi Rajaratnam, PhD: have excellent listening skills.

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Ravi Rajaratnam, PhD: There's a reason why God gave us 2 years and one mouth, so seek first to understand before being understood. That's my favorite quote from Steven Covey.

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Kara Snyder: That's a good one that is hard to beat, and I think it's it's just really excellent advice, because you're gonna pick up so much

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just on the workplace culture and the workplace values, and you will learn so much just by listening for a little while. I think that's fantastic advice. So thank you for that.

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Ravi Rajaratnam, PhD: You're welcome.

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Kara Snyder: So you are in this role that you have. You know you've found You've developed. You've created and really made your own. You're an author. What is your favorite part of your job?

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Ravi Rajaratnam, PhD: So what I like about my job is that I help. I make a difference every day to individuals, organization, people, community.

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Ravi Rajaratnam, PhD: It is truly tangible. I can see the change right, and my high is when I see someone where they were and what what they become.

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Ravi Rajaratnam, PhD: And I just love that part of it because many of times people are struggling. They don't know how to start where to start, and I try to break it down into a very simple.

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Ravi Rajaratnam, PhD: simple methodologies.

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Ravi Rajaratnam, PhD: right like things like blameless discernment, right? Because we all have things in our lives and life happens, and we all have things that sabotage us things that we want to do

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Ravi Rajaratnam, PhD: so just kind of developing them along the way. That's probably my favorite part of the job, I would say.

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Kara Snyder: Oh, that's great. And getting to see those wins must mean so much.

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Ravi Rajaratnam, PhD: Oh, yeah, it is so exhilarating because I consider myself, even though i'm an executive coach and leadership development solid here, right

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Ravi Rajaratnam, PhD: as pot coaching.

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Ravi Rajaratnam, PhD: There's also pod therapy right? Because I go up to the root level, even though i'm not a health and mental licenses professional. But there is some therapy, too, because i'm going to the root level

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Ravi Rajaratnam, PhD: and mentoring. So that's coaching therapy and mentoring, mentoring in the sense that I was an individual contributor, you know, and I

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Ravi Rajaratnam, PhD: made it all the way to where I am.

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Ravi Rajaratnam, PhD: and I can show you how to get there, because when I first came to you know United States, all I did was I. All I had was 2 years 2 semesters worth of tuition. That's it.

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Ravi Rajaratnam, PhD: I had no idea how it was going to pay for the rest of my tuition fees. and

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Ravi Rajaratnam, PhD: I everybody was concerned. It's like, how are you gonna pay it? It's like, oh, i'll get a bunch of different jobs. So I did.

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Ravi Rajaratnam, PhD: But as a foreign student I could not work off campus, and I think at that time the wages were like 3, 75, an hour, I believe. And yes, and I used to work the night shift at Julian Hall computer room

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Ravi Rajaratnam, PhD: because that was \$4 and 25 cents. So I had 3 different jobs, and I was like, oh, my God, how am I going to pay? Thankfully, My My academics were pretty good, so I got scholarship, and I had other jobs and things like that.

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Ravi Rajaratnam, PhD: But yeah, so I tell them here he was an immigrant

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Ravi Rajaratnam, PhD: right coming in here.

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Ravi Rajaratnam, PhD: Didn't know how it's going to pay for the rest of my school. And now, having achieved the highest degree, I could possibly in a Phd.

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And having worked from an individual contributor to a c-suite

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Ravi Rajaratnam, PhD: where English is not my mother tongue? I speak 4 different language, because from Malaysia.

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Ravi Rajaratnam, PhD: But if I can do it you can do it.

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Ravi Rajaratnam, PhD: Let me show you how to do it.

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Ravi Rajaratnam, PhD: So that's why I do it. Yeah.

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Kara Snyder: So. And I know you mentioned mentoring, and that actually comes up on this podcast quite a bit. So let me ask you, what do you see? How do you see a successful mentee? What is something that someone can do if they're searching for a mentor, and they want

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Kara Snyder: to do a good job in the role of Mentee and get a lot of that out of that experience.

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Ravi Rajaratnam, PhD: Don't waste the mentors time

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Ravi Rajaratnam, PhD: right? Make sure you play full out, and you follow through, and what they're asking you to do.

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Ravi Rajaratnam, PhD: Make sure that you're doing the homework. because if you hire a coach or a mentor. they're not going to do the push-ups. For you you have to do the work we going to show you how to do it.

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Ravi Rajaratnam, PhD: Right? So that's important. That's that's number one.

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Ravi Rajaratnam, PhD: and number 2. Have a growth, mindset and open Mindset right, Don't. Come in with a fixed mindset. Some some of the ideas, some of the suggestion, might not make sense and resonate with you.

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Ravi Rajaratnam, PhD: But just try it out. Trust a mentor or the coach and try it out. because it's the reason why they are mentioning that to you, because it has been tried and true. So try have a growth mindset.

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Ravi Rajaratnam, PhD: and then put in the outfit. You know

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Kara Snyder: I love that they're not gonna do the push ups for you. I think that's just a fantastic metaphor.

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Kara Snyder: and maybe that's a good segue into the next question. Tell me what is the most challenging thing about your job. I mean you are working with humans, so there must be something.

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Ravi Rajaratnam, PhD: It's just a commitment right again, like I said, I can do the push-up for you because you can drag a horse to the water, but you can't force it to drink it right. So.

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00:19:27.070 --> 00:19:28.660

Ravi Rajaratnam, PhD: whatever that happens.

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Ravi Rajaratnam, PhD: I have different techniques to get him back on track again. Blameless dissemin. I'm not judging you. That's not i'm not saying, oh, my God! Kara, I can't believe you such a loser that you didn't do it? You know it's most okay. What happened? Tell me what happened.

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00:19:42.690 --> 00:19:44.540

Ravi Rajaratnam, PhD: and how can we get back on track?

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Ravi Rajaratnam, PhD: And you know one of the method that I also talk about is

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Ravi Rajaratnam, PhD: trying to understand what is inspiring the change that you want to make in your life, whether it's a personal development or professional development.

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Ravi Rajaratnam, PhD: So that's the first thing that I start with whenever I do a coaching session or a mentoring session. Why do you want to change? Tell me the why, you know I don't know what the you know you guys have heard about Simon Clinics start with. Why.

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Ravi Rajaratnam, PhD: it's, you know, similar to that. Why are you inspired to make this change? Why do you want to do this? And when they fall off the wagon I always come back to remember what we do on this?

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Ravi Rajaratnam, PhD: Did that not import it anymore? Has anything changed?

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00:20:26.540 --> 00:20:31.190

Ravi Rajaratnam, PhD: So let's get back and track. What do you need for me to help you to get back and track

137

00:20:32.300 --> 00:20:46.240

well, and I appreciate that because you're really allowing space for life to get in the way, as it inevitably does. And then, you know, charting a new course after that, I think, is really effective. So I think that's fantastic.

138

00:20:46.750 --> 00:20:47.450

Thank you

139

00:20:47.820 --> 00:20:58.310

Kara Snyder: all right. So we are going to finish with a speed round, just to get to know you yet a little bit more. So go with your first Instagram. These questions. Are you a morning person or a night owl.

140

00:20:58.500 --> 00:20:59.920

Ravi Rajaratnam, PhD: Morning persons

141

00:21:00.710 --> 00:21:03.420

Kara Snyder: is that natural? Are you self-made?

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00:21:05.220 --> 00:21:06.490

Ravi Rajaratnam, PhD: It's natural

143

00:21:07.090 --> 00:21:11.990

Kara Snyder: good for you, good for you? Do you consider yourself an introvert or an extrovert

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00:21:12.120 --> 00:21:12.980

Ravi Rajaratnam, PhD: neither.

145

00:21:13.430 --> 00:21:19.340

Ravi Rajaratnam, PhD: Okay, tell me that' be right. I'm an envy word. So what I mean by that is.

146

00:21:19.530 --> 00:21:22.360

Ravi Rajaratnam, PhD: when I was younger I was actually an introvert.

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00:21:22.920 --> 00:21:32.140

Ravi Rajaratnam, PhD: but because I was into leadership roles, I had to force myself to be an extra word. so I can play both sides. There are times that

148

00:21:32.420 --> 00:21:49.970

Ravi Rajaratnam, PhD: after work I just want to be. I just want to vegetate. Just leave me alone, you know I don't want to do anything. Is, you know. Let me be my cave and things like that, so I can be that. But professionally, because of my leadership roles, I had to become an extraord, so i'll consider myself an ambulance because i'll i'll go both ways.

149



00:21:50.190 --> 00:21:58.750

Kara Snyder: sure. Yeah. And that's great that you know yourself that well. So you know how to fill your cup when you need that night in, or when you need to be around people.

150

00:21:58.880 --> 00:21:59.820

Ravi Rajaratnam, PhD: Exactly

151

00:22:00.030 --> 00:22:04.870

Kara Snyder: so are you. Do you start your You said you're a morning person. Do you start with coffee or tea?

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00:22:05.400 --> 00:22:13.220

Ravi Rajaratnam, PhD: I start with neither. I start with water first. I hydrate.

153

00:22:13.520 --> 00:22:19.250

Ravi Rajaratnam, PhD: and then I stopped my days at 50'clock. I have my me time, which is between 5 am. And 8 am.

154

00:22:19.580 --> 00:22:21.610

Ravi Rajaratnam, PhD: And that's where I get my

155

00:22:21.760 --> 00:22:32.030

Ravi Rajaratnam, PhD: meditation, my affirmations, my gratitude, prayer, my exercise, my shower everything, and then i'm ready to go at 8 a. M. With my

156

00:22:32.140 --> 00:22:34.140

Ravi Rajaratnam, PhD: glass of Matcha t

157

00:22:34.160 --> 00:22:36.570

Ravi Rajaratnam, PhD: There you go.

158

00:22:36.620 --> 00:22:51.920

Ravi Rajaratnam, PhD: I love a routine, so I think that's so interesting. Thank you for sharing. Oh, that the interesting! You mentioned that, too. If your students alumni want to know this technique, I always have to say if you were to conquer your morning, you conquer your day.

159

00:22:53.470 --> 00:23:13.430

Kara Snyder: I think that's so true, because then you're you have a little bit of control right. I always think if people were to roll over, and the first thing they grab in the morning is their phone. It's kind of all downhill from there. So your routine allows you to have that control of your day and set that intention. I could not agree more.

160

00:23:15.120 --> 00:23:17.570

Kara Snyder: What is your favorite thing to cook for dinner.

161

00:23:18.410 --> 00:23:21.220

Ravi Rajaratnam, PhD: My God! Favorite thing

162

00:23:21.820 --> 00:23:29.890

Ravi Rajaratnam, PhD: during Covid. I also got it a baking. I haven't done baking before. Okay, Tell me your favorite trees.

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00:23:30.070 --> 00:23:35.270

Ravi Rajaratnam, PhD: I make this lemonade. which is today, for

164

00:23:35.350 --> 00:23:38.340

Ravi Rajaratnam, PhD: with a coconut cross

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00:23:38.720 --> 00:23:55.600

Ravi Rajaratnam, PhD: that you know, the Todd is like the basis coconut. So with crumbles and things like that. But anyway, my favorite, I I do a lot of fusion cooking. So, coming from Malaysia, I try to bring in some of the Asian cooking with the best in cooking. I'll make like Chinese Italian.

166

00:23:55.920 --> 00:24:08.760

Ravi Rajaratnam, PhD: using the pastor and things like that. and the brisketta with some spicy shrimp and things like that. So I do a lot of different things. It's like no one favorite thing, because to me cooking is my relaxation.

167

00:24:09.190 --> 00:24:11.250

Ravi Rajaratnam, PhD: So yeah.

168

00:24:11.380 --> 00:24:28.900

Ravi Rajaratnam, PhD: sorry. Sorry to interrupt, but I was excited to ask you. Once you said that that was almost your career. I was curious to see what your answer for that would be.

169

00:24:29.460 --> 00:24:43.460

Kara Snyder: Well, and I love that you can harness it as a passion and an outlet, and still keep that as an interest. And you know it sounds like you're making lots of delicious things with that wonderful lemon tart for dessert. So that's so fun.

170

00:24:44.340 --> 00:24:50.460

Kara Snyder: So what are you currently reading or listening to? You know? How do you fill that downtime.

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00:24:50.690 --> 00:24:54.290

Ravi Rajaratnam, PhD: So i'm always reading at least 2 or 3 books at a time.

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00:24:54.550 --> 00:25:01.380

Ravi Rajaratnam, PhD: Right now. The 3 books that are on my table are by Daniel pink. A call to cell is human.

173

00:25:01.840 --> 00:25:06.830

Ravi Rajaratnam, PhD: and I love that book because at the end of the day everybody is in sales.

174

00:25:07.200 --> 00:25:16.470

Ravi Rajaratnam, PhD: Everybody is selling something, even when they go to an interview. You're selling your capabilities and your talent, and your skills and things like that. So that's a great book

175

00:25:16.740 --> 00:25:18.470

Ravi Rajaratnam, PhD: for your students

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00:25:18.530 --> 00:25:25.010

Ravi Rajaratnam, PhD: and the other book that I'm. Reading is called Mindfulness, a Practical Guide to Awakening, by Joseph Goldstein.

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00:25:25.600 --> 00:25:35.020

Ravi Rajaratnam, PhD: and of course I I always refer back to my book, Hardwiring versus rewiring. shaping the mindset skills and and behaviors during early childhood development.

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00:25:35.250 --> 00:25:41.970

Ravi Rajaratnam, PhD: Because I do a lot of podcasts on that as well. And yeah, there's a oh, I I do talking about a lot of podcast.

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00:25:42.080 --> 00:25:44.950

One of my favorite is Andrew Huberman.

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00:25:45.550 --> 00:25:55.020

Ravi Rajaratnam, PhD: He has a great podcast. He's he's a Stanford neuroscientist, and he has something called the Huberman Lab, and that's a good one as well.

181

00:25:55.530 --> 00:25:57.210

Ravi Rajaratnam, PhD: the mindset.

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00:25:57.420 --> 00:26:05.780

Kara Snyder: I listen to him as well, and that is the one podcast that makes me wish my commute was a little bit longer.

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00:26:09.500 --> 00:26:18.270

Ravi Rajaratnam, PhD: and he had an interesting life to coming up. You know. He was a total bread, you know, and this like a drop out, and then eventually got his life turned around to be where he is.

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00:26:18.980 --> 00:26:28.690

Kara Snyder: Yeah, he's. He's fascinating. So thank you for sharing. I think those books sound wonderful, and I think the Huberman Lab is a wonderful recommendation, too.

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00:26:28.830 --> 00:26:34.670

and then I do have to ask every guest I have Avanti's gondola, or pub cheeseballs

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00:26:34.730 --> 00:26:37.050

Ravi Rajaratnam, PhD: hands down. Avantis.

188

00:26:37.440 --> 00:26:40.790

Ravi Rajaratnam, PhD: Is that because you lived in Walker. You would like

189

00:26:40.820 --> 00:26:45.160

Ravi Rajaratnam, PhD: No, I've gone to everyone, but you know I do like I want this kind of one.

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00:26:46.590 --> 00:26:52.570

Ravi Rajaratnam, PhD: So I have one last question for you. If you could give one piece of advice to a college student, what would you say?

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00:26:53.930 --> 00:26:58.440

Ravi Rajaratnam, PhD: I would say 10 X. Your curiosity

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00:26:59.060 --> 00:27:04.980

Ravi Rajaratnam, PhD: don't just take things for granted right right now. Information is available everywhere.

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00:27:05.250 --> 00:27:08.660

Ravi Rajaratnam, PhD: right, and we don't know what's truth, what is what that through.

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00:27:08.700 --> 00:27:14.230

Ravi Rajaratnam, PhD: So don't just take things for granted. Be curious about why certain things work the way it does.

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00:27:14.320 --> 00:27:16.530

and why somebody is saying something

196

00:27:16.820 --> 00:27:20.560

Ravi Rajaratnam, PhD: and make your own judgment rather than just going with the flow.

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00:27:20.660 --> 00:27:27.000

Ravi Rajaratnam, PhD: because curiosity is also the seed for innovation. Right? It's very, very important.

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00:27:27.340 --> 00:27:31.170

Ravi Rajaratnam, PhD: So I would say tenx here, curiosity.

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00:27:31.240 --> 00:27:38.310

Ravi Rajaratnam, PhD: because that's a seed for innovation. And there's also part of critical thinking right in terms of making sure you

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00:27:39.330 --> 00:27:49.760

Ravi Rajaratnam, PhD: assimilate all this different information that's coming in to you your various mediums, right where there's news, a social media you name it teachers, lectures, and things like that.

201

00:27:49.960 --> 00:27:50.840

Ravi Rajaratnam, PhD: and then



202

00:27:51.250 --> 00:28:00.180

mit cti and apply the practicality of it. You know. What does it say? Why does it happen this way? Why is it true, and try to do some kind of research as well? 150,

203

00:28:00.310 --> 00:28:03.790

Ravi Rajaratnam, PhD: and then come up with a sensible deduction.

204

00:28:05.140 --> 00:28:22.770

Kara Snyder: Well, thank you. That was so inspirational, and I know our students will appreciate that. So thanks again for being here. That was Ravi Roger Ratnam, an executive and leadership development. Coach and workshop facilitator join us next time on the podcast for more stories from our cast alumni.