



The Power of our Personal Capital

I recently met with an old client and in the process of chatting, I found out that he was facing a challenge with one team member and this had been going on for a while. When I asked him what he was going to do about it, his reply was 'I am a marathon runner, I don't give up'. That got me thinking as to what makes us humans persevere, focus on an objective and not give up until achieved?

The answer lies in our Personal Capital. In my last article, I talked about our default settings and the capitals that make up our default settings:

- Intellectual capital – our capacity to think conceptually, analytically, solve problems, make decisions and acquire new knowledge
- Psychological capital – our characteristics in terms of our self efficacy, optimism, resilience and hope
- Cultural capital – our values, beliefs, traditions, customs and language
- Personal capital – our capacity to transform a set of resources into desired results. This capacity includes our ability to leverage our expertise and knowledge to raise others' productivity
- Social capital – our capacity for enriched communication through interpersonal competencies that enable us to build trust, long-term relationships through empathy, influence, inspiration

Although it can be argued that it is the psychological capital that gives my client his resilience and self-efficacy, it is his personal capital that drives his determination and discipline.

Personal and social capital has a direct impact on our success and we should continuously evaluate and enhance it.

The intellectual, psychological and cultural capitals play a major part in determining who we are, however, it is the personal and social capital that helps us make a difference in the things we do. Personal capital also helps us evaluate what may need enhancing within the other capitals to achieve optimal results.

PERSONAL AND SOCIAL CAPITAL

Personal capital is our capacity to transform a set of resources into desired results. It is a combination of thinking and doing which relies on our energy, character, knowledge and ability. More importantly, our capacity to make a difference is a result of 'us' rather than the resources that are provided. Just as in the case of my client, the emphasis is on the value my client places in wanting to make a difference rather than faulting the team member (resource).

The second part of personal capital is leverage. Leverage is about raising the productivity of others, to deliver a desired result, by using our expertise and knowledge. The better we are at acquiring new knowledge and sharing it with others, the greater our leverage.

Closely linked to leverage is our ability to empathise, build trust and long-term relationships and networks. This is social capital – it is our capacity for



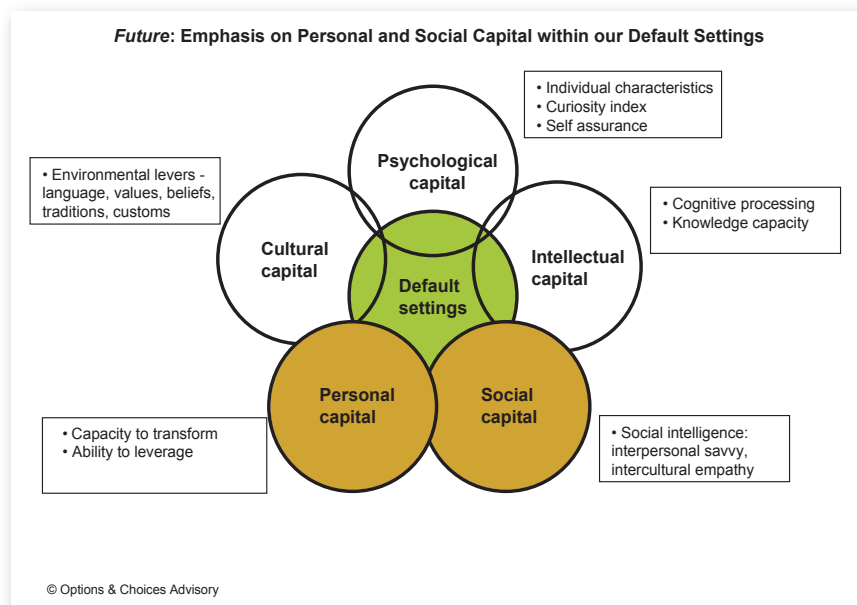
enriched communication, which uses the information from all the other capitals to help us understand, inspire, build trust and empathise with others.

In an increasingly globalised world and fast-evolving environment, the future is about enhancing our personal and social capital.

ENHANCING OUR PERSONAL AND SOCIAL CAPITAL

But what is the return on enhancing our personal and social capital?

Unlike my client, I don't run marathons but I do have a regular fitness regime which entails a 2.5-km run three times a



PERSONAL CAPITAL IS OUR CAPACITY TO TRANSFORM A SET OF RESOURCES INTO DESIRED RESULTS.



week interspersed with mountain biking and hiking. I noticed after a period that my running had reached a comfortable level and my heart did not have to work very hard. My fitness had improved. I decided to step up my running to 5kms three times a week. This new increase in distance brought exponential results to my fitness especially to my immune system and endurance. Had I not stepped up my running, I would have been ignorant of this new discovery.

The immediate result of my new fitness regime was greater endurance and a stronger immune system but the longer term return, from a regular fitness regime, was resilience – the ability to deal with the unexpected/challenges and persevere. Which ties back to my client's statement, 'I am a marathon runner, I don't give up'. His singular focus in preparing for and running marathons has built his resilience not only in sport but other areas by impacting his personal capital. However, to get there requires determination and discipline and these in turn become tools that we rely on when dealing with the unexpected.

If we look at the human psyche, generally, we all want to be good at what we do and we want to be successful. This is

dependant on our personal capital. Just as the fitness regime helps build resilience, our personal capital is responsible for what we do to achieve success. The more personal capital we have, the wider the variety of circumstances – new, old, complex, mundane – in which we can be successful.

However, enhancing our personal capital requires continuous effort. Achieving, the 'I don't give up', resilience starts with analysing the components within the various capitals that make up our default settings. They include deriving then analysing an individual's perception of various attributes within the components. From here, we then start the process of enhancing our abilities, just as my resilience was enhanced through a shift in the perception of my fitness by stepping up my running from 2.5kms to 5kms.

Enhancing our social capital follows a similar process, from understanding of mirror neurons to the development of Presence.

Personal and social capital has a direct impact on our success and we should continuously evaluate and enhance it!

THE WRITER IS THE EXECUTIVE DIRECTOR OF O&C ADVISORY. SHE CAN BE REACHED AT yoga@optionsandchoices.asia