

Inclusion

Why the World is working on “Inclusion” Among Communities, Society and Organizations?

In today's world-where people live, work, and interact across different cultures, beliefs, backgrounds, genders, abilities, ages, and economic conditions-inclusion has become essential for a healthy society and productive organizations. Inclusion ensures that *every person* feels valued, respected, and able to participate fully.

1. What Inclusion Means

In simple words:

Inclusion means creating an environment where every individual feels welcomed, respected, supported, and given equal opportunity to participate and contribute.

It goes beyond physical presence.

It means feeling accepted and belonging.

Inclusion includes differences such as:

- Gender
- Socio-economic background
- Caste, religion, ethnicity
- Age
- Disability
- Education level
- Cultural background
- Language
- Sexual orientation
- Diverse thinking styles

Inclusion ≠ Tolerance

Inclusion is not just “allowing people to stay”. It is actively ensuring that they feel valued and empowered.

2. Why the World is focused on Inclusion

2.1 Increasing Diversity Everywhere

Societies and workplaces have become more diverse due to:

- Migration
- Globalization
- Education mobility
- Mixed workplaces
- Digital interactions

Diversity without inclusion causes:

- Conflicts
- Miscommunication
- Social exclusion
- Underperformance

Hence, inclusion is needed to handle diversity positively.

2.2 Emotional and Social Well-being

People who feel included:

- Have better mental health
- Feel safer and respected
- Build stronger social relationships
- Participate actively in community life

Inclusion reduces:

- Loneliness
- Discrimination
- Bullying
- Stereotyping

2.3 Economic Growth and Productivity

Organizations with inclusive cultures:

- Perform better
- Attract and retain talent
- Build innovative teams
- Improve customer satisfaction

Global studies show inclusive organizations outperform others.

2.4 Social Harmony and Peace

Inclusion reduces:

- Social conflicts
- Prejudice and bias
- Community violence
- Marginalization of groups

When people feel included, they become contributors rather than challengers.

2.5 Human Rights and Equality

Modern laws and international agreements emphasize:

- Equal rights
- Equal opportunity
- Dignity for all

Inclusion supports fairness and justice in society.

3. Purpose of Inclusion

3.1 To Create Belonging

Every person should feel:

- “I matter here.”
- “I am accepted.”
- “I fit in.”

This feeling builds confidence, motivation, and positive behavior.

3.2 To Provide Equal Opportunity

Inclusion ensures every individual gets:

- Access to education
- Access to jobs
- Participation in decision-making
- Growth opportunities
- Fair treatment

3.3 To Reduce Inequality

Inclusion targets groups that are often left behind:

- Women
- People with disabilities
- Rural individuals
- Minorities
- Economically weaker groups
- Elderly
- LGBTQ+ people

3.4 To utilize everyone’s Talents

Every person has unique strengths. Inclusion helps organizations, communities to use *all* talents-not just those belonging to a privileged group.

3.5 To Build Respectful and Safe Environments

Inclusion promotes:

- Healthy communication
- Respect for differences
- Understanding, empathy
- Reduction of discrimination

4. Objectives of Inclusion

4.1 Social Objectives

- Promote equality and justice
- Reduce social conflict
- Build strong communities
- Strengthen social unity
- Ensure participation of all groups

4.2 Educational Objectives

- Equal access to quality education
- Support for diverse learning needs
- Reduce bullying, exclusion, isolation
- Encourage empathy and cooperation in students

4.3 Organizational Objectives

- Improve team performance
- Increase innovation and creativity
- Enhance employee morale
- Build diverse leadership
- Improve organizational reputation

4.4 Psychological Objectives

- Improve mental health
- Reduce fear and insecurity
- Increase self-esteem and confidence
- Encourage expression and communication

4.5 Economic Objectives

- Better workforce productivity
- Higher engagement
- Attract more customers
- Create broader markets
- Support national development

Summary (One-Page Version)

Inclusion means creating environments where every person feels valued, respected and given equal opportunity.

Why Inclusion?

Because:

- Our societies and workplaces are more diverse
- Inclusion improves mental, social, and emotional well-being
- It drives innovation and productivity
- It promotes equality, justice, and human rights
- It builds peaceful and strong communities

Purpose: To ensure belonging, fairness, equal opportunity, safety, Participation for all.

Objectives

- Social harmony
- Equal education
- Better workplace performance
- Improved mental health
- Economic growth

Self-Actualization

What is Self-Actualization?

Self-actualization means becoming the best version of yourself -realizing and expressing your highest potential, talents, values and purpose.

It is the process of growing into:

- Who you truly are
- What you are capable of
- What gives your life meaning

This concept comes from Abraham Maslow's hierarchy of needs, where self-actualization is the highest level of human development.

Key Features of Self-Actualization

Self-actualized individuals:

- Know their strengths and limitations
- Live according to their values
- Have clarity of purpose
- Make conscious decisions
- Take responsibility for growth
- Use their potential fully
- Create meaningful work and relationships

Self-actualization is not a final goal...

It is a lifelong process of improvement and fulfilment.

How Self-Actualization is linked with Career

Self-actualization strongly influences career growth, satisfaction and long-term success.

1. Helps in Choosing the Right Career

A self-actualizing person:

- Understands their abilities
- Knows what work brings joy
- Chooses career aligned with personality & purpose

Such people avoid:

- Wrong career choices
- Confusion
- Job dissatisfaction
- Wasting years in mismatched roles

2. Creates Strong Professional Identity

It builds:

- Confidence
 - Discipline
 - Professional behaviour
 - Responsibility
- These qualities directly influence employability.

3. Enhances Performance and Skills

When people work in areas aligned with their strengths, they:

- Learn faster
- Perform better
- Produce high quality work
- Become reliable team members

4. Promotes Growth Mindset

Self-actualizing individuals:

- Seek improvement
- Accept challenges
- Don't fear failure
- Keep upgrading skills

This mindset is essential in modern careers where learning never stops.

5. Increases Work Satisfaction and Stability

When a person works according to their values and talents:

- Job satisfaction increases
- Stress reduces
- Career becomes stable
- Growth becomes natural

6. Leads to Leadership and Contribution

Self-actualized professionals naturally move towards:

- Leadership roles
- Creativity
- Innovation
- Mentorship

They contribute more meaningfully to organizations and society.

How Self-Actualization is connected with Coaching

Coaching (career coaching, life coaching, performance coaching) is essentially the process of guiding a person towards self-actualization.

1. Coaching Helps Identify True Potential

A coach helps individuals discover:

- Strengths
- Talents
- Personality traits
- Hidden abilities

This clarity is the foundation of self-actualization.

2. Coaching Brings Awareness

Self-awareness is the first step in self-actualization.

Coaching helps individuals understand:

- Who am I?
- What do I want?
- What is stopping me?
- What is my direction?

3. Coaching Removes Internal Barriers

Barriers such as:

- Low confidence
- Fear
- Confusion
- Limiting beliefs
- Lack of discipline

Stop people from realizing their potential.

Coaching systematically removes these barriers.

4. Coaching Provides Structure for Growth

Self-actualization requires:

- Goals
- Plans
- Accountability
- Action
- Feedback

Coaching provides exactly this structure.

5. Coaching Accelerates Career Success

When individuals become more self-aware, confident, disciplined, and purposeful:

- Their performance improves
- Their opportunities increase
- Their earning potential grows
- Their career direction becomes stronger

6. Coaching Helps People Live Authentically

Coaching encourages individuals to:

- Choose meaningful work
- Communicate confidently
- Make mature decisions
- Handle stress effectively

This supports long-term personal and professional fulfilment.

Summary

Self-Actualization Means: Becoming the fullest, strongest, most authentic version of yourself.

Relation With Career:

- Helps choose the right career
- Improves performance
- Builds professional maturity
- Increases satisfaction and stability
- Leads to leadership and contribution

Relation With Coaching:

- Coaching awakens self-awareness
- Removes internal barriers
- Guides personal and professional growth
- Helps individuals fulfil their potential
- Accelerates career success and clarity

Below is a clear, structured, and deeply insightful explanation of the strengths of an Independent Professional Practitioner (in IT and/or Management) compared with a traditional employee, covering the entire working life cycle?

This version is suitable for career guidance sessions, personal development training, and professional coaching programs.

Strengths of an Independent Professional Practitioner (IT / Management) vs. an Employee

(Across the entire working life cycle: Entry → Growth → Peak → Late Career)

An Independent Professional Practitioner (IPP) means a technically or managerially skilled individual who works independently as a consultant, specialist, freelance expert, project-based resource, trainer, auditor, advisor, or contract-based professional-instead of being a full-time salaried employee.

1. Strengths During Entry & Early Career (0-5 years)

1.1 Faster Skill Development

Employees often work only in limited tasks given by the company.

IPP learns:

- Full project cycle
- Multiple technologies
- Client interaction
- Deliverables and reporting
- Real-life business problems

Learning speed is 2-5 times higher because exposure is broader.

1.2 Direct Understanding of Market Needs

IPP works directly with multiple clients, so they understand:

- What skills have demand
- What technologies pay more
- Which industries are stable
- What rates and pricing are trending

Employees usually learn this very late or sometimes never.

1.3 Early Development of Professional Maturity

IPP is forced to build:

- Discipline
- Time management
- Quality standards
- Responsibility
- Communication

These qualities make them more professionally capable.

2. Strengths during Mid-Career (5–15 years)

2.1 Higher Earnings Potential

Employees have:

- Fixed salary
- Limited increments
- Slow promotions

IPP has:

- Multiple clients
- Multiple income streams
- Ability to raise professional fee
- Opportunity to take high-value projects

Many independent practitioners earn **2X to 10X more** than employees with same experience.

2.2 Flexibility in Work, Clients, and Projects

IPP can choose:

- Who to work with
- Which projects to take
- What type of work to avoid
- Working hours
- Remote vs onsite

Employees have very limited control.

2.3 Faster Career Advancement

IPP grows based on:

- Reputation
 - Skills
 - Results
- Not based on:
- Office politics
 - Seniority
 - Hierarchy
 - Approvals

This leads to **rapid professional recognition**.

2.4 Stronger Professional Identity & Branding

IPP builds reputation as:

- Cybersecurity expert
- Cloud specialist
- IT auditor
- Management consultant
- Data analyst
- Project management consultant

Employees rarely get personal branding.

2.5 Higher Employability and Mobility

IPP can work:

- Across industries
- Across locations
- Across sectors

They are not tied to one company or one domain.

3. Strengths during Peak Career (15–25 years)

3.1 Authority and Expertise

IPP becomes known for:

- Deep specialization
- Unique problem-solving ability
- High-demand niche skills
- Thought leadership

Employees may reach managerial roles but rarely become “industry experts”.

3.2 Asset Creation Instead of Dependence on Salary

IPP can build:

- Own consultancy brand
- Long-term clients
- Training programs
- Digital products
- Network of subcontractors
- Intellectual property (reports, frameworks, templates)

Employees hold only *experience*, which loses value after retirement.

3.3 Work-Life Control

IPP can adjust workload based on:

- Health
- Family needs
- Personal interests

Employees’ work-life balance is controlled by the company.

3.4 No Fear of Layoffs

IPP is self-reliant.

Employment downsizing does not affect them directly.

Employees face:

- Layoffs
- Cost-cutting
- Job insecurity

4. Strengths during Late Career (25+ years)

4.1 Continued Career Even After 50–60 Years

Employees often face:

- Forced retirement
- Difficulty finding new jobs after 45
- Reduced relevance in fast-changing industries

IPP can continue:

- Consulting
- Training
- Advisory roles
- Audits
- Strategy work
- Part-time projects

Many independent professionals work meaningfully even at **70+**.

4.2 Reputation Becomes a Long-Term Asset

IPP's years of expertise accumulate into:

- High credibility
- Referrals
- Repeat clients
- High-value assignments

An employee loses position & authority after retirement; IPP does not.

4.3 Financial Stability & Independence

An IPP can:

- Increase rates over time
- Build passive income streams
- Continue earning without full-time job
- Spread risk over multiple clients

Employees often rely on:

- Single salary
- PF/pension
- Retirement benefits

5. Psychological, Social and Professional Strengths

5.1 Strong Sense of Self-Worth

IPP develops:

- Confidence
- Independent decision-making
- Responsibility
- Ownership attitude

Employees often depend on directions.

5.2 Creativity and Innovation

IPP uses:

- Creative problem solving
- Market-based solutions
- Customized strategies

Employees usually work inside defined systems.

5.3 Freedom to Create Impact

IPP chooses their clients and projects, allowing them to:

- Create meaningful change
- Help organizations grow
- Contribute to society

Employees contribute only within roles assigned.

5.4 Higher Respect in Industry

Because they:

- Solve problems independently
- Build expertise
- Handle clients directly

They are viewed as **professionals**, not just “staff”.

6. Overall Lifetime Comparison

Aspect	Independent Practitioner	Employee
Income	Unlimited, multi-source	Fixed, limited growth
Work Control	Complete freedom	Minimal freedom
Learning	Faster, broader, real-world	Slow, restricted
Career Security	High (self-created)	Low (job dependent)
Long-Term Growth	Exponential	Linear
Retirement	Optional	Mandatory
Professional Identity	Personal brand	Company identity
Resilience	Very strong	Dependent on employer

Summary

An independent professional practitioner becomes stronger, more skilled, more respected, more secure, and more successful across the entire working life cycle compared to an employee whose growth and freedom remain restricted.

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