



How to be a deep thinker

To be a deep thinker you simply have to get into the habit of asking deep questions about everything around you. What is a deep question? Let's look at a couple examples.

Suppose someone lies to you, and you simply explain it by saying, "He's a jerk!"

That may be true, but it is shallow thinking. Instead you might ask why he lied to you. A deeper question than that would be why people lie in general, or why it is wrong to lie. Related questions might include whether it is ever okay to lie, and if so, when.

To become a deep thinker then, you have to get into the habit of looking beyond the immediate questions raised. Fortunately it isn't a heavy philosophical exercise to determine which questions are "deeper" than others. You will usually recognize them when you see them. For example, which is a deeper perspective, pointing out all the excuses a person makes for his or her behavior, or asking and exploring why people feel the need to make excuses?

Here's a good rule to remember: The more profound questions are those which have wider application. For example, knowledge about a particular man's personality, though perhaps useful, is limited and shallow compared to knowing the principles of psychology that apply to all people. Questions about a particular business are not nearly as deep as those about the principles of success which could be applied to all businesses.

Another rule: If one question or idea is an example of another, the latter is the deeper one. Water freezes at 0 degrees and becomes steam at 100 degrees. This is an example of the more fundamental principle that substances have three forms (solid, liquid, gas) depending upon temperature.

You can always start with "Why?" Like a child, ask it again and again, and question each answer. "Why do we force people to pay taxes?" Because they wouldn't pay otherwise. "Why wouldn't they?" They consider other things more important. "What are taxes for?" To serve the public good. "Who defines the public good?" The voters, by way of their representatives. "If the public votes for evil things are they still a public good?"

If you can remember to ask such questions often enough throughout your day, and continue doing it for a few weeks, it will become a habit. Making these "probing" thought patterns habitual is how you become a deep thinker. Carry a note to remind yourself at first, or put reminders on your schedule.

Being A Deep Thinker - The Use Of Language

Question even the language which you and others use, instead of taking it for granted. For example, what does "national defense" really mean? Does it mean protecting the borders,

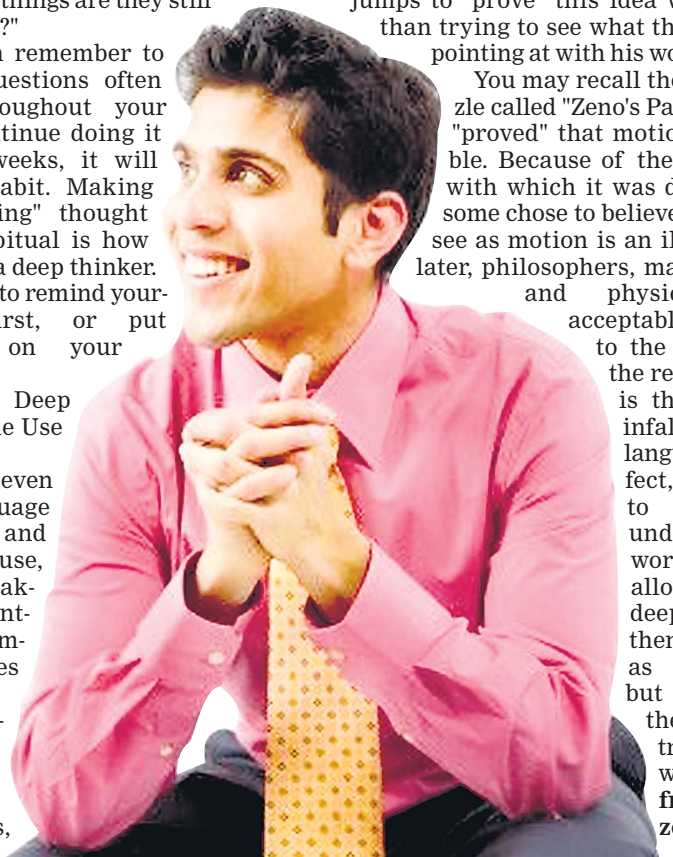
the government, the flag, honour, the people, or the rights of the people in the nation? These are very different ideas, and perhaps not always compatible, yet we often take for granted that we all mean the same thing when we use the words, "national defense."

The metaphorical nature of language is essential to growing our range of expression. We refer to the "memory" of a computer, and by using this metaphor it becomes easier to understand and communicate. On the other hand, this use of metaphor can also limit our thinking. The sun "going down" is a small example. We know intellectually that it is the planet turning which causes this apparent effect, but our language creates the impression that the sun goes away each night.

Now, if we stop and really consider that the sun never sets, all sorts of new ideas come to mind. Solar panels in space would always be in the sun, and they could beam electricity down to us by way of microwave transmission. Someday, a "nightless farm" could fly around the Earth at a thousand miles-per-hour, growing vegetables in 24 hours-per-day sunlight. These ideas may not be new, but they only occurred after mentally questioning the idea that the sun goes down.

Finally, a deep thinker recognizes the representative nature of language in general. Words are only meant to point at things in reality. They are not things by themselves. While this may seem obvious, it is forgotten in common discourse. A man says that corporations are evil, for example, and another jumps to "prove" this idea wrong, rather than trying to see what the first man is pointing at with his words.

You may recall the ancient puzzle called "Zeno's Paradox," which "proved" that motion is impossible. Because of the perfect logic with which it was demonstrated, some chose to believe that what we see as motion is an illusion. Much later, philosophers, mathematicians and physicists found acceptable challenges to the paradox, but the real lesson here is that logic isn't infallible because language is imperfect, and if we are to more fully understand the world, we have to allow for that. A deep thinker, then, uses words as the valuable but limited tools they are, while trying not to let words use him. [free-articles-zone.com](http://www.free-articles-zone.com)



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An International Consultancy Company seeks Civil Engineers (with more than 8 years experience) and Technical Officers (with more than 10 years experience) to work for a Water Supply Project being implemented in Trincomalee and Kantale areas.

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Age limit 22 - 26

on 23rd and 24th December 2010

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AL/1189/AdvT:42/10

SRI LANKA AIR FORCE

AIRMEN / AIRWOMEN VACANCIES

MESS STEWARD / STEWARDESS (AIRCRAFT CABIN ATTENDANTS)

Vacancies exist in the Regular Force of the Sri Lanka Air Force for Airmen / Airwomen in the Mess Steward trade.

* Applications are invited from Male / Female candidates who possess following educational qualifications to be trained as Aircraft Cabin Attendants.

* An overseas training will be given to the selected candidates.

EDUCATIONAL QUALIFICATIONS

* A minimum of six Passes at the GCE (O/L) Examination including a credit pass in English language and an ordinary pass in Sinhala / Tamil language at not more than two sittings (additional and optional subjects not considered).

* Fluency in English language with Strong communication skills is essential.

* Working experience as a Cabin Attendant will be an added qualification.

OTHER ENTRY REQUIREMENTS

Nationality : Must be a citizen of Sri Lanka

Civil Status : Unmarried

Gender : Male / Female

Age : As at 15 January 2011

Male - Not less than 18 years and not more than 23 years

Female - Not less than 18 years and not more than 22 years

Height : Male - 5'5" and above
Female - 5'3" and above

Weight : BMI 21±1

Chest : Minimum 32" (Male)

Vision Colour Standard: CP2

Visual Acuity: Left eye 6/6 and right eye 6/6
(Without Spectacles)

* Any candidate who may have special qualifications may at the discretion of the Commander of the Air Force be considered, even though he / she may not have the requisite height, provided he / she possess the requisite educational qualifications.

* Candidates must be unmarried. No Airman / Airwoman will be permitted to marry whilst under training and for a further period of three (03) years from the date of completion of training.

MEDICAL TEST

Candidates selected at the preliminary interview are to pass Special Medical test conducted by the Sri Lanka Air Force.

PAY AND ALLOWANCES

Pay and allowances will be in accordance with the Air Force pay code. Food, Accommodation, Uniform, Transport and Medical Facilities are provided free.

SPECIMEN APPLICATION

* Full name (As per National Identity Card):

* Educational qualifications:

* Permanent address:

* Nearest Police Station to permanent address:

* Present postal address:

* Telephone number:

* Date of birth:

* Height:

* Details of previous service in the Armed Forces if any:

* Achievements in sports / extra curricular activities:

* Other achievements of note

I hereby certify and declare that the details furnished above are true and correct to the best of my knowledge.

Date.....

.....

Signature of Applicant

INTERVIEWS

Preliminary Interviews will be held on 05 January 2011 from 0700 Hrs onwards at Sri Lanka Air Force Ekala

* Original documents to be produced at the interviews are National Identity Card, Birth Certificate, Educational Certificates, Sports Certificates, Character Certificates, Additional / Special Certificates and any other certificates of achievement.

Web site : <http://www.airforce.lk>

Human Resource...

the key activities of the human resource management function.

Q. Do you think Sri Lankan organizations give little focus to some of these key areas?

A. A fully fledged human resource management team must focus on these areas, and also conduct an audit on the human resources function to identify the gaps in the human resource practice which would ensure the best practices are in place. Human Resource Management like any other discipline is a scientific area of management like medicine, law, engineering and so on. Therefore, there is an urgent need to develop human resource professionals and for organizations to usher in world class practices that would drive an enterprise towards sustainable growth. It is the people factor in an organization that is vital, particularly from the stand point of driving the business. We need to care and nourish human resources by placing the well being of people at the core of HR activities. There is no doubt that the HR discipline has developed and come a long way thus enhancing its scope across organizations.

Q. How do you identify the talent of a potential employee?

A. Finding the right talent is the most important factor. We need to identify the potential of people. There is a war for talent between organizations today. They are all anxious to get the best talent that is out there. Organization must be able to attract talent using brand image. Effective inducements such as market rates of pay and benefits, career progression, challenging job roles, dynamic and conducive work environments and so on are vital. Effective use of selecting processes such as employment testing, competency based interviewing, psychometric testing, assessment centres, aptitude testing, proper background checking are important for achieving better results in the identification and selection of talent. Developing the talent is the next process. People must acquire good communication skills, reasoning power, mathematical ability, business understanding, logical thinking and have in general good interests in life. Those involved in management must have leadership ability, good human relations, business sense and be change oriented with

proactive skills for decision making. Thus talent identification, skill gap analysis and development processes are important to harness the best talent.

Q. What measures have you taken to improve the quality of human resource management within your organization?

A. The most important focus on human resources should be to ensure a competent committed and contented workforce in an organization. I have focused on introducing a Professional Development Scheme where employees are linked to an in-house examination over a period of time after being recruited. Through these examinations they will be able to earn Continuous Professional Development (CPD) points. In a scheme like this, the employees are exposed to continuous learning experiences which allows them to integrate with the organization and its culture and become more committed to the organization. This scheme is linked to the schemes of promotion thus ensuring that CPD, professional qualifications and experience together with aptitude and successful individual performance form the nucleus for career enhancement of staff.

Employee involvement through suggestion schemes, customer service committees, work improvement teams, staff meetings and open communication are key initiatives which are in place. In the coming year I hope to implement these fully. I also hope to introduce an inter-branch quiz programme as a learning experience to enhance the overall knowledge of the staff. E-learning is another initiative for 2011. All in all the objective is to change culture and create a learning and innovating organization. I also believe there should be a robust performance management system in an organization. I have introduced the "Balanced Scorecard" system which enables to set measurable targets to employees under four key areas such as the financial results, customer perspective, internal business systems and processes as well as learning and growth perspectives. People must perform in a measurement managed culture where "What gets measured gets done" and "What gets done gets rewarded". Many world class organizations have introduced this system and have reaped huge benefits. Such a process propels an organization into a "performance accountable organization" whereby people are driven to perform, account for same and get rewarded for superior performance. **-Olindi Jayasundara**

AL/1189/AdvT:42/10