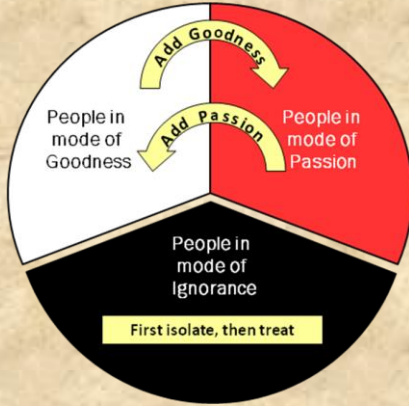


## Nectar of Governance

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### Part 14: Dip-stick study for governance



The toughest task for any leader is to predict and control various developments in the governance process under him. He would often encounter sudden unrest in subordinates, in-fight amongst equals, delays in work and even degeneration of standard practices. These are generally experienced despite well documented procedures, review systems and rewarding processes. Some people show self-contentment and do not try to advance in life or take up new responsibilities. Though they are good in nature, they would not grow to be leaders. Any leader would like such people for

their gentleness, but cannot push them much due to their resistance for new challenges. Some people are too active and passionate. They are very dynamic, but also indulge in background politics, thus spoiling the game. They can be termed as successful people, but cannot be trusted for long term. Another category of people are simply lethargic. Any amount of counseling doesn't affect them and they continue their practices of procrastination happily. Unless a leader is aware of these basic categories of people under him, he could be thrown into only confusion. Is there any scientific and scriptural method of knowing these categories so that they can be carefully segregated for proper guidance? The answer is yes.

The summary of Vedic wisdom, namely Srimad Bhagavad-Gita gives a wonderful direction in segregating all such people as under:

*karmaṇaḥ sukṛtasyāhuḥ sāttvikamī nirmalamī phalam  
rajasas tu phalamī duḥkham ajñānamī tamasaḥ phalam*

“The result of pious action is pure and is said to be in mode of goodness. But action done in mode of passion results in misery, and action performed in the mode of ignorance results in foolishness.” In this way, Gita is giving all the leaders a dip-stick study process to categorize their people based on their material modes of nature. We see some people are always very peaceful though not very useful for higher achievements. Some are always immersed in misery by words, mind and action. Some stay always foolish despite many endeavors. A Leader cannot ignore these behaviors thinking them to be one's personal matters.

Peacefulness, misery and foolishness though appear to be individual's traits, they reflect the expected contribution of those individuals in overall governance process.

As it is clearly mentioned in the above verse, peacefulness is the result of mode of goodness. This nature is a resultant effort of many pious activities. We often see such sober and soft spoken people in a group. A Leader should immediately categorize them as mode of goodness people. Generally one wouldn't think about them as they are least trouble makers. But such people are the real potential for all balanced higher tasks. People of such goodness are plagued by self-contentment and comfort zone living. It is the duty of a leader to identify such people with talent, and infuse some balanced passion in them for higher achievements.

As per the verse quoted above, misery is the resultant effect of mode of passion. This is the effect of 100% passion without tinge of goodness. Passion is good, but too much self-centeredness leads to many politics in a team. Lord Krishna nicely explains the symptoms of extremely high percentage of mode of passion as under:

***lobhaḥ pravṛttir ārambhaḥ karmaṇām aśamaḥ sprhā  
rajasy etāni jāyante vivṛddhe bhāratarṣabha***

“O Chief of the Bharatas, when there is an increase in the mode of passion, the symptoms of great attachment, fruitive activity, intense endeavor, and uncontrolled desire and hankering develop.” Many times, the above symptoms lead to perverted actions of groupism, power politics, duplicity thus creating negative atmosphere in the system. This leads to a heavy blow to the governance process, and the mode of goodness people are the first to get hurt. A Leader should be intelligent enough to identify such mode of passion people and systematically infuse some mode of goodness in them to tame their vigorous passion. Though it is a tricky affair, there is no other process to tame them. Personality development training, encouraging book reading, arranging philosophical discourses, conducting religious festivals at office, etc. would give a platform to infuse some mode of goodness in the passionate people. If such persons have very bad habits of excessive alcohol intake, smoking and some other things, they should be curtailed. Vegetarian food also brings mode of goodness in a person. A leader should carefully look into these aspects.

The present verse under discussion also gives an idea about lethargic people. Some often say, “I don't know what to do now?” or “I am utterly confused”, which only reflect their status of mind or nature. They just belong to mode of ignorance. A leader should be very careful about such people and carefully segregate them. They are like rotten fruits in a basket of fruits. If ignored, they spoil the entire basket. Foolishness and procrastination are their nature. They stay foolish despite all inputs for progress and improvement. There could be many reasons for such a nature, which has to be properly understood by a leader.

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This dip-stick study by a leader, either at home or office, would divide all the team members into three categories. Each group has a different method of treatment and such methods are never interchangeable. There is a great instruction in Bhagavad-Gita (14.19) that states, "In all activities, no other performer is at work than these modes of nature". This profound statement by the book of great wisdom prompts all the leaders to pay attention to these modes of nature as the actual doers. When these modes are suitably balanced, automatically things become favorable for smooth functioning of a governance system.

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