

SESSION- 1

Understanding “Stress”

Speaker: Dr. A.K. Srivastava

Chair: Hon’ble Mr. Justice Kurian Joseph

Hon’ble Mr. Justice Kurian Joseph: Come in Good Morning

Dr. Aruna Bruta: Sorry for waiting everybody...

Hon’ble Mr. Justice Kurian Joseph: no no no no no no not at all

Dr. Aruna Bruta: wasn't aware of the time till one of the participants reminded me and getting later than I realized I am also getting late...hehe...let’s see the time thank you very much for...that...

Hon’ble Mr. Justice Kurian Joseph: so therefore it’s not a question of Bhopal doesn't give you any stress at all Bhopal in a way actually releases our stress. Stress aa as brother told as sister told probably is for the Chief Justice to send a nominations so we...then the next calendar meeting we must ask whether aa what so whether the Chief Justice has an stress in nominations in Bhopal and once nominations are made you must also ask the Chief Justices to have standbys also in case some body something as somebody drops out then next one in ques can come in so that they doesn't affect the these are very embarrassing for the Director **Professor Geeta** is a rightly, has rightly said that now this is stress for the institution because having invited so many resource person from outside and couple of Supreme Court Judges also participating and the, the, the number of Judges from High Court becomes a miserably low but for me I take it the other way the psychologists never speak to a group they deal individually so that the people who come here will be really benefited...is actually a close session and we can be in we, we will be getting more time relaxed and it will not five them stress also they will not speak to a person in the presence of another person they always like to speak individually because stress is always a personal aa a character in it, element in it. The rest are actually according to me...they will correct me if I am wrong this is my experience which I have seen also from me and others also. You have a personal

element as to how to deal with it you have certain in it inborn qualities in you because everybody are stressed and it all depends on how you manage it or deal with it or face it and the, the, the personal qualities if you are able to strengthen your path and you know put your things in order then the rest are occupational stresses or work related or family related or society related or so many other things these are the subjects they will be dealing so the psychologists who have come here or the resource persons who are coming at assistance should be aa definitely happy according to me because they get a very close personal equation with the participants so that the people who are come actually get benefited and we have...Dr. Aruna Broota she is also a clinical psychologist oh we have an industrial and organizational psychologists, psychologists are here and the clinical psychologists are here I don't know how many of us are aware of what is clinical psychology and this other psychology. My limited knowledge is earlier a clinical psychologists permitted to prescribe medicine...

Dr. Aruna Bruta: no sir...

Hon'ble Mr. Justice Kurian Joseph: no hain...

Dr. Aruna Bruta: no sir only a psychiatrist

Hon'ble Mr. Justice Kurian Joseph: ...clinical psychiatrist I am so sorry clinical psychiatrist...The psychiatrist prescribes medicines...clinical psychiatrist...I, I am so there....clinical psychologist does the counselling...right, right I got...I agree with you...corrected this is my confusion. A clinical psychiatrist there are also psychiatrist and clinical psychiatrist only a clinical psychiatrist are permitted to prescribe...clinical psychologists actually they are person the aa interacting with the aa people and...the the...yes counselling direct counselling and actually trying to involve in solving the issues etc. So that way we have two great people with us today we have lot of time and this will help us and the events of these days I was just going to the news tells us that just go through stress some judges made a confession that I was in great stress that means they....though have not speak out they have stress. One of our brother has spoken out I was in great mental..."frustration"...hain....frustration he has used frustration he has used distress...aa...stress everything he has used one way or other somewhere and was told also that means we have lot of stress. So what could be the, the reason for the stress which is actually accumulated by your

profession and how to tackle those things etc. so these all things will give us a little more light on this. I would also before I forget because as age goes you forget also so...just wondering you should have a conference of all the lady judges High Court Judges in the country they have different type of stress because I have spoken too many of them and I have realized also. So, you could also think of when you set the calendar next time that could have a conference of a lady judges working in High Courts so that...exclusively...exclusively...we, we will a...I am sure sister Aruna would agree with me because you have a different different situations different situations in courts different situations in family different situations when you interact with your sub-ordinate judiciary as well plus another suggestion is you could also have an exclusive session for the lady judicial officers which no academy gives so this could be one area where the this academy The National Academy could think of because state academy it will be embarrassing for them may be difficult for I don't know they are not thought of it. At least if you don't go to the grass root level...the basic level also at least the level of ADJs and the PDJs, lady ADJs and Lady PDJs so they could also be thought of second and third is this also one Dr. Geeta should the put it in the calendar that before judges are actually inducted to...before the candidature actually inducted to the High Court before it take oath and that is a time they should be told about what is going to the stress you are going to face and what is a change you are going to have in your life is actually a huge change from what you are been in the bar at the bar and what you have been in the District Judiciary. so they need a little bit of a consentization according to me but of a consentization has to what is the change they are going to go through and half they to accept it half they have to tackle it half they have to manage it this is some this is where people I have seen people who come from the subordinate judiciary also have lot of stress in the beginning and after sometime they pass on the stress to others also now that I undergone you, you must also people who come from the bar they face a lot of stress particularly when they are practicing...they find that an after couple of months or be even couple of years after...has depleted the wife start grumbling and then you find little bit of stress that she also but that the finance commission is going to take care of no but any of this a lot of a because you are going to have a social exclusion that...These are some of the areas where aren't this is not a post induction training if we must if you are insisting in Masur Sultan that the people who are coming to judiciary in the civil judge junior division for a...should undergo for 2 years training I was wondering why the district judges were directly recruited also are undergoing training at least 6 months mandatorily 6 months going they went to

all revenue this that that's at police all exposures they are getting but not for HC Judges so they should also have a pre-induction I will not say training I must say orientation as well a pre-induction orientation and that pre-induction orientation makes them compulsorily attend then understand realize may be some of them drop also after realizing but it is but do not know because better if they drop at that level because after having come to the Hon'ble Mr. Justice Kurian Joseph and then getting frustrated and passing on the frustration to others better that the, the conscious decision is taken at that level after having this...so these are my stray thoughts subtionly disturbing for all of us in the morning so now we will pass on...

Dr. Aruna Bruta: If I may allowed to give a little comment on what you have said according to me anyone who is inducted at a decision making level particularly concerning to judicial matters must undergo 10 sessions of self-realization because you can have your own beliefs your attitude your frustrations and you can project them in your decision making when you are deciding...

Hon'ble Mr. Justice Kurian Joseph: Bias, bias, bias also....yes

Dr. Aruna Bruta: So, at that level also a psychologist should be doing 10 sessions of self-realization

Hon'ble Mr. Justice Kurian Joseph: yes...I am saying this orientation of all....everything even...I don't say academic, academic they must be at least presumed to be knowing something...

Dr. Aruna Bruta: YA...YA YA....personal YES

Hon'ble Mr. Justice Kurian Joseph:general but this other areas of this stress management and the, the judicial ethics the judicial discipline etc. these are areas probably we may have to think...in next calendar I am sure we are going to think of this. Those will have a new dimensions on training as well...and with that I think must not pass on to the Dr. Srivastava going with the first session . This gives us a basics on stress understanding stress we will have an, another opportunity also to listen to Dr. Srivastava later but today we will start with the basics on stress. Thank You I will pass on to Dr. Srivastava

Dr. A.K. Srivastava: Very Good morning to all present here and Honorable Justice Kurian Joseph, Professor Mrs. Bruta and Honorable Judges from different High Courts. At the outset I would like to express my gratitude's and thanks to the judicial academy for inviting me for this workshop and to tell something about the stress and how to manage it so but in fact in front of you instead of being managing our managing the stress I myself become under stress because I am to addressing the judges and the so senior people because usually we use to address and teach students but here so I am feeling bit anxious stressed but I think it will be managed because there is no way out as I have come over here...haha...so we can see that I would like to ask whether do you really feel stress...do you feel stress, in your job?

Participants: [Not Audible]

Dr. A.K. Srivastava: I think majorly it is because of the over work

Participants: Exactly...

Dr. A.K. Srivastava: Major...and the other is I think that is the political and other pressures on you...

Participants: No no...Not at all...

Dr. A.K. Srivastava: No...So but that is a shortage of the judges in the HCs and it is a work overload I think.

Participants: Work overload is the main cause.

Dr. A.K. Srivastava: Main...so that can be managed by your judicial...and ministries and

Participants: Sir that is not going to be managed.... [Not Clear]

Dr. A.K. Srivastava: Ok so that you can manage at your own.

Hon'ble Mr. Justice Kurian Joseph: You are married to them so that you can't manage their, at your own.

Dr. A.K. Srivastava: ha ha ha...ok so I will tell you some way that how can you manage your stresses of day to day life and job life by your own. So first here in this session because this term stress is a has become very popular these days and stress and anxiety they have become the pervading features of the majority of the life of the people here in present world and despite of all the advancement in technology science and drastic change in the growth economic growth and the availability of so many things objects for leading a luxurious life but even then we can say that majority of the people all over world seem to be experiencing stress moderate to high level and the consistently increasing the rate of psychosomatic problems psychological problems, frustrations and dissatisfaction with the life in general they reflect that the people are experiencing more and more stress today but the reason is that it is not that in past days are the earlier days people didn't experience stress. They also used to experience stress but at that time in those society the sources and the severity of the stress was different that was lower and mostly at that time in those society the stress were of the just the simple nature just the epocotic nature. But today it is different it is a psycho-social stage we are facing and the major reason in general is that our jobs our life have become the diversely demanding more and more competition scarcities uncertainties and we are running by time by clock so so many things have come and they have caused and they have created stress for the people in the present day society and other thing is that our needs have also enhanced so many needs and aspiration has been gone very high and at the same time our patience tolerance these things have also gone low in general, in people. So, because of all those things the stress has become very restrict today and it is affecting our life and it is a putting the adverse impact on our behavior and our health and we can say as conclusion that these stresses of our day to day life and particularly of the job life they severely tax our behavior and our health and that's why it is a decreasing our overall behavioral effectiveness in various spheres of our life. As we are expecting that I will do this this this in this way but because of this stresses we are not able to give the best performance. And at the same time the health is also being adversely affect by the stresses. So, stress is not a we can say it is not a new concept it was there long back and it was used in physics and then in The medical science, biology and basically it started on this term, term became popular in the area of the physiology, 2 physiologistcan't brought he was staying studying the homeostasis and emotional processes. He and further another physiologist from Canada Shelly they made this tern popular and so this term stress that derive from the Latin word stringy which means that to draw tight. So then further we can say that this term stress is

very confused and it is used for several other terms like the frustration, anxiety, pressures, tension so many conflicts, so for all we use this term stress but it is not stress they are all different from the stress they are related closely related to the stress but we can't say that this anxiety, tension, frustration, conflict, pressure they are the stress so we can say that still today the term stress is...with the definitional contradiction and we can say that it is a too well known but two little understood. Many people they say stress, stress but I don't think that they actually understand what is actually the stress is; how it differed from other concepts. So that are not concern here but the first thing is that this term came from the Latin word 'stringy' and then the physiologists like Selye and Cannon, Cannon was a physiologist and he said he was studying the homeostasis of the body and in that context he said that stress is a disturbed emotional state and which hinders the physiological functioning. Then, further he modified the term and he use this terms for indicating the things which cause stress, the things in the environment or some pressure on the body or some deprivation in the body so which factors cause these things that he referred to as the stress and then the physiologist Selye he popularized this term and he did a lot of research work in the area of stress and he defined stress as a non-specific response of the body which it makes when there is a some pressure or some deprivation on it so when there is some pressure on our body from external forces or some deprivation in body some changes take place in our biological system, nervous system so these changes he called are the 'Stress'. so response we get so this responses we do when there is stress so we experiences stress the information goes to our one part of the brain that is hypothalamus and it triggers our endocrine glands and so many changes take place in the body so these changes which take place in the body that is to resist and that is for adaptation to the pressure when there is some pressure on a body from outside or some deprivation in the body then body makes some resistance and adaptation to resist those demands so when we are hungry or we need some water and not getting so some changes take place in our body and those changes are for the adaptation we resist to the need of the water we resist the need to the for the food but he said that this process of stress has three stages i.e. alarm, resistance and exhaustion that when we feel start feeling the thirst or the hunger then alarm stage comes and again we don't get the water and the food then the stage of the resistance come we try to resist and several changes takes place in our biological system and that if it is again and again then it will lead to the some physiologic talk in the body and it is accumulated and then it will result in various types of psychosomatic diseases in the body. So, we can say this term stress was used in different differences by medical sciences by

physical scientist and by psychologist itself. So in the beginning it was used as stimulus perspective...no, no... और पीछे और पीछे... इसके बाद... बस...so these are the three perspectives so I will give you the brief that the external forces are factors in the environment which you took put some pressure some difficult situation or some very some natural calamities so many things which is in the environment and which influence the person adversely put some pressure or put some demand on the person so those factors in the environment they were called the stress. but it was highlighted that is not stress it is not universal the same factor doesn't cause the same type of stress to the people so the second thought came that was the response perspective that what the response we make when we face some external pressure and demand on our self may be it is a psychological or may be it is a physical but some pressure some demand excessive demand is on body so in that situation whatever reaction at our psychological level and at our physiological level we make that reaction is actually the stress and this term was used by the physiologist. So, in medical sciences but in psychology we can say it is totally different the psychological stress and this the physical stress that is different so here we can say that psychological stress that is more dangerous and what all we are facing is that is a more and more the psycho social stress and this stress for that it was defined in different way the actual stress we can say that it is a result of a transaction between the person and the environment i.e. transactional perspective that is a correct definition that when the situation of stress comes it is not that it immediately influences the person and he get stressed. There is a transaction, there is an interaction when the situation of stress comes the person perceives it and makes the cognitive evaluation and in between he think of the coping that how will cope and again then he assist the situation. So, it is not it is we can say that stress is a very subjective experience it is a personal experience and it is a perceptual phenomenon that how we perceive and how we interpret the thing that will determine that how much stress we will experience out of some situation. So, the situations are not inversely or inherently stresses but how we interact how we perceive it is all decide so when the situation comes we make the cognitive appraisal at our mental level we make the appraisal that how difficult is how demanding it or what may be the outcomes if I don't face successfully with the situation so that is one cognitive appraisal and then again the person makes the cognitive appraisal at his mental level of his own resources and capabilities whether I am having the capabilities to deal with the demands of the situation face the situations successfully or I am having the resources which can help me to deal with the situation so he makes a comparison so it is not an event but it is a process it takes time and in

between we make a cognitive appraisal and interaction, transaction and then ultimately we come to conclusion and when we find that the demand and pressure of the situation is greater than my capabilities and resources then the state of stress emerges. So it is a we can say personal experience, subjective experience the same situation is there but a person may experience a lot of stress but another may be very happy he may enjoy that let us see the situation has come and I can get the opportunity to grow myself and to prove myself so he takes it as a challenge. So, he is not that stressed situation is the same so it is all our own interpretation what meaning and how we think of our own resources and capabilities to deal with that all decides that how much stress we will experience. So, we can say that it is not an event but it is a process and it starts with when we perceive that there is some situation in the environment which is an excessively demanding it is a very difficult or it is a situation of hardship diverse...adversities so, so many things which is unusual in the environment so first we will perceive it and then we start the cognitive appraisal and after the cognitive appraisal when we find that my capabilities and resources are lesser than the demand of the situation to deal with it then the situation of stress comes and then it goes information goes to our hypothalamus and then it triggers our pituitary gland and then pituitary gland triggers to our adrenal gland and it secretes various type of hormones in our body and blood streams and a lot of changes take place in our biological system and usually we don't feel but that take place and if it is again and again there will be a hallastotic load on our body and that will lead to a various type of the psychosomatic diseases. Because total body is involved so when we perceive that the demand is greater than my capabilities so immediately the feeling or the, the experience of stress starts and at psychological level we get tensed, anxious and so many psychological changes take place and at the same time some biological changes also take place and if it is severe it is a very intense then it may cause a lot of psychosomatic or health problems. One thing here I would like to state that is related to the management that the total adverse impact or harmful impact of stress on us which leads to the various types of diseases the thing is that reactivity that how we react to the stress full situation and for that I would suggest that the intensity if it is high then it will harm more because it will cause a higher degree of the arousal in our physiological system and a more n more dis-balance and then there is a more chances for the health problem so I would like to suggest here that when you perceive some stress full situation so try to make a cognitive appraisal thing that may be that when you make a reappraisal of the situation then you can find that there is something good in the situation or if you can think that

outcome of the situation that if I successfully face this situation I will get something good I will learn something so if you will start thinking on that aspect the amount of stress will be reduced it is restructured so when the situation come rethink make the appraisal and reappraisal and at the same time in this time which you are taking in taking decision your reactivity to the stress biological physiological reactivity to adjust is lower down. So give the second thought so if you give the immediate reaction so it will be a very intense physiological reaction and that will harm you hurt your health. So, I would suggest that the situation come then try to make the reappraisal and reappraisal of your own resources and capabilities may be that you can find that there is some parts and who can help me are they are the resources so when you will think of those things then your stress will be reduced and the reactivity to the stressful situation at your biological level will be reduced and then you will be having the lesser chances for stress so stress is a very we can say very complicated term and we very simply define and explain and I know so many people who manage the stress of others but they don't know what is actually the stress. All the things they mix up...they are inter-related anxiety, tension, frustration but it is a not all stress it is a stress we can say it is a deviant or disturbed psycho physiological state of the person and under the condition when you see a significant differential between the rewards you get after successfully dealing with the situation or the cost you will have to pay for not dealing with the situation. So here we can say the two things to conditions one condition is that the demand must be greater than you capabilities and the other condition for experiencing the stress is that you should see the significant differential between the two things that if I successfully deal with the situation I will get a good return and if I will not I will have to pay a big cost. If this difference will be there only then stress will be greater and if in the broad situation that if you successfully deal with the situation cope with the situation or don't cope there is not significant difference, the outcome will be not very significant difference. So, in that condition you will feel lesser stress so here we can say it is a not an event it is process and it is a subjective experience so it starts from our cognitive appraisal that whether we will experience stress or how much it is all our own interpretation our own cognitive appraisal of the situation so it is all determined by our own. And that's why for managing the stress it is a you should just take the advice and suggestion of the psychologist or experts but further you can do by your own and by making certain changes in your cognitive patterns or cognitive processes and in your behavioral patterns and your lifestyle you can manage at least to a great extent to the problem of stress by your own.

So I will give you certain tips there I will give the papers they will distribute so if you can adopt an specific type of the patterns of cognitive patterns so stage is very complicated thing and it is a its how we will perceive something as a stress or how much stress we will experience out of it what will be the consequences of it.

It is a mediated by so many things several factors are there in between here we can say that these are the stresses and then come the mediators it is not that when we see the stress it immediately cause the state of stress. In between there are so many things this is a cognitive appraisal...mental level we make the appraisal of the things and these cognitive appraisals are influenced by our cognizant coping belief personal factors so many things social support so in the framework of all these things we make the cognitive appraisal so that's why there is a significant difference in the experience of stress from the same situation for different person because this second mediator is there so it mediates it can modify it can boost or it can lower down the experience of stress. Then again the stress of stress straight comes and then here the spontaneous reactions we make and ultimately comes this the strains. So, this is all mediated and moderated by several factors so for understanding the stress experience of stress of a person and to see and analyses the ultimate consequences that is strains we should go for analyzing all these mediators. So if stress is there and that is inevitable part of our life work load is there so by using these mediators' moderators sometimes we can that I will tell in the next that how can we moderate. If stress is there inevitable part is there suppose you have to work a lot 8 hours 10 hours and that is inevitable that is essential so if for that you can moderate it by giving some rest pauses after may be that you work for 2 hours and take a rest pause of 15 minutes, then again start work that you can done. So work will be there you have to work for 8 hours but in between you can take some rest or some other things so there are different ways that you can moderate or you can manage...that I will...so here we can say that it is not very simple term it is very complicated and so many processes and moderators mediators are there and then ultimately we experience the strains. Now, we will come generally in the social resources these are the physical environment that is extreme temperature, natural calamities and then psycho-social environment society group social relations family then personal characteristics so we create some, sometimes stress for our own self by our own behavioral patterns. Certain of our personality characteristics and the certain of our behavioral patterns they become the source of stress for our self. The people who are very competitive or who are having very high aspiration

or who are the over sincere very sensitive, so all these characteristics of the person they boost and they create the stress for themselves. So, there are certain forces...resources of stress are within the person system and that we can control when we start realizing that these are the things which are causing stress so it is within us that we can do may be it takes some time because you have developed some habit and tendency but when you feel that it is harming my health and my behavioral effectiveness so you can at least modify it or reduce it to some extent so that you can reduce the stress of your day to day life to some extent.

And then we come to the consequences. That is very important thing that make the term stress popular because of the consequences. When in the last phase of this 20th century the people started feeling that they there is a more and more stress and it is a severely harming the health and the behavior of the people and their performance. So, this term that stress takes our psychology and physiology severely and it causes a variety of problems and some problem is that is an our psychological and behavioral symptoms tension, anxiety, loss of sense of honor so, so many things are there at psychological level which take place when we are severely stressed or stressed again and again. So, these are the things but the other part which is more important that is a health and we can see that these psychosomatic diseases there rate is going high and a new type variety of new type of stresses are coming up, psychosomatic diseases are coming and the major cause of that is the stress, anxiety, tension and this was a very old concept it is not that stress influences the health. In our older literature we can see that the mind and health "मन और शरीर". So, there is an interaction that whatever happens in our brain whatever we think that effects our health also. It is very old concept, mind body interaction. So again it has come and it has been proved by that when there is a stress at our psychological level then it will because when we feel stressed it make certain changes in our physiological system and if it is again and again and if it is intense then it is certainly bound to lead to various types of the psychosomatic problems in the body and...इसके बाद...yes...so this is a process, what is mechanism? People say they stress है...so how it is going to affect our health and they think that it is just that our psychological level it has come it will go because we don't see that what are the changes are taking place in our physiological system it is slow but if it is again and again so it is accumulated and every time when there is a stress we try to make some resistance at our biological level and there is a physiologic tall in our body.. "थोड़ा शारीर में टूटता है..."

Then if it is again and again and it accumulates then it leads to a different types of the diseases and which are caused as the termed as the diseases of the adaptation. When our biological system has to make certain changes again and again and it is accumulated so this leads to the various types जिसको we can say that the...one term is there a fogging stall stick stylistic tall in our body "to" if it is again, again we resist then so various types of one then we feel stress this is the process mechanism that how our physiological system is adversely affected and which leads to different types of the diseases. First it is goes to the hypothalamus in brain and then which triggers the glands and then this comes so one thing here I would like to tell that total loss are the damage which we get out of the stress it depends upon our degree of reactivity if we are cool and we can tolerate our stresses at our cognitive level to some suppose some stress comes and you make the immediate reaction it will be very intense and degree will be high and the total physiological changes will be greater that will how...but if the situation comes and suppose you just wait give a second thought and may be that you think that it is an inevitable part of life and if we accepted this social life so stress will be there and everybody is facing that is our Prime Minister Modi is facing Obama is facing so it is a ...for me...to what is a bad...everybody is under...and we are more privileged than so many people they are facing more greater stress severe stress than the...so it is all at our cognitive...or we accept it OK it is our fate it is a gift of god so just we tolerate cognitively and by this we can reduce the intensity of the reaction to the stress which is taking place at our physiological level and then your harm in your total system will be reduced and there will be lesser sustainability for the different type of stress. So, we can say that it is just process and I would like to say again here that stress is a specific state of the person it is not in the environment the environment which cause the stress that is stressor a particular state of the person that is a deviant disturbed psycho-physiological state, that state of the person is stress and the damages which are taking place responses that is a strain, immediate and long term strains, health problems and....So this is about the concept but we can say that stress is not all bad some stress is needed because we see in industries we see that sometimes when the stress level is down we try to enhance the level of stress high. Because in optimum level moderate level of stress is essential for making some arousal in yourself and some motivation and activation. If there will be no stress the person will be lying and she will be sleepy. But if the stress moderate not very high not very low but a moderate level of stress is needed to make the person arouse motivated and active so he can feel. So, we can see that this stress is a reality of life and we should accept it when there is no way out to get out of

it we are born we can't leave the jobs, we can't leave the family where stress is there so if we have to be there in our job where stress is there in our families where stress...so if there is no way out so try to cope tactfully and accept it as a reality of life..."नहीं तो संन्यास ले लेके छोड़ो सभी "...so we have to....

Participant: वहां भी स्ट्रेस है...

Dr. A.K. Srivastava: कम होगा...so no but we will realize it that it is a reality of life everybody facing so there is no way out we are bound to so there we will have to think of how to manage it well. We don't think "हो रहा है जाने दो" but if we can systematically do some effort extra effort we will have to make, then we can manage to some extent it is not that totally make the life eradicate the life stress free. "ऐसी भी ज़रूरत नहीं है" at least we should maintain an optimum level stress in our life which will make us active and we can do something for the society. And in the future I can say that there will be the more and more psychosomatic problem all the other diseases which are bacterial or which are infectious that can be controlled by the medicines and surgeries but the diseases which are being caused by the stress and anxiety frustration tension the psycho-somatic diseases though basic cause is the psychological then it is transformed in the physical problem in the body that can be help that can be assessed by the experts and psychologists there I would suggest that there was one of my relative he was having some pain in stomach he is an engineer in PWD and that developed again and again, again then he went to the doctor and he was taking the medicine but it was not cured then the doctor discussed ki when it starts and the frequency is more...to he said that in the morning at 9 and so it was all concluded that at the time of when he has to go to the office so the stresses of the office burden and problem which he was facing in the office that that had caused the some problem in his stomach. The origin cause was the stress at work. So, I would suggest that in future when for making a better diagnosis of the psycho-somatic diseases the physicians must take advise or they should take the decision in collaboration of the two some psychological...if it is typical and it is not being treated...and it...by the medicine so we should go an analyzing the psychological causes and the psychologist can assist and contribute a lot in this way helping in the diagnosing the causes of the disease. So, in future we can say that stress is a good it is not bad and it is just like ki we put "की कभी कभी"...we will enjoy the, the good

Dr. A.K. Srivastava: No they are not born with a social norms and other things the family or they have to bring this this this for wife and for children and they have to go to the office and to attend this meeting and the judges have not come it create problem so they are all free when they like with they get up and whatever they...so they don't think for the future may be that some of the sanyasi they are becoming the businessman so they are facing the same stress as we are but the real sanyasi means that he has left all the things to others to the god and he says that the god will take care of all the things so that's why I think I have not met so many sanyasi's...haha

Hon'ble Mr. Justice Kurian Joseph: ok, ok brother...

Participants: [NOT AUDIBLE]...all sanyasis...remaining more of few kind rather than us even they have renounced the world but they...their comment... [NOT AUDIBLE]

Dr. A.K. Srivastava: to in real sense they are not sanyasi...sanyasi is different thing they leave the society they use to live in the jungles and not in the society that was sanyas actually...ok
VANPRASTHA

Hon'ble Mr. Justice Kurian Joseph: After all the "prastams" they go to one and...[NOT CLEAR]...so actually said conceptually sanyasi should not have stress so sanyasi get stress because of his attachments, the moment he is detached...professor used the word renounces...renounced everything completely detach, detach from his body also he goes because nothing want...[NOT CLEAR] attracts him. This is actually sanyasi they take the...of poverty...obedience and there are 3...and there you don't have that...always toning them or...attracting them because they have denounce their body as well so that is the sanyas are...but this things get on to them because they link in the world and they are involved in the activities of the world so those life in the world and activities they perform in the world give them the stress. This is actually....distinction so real sanyasi was a complete renunciation complete detachment does... [NOT CLEAR] therefore a real judge was completely gone into judgeship shouldn't a stress...that is...hain...

Participants: [NOT CLEAR]

Hon'ble Mr. Justice Kurian Joseph: The reach an aspect of renunciation the moment...that's why I agreed with readily agreed with Dr. Aruna's side...now the moment before you enter you must know where are you entering. You are emptying something and you are going to enrich by that emptying is actually enter enrich I enter sorry empty enter and enrich this is a process of to me as a judge. You are emptying you are entering and you are enriching yourself and enriching others also in this process you will not have stress it you have this... [NOT CLEAR]...But we have several consensus of stress which you will discuss in the process because it's not gain saying in saying that there is no stress for a judge...stresses are there for judges also...

Dr. Aruna Bruta: I may be allowed to add Sir...may I

Hon'ble Mr. Justice Kurian Joseph: Haan pls pls...

Dr. Aruna Bruta: I was...

Hon'ble Mr. Justice Kurian Joseph: You are quite use to these sessions year no...

Dr. Aruna Bruta: haha...

Hon'ble Mr. Justice Kurian Joseph: No no I am asking...

Dr. Aruna Bruta: But ya ya I am...

Hon'ble Mr. Justice Kurian Joseph: So be a generally particularly with the high court judges we generally go with very interactive session so feel free...

Dr. Aruna Bruta: So...

Dr. A.K. Srivastava: One thing just wait madam wait...

Dr. Aruna Bruta: Jee Sir...

Dr. A.K. Srivastava: Just it is relating to that is just regarding the stress how can be because we can see today it is a big source of stress or frustration is the expectations we are having from so many people...which the sanyasi don't have...so this is we are expecting others to do they will do

they will do and that is not done because of their own problems people are not as previously done so it is a big frustration for us so it is a better not to expect very much from others and be may be but not totally depend upon...So I mentally get prepared that may be that he is not able to satisfy my expectation so you will get lesser frustration and stress...

Hon'ble Mr. Justice Kurian Joseph: Plus one desire...this what...said the cause of all problem is actually desire moham, moha, moh

Dr. A.K. Srivastava: In Sanskrit we called "**moh**"...

Hon'ble Mr. Justice Kurian Joseph: Desire, desire causes the problem so sanyasi doesn't have neither expectation nor desires...so the problem comes when we have expectations and we have desire...now Dr...

SESSION- 2

Cause and consequences of Occupational Stress

Speaker: Dr. Aruna Broota

Chair: Hon'ble Mr. Justice Kurian Joseph

Dr. Aruna Bruta: I have only wanted to just say it was beautiful what you have delivered today but I just wanted to add that when you particularly bringing the concept of sanyasi then you have to yourself first understand that to reach the sanyasi level is a process right from your childhood to being sanyasi but if you comparing a sanyasi with a person who is in the profession of religion stress is the greatest because if you look at these gurudwaras and if you look at mandirs then they want to be the head of the management committee then that is also some kind of stress defaming each other these politics so you can't say why does a sanyasi have less stress till you really understand the word sanyasi as sir has said that detachment and when I talk of detachment there would be degrees of detachment you know Maslow, this is a name Maslow had theory of motivation where he spoke of hierarchy of needs and he said we have biological needs as a basic needs what you called **रोटी कपड़ा और मकान** right, you say we have a need for hunger there is thirst and then there is oxygen and there is sex these are the basic fundamental needs, **उसके बाद** after that you have the psycho-social needs where you have the safety, security and you go beyond and you say ok I want to love someone and someone should love me in return it's a very basic need but a psychological need and you cross the steps like that by saying ok my love needs than I have my recognition needs then I have my power needs and then I have a recognition needs I want people to recognize me I need power therefore I need status therefore I need position and then there is a need for achievement now up to here you are a **संसारी** person, **संसार में हो आप**, You are in the world, very much in the world, where not only sir **जो अभी मोह की बात कर रहे हैं** there is **लालच** there is greed, this is how psychologists have enter into the world of advertising when he says "ye dil maangey more". So, they ye dil to hamesha hi maangey more. Does everybody understand hindi here no? Persons from Kerela?

Participants: No...

Dr. Aruna Bruta: Right you don't understand...The, the heart wants more the heart wants more no, the heart wants more and more and more so till you reached that part you still in the state of achievement. What do you want to...these are all material achievements I want to be the President of the Bar Association, I want to be the Chief Justice, I want to be the Justice of India the Chief Justice of India whatever, whatever, whatever but the moment you isolate yourself and say my god was I running after this its futile there also there will be degrees of struggle till you can totally detach so when you are in the process of attachment and detachment is a span of life to usme stress to definitely will be there because you are competing why you know "इसकी कमीज मेरी कमीज से सफेद क्यों?" Why is his shirt more whiter then mine and there is jealousy so there are emotions as sir was talking about the body mind relationship till you can understand the body mind relationship you can't move towards detachment. You know sir is very fond of looking into textbooks and get definitions I would say one of our books on sir will know..."Psychiatry" one of our books on psychiatry says what is the relationship between the body and the mind what is the relationship between the body and the mind and he gives a very beautiful quote one of the authors and he says: "If the eyes don't weep, if the eyes don't weep the intestines bleed" this is the relationship between the body and the mind and you are never even aware of it, you are never aware of it what's happening inside...

Hon'ble Mr. Justice Kurian Joseph: ...intestines...???

Dr. Aruna Bruta: BLEED...BLEED

Hon'ble Mr. Justice Kurian Joseph: Bleeds...ok

Dr. Aruna Bruta: If the eyes don't weep the intestines bleed ok and, and, and if you into a cardiology unit and you look at say a 100 bypass surgeries you will find 98 people as men. Thik hai I mean the biology is different, structure is different, and the reasons are different...one reason is men don't cry...

Participants: Yes

Dr. Aruna Bruta: And their arteries are restricted...

Hon'ble Mr. Justice Kurian Joseph: Only one correction

Dr. Aruna Bruta: Sure sir!

Hon'ble Mr. Justice Kurian Joseph: Men cry but women don't see...

Participants: Hahaha...

Dr. Aruna Bruta: no arguments sir I still live in the world where I don't ask for equality so whatever you have said I accept it but what I say is why those 98 are men? They don't cry you find women going to offices and saying you know my husband did this, my mother-in-law did this and they shout scream cry and then they say horn aa gaya hai my husband has come let me go bye...so they have all cleans out there problems. Men don't do that and why men don't do it this is on rearing the parenting skills that are given separately to boys and separately to girls. See a 2 year old girl crying, the father, the grandfather everybody the men I am no mentioning pick the girl up and ohh my baby why are you crying? She gets encouraged that if I cry I'll get attention

Participants: [NOT AUDIBLE]

Dr. Aruna Bruta: there you are you said it. But the moment a 2 year old boy cries you see what is the comment he gets the comment he gets is why are you crying like a girl? Why are you crying like your mother? Stupid, idiot be a man be macho, right? So from the age of 10 he starts developing a control which is a learnt control I am a man I should not cry and that starts to restrict his artery. You look at our cultural norms and you look at go to somebody's death some ceremony and the youngest son or the eldest son of someone is crying, right? and the daughter is not crying so what do people come and say oh look at that poor boy he is so soft he is so softy he is so soft hearted poor guys breaking down and some of the people will say and look at the daughter she is such a tough nut she doesn't even shed a tear, cultural expectations as sir was talking about expectations sir, so these are expectations from each other's roles, what roles we, we need to play when we are unable to play them we experience some kind of discomfort, that's not stress, that's not stress at all that that this discomfort because you are not getting recognition from your reference

group. I have always been in in in tension, in in you know whatever because I don't find it very comfortable that when there is a death mam will understand, mam, that all the women go and sit on one side and all the men go and sit on one side, I I find it very strange so I just go and sit with my husband and everybody is looking at me, what kind of women is she? Right?, so you are not been accepted by your reference group so there can be tension, there can be pressure, but if you can take it then it's not any big deal, but if you can't take it, then it's going to be a problem, that's the problem sir he has very rightly and so profoundly he is mention the relationship between the "man" and the "tan",

Dr. A.K. Srivastava: Hmm...

Dr. Aruna Bruta: The mind and the body, the man and the, and the tan. मन स्वस्थ है तो तन स्वस्थ है और तन स्वस्थ है तो मन स्वस्थ है...you see if, if look at the connection, supposing you get a call on your mobile father critical, come soon, right? Some us not all of us, some of us will say..."oh what's going to happen?" and some of us will say "अच्छा मैं पहले टॉयलेट हो आऊं" फिर सोचता हूँ मुझे क्या करना है. What has your intestine got to do with that telephone that you have got? That's the relationship between the body and the mind. So, both interact and react when you are threatened, so what is the threat, threat to your personal worth, threat to your ego, threat to your well-being any agent that gives you that threat. Mam Radha is here I shouldn't be speaking all this before you please you are the specialist...चर्चा उठ गयी आप नहीं आई थी I dare to speak. So there is a, any agent that threatens you with your adequacy, with yourself adequacy, with your wellbeing, that is stress. The source could be anything, could be traffic jam, it could be your child not doing well in school, wo सर ने अभी Srivastava Sir ने बोला ना की may be your expectation from your child is that he should top in the class. I, I owe you all an explanation, I, I will have to pick up telephone calls coming because at this moment board exams are on and I on the online anyone can call me this is a call that was saying मैं सुसाइड करने लगा हूँ "क्यों करने लगा है why? Why? I will not get the marks which my parents want, stress you may call it examination stress...

DR. A.K. SRIVASTAVA: May I give one example of this...

Dr. Aruna Bruta: Sir, please sir, sir, sir please...

Dr. A.K. Srivastava: It is related, it is reality of my life the...my daughter was in class 7 and my wife had gone out so 6 monthly exam so I was just telling that Roli पढ़ो पढ़ो otherwise mother will come and scold me more than you. So, she said that how much marks you want to expect, हमने कहा कि it is must be 90%, so she told me ok I will get it, so I had target in my that she will get 90% then how it we create stress for our own self. So, I was happy when she came with the result I asked that what is your percentage, she told that it is 93%, so I was comparing 90 and 93 I was very happy. Then I asked that what is position? So she said second then I told that I was telling you that study more and more and you could have got the first position. So, I went to from 90% to position, then she told me that the students which got first position, she is better than me. And always she is topper in class, how can in class? And when she start going back so Papa 2-3 girls are fail also so I again came to the 90.

Participants: Hahaha...

Dr. A.K. Srivastava: So, this is expectation that first I was expecting 90 then I expected the first position and then I saw that others are fails she might have also been failed. To she has scored 90 that is good so we should accept, so we create and one thing more that is one that is expression that there is technique it is my book, I t is my book on stress management So here it is a envision confrontation technique and you can use it when sometimes there is a some frustration some pressure on you don't express it, you inhabit, you keep it in your part. So, it will harm you a lot that you can have a different type of the physiological problem, so try to tell those things who are very close, who are your friends, so tell whatever, suppose you are have been scolded or some adverse remark you have got from your officer boss, and you can't react in the presence of...so that reaction which you could not make in the front of your officer so that same reaction you can go and express in the front of your friend or at least in front of your wife and if you don't get anybody you write it so it is a envision confrontation. So, whatever you are inhabiting it is a good that you express it is not express and like it is a JNU but you must express and if you don't get anybody where you can express yourself your frustration so please write it that will get you relief and the biological changes are...problem which you are going to get that will be you will get relief. So,

that is a envision confrontation technique...Speak, speak, speak If you don't get opportunity speak to even write it whatever you had express you write it and then it will give you some relief.

Hon'ble Mr. Justice Kurian Joseph: ...something very interesting because...I just wanted to, to know who this hetno or hytno...no I don't know even pronounce it hetno is pronounced as hetno or hytno...hetno

Dr. Aruna Bruta: You know it come on...

Hon'ble Mr. Justice Kurian Joseph: Right Right...she...hetno there have been some alchemist so honestly I don't know the meaning of so...

Dr. A.K. Srivastava: Even I don't know...let me confess...there is someone who put it on my website and she is just copied it from there...haha

Hon'ble Mr. Justice Kurian Joseph: So I wanted to know this special what this specialties...so now that we have 3 speakers here we are in a...we are people from a different world we do not know any of your technical terms so I honestly wanted to ask Professor what is this psychosomatic? We may...we are aware of a certiorari, prohibition, mandamus etc. this are our terms which you will not understand so that therefore...

Dr. Aruna Bruta: Professor...Professor will you like to say something Sir? आप पहले बोलोगे???

Dr. A.K. Srivastava: Psychosomatic?

Dr. Aruna Bruta: हाँ जी... वो पूछ रहे हैं psychosomatic क्या है?

Dr. A.K. Srivastava: The basic reason for any somatic problem is psychological.

Hon'ble Mr. Justice Kurian Joseph: Then what is somatic?

Participant: [NOT CLEAR]

Dr. A.K. Srivastava: Somatic means body...

Dr. Aruna Bruta: May I may I be allowed to say soma is a Greek word for body so any bodily manifestation any bodily symptom syndrome couple of symptoms put together syndrome if it also has a psychological reason that is psychosomatic. Psychologically pushed into body manifestation for example peptic ulcer is a psychosomatic problem, if I may put it in in crude Hindi..."सड़ते हो, कुड़ते हो, बोलते नहीं हो" you don't express yourself. It doesn't mean that "जो सड़ता है, जो कुड़ता है, जो नहीं बोलता " 100% उसको peptic ulcer होगा. No, it depends on the biases of one's body if you have a weak intestine that will be quickly affected by any psychological threat stress your weak point, if your cardiac activity is your weak point it will pressurize you over there. For example angina or anginal pain is a physiological pain but it is aggravated due to psychological reasons. So, in in in the US no cardiologists works without a psychologist. You know, no gastroenterologist works without a psychologist, but off the cuff may I also tell you...haha वो नहीं पता मेरे को but I may also tell you now of the point not related to stress in the US there are mental health courts,

Participants: [NOT CLEAR]

Dr. Aruna Bruta: Court court...there are mental health courts. Right?

Hon'ble Mr. Justice Kurian Joseph: We have designated judges for that...

Dr. Aruna Bruta: Right, right and, and for example the role of a psychologists says when sir talks so much about the interaction between body and mind let me also say when you had this "Nirbhaya" thing going on at that time the so called juvenile that had been caught you did everything with him. Bonn age you went and god. But nobody wanted that he should go through psychiatric and psychological assessment of his personality this is not very prevalent in our country when you are unable to take a decision you will put the person into some kind of a test you know I, I am aging so I am not remembering the name of the machine that you put him through an EMG machine where you try to see what is he telling the truth or not the truth or whatever this Arushi's father went through that I was there...

Participants: [NOT CLEAR]

Dr. Aruna Bruta: Narco, Narco Analysis Ok लेकिन लेकिन when the results come the court says its not a 100% authentic do you look at that right? Now one time I was going through the proceedings of the Washington Court had given sentence to death to a juvenile and everybody questioned the governor why did you approve it and the reason he said was the psychiatric and the psychological tests show that he is not from a recovery point so if I let him lose you will have been more women being raped and killed. So, the psycho-somatic you do understand today the, the interaction with it you would be surprised that there is also a new genetic research coming up towards it which shows that there the criminals are, are genetically they now can be identified but even now they say that is also not 100% dependable. So, there are areas of research that are coming up to show that how the bio-genetic psycho-social system interacts and there is a response that when you are as a judge sitting on that Hon'ble Mr. Justice Kurian Joseph you need to look at these all these angles these should influence your mind should that juvenile was just send back home in case of Nirbhaya I will say home sent back home with Nirbahaya a juvenile which can think of sexuality abrasion of sexuality that he could get excited when the women is crying for mercy and he gets aroused for that no tests was conducted for that pathological behavior so that's the bodies reaction to stress. Sir, says that you can, you can enjoy sex also ya oh sorry stress also so when you enjoy stress that is eustress good stress, why do you enjoy it, because that stress kicks you to do better but when the stress produces pathology in your behavior that needs to be looked upon from genetic point of view from, from a biological point of view from physiological point of view and from a psychological point of view. A holistic view should be given to your person whosoever is in question that's...

Hon'ble Mr. Justice Kurian Joseph: We, we have a last session of today is actually benefits of stress...

Participants: Eustress...

Hon'ble Mr. Justice Kurian Joseph: Yes benefits of stress....we are slowly actually getting on to the next session Dr. Aruna Bruta is taking over because we thought we have a....session that way so can we have a break...around 11:30 or so...we can come back and continue up to 1 and go for lunch. That will be fine so we just after this tea cups are removed we can pass on to the next

session and then continue with Dr. Radha who has...I am right as Dr. Radha has come, come Doctor join us we are all part of the same thing now...learning...

Dr. Radha R Sharma: Thank you so much sir for the honor I don't want to be an intruder when speakers are there and...

Dr. Aruna Bruta: You are not an interrupter mam...ya ya

Hon'ble Mr. Justice Kurian Joseph: ...workers a team...incidentally I have been to Australia recently because my daughter is there...nothing else and she got a baby so I just looking at the process there no patient is seen by a doctor unless first, the patient is seen by a psychologist...you can come over here...

Dr. Radha R Sharma: [NOT AUDIBLE]

Hon'ble Mr. Justice Kurian Joseph: It's a team work now...come, come all of us can be here except maybe I am the only misfit here so doesn't matter all of us can be here...

Dr. Aruna Bruta: Accha, why are you a misfit, tell me...

Hon'ble Mr. Justice Kurian Joseph: The sense I am not about the...

Dr. Aruna Bruta: Psycho-somatic...

Dr. Aruna Bruta, Hon'ble Mr. Justice Kurian Joseph, DR. A.K. SRIVASTAVA: Hahahaha...

Hon'ble Mr. Justice Kurian Joseph: But I have wonderful experience of people dealing with this things...quite a few years now so I have learned so many things from experience, how psychology is linked with even they are fight in court. And many of them have got...quite relieved the moment we tackle...just tackle them from there psycho-somatic point so they go back so happily...

Dr. Aruna Bruta: I will say that age has no connection with wisdom and I may be the oldest here in age but it's a challenge for me to speak before the two learned professors...

Hon'ble Mr. Justice Kurian Joseph: [NOT CLEAR]

Dr. Radha R Sharma: ya why why I am the eldest you be comfortable don't worry

Hon'ble Mr. Justice Kurian Joseph: Hahaha...

Dr. Radha R Sharma: Mine are white and you are grey

Dr. Aruna Bruta: You are still in the process...

Hon'ble Mr. Justice Kurian Joseph: This pepper salt doesn't give any...

Dr. Aruna Bruta: Noo, pepper salt is sexy you should...hear that from the students who are they talk

Hon'ble Mr. Justice Kurian Joseph: Oh I see...

Dr. Aruna Bruta: Right? I didn't know that but this is what the students say...

Hon'ble Mr. Justice Kurian Joseph: Oh my god...

Dr. Aruna Bruta: But the two learned professors Professor Srivastava is conatiar in doing research in Industrial stress and it's not easy for me to speak before you and Radha to I am embarrassed I mean it's a trying moment for me to speak before Radha but I...what I am I talk a lot so I'll, I'll go ahead with it.

Hon'ble Mr. Justice Kurian Joseph: Ya we must, we must listen to Dr. Aruna now...we are passing through the next session...

Dr. Aruna Bruta: अभी थी ना यहाँ... ये आप लगाओगे या...

Hon'ble Mr. Justice Kurian Joseph: Dr. Srivastava has a...stress

Dr. A.K. Srivastava: You can assess your stress by your own.

Hon'ble Mr. Justice Kurian Joseph: Exercise also will, will have it by the time we'll go for lunch or tea.

Dr. A.K. Srivastava: You can score yourself.

Hon'ble Mr. Justice Kurian Joseph: Can we show also how you have scored ourselves and then...hahaha...

Dr. Aruna Bruta: Causes and consequences...that will be the heading causes and consequences of occupational stress...है की नहीं हे भगवान ये रहा last main...come down ya ya...So, last evening I was wondering what I am going to talk about specially when I learnt that Professor Srivastava Ji is going to be here and also I learnt that Radha was going to here they both are experts in the field of stress and it's not easy to talk about it but I would like to add the practical cases that I get every day and amazingly enough from the judiciary also so I, I just chose to talk on this and what I wish to say is that I first want to link with you at the nature of occupation and also each one of us has a different temperament and different personality and that gives variability to variety of responses that we make towards a the stress and for which I say let me start from a basic a saying that every occupation has its own peculiarities every occupation and has its own package of responsibilities that's very important to understand but the judges have a special responsibility in my eyes I find that this is a very, very tough job I, I don't know how but I've been in touch with people who are dealing with the Jat movement I have been at the judicial level I have been with people who are dealing with Rohit's case in Hyderabad and I this is of the record I mean I just happened to, to, to know them and be with them and I also happen to know what was happening very much how JNU took over and JNU sabotaged the magnitude of the two events the Jat as well as the the Rohit's issue but judges have special responsibility.

Participant: Is JNU.... [NOT CLEAR]

Dr. Aruna Bruta: god knows what was sabotaged but everybody's wisdom was being sabotaged at that time and judges had a very, very strong responsibility and I know who developed dysentery loose motions in of the judicial get-ups where what was to be done with Kanhaiya? It was difficult task I mean you may say no, no, no we don't have any political pressure OK you are lucky if you

don't have any political pressure but there is a lot of political pressure if you are at that level of the judicial system the, the, the behavior meted out to Bassi who was the a commissioner just because he would not budge an inch to tell what he knew about Kanhiya and there can be strategies that they form you can't say this is black in my eyes and therefore it is black in my eyes, there, there are very, very multiple opinions to what is black? And what is lighter black, darker black there are very many opinions to it therefore I think judges have a very special responsibility now look at the conflict coming up. A) The responsibility is towards your own conscience, the responsibility is towards your own ego the responsibility is towards the accused family because the accused family will always say he is innocent or she is innocent or he/she is still a child or he/she is still a human and has made an error. And is an invention of, of chance and events how they just shaped up you know how mob behavior is and there is an appeal and then that appeal is the emotional responsibility on, on each one of us. You particularly at both the above points indicate that decision making is a tough job for judges. You may say that you know? IPC this and IPC that and the criminal court this and the criminal court that somewhere each one of you has a human heart and that heart owes responsibility to the brain you have. That your penal code Act says this but your heart says, what are the implications, if I listen to the heart, because generations are going to quote you in similar instances. It's going to...down in the books that are available in the court. Similar citations are made. Yes or No? Tell me does it happen or does it not happen?

Participants: [NOT CLEAR]

Dr. Aruna Bruta: Therefore I take a seconds break and say is there anyone who can say I have never been in stress. Is there anyone who can say I have never been in stress...Anyone? No on, all of us including me I mean don't think a psychologists is a perfect human being I think I have also had my share of stress. Some that have ruined my health and some that have made me more resilient more percieveriant more tolerant given me patience and some that have where I may have made a mistake, Can I have blundered that's the human response. So, I don't think that we are the one who should differentiate between what is good and bad judges are differentiating between what is right and wrong, judges are differentiating if this is wrong to what degree and therefore what would be the punishment how is it going to impact the social system. I think that's the greatest concern we have in our jobs. Why decision making is difficult? So the first thing I have said is

decision making becomes difficult then it says why decision making becomes difficult? A) Your own safety and your security is in question.

Participant: [NOT CLEAR]

Dr. Aruna Bruta: I am coming to that your own safety and security is in question very many times you think you are doing justice but you are putting yourself into jeopardy, because you are dealing with all aberrations of human nature. Therefore your own safety and security is in question. Now, if this may not be in your conscious mind all the time, this may not be in your conscious mind because if you are in a small place or half developed place and you are dealing only with civil cases or you are dealing only with marriage cases and you say haah I am fine. But somewhere deep down in your unconscious mind there is this point will this man pounce on me when I am alone, will he stop my car, can I go out for a walk all alone?, Is this area safe?, I think this is the first thing more than a women a judge has to think. Whether he is safe or not? And these are sources of stress your very existence is in question. Is my family safe and secure, while I am away to work? With the kind of decisions I am going to make is my family safe and secure. For the safety of the social system also, the social order will it lead to riots, will my decision avoid a riot or will my decision enhance a riot? Or damage the social health of the country. These are some of the very stressful situations questions, personal questions that can influence your decision making ability that's why court takes so much time in giving judgments. I can well understand that. Due to pressures from relatives; Chachu that is my friend no but do something; chachu you know; mamu do something that's my friend no; Or the principle of some Academy calls see I am at such a position I can't do anything please you do something. Give...give a softer judgment. So your judgement is influenced. Now, whether that decision is within the belief system, you have your own belief system. I want to elaborate just a little on this belief system it's a very simple word belief system; what belief system? My belief system could be "Oo she is a sikh...sikh's are like this" that's my belief "Ooo she is Bengali...Bengali's are like this I know" this is my belief system. What sir said "biases" but I strongly belief in them in my biases so they influence my judgement. He is a Bihari इसको तो बस खत्म करो इसको they are bad; this is belief system.

Participants: Social bagging...

Dr. Aruna Bruta: This is your social baggage your language we have dealt with the belief system. You know in Delhi you ask for a house on rent if I go and ask for a house on rent, they will first ask me which part of the country you belong to. And if I say see I am a PUNJABI...no no no no no no no we can't give you the house on rent. Why? Belief system Punjabi's are aggressive Punjabi's are bad Punjabi's go into litigation very easily, Punjabi's will take us to court, Punjabi's are rule breakers, Ok? And I say no I am not a Punjabi I am from Kerala, I am from Chennai, I am Bangalore, oh yes yes yes come and have a look at the house. Why? We have a belief system that people from the south do not litigate very easily, they are law abiding, it's a belief you can't question it, right? You are working with that belief system, no matter how much you say I am very righteous, no matter how much you say I know my law in and out, no matter how much you say the way you will interpret it, somewhere your bias and your belief system will get into it and that will give you a softer or a harder or a righter or a wronger some influence on your judgment. The judges' ideology of his own self also matters, who am I? What am I?, What I am not?, Do you know there are two great psychologist social psychologists, I think social psychologists McGuire & McGuire if there was a pen I would write for you, you know...McGuire & McGuire they have conducted this probe it is called the self-concept probe and the probe was only two questions - Who am I? Or What am I? And What I want no, no sorry what I am not? This is what they two the two probes they added but Bruta & Bruta added the third probe and would have done research in this area - What I want to be? Now, who am I? What am I? would be that you are closer to reality, you still idolize yourself but your closer to reality what I am not your closure to reality & what I want to be depends on What you write greater the frustration greater the stress if there is a lot of distance between Who am I and What I want to be? I have professional people coming to me and saying I am a medical doctor and I can become the Prime Minister of the country so I said what have you taken action in that line, in that area you are not even member of the **Delhi University teachers Association (DUTA)**, oh no that I can't do What I am not? That I can't do but I am a guy who can better be much better than Jawahar Lal Nehru, Modi to कुछ भी नहीं है they talk like that, now I see behavior pathology here then there is a lot of distance between Who am I? And What I want to be? And that takes you to a frustration level so you are in chronic stress, your ambition is not realistic. I have done this in one of the sessions here and most of the judges said one ambition Chief Justice of India बस और कोई ambition नहीं है. I don't remember were you there in one of those

sessions...nai ok par whatever and only one ambition I have what I want to be? Chief Justice of India and I have that target. That's not very far from the line you have picked up at least but if you are a medical doctor and your teaching medicine you are not practicing medicine and you want to be the Prime Minister of the country but you are not are not getting into any political party you're not even moving towards social change you're not even an independent candidate what I want to be is going to produce a lot of frustration and if you are a guy who has to take decisions your ideology in life your ideology about yourself, say for example I have no right to use this but I still will because it's a hot topic in Delhi. Kejriwal ji, hardcore ideologist, Idealist, poor anger management, rebellious, radical, can he gel with the politicians. So, when I asked him what do you want to be hey says another Mahatma Gandhi अरे यार तुम तो लड़ते हो जगड़ते हो what, what Mahatma Gandhi tum Subash Chandra Bose bol do par Mahatma Gandhi mat bolo you can't do that because you aggressive, so you have to understand who am I?, What am I?, What ideology of myself I have? Then you will be able to interpret the law accordingly. I think if you have understood this then the impact of stress on judges would be better understood may be I am repeating a lot of things with Professor Srivastava Ji has said but I thought that this was out of what I see every day in my clinic and I see that body reactions are reported very often by a lot of judges and the first one is Lack of sleep or Too much of sleep. You can identify yourself you don't have to tell me but all of you are going through it that at times even dream influence your sleep. Dreams are symbols of your unconscious mind your conflicts whatever you see in your dream, lack of appetite for two reasons one the stress but also your working hours you didn't get time to eat when it is lunch time. So you killing your appetite and stress kills it further. Let me give you the opposite of it people react differently, I have a lady judge coming to me for counselling and she is from Maharashtra, she is a Gujrati actually but she is from Maharashtra and she says aey aey aey Aruna aey aey aey Aruna she repeats that aey aey aey aey Aruna so aey kya...रात को अपन को नींद नहीं आया अच्छा ठीक है क्या हुआ? अरे पता नहीं क्या हुआ सारा फ्रिज खा गयी मैं. So, too much of appetite what is it indicate? ANXIETY and what is the anxiety about now followed by other session psychological sessions she says decision making is very difficult in this particular case whichever case that would be. Decision making it very different and I say why is it difficult? Goes against my personal ideology I know this man has made a mistake I know he is a criminal but he is a sort after man of the society. There's going to be a kayos if there's going to be a punishment for him. मैं क्या करूँ...what should I

do? What should I do? What should I do? I said take the right decision...no then I am not safe I can be killed, then I am not safe going out for a walk also I know what this ban is all about. So what to do, what to do is the conflict management which she can't go through and the decision making becomes even poorer and poorer as Srivastav Ji says our cognition becomes emotionally charged rather than logically charged. What is cognition? Do you get that word? Cognition is what your brain does. Higher thinking, decision making, conflict management, information processing, memory all that is done by your central nervous system your brain. What is the lower nervous system either side of, of your spinal cord doing 1) Automatic responses of the body say like heartbeat right and what else does it do it takes care of your emotions so when this overpowers your brain it overpowers your cognition what does it overpower, what is that cognition, logical thinking the emotion, what is the emotion one of your one of anger one of rebel one of may... of maybe may be revenge god knows what where is coming from the ideology of your own self from beliefs system is a Jat he must have done it, he settled in Maharashtra he much have done they are like that belief.

I know Jat's that were burning recently and I got caught in Rohtak and I know a Jat who protected me and me out of Rohtak in-spite of the curfew. What belief do I develop say when I was teaching I am retired now when I was teaching girls in my class on the paper on cognitive behavior therapy would say ma'am all men are bad I said hainn where is this coming from? See how we generalize and develop belief all men are bad, how can all men be bad? So I asked her all women are bad by enlarge I said name some of them good women tell me which is a good women, I have not seen a good women. Human nature is statistically evenly distributed like it is distributed on the normal distribution curve. There is good and bad in all of us, some are predominantly destructive, some are predominantly constructive but those who are predominantly constructive doesn't mean that doesn't mean that they are not destructive ever, and they can be women they can be men, how can it be that all men are bad...your father is very bad no, no, no mere papa bohot acche hain I said accha how can that be? So what happens are emotions come into our believe system and they interfere with our thinking process which is the logical thinking process and therefore that inter-twines with the body system and that is what starts happening to us with result we develop nausea not related to judges but I did...I was very keen to share I case with you I had a a girl who was going to nursery school at the age of two and a half and she would vomit every morning before

going to school three four times and they have been to the best of gastroenterologist and they said go to Dr. Bruta, so I asked the girl ok do you vomit on a Monday...हाँ आंटी कुछ होता है उलटी आ जाती है..ok do you vomit on Tuesday yaa do you vomit on Wednesday yaa do you vomit on Thursday yaa do you vomit on Friday yaa do you vomit on Saturday...नहीं...nobody noticed it? You spend so much money those fashionable tests that you went through a two and a half year old child being exposed to so much of radiation so I asked the mother said mam you tell me why does the child not vomit on on a Saturday and Sunday?, It was separation anxiety and it is school phobia it is anxiety coming up in general will mummy be there or will she not be there?, why am I going to school in the van?, why I am not going with mummy in the car?, why is mummy not sitting outside the class? All children don't cry when they go to school a lot of children cry when they go to school, so we coming to something else personality I mentioned in the beginning. So, some develop constipation and some develop loose motions, this is what I see in the clinic every day. I don't see people that I have had a cardiac problem and all I am told they have had when they get well and they are refereed ki go for constant counselling for a year to restructure your thinking style and your lifestyle. There are lifestyle interventions in stress management where you have a number of suggestions sir will be giving you, Radha ji will be giving you later but my task was to just bring these everyday issues when you have that you start thinking क्या खाया था? What did I eat yesterday? What did I eat today? Why am I having loose motions? Why am I having constipation? ooh I may not have gone for a walk, Ooh I may have just lived on juice and not eaten something solid you are trying to find all the tangible causes but you are not trying to understand what is happening into your mind and which mind the mind that has to take decisions, the mind that has to resolve its own conflict that is a very difficult issue. Let me say for judges many other occupations also but for judges there are there is chronic stress you can't say I had stress for two months because I had a very difficult case, no case is an easy case. So, due to chronic stress you can develop acidity, gastric issues you will be surprised piles when you are a very angry person you will bleed, peptic ulcer, angina pain, aggravation of arthritis and a lot of skin trouble. Lot of skin issues due to psychological conflicts, that's very important to understand. What about your mental health? That was all physical, what about your mental health? You are short tempered, sometimes you have start thinking मैं ऐसा तो नहीं था, what is happening to me now? Sometimes you

say, haan even as a child I used to jump very easily on slide stress I used to jump very easily so my stress tolerance level is low as Sir is going to measure that later but my stress tolerance level is low. Some people can take in more some people can take in less. Why am I having anger outbursts? The cook comes and says साहब क्या खाओगे रात को? ये भी मैं ही बताऊंगा. Do I have to tell you this, go ask madam and madam may have send him go ask साहब क्या कहोगे रात को. But your displacing your anger on to that cook whereas the anger is not getting its outburst it's not getting its outlet to the person you are actually wanting to target, that's important to understand. I think judges experiencing experience a lot of loneliness, हॉ की ना?

Participant: [NOT CLEAR]

Dr. Aruna Bruta: Thanks for being honest, thanks for being honest. Judges experience a lot of loneliness, mam?

Participant: [NOT CLEAR]

Dr. Aruna Bruta: Ya, it is it is you see what happens what if your activity is during the day it's all confidential, whatever is going on in your mind is also very confidential you can't even express that to your own wife or your spouse, you can't because you run the risk that she may blurt it out to her mother which she is very close to, you may blurt it out to your father where he is very close to you never know, whether a, a female judge or a male judge the, the habit of not sharing the proceedings with the family starts getting stronger and stronger and ultimately you start wondering, what should I do?, Do you know historically that is why instead of one judge, people started having a bench of judges on a on a case. At least those judges have something in common to express themselves about but thereto when you express yourself with the bench, you are very cautious of your language. So, when you have to utter anything you think twice, ten times this word or that word, how am I going to be perceived?, you become lonely because your pulling away your spontaneity, you are not spontaneous even in social organizations there. Let it oh my god, do you think something is wrong, Haah, Can I read this message out to you I am not telling who it is from, now look at the frivolousness of the issue in our eyes but look at the strength of the issue in her eyes. "Good Morning Doctor, Can you please tell me again as to how much of

calcium and iron tablets should I take? I am unable to take this decision I think I am going to commit suicide" Stress tolerance, stress tolerance, and where is it coming from if I give you the history she is 12th class student repeating 12th wants to kill her mother because the mother says You have to take admission in St. Stephens College, if you don't, don't come back home. So, last year she left home was not able to, we couldn't find her for almost 10 days till one of our best friends called and said I know where she is, she is with her cousin, cousin, cousin chachu, call them up and find out. So, this is our retaliation, so when stress becomes chronic small issues become very big for us, of course age matters, level matters, cognition matters, your emotional strength matters, you emotional liabilities matter, the total home situation matters, I have one judge coming to me Sir for counselling and he has involved in a very big case which is political case but his wife is suffering from cancer in the third stage, she is in the hospital for the last I think 6 months, 6 months I think. And so there is stress na on both sides, so what does he do he shouts. That's what I am trying to tell you but I am coming with this case that if you read the third last he is very much on to alcohol, very, very much on to alcohol. Anyway we were talking about loneliness, there is a withdrawal from the loneliness there can be depression in judges, alcohol is on the increase the last but one point is very important for me judges very often become suspicious, haan ki na? Nai, nai true, Ok, who else? True? na, haan, nai. Ok, you know you start analyzing peoples verbal protocols, isne aise kyun kaha? Why did he talk like that? Why did she talk like that? What did she mean? You become suspicious, you become more alert. Haan ki na? Yes or no?

Participant: [NOT CLEAR]

Dr. Aruna Bruta: Otherwise you are very scared of saying yes I have become suspicious, why are you scared, who am I yes, I am suspicious, learn to accept yourself the way you are, you will be able to treat your own self much better because you will become conscious and look what the psychologists is saying, next time you are suspicious you say no RELAX. It's not going to go away but it will reduce what will reduce the suffering of suspiciousness. Be alert presence of mind is one thing alertness is the same thing similar add on but suspiciousness is not a healthy word. suspiciousness is a symptom of course your overall behavior slows down and there are many more mental health issues I thought this was enough to see the everyday behavior of a of a person what happens to him, you know, I think I will leave this a lot to a Professor's...Ji sir.

Participant: [NOT CLEAR]

Dr. Aruna Bruta: Sure please, please sir...

Participant: I didn't heard the last word...

Dr. Aruna Bruta: Slowing down sir.

Participant: [NOT CLEAR]

Dr. Aruna Bruta: I say many more many more behaviors.

Participant: On the slowing down, because we have thought to say of that...

Dr. Aruna Bruta: Ooh yes ok now we slowdown in decision making we slowdown in decision making of every Monday in issues you will be surprised. Because you have got that cautiousness in you that I must be careful in what decision I am giving, what decision I am taking am I moving into my conflict zone again am I rechecking my conflict zone again that whatever decision I am giving is not coming from any bias or belief system is not coming from anything that is targeted politically is not I am not being influenced by the political system I am not being influenced by my colleagues you will slow down. Definitely you will slow down and this slowing down of course I will say you can't separate the two comes with age youngsters are very rash in decision making we have seen judges at, at that level say the metropolis and things like that but it slow we slow down with age also but more so we slow down because of the conflicts we are carrying within, within us and also the wisdom we are carrying within us it's a tussle between the two the experience the wisdom and the conflict. You are wanting to be over cautious and over careful of the decision you are going to give tomorrow, that is why you realize that judgments run into pages you don't give a one line judgment and say person be hang to death or person be life imprisonment or person be for 6 years imprisonment say like Sanjay Dutt what happened to him. You give a rationale behind every step every witness you give it in that judgment that is why you will be surprised that judgments very often run in 100s of pages and the, the common man says ohh my god how time would he have taken to do this to do that I said he would give you a line judgment you will shoot him because you are not satisfied and he is equally not satisfied the judge. When a

judgment is being written what is the judge actually doing, he is convincing himself he is penning it down this I am doing because of this, this I am doing because of that, this code Act and that code Act and this witness and that witness correlate into this event and not that event so that is the reason why judgements go into pages and the judgments are reconfirmations as echoes of one's own mind, that is very important to understand. I think a, a Srivastava Sir or, or Radha Mam may give you the concept of a burn out when you are in chronic stress very often you experience depersonalization you even forget you become alien to your own self, you don't even understand who was I, I was a tennis player in college. You forget to enjoy you forget to smile your over fatigued, you don't relate to your environment, you don't even relate to your work. One thing that I have always objected अभी भी किसी ने शायद ये word use किया था "load", work load उसको load लगे तो it will be a load. Its work, why as it work load even CBSE says work load for children, there is no work load on children, in spite of the load children are getting into what you say MMS and videos and what not still have that brain and that energy so have a lot of energy is just that we are not converting that energy into positivity, there is no work load, there is work. If we change our attitude towards that and feel responsible, how great I am I am taking care of a 100 cases, humanly may not be possible but then nobody questions you why it has taken so long. Public may might, might want to lynch you why didn't you take a decision earlier, but then if you really enter into the judicial system you will realize that it's not easy. At the end i will say what the two speakers ahead of me are going to talk but I am a great talker about it that during lifestyle interventions please today when you go back if I had made any dent in your life by this quarter hour presentation or whatever think of pranayama, it's a wonder drug for stress, think of pranayama, don't say time नहीं है, I can really I mean get really angry with you what time नहीं है,? Do you know if we do communication analysis and you say time नहीं है, I will saying you are saying, intention नहीं है, Time तो निकलने से निकल जाएगा but pranayama is a cleansing system of the lungs, of the brain, it provides you with more oxygen it, it rejuvenates you psychologically how the more you stretch your lungs the more you realize how much power you have within you. The more you release your breath slowly, the more you will understand how much of "धैर्य" inside of your patience, will to take nonsense from others. The resilience to be quiet and yet go on listening to others, the listening skill you have sometimes even psychologists don't have that. In our textbooks is written listening

skill, listening skill but sometimes we lose our listening skill but pranayama gives you a listening still it's not just, it's not just yoga it is therapeutic process by itself some research I can add which is not in the purview of my lecture the kind of food you take even that will influence your mind, that's very important. Ji Sir...

Hon'ble Mr. Justice Kurian Joseph: That is something...second point know...their burden...

Dr. Aruna Bruta: low na...

Hon'ble Mr. Justice Kurian Joseph: I came across...I have been here through also I have been met a few judges saying.... [NOT CLEAR]

Dr. Aruna Bruta: Burn out sir, you've burnt yourself out. You can't take more from the from the society from the court from the people because you know the people you are dealing with at any level at any level whether it's a public prosecutor or whether it's your lawyer or whether it's you co-judge or its your bench of judges or whether it is the the victim or it is the criminal himself, the offender you will find they play games with you, you get very angry with that, you get very angry that because you are thinking, What do they think of me? I am a bloody fool. I can't read in between the lines, why are they wasting my time but yet you don't speak. With the result you start getting in to stress and that chronic stress gives you the burn out that you lose interest in your work, you are not ethno, you are not enthusiast in your work and you say...chi...That's when you take on more activities, do you know that? Say for example, I know many doctors who leave there practice that's a burn out they are not attending OPDs they are not attending to their patients but they are going to the medical association giving lectures there, it's a run away, burnout, lack of interest into the actual work that they are doing, but before I end one stress that you will have is if you are in the judiciary without your genuine choice of being there may be you are a part of the judiciary because your father wanted it, maybe it was a part of that you are a part of the judiciary because your tau ji or your uncle or your brother is part of is a very powerful persons somewhere else and you felt inferior so you wanted to enter into the judicial system...

Hon'ble Mr. Justice Kurian Joseph: Just one more factor wrong expectations...

Dr. Aruna Bruta: And I'll give you draw a parallel to that, let me draw a parallel to that, I got a cardiologist home to look into my father-in-law who was in a very serious condition, so when I went to drop the doctor back to his office I was making polite conversation on the way and I said Doctor sahab you have become the admin head now of your health center so you will be getting less time to practice, isn't that sad and he says Dr. Bruta you are a psychologist I can share my heart with you, you won't let it out to anyone, I don't like being a cardiologist, I am a cardiologist because my dad wanted it my grandfather wanted and I am the only child of these two and they have pinned all their expectations on me and till date I don't give the full course of medicine, I am scared अगर reaction हुआ तो क्या होगा, and so I prescribe less say if I have to give you 1500 mg per day I will only give you 700 mg per day. I started realizing that's why my father-in-law is not improving, but do you see the harm he can do to society if he doesn't know how to pros prescribe the right medicine, the right amount of medicine. Similarly, people ca come into the judicial system but don't have the appetite to take threats don't have the appetite, they may be softies, they may be criminals themselves sorry, I have always said that when you are entering into the judicial exam when you have been declared selected just from that written exam you should go through a personality assessment. That should be made mandatory because people can be psychopathic personalities, they can be criminal personalities and they can camouflage for the sake of power they have a high IQ, they could enter into the judicial system which can be lethal and it has happened, it has happened, there you are she agrees, so with this I, I come to the far end within this limited time what all my thinking little tiny experience I had I could jumble it up and I pray to god that this motivates you to read a little more on justice and psychology it will really help you while taking...

Hon'ble Mr. Justice Kurian Joseph: You have some reading material on that Justice & Psychology?

Dr. Aruna Bruta: I think Shiv has done a very good work the one that he has compiled a...you really should look into it. You know shiv when you sent me that big document I actually took a print out.

Mr. Shivaraj S. Huchhanavar: YA.

Dr. Aruna Bruta: And I went through it and I said what a herculean task you have performed

Hon'ble Mr. Justice Kurian Joseph: Justice and Psychology.

Dr. Aruna Bruta: Right, thank you very much, god bless you all.

Hon'ble Mr. Justice Kurian Joseph: Thank you...since Dr. Bruta you are not here Bruta you are not here sorry, you are not here in the next session with us let me ask you one thing now that I have seen the different levels of judges also, I have seen people close to their retirements say may be 2 years they start...different level of thinking comes at this age whether you work or not at this stage what are you going to do? Do you think that you can change so whole world? You think, you are the only person you will be able to do something?

Dr. Aruna Bruta: Sir...

Hon'ble Mr. Justice Kurian Joseph: I have seen a good size of a person...judges getting reconcile to this stage, not only towards retirement but towards reaching a stage when they realize that there have nothing further left to achieve or to hope or to look at.

Dr. Aruna Bruta: I had mentioned one thing over here depression, if you see I didn't elaborate it because you don't like to hear that word and I use it so frequently because I move in public oh ho people don't like to be with Dr. Bruta people don't like to be with psychologists...right, right, I, I won't mind if you don't like me its fine, right? But what I am trying to say is that you develop depression normally when you are not taking good decisions during your prime career you have not been able to make a dent in society you think you should have by being a judge in your own little way, what I want to be what I am not, what have I achieved, when you take a stock of that situation that by itself may give you a feeling of elation, may give you a feeling of failure, but when you are aging you start some start thinking for me life is over and if you analyze that what life is over, the gala and the glamour of being a judge a car, an assistant, a, a house, now you have to go into your own house, you have to leave this, leads to depression. So, you project the depression in a way तू क्या कर लेगा तू सोचता है you can change the society, you can alter the world, hahh I couldn't do it, how can you do it, your expressing your own failure. So, when you do communication try to understand where is this coming from? What age level is it coming from? I

have seen my colleagues telling me अब तो retire हो गए, so, so what is the retirement I mean ठीक है you are not going to the university to take classes, can't you do anything else, have you not planned to do anything else, you can benefit the society in a different way, what your cribbing about is you are losing power, you are losing the fun and the galaxy of the benefits that the University or the Judiciary gave you. That is what you are cribbing about, so you are still in the era of "**ye dil maange more**" you still living in the era of attachment, you haven't started to detach, so it's your personal maturity and immaturity no matter what your physical age now I will tell you which is why did I tell you that I am I am the oldest one over here I am a bloody, bloody, bloody 73 you are much younger, right? Why that's not the end of my life, why should it be the end of my life?

Hon'ble Mr. Justice Kurian Joseph: You tell me honestly, you are much younger than many of us...

Dr. Aruna Bruta: Ohh please, please, please...

Hon'ble Mr. Justice Kurian Joseph: Not in age...

Dr. Aruna Bruta: So...it is the attitude that you will have...very often I also talk like that who you have quoted I came into media in 1972 and I started taking programmes on living skills, husband wife relationship, home environment...

Participants: [NOT CLEAR]

Dr. Aruna Bruta: Mam, and and believe me if I have not been able to change the countries attitude towards a psychologist I think I am a failure in life, I failed miserably, but then that is a moment of my statement that I will make otherwise I will get up when Geeta rings me up and says you have to come I say Ok I'll come, I've got a slip disk I'll still come.

Hon'ble Mr. Justice Kurian Joseph: ...I just want to ask you mam for you research should there not be a fourth point what I can, what I can't.

Dr. Aruna Bruta: What I am not, talks about what I can't. Right? What I am, takes care of what I can. So that's the probe.

Hon'ble Mr. Justice Kurian Joseph: we can go to that level...

Dr. Aruna Bruta: Right...

Hon'ble Mr. Justice Kurian Joseph: Thank You so much...

Dr. Aruna Bruta: God Bless You. God Bless You.

Hon'ble Mr. Justice Kurian Joseph: Thank You so much we can have a 5 mins because I only ask many of us would like to...don't worry come, come.

Participants: I want to ask one question...food also

Dr. Aruna Bruta: Ji Sir...I wanted to sir...when I do programs for children's and I do programmes for parents I will very often say that our research shows that white flour "maida" slows down information processing in the brain and whole wheat flour "aatta" improves information processing in the brain if it is not sieved if it has that brand. The one line funda theory is high fiber foods improve thinking understanding and problem solving. It brings down emotional thinking and raises logical reasoning. Now, this is just a contributor the diet, it's not the whole thing in life. We very often tell kids that red meat increases anger, white meat is Ok. I am a vegetarian I have no comment but this what the research findings were we found that red carrot which you get in winter is very good for thinking process, conflict management etc., but the summer carrot the orange carrot is not giving us any results. So, our counterpart were the Americans and we just they also got similar results that the orange carrot doesn't help mentally and the red carrot does, so then they went over to the nutrition department and they said the only possibility is that red carrot has carotene and carotene helps you to remain happier, cooler, calmer carotene red carrot is a is helps, helps you in raw, raw not cooked raw red carrot helps you in overcoming stress much better so we do tell kids during board exams take a red carrot kaccha everyday as a salad you know, kheera as a salad, tomatoes as a salad, these help you a lot this was about the food and this is true for elders also if you are ordering food from outside a you know what it is its full of oil and it is over fried and...

Hon'ble Mr. Justice Kurian Joseph: ...chemicals now not even food...

Dr. Aruna Bruta: So, what is it that see we may not aggrieve with the Ayurveda system me too, I, I am very vary of Ayurveda medicines but I will understand the theory very well that intestines if they are healthy you feel happier there is an authentic happiness आज कल the latest research in positive psychology is authentic happiness the word that they use and what is nutrition to contribute to it the, the anatomy part of it and the physiology part of it. Anatomy the structure and physiology the process of the anatomy, right? They say that if the intestines are in good shape, right? You had your clearance in bowl movement every day, your stress is reduced, and you are a happier person. So, this is what the Ayurveda always talk about you know, **की मैं आपकी नाड़ी देख के बता सकता हूँ आपका पेट कैसा है...**they they did have a theory behind it that part of it we also found in stress management you know, that bowl movement has to be. Like I quoted to you the guy who got a message that your father is critically ill said pehle main washroom ho aaun fir main decision leta hun decision means my thinking will be clearer.

Hon'ble Mr. Justice Kurian Joseph: Thank You so much Dr. Bruta...there is a wonderful session, very interesting...I really came to spend some time here to listen not to moderate, it was wonderful for me because I interact with lot of judges across the country that....Dr. Srivastava saying one...

Dr. A.K. Srivastava: Two three slides are left we will discussing about the impact of stress on health so I wanted to discuss...and stress we experience again and again of intense nature...

Dr. Aruna Bruta: Thank you sir, thank you sir...

Dr. A.K. Srivastava: ...in our day to day life and affects our mental health and as well as our physical health and various types of diseases particularly psychosomatic diseases are taking place so what is a mechanism involved in that that how the stress affects our physiology and it leads to so regarding that there are three slides which will give us some important information that was left at the time so that I would like to present that when there is a stress we experience after making appraisal that the demand and pressure of the situation is greater than my capability in resources then immediately our there is arousal in our hypothalamus and then that triggers pituitary gland there in brain and then which stimulates the adrenal gland is there and which secretes the various

types of hormones in our body and then which ultimately mobilize when we get the hormones in our body there is a sugar level is high and we get more energy to deal with the situation so that was system made that when there is a situation for threat and the difficult we get more energy because we get more sugar in our blood streams and that was to fight but here in the psychological stress instead of fighting we get depressed and we become inactive and that lead to the psychosomatic diseases and particularly the sugar diseases, so, इसके पहले का, then these are the some system of the body which are adversely affected and which ultimately lead, so when there is a stress and the biological changes are taking place then first is the our immune, immune system its functioning is lowers down that is not that effective so the resistance physiological resistance to the diseases that goes down and which causes then further it creates the endocrine problem that some of our endocrine glands they secrete more some less than it is expected it is a desired so that cause a dis-balance in the secretion of the hormones of various types which leads to various types of the diseases then altering the balance in autonomic, atomic control and which affects our cardiovascular system, respiratory system so our heart beating and our respiratory system that is also affected when there is biological change and then there is altering the sleep pattern when we are under stress so our sleeps are disturbed and that disturbance leads to on the protein metabolism, hormone secretion and other...function is adversely affected when the sleep is disturbed we don't feel नहीं सोया कोई बात नहीं but we don't feel recognize that these things are taking place, क्यों बदल दे रहे हो इसको खत्म करने दीजिए, then change so these are the changes which are taking place in our biological system and then ultimately, चलो next कर दो, they cause these type of the common diseases which people suffer from because of the consistent and high stress they experience from the different sources may be the from job, from society, from family, so many sources are there so they all accumulate and by making certain changes which are undesirable in our biological system they lead to various types of...so the system every system is dis-balanced but this system is more affected which is weaker that is affected more strongly and the disease relating to that part of the body that organ be develop that particular type of the disease. So, different organs are affected and which is weaker that is more affected and the disease take place in that region and the disease relating to that part of organ of the body we develop. Sometimes heart diseases that is a lungs or that is a kidney or so many types to to weaker part of our body that is adversely affected and we develop the diseases related to that. Thank You.

Hon'ble Mr. Justice Kurian Joseph: Thank You so much Dr. Srivastava we have another session with Dr. Srivastava so we hold on for any other discussion also I would...Dr. Bruta to be with us till lunch, I don't know whether she will be in a position to, Dr. Radha is...for next session since we have been sitting for about two and a half hours we will take a short break of may be 10-15 mins maximum Dr. Radha would like to have with us for about an hour and a half so we can straight reduce a little against this address of lunch and tea break we had a tea but will take a break in a for a moment come back may be around...10 to 12...10 to 12 that's fine.

SESSION- 3

Enhancing Emotional Intelligence in Stress Management

Speaker: Dr. Radha R. Sharma

Chair: Hon'ble Mr. Justice Kurian Joseph

Hon'ble Mr. Justice Kurian Joseph: We are something on emotional intelligence now, for the first time I am hearing...honestly...about this emotional intelligence something very interesting and...And timely required for all of us goes the presumption is we are intelligent. A rebuttable presumption always but something to see about the emotion so to Dr. Radha Sharma she is Chairperson and Professor of Organizational Behavior and Human Resources Development Chain, Center for positive scholarship management development Institute in Gurgaon, it is one of the 5 internationally recognized and reputed institutions so over to Dr. Radha, you don't be stressed about the time because judges are very adaptable to our time.

Dr. Radha R Sharma: Hahaha...so Honorable Mr. Justice Kurian Joseph, and our esteemed judges present here and my colleagues Dr. Aruna Bruta and Dr. A.K. Srivastava. A very good morning to you all, at the outset I would like to express my gratitude to National Judicial Academy for giving me this opportunity to interact with such a distinguished group of professionals I have always...them for. The difficult work, the most honorable work and the most desirable work which solves lots of or which settles lots of issues that our country is facing and is indeed a privileged.

Hon'ble Mr. Justice Kurian Joseph: One adjective you left out. Most clangorous work.

Participants: Hahahaha...

Dr. Radha R Sharma: Nai Sir, you are setting lots of things in a place otherwise I don't know what would happen...

Hon'ble Mr. Justice Kurian Joseph: ...people...among us we always feels...ha-ha...but you are right I don't...

Dr. Aruna Bruta: See the need for recognition just see the need for recognition thankless job now every day I will send you an SMS I am so great full to you for being there.

Dr. Radha R Sharma: Ok...

Hon'ble Mr. Justice Kurian Joseph: No doubt about it because you know...

Dr. Aruna Bruta: ...all of us have it

Hon'ble Mr. Justice Kurian Joseph: We, we really we really are proud of the work we do but we always say it to the public that this is the most thankless job I am honestly telling you we are really proud of the I am left me and I have seen many of our colleagues very proud of what we do...which nobody could do but we tell the public that we doing a thankless job that's only thing.

Dr. Radha R Sharma: Sir, this your humility I'll take it that way because I come from positive psychology and I would request my colleagues to kindly you know may be allow the presentation to go on because I am no I am sure you feel tempted to and we are all interested in the subject we are all student of this subject and I consider myself to be a student a lifelong learner and I take this as an opportunity for enriching my experience which is limited three and a half decades and I have the privilege of having work with some professionals who are always in very stressful situations namely the Indian Army, the para-military forces I do work for CRPF, Indian Police Service and also for various civil services at our institute at MDI, Gurgaon, we have a public policy program. And you know when I look back and I was listening to these two presentations you know I was really seeing that there is so much of commonality just the context is different and probably your context is all the more challenging from a different perspective because you are in the public gauge whereas others are feeling the stress which affects them as an individuals or affects their work but for you, you know is the media and always looking at you and you know your decisions have repercussions for not only that particular case for years to come for in above cases of that kind. So it's indeed a very, very stressful and challenging job. But, I would not like to remind you of the stresses that you go through in your day to day life I think you are away from your work place and you would like to probably focus more on what you can take away from here which probably would facilitate your work better and make you feel better and make your feel lighter because...Number of things so the my presentation the flow of my presentation would be a linking

it with stress and burn out a and couple of issues which were raised in the a previous session couple of questions which were a touched upon about the psychosomatic aspects of stress and burn-out I'll be touching on that a I'll also talk about some of the cases in fact I have been deeply interested in some of the criminal cases also for example Nirbhaya, on this case of Nirbhaya, you know being a...you know and being a women and being a female I was and my students and scholars we were very upset and we have, we wrote a case in fact we wrote a piece and at that time there was a conference happening in Europe and one of the track there was on crisis management and the public response and the you know students response and people from all walks of life you know they were all united in this whole situation. So, this title of this published, published article has been "Rape in India - A multi-dimensional Analysis" and you know it was read by so many people and still being read by so many people from across job...we wrote it was only to probably take out our stress and frustration and trying to see you know what is happening?, Why is it happening?, Can we find a solution to this?...there is no solution. And while doing this research I realize that US is the capital of Rape in the world which people are not aware of and India is number three and I have given a statistics you know so all...and we have also touched upon some legal aspects so you know just to you know bring home the point that a you know judiciary even though its different sphere for us all together but we are all impacted by it, you know in our day to day life girls are not safe, women are not safe and since I come from a management school you know we deal with executives from all kinds of executives and executives you know experience different types situation you know now you sexual harassment...all kinds of issues you know which again go to court, which again goes for you know your consideration, recruitment of people, all sorts of thing that are going on, so it's not that you know we are not...we are interfacing you know with the judicial system indirectly in that sense and I also have been doing counselling for our student. Why I am saying this is that you know we have...career programs for executives one lady who was away from her home for 15 months for a program at our institute she goes back home during her semester break and she comes to know that harassment has been...on her you know. And her daughter told her this and when she confronted harassment he tried to strangulate her, I mean just see this I mean this is such a normal situation and I have been chair for counselling you know we also have this as our so kind of social responsibility with which we do for our students and participants. So when she return from home and it became a police case, she, she informed police and you know the whole thing happen and she was supposed to come back to the institute, now you can imagine the

trauma that you know she was being struggled and, and she had she, she use to have such you know nightmares and she would say वो आ जाएगा you know वो जो है security को बोल दीजिये you know ऐसे वो कहीं भी आ सकता है, वो कुछ भी कर सकता है, वो कहता है हमारी बेटी को मार देगा, you know she was very attached to her daughter and she said चुकी बेटी ने बताया है तो वो बेटी को मार देगा तो...so you know these kinds of things and it really she cried on my shoulder and you know sometimes you feel that you are not just an epidemic you know and many cases of this kind you know where students feel suicidal or somebody else feels and so many cases of this kind so we find stress is there among everyone in college groups you know and we have to end some of these you know come to you for your consideration. So this is the flow of the so it is an epidemic worldwide and I was doing a project supported by World Health Organization because I used to do lot of work on stress for variety of professionals and I am talking about pre liberalization so I used to think that you know there was no stress in the government or the low stress in the government and I used to find that you know a senior government officers were having such high levels of stress and the it was not only stress it was distress and what happens is...stress is not managed it becomes distress and that distress leads to burn out. So, what is burn out? So, when I looked at the literature and the research in India this phenomenon was studied in the west and not in India. I tried to study this phenomenon on people they...professionals from different works of life and that I realize that we have this habit of picking up western instruments and using in our setup and we think that we have achieved great results and I most....you know I do psychological testing and measurement I teach this course at Masters and PhD level so being...you know I tried to use that instrument and I found that what was happening in the west was very different what was happening in India and that you know let me to further study and I developed an Indian model of burn out which I will share and I will also share how is it different from that. So, I am coming from there and then when I looked at the literature I found that see as I said it's an epidemic 45.8% physicians they report symptoms of burn out academics are there in US and is across the globe 25-40% US workers report stress as cause of burn out 18% of business owners, managers, professionals, technical personnel, people in helping occupations, doctors, nurses, counselors, police personnel actually this is what was the difference between west and the east in the west they believe that it was too much of emotional demand from the job so people you know working as counselors or police personnel or doctors and nurses so there is perpetual demand from them about emotions and the burning out and I found

that burn out was happening in India when there was no notional demand IT Professionals, you know they are not working with emotions and they are burning out so what is so that's what this thing and a we did not have any statistics in India till then and in India 11.6% middle and signal well executives in manufacturing and service industries suffer from burn out this is that national level study and then we continued this study amongst software professionals, scientist and many others and my scholars and PHDs, so we find it it's in UK, Japan everywhere in the develop countries and here the you know considerations is much low. I didn't stop at that I tried to extend that study tried to see where were these people going to when they were suffering from burnout who so I did a survey of mental health professionals from across the country and trying to find out and that's what I was asking during the tea break where you come from? Some of you are from south, east and you know north and so on and a when I found out from them they said that this study is in 2005 in fact I and Dr. Bruta were on radio show together I think it was NDTV...we were being ask questions on this...subject and so on and so forth, so...so 10% of population at that point of time they said there is increase in this phenomenon 10-30% you know during 2000-2025 and the people who go to these hospitals in fact this is a another interesting story which is which...the time will not permit so 60-85% you know rather 61%-86% people these suffer from you know problems like a related to burn out, depressed mood anxiety, acute stress disorder, post-traumatic stress disorder and so on and another interesting part is and which I would submit for the this group for consideration because you all work under very stressful situations, this needs to be attended too because if not attended to this may lead to psychoneurosis and psychosis later so this is and this is not my view this is the view of Indian study conducted by me on mental health professionals from across the country who have been...

Hon'ble Mr. Justice Kurian Joseph: What is psychoneurosis?

Dr. Radha R Sharma: Psychoneurosis...there are number of types of diseases like anxiety disorder, excessive anxiety say depression say you know...hallucinations and many such things you know so...I mean unrealistic fears and things of this kind...all those things kinds of things ...there are many types of these and which will...

Dr. Aruna Bruta: ...how we will put in one sentence, one sentence...one sentence...

Dr. Radha R Sharma: No...We will come to that during discussion, during discussion...

Dr. Aruna Bruta: ...सिर्फ एक चीज़ so that he doesn't carry it forward...those who show abnormal behavior but are very much in touch with reality...

Dr. Radha R Sharma: Ya they are part of the....

Dr. Aruna Bruta: Psychotics are those...

Dr. Radha R Sharma: Psychotics are confined to...ya psychotics generally are in mental health hospitals they confined they are like...and so on and so forth who go to mental asylums and so on. Neurotics many of us may be neurotics but probably we are not aware of it suppose if you have depression...anxiety this thing you know people have all kinds of things but you know we ignore it because these people are able to live with you know the society. Although they may create problems for others they may shout they may have anger outburst and things of this kind and people just think that but actually it, it's a problem and a 94% mental professional said that if these problems are attended to in time timely intervention that these can be cured. So, psychosis can be....so that's where this thing is now there is no test available except the one which we develop in Indian conditions and we if you are if, if so if you consider it appropriate we can do this it also test the proneness of towards burn out so timely action could be taken could be taken may be across levels may, may be at in this profession because no study for...judicially professionals has been done in India and until you know this was...

Hon'ble Mr. Justice Kurian Joseph: You are not permitted...to do that

Dr. Radha R Sharma: अच्छा but suppose...

Hon'ble Mr. Justice Kurian Joseph: Because it may have its own repercussions that's the reason.

Dr. Radha R Sharma: Okay

Hon'ble Mr. Justice Kurian Joseph: We have learnt about it we have never....this has been asked many times but we have never permitted because our judgments could be challenged on that basis that is the reason why we have not permit it.

Dr. Radha R Sharma: Okay...okay but may be...at the selection level probably so...could be so so that's what I was saying so emotional intelligence when I am coming to so that's what we say and I do this kind of work for the government and also for public and private sector organizations where at the starting stage where that if he has the right kind of psychology and personality then he is not likely to burn out because....there are proneness to burn out and there personality like this which I will talk about. So, what is burn out? So, this is...I termed it as executive burn out because it was burn out among professionals not in so general society. So executive burnout is marked by, uff my god, persistent feelings of inadequacy, ambiguity, dissatisfaction and powerlessness accompanied by behavioral manifestations of apathian difference and physical and emotional exhaustion. So, you know this point was came out and all this has been published whatever I am sharing here is not based on just anecdotes it's based on scientific study and data and in fact a one of a the researches based on this got outstanding cutting edge research paper award by academy of HRD, USA, so this is all scientific work it's not my personal observation or experience, it's not anecdotes this is hardcore data...

Hon'ble Mr. Justice Kurian Joseph: ...many of this I could understand but I just want to...what is this powerlessness?

Dr. Radha R Sharma: Powerlessness that you know the person is in a position of power but the person feels powerless nobody listens to me, nobody cares for me, मेरे work को कोई recognize नहीं करता है, मैं इतना करता हूँ you know this kind of a feeling you know, आप इतना कुछ कर रहे हैं अपनी जी जान लगा रहे हो organization मैं and organization doesn't care for you, you know for they are replaceable you know आप नहीं हैं तो आपका transfer कर दिया, दूसरा नहीं है तो उसको कर दिया, you know people burnout, आप देखिये professions में जो लोग sincerely काम कर रहे हैं और जनको जो है मतलब परेशानी होती है तकलीफ होती है आप तो you know, so it's really people feel you know burnt out and, and then it has...so symptoms की बात हो रही थी, this is scientific data on symptoms again based on

the study headaches, you know this is one of the high symptoms this is reported by mental professionals, Indian mental professionals based on the study, physical and emotional exhaustion, depression, irritability, angry outburst anxiety levels and this these go on so this thing. And what is the impact of this on the profession and for in any profession so people try to absent you know, absenteeism, sabotage, malpractices, non-compliance, falling short of deadline, sensitiveness, inter...group conflict, poor team work, value conflict, confusion about goals, nastiness you know they become...पूरा negative burnt out...दूसरे को एकदम I mean we come across many people in industry where they literally cut the personnel you know into pieces they will shout at that person they will throw file at that person, they will abuse that person I mean they do all kinds of things you know without realizing what is happening to them. And nastiness, hopelessness...individual breakdown so breakdown may result in you know heart attack or maybe you know kind of you know...suicidal tendencies and so on and so forth so this is the model that was the result of this study and as I said this was this got an award outstanding...research paper...and the thing was up till now nobody had studied that how to prevent burnout is, is there possibility people know what are the sources of stress people also know what are the symptoms of stress, people also know what are the diseases as a result of stress but nobody know how to stop it, so when I was working on this phenomenon I was wondering that when people burn out can we prevent it you know, besides going to doctor's you know and you know...psychiatrist and you know psychotherapist so these were the personality related factors these were the role related factors अभी morning में भी बात हो रही थी की over load, role over load आप के यहाँ बहुत over load होता है I mean, there are so many cases you know in the court everything goes to court you know how to handle this role expectation so we can handle these things...we can do it I do it at two level sir, individual level and organizational level. So, if individual level is not allowed we can look at organizational level and we do...burn out audit for the organization so if organization is a toxic organization then can we prevent or can we reduce toxicity in the organization that will prevent burn out among executives in the organization. So, there are ways both ways so we do both the things at individual...so this is what was found that emotional intelligence can prevent burn out because emotional intelligence mediates and if the emotional intelligence is high it leads to personal effectiveness it moderates the experience stress, the people who have got high levels of emotional intelligence they don't experience ...you know a burn out they cope and they manage the stress and that's how I guess lot

of you are doing. Those who find it difficult then they get into distress mal-adjustment and then they burn out and then when they burn out then they have all those a, a symptoms. So now in the interest of time I can't go to the details of that but that is scientific study well accepted well acknowledged and the only one in India on this subject. So, the curiosity arose that you know how do we use emotional intelligence right? So and...as sir very rightly mentioned you know it's very confusing because emotions and intelligence these do not go together because one is rational and the other one emotional and rationality and emotionality don't go together that was a, a conflict and confusion which prevailed for decades among researchers and later on they realized they realize that these are not different these are complimentary so aa I did my PhD work in this area and when I was working on this subject at that time the term emotional intelligence was not coined and lot of people challenge me at that time what are you working on you know nobody would believe your work because you are challenging IQ paradigm and everything people thought that IQ alone mattered you know in success and achievement and so on and I was saying IQ doesn't matter, when I was trying to study some other factors so this and but later on you know when, when this thing developed so this is how it is as you can see when emotional intelligence developed as a construct this is this the first study in India again and this is being referred to...these are the publications and these references are given here so it started way back in 17th century and went on it was only in 1985 that this term was coined though the credit goes to Michigan University and to Professor Merslovey actually they were now the pioneers of this concept. So these are some of my publications based on emotional intelligence this is a special issue of the journal, this is....and all this so just to bring credibility to what I am saying and not just you know talking based on observation. So, so what was problem with emotions, you know because people were not prepared to accept this phenomenon and I am sure in judiciary would not accept emotions how can we look at emotions we have to look at facts and very rightly so but the question arises that emotions are important and as Aruna Ji was pointing out that you know you have...what repercussions this decision will have on public on the society you know, even if it is right, right? So you...Nirbhaya case you know no case has been heard and no law has been passed no bill has been passed so fast as this case in case of this Afzal Guru you the supreme court had its sitting you know it's...I may not. Please pardon me for my ignorance about the right terms but they have there...meeting to discuss that case in the middle of the night, it has never happened...

Hon'ble Mr. Justice Kurian Joseph: That is Yakoob Menon...

Dr. Radha R Sharma: Yakoob, sorry so Yakoob Menon so it was done at the middle of the night because you know if the time passes then you know it can really this thing, so, so now just see this emotions now so much your arrangements have been done and if person who is let out on this kind of a thing currently what is happening you know in JNU again you know there students who are full of emotions and there is you know country you know this thing. Now, who is right and who is not? What is right, what is not? I mean again you know kinds of things so you are confronted with such shelling situations which involve emotions whether we like it or not but emotions are there in every decision, right? We can't ignore emotions we may control our emotions but we can't ignore the emotions and emotions of others so, so, so traditionally it was believed that emotions distract people they increase vulnerability they...judgment, must be controlled and therefore all our decisions should be ruthless devoid of emotions and company's came up with laws and rules and a policies that take decisions dispassionately apply rules ruthlessly and this was happening in a big way in every organization including government and public sector organization. Later on they started realizing that when they started applying rules ruthlessly then there were problems so they started saying human resource management so although everybody is equal but some people get more salary than others why because the company needs them more than others right? So on the one hand we have democracy that everybody should get equal scale, everybody should this...but the company said there will be...scale then how do we function? So we have talent, we call it human capital, we call it human resource and that human capital person that critical talent has to be given more money if it is not then there will be a problem right? So many changes have happened for example when liberalization happened you know people said you can't remove anyone from service, people have lifetime employment that was the policy now when liberalization happened and foreign companies started operating in our country, company's started going sick, now what how do you managed so much of work force even public sector organizations they had to take decisions that they had to restructure, down-size, right-size, whatever name we may give they had to do it and so people were challenging this decision because on the one hand you have the company policy that a person joins and retires at the age of 60 or 62 or whatever 58 and on the other hand you are letting the person go and then it's a voluntary retirement or you know whatever...names given people were challenging and people have a right to question people have

a right to now as, as, as, a court as a judge you know again what decision should be taken I don't know in fact you would like to know from you how you take decisions because you know we teach decision making in management and as MBA institution you know a having all kinds of you know mid care and you know a, a junior and international...that's a big challenge they say all decision making is rational, no its not, it's not irrespective of whatever is done we call it heuristic decision making heuristic is that you know people use their gut feel people use their discretion people use their six sense and now what is that six sense and how do we quantify that six sense, how do you quantify that factor is very difficult to know and is not only in India it's happening globally so it's a big challenge. So but later searches and in the corporate world there always worried about you know sustainability and profitability and you know economic growth and all that is happening so they said no, emotions are source of energy they motivate people they increase confidence, they speed analysis, they build trust if we don't trust now this is a challenge. Now, how can we take people on face value if people take I mean in your profession you can't definitely not and that's why it takes time because you require evidence and when you require evidence then all these...are involved in collecting evidence from say Arushi case my god I don't know whether we have been able to reach any conclusion I mean parents killing their daughter I Mean sounds unrealistic but evidences say it's there I mean and why would parents kill a child and the whole country is baffled you know and we are looking to court you know we are looking to a decision coming from there could it be could it not be. We don't know what is right and what is wrong, so many time you know I think we, we and that's the respect our judiciary commands in our country that we have faith only in one system which is judiciary...and with due respect you know because...everything why people go to court because they feel that they are impartial you know and that's where your stress comes in that...how to weigh and, and how to balance and how to what to...ya and they are professional they are doctors you are depriving them from the practice the organization were there were reputation of that organization is involved...treating people and...Moralities in involved god knows what all as it's a challenge. So, will trust provide, why it will because you know....I am part I am from here but you know we can't take people on face value but in other countries you know what you say is say is truth and if you don't then you know the society will you know discard you, I mean in US you know...people have credit rating अगर आपका 10 dollar भी जो है वो हो गया...hmm bounce हो गया तो आपकी credit rating खराब हो जायेगी तीन बार credit rating खराब हो गयी तो वापिस भेज

देंगे यहाँ पर बताईये इतने NPAs होता है वो intentional है या unintentional है, कैसे बताएँगे आप कैसे उसको proof करेंगे, I mean so very difficult and people you know it's, its big problem and that is public tax is you know a taxpayers money. So, so this is...so emotion is a complex in fact I, I believe you know earliest because also would have touched...emotions have got two sides the physiological side and...Psychosomatic side that you...you were asked so physiological side and the psychological side. Physiological side everybody talked about when we are under stress our breathing goes fast our heart starts pounding we have flush face sweating palms you know our endocrine secretion increase and psychological side is either be in a state of excitement or we are in...state of anxiety or depression whatever positive or negative so our emotions are not confined to the source but they, and how do they do it again a scientific, scientific and physiological diagram, a medical diagram, authentically proved diagram that when we perceive stress through any of our sensory organs either we see or hear or whatever in this case it's been seen and so what happens is that this information is processed at hypothalamus, hypothalamus is like a relay station whatever news we hear whatever information we read whatever a papers we read newspapers we read we process that information if it is critical it goes to central nervous system if it is routine it goes to para-sympatic nervous system and the decision is taken की भाई उधर जाम हो रहा है इधर जाट का वो हो रहा है मत जाइए, us din I had a class on Saturday we have executive PhD program and you know these executives they get holiday only on Saturday Sunday we have classes for them on Saturday Sunday. So they are calling me की mam आप आ रहे हो and on Saturday Sunday when we go for classes then institute provides us vehicle so I called for taxi and the taxi fellow said की नहीं आ सकते है वो घोडा चौक पे जैम है और iffco chowk पे जैम है वो नहीं जाने दे रहे हैं. And these students are calling me they are not students they are senior executives in government you know they are vice-presidents in companies, you know they attend classes on Saturday Sunday and Saturday का class miss हो रहा है. So मैंने कहा अच्छा ठीक है टैक्सी नहीं आयी मैं आती हूँ so I started driving I went up to you know iffco chowk से थोड़ा आगे बढ़कर के and MDI is beyond I don't know those of you from Delhi would know I would have been hardly a furlong away from my institute and I was desperate की मैं कहीं गाड़ी करके मैं चली जाऊंगी you know एक बार मैं I enter the campus it would be but I couldn't. वहाँ

ट्रक लगा के खड़े हुए थे and लोगों ने मुझसे कहा वो डंडे लेकरके लाठी लेकरके थे said madam आप चले जाइये क्यों आप...लफड़े में पड़ते हैं so then you know I have to I called them and then I came back home I stay on MG Road and somebody who went to Sec-14 in Delhi which is nearby wo some lady was driving उसको उसका smash कर दिया शीशा smash कर दिया और उन्होंने कहा आप...lady हैं तो आपको छोड़ दिया और अगर कोई ड्राइवर या कोई male होता तो उसको पीट रहे थे उकसे... गाडी को सब तोड़ के और उसको पीट रहे निकाल के उसको मार रहे थे तू हमारे movement के खिलाफ जा रहा है you know how it's? So, you are nobody you are not influencing any policy and you are not preventing anybody from reservation but you are a common public what you do, you can't go on the road. So, I mean it's terrible and we escaped and we went to Rohtak, I am part of some government committees so you know I am part of some state and some central government so we went to visit a plant there and was just two days before this agitation we were feeling so lucky that you know Army was called out and so much was there and we simply escaped so sometimes you know these kinds of things which are beyond your control they also...you have to face and stress is there obviously stress is there your family has stressed ki kya hua so, so say this information reaches hypothalamus and from there, there are neural connections you know there is no vein there so this is a pituitary gland which is located here our pituitary gland is on the temple it secretes a hormone called ACTH it mixes into the blood and reaches adrenaline medulla which is on our kidney...scientific you know so adrenaline medulla the, the role of this is it secretes a hormone called cortisol and adrenaline and when it mixes into the blood it converts the stored protein and a...you know fat into sugar so therefore when we are under stress our blood sugar level goes up without we realize it's happening automatically within the body. So, therefore you know people go for medical treatment, people go to medical doctor for the blood sugar level but actually it's a psychosomatic problem us stress की वजह से body main sugar generate हो रहा है 70% seven zero percent of physical ailments are due to stress that includes your hypertension, it includes you heart problem and I was doing some work for health sector in fact Fortis group of hospitals and, and other places you know they said it's because of stress ye it has come down to you know 20s and 30s because you know lot of pressure on these young professionals nowadays they are working different time zones and different you know a kind of a thing so this is there so this is the physiology of that and this is exactly what happens which I was just talking about that रस्सी को देख कर के भी आदमी भागता है because of this

reaction. So, we have emotional brain and we have rational brain, right? So, this part of the brain is rational and this is this part of the brain is emotional brain so what happens is जब आपने इसको देखा तो ये information यहाँ से होकर के यहाँ जानी चाहिए लेकिन क्या होता है ये hijack हो जाती है, this is medulla...so emecdella जो है आपको ये information को यहाँ नहीं पहुँचने देती यहीं से करके आप जो है reaction लेते हैं जो लोग अपना temper loose करते हैं आप देखिये paper में आप रोज़ देखेंगे कि क्या होता है...साइड नहीं दिया revolver से मार दिया आज कल पेपर में था की loud music koi बजा रहा था तो वो loud music उसने object किया तो उसको मार दिया. This is not a normal response koi loud music बजा रहा है तो उसको आप गोली मार देंगे क्योंकि stress level इतना...तो वही मैंने बताया न वो burn out पहुँच गया है की वो बर्दाश्त नहीं कर सकता any more stress. तो आप हमसे...तो कभी wife को मार देते हैं कभी बेटी को मार देते कभी husband को मार देते हैं you know कुछ कुछ ऐसे ऐसे cases आते हैं की cupboard में बंद कर दिया I mean we read only newspaper I mean this is not normal अगर जो बाद में वो पछताता है और फिर जा कर के सरेंडर करता है...पकड़ जाता है लेकिन जब उसने किया तब तो उसको नहीं था so it's this as I said epidemic in the society तो जो सारे ये cases हो रहे हैं crimes हो रहे हैं this is happening because of this. So, it's there at the society level therefore these crimes take place therefore these come therefore the courts get further burden with all these issues and therefore apart from these normal cases these are cybercrime हो रहा है आज कल. Now, you know technology is leading so nature of crimes are changing and so obviously हमारे courts तो इतने ज्यादा multiply नहीं...I don't have much idea how many courts we have and how many we should have and इतने हैं और इतने होने चाहिए so what is the plan नहीं तो फिर its take time so then when it takes time it's not fault of any office it's not fault of any judicial officer it's not fault of any judge or any court but you know it will take time because if you take a decision without data you are answerable if you collect facts then it takes time. In fact some police department approached us की can we reduce cycle time of investigation of a police case I mean we get the deal with all kinds organi...I mean we said we are a management institute you know how haha how do we know...they said no you apply management technique see that from the time the case is reported and the...after record I hope it's not being recorded but they that

इतना टाइम लगता है की वो पहले तो रिपोर्ट नहीं लिखता फिर लिखता है तो कितना टाइम होता है कहीं कुछ stations पे जल्दी decision हो जाता है कुछ में ज्यादा टाइम लगता है can you standardize a process जैसे हमारा factory main होता है की ये product बनाने के लिए one two three four five, can you give us because you also have people coming from the you know, services who are studying...to manage their...now see what happens in other country I was in Germany as a visiting professor 2013-2014 and I go to many other institutes like that, I mean I was amazed that in that country you know how do the manager everything's happens you know normally and so many people are there and all kinds of that...so I said how, how, how does it happen. So, firstly they are very strict about it you can't jump light, you can't do this, and laws are very clear on that they are also very cautious of the people's rights. So, trains never get late, one day the train got late so I was I had to go somewhere and I was waiting at the platform they made announcement there is some accident animal accident and you know...animal accident कोई जानवर ट्रेन के साथ सामने वो 200 kms की स्पीड पे चलती है वो 100 kms की स्पीड पे चल रही होगी तो वो half an hour late हो गयी. Now, when the lady comes to deliver check your tickets she is coming with an envelope, I said what is this, so us envelope में लिखा हुआ है if the train is late by half an hour as a commuter you get so much of return उसके लिए आपको कहीं apply नहीं करना पड़ता किसी ऑफिस में, if your train is late by one hour you get this much if you miss any appointment or any such thing as a result of this delay of the train then so train department, कितना काम टाइम से हो गया की कोई जा कर के सोचिये उसमे हजारों लोग ट्रेवल कर रहे होंगे ट्रेन में और अगर वो जाकर के सार क्लेम अगर करना शुरू कर दें तो फिर तो जो क्लेम डिपार्टमेंट है वो तो खत्म हो जाएगा वो नहीं कर सकता, it's not possible so they have built-in systems and mechanisms की उसके लिए आपको कुछ नहीं करना है and everything you know works smoothly, I don't know if it is possible there could be check list, I mean I am sure management can be applied anywhere and you know...I got an opportunity to work with the Indian Army it was like a kind of for me you know I said well how can I, I ask my director, then he said that management started from the army and now so what is happening what I am trying to submit here is that they are open to what is happening in the corporate world, can they adapt some of adapt some of the techniques in their system to improvise or make their system more efficient so the submission, my humble submission for consideration is that I don't know if

it is possible but if the three is the issues can these some managements principles be applied and you know could somethings be done to you know, to expedite matters and...Reduce stress also for people. So, now so why emotional intelligence is at receiving so much of attention, brain chemistry I've already told you the psychosomatic part, how emotions, so we have positive emotions we have negative emotions, negative emotions affect our body in a negative way lead to disorders, diseases and so on and so forth, on the other hand positive emotions they lead to health and happiness. That's why this whole you know campaign of yoga, meditation and pranayama and all these things they all are in fact I am very much into it and not only I am into it I teach courses on spirituality and in management and at PhD level....And I've also done research to even, even in this research to see what impact this spiritual intervention had on burn out, you know I was comparing western method and Indian method and you know...you know very interesting results again published so I mean we don't believe in our Indian system and they have such good Indian Systems so can there be you know again a system to expose to this and is been done in corporates and kind of...I also conduct these programs in fact on...using these inventions and sometimes I go to organizations to conduct these programs again scientific based on because in management nobody listens to us if we tell students you know they will literally throw us away you know they want because they are spending money they are doing this they want returns on investment so you have to be very you know this thing and these great MNCs so you have to be scientific otherwise they will not look at you or they will throw you away. So, if we get a second third kind of call from there or this thing then you know feel...it's a feedback to us that's the way we look at it and if there is something lacking then we further improve our processes to answer those questions so this is the way we go about doing research and updating the knowledge. So brain chemistry happiness because people are not believing you know in Indian system because they said there is no scientific evidence...wo sadhu...mahatma लोग करते हैं but sadhu mahatma करते हैं तो उसका हम कैसे so some of my scholars they have done scientific work where they have mapped all this blood pressure and all these things and all those kind of a thing...and... और उसके बाद जो है फिर वो दिखाया कि क्या...alpha beta waves में क्या फ़र्क पड़ता है...में क्या फ़र्क पड़ता है ECG में क्या फ़र्क पड़ता है and based on that then we were able to prove what we are saying is true so...it affects happiness, health and general success in life, so in fact once I was with very senior police officers and they were saying mam everything is alright but there is no scope for emotions in police, again of the record and, and they were celebrating

their silver anniversary so you can imagine they had 25 years of experience each one them and you know. I bow before you know people like you and them you know they are great professionals I mean we are no one, so he was saying as I said that it's a learning experience for us you know when...interacting with them so I said Sir, will you share you experience I mean how do you say this because in our view police...emotions all the time you know कभी मार पीट हो रहा है ये हो रहा है all the time they are dealing with this it's a different matter that they may lose their temper in the process so then he said की नहीं you know so they were large number of people and one of them said that and no I don't agree with that...would you please share you experience then he said I was posted there, media wrote like this I said how dare you write like this and this and that...and he was literally getting very emotional, then I said sir then what happened? I was transferred, so then I said ok sir so then can we share you experience there? He again he said I said this instance...so and so...took name of some political...this happened and I said, I don't agree with this I won't support this and this will not....I said the, I was moved out so I mean he was not realizing what he was saying and when he said it for the third time so I just stood in a corner I was observing him and his other colleagues started you know smiling you know so what happens is that we are emotional we don't realize that we are emotional and our negative emotions impact everywhere and so this is the stress and he must be pointing out because he may be wanting to do things which are perfect and you know how media works you know they don't report everything right they have to sell their paper and news...channels so they truth.....and they use to write all about bad things about him and then he used to be transferred so it was a big problem you know and, and then then he realize that ohh it's true so people are not, people don't realize but all these basic emotions are there among people just that you know there shades of emotions, so people say i don't get angry it's not that they don't get angry just that they resent what my other colleagues were saying that you know wo bottle up होता है, inhibited होता है, supress होता है, बोलते नहीं है, वो नहीं बोलते है तो अपने को ही मार लेते है, harm कर लेते है, you know उसका reaction...to external होगा या internal होगा, या drink करते हैं या smoke करते हैं, या कुछ भी करते हैं तो अपने को harm करते हैं तो emotions need an outburst you know, so बाहर नहीं करते तो shame, guilt, remorse, humiliation, regret. Khap क्या होता है ये जो khap का जो cases सारे हो रहे हैं वो क्या है मतलब अपने बच्चों को मार देते हैं for some social custom which is not actually valid in today's time, but they are sticking to that thing and they forget that you know

हमारा बच्चा उसमे जा रहा है ना, sati pratha you know जो लड़की औरत नहीं जायेगी उसको ज़बरदस्ती बिठा देते हैं I mean होता है I mean this what we read it must be happening I guess so obviously किसी को जिन्दा उसमे बिठा देंगे तो फिर तो फिर गलत बात हो गयी ना तो फिर वो it becomes a police case and all sorts of things you know happened. So, lot of these things are happening because of emotions and people are not aware what they are doing and why they are doing so therefore you know this so anyway I'll skip some of these so how do we know so our energy levels are high or low if negative emotions energy level is high then we attack we you know do all these things and if it is energy level low then we are sad bored and so on and similarly then the positive emotions energy level high then we are happy and satisfied and when we are energy level is low then we are tired we are calm we are contend and so on. So, what is emotional intelligence? So emotional intelligence is...I'll give you western view and Indian view I am very much particular about these things because I don't want to buy things which are selling of the shelf and you know in fact this has created some difficulty but now people know that you I have actually coming over the book where the book has both western and Indian perspectives it's in the press now it will be out in another three four months and people said when I am talking about Indian perspective you know earlier and I am working with very top person who works in stress and burn out so firstly people said how can write I am the first author and he is the second one and you know the and I said this is where what is in western this what in Indian and the you know how it is he said you remove many of these things these are not required and I wrote to the publisher who is a British publisher I said this is the USP of this book why should we remove something if we had it in our culture if our culture had this yoga system some...why should we skip just because the other person doesn't like I would like to keep it you know so you know the publisher had to take the decision I said I would not like to drop it it's up to him you know I mean so now he has agreed so you know kind of a thing I mean I am not going to take except that because you are from the west so you are superior you know by the way I am part of couple of these international forums so kind of a thing...I mean as an Indian we need to stand up you know and but you stand up with data if we stand up with data then they would at least see or look at if...without data they will throw you away they, they are very good at it they are very good at it so, so therefore so again so this is ya so that is the Indian perspective. So, this is what it was capacity for recognizing of feelings, those of others for motivating ourselves, managing emotions...ourselves in our relationships so emotional intelligence is distinct from but

complimentary to our cognitive intelligence that was...this is the Indian perspective which is based on my research emotional intelligence is the capacity to empathize with the others, this empathy doesn't work in the west, ye Indian phenomenon है की हमारा employee हमारा माँ बाप है, you know आप उसको नहीं निकालेंगे, you know so because everybody looks for empathy, have transparency which is not there in our culture but which is there in their culture they take it for granted. Positive outlook inability to inspire and develop others and be the harbinger of change. In our country you know people believe in self-development not in development of others, this is a challenge which is very different from the west and this is a problem with the IT industry as well because IT industry we do work for with they say बाँदा चला जाता है हमारा knowledge चला जाता है, so how do they have created platforms to take the knowledge and document that so that when the person leaves the knowledge doesn't go away with him because that's the USP of that industry and that knowledge is not in the machine it's in the mind, so all these incentives schemes which are coming up and variety of program in IT industry the SEBI do lot of work for the IT industry also, so they say the person leaves the boss and not the organization so there are lots of things that we do design programs and this thing to prevent that so there are personal competences, there are social competences in emotional intelligence comprises of two sets of competencies, one side of competencies is self-awareness which I talked about that gentleman who was not aware and was thumbing table and shouting at people...self-assessment, self-confidence and self-management which is self-control, so self-control now in your case you have to exercise tremendous self-control, you may be getting angry you may be thinking that the person on the other side is telling lies and prosecutor you know...that that advocate you know who would be pleading that case criminal को कह रहा है वो बिलकुल सही है and you may know that झूठ बोल रहा है, you know but still you can't lose your temper, you know you have to still listen to allow both the parties to put their point across and sometimes they bring in such useless points की because of it the whole thing gets delayed, you know, they take you of the track and you won't lose your temper I mean you have to control so this is a this causes stress, trustworthiness, cautiousness, adaptability...and social competencies are empathy, service-orientation organizational awareness so I mean I can't go into the details of these but this is what is required in any profession so even in your profession you know...I mean at junior level you know you develop your juniors right,...you involve them and

in...this a a...profession you know junior lawyers work with senior lawyers you know like interns and she is she would know that people learn you know and slowly and slowly they grow in that process now it happens may in this system it happens in medical system it doesn't happen in the corporate world, because वो सोचता है अगर दूसरे ने सीख लिया तो मुझको निकल देंगी, so the thinking is very different you know, here the nurturing is there because there is secure career, the career is not secure there. So, anyways so stress is because you know of the changing environment and I guess आपको तो ye environment बहुत this may be very similar to the situation you face is that, is that so? Do you see some similarity? Would you like to share if you would like if you would say...would you like to share anything that you are supposed to reach a goal very fast with...

Participants: [NOT CLEAR]

Dr. Radha R Sharma: haha....and that's exactly what I was saying that can you and the round wheels are there

Participants: [NOT CLEAR]

Dr. Radha R Sharma: why but then the question is that who will change the wheel? Who should take that lead? Right? So, the same system is continuing you know may be I don't know when did you have you last reform or weather I have no idea so I accept my ignorance about your profession but to we know that it takes time so there has to be some systems and processes which are which need change. Right, and, and who will change it? So, anyway so emotions are aroused, why people don't change because changes is inconvenient there will be lots of 2013 this Act that came you know and by the way I've been picked up as a Director in one of the companies it came as a big work from me because I wrote paper I think this is the way I express my emotions I think I use to see all these happening so this paper is titled as "Opening Gender Diversity Black Box" role of perceived gender equity and locus of control in employee wellbeing, you know, why women...burn out, so wellbeing, burn-out these are two sides of the same coin, one is positive another is negative, so I mean women didn't they may be competent but they are not allowed to go, go up you know, so all kinds of systems and processes are there in organization does things like so...really irritate me and kind of a thing so, I will do scientific study on this...and I then this SEBI came up with this thing that by April 1 there should be so many company's should have women directors they were

not finding women directors because they are not there, how will they be there if they are not allowed to grow then you won't have people to so one scholar of mine is working on this she went and collected data from senior managers, women managers...and then wrote so, I don't know whether somebody read it or what happened, how it happened I don't know but somehow you know...a letter came from the government and I was surprised ohh may be somebody reads something somewhere you know...you do it out of your passion but I don't know what will happen because...I work only on my individual strength I have no other things so I don't know I guess it happens, so the resistance you know they are driving forces, they are restraining forces and there is big fight and therefore things can't be changed but if it can be brought to this level then the change can be fast and that's what is needed so if the square wheels have to be changed then I don't know what how would you, this this will go on but once it comes on this part it can go there and then it can be re-frozen that's the way changes done in fact I've got two books on change management published by McGraw-Hill and this is again you know when the liberalization happen and burn out I was studying and then I was wondering why people burn out then I found people are burning because of the change happening, why is the change happening? So, this whole thing then I started looking at so that book is called change management in organizational transformation published in 2012 and other one published in 2007, so these are there so now in the interest of time may be he could reflect I mean I don't have time otherwise I would have probably could have requested you to may be assist you on emotional intelligence or one component of them or...but time will not permit that may be some other time so just to reflect do you feel in control of your emotions do you lose your temper easily do you often say I wish I've done that two people reactions puzzle you, do you feel misunderstood, if this is happening then stress is there, emotional conflict is there and you know and I guess it would be there because lots of things you can't say you are not supposed to say because you will be quoted you will be recorded, so you have to cautious so all the time you are controlling yourself controlling yourself controlling yourself and you know even with family members may be its difficult to share may be among colleagues I don't know whether you can or you can't so this emotions...

Hon'ble Mr. Justice Kurian Joseph: Now the new trend of stress is we want to be quoted...

Dr. Radha R Sharma: You want?

Participants: Quoted, quoted...

Hon'ble Mr. Justice Kurian Joseph: We want to be quoted this is a new trend of stress coming in...

Dr. Radha R Sharma: Okay...

Hon'ble Mr. Justice Kurian Joseph: With the judges....we want to be quoted we also are what they call so thrilled about the quotes...

Dr. Radha R Sharma: [NOT CLEAR]

Hon'ble Mr. Justice Kurian Joseph: Hmm...Breaking, breaking

Dr. Radha R Sharma: So is it allowed...

Hon'ble Mr. Justice Kurian Joseph: That's the problem it's not allowed but we want...

Dr. Radha R Sharma: So ya so you will have that dilemma that some people are getting limelight because their quoting and you did something great which has not been quoted now the question is that what to do? Ya...

Hon'ble Mr. Justice Kurian Joseph: You go home your children ask you are you not a judge there...

Dr. Radha R Sharma: Ya ya ya so so ya I mean these are the struggles these are the personal conflicts intra-personnel conflict there is inter-personnel conflict there is intra-personnel conflicts and lot of stress comes from intra-personnel conflicts what you want to do, what you should do, you know and what you are able to do or you know your values are this and your job demands your professional demands are this and how to resolve this and you also have your personal aspirations you also have reference group and you also want to be recognized in fact psychiatrist tell me you know when I was doing this study and they said our profession is very bad I said why? Then they said की जब आप लोग कहीं जाते हैं या कोई भी जाता है तो लोग उनसे आके card exchange करते हैं बात करते हैं जब हम लोग कहीं जाते हैं तो जो हमारे client होते हैं वो हमको मिलने नहीं आते हैं they ignore की

हमे नहीं जानते अगर कोई मुझे जानता है तो you know people will think की you know he must be seeking psychological help. I don't know what is her experience but that has been...

Dr. Aruna Bruta: [NOT CLEAR]

Dr. Radha R Sharma: So people ignore you because there if you know a psychiatrist or psychologist a clinical psychologists actually I wanted to be a clinical psychologist I want I still pursue that my interest is there but the sort of you know, this bottling up of emotions was not my cup of tea I mean I like to share की ठीक है you can use kind of a thing so I saw a film called "Khamoshi" I don't know if you have seen it that was way back and I went to...mental hospital and Hazaribagh you know reformatory home and when I saw people who have been chained you know chain करके उनको रखा हुआ था psychotics को and it was too much for me and I did some project on these neurotics and so on and then I said I'll work on this clinical problems but not just being there you know, I still work on these clinical issues as you have seen but you know I go and work kind of a thing but not be in that because you can't do anything...Again this is systemic problem so so ya so how much time do I have sir...I'll go by your permission whatever the time you give me...

Hon'ble Mr. Justice Kurian Joseph: Let's see how long you would like to...

Dr. Radha R Sharma: Hahaha... नहीं sir वो हम लोग तो professor हैं sir हम लोग की तो haha... हमारा तो ये profession ही गड़बड़ है we, we can go on and on so we have to...

Hon'ble Mr. Justice Kurian Joseph: ...separate tuning, that tuning is we don't mind sitting late but the moment it is one then we will not...

Dr. Radha R Sharma: हाँ ठीक है so I'll finish...sir i'll finish at one...

Hon'ble Mr. Justice Kurian Joseph: Nobody can question us we are late but somebody will question us within ourselves that why do you sit after one o'clock...

Dr. Radha R Sharma: अच्छा ठीक है so I'll finish so I, there is nothing much to offer anyway so I mean why emotional intelligence is verb because 80% of our success comes from EQ 75% are careers are derailed due to lack of emotional intelligence and it's absolutely essential for a leadership roles in any profession a again quoted by data this is data on Indian Organizations again, these are the competencies out of the one's which you saw earlier and emotional intelligence is important for career success, wellbeing you know difference between good leader and excellent leader is based on emotional intelligence and I can the 3 minutes is still left so the role of..

Hon'ble Mr. Justice Kurian Joseph: Take time...if you feel something...don't worry I would just jot...we can take a couple of...5 minutes or more I don't know but if something you feel that we judges should...

Dr. Radha R Sharma: Yes sir, so the thing is that IQ helps us get into the organization but EQ helps us go up the organizational hierarchy but may be in your profession it may be different because we nobody has studied your profession in India so we are willing to we are open to if you are willing to you know let us do that so what is emotional intelligence is a balance between thinking and feeling the balance between rational mind and emotional mind you know so the question is when a case has come which is highly emotional you know so what kind of for example child custody yesterday I was day before I was in a forum I was in a forum where I was judging you know some NGO Projects you know now with this 2013 Act you companies are funding social projects so the company's want to know that which project to fund or not to fund so they don't know so they and there was one German company funding it and there were Indian companies there and I was called as a jury or whatever kind of a thing evaluator. So, you know so they, they were so the question was that when the corporates were asked to give opinion about these presentations these proposals you they picked up the ones you know which had rural marketing or some such thing you know which was going to help their brand and so on and so forth and the ones which I picked up you know were more social and you know kind of a thing whether health related or you know there was one project which was you know catering to some 7000 people anemic you know in some 8 districts of a state kind of a thing and one project which I really liked I don't know whether I should share here but I don't mind sharing this was project which everybody said they gave different ranking I gave high ranking I gave the first ranking to that that was project by

Dr. Kiran Bedi which she did in jail you know and this jail is called India Mission or something project where she found that these women who are serving jail sentence waiting decisions they have the children so when they went to jail the child was may be 1 year or 2 year and they are allowed to keep their child right to start with, so these children grow up and the case is going on so these children use to feel lost you know unless as a baby they didn't know but when they started going so these people use to cry and this kind of a thing so I picked up that in fact I was waiting that book yesterday so she has published a book in the handwriting of those children who have grown up and her NGO supports these children so they take them out from there and then they get education and then they get sponsorship arranges sponsors for them and the full-fledged you know and these children are pursued till there graduation. o it's a great work and you know I mean irrespective of people like her don't like her whatever it is I have nothing to say but so people ask me why do you choose this project as number one so I said I because this is one such thing you know which, which is not popular which is not you know benefiting the organization and its you know a what you say philanthropic helping you know children who would no one would like to go to you know की convict के बच्चे you know उसको कोई भी नहीं support करना चाहेगा तो हमारे कंपनी का भी नाम बेकार हो जाएगा you know खराब हो जाएगा stigma, you know there is a stigma attached so I said the uniqueness of this project that nobody would I, I use to go to mother teresa and I use to you know really work I mean did some, some you know I mean...admire her...for work I mean I do this kind because social this thing is my part of my DNA, sort of a I guess so I work...SOS children I work for mentally handicapped all free of cost I, I do it just like that so this kind of a thing so I selected this that's what I am trying to say that now somebody has to think of people there also children and you know who would think about them so if somebody can think so this is again rational and emotional you know you can't through change...rules you can't be totally rational की wo convict है तो उनके साथ ही रहे you are using your emotional intelligence for example her work on this Tihar prison got her Magsaysay Award again she utilized that opportunity to so some such things I don't know how is it possible so the characteristics of low EQ person is they always remain in regret they always you know remorse for everything and high EQ people they always balance you know they time to work, time to play, time to be aggressive, time to be passive it's not that they are always soft no they are not so they balance it out, they confront they withdraw, they speak, they keep silent, they hurry, they wait, so that's what is emotional intelligence is all about. So, the

consequences of low EQ are all negative feelings anger, failure, fear disappointment, frustration, obligation, guilt all these negative feelings and they affect the health and happiness of the person, these causes stress, that's how emotional intelligence you know can mediate and can prevent...and the consequences of high EQ is motivation, appreciation, friendship all these positive feelings which brings health and happiness and balance in life so, so that's what this role was so I was just justifying this thing ki why I use emotional intelligence as a mediator because it prevents and so keeping in you with the time you can't change the direction of a wind but you can adjust your sails, that's what is emotional intelligence you have to see each one of you would be handling cases of different kinds and different situations and different severity but what exactly...saving yourself also I mean not getting involved emotionally involved...involved of course and so a winning attitude you know. So, success is the journey not a destination and if I could sir take last two minutes, this is the story of four candles, I don't know if you have seen it before, these candles were burning slowly, the ambiance was so soft you could hear them talk as you can see, the first one said I am peace however nobody can keep me lit I believe I'll go out the flame, rapidly diminishes and goes out completely, the second one comes on the scene it says I am faith, most of all I am long in dispense will so it doesn't make any sense that I still lit any longer when the candle finish talking a breeze softly blew the candle was put off, then the third candles comes on the scene and says I am love but I haven't got the strength to stay lit people put me aside and do not understand my importance, they then forget to love those who are nearest to them and awaiting no longer this candle also goes out, A child enters the room and finds that the candles are not burning he gets upset and he starts crying and he says why are you not burning you are supposed to stay lid till then...so fourth candle then comes out the same it says don't be afraid while I am still burning, we can relight the other candles I am hope. So, with the shining eyes the child took the candle of hope and lid the other candles, so the flame of hope should never go out from your life and that's what this message is so each one of us can maintain hope with peace and love and if we can do that with all these stresses I think we will be able to have...have a nice day, thank you very much.

Hon'ble Mr. Justice Kurian Joseph: We are taking 10 mins more we will adjust accordingly because we had a tea also we have four psychologists with us now Dr....psychiatrist so we are in a confuse stage between the psychology and psychiatry...right, right, right, so and I know you have

a conflict in between also so therefore we....hahaha...we prove there is a conflict if you stay back for some more time...hahaha...we would like to have a couple of two three issues Doctor you can also come this side so we can have a panel over here Doctor Aruna Bruta also then...makes no difference where you sit...but it matters you sit...we, we just wanted to you know there is a some other questions which they may not ask which I, I can ask for on their behalf also you referred about Nirbhaya you also referred to Nirbhaya and Dr. Srivastava may not referred but it just in mind also and Dr. Srikala has come now I want to ask you about the different type of stress, you look at the plight of that judge, district judge who was...in the case and the judgment was reserved it came after sometime, you know whole people in Delhi in demonstration hang them, hang them and nothing short of that we want them to be hanged and I used to jokingly say if that judge has passed an order which....that was the type of stress that was the type of what they called the the popular impression or popular version of the cases so in media there is a popular version...you said about evidence etc., but there is some popular version of evidence of in case you referred about Arushi now Mukherjee any case, there is an aversion by the people and...carried by the media also, so there is a trial going on and evidence has been established by the in the minds of the people and if a judge on the base we as judges can go only by the evidence before us and evidence has to be appreciated in the accordance with law and if the law doesn't permit an evidence to be appreciated then we are out we can't so we have to administer justice in accordance with law but there is a concept of a a justice in the minds of the people by presenting the facts and by the by nowadays there is a new fashion of the police also the moment that get out of something they go and conduct a press conference I don't know where are we leading they conduct a press conference and say that we have...collected this much of of evidence with him and that is why and see those police on one side once they established that they are the best investigators and the the media want to establish that we are beyond police and we have collected something more and you know all these establishing in the minds of the people an impression that so and so is innocent so and so is a culprit and not only...there also and we want nothing but the hang...the the the the capital nothing short of that how do these poor judges deal with such a...so just tell us...how do we manage distress now all the four of you are here panelist.

Dr. Aruna Bruta: That is what I mentioned to you...that...you are...being hocked by the media and you are hocked by the public they have....own belief system but your hands are tight because

of the evidence so you have to be very cognizant and you have to really put you EQ down at that time the negative emotion not the EQ the the negative emotions so it is a very tough task and that creates the stress in you as now whole idea but strong is he who overcomes a the the pressure not the stress I will use the word pressure from everywhere you know and...

Dr. Radha R Sharma: So to supplement I would say.... आपको तो वही करना है जो आपका evidence और जो जो सही है so you know... कहते हैं न कि कई बार ऐसी situation आती है आप लोग मतलब अगर आप इस media की side ले लेंगी या पब्लिक की साइड ले लेंगे तो you have also to see I mean in your best judgement I mean people are also...

Hon'ble Mr. Justice Kurian Joseph: It's not simple media or simple popular opinion...no if media is now, now establishing they call you...all the four of you and they call the some retired judges also they call the retired people also and they try and they establish that this is the situation and the poor judge who has before him the facts and evidence...

Dr. A.K. Srivastava: But if you feel that you are right as per rules and as per norms and evidences so go with the सत्यमेव जयते...

Hon'ble Mr. Justice Kurian Joseph: Though I can't diverge your way and a judge who ultimately use to toss and the toss...I am sure some of you know the judge also...

Dr. Aruna Bruta: I just want to know because since we are talking so much upon the conflicts...is that the norm of your profession because are we talking about something which happens in less than 1% because how many there are you know lacs and lacs of case which are pending and then it's we are talking about one Arushi or one Nirbhaya I understand that one particular judge or the series of judges are under stress but on a routine is that your profession is what I want to know because you know it's almost your profession is like our profession once in a while you may be called by NDTV to give an you know talk about whether the person was insane or not insane or mentally ill but that's a very very unusual sort of an occurrence on a regular basis 99% of the time our work is very monotonous...and you know it's based training and research and evidence whatever we have got but you may get one of case like where you, you talking about it

and that's what I would...focus on it doesn't happen to everybody or we talking about the right side of the Gaussian curve...

Hon'ble Mr. Justice Kurian Joseph: No this is one aspect of it but...judges every case is unique, there is no repetition of a case, even in a cheque dishonor case also there may be facts that...it was different so we don't we don't have routine may be routine I tell you routine is there in land acquisition compensation routine is there in motor act as compensation, routine is there in workmen compensation act...changed also though there may be cases where we can apply formulas and finish it up but no...case is routine case no rape is a routine case no theft is routine case, no 324 is a routine case, no defamation is a routine case it's all depends on several, several aspects of a the evidence, several aspects of the law also that's why law emerges you know law evolves also on the basis of the facts so there is nothing called routine that way...

Dr. Aruna Bruta: I am not talking about routine sir, I am talking...ya the sensation, the media and the common public getting involved and having their own judgement doesn't happen on a day to day basis because I think the doctors profession is equally tough because it's a question of are you doing the do no harm, you know if possible, do you know good you know these are the Hippocrates sort of ethics ethical codes....so on every time somebody you know a person...of a ventilator or not...of a ventilator is a big question you know somebody has to do surgery and then ratify the surgery is a very big question but if the same time but we doesn't happen we are trained to do some of these decisions on the go by our experience by our training and there are times when somebody you know goes beyond and then it becomes a media attraction or a paper attraction or whatever it may be but other than that I, I think most of us are have there is a role, role overload may be there, there can be a work over load, that's one among the biggest reasons for stress and burn out because we all work in a very highly resource striven you know country where the number of people available either to decide cases or to attend to the health care needs are very, very high you know one is to probably you know we are only 4000 psychiatrist or 5000 psychiatrist so similarly so there is an overload and there is probably a role confusion also, some of these things are definitely there but I think if...this country from the time of birth we know how to sort of...

Hon'ble Mr. Justice Kurian Joseph:....A small difference we had a lot about load now the Dr. Aruna won't agree about load...but anyway that's a different issue but there is a difference between

medical profession and our profession, our profession we have a problem before us, not a problem, we have a what you call that that that is actually always hear that it's not enough that justice is done justice should also...have been done. This is an institutional compulsion on us that we do not only justice but it should appear that we have done justice also. Dr. Aruna in the morning said you know we are actually satisfying ourselves that what we do is the right thing that's...we are finding reasons for our decisions and this there is also an institutional compulsion that this reasons which you are finding should also sets by the mind of the people that we have done justice is not a question what I have done is right but I also have to satisfy the, the, the, the, institutional demand that what I have done is right there is the real problem...and may be you know we have enough discussion on this because what I say itself is a discussion I just ask one question to Dr. Radha on that she said about sensitivity but I find as a judge who have reached the supreme court now three years I am...supreme court now I have been a high court judge I have been a chief justice for 3 years...10 years I was a judge in high court also I find rather than sensitivity there is a growing insensitivity among the judges now I, I you should not quote me anywhere else...that growing sense of insensitivity...

Dr. Radha R Sharma: So sir this is the burn out, when the burn out happens then sensitivity gets over...shouts at people की क्या हो गया you know...

Hon'ble Mr. Justice Kurian Joseph:...on the one hand the judiciary or rather the legal service etc. trying to sensitize others about the...what you called the, the, the marginalize...oppress the weak etc. etc. but at the time at the same time an issue of a poor man coming for a common session, poor man coming for a his pension, poor man coming for a his...it doesn't effective at all it simply doesn't effective it's like almost like the doctors...I've seen thousands of a these headaches, thousands of people coming with pain so even if the present tries on describe tries on telling....because doctor knows ohh looking at this is temperature,...ok he knows what is the medicine to be given like us you know the doesn't I don't know there is lacking the sensitivity level is slowly...this is something left me personally worried me sitting in supreme court also I have judges also the level of sensitivity to these issues slowly slowly decrease...My confession you shouldn't quote anywhere but I am this is the fact...is it on account of stress I also wan to know that...is it on account of any stress?

Dr. Radha R Sharma: Sir, sensitivity means sensitivity gets affected that means sensitivity becomes low when we say health get happiness get affected that means happiness goes away I mean, this was the survey from mental health professionals then they said ki there sensitivity gets affected when we say sensitivity gets affected they become insensitive and that's what my research also said indifference, apathy you know so that's what is. And you are also saying the same thing and....what Dr. said you know I mean so doctors generally don't talk in negative terms they talk in positive sense...your health gets affected you know that doesn't mean that your health gets affected means you become unhealthy so sensitivity gets affected means ki that's what they meant...

Dr. Aruna Bruta: No, no, no I was just going to draw a parallel paradigm it see when you have a bank account right and you keep spending keep spending so obviously there is going to be diminish somewhere the bank is going to inform you that your cheque is bounced because there is no balance it's in the same way...burn out I would also say that when you are using too much of your emotion you do you know psychologist start crying when we are interns when they are interning will. I saw someday and they go back home students they are crying उसको नींद नहीं आई that girl nobody bothers about her that girl is...that boy is having hallucinations and there is too much of overflow of sympathy, right? So there is sympathy and there is apathy, what has happened either you training brings to empathy or if you are not...be empathy you will be losing out on your emotions, emotions, emotions, emotions you become insensitive I am tired I can't think of more दुःख I can't think of more fights, I can't think of more arguments तेरी लड़ाई हो रही है ना ठीक है कल ठीक हो जाएगा, so you are insensitive towards to what he is trying actually to approach you for but this one reason only the other reason is look at the fall of our values system you look how many we are how many can you deal with and as mam could say we are 400-500, 4000-5000 I don't know the big amount you use...

Dr. Srikala Bharath: So, now what I am trying to tell is there is a fall in our value system also we couldn't care less that means law is making us good or bad or law abiding our basic goodness is diminishing, you look at cars in Delhi what is the difference in time for reaching a place where your standing behind the zebra or you are going and standing right on the turn you have to take a u turn and you are beyond the red light right? So this is breaking the law and this is just showing me and only me what difference...why the police वाला I mean just give him a 100...and I can do

whatever I want to do it's a drop in the values also. So, there is too much happening even to a judge after all he is human being so when he becomes insensitive to the conflicts that has been brought to him what happens he takes the slower decision than what he would have taken...
हाँ ठीक है अभी 4 sitting और दे दो I can't think efficiently let him wait. Let me wait, so there are too many factors in psychology that operate at the same time that's why it's not just psychology, psycho-social factors because your psychology exist in a social milieu so there are too many things happening to the judge when you come back home how does it your wife pounce on you, where were you all this time, why did you marry, why did you have children, these are common locals you know in every, every households, that's stress you also, so that too many things happening to a judge you know it's what I was saying in the morning and you have so much of responsibility may be unique cases for her may be different but every case even in a district if there is a case of rape that...get after you here so your decision has to be maintaining the social health of that community within the social system but evidence based see how difficult it is, you just see how difficult it is.

Hon'ble Mr. Justice Kurian Joseph: Thank God at least a psychologist have a understood the difficult role of judges, though many others have not done this, it's a very difficult job and I really thank you that you hail us you hold us in that high esteem and you look forward to us but there is an organized, Institutional as well because this is the only institution which survives now for keeping the democracy...

Dr. Aruna Bruta: But sir when power and the status get into the head of a judge that is lethal...judge went to a store and ask how much does it cost and the shopkeeper said I don't know because I am simply unloading it there is a new law I have to add VAT to it I don't know I haven't understood VAT so it will take time she said do you know who I am? I am so and so wife I get you arrested, so the so the power is becoming alcoholic that is lethal with the judge as well as judges family...that's very, very much happening in places...

Hon'ble Mr. Justice Kurian Joseph: But unfortunately...some cases the, the judges don't...give this power but their wives veil the power that's all the whole problem...hahaha

Dr. Aruna Bruta: That's what my family use to say minister की इतनी अकड़ नहीं होती जितनी minister की बीवी की अकड़ होती है, so, so be careful of how the family...this what people use to tell you...

Participant: Now mam, judges don't have the power this is the rule, we only exercise the jurisdiction..haan yes this is the rule...that is there these are exceptions and ...right there are instances..

Hon'ble Mr. Justice Kurian Joseph: No, no I know certain cases I will not name the place but since you are rightly said about south it's not in south it is in the other part. A wife of a not high court judge...I am saying...no, no a wife of a magistrate goes to a vegetable shop buys it ask for the price and she gives only just 50% of it then he ask for it...you know who am ...if you want you take 50% if you don't want give that 50% also and get that money from home you come home and take the balance of it...there are certain abrasions as well I don't say that but...but it's not happen among us I am sorry even 0.001% shall not be there in judiciary this is where we...because people will tolerate it happening from the police, people will tolerate if it happening from the collector, people would tolerate if it happens from the tehsildar but people will not tolerate and we will not we shall not tolerate if it happens in judiciary because judiciary is above all this that's why I 100% agree with you that shall be an absolute cleaning process at the level of induction, induction, induction...I 100% agree...we are not able to have no time because of being 1:30 and we have to come and sit at 2 but I really realize that it has been so fruitful for me in having decided to come here I had I was in two minds...what is stress, this was I feeling, what stress what are the judges going to do with the stress but really, really hats off you have been you have been taking us to areas where we could not or we won't...that there are areas like this in real real life and actually these are factors influencing us this is where we are really grateful to you and we look forward to much more contribution from the psychiatric side we are only psychologist side now we will have much more in the afternoon side so thank you so much in in case anyone of you...would you be with us in the afternoon...right, right so Dr. Aruna Bruta and Dr. Radha Sharma are not with us in the afternoon but we are really grateful to you, you have been really, really I don't know levels which you have taken us and which you have helped us that we have to think about ourselves we self-assessment your talks and your guidance have helped us that we have to make a self-assessment much more much more than but we do now we do it now but much more and Dr.

Srivastava certainly has given us lot of academic inputs though he was quite restrain in not going to the examples but he has given us the real, real inputs and that sheet which he has given us probably it's a homework for us at night because it will not be easy for us to fill up using the lunch break we need a real night break for that you will get back to you tomorrow, so thank you very much Dr. Aruna Bruta, and Dr. Radha Sharma we look forward to much many more such sessions and of course we will be telling us our colleagues and others also that these are the sessions to the judges should really have rather than academic, academic yes but more than academic this is very important because academic help you but this helps you to apply the academics you have, that's the only difference, thank you very much and god bless you.

Dr. Radha R Sharma: ...But yet you have given a patient hearing I mean...

Hon'ble Mr. Justice Kurian Joseph: No, no you helped us to realize at least that we are nobody...

Participants: Hahaha...

Dr. Aruna Bruta: God bless you...

Hon'ble Mr. Justice Kurian Joseph: Shall we get back...take a break of maybe quarter past 2 dot...we must start that means we are late by 15 minutes...so we here by about 2 ten minutes past 2...ten past two so that Dr. Bharath would start at dot at 15 minutes and then 15 minutes will give you because we will sacrifice little more in the tea break.

SESSION- 4

Depression and its fallouts

Speaker: Dr. Srikala Bharath

Chair: Hon'ble Mr. Justice Kurian Joseph

Hon'ble Mr. Justice Kurian Joseph: So, Good afternoon, happy we are dot on time no, no even one minute early now...

Participants: Hahaha...

Hon'ble Mr. Justice Kurian Joseph: That shows how punctual are we in our work, we have seen many judges...among us....will be on the door the moment the clock strikes steps into the first step...yes we have seen many many...that is wonderful experience to meet such people...hahaha we had chief justice from Karnataka Justice Malimath he just passed away three, three months back he was like that, sharp on time. Many such...now good afternoon so we will start the next session, this session will go up to 3:30 because Dr. Srikala Bharath is to have a 1 hour session so we can continue this session 15 minutes more also and just excuse us little time for the benefits of stress Mr. Sampath who was sitting there and listening to us he was telling me he was neither a doctor nor a professor but he is a common man I said we need a common man address us also, he was telling us on the benefits of...now we have the depression and its fall outs this is from the psychiatric side so I think...first minute of the talk will be used to just to tell us what is difference between psychology and psychiatry and how you differentiate between the two and and...Professor Dr. Professor can call Professor also is in NIMHANS now Bengaluru, the premier institute on mental health sciences long there has a student of NIMHANS and has become the faculty and now is on to a what is that particular branch you told me geriatrics yes, so I told Doctor that you are addressing geriatrics, geriatric yes so all of us are in that category and If I mistakenly included somebody in that category pardon me.

Participants: [NOT CLEAR]

Hon'ble Mr. Justice Kurian Joseph: Hahaha...I put the bench mark as 50 only...is there anybody below 50...no, no, no but what is a national benchmark?

Dr. Srikala Bharath: we now differs because in tray its different you know when the old age starts actually when the earlier epidemiological study was done it was kept as 55 it increases depending upon the longevity of the country right now it should be 65 we have kept it as 60 it has not increased actually depending upon the longevity, mortality rate of the country it has to be...

Hon'ble Mr. Justice Kurian Joseph: Mrs. Sampath come come...come there because we can listen to this also...or you want to...see this I am joining you there, I am joining you there yes haan...

Dr. Srikala Bharath: And it was started by Constantinople in Turkey actually the concept because for pension purposes people who retired from his government he wanted to give them you know after retirement also so he started the concept of retirement old age pension and all those things but otherwise I think old age as someday said it's only a figure, it's only a number, hahahaha...

Hon'ble Mr. Justice Kurian Joseph: Thank You...yes because if she be refused to believe that she was 73...Dr. Aruna Bruta...ok doctor thank you...

Dr. Srikala Bharath : Ya thank you for being here I know that you know you all being talking about the amount of stress and the number of case is the huge work load which you have and first of all let me tell you what is the difference between a psychiatrist and a psychologist. A psychiatrist is usually is a medical person we train in MBBS so our under graduation is usually MBBS and we are medical people so most of our hypothesis and theories and schools of thoughts are based on mental illness is based on medical biological and genetic, genetic theories. We do a lot of psychology also because we have as basic courses all things which are related to mental health and behavior because a person's behavior is only three: Behavior, Action, Emotions and thoughts so that's what we call psyche, psyche is only these three things and they are overlapping you can never have an emotion and not having an action because if you have positive thoughts you automatically smile and then you know you are when somebody approaches you...actually this will make it very loud ok so, so and it is a same if somebody's behavior actually somebody can walk briskly and they are depressed and they can change the by doing something which is nice

they can change their thoughts also and that is a very important thing, psyche is always three components which are very overlapping and we have a lot of psychological and we also look at other basic sciences for example neuro anatomy, neuro physiology, neuro microbiology, neuro virology so we do a lot of medical things which are related to the brain and behavior. Earlier people thought that you brain is here and the mind is here so it is more related to the heart but overtime we know that the seat of mind is actually the brain and every action of ours has a representation in the brain and that's why we have various brain based theories whether it is you know to do with the receptors or synopsis they are all based on actually biological theories of brain behavior and mind so we are basically doctors and we also prescribe because we use pharmacology that's our first line of treatment wherever it is necessary that doesn't mean that if a husband and wife fight and they come we give them medication so that will be a different thing and Psychologist are usually people who have done non-medical courses of B.Sc., M.Sc. in psychology, M.Phil. in Clinical psychology and Ph.D. in clinical psychology. So, they are more into psychological and behavioral theories of mind and behavior and many of them can do assessments of personality IQ all those things and they can also do therapies. But we also learn a lot of you know psychiatrist also learn a lot of counselling and therapy and we have different schools of therapy which I'll any how talk about and any of you can stop me anywhere and then ask me questions because, psychiatry and psychology are good subjects to be in party but otherwise not so I like people do not like to recognize as but it is not so nowadays people including Deepika Padukone has said that I am depressed so that is and lot of people have trying to desegmatise the whole area of mental illness so leave it...but our main portfolio is medication along with other things I will tell you what are the other things which we also look at this was mainly I think I was asked to talk about depression per se we are not talking about because depression is one of the important outcomes of significant stress and I think most of the judges as they gain more and more experience and become older late life depression becomes an important issue and often people don't know what we are talking about I think this and all I think people have already spoken I will not talk about it the wellbeing where we come here is...So ok...we come in the medical and also as I said cognitive we also have, have others and I think your role comes in this you know education, role, work and we have wellbeing related to various thing, it's not only our biological thing even ethnic, racial, you know spiritual, every one of them can make somebody healthy or unhealthy because if the as you said you know conflict can make somebody unhealthy a conflict can also make I am sure somebody

must have talked about the eustress and the distress because a developmental stress actually helps people children to develop better and school is one among the developmental stress and when it goes beyond a level where the person can cope with that then it becomes a distress. So, we should not think that there should not be stress because stress is a good thing to certain extent as long as somebody is able to cope with that and increase the productivity so this also I heard Dr. Radha talking about it the happiness index which is very important because one among the issues of indicators of happiness index is mental health and that's something which is very, very important there are two three indicators which we will look at one is the mental health issues the second is the suicide rate any country is assessed on its ability to keep the quality of life of its citizens by the suicide rate, the more the suicide rate in an attempted suicide and completed suicide definitely that country is not doing its bit to make the people have the quality of life which they are supposed to a common citizen is supposed to have. And that's very important and mental health and again depression is very important to understand happiness index and also quality of life. And it is not based on the GDP, because there are you know statistics which say some of the richest countries need not be the for example USA doesn't top in everything there are countries which where that is true of even infant mortality and women mortality for example in Arab countries you may have a high GDP, but the infant mortality can be still high, so that is something which we need to understand though there is some correlation between the GDP and many of these things but they are not one to one correlation just because somebody is rich doesn't mean that they have a good quality of life and they have a good happiness index, they are they can be divergent to certain extent and that's something which we have to know. And I am sure that if I am a women in in in an Eastern Country Middle Eastern country, especially where there is a lot of especially when you have...when you have grown up in that culture probably it is much easier to accept but when you have migrated probably, my happiness index will definitely come down. This true will be the other where I am transported to a totally a bohemian culture where which I am again not used to and again my happiness index may come down because I am not used to being a much more traditional conservative culture, there also I may have a lot of conflict. Ok, Now, let's go to depression,...I'll go back to that...it is one among the most common psychiatric condition that something which I think I will tell any number of times during this session depression is one word which most of the people know even a very less educated person knows he will say a my relative was in the hospital had depression, so that is a sort of all-pervasive word which they use for any sort of a

psychiatric...and that depression has other quality...we have the depression in the Bay of Bengal and the great depression when there was an economic crisis and so anything which goes down from the norm because we consider that our mood like I said emotions and feelings on a day to day basis has a rhythm just as we have a sleek...rhythm we have a psycardian rhythm we have a rhythm which keeps our moods on a up and down almost you know when there is base and then it keeps you know more or less within 5% up and down. When that sort of equilibrium is disturbed and it goes down anything goes down in the negative side we call it a depression. And so we have the various descriptions of depression and it is mainly a negative feelings state in most of the people, why then all of you can say that all of us are depressed and that something which we can see the next slide and these are three words I am sure many of you may be knowing if you have looked at some of the help indicators the first one is the number of years adjusted for disability if I am a well person how many years of good life I would have as a women Indian women I my average age is about 70 years in 2014, I Live up to 70 years, ok but if I am blind or if I am orthographically challenged I have a factor where I would have lost certain things of quality of life because I was not able to climb a you know Qutub Minar because you know there was no ramp for that so certain things which I have lost, the quality I have lost those are calculated into years and I would have lost certain years so the number of years a person loses because the person is depressed and then is not able to go to work is not able to function as a father or a mother or a sister so the because of the disability how many years the person loses his very, very important and again burden, what is the burden to the family, burden to the person, and burden to the society absenteeism doesn't go to the factory so those are the burden and burden of disease is a very big thing today the leading cost of burden of disease is heart attack the next one is cardio-vascular attacks and nobody can believe that depression a common thing which we say depression is the fourth leading cause and we expect in the 25 years it will become the leading cause of burden of disease.

Because people are controlling heart attacks, people are having better health, physical health but with the changing transitions in the life depression is going to go up and up unless we do something about it and that will become the first burden of life. What is this nomenclature? This nosology, what is it mean to us so it is low mood but there are caveats to the whole mood, to the low mood that is very, very important because when we come to mental health and psychiatry we do not call

anything and everything...people very many times people say if you go to a psychiatrist even if you are normal they will call you abnormal and they will put you on medication, a true psychiatrist or an ethical psychiatrist should not be doing that there are times when we say I don't think there is anything wrong with you I think you are just you know concern we don't even say worry because very, very significant worry can be a psychiatric illness so we say you are just concern over concern about certain things, go back home is something which we can often do so what is important is it should fitten to call it a disorder, it should fitten, it should have the same science and symptoms it should fitten to the duration, it should have a beginning, continuation and that end it should respond to treatment and it should be more or less the same all over the world, so if my depression is very different from a depression which is a newest say then I can't call it depression I am calling something depression and they are calling something else depression so what is depression?, So if you call something a disorder and it should have for rest most of the psychiatric disorder should be a month old, and it should be present most of the day most of the night, it just can't be you know transient and then so when we call somebody with their alcohol depend syndrome, social drinking is not alcohol dependent syndrome, the person has to be drinking continuously and to relieve the symptoms of withdrawal should be drinking, that is early morning drinking, ok, can't live without alcohol has craving for alcohol and has got social and familiar and societal repercussions of alcohol then we call him alcohol dependent syndrome. We just do not...just because somebody you know indulges in alcohol a bit or during the weekends we do not call him a alcohol dependence syndrome. So, a syndrome that's what it says distinct cause of the illness, family history, treatment response and outcome so we should know from the word, how does a person respond in you put him on certain medication, otherwise we do not and in very severe mental illness even two weeks are sufficient because by the time person is ill to actually go to a hospital, so any hospitalization indicates the severity of the illness though it is very brief. So, usually among but in very severe mental illness like mania or in catatonia it's even two weeks are sufficient but that should be there most of the day otherwise ewe do not call it a disorder. It is very different from the blues often we say I am down in the dumps I am upset I had a fight with my boyfriend, girlfriend so I you know...mad and depressed so those are not actually depression and very many times women who delivers soon after that because there is a Hormonal disturbance they also feel upset that is not a...maternal blues are not depression because it you know improves overtime somebody dies in the family spouse dies, and we feel extremely upset and crying all the time somebody may say

they are crying they are not eating they are losing weight, its more than two weeks so they are depressed, no usually in grief the grief over two weeks or three weeks on its own starts abetting it becomes less and less so a grief is supposed to last for about six months and if there are indications after a month of things becoming less crying less saying that I can feel the person inside the room then you don't call it a depression but more a grief, a loss significant loss so again you call it about it as an adjustment disorder which is also can be a psychiatric illness can be a disorder but they all improve over time they do not stay back, and this something which I will come to chemical changes in the brain because there has to be and these are researches which are being done time and again it is not only in the functioning at the receptors...level and also at the structural level for example people who have depression their ability, there...which is one among the regions of the brain for making memories that functions less effectively that's why they are pre-occupied and they do not have good you know memories about, they do not have positive memories but more negative memories. So these are and mainly these are all a means how many of you know about you know nor-adrenaline dopamine mean these are all a means which are very important for keeping our mood in an even basis and they are present not only in our brain but...also in our gut and in various parts of the body in the heart but in the brain they serve certain functions and one of them is to keep somebody's in the older part of the brain the mood even and that when it becomes less then there are chances of depression and more the depression suicide, suicide attempts can happen, so these are some of the symptoms which we talk about but you can also see that as we become older we also have a lot of these things you know more screwed up sort of eyebrows so the person usually looks like this what we say the omega sign and the fold which are deepen when somebody is depressed, teary eyes, downcast eyes very slow to respond to questions you ask them what's your name they will hesitate a lot then hmm hmm hmm and then there is a very increased response time when they walk also they may be very, very slow and they may say yes I feel very depressed for the past one month two months or three months and, and this is the...when I get up in the morning most of his when we get up in the morning we might...had a very bad day the previous day but once we sleep we get up we are ready to face the challenge saying that today is the good day a new day I think things will be alright this something which we think but many people who had depression get up early in the morning and say my god another day how I am going to face this I just can't face this and they will say as the day progresses they become better and better by evening they are better so that is something when they describe that you know that they are

definitely depressed when they get up feeling highly depressed and these are all things which can happen to anyone his...so pervasive depressed mood, loss of interest in pleasurable activities, I enjoy watching IPL match but no longer holds my attention in the last two months ok I enjoy going out but and it no longer I enjoy my work but it doesn't hold interest, decreased energy, decreased activity, fatigue and tiredness is one important thing which constantly people complaint about and that's very important because when it comes to people who have depression when they are older that's a very important because they do not talk about feeling sad but they about feeling much more tired and fatigue and multiple aches I pass more gas, my heart is going thad thad thad, so those are much more common symptoms than actually talking about laws of interest in crying spells, decreased attention in concentration, and classically what we see is when you talk with them they bring in only negative cognitions, I have not done enough for my children, I have not enough, I am not achieved enough for...I am not done for my mother, I don't think that I can looked after her very well, I don't think that I've done my jobs very well I don't think i have future so there is a negative thing about the self and past and the future. That's what we say that is as trial that past, present and the future, the person feels worthless, hopeless, helpless and this helplessness is something which you would have seen even in the stress that learn helplessness overtime because of too much of stress is a learn helplessness that where the animal actually is arrested doesn't fly, doesn't fight but becomes you know arrested in its way when there is a threat because the threat is too big for the animal to sort of face and the person actually becomes helpless, there is a small experiment which was shown that even animals can actually develop anxiety and depression else all of you know about the paraboli and dog that whenever the food is given you ring the bell when there is food dogs...so that's a very normal response to all the animals but whenever the food is given the experimenter rang the bell so it becomes an operand conditioning for a naturally for a bell there should not be a salagnation, but he rang the bell every time the food was offered so the dog salivazed, after sometime you remove the bell or you remove the food and ring only the bell the dog will salivate, so it's an operand conditioning not the usual conditioning to which we are naturally done so what is experiment I did was the dog there was a dog you show the square and give a piece of meat and you show a a circle and give it a shock, ok, so after sometime the dog learns that if it is a square it can reach out for the piece of meat and if it is a round it has to withdraw the paw because there is going to be a small shock. So, once the dog learn that the experiment started blurring the square more and more you make the square more rounded so the dog is able to

differentiate to a large extent which is a round which is a square, blunted square but at some point of time the dog no longer can differentiate between the square and the round and there is a conflict so it doesn't know whether to put out the you know paw for the meat or to withdraw the paw for the shock. So, that's the conflict and the person and the dog can become helpless and it freezes so that is what is a learned helplessness which can happen to us also when there are not the correct, when it is black and white all of us very comfortable when the things are no longer black and white and in shades of grey that's where a conflict comes, isn't it? That's what you all said this morning that you have to look at so many issues before we can decide, shades of grey makes the conflict more and more and there is learned helplessness and that can result in depression, guilt and worthlessness and that's very specific to the Indian Culture the oriental culture, we feel more guilt than other cultures than the western culture because that's you know the growing up also I think we are much more guilt ridden than other cultures pessimistic view, sleep, sleep is very important because one of the first things which will go in a depression is sleep, because the person has when person has minor depression they have difficulty in falling asleep which is what as the age also have, we have difficulty in falling asleep, but in a typical depression the person has early morning awakening 26 clock, 36 clock and they keep on ruminating what have I done, why have I done, Have I done the correct thing, so the ruminations early morning awakening, decreased appetite and loss of weight so these are some of the very, very important issues and many at times peoples have difficulty in asking the doctor, the family doctor has difficulty in asking somebody, are you depressed? That question alone can help a lot of people. The same thing about suicide, people think that if you ask somebody, are you feeling suicidal? That it might you know actually make them do something, it's not so, because if they have already planned the suicide, just asking that's why we have helplines saying that, are you suicidal? So if they can pick up the phone at that moment and avoid it a lot of things can be avoided, impulsive suicide and attempts, different fighting with the boyfriend going to going into the bathroom and drinking phenol, that's not depression many of the suicidal attempts by young people is not depression, they are impulsivity, you just want to show the other person that you know you have hurt me and I will teach you a lesson, that's not depression...depression is as I said your...somebody qualifies for depression and then in pessimistic, suicidal then somebody, so somebody you just there is cry for help then and asking somebody are you suicidal, do you think about death, have you made any plans, nothing wrong in asking, and we ask it all the time when somebody is depressed, and all depression are

not the same so let us be very clear because there are very mild depressions moderate that can be very severe depression also, where the person is absolutely bed bound can't be you know made to get up so we are not the same and most of the depressions last about 6-9 months, and that's something which we need to understand and we will come to that and there are some adjustment disorders where there is big loss in the you know in the factory or in the business person will definitely go through depressive ideas have I done the correct thing, I have brought it on this family shameful all those things but they might bounce back that's an adjustment disorder which last for a month grief I have said 6 months, I'll show you a case which this is dystaimia, dystaimia is a condition which I will I think we will go back there, 68 years old bureaucrat who has held high positions in the government, in the industry he is due for super annuation however his wife and his colleagues find him very irritable losing temper over very, very trivial issues which was not his earlier behavior. Not paying attention when somebody is talking forgetting his specs and keys more often difficulty in falling asleep over the previous, so they thought it will pass, but it has not pass, so he is constantly irritable and unhappy for what reason, he says I am not bothered about my retirement in fact I am looking forward to my retirement, he is doing most of his work but people actually now feel tense in his presence because he so irritable and so snappy that they do not want to be in the same room with him and this something he himself will say that his attention concentration everything has come. It's a very negative mood which is pervasive, which is not here natural somebody is natural self and if that is thee and it can be very chronic and that we see in a lot of young women who feel in someday they have been where the coping strategies are not very good it is much more sycho-social the word which I think Dr. Aruna Bruta use, psycho-social where somebody feels, not supported, left very badly and...which you can't cope it, so the loss of control, impending loss of control is what somebody fears about and is constantly what we say dysphoric, unhappy but not the extent of becoming totally a depressive disorder, lifetime risk is at any point of time you go into the community and you ask people with these questions which I have given 50-60% of the people will say yes, in the last 15 days one week, a month have you been if you ask the question they will say yes, all of them will not get a diagnosis of depressive disorder, they are only symptoms, but they will say yes I have had in the last one month so cross sectionally when you look at it about 50-60% of the people can have depressive symptoms including as 50% of us can say yes to some of the questions, but in my life time somebody can have up to 22%, there is difference it is usually 8% by 22% if...I am not a very good coping person I have lot of challenges

in my life it can go up to 22% but usually in the general population its about 4-5% which is a very large number and that is something which we need to understand 1.2 billion, about 5% of the population is depressed significantly it's a huge population, it's a huge population we are talking about and we may are genetically more prone to depression, age is another factor which makes us prone to depression, the older we are the more chances of us becoming depressed are higher. Women again they are more depressed, alcoholism is more in men, depression is more in women, so they are four times, 2-4 times more depressed then men and rightfully so I think don't you think...discriminating world ok more common in general practice rather than you know you would not find it in a cardio-vascular or a respiratory but more common because people will go and say that you know very commonly aches and pains, heart palpitations all those sense of heat, these are very common in general practice and general practice doctor has no time to look at that all those long...so often these people are considered difficult people because they keep coming back again and again and they will talk about it and they will say ohh my god that person has come ok so they are considered difficult people in general practice and because of various societal reasons the prevalence across countries are different and it is considered to be more in some of them very poor countries, like Incedia, I am sure if you go and do it a significant population percentage of them will be depressed and as I have said there is biological basis many at times we are asked this question are mental illness is hereditary? Hereditary should have a law of inheritance, so if I have one child 25% of the time the child should have, if I have like you know gauravas 100 children, 25% of the children should have some if it is...ok so but that applies to every birth 100% 25% or 50% depending upon heterogenous homozygous, that is genetic that is heritability, there are very, very few illnesses in the world which are truly actually hereditary, one among them is hemophilia, ok very rarely you have illnesses but all of them have a genetic basis, lots of illnesses including diabetes has a genetic basis, what is genetic base means that if I am a in the general population if I have 1% of if I am 100 one among me will be depressed but if my mother has had a history of depression and she was under treatment definite depression and if I am 100 of me at least 4-8 of me will be depressed so that chance is increased the risk factor increases but it is genetic not hereditary because for all you know the 92 of me I mean have a 92% chances in the next three generations I'll may escape depression though my mother was depressed but on the other hand my mother was depressed my sister was depressed then my chances increase to 15-20% still I can escape 80% so most of the psychiatric illnesses where we share genes with our parents...say

first degree relative parents and sibs and our children we share 50% of the genes, it's only 50% so many of them are only genetic and not hereditary still you have a good chance of escaping things. The identical twins where one egg splits into two and they share 100% of the gene material not all twins are identical twins many of them are just two children...born in two pregnancies become one are born in the same pregnancy. Identical twins shall 100% of the gene material DNA material even in them the proportion of people if somebody becomes...the other twin becoming a...is only a about 60% 40% of the time the other twin can be normal so we need to understand when we say that ohh it is hereditary in..it is genetic in nature but not hereditary. Chances are life events are very, very important especially in elderly we will come to that later many of the exit events can lead to a depression. After some time if a person goes into what we say repetitive recurrent depressive disorder, with the life event without a life event that person can get a depression, initially it may be with significant later it may be even with smaller things and it becomes autonomous also. So, that is something which we need to understand because in prevention what we tell them you know many at times the patient says...your life events, do not you know do everything change the house get married, have a child within a year, too many life events within 6 months, person should be able to cope because whether it is a positive event or a negative event we all have need to cope, any change in our life, small or big is a challenge and we need skills to deal with them and when you have too much of it you are over drawing your bank account, so stagger life events always do not do within a six months frame too many things especially major events and that's why psychologists if you see them somebody's phone is ringing I think...It could be mine also, I don't think so...not mine...so psychologists usually talk about when there is a life event I have got a promotion how much effort I need to come back to come back to the normal situation adjustment points. So, even for positive events, for marriage for promotion we still need to deal with that challenge because it will bring it's certain you know issues with that so that is very important and we should not crowd life events and family inter-personal issues and that's what among the reasons why women are more depressed, domestic violence, or discrimination or being suppressed so and of course the genetic because of the XX chromosomes this is a new word which you may learn that is Expressed Emotion where the person feels three things which are very important either criticism, hostility, over involvement all three are equally difficult. I never...to make decisions everything is done for me but I want to do it that's the difficult thing and constantly criticized because you know my parents expectations are never in keeping with whatever I am

capable of or I am hostel and people look at me very...lot of hostility all three can actually bring in a lot of negative emotions, poor social support, especially people who are homeless, socially isolated, elderly especially, imagine an elderly with some amount of cataract, hearing difficulty children live abroad and...both the elder parents are here and also has some arthritis can't very mobile so you are isolated except for the TV and if the TV...down totally isolated so that is a very, very good breeding ground for depression. Medical illness most common cause for depression in elderly above the age of 50 or 60 because most of is one of the doctors said that on an average a 60 or 70 year old person takes about 22 tablets in a day, diabetes, hypertension, vitamin, so various things blood thinner something to control urination, sleep so they take 22 tablets in a day on an average so imagine the number of interactions it can take the good thing about depression in except in a few cases where it becomes chronic many of them remit 15% of them remits spontaneously and they get treatment and the number of people who respond is almost 75-80% it's only 15% who become chronic but then why should we treat it, if it is going to remit on its own in a 9 months, but look at the quality of life for the person and the people around that person, the quality of life and the burden of disease so high, you can cut it short then although more reasons somebody should cut it short, isn't it? Why should we live with the gangrene? Would we live with the gangrene if I am a diabetic and am I little finger is gangrene? I won't, I won't...I will say why should I after sometime it will any how fall of and it will heal, we don't say that why should we say that...the precious time is lost, quality of life is lost so very under diagnosed, this is what...out of 400 people there are significant at least half of the people have do not have major symptoms that the relative will say my god he is depressed or she is depressed, let's take him to the doctor, they have some minimal symptoms where they are miss-diagnosed or under-diagnosed, the reason being we have very, very poor understanding of depression by the family doctor, by the common man, by the patient himself and even as a government, as a society, as a policy what should be done? We have very poor awareness and sensitization, people talked about sensitivity a lot in the morning that we need to treat, we need to recognize and it's such a common illness can be easily diagnosed we don't do it and the cost which somebody pays is very, very high. Our life expectancy has gone up we have improved health care that takes care of only mortality not morbidity, that means we still have orthopedic conditions we still have you know sleeplessness morbidity we are able to stop, people have stroke, people don't die because of the stroke, you know...but there amount of physiotherapy they have to do...or after a by-pass surgery the amount of things which

they have...the number of medicines and follow-ups or...we are all very high, so the morbidity is very high, mortality might have come down, and of course the transitional change in the family. I don't know whether you would call this depression...mother, father passed away son notices that he is forgetting to take the diabetic pills she moves a bit slow not interested in anything he attributes it to her shifting the house and father going away but whether she is depressed and that needs to be actually actively seen, because she has diabetes is one among the risk factors for depression and that's something which we need to look at. Alright, late life it is I her think most of the things I have said we have more life events especially you know death of spouse has gets the highest ranking in their stress, minor violation with law gets the lowest, death of a spouse after you know probably 30 years of marriage is a very big issue to somebody to cope with it...especially in older life, so that's exit events are more...so that's very important I am sure all of you now listen a lot about dementia....sometimes first time depression in elder in older people can be the first four runner of dementia, and that also needs attention because people who are hypertensive can has small, small bleeds and which can lead to depression what we say vascular depression later on can lead to actually dementia, but not in every case, I am just saying that it's diabetes is a risk factor being on multiple medication in the risk factor and the sad thing about is depression is highly treatable and that's why the all this story about depression, depression is highly treatable, if at all there is a condition, if somebody says can you treat...ya I can treat but is it curable that's what ask even we go as a expert...one of the things they say is it curable, doctor? I say even common cold is not curable, you know if what is curable I should not get it for the next 5 years that's what help in medicine if I get something, if I get a breast cancer and they do a...radical...tome and should not get relax of the symptoms for the next five years then we say we are cured that's the thumb rule, I get treated for one cold, can the doctor say for the next five years you will not get cold, doctor, can I say that I will not get typhoid just because I get treated for typhoid, all medical illnesses are treatable. There are very few illnesses which are curable, let precise curable, Tuberculosis is curable, appendicitis is curable because you throw it away operate, so there are very few illnesses especially what we say non-communicable illnesses which come in the later age are not very curable, hypertension is not curable, treatable, diabetes is not curable, treatable, arthritis is not curable treatable, so there is difference between treat ability and curability so the lawyers when they ask they say no doctor tell me...yes or no...So we say no and they...that's the end of it. Plea for divorce hahaha...

Hon'ble Mr. Justice Kurian Joseph: You must also add one more...no disease which is curable

Dr. Srikala Bharath: Ohh they, I wish they would allow us to talk...

Hon'ble Mr. Justice Kurian Joseph: You must...you have every...as a witness...so you must for the sake of poor patients, poor people, common man...

Dr. Srikala Bharath: Because people think mental illness means that they can't marry, they can't have children they can't be a good mother, good father any number of our patients are good mothers, good fathers, good you know they, they can lead any normal life like you and I can do ya there, there can be some relaxation that's...they can be equally good parents and you know daughters and sons and there are a proportion of them who are very resistant to treatment but that's different story but a significant proportion of them if provided adequate, continuous treatment are able to function much better than I do, i think because that's phenomenal which I have seen in my mentally ill patients.

Hon'ble Mr. Justice Kurian Joseph: So just keep in mind...tell your friends also just take your eyes from the lawyer and tell the judge I want justice....no judge can stop you from telling the court what...aspect as an expert witness you have a right to tell the court because you are not answering the lawyer you are telling the court what your expertise is so you must...friends also

Dr. Srikala Bharath: We will keep that in mind sir...many of the senior, I told her also senior lawyers whom I have seen....extremely if they are bit known , well known I found them that they are very thorough, they would have gone through the file, they have done their homework and but some of them of course we also have a difficulties because we do not know what to say, yes or no, yes or no and then somebody will become how many of you have seen your lawyers...diagnostics and statistical manual, international classification of diseases all those things they will bring to a court and then they will say show me doctor where is it written, that it is curable, it just you know illicit signs and symptoms it doesn't say whether it is treatable or not treatable it's only a classification of diseases it's not a....

Hon'ble Mr. Justice Kurian Joseph: Tell it, tell it, tell it

Dr. Srikala Bharath:they have done so much of leg work to do all these things...older people depression in older people is very different from depression in the younger people we here we need to understand two things I may have depression from the age of 18 and I may become old I continued to have some episodes or my last episode was 20 years back and now I have got an episode that is a depressed person, person with recurrent depressive disorder becoming old, there are you know depression which thought for the first time after the age of 50-55 that is depression with late...they are different they are definitely different like the kisan you know what is it...haha no, no, no ketchup...it's different in the advertisement it's different...ok so they talk more about not depressed mood but aches and pains as I said more gas less gas not you know I am not able to digest more those are very important they become more and more withdrawn and apathetic and we need to understand if somebody's father or mother is like that and they should look at that and see and ask the question is my mother or father depressed? They can be suicidal especially if somebody loses their spouse and that's a very critical time to sort of have vigilance and that's very important. Lots of conditions especially in elderly because this is about prevention many of his can become hypo-thyroidic especially women can become hypo-thyroidic very good breeding ground for depression, diabetes, hyper-tension medication, then many of the cancers, B12 and...deficiency and that is something which we...mandatory now we repeatedly see that older people you need to get your vitamin B12 done and see that it is of normal because body produces it by age somehow the body is not able to produce, they are micro-nutrients so they we need it in very small quantities, micro grams, Nano grams but if without that the body is not able to make it we can become depressed and have neurological symptoms also and that is something which recommend it especially vegetarians, we see that more oftenly vegetarians...and D3 also because we do not go out much in the sun these days so D3 also very important these are all preventable and can be done very easily somebody is putting on weight don't think that we are...so we are putting on weight go and get your thyroid you know tested, these are some of the other conditions where we as we grow older we develop and they are all good grounds for depression when somebody having a stroke, Parkinson's disease I am sure many of you know what is Parkinson's disease, they are all again good risk factors for...

Hon'ble Mr. Justice Kurian Joseph: Can depression cause Parkinson's?

Dr. Srikala Bharath: No...people with Parkinson can many at times what happens is depression is the first like in dementia depression is there first symptom first and then somebody starts having troubles you know slowly tremors or they become slow, they become stooped, or they become more mask like features...all symptoms of Parkinson's disease, it can be a...in some of the conditions and the hypertensive drugs nowadays we have Anti-hypertensive drugs which do not produce depression but often you have to check that whether my drug doesn't produce depression many people because of various arthritis, rheumatoid arthritis, astio-arthritis, are given a small amount of steroids can produce depression so we need to be careful many people again they will go for to the cardiac consultation and the doctor will put them on very famous bristle, alprax how many of you know that I have no idea...alprax and bristle are like peppermints, you know people...out and then they, they wouldn't have gone for follow-up the idea is to give it only for a week or two weeks but they...take care and no followup date is given so the person continues and after sometime can't sleep without that, so they, they make it into from 0.25 they themselves increase it to 0.5 and there is no regulation in our country so you can take the old prescription and show it to your very friendly neighborhood pharmacist and get some more...whereas in other countries you just can't you can't get a citrezin but you can get alprazolam here and alprazolam among the benzodiazepine is one drug which is very, very powerfully addictive people will become 0.25 and 0.5, 0.75, 1 so very so if people are not able to sleep there are other drugs which are not that addictive and any drug for sleep should be taken for less than 6 weeks there should be other treatments in place which will help you to sleep or which will help you to decrease the anxiety go for yoga, go for relaxation, therapy...mindfulness but there should be something else apart from alprazolam or diazepam...alprazolam we find especially many people use it without doctor's because the doctor only started...but have you gone back to the doctor and asked whether...he will say ohh no but he never asked us to come for follow up. Assessment is very, very important history, social network we look at all these things so we it's not like you have the symptoms and signs and symptoms of depression take medication, we ask about who will supervise your medication, who is your nearest relative, how many friends do you have, do you have any active hobbies and many people say ohh I watch TV, TV is not an active hobby, an active hobby is something where you produce, a passive hobby is something where you consume, so active hobby is walking because you, you walk around, you paint, you write a poem, though it is terrible, that's all right but those are hobbies active hobbies you cook, you clean, you dust those are hobbies, passive hobbies are

with a lot of manpower they have made that and you just consume and your mind can water that's not an active hobby...

Participant: [NOT CLEAR]

Dr. Srikala Bharath: Social network, how many friends do I have, how often do I meet them, how often my daughter calls me, how often she come and stay with me, if I become sick can i call her or will she say no Amma, I am very, very busy with my life, don't even call me, then my social network of the next generation is...haan she will say don't call me on WhatsApp, even that she can't tell so then my social network is only my husband and who is equally old or older than I am so it becomes a very great difficulty, how many friends can I call in a case of crisis, that's a very important social network, can we ask questions like, how often do you eat with your near and dear, how often do you go out with your near and dear, do you go for we don't have to go resorts, do you go to temples with them, do you do bhajans with them, those are some of the things or do you call them over for a meal, do you meet in a common place I am sure in Karnataka I am sure that must be there, all elderly people men mainly not women they will all get to...have coffee 11'0 clock coffee and chat and then talk about all politicians all everybody, Arnab Goswami, Go back home, shout more than Arnab Goswami and then go, which is a very good thing and in some of the holidays we are seeing only men coming where are your wives, ohh they want...only sarees they wanted only jewelry we all decided that he will...

Hon'ble Mr. Justice Kurian Joseph: In one place I know the wives....after breakfast this...go and have your...go and have your round the clock...you sit around a tree and then...so women feel happy that her husband...because stress is...

Dr. Srikala Bharath: that's what psychological space for her...

Hon'ble Mr. Justice Kurian Joseph: No, no I am saying back home is much better person, to sitting home always you know...as a moody person so...goes out has a company with others and you know it gives a little better mood for him...

Dr. Srikala Bharath: My husband tells me if I am a bit irritable go to NIMHANS...you will be better...

Hon'ble Mr. Justice Kurian Joseph: Can we have 10 minutes...small things which we can ask you now...

Dr. Srikala Bharath: The, the drugs, we have more and more drugs that is other question Sir's all drugs including vitamins have side effects, most of the people will say doctor does it have side effects, all drugs have side effects, if you eat banana it will have side effects, if you eat four bananas it will have a side effect all drugs have effects, effects which you want a call effects therapeutic effect, effects which you don't want have called side effects, that's thing even a...has an effect Vitamins have effects so we need to understand that so there are let more and more drugs these days which has less side effects so drug should be one important thing and drug should not be no anti depression works within the one week, it takes minimum, minimum three to four weeks and some of them six weeks to start acting, so we need to be very careful about, about that, we always need to you combine it with therapy cognitive therapy many of us you are going and I am coming you are not wishing me...oh sir is very...I've done something very wrong he is going to now you know throw me out of this because he has not wished me these are what we say cognitive distortions, you might have been you know pre-occupied with something so for everything you think in a negative way, cognitive distortions and people incorrectly can address some of them, very good and that will help prevent a depressive episode, ok sir I will we have now this I need to say because you are all judges electro convulsive therapy, wonderful, wonderful treatment but very poorly, shock therapy we call, you know you see it in the movies where they will have a jerk like that most misunderstood therapy in the world say for then walking on the roads of Bengaluru, the very effective can be done very ethically, but tolerably portray by media, if I become depress today I would like to have...reasonably safe...

Hon'ble Mr. Justice Kurian Joseph: No what is that method?

Dr. Srikala Bharath: Electro convulsive therapy, shock therapy...so there could be electrodes here give a very, very small amount of you know pulse what we say it's not even a current is...pulse wave which is in micro wholes and it produces the seizure in the brain and then re synchronizes the brain, and improves depression, people who have been totally bed bound after two ECT's you would find them actually smiling...but we need to use drug also, it is not a penesia which will treat

everything but you have to very, very severe peoples, suicidal people we always prefer ECT, it has to be done under the supervision of an anesthetist because we use anesthesia...

Hon'ble Mr. Justice Kurian Joseph: Now that question...what is this mania...MANIA? Oh its call mania right...

Dr. Srikala Bharath: ...Depression as I said I think is there a...as I said we have our moods...this is how our mood...in a 24 hours or in a weeks' time or a month's time however you record so depression is suppose this is 27 this is 26th of March if it is like this call it depression, on the other hand I have this pervasively elated cheerful mood raising thoughts, increased activity, decrease need for sleep, decrease need for rest,...ideas flight of ideas, singing, slightly dis-inhibited, over productive, to the extent that if it increases it can be totally meaningless so that person is...so the higher pole so our moods have two wholes this is depression, this is...ok again this needs to be...less than two weeks and a break from the....personality some people can be by nature cheerful that we don't...highly treatable a person who has mania and depression we call them bi-polar unis, mood disorder a person who has only depression we call them recurrent depressive disorder, here only the anti-depressants are used often here mood stabilizers are used, like lithium, sodium...all the things there are only three or four major diagnosis schizophrenia, mania, depression, bi-polar unis...they are all treatable otherwise we won't be in business no, ha-ha...

Hon'ble Mr. Justice Kurian Joseph: This schizophrenia is it only treatable by drugs or is it otherwise...

Dr. Srikala Bharath: Oh no we do a lot of work with the families, lot of rehabilitation measures, vocational skills, social skills because many of them can use their social skills...

Hon'ble Mr. Justice Kurian Joseph: That is clinical psychology...I just want...

Dr. Srikala Bharath: We will do some of the therapies cognitive rehabilitation they can do, psychologist can do some of the...medication is one among the in all the severe mental illness medication is the fore most assisted with something else which is to prevent relapses...

Hon'ble Mr. Justice Kurian Joseph: [NOT CLEAR]

Dr. Srikala Bharath: Ya see family courts schizophrenia if I am had one episode after one year I will stop the medication about 20% of the people will never have another episode but 80% of the people will have again and again for that they need lifelong treatment but many of them you not need high levels of medication once I am well I will bring it down to the maintenance level and I can many of them...how many IIT ians are on medication? In fact it is known more in high intellectual people also, so they can all they go back and work and look after...normal life yes, normal life yes they can some people are resistant, resistant treatment as I said about 20-25% of them are resistant to treatment, they need a lot of help, some of them needs to be institutional...ya there are this extreme, that extreme also...

Hon'ble Mr. Justice Kurian Joseph: Can they be treated without...

Dr. Srikala Bharath: ...That is a very difficult thing sir because that's why we have the reception orders many people will one of the biggest problems in psychiatric illness is lack of insight awareness that I am ill they will say I am totally alright, so to give them and they will refuse to come and they will talk about legal issues so to bring them to the hospital we need to get a magistrates order and we often we have regular magistrate sensitization program in Bangalore because we send...reception order from the magistrate. Yes

Hon'ble Mr. Justice Kurian Joseph: Is it ethically permissible to give a treatment...this was a case which has coming to us...ethically permissible to give medicine...patient that this is for this treatment...

Dr. Srikala Bharath: No, schizophrenia many people even for manic depressive psychosis there are husbands and wives and even for people with alcoholism people do it, but how long will you do it, is my question and if the person has paranoids schizophrenia where the trust is the most important issue one day or the other they find out ohh you had it, you had it, hahaha...

Hon'ble Mr. Justice Kurian Joseph: And this alcoholism also you can...

Dr. Srikala Bharath: Many people use those older...into their drug so that when they drink they will vomit which is very dangerous because they can go into shock and die...why so do that also, they will just put it in their morning breakfast or tea...

Hon'ble Mr. Justice Kurian Joseph: Oh I see and with that...

Dr. Srikala Bharath: When they drink alcohol they will not get high but they will vomit actually, but its better that you know we work a lot with insight facilitation we have newer treatments of magnetic therapy and other things and all ok so this is what it is...

Hon'ble Mr. Justice Kurian Joseph: This lawyers ask a question treatable and as brother asked treatable and manageable, they asked a second question in the court because we see evidence, is this treatable you said, is it curable, and is it manageable?

Dr. Srikala Bharath: Some in somebody's in a de-compensation mode, highly de-compensatory...

Hon'ble Mr. Justice Kurian Joseph: Just just explain that we didn't get...

Dr. Srikala Bharath: When somebody is in an acute psychotic episode either very severe depression they are bed bound or mania going...you know assaulting people, touching women, and all those things they are in their actually acute psychotic phase or schizophrenia...actively hallucinating, saying that oh they are coming to you know kill me they are passing current over me all those things they are acutely at that time they may need a hospitalization, but after about a week or so they go back home and if they continue treatment they are well so...

Hon'ble Mr. Justice Kurian Joseph: Dr. Aruna was mentioning in the morning because she was highly criticizing that juvenile judges court given to that accused in nirbahaya, she said that boy was not subjected to any pathology, clinical pathology some...so she was saying this expression she used if a women crying and then if he get excited then there must be some other reason so is it part of some sort of any psychological disorder?

Dr. Srikala Bharath: See always when we say about what is the psychological thing when somebody is ill, severe mental illness we can always diagnose, because it's obvious we don't need actually I always say severe mental illness you don't need a psychiatrist even a common man can say oh he is mentally ill, you need a psychiatrist to treat him and find out that right diagnosis, minor mental illnesses, what are minor mental illness is, the common depression you know the...and then anxiety other things which are big problem are some of the adolescent issues like

drug abuse attention deficit disorder, which is highly impulsive, but those will not stand in your court, as major mental illness is and personality issues...when you say sexual abrasions somebody who takes pleasure you can't call it a psychiatric illness that I am sadistically hitting somebody and I get a high out of it, that's what is called sadism, isn't it? I hit somebody...

Hon'ble Mr. Justice Kurian Joseph: Is it a, some sort of a....

Dr. Srikala Bharath: No it is not a psychiatric illness, nowadays we are talking about removing homosexuality from you know illnesses so these are certain deviations and preferences, how can it be psychiatric illness, psychiatric illnesses are very clear they are only four of them are severe mental illness where you know the, the British law what is it, what is it called,...Mcnotinzla where the person is insane so is not guilty we don't have that in India, the person is mentally ill needs treatment, so either he should be...

Hon'ble Mr. Justice Kurian Joseph: No, insanity is a protection in Indian Law?

Dr. Srikala Bharath: Yes, but you have to be in the hospital, you don't go free...

Participants: [NOT CLEAR]

Dr. Srikala Bharath: He has to be treated...ya he has to be treated..ya so many at times especially all the attempted murders and murders they are usually in the prison and then they are in the hospitals and then they the judge like you ask for fitness to trial saying that has he understood...

Hon'ble Mr. Justice Kurian Joseph: That is the requirement of the Mental Health Act...Mental health Act also now...'

Dr. Srikala Bharath: So they are either in the hospital or in the jail, so not guilty I do not know whether you use that word insane so not guilty, mentally ill not guilty I do not know whether you use...judgement like that actually trial is suspended during that period that's what and when happens like schizophrenia I have a patient who...how do we know that because we were not there to assess it, we can only say today...that is a thing see I have this person who followed the bank officer because he had a delusion that he has got a lot of money in the bank then went up to the bank manager's house the maid opens the door, he assaults her and the wife comes out kills the

wife because he has a delusion that he has lot of money and the bank manager is refusing to give the money you know from history that it is definitely delusion that he was mentally ill at the time of committing the act, because he constantly kept telling that you have lot of money in the bank and the bank manager is not...use to pester the bank manager, bank manager used to call the security and take him out now this man has not improved at all despite my treatment for one year so when he can never stand trial according to me we have done almost everything so at no point of time he can stand trial...

Hon'ble Mr. Justice Kurian Joseph That means he is not treatable?

Dr. Srikala Bharath: That he is one among those 15 persons or 20 persons who is not treatable, so he will be in the hospital only all the time or the prison hospital or your jail

Hon'ble Mr. Justice Kurian Joseph: no but I think there is a provision for releasing...there is a provision for releasing

Participants: [NOT CLEAR]

Dr. Srikala Bharath: Because we have never seen that so far whenever I go as an expert when we have all these cases from the jails...ok some of the thing are I am sure other people must have talked about the all the preventive methods...

Hon'ble Mr. Justice Kurian Joseph: What is this obesity to do with...?

Dr. Srikala Bharath: Ohh dyslipidemia, the obesity is, is a risk factor so many things especially the middle mid reef for diabetes, hyper-tension, dyslipidemia which are again good ground for depression, dementia, so we need to have a lifestyle, which is good in diet exercise which is active hobby, social connectedness, intellectual activities and in fact a bit of an alcohol because we say for cognitive things, tobacco never, sleep hygiene exercise,...social relevance and volunteering is very important...I just want to finish and not take Mr. Sampath's time...

Hon'ble Mr. Justice Kurian Joseph: Let's have a take home messages. Yes...depression is common in old age, treatable condition, aging with no disability is successfully...quality of life. What is the Goal Doctor?

Dr. Srikala Bharath: That's the goal of improving our quality of life is our goal, we don't want to say I don't want to age, we just can't keep the clock backwards, but our idea is to have a good quality as well as possible a reasonable quality of life till we die, one among the method is to keep our disability away, so that the mortality the disability curve is there and the mortality curve intersects it before we become highly disabled.

Hon'ble Mr. Justice Kurian Joseph: We also as judges...at least for me I would like to ask a question whenever we deal with very sensitive cases and you know it affects our sleep, how do we do?

Dr. Srikala Bharath: Hahaha...all of you must be doing something you know, because we all at least you know we all get because highly...

Hon'ble Mr. Justice Kurian Joseph: ...Doctor in supreme Court particularly when I am sick with my back ache I couldn't getting sleep also...she said you need muscle relaxant...the same drug you said...alprazolam...

Dr. Srikala Bharath: I am sure, I am happy that she didn't tell you proxyvone, proxyvone is more opioid and gives very good mud muscle relaxation also and youngsters who are in playing basketball and then get injured who are on proxyvone, start taking it as pills and then it's an opioid and they like it they love it

Hon'ble Mr. Justice Kurian Joseph: What is opioid?

Dr. Srikala Bharath; Opioid is pethidine, morphine...proxyvone has bit of a opioid which is very good you know many of the people...it's a pain killer...pethidine is given in cancer patients no, morphine is given in cancer patients, people who have very in you know palliative care is mainly dependent on morphine which is a opioid which is a pain killer...

Hon'ble Mr. Justice Kurian Joseph: So, I was to ask these things go to our head and they keep disturbing us...

Dr. Srikala Bharath: Yes, definitely, it disturbs us also ...that's why you need to learn probably some meditation, relaxation techniques we often teach people the...progressive muscle relaxation

technique and the meditation I am sure people but meditation is like body building just because you have done body building when you are a student doesn't help you now you do not have rippling muscles...today, body building has to be here and now today so unless somebody does relaxation technique everyday it doesn't you can't draw on it very easily mindfulness all these things are non-medical treatments which are quite helpful, at least we do it because we deal with people where you know the worst of the worst come to us because all our population are forgotten population, nobody wants them, hahaha...like you know we have the other, other day case reported, this mentally ill girl comes out a mania, goes to tennis training thing in lalbagh and then you know security rapes her, so that she comes to us so you feel you know that most of a thing...

Hon'ble Mr. Justice Kurian Joseph: One small question I want to ask last, because how do we finally rate it is incompatible so that we grant divorce?, How do we finally rate?...our rate is irretrievably, irretrievable breakdown that's the word we use, but how do we judge ultimately, though we have done many times we are just asking you, how do we finally reach that position of absolute incompatibility...

Dr. Srikala Bharath: One of the things which we do in family therapy is family therapy or marital therapy is done only both the partners are co-operative willing and is willing to go through the sessions in a manner not saying that I am right she is wrong or he is wrong, marriage is wrong, it's me or her, both need to pitch in, when that doesn't happen at the sixth or seventh session we say why is it you are saying together we...paradoxical questioning saying that why haven't you divorced now? That's the question which we use why are you staying together something must be making you staying stay together with so much of difference of opinion still you are staying together there must be some reasons we find try to find out the reasons, otherwise I say you think have you thought about divorce is an expressed...

Hon'ble Mr. Justice Kurian Joseph: So there are incompatibilities...

Dr. Srikala Bharath: Oh significant because they will constantly say everything is fine with me let him change and then I will change, in marriage it can never happen like that, whoever may be at fault, in therapy it can't happen because both have to change.

Hon'ble Mr. Justice Kurian Joseph: Is it treatable...drugs...

Dr. Srikala Bharath: No, marital discord oh my god, then we had to put it in the corporation water...

Hon'ble Mr. Justice Kurian Joseph: All the judges sitting here we prays that only...in courts...

Dr. Srikala Bharath: But I think it will become more and more problem because we find a lot of youngsters not willing to adapt and accommodate, so it will become more and more an issue...

Hon'ble Mr. Justice Kurian Joseph: Oh it happens on next week...you don't have to wait for next month or next year...quite faster, we have case of 1 weeks marriage, and pound we have become incompatible, I was not prepare to accept that, because in one week...that it is absolutely...

Dr. Srikala Bharath: After 8 years of courtship in week they will say we are incompatible...

Hon'ble Mr. Justice Kurian Joseph: Now we have Mr. Sampath, if any one of us has any question I am sorry...

Dr. Srikala Bharath: I have given a geriatric depression scheme you can do it yourself and keep it I don't want it back...it's written there no yes no yes no and then it is the ones which are highlighted just see...are highlighted block...

Hon'ble Mr. Justice Kurian Joseph: No, no I just want a, I want a copy no no...No we got only, only Dr. Srivastava's sheet no other sheet...there is another sheet...

Dr. Srikala Bharath: No, there are some reverse questioning also I will I will just tell you...reverse questioning is also there...are you satisfied with your life yes, have you drop many of your activities and interest no, that is zero, so first is zero, second is zero, do you feel that your life is empty no that is zero, do you often get bored no that is zero, are you so the other way is one one mark ok are you in good spirits most of the time yes it is zero, are you afraid that there is something bad is going to happen to you, no that is zero, do you feel happy most of the time yes is zero, do you often feel helpless no is zero, do you prefer to stay at home rather than going out and doing things no, do you feel you have more problems with memory than most people, no is zero, do you think it is wonderful to be alive yes zero, do you feel pretty worthless the way you are now no is zero, do you feel full of energy yes is zero, do you feel that your situation is hopeless no is zero,

do you think that most people are better off than you are no is zero...ya are you basically satisfied with your life if yes is zero, have you dropped many of your activities and interest no, is zero so up to five is normal...

Hon'ble Mr. Justice Kurian Joseph: We can collect the marks on...hahaha you found out immediately, Thank you so much Dr. Srikala do we have anyone of us something to ask

Dr. Srikala Bharath: Any questions sir...

Hon'ble Mr. Justice Kurian Joseph: Thank you so much Dr. Srikala it has been a good experience for us because we...opportunity to ask blunt questions, because for fear of being exposed we don't ask so...

Dr. Srikala Bharath: The other illness which most of us should be aware is the memory disturbances I think that is another day...

Hon'ble Mr. Justice Kurian Joseph: What do we do with that?

Dr. Srikala Bharath: if it is stable nothing much to worry if your wife and son start observing see...they also see that yes you are forgetting and you know you going to the bathroom and then it has not happened earlier but you go into the bathroom and forget to take bath and come out saying that why did I go there then you know that you know somebody is developing...

Hon'ble Mr. Justice Kurian Joseph: Oh that is the memory loss I thought my memory loss I am not able to recollect the names of all peoples...that is not a memory loss...

Dr. Srikala Bharath: No, no that is also you are not able to recollect the name of you friend 20 years back is not a thing you are not able to recollect the name of your neighbor with whom you have lived for 20 years then definitely you know and every time you struggle, your wife also observes it usually when I only observe it, it is subjective memory loss, ok when others also start observing it more than usual somebody can be an absent minded professor but more than usual, usually the spouse or the sun or the daughter in law will say then it is time to go and get a checkup.

Hon'ble Mr. Justice Kurian Joseph: Treatable?

Dr. Srikala Bharath: Most of them are stable, they can you can just stay in that level and then you know before we...but there are also because for dementia especially alxymers dementia most important factor at the age of 90 50% of the people will have alxymers dementia, so...

Hon'ble Mr. Justice Kurian Joseph: Doesn't matter but at the age of 60 we get itis a problem...hahaha

Dr. Srikala Bharath: So, people need to sort of become aware of it and say ohh it will not happen to me, it has not happen to my parents it will not...parents died when they were 50...till 90 or even 100 that's why...

Hon'ble Mr. Justice Kurian Joseph: Thank you so much Doctor Sahab, now that we have also given you certain...when you go to courts you must hain...you remember this lawyers are called, lawyers are paid and they are bringing materials, you are called to be a witness for truth and you have every right...witnesses have lot of rights in court you just take your eyes from the lawyer and just turned to the judge and say I have something more to add and you must do it, if you don't do it you will be doing a disservice to that poor person you must verify always the positions because expert, you are called as an expert because neither the judge nor the lawyer knows, even the lawyer what know he knows is only that the...only the partial of it doesn't know anything about...you tell him for other technical words the lawyer will then take a seat so always assist the court expert witness has to assist the court thank you very much...[CLAPPING]...it was a very wonderful technical session for us we just go for a break and come you must start at dot at 4.

SESSION- 5

Benefits of Stress

Speaker: Sri Sampath Iyengar

Chair: Hon'ble Mr. Justice Kurian Joseph

Hon'ble Mr. Justice Kurian Joseph: Mr. Sampath with us from morning, I didn't know that he is a Mrs. Sampath...so I thought he must be somebody from Academy, at lunch I asked him he said I am so...and then the last session and he gave me one description about himself I am neither a Professor nor a doctor I am a common man we said judges always would like to meet common man because common man has lot of common sense, others are informed sense so, now we have the last session of the day we have lot to get from the common man, he is chief executive officer of blue tiger learning services pvt. ltd. in Bangalore, he is going to tell something to us about the all positive aspects of we have been stressed by the listening to what all the problems regarding stress, now we are going to take advantage of the stress, stress has lot of positive elements as well so the experience, the exposure and the expertise will lead us and guide us in this last session, over to you Mr. Sampath.

Shri. Sampath Iyengar: Thank You Sir, Good Afternoon gentlemen and ladies as Honorable Justice said I am neither a Doctor either psychologist or psychiatrist for that matter I am an engineer so I have not done any research, I've not published any papers, these are all my observations over the years and my life experiences I have experimented with lot of people but there is nothing that I can prove it you what it is, with all due respect to whatever now these people said...the reason why I was sitting since morning I was not required to be sitting because I believe I am student for lifetime and there is something to learn from everybody and you know if we don't get so much of opportunity to learn from the experts in different domains so that's the reason why I am sitting...few notes which will help us you know in authenticating some of the things that otherwise we would say so, so during the process some of these people said that most of these things are contextual based which is very, very true, so something which is stressful to you is probably is beneficial to somebody else, under the same situation so it depends on what is the

context that you check it from, so that is what I want you to take it whatever I say may not be all of them applicable to you it may be applicable to somebody else, so I am not going to touch much on your judicial system per se one I have to confess I know nothing about judicial system, second I believe if you can make our self as human beings better everything else will automatically become better. So I am going to address the human aspect of whatever profession that we are or whatever else that we are. This is the incident which happened yesterday, I was travelling you know too few places within Delhi yesterday, so these days we have the UBER cars and in UBER you have the UBER share so if you want to cut down your cars you can share the trip with somebody else I happened to share my car with two people yesterday, and one gentlemen is busy with doing something so I didn't get a chance to talk to him so I didn't talk to him and the other person, he is a very young executive works for a MNC and he said you know I get stressed up a lot and all those things and I said why do you think stress is you know is a negative thing? Then what else? So, then we had a conversation for about 10 minutes before he could get down so what he did is picked up my card and he said can you come and give us a couple a days of training on this in my organization? This last evening, may be at around this time so before that I was meeting an ambassador on other country who had invited me to meet him yesterday so then I said you know why are we been in Delhi I said no this is the reason, tomorrow I have a session here and on positiveness of stress, he said what positiveness of stress? So, then I, I spoke to him for next half an hour the appointment he had given me was 5 minutes and actually we spend one and a half hours then he said, I will take you to my country I want you to train...if you can train these people in India why not you train those people in...my country, and before that he said when you are in Delhi next time I want you to come and spend half a day with me and train me first, so that I can manage my business better, these two incident happened last evening I am not talking anything other than that. So first of all thank you very much for being here, I know it's not easy to sit on the other side for the whole day only listening and listening is a quite a tough job for everybody and more so to you know to you people because I think you know we all sat in a classroom like this when we were...finished our 10th standard after that we never had an opportunity or requirement to be there so I will keep this class more you know live my request is be like an ordinary person so take out your courts it's not required I am fine with that if you can loosen up your ties that's you know is going to relax you little more that's also fine. But if you are more comfortable with that I am not going to insist that you know you should do it, because my idea is not to add stress to you.

How? One question before I proceed further, so you came in the morning expecting certain things to happen and you had certain level of stress, so after this six hours or five hours of learning about stress are you more stress are you less stress now?

Participants: [NOT CLEAR]

Shri. Sampath Iyengar: Sure, all of us have learnt, the question is are you more stress now, are you less stressed? Your stress is gone down, stress gone up...gowned up...very good so that's the whole idea of having all this sessions, so that should be helpful to you and let's see how much I can add, so to begin with if you really look stressed in an opposite direction if you read it, what does it read, so stress is like that how you look at the stress will make it whether is a stress or is a dessert how many of us don't like dessert?,...who doesn't like dessert may be different dessert somebody may ice cream, somebody may like jamun, somebody like something else, but all of us like desserts, so stress is also like that, we all our stress but we don't know that, because the common understanding of stress is very different, stress is nothing but an energy, is another form of energy, isn't it? stress is another form of energy and energy can be used either in a wrong way or in a right way it's like an atomic energy, you can use atomic energy the moment, a common man hears atomic energy means atomic bombs but a good part of the world's energy is generated by atomic energy today it's all depends on how you use it the other term that I commonly uses stress is like a jinni, allow...you have heard story, you rub the lamp, the jinni will appear says "jee huzur what can I do for you?" If you have ability to give work to jinee and manage the jinee well jinee will be your slave, jinee will do whatever you ask the jinee to do it, but if the condition every time jinni appears is if you don't know or if you have no work for jinni, you have to become the slave of jinni, so stress is like that, if you can take it, you can control it, you can manage it, it will serve you, otherwise it will suck you, so this is what I want you to know start with, so will leave some of these things before we get going I want to set an expectation, we have an a hour and a half little over that...what you expect from this session? Because without knowing what we are chasing we go...end of the day it will become mirage, for me I want to know the end before I start, where do you want to go?

Hon'ble Mr. Justice Kurian Joseph: How can you make stress beneficial to you?

Shri. Sampath Iyengar: Very Good, I want everybody, everybody say I am sitting here...I want to get this...ok sir, decreases stress ok, very good, ya,...manage, ok, ok, ok good...ok...very good...ok good so probably I'll not touch on how to make use of or how to tame the stress part of it probably there is session tomorrow, probably I'll be eating into somebody session which may not be fair but what I'll do is since my technique are quite different than all other sessions I'll still quickly go through that and you know whatever you want to make a note of it or whatever you want to ask me, I'll touch only those things but otherwise it'll not cover the entire you know gamete of it, just because you know I don't want to otherwise my stress management session is a full day session, and in end of the session you know people have to float, not stand, so that is the objective with which we start and end the session but here we have looking you know the stress from a different prospective, different angles, different viewpoints, so naturally, we have to respect that I have certain expectations, these are my expectations, so, do you want to have a serious another session or do you want a lighter session, where we have little fun, little singing, little dancing, little various aspect of learning at the end of the day your objective is to learn or your objective is to have professional session. Lighter one?...ok ya so my, my requirement is you need to be interactive...end of the day please don't tell me session was not interactive, interactive...any way I have to be active, and it will become interactive only if you also act so my request is stop me wherever you agree, wherever you want to disagree, wherever you want if there are something which I am telling you a story, you are the hero of the story, if I am showing video you are the hero of that or heroine of that video, so imagine that be part of the whole thing, one of the reasons why we get develop stress is that you know we keep ourselves away from the scene and then you know try to know adjust that and that's where the stress develop you know develops in us be part of the flow then it will be fine and all your answers are right, whenever I ask you any question please just say the answer, it doesn't worry you know whether it is right or wrong, because there is nothing called right or wrong in this world, you are always right with whatever the knowledge...understanding whatever background that you are saying you are saying, there can be other meanings there can be different meanings, that's fine, there is nothing sacra send that you know it has to be, be flexible with my timings, any way we don't have much choice whenever I finish we will finish so whenever you get bored you can tell me we will quickly wind it up. One other condition that I have always is just don't sit and you know go, out of number of things that we will discuss I want you do to commit one thing, this one thing I will give a serious try to change

I will adapt this in my life, I will go and experiment with this only then this is beneficial, otherwise knowing is nothing, knowing is nothing doing is everything, if you try, if you give a serious sincere try I give you 100% guarantee it works for you, and let me tell if none of the thing that I would expect you to do is difficult it's all simple things, but simple is not easy, lot of people thinks simple is equal to easy but unfortunately simple is equal to difficult, but can be made easy with repeated practice, lot of people say simple ya try, getting up at 5 ó clock is it simple or not, is it easy? It is easy only if you do it for 21 days consecutively you get up at 5 ó clock 22nd day onwards it is easy, but first 21 days it is difficult, 1st day is easy, 2nd day is very, very difficult, 1st day with lot of enthuse you will get up, but next day you don't, but you anyhow be that you want to develop and make it as a permanent one you need to practice for 21 consecutive days, you want to quit a bad habit you have to do it for 21 consecutive days then it gets under your skin, till such time you have to force it to happen, ok so all that I am going to tell you, you already know it, but you are not actually making use of it that's what we will do it, so if I am speaking something I need to have some credentials to do that, these are my credentials, I am engineer by education, done my post-graduation from IIM Calcutta, I am also personality development you know certified from DL Corning University in the US, is my 30th year in a corporate world traveled to about 35 different countries and in my last working assignment I have was managing the team of about four and a half thousand people I am a certified...practitioner which is number one personality assessment tool in the world I am also certified executive coach, certified by Dr. Marshal Goldsmith who is a number one executive coach in the world, I am a marathoner, so I run full 42 kms, I finish three of them this year, 4th one is tomorrow morning, tomorrow morning 5 ó clock I am going to go to Delhi and run so you can imagine yesterday I traveled from Bangalore to Delhi so I got up early this morning my flight was at 6 ó clock so I got up at 3:45 and then I am here by the time I land in my Delhi, if the flight is on time is 11 ó clock by the time I reach my hotel it may be 12 - 13:30, 1 ó clock, 5 ó clock I'll go and run, so why I am saying this, number of things that I have here on the board lot of people have it, and much more than that but there is something which I am world class, that is my health and fitness, that's my health and fitness, in my entire life I have never stayed in hospital including my birth, I am 52 plus ok, in these 30 years I have taken one sick leave, on 5th June 2014, the last I took an injection for sickness was 24th April 1983, and my longest training session so far is 19 hours 26 minutes non-stop and we can continue and I will have the same energy or more energy at the end of my 19th hour session, so that is what I believe special number of other

things I think less important, so few minutes ago I connected as you know that...my sessions are known for beautiful videos yes...pictures speaks thousand words, videos speaks a million words, I came connected applied said, the system doesn't work, so I got into positive stress zone or a negative stress zone, I got into stress zone let me...but is it...in my hand to make it positive or negative, what you think you would have done? You prepare so well, you go in front of the audience, you start it doesn't work, what you do? Happened, any time in your life you start speaking but you know you forget everything or you do everything...mike doesn't work on the time, you have your senior judges sitting or your senior colleagues are sitting or your guests are sitting, it's an important meeting for you, happened? It happened to me, just now, so I tried few things, it didn't work, so then we had these boys, may be education wise they are much lesser than me or experience wise, I asked him what else can be done, he said sir, put all these videos into a separate folder so it may not be a regular flow like you know you click on that and will come up but still it is better that's the next alternative available, so I pulled in some of these videos may be not all of them quickly into another folder, I said ok, what is that I did here? When I was in trouble, I had an opportunity to get stressed up OR I used that to do something else, so when I stressed up, I ask for help, it doesn't matter, designation doesn't matter, titles doesn't matter, education doesn't matter, power doesn't matter, age doesn't matter, nothing matters, what matters is my job has to be done. So, that's what it is, so you have to pardon me for this I'll had a keep taking this quick breaks to make sure that...play attention to the audio part of it.

[SONG PLAYED]

So, want of time I'll have to cut the videos here and there, but let me show you as much as I can, I have plenty of them, coming in, so then what is stress?, we have been talking stress, stress, stress in since morning, I want to understand, what is stress all about, we have heard so much about stress isn't it?, What is stress?,...Compulsions, tensed about what you need to do, ok...ok....pressure of the mind, negative feeling, unfavorable situations, anxiety, ok all answers are right answer which I've said you know 10 out of 10 is already given but see how many different answers are we getting, because stress is there everywhere, but it doesn't have a shape and size, stress is like wind, we can't prove it but we all know it is there, we can see the effects of it, but where is it show me, I can't do it, stress is like god, we all feel that you know the god is there and impacts of god is there but if somebody ask is where is god show me, prove me this really we can't do that, isn't it? So, yes one

of the scientific explanations like our 3 idiots what stress it's you know one explanation is system respond to releasing...stress hormones including adrenaline...the heart pounds faster, muscle tightened, blood pressure rises, breath quickness, weakens and our senses become sharper, these physical changes increase your strength and stamina, speed and reaction time, and enhances your focus, preparing you to either fight or flee from the danger, there is nothing negative there, can you see any negatives?, the physical changes increases your strength and stamina, speed your reaction time, and enhances your focus, preparing you to either fight or flee from the danger, all of a sudden there is a snake in this room, you all get stress up, or we all get stress u, right? if we know how to catch and tame that snake we will do otherwise we will run away, running away is also...stress which saves you from the danger of being with the snake, so my request to you is take stress at least in a neutral way to begin with...I'll come to that, I'll come to that, very true, everything has, will have a...all this, physical will happen because of your psychological change only, so if your...

Participant: [NOT CLEAR]

Shri. Sampath Iyengar: That's what you know, unless otherwise your mind says do this your body will never be able to do it, am I right? The problem is not with the stress, the problem is with the stress over a prolonged period of time, short buster stress is fantastic, like, the doctor was saying, mild shocks at certain interval is absolutely good, but you connect to the electricity itself, then you are dead. How long you are expose to stress? For example can somebody volunteer, I need a volunteer, anybody quick, quick, quick, quick, ya please...clap, clap, clapping is the best stress buster...so you feel little energetic now? Ya very simple thing that's why you know all these things were done, sir, just hold this bottle like this ok, easy, if I ask you to hold it for 10 minutes, is it easy? Difficult...how about 1 hour? One day? So stress is just like this it's very easy if you just hold it and leave it, leave it sir, thank you, it is not very big, kindly sit down please, so stress is like this you can handle it, very easily provided you are willing to let it go quickly, you what we do is we hold on to it, we hold on to it...every minute that you are holding on to it, it will only increase, increase, increase at certain time...

Hon'ble Mr. Justice Kurian Joseph: Thank Mr. Sampath.

SESSION- 6

Stress concerns in trial court judges and newly elevated Justice

Speaker: Hon'ble Justice A.K. Goel

Chair: Hon'ble Mr. Justice Kurian Joseph

Dr. Geeta Oberoi: Very Good Morning to all of you so today we have first session by Dr. Jai Shankara Reddy, he is an Associate Professor of psychology in Christ University College in Bangalore, we will have his session first and then followed by Honorable Justice A.K.Goel, Judge, Supreme Court of India and then Parul Rishi, who most of you have attended Parul Rishi's session I think, so, you have attended ya, we will have session by Parul Rishi and then finally we will hear the last words from Honorable Judges and also Dr. Srivastava, so...ok well then may be Honorable Justice Kurian Joseph, or Justice A.K. Goel wants to have any opening remarks...

Hon'ble Mr. Justice Kurian Joseph: Chalo because I have...rather we have exposed, we have been exposed to lot of stress yesterday and much of stress has gone also but somehow because of the bad offering of India had lot of stress my so I had a bad sleep, that stress carried through, we ultimately won but it took sometime unto may be around 2 Ó clock in the morning to wash away that stress, hahaha no the beginning game is a stress 3 wickets going less than...so thank you something on the lighter side so, today we have **Justice Adarsh Goel** as the very name indicates he is Adarsh, my lord we will hear now we have long association between us lordship is...from the Punjab & Haryana High Court then Chief Justice in two High Courts, Orissa & Guwahati, and lot of experience that way handling the stress related issues of judges both of High Courts and subordinate judiciary in seven plus one eight states that is the great advantage, and actually opening two new high courts that was something special to my lord so I think we will be...

Hon'ble Justice A.K. Goel: Thank You brother Kurian, Professor Srivastava, Dr. Reddy, Dr. Oberoi my brothers and sisters, I must say this is a very interesting and important programme which you have organized, stress management, sometimes for an outsider it may appear that why the judges need to discuss stress and they may be surprised judges also have stress, certainly they

may be justice in asking this and normally judges need not have any stress, I agree. But certainly perhaps you have mentioned trial court judges and newly elevated judges, may be for some time, you are new to the job, that may be certain issues, how to handle the job, what are the challenges, so may be one factor new to the job is factor perhaps which may to some stress. But Judges need not have stress for various reasons, first of all at any level they are not appointed by accident they, they are appointed after long deliberations, they have fitness for the job. And their fitness for the job that is one factor, if you enjoy the job if you know the job, then why there should be stress, we all here, in the...the very melodious voice of the koyal. One wonders whether for producing such melodious voice koyal undergoes any stress. I don't know perhaps if she is not able to sing or she is not allowed to she may have stress. So, anything which is coming naturally can't produce stress. So, judges also if they do their job naturally I don't think there can be any cause for stress we have all now been in our positions for time I don't think and even is very new, certainly when the job is new there may be some stress sometimes, we have discussed causes, consequences, of occupational stress, occupational stress which concerns our occupation our work, enhancing emotional intelligence, emotional intelligence in stress management these are expert issues, depression certainly I don't think a judge should have depression and then we go for relaxation therapy and methods and techniques for managing this stress and organizational strategies to prevent occupational stress, I was going through the study material which academy has prepared, and some of the issues are there which we need to discuss, particularly in trial courts, first issue which comes in trial courts perhaps is the security, you are handling issues, you are handling sensitive issues the trial court judges not I don't think we have any trial court judge here, but the trial court judges certainly have more stress and mainly because one is the lack of security, there have been instances where the judges have been attacked but are threatened, so they have to do their job as in any position without fear, without favor, without affection or without ill will these are the challenges why we take this oath is because these are the challenges, you are a judge, they expect you to show favor those who know you, or those who are powerful they will try to show you, put pressure to extract favor so how do the trial court judges handle it we have to provide security, we need to they get trained slowly some of us have been in trial courts, slowly they find out where it is means, how to manage it but even in the higher courts it's not that there is absolutely no stress, however expert the judges may be, when I joined, I will only share my experience somewhat I was told that you can't compromise on your sleep. The pressure of work is so much

you will you will be tempt into read all the files, and you files come one day before you will try to read all the files and there are variety of subject, some subjects are not known, can't be known to everyone but you will do is evil go on reading therefore first thing is that there must be and I think experts will also agree also emphasize that sleep is a must without being without taking your sleep you can't focus on your work you should do it, certainly it will bring about stress. Second thing I was told is that you may miss your food but don't miss the work, in some exercise is a must you can't miss it, then you're planning of your time or planning of your work planning of your own body mind to perform your duties that is not specific to the occupation this occupation, for any occupation whatever job you have to do you have to be physically fit you have to be mentally ready how do you do it? You have to do it by lifestyle, you can't have a lifestyle of your choice you have to sleep in time, you have to get up in time you have to do exercise, and in this profession of judging your main equipment is the knowledge, without knowledge of the subject if you think, that the lawyer argue I have only to pick up what the lawyer argues that perhaps may not enable us to do our job without stress then not being able to decide, being afraid of the criticism, being afraid of the my order may be wrong, how to overcome this? This can cause you some stress. If you are not able to perform means if you don't decide quickly but is expected from you, you don't have the output, certainly it will not give you happiness, I don't say it will cause you stress but it may not give you happiness because people are expecting so much of work, people appreciate that if you take them out of the litigation, litigation is going on from one generation passed on to the second generation, passed on to the third generation, and I have come across cases where the parties say sir somehow or the other relieve of the litigation give any decision, I had a we started plan in the High Court, that we take up 25 year old cases, very surprising that cases are pending for 25 years but there are, so one case I came across it was 1964 appeal in the High **Court** and the appeal one of the parties was a former supreme court judge, who is no more, so she is the party he was a supreme court judge at the time a High Court judge when the appeal was filed, then he became supreme court judge everybody was afraid of taking...so it remain pending, most of the judges remained excusing themselves, I don't want to take it up and the second was it was a huge bundle of evidence and etc. concerning common land and compensation etc., so when I took up both party stood up sir we don't have any argument to advance only we want a decision, 1964 and one of the advocate appearing the former supreme court judge my client wants to die after decision of the case is very old no, I said no difficulty if that is so and I also saw 1964 it say just a land

compensation dispute I said alright you come tomorrow for order, they said we don't want to argue anything, they refuse to advance any argument, so I took the signal it's just thing if nobody is interested in arguing unless the order of the lower court is absurd you can affirm it that is the safest thing and no difficulty, that's what both the parties wanted so the decision was given and both parties were happy, irrespective of what the decision was, so for that what is required is perhaps if I can use the expression, that you shift from being dual to the observer, don't think you are doing anything leave it to the unseen force, so long as you are doing your best, so long as you are taking decisions honestly then don't bother about the consequences, don't bother about the decision, as they say that you just observe what is happening and this is my experience, with the doctor's if you go to a clinic they write I treat he cures, in my personal experience, it has been that he decides and he does justice, so we are always sometimes afraid of being misled, real things don't come before us we are thinking whether taking a decision this way or that way particularly when there are larger number of people involved over big dignitaries involved what will be the response of the people, so if you are doing it, with uprightness you have applied your mind as much as possible then don't think you are deciding, give the credit or discredit to the almighty and take a decision, be prepared, I was told story by a district judge, when gone for inspection and I had a discussion with the officers, some officers said sir, we don't know what is the truth it's very difficult to take decision in some cases where the serious consequences the sentences minimum or high sentence to send a person for life imprisonment we don't know people can't be trusted these days, and even after giving a decision we carry lot of tension, so the district judge told me that he had a murder case, the murder took place on the road side and the eye witness was an executive engineer, a gazetted officer, so he thought it's very easy to believe the gazetted officer so he convicted for life for murder, gave life sentence, but in the morning when he went for walk the same executive engineer met him and he asked him yesterday I decided a case in which you appeared as an eye witness so I have given life sentence but he says I didn't actually see the matter, my evidence was not truthful, they told the District Judge, then why you gave evidence, there were the person killed belong to a very big family they approached me you become a witness so I became a witness, so he felt very bad, very disturbed state of mind, that oh I have given life sentence, perhaps to an innocent person, to he went to jail, to meet the person, and called him he said I can't do anything I have given your life sentence yesterday, but I was very surprised to know that evidence was false against you. And I can only wish you all the best, you file your appeal etc., but unfortunately perhaps I have

committed mistake then he said sir, I did the murder I am the real guilty person, you have not done any mistake, may be the witness was false...so therefore it's a different thing I will file appeal I'll take my chance, but it is not that I have not committed murder, so what you do on the basis of material before you may be there may sometimes a mistake, there can't be any full-proof system but you have to be totally free from this feeling that you have done something wrong, because that's your job you will do your job to the best of your ability you are not god and then leave the rest to god, I also find there are two three issues which are mention in the study material also and we all have perhaps experienced it, but let me tell I have been there by brother has been there, all of you have been there, I don't think I have carried much stress in the work, I have been trying to do as much work as I can but I don't think I have carried any stress even uptown 4' o clock I don't feel that I am tired because if you have stress you will be tired, but if you are enjoying your work, you will never be tired nor you will carry so you have to enjoy the work, and for enjoying the work, as I was mentioning it is necessary to have knowledge, and for having knowledge you will have to study the subject which you are dealing for that it is advisable not to depend exclusively and only on the assistance given to you in the court if you yourself study the subject and acquire minimum knowledge required that is the statute, that is the leading decisions and specially the binding decisions, you must study the concept, you must know the subject, you must know the leading decisions, you must be ready at-least to ensure that you can't be misled, it doesn't mean that you don't have to hear the lawyer, you have to hear the parties at length as much as they want to their satisfaction, but you must know the subject yourself, and you can corrected if you are from being have an open mind, with an open mind hear both the parties and then take a decision, the other thing is sometimes we have because of long sittings which is inevitable in our working we have this problems of neck, problem of lower back, or sometimes these posture related problems, so these posture related problems must be tackled if they become acute you may have to go for physiotherapy if they are manageable if you can do some yoga means posture, for postures yoga's are postures which help you to overcome the stress because all the time our neck is bent forward so there are at least two or three yoga's which everyone must do. I am not a yoga expert but this is what we have experienced so you must lift your neck while lying down with your face to the ground must lift your neck and keep in that position for few seconds, two or three times that's a very great help for neck management and also some neck rotation movements for few seconds. Similarly, for the lower back you must lift the lower back while lying in the straight position fold

your legs and lift your lower back, keep in that position for few seconds, so if you do these two exercises this may require you spend 3-5 minutes total as far as lower back and neck is concern you can be sure that they will be within manageable limits, and the second thing is if you can do some little pranayama that can be very helpful to you and you have all seen on TV these days on there are so many channels showing and these are very helpful for the brain for the heart for the stomach, may be kapal bharti, may be anulom vilom, and may be brahmri, these two three pranayama or omkar only chanting om may energize the various body points and may help you if you can sit for 5 minutes in the morning and 5 minutes in the evening with closed eyes and observe your breathe my personal experience is that it can go a long way to take care of any sort of stress, which may come across, experts are here they will give their own presentation, but my experience is that if you can and there is no alternative to it, it is to be I know one very learned person who rarely gives any advice, very learned I have been meeting him sometimes but recently I met him and he gave me the advice, he says there is no alternative you must sit with closed eyes for few minutes if not any other time at the end of the day before you go to the bed, that will empower you that will relax you beyond what you expect, beyond what you think can happen, you sit for few minutes with closed eyes and just observe your breathe and from the tip of your nose or where the breathe is going inside just observe it and try to withdraw yourself from all other thoughts this is one small exercise spending 5 minutes daily which is an investment on your health, so we have so much of our literature and I will only refer to two or three pieces of literature which was very valuable, first of all we all know Veda Vyas, who is the author of Mahabharata and Geeta, and his son was Shukracharya who wrote Bhagvat and in the preface of Bhagvat you will find he has distinguished one set of kalyug and what is the difference between in satyug and kalyug, I am not going in any other philosophical concept but means satyug is good times and kalyug is bad time that way where the ethics come down, so it distinguishes that in kalyug gyan bhakti and vairagya, knowledge, devotion and detachment these three things become deficient so if you can supply these three things you can bridge the gap of kalyug and satyug by supply of these three elements and gyan is not the knowledge of the as we call it three Rs, gyan is what are the values, that is the real knowledge, what is your life, what for is your life, what is the mission of your life, if you know that, that people are not knowing and they live life in ignorance of real values of life and the bhakti is your devotion, your surrender, your all the time thinking of our power, we are all the time thinking of our ego and bhakti is reverse, means surrender our power to some higher power, that

is bhakti, and must realize not that today we are judge and we are going to be judge all the time, this is very short phenomenon for a short time all of us have to be we are here tomorrow we will be, somebody else will be here so we don't have to our mindset should be ready to feel ourselves to be normal persons and to accept some power which is the higher power and we are here only to serve, this mindset is very helpful in coming out of any stress and vairagya is the detachment, more and more we are having ambitions and desires more and more stress will come with it, its automatic, that's why in Geeta Lord Krishna says that be focused on your duty and nothing else because Arjun who was a great warrior and war is about to begin Lord Krishna is his chariot, now he says I will not fight because what I see is all my relatives all my friends, I am not going to kill them and even if I kill them I am not going to gain anything or if they kill me then I will myself die so what is the idea of war? So, it's here the Lord is called upon to advise him what to do and he says, life and death is not the issue now question is of your duty, you are a warrior and you have to fight the evil forces you can't run away so you be focused on your duty that's all because duty is higher than your life, not be afraid of losing the life, don't be afraid of consequences because what you are doing is your duty, and duty is higher than god, duty is higher than any relationship, if you have to do your duty you have to fight the evil which you have been called upon to do don't run away from it. It may lead to happiness, it may lead to misery, but you have to perform your duty. There is one interesting character in Mahabharata, his name is Babrik, I don't know whether you have heard of him, Babrik is son of Ghatotkach, you may have heard the name of Ghatotkach, Ghatotkach was a very powerful warrior and he was son of Bheem from Hidamba, the tribal women, so Ghatotkach was so powerful that when the war started it was at its peak and Karun had brahmastra which could kill anyone and he wanted to use it against Arjun, and when Karun was fighting very powerfully and nobody could stand him, then Ghatotkach comes, Ghatotkach is very powerful, he is able to turn the tables and forces Karun to use the Brahmastra, thereby Arjun is saved that's a different story but his son Babrik was also very powerful, and Krishna who was the managing the whole war with a mission he realizes if Babrik fights he will fight on the side of Kaurva's because his mission was to help the ruling party, so he will make the things difficult so Krishna approaches him and tell him that you are a person who is very compassionate, and never refused like Karun never refused to, never disappoints anyone who demands anything from him and Krishna demanded his head, and Babrik cut his head gave it to Krishna, but that's not important the real part of the story is that he says alright I will give my head to you but I will not be able to

fight but I want to see the war, so his head is kept at a high point so that he can see the war and he is the only person who saw the war very minutely, he was the observer of the war or witness of the war, and when the war was over then all those who fought were trying to claim credit for it, ok, so Bheem said without killing Duryodhan, the war would not have been complete, I killed Duryodhan, so Arjun was taking credit then Krishna said there is one person who has witness the war you were all busy so let us call him and ask him what happened when the war was going on? So, his head was brought there and he was asked what happened? Many questions were asked, all important events who did this, who did this, and he said this was done by Krishna, this was also done by Krishna all answers was everything was done by Krishna, so having heard this from eye witness then everybody realized, that whatever you may have done the real thing is done by Krishna, so if you develop this attitude and this is I don't know the philosophy but this what people say but is then is done by the higher forces or unseen forces, we may think that you have done, and this is my personal experience I have seen once I was hearing a very complicated case, very complicated case, and there was large number of lawyers many cases one after the other were clubbed so they don't know what will be the decision there was a connected, lot of connected matters so, we were a division bench I asked my brother who was more experienced in those matters, what do we decide, they said we will have to think over, I said we don't have time to think over, whatever is to we thought over, because my policy was not to reserve the decision, to give the decision there and then, right or wrong, and we have to give decision right now and dictate the judgement, so he said I don't know I have to think over it, so then I also was not clear what should be the decision, then I started dictating whatever facts were mentioned and within 5 or 10 minutes the judgement was complete, this has been my experience in most complex matters the decision is taken by someone, there are higher forces which help you to take decisions, if you are willing and you have to be decisive, you have to decide most complex cases should be decided fastest and in presence of parties and in the court itself, that is the best thing that can relieve you if you don't do it you will be under more tension, I once heard a very important case involving a very high dignitary so I heard it on Friday but we are in division bench my other colleague said we should not give decision right now, so I said alright we will give it on Monday, alright we will give it on Monday we told the parties, we will give it on Monday, Saturday morning he came to my place at 9:30 that this is a case involving such high dignitary so I am apprehending that some people may, he had some close connections also, I am apprehending that some people may come to me or talk

to me so let us give decision today itself, alright let us gave decision today itself, I told you we should have given there and then, he said if somebody comes I will be in tension I don't want to be approached by anyone I want to give decision fairly, impartially and before anyone talks to me so at 10' o clock we told the registrar we are giving the decision inform the advocates we want to give decision immediately. So on Saturday we went especially to the court and we pronounce the, we dictated the order in open court the lawyers came, we dictated the order in open court. So, it is best in most complex cases or case involving high dignitaries don't postpone the decision making, have confidence and have confidence on the almighty, whatever occurs to you give decisions, that may perhaps help and don't think you are giving the decision, you have to take responsibilities certainly you are signing the decision not that you can avoid the consequences or but if you are detached if you have applied your mind, you have worked hard and then perhaps you need not think of the consequences of think of what others will think about it then leave it to god and take quick decision. So, to sum up to avoid stress, stress can come also from the staff, incompetent staff we have sometimes, we are face, stress can come from the members of the bar, some may threaten you, some may shout at you, you may also expect adverse criticism, all this thing is a part of the game, once you are upright, clear in your conscience and once you have worked hard then give a quick decision follow a routine, follow the ethics required for the life of a judge, you will have to be secluded, you will have to act fairly, you have to act impartially and you have to know the subject, once these things are there I think whatever stress is possible occupational rather wise can be tackled. Thank You.

Hon'ble Mr. Justice Kurian Joseph: Thank You brother Goel, shall we now proceed to Dr. Jai Shankara Reddy, be helping us with the topic assign you might have seen, using relaxation therapy in enhancing mindfulness, mindfulness so after listening to my esteemed brother, the process through which we all undergone, I think I mentioned yesterday of a judge whom I know, he say whatever I work ultimately my baba has told me you toss a coin the way the coin falls you take a decision, so chalo...that is an escape route. Brother rightly concluded have knowledge, do your work, and leave the rest to god, without the first two if you leave everything to god you are Hippocratic, this is where some of us fail, we never study, we never do our work but we believe, god will take care of, god is not the one who help such people with a sloth, lazy people who share their work, god really wants to act through us we are the instruments in the hand of god, both of

us have firm believers in God, we are the instruments for God to work, there is no seen hand for god, there is no seen tongue for God, there is no seen feet for God, so the seen tongue or hands or feet whatever it is bring for God is be and God really wants us to use it and not to store it, so we have to use it and then seek...I have a beautiful story which if time permits I will tell later but because time, there was a person who was driving a bullock cart, skipped from the road and wen to the muddy road, it was a village, village road so, this fellow started grumbling and you know cursing everybody so in fact god was coming behind him, he wanted to really help this man to get somehow from this mud road and take the cart to road and then help him to go, but god saw this man cursing everybody cursing the PWD, cursing the bullock, cursing anything and everything, ultimately cursing God also, God didn't mind it God walked forward when he walked forward after sometime he saw another bullock cart...at the same feet the bullock cart has gone out of the route and fully one two wheels, one wheel right it's bullock cart, it's in the fully on the mud only he saw that man kneeling down and praying, Oh my God take my bullock cart out of the mud road and put me in the wrote and help me to reach my path, he was doing only this god didn't mind that also he pass through, he didn't help him, he was praying only that somebody wants to saw it...this man praying so ordinarily but god didn't do anything to him, he walked forward so a third bullock cart again with the same feet but he saw that man trying to pull that wheel up and praying I am doing my best now Lord help me also because I am at my best but I realize that I need some extra strength, give me that extra strength and please help me to take my bullock cart back to the roads and the third bullock cart God came and helped it to lift it to the road so we must do our work and then seek the assistance of God. Neither seeking only God will not help neither working only and nothing leaving to God also will not work, do our best and leave the rest to God, probably this short story might help us to how duty conscious we must and how devoted we must be and maintaining the balance between duty and devotion. Detached of a duty devotion won't work detachment, devotion duty may not work, but coupled duty and devotion coupled many things may work and stress could be relieved. Probably this background will help Dr. Reddy for have this relaxing therapy over to you Dr. Reddy.

SESSION- 7

Use of relaxation therapy in enhancing mindfulness

Speaker: Dr. Jayashankara Reddy

Chair: Hon'ble Mr. Justice Kurian Joseph

Dr. Jayashankara Reddy: Thank You sir, Honorable Supreme Court Judges and Respected other Judges I am very happy to be here to discuss about this topic this stress response and how you can manage stress response what are the techniques can be used to reduce the stress and all, By professionally I am the neuro-psychologist I am the person interested to know how this the brain communicates with the mind and other brain communicates with the body, like dealing patients like stroke and epilepsy, some of the memory deficit so for this presentation I'll start within a small introduction about what is stress and how to understand the stress response first of all we have to understand the stress response, any time when it comes understanding ourselves it's a difficult, that's what says with experience even, even the psychologist after studying after doctorate...we are very good understanding, assessing other person but when it comes to us is very difficult to understand. This is the universal, so that's what for example if you buy any dress you will wear, will see our self then aging we go to the mirror we will see but still we ask other person how's it looking and he says ohh it's very good, good looking then we will be very happy, that itself indicates, so with most of the time knowing our self will depend on the other person taking the feedback now this thing, so here once you understand your stress response, and will use very good coping mechanisms and also what are the relaxation therapy will use it's very effective, now I will start this, the brain can be compared with the CPU, like a simple computer when I say the computer there are three components in this, it is one input, there is a central processing, there is output, even this the body also if you compare as mission all the senses for example when I am sitting here all my senses are taking the input, skin is taking over the temperature, a vision take the you know all the visual information, auditory I know what's happening here out, what's happening outside all those things, once they enter the brain, the brain process it gives the output, normally we will talk this all the, the behavior whatever you say, the way we talk the way we move, our emotion all

those things we will say it like a output, like a how the computers sends the information to the printer or the monitor this that's why we will simplify when we compare the body with this you know the human body, now for example take a example there is a snake is showed to the small child, may be 2-3 years child vis-a-vis is very interested to know what's the very happy to know, way its moving and all those things you see the response he is very happy, the response you see the what is happening in the body as well as you see the mortal the non-verbal, it will be very happy, at the same situation you give it to an adult or adolescence you see for example expose the you show it to the...and you see the body response, it's totally different, why this difference? They compare to compute...you know all those things we have the brain stores the information and all the other things, when you have that information it gives the different responses. Here what is the major difference is a perception say for example in first situation the child perceived, he didn't perceived as it a danger, a dangerous situation when it comes a next level the person perceived is a very danger, that's why you see the body responses totally different, normally in a year I have this strong association with the lawyers and the all the police officers in two days in a year on during the crime awareness day and the second one we have a society call South Asian Society for Criminology and Victimology. I am the person the most of the time I will discuss about this the front look, generally we call it as a cu-kid brain, they compare to animal brain, this is the only the brain extra brain we have this is the brain when you say for example ohh you looking handsome today, but when you say like this, this is a brain thinks ohh you want something today from me, it's all those things is given by this the free frontal cortex we will called this is fore brain, this is the main, generally that's what we will say when the person if you do any crime, we will say something wrong in this part. So when you have been given the punishment you are punishing the frontal lobe, so that's what happens in the a criminology, a lie detector, what you will d, for example when you saw that there are some pictures, if he is not align, he is hiding the truth, this is the brain it does that, common this consequences very you know all the consequences then all those things, this is the brain it inhibits that, don't say that, our approach to show the picture you give some anesthesia to this brain a person will reveal everything. That's what you seen certain a clinical conditions some of the clinical conditions, after the trauma, after the accident, if you had any damage in the frontal lobe, the person come and share what's happen in the bathroom, what's happen on the you know in the be dress all those things he is now supposed to discuss with other people because this is a brain it inhibits all those things, so this decides ohh this is the things we

can share with him, these are the things we are not supposed to share like this, and also some of the clinical conditions we have seen, schizophrenic patients some of the patients who had some dysfunctional part this they may have this violence and all this related behavior this is the one it, it controls so in this area when you discussing all those things we will discuss with the lawyers and the you know other police people and they are using this application like lie detector, narco analysis, the brain mapping and all those things. Now, here I am going to discuss briefly about what is stress response so how, how the stress response it affects the body so when you this what is the response in the body then we can use the differ techniques, to reduce the stress response, you know so as a the first example when you the snake or the tiger to this is the input, when it goes to the brain, the brain interprets is a danger and it gives a response, so what is the response , when I see the danger situation what happens our heart rate it increases like pressure it increases, this all the changes why the nature is given to us to handle the situation as well as to escape the situation. That's what in early you see in the nature views to stay in the jungles, when it happens this situations, it helps this response, it will enable us to escape from the situation, now what's happens in the modern situation now, we are not using this response so this response whatever it happens it's a damaging the, our body. This human trace thus needed to react quickly in the...in order to stay alive the older situations, now the stress we struggle is actual extremely harmful for the physical and the psychological health is it's very well known. Then we you see the stress response after the perception there are two systems it involves, whenever we perceive the stress there are different stresses that different stresses for example student who is going to write a exam for him exam is a stress, so there is a stressor whenever there is a stressor there is a stress response, when there is stress response you can see in the two main responses one is some of the chemicals it releases some of the chemicals and a chemical call some of the hormones called the cortisol. A cortisol, what it does as when as we perceive the danger situation, there is a small part in the brain called the hypothalamus, what it does, Hypothalamus sends the information to there is a small gland called the pituitary gland it is located in the center of the brain, a pituitary gland it sends information to other gland called the adrenaline, it is in the down, this adrenaline gland secretes the hormone called the cortisol it's a very important the hormone, this is the hormone, what it does it dues the energy to the all the muscles to escape the situation, when it happens in a particular situations in the first time, it's useful if we goes on increases this cortisol, what happens it damages the body, so that's what when you doing any stress relaxation therapies, what it does, it reduces the

stress response. So, I think some other speaker must have spoken already about the positive effects if you see for example the academic situation, so we will give certain level of stress its useful, it enhances the some of the cognitive functions we will say so attention all those things the finally it improves the performance. So, this is the same thing will use any organization, so in other thus we call it as a eustress other one is distress, this is the one we talking about, how it effects. This the all this biological response can it be seen in this in a different in the systems, one is the nervous system, the cardio vascular system, digestive system and the immune system and the metabolic system. In the effect on the nervous system its very well known if you expose too much of stress, what happens it's a very difficult to keep attention, you seen in a certain percentage it increases the attention it help us to for the memory and all other things if its go more than that what happens, it reduces the attention, once you reduces the attention, definitely all the other things the memory, your decision making, everything will be affected, that's what we say in the cognition it has a different hierarchy, it is attention, memory, and the decision making like this there are, for example to take a good decision we must have the good memory, we must have the good attention so whenever there is change in the attention on the memory it affects the whole decisions. So, it's a very well-known when the stress level it increases so it effects your cognition and we say the cognition it affects your attention. You must have seen somebody who have in very stress level too much of thinking...ignores who are there in the back what others are talking and all those things, it's a very well identified, once it affects this attention, it affects your memory so your recalling capacity like a computer how it reads from the, the memory disk like this recalling the information we will call it is a small chip called the hippo-campus that's located in this part of the brain, it's called the temporal lobe, this is the brain, so when it happens like this in the stress level is increases the decision making, your reaction time everything will be affected. And the second thing is it affects the cardio-vascular system, a cardio-vascular system and you say the cardio-vascular system we can compare like a car, and you say the car there will be two one is accelerator other one is the break. Like in the brain also whenever there is a stress level it increases, what happens we feel our heart rate it increases and the blood pressure it increases, why it increases? We have a system called, wiring system called sympathetic nerve system, what it does? Whenever anything it happens in the brain it sends the information to all the muscles and the internal organs, that you called the sympathetic nerve system, that's what whenever during stress all the changes is because of the sympathetic nerve system, and after sometime what it does, it has to reduce,

otherwise what happens, if it goes on increases, the blood pressure, if increases the heart rate what happens, that's what and the stress level it increases most of the time it can cause the heart attacks, why? The all the blood flow, it goes like a tubes, like a arteries, it tolerate at certain level if it goes more than that what happens it blast there is a hameraige, it's a very well understood, now this all the cardio-vascular system has the strong connections with the high stress level, so that's what even now the new factor now the personality plays a major role when you say the personality in generally there are two types, there is introverts and extroverts. Introverts and extroverts, it's a very well understood if somebody have an introvert personality you have to start screening is the cardio-vascular system after 35 years every year you have to check, it's a very well established. What happens, the system that arousal system is very strong with them so even that also you have to aware yourself, your introvert or extrovert, if you are introvert, you have to take care of your cardio-vascular system, and the second one is the immune system, it's a very well known...you think yourself you introspect yourself whenever you have a stress level your immune system is suppressed, this very well identified in the students you can see during examination what happens this cold, the fever it increases, why this is major because of the examination stress, this you must have seen is in the profession also when before taking a crucial decision if we have a high stress level what happens, it can cause the health related issues. it's a very well identified and the stress level increases what happens, immune system is suppressed, because of the cortisol, another thing there is a new concept called the auto immune disorders, what it does if you are not controlling your stress and what happens, your immune system by mistake it damages your own cell, in general we will say...in hundred now approximately 2-3 people it happens like this, if the person if he is not able to cope up well, if he is not well, to manages the stress level not those things what happens, this can cause, the auto immune disorders, another one is a new things now which we calls the psychogenic infertility, you must have heard, if anybody infertility when you go to the gynecologist, they look for a biological reasons anything wrong in the reproductive system, if its everything normal, now they will label it as a psychogenic or stress induced infertility, it is a new area now, new area it's gradually it's increasing the percentage, you that also is well understood when the stress level it increases it damages the reproductive system, specially there is a hormone called the cortisol, that's one another thing you must have observed this during menstrual cycle, or may be menopause during that because of the hormonal impulse imbalance they are irritable, most of the time we mistake that wontedly they doing it's not because of you know wontedly they

because of their hormonal, you can see for example if you have you know the adolescence girls in a that particular period they are moody, you know they are little irritable, all those things because of the hormones, that is one thing, another thing in middle age during the menopause even there also you can see that particular period they are little restless and also you know the managing stress is very poor during that time. So, this is very well known now, when the stress level it increases what happens, any treatment it won't work well, now they identified in the cancer also even now, how they identified they are given around n people cancer treatment, chemotherapy and radiation therapy, few of them didn't work and they thought there must be something wrong with the medication and they checked on the all the molecules of this medication whatever they given its original and they started thinking then why what is the reason, why they didn't a few persons didn't work this medication and they understood, the stress level is very high, it's very clear now even though if you give the medication as a chemotherapy and radiation therapy, if they are not taking care of the stress level, what happens the medication it don't work, even you can see the diabetic patients over the long stand in diabetic patients even though if they take regular medication whenever there is a stress level it fluctuate you can see there is change in the glucose level it's very well know that's what now in the western when the diagnosis diabetes, instead of starting medication they will teach them how to manage the stress level, clear even though if you take a regular medication if you are not managing your stress level what happens, it fluctuates, on the sugar level, it's very well understood now,...the ulcer also now the common anybody if you diagnosis ulcer first you at ruled out what are the stresses, what are the stress related issues, now it's very you know when the stress level it increases there are few enzymes it secretes very high you know the very strong acids like you know Hcl, all those things it damages the, the wall sometimes it causes the ulcer. So, I am not going to discuss about the psychological effects, to it can leads to anxiety, or may lack of focus as we discuss attention, and sometime it can leads to some of the eating disorders, now there is a new concept if somebody if it is overweight, so first we have to rule out any stress related issues, sometimes it can cause the under eating also, addiction, so these are the some of the psychological effects of the stress. So, this is very well understood now this how this this is seen this the stress response it damages it's like, it's like when you are driving a car, when you are driving a car your using at a same time accelerator as well as the break, when you use like this what happens, it damages your body, it damages the car and the same it happens here, to if you are not managing your stress what happens it affects all the systems

it's an all the systems, nervous system, cardio-vascular, the immune system, a gynec, respiratory system, all the systems, now I'll...some of the a simple relaxation techniques, here that two things, if anybody have a stress, the management of a stress either you have to work on the stressors, you have to look out what are the stresses which one it causing the stress, you have to handle that, sometime it not possible, for examples students who studying some B.Tech somebody the examination is a stressor, so he can't he had to write, the second is if you learn how to manage your stress response it's very good, it's very effective, a managing stressors it's very good sometime it not possible, the second one is you have to learn, how to manage your stress response, now there are two things is here, now you see the brain and body connection anything it happens in the mind, you can see the on the body for example if you take an example of stress level you seen, the fear, when the fear it increases there is a change in the body, what are the changes all the respiration rate, heartbeat, then the temperature, at the same time, whatever it happens in the body even the brain on the main response for example you have a severe dental pain, you remember that, when you have a dental pain it's a body and you can see it affects your mind, it's a very difficult to concentrate, it's very difficult to focus, some of the cognition and all those things. Now, why I am telling this if you know your response, stress response, then you change your body response, then what happens it changes in the brain also, that's what, the all the techniques whatever use that's how it works, the first one is a deep breathing, in generally the breathing while we do so when you take breathing it goes to the lungs, the lungs what it does, it gives the oxygen, and it takes the carbon dioxide, so that's what wherever it possible you must have...the good ventilation, a good ventilation you will get the....we have enough oxygen, why I am saying you this if you sit in a close room there is no ventilation, you can observe yourself after sometime, headache, it's a very difficult to focus, this all those things is because of the oxygen. The second thing is when you doing deep breathing, it's a very simple technique, normally how we will do the...if you want to practice deep breathing most of the time when it doing the deep breathing, and not doing the right method, it's a very basic principle whenever you take breathing and you take, inhale, and you take inside, you lungs has to be complete has to be...then when exhale it has to be empty, but when you do like this what happens we will do only will take 40% or 50%, take like this what happens the brain identifies so the body is not getting enough oxygen then instead...com'on you have to your respiration rate has to be faster, it's not good. It's like you know suddenly you are pressing car accelerator, instead of going 40-50 speed like this, suddenly you pressing 120 like this, so it's a

very simple mechanism, what you have to do, either a...you keep like this here, so when you doing any breathing what happen, when it doing the breathing only your abdomen has to move, general and clinical practice we will tell them to do the respiration, somebody is moving the chest, it's for us its indication, he have very high stress somebody when it doing respiration, if its chest is moving up and down its...indication a person has a high stress level, and also he is using the wrong method, when you doing like this, you have to do only your right hand and as to move...observe the small the breathing only abdomen goes up and down because the babies don't have stress, now that's what you sit...listening the music what I can do when you doing like this and you say the respiration there are three things here, one is stomach other one is the lungs, in between there is a diaphragm, so this exercise whatever you do exercise for two chambers as well as the strong muscles, so when you do like this that happens diaphragm goes up and comes down, what happens in the lungs as well as the the stomach it's a very effective, at time at least 5 minutes time like this and you do like this what happens all your brain cells get the enough oxygen that's what a brain requires only three things, when you say the brain, there are hundred billions of cells each cell has 20,000 connections, amazing organ the way it works, for this all the process for your decision making, for managing things, and all those things the brain required enough oxygen, the second one is the glucose, the glucose the brain can use only glucose other thing is this...you required all those things that's what now there is a reason studies that the memory disorders like Alzheimer, western it increasing very high compare to India, other countries it increase times more, now they are interested to know why?, Is it because India speaks...or second is it our diet, or may be our family supporting system, this is very important things they are interested to know from us,...it is the most many projects on this, now why I am telling you whenever if you take care of these three things, one is the good oxygen, a glucose, why I am telling the glucose some of them they have the habit of going work without breakfast, it's very, very important, you observe yourself if you do any work without breakfast you can see, it's a very difficult to manage your stress, as well as all your decision making and all those things, that what we always we suggest students and those who are working they have to have good breakfast because the brain cells for all those things required this three things, glucose can get only the this...from the carbohydrates, second one is oxygen, third one is the stimulus, why I am selling the stimulus, because the brain required even though the brain cells if you gives good oxygen and the glucose still if it is without stimulus the cells will die, that's what happens in the old age, if you are not using your cell, if you are not using your memory, what

happens it degenerates, once you degenerate that's why it causes the memory disorders and all other things, that's the, the major things, so the deep breathing this is the three things, the first there are this can be done in two levels, the first one is in simple this one and the second one is, I am talking about the mindfulness and when you say the mindfulness, there are two things, awareing yourself what's happening in inside, or focusing your attention so here when you say stress level is high, there is a stress response, your more focusing on stressors, for example you are going tomorrow for example for a decision, or something so you don't want to remember that you know that's causing the response on your body, so how you can be mindfulness here when you doing like this, when you are taking like this just absorb the sensation of what's happening on your lips, what's happening in your mouth, what's happening in your respiration tube, and what's happening in your lungs, that means you diverting your thoughts from the stresses to in the respiration, so this can be done in the two it improves your managing your body response as well as it improves your mindfulness, so...like this here, when you doing like this...generally you can do it in morning after...you can sit and do it, for sleep it is very effective, for all the...very well and the second one is that is a new a technique called PMR, that you called Progressive Muscle Relaxation, now you observe your muscle during stress level progressive muscle relaxation, progressive, so this is also simple technique, in generally when the stress level it increases and what happens on the muscle, what happens on the muscle? Normally, muscle tightens, there is tightness in the all the muscles, when there is tightness in the muscle then what happens the body, there are arteries which supplies the blood, so what happens when the tightness increases the blood supply reduces, most of the tension headache, now the current percentage, you take a 100 headaches, 100 people more than 30% are related to tension, stress related headaches, and the stress level it increases muscle contracts when it contracts what happens is size of the artery if there is a tube when it contacts what happen size it reduces, when the size reduces the cells won't get the enough oxygen, if the cell it's a very simple any cells if it is not getting the oxygen, it send the information to the brain commands I am not getting the, then it has to do some mechanism, now here we have to understand there is a tension on the muscle you have to relax it, this is the whole technique in this, here what you will do say for example any plastic...what happens is it then...same in the muscle also what you will do we use a term Progressive, so here you have to close your eyes or may be can start listening the music I am not discussing as being a clinical...you have to know the technique so there is no standard you have to use like this so you can use as per your convenience, so generally

what you have to do, switch on the music any music then what you have to do so for example, I'll start like this I've to tighten this my hand like this tight and...A few seconds, then you lose it, then what happens whenever there is response whenever there is a change on the muscle what happens it goes to the brain in the brain it reduces the stress response that's the simple the process. so all this that's what see so here stress level is increases a tightness in the muscle when the tightness in the muscle then what happens reduces the all the arteries size, once you reduces it causes the all the pain, that's what the low back pain, that's tension headache and all those things because of this, once you relaxes this, this technique is very good for this stiffness related cramps, most of the time whenever there is a cramp tightness here, what happens,...it supplies to brain that there is a arteries called carotid arteries, and whenever there is a tightness because of the stress level what happens it reduces the size of the arteries once you reduces the size of the arteries what happens, that supply reduces, once you reduce the blood supply, entire things will be affected, now this technique it helps very well it opens up it use the good blood supply then it improves. SO this is the some of the pain disorder and all those things. Ya, so normally so start from the hand...and in the arm normally exercise a group of muscles, medically we call this movement call the flexion, at this there is a muscle call the biceps,...what you have to do the first the tight maximum whatever you can do...then for example extension you do like this when you doing exercise for this...then you come to this shoulder, when it comes to the shoulder...maximum then you relax it other one is the back and you say the back there is all the...contract like this...like this in the front. Then the, the neck, neck when it comes take a left side one and the right side one, front, back, like this for each position...then the head and you see the maximum, then the for the mouth at this, for each part we can do like this and the stomach, stomach is same like a maximum like this and you relieved. Then for the hands like this, so you sit,...same exercise very effective, so this when you doing like this you can add your deep breathing also what happen when you tightening like this you inhale, release like this, so there are 3 phases one is the tightness, hold it, then it releases, when you do like this so both your taking care of your muscle tension as well your mindful ok what's happening in the muscle, so this can be done you know the some of the listening some the...then it's may be only in the exercise or may be exercise with the mindfulness....time you can practice or may be 10 minutes, a sitting one more very important kind of sitting like you sit on the right position, the spinal cord has to be like this, spinal cord, the spinal cord has the different segments like a rings in between there is disk for example there are two segments are there in between there is a disk, for example

if you sit like this it's, it's a like right pressure, if you sit like this what happens there is a pressure on the this part of the disk, like this most of the time, ok...reason for you know damaging our spinal cord, whenever you sit try to sit and the straight, when you sit there is a right position, so the most of the time if you sit back like this then what happens, like this when it there, there is pressure on the disk, son whenever and it won't happen in the, what happens slowly it degenerates, that's why it causes all the low back pain all those things, so when you doing exercise you have to sit in the right position, straight little bit straight....

[Chanting "OM"]

Practice all the best things...observe what's happening inside the body it's a very difficult...it happens automatically for example heart rate...now there is technique called the bio-feedback therapy...what you can do is you...computer you can see, how the tight you muscle is...like this on certain target...or you can see how effective it is...this is the brain structure if you want...experience what is this now for example continuous...for example particular cognition if...very well identified particular part of the brain...as well as the all the some physiological...what the brain also does, if somebody have a damage...other part of the brain take over the...old one is the retention, old one is the recall...files are there...identifies the particular file...in brain also same like this...when it goes then it recollects all those things related to experience...what it does...now here you for example first part...when you say the storage of memory or...it has the cognition, hierarchy, now we will say if anything first it happens since...in the sensation there are many for example when I am talking there are lot of input...to my mind but I select when I am talking like this I'll select one person...and after saying that we collect and will interpret in...sensation, perception the next one is the memory, now...practices very essential if somebody have a memory problem, a clinician has to know...some of the restless children, hyper active children...for them it's very difficult to focus, so that's what happens in a practicing...and your stress level it increases affects your attention and definitely...when you see in the brain when storing...if your attention is strong in generally for example when I storing some memory...what happens whenever store some information there is...that is the storage that means...want to store strongly, attention has to be effective and also it has to be repetitive, whenever...it is stronger, retention, as I said the brain required the stimulus you have to retrieval whatever...if you are not getting the opportunity to retrieve it what happen after sometime you will forget. Third one is the recall. Any information you recall, and the recall

also depends how strong it...see this all the process also now the connections with, for example if the stress level it increases...like you know the brain also including some...stroke on left brain...biological aspects of...that's how we will. In planning also if somebody have a memory deficit enhances memory first you will assess, person has to know problem is because of tension or if he is not able to...signal connect to the computer...it is not possible to include in a single...where it is the possibility for example your body response during anger as well as a fear almost same...you are indirectly what you are doing something where you are inhibiting your frontal lobe...front part and also that's what there is some of...

Hon'ble Mr. Justice Kurian Joseph: So Dr. Parul Rishi has also come we had couple of tea breaks but we combine the first session because Dr. Jayshankara Reddy's session was so you know it was partial exercise information and our exercise also so we just go for a small break of may be 15 minutes can we be back here by quarter past 11, so that the other two sessions we can Dr. Parul & Dr. Srivastava we have...photo now straight, alright then it will be 11:20 we go for photo and then for our tea and come back...

Dr. Jayashankara Reddy: So from our University from our Vice-Chancellor it's an open invitation so whenever it comes to the whenever when you come to Bangalore please visit our University, Christ University next to the NIMHANS, so we have a very good establish law department every year there is some...students from our university, so please whenever you comes to Bangalore please visit our University you take will be few sessions to them, you can stay in our campus we have very good 5 star guest houses so you can take few sessions and stay in and explore our University.

Hon'ble Mr. Justice Kurian Joseph: Thank you, Thank you **Dr. Jayashankara Reddy** we conclude for this session thank you.

SESSION- 8

Managing Stress: Methods and Techniques

Speaker: Dr. Parul Rishi

Chair: Hon'ble Mr. Justice Kurian Joseph

Hon'ble Mr. Justice Kurian Joseph: So we will right go for the next session this is by chaired by, not chaired actually the main speaker is Dr. Parul Rishi, she is a clinical psychologist in the behavioral sciences is the area of specialization, she is in the Indian Institute of Forest Management, face quite familiar to this academy, though I didn't have this opportunity but some of us had an opportunity to attend the sessions managed by Dr. Parul Rishi and we find our brother is also relate to Parul Rishi that way we are very happy, we have a somebody from the family here so over to you Dr. Parul Rishi.

Dr. Parul Rishi: Thank You Hon'ble Justice Kurian, I am a bit more comfortable standing and taking the session, I hope you won't mind, ok so friends we are now back to continuing the session, series of sessions on stress management I know more and more things are already covered and you are now all of you are enlightened enough to know what the stress is all about and it's various sources and how it links to personality, health that's what I've been told and I could guess looking at the sessions which are already there in the schedule, so my task has now become a little more challenging and it will more difficult and a little less than what Professor Srivastava is going to face in last session because he is having the whole sole responsibility of just covering whatever is left out a little less than that is the challenge with me. Let us see, how I am able to meet that challenge, because challenge is something which is very closely linked with the term stress and I feel that stress is very much required for our life many times we have a kind of tendency that if at all stress is not there in our life, our life could have been very happy, but the scenario is not like that, stress is very much required it's an indispensable part of our life and with the help of certain cartoons and some stories and anecdotes I am trying to keep my session as simple as possible and trying to just link with our real life instances that we feel on or we experience on our day to day basis, this is what the session is all about nothing much of technicality, most of the things you

already know, you are already experiencing that, so with this brief background I am starting with the cartoon and then coming to the small lines which are very dear to me and which remind us that stress is something which is entering into our life with the modern developments which are taking place, there was a time when the word was find, the bird's did chip that word is mine, now the days that came are ain't any fun we all know that, we are lost in work unfeeling hard and cold, this is the modern world we are told. So we feel with this sentences, these lines that modern life has given us immense potential for growth and development, immense IT options to connect with everyone around us in the fraction of seconds do everything whatever we feel like but certain because we have the only similar amount of time available with us as it used to be in the earlier times so a gap has definitely been created with the modernization with the globalization I am not saying it's good or bad will come to that later on but definitely the modern word has taken something from us and has given us a lot so how to balance that given up and taken back that is in our hand what we have to look forward. I start with the beautiful story which is very dear to me I read a book long back I think 15 years back in IIFM Library and that book was written by Professor Jagdish Parikh, rather he was not professor Mr. Jagdish Parikh, I should say he was a person who the tittle of the book was "Stress Management through self-development" it says the book says that no one in the world can do anything to manage your stress, you are the only person capable of doing it, and he narrates his own story in that book he starts like, you can see I am just briefly narrated over here, Jagdish Parikh gets admission in Harvard Business School, one of the top most business school in the world, and he goes over there and he is having a first day when it's a tradition that whenever the first days their of the students Dean of that Institution or Head of the Institution just address the students in the orientation programme. So, Jagdish Parikh was attending the orientation programme, given by Dean, Harvard Business School, and the dean started speaking, friends you are the most privilege lot of the world that you could get admission in this particular Harvard Business School, and here you will find that always there is a stress, there is a work which is more than time and energy which is available for you, and that will give you stress and that stress is required to bring the best out of you so stress is beautiful so always consider that stress is beautiful otherwise you can never succeed in this completing this particular course, I am telling you about that. And with that what he was talking about? He was talking about that if you are able to achieve A, sir I think you are feeling discomfort, while just...so he says that if you are able to achieve A and you are dissatisfied with A, your A achievement, you will reach B, if you are dissatisfied with

achievement B, then only you can reach C, otherwise you will struck up either at A or at B or at C. Please stop me at any point of time if you want to discuss something or I am repeating something, because there is a great possibility that certain things are being repeated. So, this results in continuous dissatisfaction with the present, whatever you're experiencing at this point of time you are not happy with it and intense stress intention is there and of course the health issues are already discussed with you that consequent ill health. Now, it was a big challenge for Jagdish Parikh, who was coming from Indian Philosophy who was trained and socialized in Indian Philosophy, so he says what is a meaning of such progress, what is the meaning of price of success that I am going to pay for it what is the meaning of life that I am going to have over here so he says whether he is trying to make successful or success fool, so I am not sure about it so with that he got very tensed up and he says is stress necessary to bring the best out of me, is dissatisfaction necessary to bring, to achieve progress, so these were some of the questions which were bothering Jagdish Parikh at different points of time but he gave a serious thought to it, he said with the great amount of difficulty I am able to get admission in this business school and I can't afford to lose it so I have to follow what dean Harvard Business School is saying and he says, he narrates his whole story in the book with due acknowledgement to him I am just sharing it with you, so he says that I did like that whatever dean told me and I found that it was exactly what he was saying that you have to consider stress as beautiful only then you can achieve something in your life so he completed the two years MBA Programme, for there he was very happy at the end of the programme that its ok that I was not just struck up to the old Indian Philosophy which my ancestors were teaching me since time immemorial and this is a reason why Indians are always pessimistic and they always talk about Geeta and satisfaction and all, this is the reason why they are still the developing country and they couldn't develop themselves as such as they were supposed to be and he comes out and he is very happy he comes to Mumbai he opens his own industry and which is flourishing like anything he is the happiest man in the world, he himself narrates that, then he just further explains that in this euphoria of happiness the time came when he was in his late 30s and early 40s and that was the stage he started experiencing some health related symptoms like what people in the late 40s and early 50s are generally experience in terms of the tension, headache and hypertension and cardio-vascular disorders something like that peptic-ulcer all these things I think they are already dealt with. So, he was surprised why this is happening to me I am so successful, I followed whatever was told to me and why this is happening to me, so with this kind of thought

process which was going on inside him, why it is happening to me, whether I am right, I was right in following Dean, Harvard Business School philosophy at that point of time or I was wrong and then he starts reading Indian Philosophy once again he does in, he reads Geeta, he trains himself into Yogic techniques which are very popular these days for inducing relaxation and all these things and he later comes to the conclusion that he was probably wrong and he says that Dean, Harvard Business School was the formula number one and now I give the formula number two, and that is experience during every moment of your existence the maximum possible satisfaction and contentment with whatever we have and whatever we have achieved. Major source of stress is that we are with or the other reason dissatisfied with what is happening to us, so he says what is the end result with this dissatisfaction where it is healing forward, where it is taking us, so ultimately if we are suffering as far as our health is concern all success is of no use we are fastly we are moving towards the state of burn out which is undesirable state which is basically cutting our potential to work as efficiently as we use to do it earlier, so he says that stress success and stress need not co-exist, success and satisfaction can co-exist. Work is only a part of our multi-phasic life, if we want to live our life that is having complete meaning not just work, work is just one part, we should always remember that, that work is just one part of life and there are others fears which are equally important but we many times disregard that because we are in the euphoria of success and we just can't think anything beyond that. So, Jagdish Parikh says that he became a world renowned orator and speaker in the top business schools of the world and he used to propagate nothing but just one thing, that how we can succeed without stress, how we can succeed without stress, how with satisfaction also we are able to achieve something and he trained his business school's students into Yogic techniques and he became very popular for explaining various Indigenous techniques which are very much into the Indian culture, how can be very, very useful for business students so that the mistake that was committed by him at the time of doing his MBA that is not committed by other , The reason the live experience these days we are experiencing every day in the newspaper no day is there when we are not able to read a news 9th class, 9 students committed suicide, class 11th students committed, committed suicide and it is all nothing but that euphoria of success for which everyone is running towards and that is resulting in such a negative outcome which is taking away the life. So, we all know stress is too much work and too little time to do that that's what we generally say, a feeling of anxiety associated with it, I am just repeating it of course it must have been covered by now unable to cope too much pressure

on our life, feeling tired and irritable, emotional pressure on us, there are lots of myths about stress like people say that stress is always harmful, deleterious, whenever we use the term stress some negativity is charged within us that oh I wish it is not there in our life so, stress is not always deleterious only too little and too much stress is harmful for us. How too little stress can be harmful for us? How too little stress can be harmful for us? Any experiences that you have come across, of-course I know this experience of having too little stress hardly it will be there in the life of Justice but still can you just imagine when you have nothing to do when you have no challenge in your life, lack of motive, you feel that life is just going on and on and on, no change, no challenge, no ups and downs, so these are all ups and downs of life are basically provide us energy, whenever the negative energy is channelized at the same time positive energy is also channelized to suppress the negative energy and take, and this is a process as in our body there are cells and there is a process of breaking down of cells and building up of the cells that just keeps us living for the whole of our life, the same thing is in our mind, challenges negative energies they come we energize towards that, we push it down, bring positive energy come forward and the process goes on. So this is not there then too little stress we are not happy about it. Next, stress always results from unpleasant experiences can anyone imagine any pleasant experience that is giving you stress; pleasant experience that is giving you stress? No, all negative experiences...ok what pleasant experiences have given you stress at any point of time? Marriages of your sons and daughter if at all they have happened and this is the pleasant experience. Anything in which you are very happy about it but you have a pressure that everything goes well I am concern about it that everything goes well, so that pressure is there at the back of your mind, leave aside your marriage, you are a performer, imagine the life of a stage performer, sports person, an artist, a star who has going to give a show, or a teacher who is going to take a session on very first day and the audience is completely unknown and he has to stand in front of them and speak something about which he is passionate about but doesn't know what will be the reaction so a kind of stress is there. So, various positive pleasant experiences also gives us stress but that is a positive energy that keeps us pushing the examination days are coming up so if students are not having the kind of moderate amount of stress then they will not be able to perform well so positive stress gives us Challenge and energy eustress and distress I think must have been covered, about by now, then stress arises only from major events that is also not necessary many times, very minor, minor episodes cumulative effect of various minor irritants also makes our life miserable and we become unhappy about it although

if we just look back we are not able to find something very serious very major which is hampering us so that is also possible so stress is indispensable, the nutshell it is that stress is indispensable make stress your friend not foe. So, this is what we are going to move forward, few facts about stress although must be repeated but stress is a subjective feeling, if on this very after attending this complete workshop of two days, you just have this feeling within you that if I want no stress can hamper my life, this is in my control I'll decide what kind of health outcomes of stress will come on me that no one else in the world is going to decide that my seniors are not going to decide, my colleagues who are trying to disturb me are not going to decide, the cases I am handling on day to day basis various negativity that is generated in the process of listening to witness and all that will not be going to decide, but I am going to decide in what way stress is going to affect me, problem is resolved, it's very difficult but definitely alternative thought process if you are all the time giving this kind of self-talk within you definitely it can make a difference then, you can make stress a happy feeling by just changing your perspective towards it and your lifestyle, if you are able to change your lifestyle, if you are able to change your perception about stress, ohh it happens so what I can do it, I can manage so that change in perspective, change in attitude that is required and for that your personality plays a very important role, I am not sure about type A and type B personality discussion whether it has gone through it has gone through, no, ok so I will briefly explain you what this type A and type B personalities all about we have different classifications of personality but one classification that is Type A & Type B personality that talks about that people who have type A personality I'll just come a little later than that, type A personality such people are known as having a stress prone personality such people are not able to take stress as a subjective positive feeling. they always take it negatively they always work under pressure they always live their life within deadlines and it is difficult to manage all these things but another reverse to that is a type B personality such people have a kind of easy going life, they can balance things, they have they are dealing with the same issues you will find people with the similar occupation with the similar work load, with the similar family set up everything, still there are differences 1% is a happiest man no matter how much work is there, how much pressures are there and other is not, so personality plays a difference, if you have a type A personality will come to that what we can do about it. Distress varies as per stress tolerance limit with the similar amount of stress as I was just talking about that different people have different stress tolerance limit, some people are able to sustain stress they can stretch themselves long and long and long and manage

their life in a way they are able to and certain people their stress tolerance limit is very less. So, that may and that stress tolerance limit is also linked with ultimately your personality, if you have a type A personality your stress tolerance limit is relatively less although it is projected that such people are able they are very perfectionist, very fast in doing the things they are very energetic but ultimately it's just a reaction formation we can say that they are the reverse of it, they are mentally weak, they are always having a kind of feeling of insecurity that if I couldn't do like that what will happen, if I am not pushing, the people towards the work then probably work is not done within the time they have difficulty in trusting people that everyone is having the potential everyone is having the energy to complete the work, they feel that I am the only person who can work in a perfect manner not others, so that kind of tendencies are very popular in them you can control stress induce psycho-somatic disorders if you are able to just have a positive perspective towards it. So, it's not just managing your stress this is something very important that many times we think if I am able to manage my stress, I am happy why to bother about others but it's equally important to relieve the stress of people around you, that is also your responsibility, it should not happen like that, that you are just releasing your tension you are just releasing whatever pressures are their inside you on your subordinates or on your spouse or on your children or the people around you and be happy and poor people they are just suffering so this should not happen so it's equally important for us to relieve the stress to let people live a stress free life as we are living. What's that? Stress v. Balloons, you will find this is a balloons no air in that, how does it look like, no one is attracted towards it, it's simply piece, you don't like that, this is our life without stress, I am just giving you the kind of example, that if our life is without stress, if you don't have any challenge towards our work, then our life will look like this unfilled balloons, ok, so you will see as we are able to fill some air of stress, within our life, it's beauty increases, then further this is when you are working on your full potential and you are coming back from your office at the end of the day from the court at the end of the day, with the feeling of satisfaction, I could do it whatever I wanted I was able to do it. So, full potential you are very happy about it, this is that. But, if you are further trying to put, if you are crossing your stress tolerance limit and trying to work more and more and more, and running towards euphoria of achievement after achievement without knowing what is its outcome so this can be the outcome of that balloons that if you are further trying to push the air there may be permanent distortion or breakdown and that is irrecoverable or if not irrecoverable very difficult to recover if you have already started taking up the toll of psycho-somatic disorders

within your life then this kind of scenario may happen. So, this is what we were talking about stress and balloons, this is a rust zone where if the stress is too low, our performance is also too low, and like we say that our life is rusted out, we have nothing to do, no life, no challenge, no energy then when the moderate amount of stress is there in your life, you are able to have peak performance zone, this is a peak performance zone, where you are able to work at your best, they fully blown up balloon, you can say it is over here, here is the unfilled balloon, here is the breakdown when stress is further increasing in your life and your performance started going down and this is the breakdown, burn out what we say that now we are no more lefty with any energy to push us forward so that kind of scenario may happen. So, these are all the symptoms of stress, cognitive, emotional, physical, behavioral so I am not going into that this we have already covered and I'll show you what are the specific features of type A personality. Such people have time urgency all the time, even if there is no hurry, even if there is no hurry, if there is a hurry definitely there is a deadline there is a case on which you have to decide and a lot of reading work is there and you have to do its fine but when it becomes a kind of tendency that even if there is no hurry we have rushing attitude, we are all the time rushing to do time urgency and rushing tendency even if we are having food, even if we are exercising, even if we are walking, even if we are getting ready, so whatever we are doing if we develop a kind of tendency within us that I have to be very very fast, I have to economize on my time, try to finish off as early as possible if that tendency develops within you so it is a kind of signal that is coming to you that you may succumb to stress related psycho-somatic disorders so there is a need for lifestyle change. Similarly aggressive competitiveness, particularly it is in regard to students particularly if students instead of being competitive they become aggressively competitive, there is difference in competitiveness and aggressive competitiveness, I just can't stand anybody coming...having marks more than me, I just can't stand it, how can anyone score better than me, I'll not tolerate or not only me my child, that is a major problem, if it's up to you it's ok, but it's my child then you are eating up the life of another person who is not having that of tendency, but because of this working under pressure is parental expectations and all stress is the outcome, then miss-trustfulness, I am the only person who can do this work in a best possible manner, no one else and I can't trust if I have given work to somebody I am all the time bothered I don't know whether he will be able to do it or not so you are not having a kind of trust it's not the blind trust as such, as such, it's a kind of trust after assessment that this is the person who can handle it so have a space, have a few steps backwards

and monitor and indirectly monitor the things move on, but not all the time entering into what's going on and whether it will be right or wrong so that kind of thing is also a kind of symptom of type A personality. Then perfectionism, everything should be in the perfect possible order, nothing less than that whether it's maintenance of house or it's maintenance of office place or its my table, or it's my education or it's my children's education or the people around me whomsoever it is my image of perfectionism I want everything exactly like that and nothing away from it. So, that also creates a kind of not only problem for you but for the people around you, they are the poor sufferers, more than you because you have a kind of personality and you are enjoying it that perfectionism, and but the poor fellows who are not having that kind of personality but forced to do that because you are in a controlling position because you are in a higher position because they can't say anything to you so they are succumbing to it, so that's again indirect responsibility comes on our head that we are not imposing our personality, our expectations on others and let them live a stress free life even if we are not able to. Work alcoholism, another issue when you are working with choice for the longer period of time, if it's without choice that's not work alcoholism, you people are working under pressures and you have to work because there is a lot of pendency and so many other issues so I'll not label it as work-alcoholism, work-alcoholism comes when you are working with choice for the longer periods of time even if it is not desirable, then it comes under work-alcoholism. So, if you have this kind of personality or people around you have this kind of personality, what you can do about it? I'll just explain that people who have type A personality and just a statement, do you believe any of your type A behavior increases your risk of coronary problems, if you say yes you are in a safe zone, but people who are exactly having the type A personality they will say it can never happen to me, people who are saying to me like that they are pessimistic, they are not as qualified as intelligent as enthusiastic as I am, that's why they are saying that hold on don't rush just do like this but if you say yes, it can increase the risk of type A coronary problems, you are in a safe zone, that means you know, some because of certain reasons around you, you are working like that but you know that so if you know that knowledge is the biggest cure, so you can control it whenever you feel like things are under your control, American Psychological Association's President Logan Wright, he makes a statement that prior to occurrence of heart attack, type A people are notorious for denying there tendencies, and they just refuse to alter their lifestyle, they say everything is perfect, I just can't change anything so there is a need for awareness if you say yes, then you must know when there is a need for rushing, when there is

need for taking rest, when there is need to back off. You are aware of that and when you are aware of that you can definitely do it, you can develop various alternative beliefs within you, you can gain confidence in using them and their won't be any problem whether in the sources of stress are within you, which is there in most of the cases, or at home or at work or at work home interface, whatever the scenario may be. A cartoon in front of you, what do you get out of it? What does it say about stress? Any idea? In front of the roller ok...this is the road roller that girl is sitting over there and even if you are on the right track, you are doing everything right in your life, but still you will get run over if you just sit there, yes track is meant to walk over not to sit around but still this is, there is a possibility that road roller is coming on a wrong track and you are sitting at the right place, road roller has taken a wrong track and coming over there, such situation may come across in your lives that you think that you are doing everything right you are doing perfectly fine the way it is expected of you still you will get run over if you are not aware of the negative energies which are just trying to create hurdles in your way and not letting you go or move smoothly non the right path, so besides moving on the path of justice, path of righteousness, path of sincerity, there is a need to be aware of the negative forces which are just trying to shadow your path and be aware of that and clear you way before moving forward otherwise they will convert into various stressors and will take a toll on your health which is not desirable, this is what this cartoon speaks about. Another one, what's that? Forgetting, the theme of this cartoon is forgetting, I've been given the task of assisting you people to manage the stress so forgetting is one of the very important technique through which we can manage our stress, forgetting everything which is undesirable, everything which is petty, everything which is just taking a toll on you in terms of time, energy and efforts, but not leading to any outcome, so try to distinguish between what is to be forgotten, what is to be cleared out, so that you have a path on which you can comfortably move around, forgetting is a biggest gift of god to mankind, to have a stress free life, if that gift wouldn't have been there you can imagine what could have been in our life, if we remember each and every negative incident that happened in our life right from a childhood till now, how will just move forward, we just can't simply can't, so forgetting is very much required and clearing of as there is a need of clearing of the useless and waste papers and litter and whatever is undesirable, form our house, from our courtrooms, from our places where we work, similarly there is a need for clearing of our mind, if not on a daily basis, on a weekly basis, so that we can just move forward. So, generally what we do to cope with stress how much time I have I should accordingly organize,

12:30 or 12:20...12:30 fine, fine, I'll complete till 12:30, so how do we cope, we escape from stressful situations, ohh today is a lot of work you must have experienced your subordinate or people who are working for you that whenever there is a heavy load day, they will just take a leave and go off, so these are I am just telling you the dice functional strategies which people commonly use to just do away with stress escape from the stressful situation, second deny that stress exist, this is a basically a problem with people holding the highest levels of positions, they always deny, no, no stress is there in my life, I am able to handle it well, because if they say that there is stress they are challenging their own perfectionistic image which they have created of themselves, that I am a perfect person I can handle my life well, how can something hamper me, no so they will say even if they are working under stress they will deny, they will say no there is nothing like stress, it goes on I can manage but at the back of the mind stress is taking its toll without their knowledge and when it gets accumulated further then they will be able to see that. See, there problem is other persons problem, their own problem but they see it's because of X because of Y, because of Z it happened, not because of me. They start working more harder if they are working under stress to manage it, they become over emotional, ooh always it happens with me only, rest of the people are having such a comfortable life, my profession is like that, my life is like that, my family is like that, so they become emotional, and they just try to have a kind of negative feeling about it to cope with stress because they are expecting, what they are expecting, they are expecting others to sympathize, no, no, no it's not like that, you are doing a lot, and this is their inner need of receiving the sympathy, receiving the emotional support from the other person for which they do. So, now you will be able to understand if the person around you are giving boss always troubles me only why not others so what he is just looking forward that you should say so, if you say the same thing problem is sorted out not sorted out that person will repeat the same thing again, so basically we are spoiling the habit of that person by sympathizing if it is not a genuine need for sympathization and its just a part of habit of that person. Resort to medications, working drinking, that's commonly people are doing the students, there is an outbreak of alcoholism and drugs and or smoking in the campuses, any campus you just pick up, the huge problem which is coming up and they say that we are going to relieve the stress some of them, some of them say because everyone is doing so we are also doing like that and it has become a large spread, wide spread practice, some people start over eating, when they are under stress, some people reduce eating under...when they are under stress, they will stop eating the food, start taking tranquilizes many people anti-stress drugs

these days they are coming into practice, what I am talking about may not be useful for you as such but for the people around you with whom you are interacting on day to day basis, so for reducing our stress we have to manage our time that is most important, organizing ourselves and delegating the work that is very, very important, emotions play a very important role in managing stress, we have to release our emotions, we have to distance ourselves from the emotions of other people which are negative and creating disturbance and charging negative energy in your lives providing emotional support to people who are under stress and emotional control, not all the time expressing your emotions is a desirable phenomenon for managing stress, rest of the things you already know about mind and mindfulness, Professor Jaishankara if I am correct he has already talked about and this is you can just find in all the newspapers on the daily basis so I just don't want to repeat the kind of information which is already being floated and about releasing emotions I just want to say because this is a very big problem, many times when some emotional issue comes up and we there is a need that we should just speak out, we should share with others we don't do that, we don't do that and example that's given over here is that the teenage children, sister and the brother they lost their parents in an air crash and the scenario was very difficult for the family no earning member was there and the daughter immediately had a nervous breakdown and she gradually recovered out of it, but the son he tried to prove manly and controlled because he has to take care of the family also the daughter, everything, the sister everything, so he was just trying to pose of as if nothing happened and I can manage everything very well he was not expressing and releasing his emotions and outcome was that the boy was still a psychological case however the daughter recovered his sister recovered, so that indicates the importance that whenever some emotional content is there in your life which is bothering you don't keep it to yourself, you have to share with not, I am not saying with whom that you have to decide, with whom you are comfortable to share the emotional content that is bothering you, you are disturbed you are hurt somebody talk to you in a manner which was undesirable, whatever it is there, and you can't say in front of that person itself, so you have to express it because pent up emotions basically they eat up they go underground and they eat up our mental balance in a gradual manner, so there is a need that you have to just express what is there inside you it may be to your friends who are unrelated to your profession or related to your profession as the case may be with whom you feel comfortable with your family member in most of the cases emotional releases are comfortable within the network of family, and if you don't have any one with whom you are comfortable, diary writing is

also another technique in which you can just release whatever is bothering you and you can even tear it off but it has just come out of your mind and that relieves the mental tension which is build up inside you, expressive counselling the term which is given over here, it's a about that when the tsunami happened, few years back, lots of children lost their parents, wives losing their husbands, very pathetic scenario was there in the southern India, so the group, the team of psychologists from NIMHANS, Bangalore that was sent to the tsunami affected areas and they were just doing expressive counselling which was nothing people were sitting in groups and the person was standing just to say ok just speak up whatever happened, and they were saying that in front of my eyes my children were stayed away the tides of the aggressive sea and it happened like that I couldn't do anything I did like that but no outcome came up so like that people were just speaking up there instances what they saw, and it was observed, it was a research which was conducted by NIMHANS that there was marked decrements in the mental agony and the post-traumatic stress which those people were experiencing after this opportunity of talking out the experiences of that particular day was given to them. So, in that way expressive counselling is also very much important. Emotional distancing, must have observed many people around you who give you stress, you know that if I am in the company of such person he will definitely talk about something which is bothering me, so rise above the situation instead of reacting emotionally and becoming the part of it. So, you can consider ok no matter whatever the other person is speaking I know this person is of this kind and no matter whatever he is speaking I can still maintain a kind of reservoir of inner piece around me my senior sir can definitely understand because he practices meditation that whatever is happening around you still you can create a space for you and this is what is emotional distancing with all the negative energies which are being channelized around us whether through newspapers or through the news that we read on the day to day basis that what's happening in the world around us still an inner reservoir of piece you can create receiving emotional support is also equally important receiving support from others to relieve your stress controlling the emotions help to gain control over your own emotions deliberately altering your thought you are disturbed still you are just switching over to another thought process which is not disturbing to you. So, that kind of control comes through emotional intelligence that if you have emotional intelligence you are able to manage your emotions in such a way that they are not giving you stress and you are not upsetting yourself by other persons reactions, just leave that to themselves be concerned till they are affecting you, not beyond that. A cartoon show I am just showing you to

continue this session further with due acknowledgement and credit to Mr. Jagdish Parikh his book has depicted these cartoons which I am sharing with you he says that if we are starting our life, our day in a happy mood and able to just keep a check on our facial expression and our mindset, mindfulness you have already discussed with sir, so he is Mr. Executive who is just having breakfast with the family and with the happy mood he is moving for his office you can see in a happy mood when the sun is shining, the birds are chirping, the flowers are there is...moving forward but the life's like that he has to somehow stand in a queue and he struck up getting late or whatever may be these are all instances which we give us stress at various occasions so you will find that people are disturbed but he is still able to maintain the inner reservoir of peace in spite of whatever is happening around him, similarly when we move in any kind of mode of transport whether it's air or bus or train whatever may be you will find many times people justy engage in kind of unnecessary disturbing kinds of conversations, so these are the times and people say that I don't get the time for meditation, so it has been narrated that these are the quite moment which you can snatch from your very, very busy schedule to just think about yourself to meditate, to have a feel of what you actually want to do. These are another common phenomenon which we experience in cities like Delhi and Mumbai and Bangalore, also these days commonly there traffic jams, we can't do anything but we don't, we are not able to sometimes control our level of irritation which is generated when we are just struck up. So, that must be in our control, ok, traffic is not in my control but my irritation is in my control, if I don't want to get irritated, I can do that, so this is what he is saying. Similarly delays which are very common in India of flights, of trains, of all the transports and the poor attendant he is just having a tough time dealing with all these stressful personalities you can see and he is just finding another time to just be with himself. Similarly all kinds of meetings, people have the kind of enthusiasm to speak first, in the court room also you must have experienced this scenario although it's quite disciplined in that way but still whenever open opportunity is there people start over speaking, people start jumping into conversation of the other person they can't just stop them, so these are all the symptoms of rushing ups, symptoms of stress, that this being build up in the people however you can find a kind of happy mood that he is having that generally it happens that whenever there is a meeting in the beginning the whole stress prone personalities will start speaking up and they will just end up in the first few minutes of the meeting and later on the group which is actually having the essence they will start picking up gradually and will just take the meeting towards the concluding end. So, you can very easily

distinguish while observing this kind of formal and informal conversations, what's going on in the minds of different people and who is of what kinds, so if the day moves like that in the same happy mood, Mr. Executive is coming back home where the sun has disappeared and the stars and moon is there, the birds have also gone to their nests, still he is happy but if you have terrible day then you may come like this, so this is observe the difference that we nobody wants to come home tired irritable just drained out at the end of the day, nobody wants to come like that. Our expectations are many times a major source of stress may not be at this stage of life but when we are at early stages of life, people have the expectations to have everything, have a car have lot of money, have the house in the very early stage of their career they have that and you must listening to the cases like that in the courts where because of their desires, need and expectations for money power and prestige people are just succumbing to their values, succumbing to their attitudes, succumbing to their integrity, humility and sincerity and the poor person is just doesn't know where to go, whether to go for money, whether to go for desire or whether to follow the values, and just having a tough time and that is the moment which is very, very in which person in very, very prone to commit various kinds of crimes which we are experiencing in our day to day lives. These are all the distresses dealt with in health, so this is what that if you are able to take control of your life the way you want then no matter how many swords of stress are trying to attack you, you can still afford to smell the rose, otherwise people fight with stress buy having various kinds of medications or they switch of by subjugation, resorting to alcoholism which is commonly happening these days or they can transfer to their subordinates to their spouses to whomsoever soft target they are able to get to just feel happy about themselves without bothering about what's happening to others. Or flight we can either fight with stress or flight with the stress so people may join various religious organization, the hare rama, harey krishna kind of groups and all this life is too bad I just can't handle it any more so, just take another kind of source or the suicides which also come under the flight that I can't handle so let the life go away I don't bother about it so this is the flight reaction. So, these are all the functional ways through which we are able to cope with stress through various kinds of sports, exercises, dieting, arts, cocktails in a limited manner, reading, management programmes so these are basically the scenarios which indicates that we have to functionally cope with stress, we should not try to avoid that lets do away with stress, handle it, handle it in a way that you are able to having complete control over your life that is what is desirable, for which meditation has already been taught to you, I'll just see if the time permits we will talk about some

muscular relaxation demonstration also which couldn't happen in the last session, so last story from my side, is a professor who is just starting his class with holding a glass like this is a glass over here and it's having a water and is holding like that and saying that his asking his students if I am holding this glass like that can you just tell me what will be the weight of this glass, so students are just making a guess, somebody say 50 gms, another says 100 gms, another says 125 gms they are just making all wild guesses, he says ok but really I don't know what's the weight of this glass but my question is that if I am holding this glass like this, for few minutes, what's going to happen, what's going to happen? Nothing, nothing I can hold it like that no issues so he says ok but if I am holding it like that for 1 Hour, then what's going to happen, so they say ohh your arm will began to ache, definitely it's a tough time for you says ok but if I am holding it for full 1 day, then what's going to happen, your arm would could go numb, you might have severe muscle stress and paralysis and you have to for hospital for sure, students are just venturing different answers and they are laughing that what happened to this mad professor today that he is asking all absurd questions to me, he says very good but during all this did the weight of the glass changed? Did the weight of the glass changed, no weight of the glass is a same so what causes the arm ache and a muscle stress, he asked that what's happening, why the muscles are stressed up, he says one of the students says put the glass down, who is telling you to hold on the glass like this for few minutes or hours or the whole day, who is telling you just put the glass down, as simple as that he says exactly, our life's problems are stressors that we are experiencing on day to day life, they are like that if you are holding in your mind for few minutes they are ok, think of them for long time, they began to ache, and hold it even longer and they will began to paralyze you so you will not be able to do anything it's important to think of the challenges, in your life but it's even more important to put them down at the end of every day before you go to sleep, so in that way your stress whatever you accumulated for the whole day that is just you're putting it down at the end of the day and you are next day you are just awake fresh and full of all the energies you are strong you are able to handle all the challenges the way you want so you must remember that when you are leaving the office you have to put the glass down, so with that self-management of stress is creating time for work and leisure separating the work, home, life and all these are all the things, already covered these are all the things already covered I'll just give you a short experience of this stress siddhi, a technique which combines western technique of progressive muscular relaxation already explain to you with Indian transcendental meditation and the visual imagery it's basically a combination

of different techniques I hope in 15 minutes I can give fairly good idea of it although it's a kind of demonstration. So, will miss the music of meditation that was there at the background of it somehow...so nothing to see over there, we are having a kind of practice session of muscular relaxation technique which was already explained to you earlier, PMR I think with the same terminology, you have explained, so will have the demonstration of that particular shorter version of that it's a 45 minutes session but I'll just train you in shorter version of that which you can even in the short breaks that you are having in your office where things are even noisy and not very desirable still you can practice it, ok it's a variation of basically although the background has been told to you variation of various yogic techniques and physical exercises but not requiring that kind of setup you can do it at your convenience whenever you feel like ok, so I'll just request you to just keep away whatever is there in your hand the pen and all and sit on your chairs as lightly and as loosely as possible and have this experience, sit on your seats as lightly and loosely as possible forget about the position that you are holding, where you are and just try to look inside you and have a feel of only you with yourself and nobody else, no ego, no designation pressure, no controlling mechanism, just you are with you and you are able to manage your muscular tension and you are able to relax yourself, close your eyes if you want to remove your specs you can enjoy it even further, ideally its desirable that if you are able to not now but if its desirable that some metal part should not be there touching your body unnecessarily may be the watch and all, so if you feel like you can do that, if not even then also it's fine it's simple procedure, sit on your seats as loosely and lightly as possible, let all the tension go, experience the feeling of lightness experience the feeling of lightness, be calm and relaxed, be deeply relaxed, you are going and moving gradually, in the world of relaxation, in most of the cases stress is the outcome of muscular tension, that is generated within our body so with this technique will gradually do away with, will gradually do away with that muscular tension which can relieve us from lots of difficulties now, tighten your right fist, tighten your right fist, make it as tight as possible, experience the feeling of tightness in your front arm between elbow and hand, make it as tight as possible, one, two, three, four, five, release it let all the tension go let all the tension g, make your hand as loose and light as possible, the first half of your hand below the elbow as loose and light as possible experience the contrast when your muscles were taught and tide up and now they have completely become lose and light can experience weightlessness in your hand be calm and relaxed, be deeply relaxed now, tighten your left fist, tighten your left fist as tight as you can, as tight as you can, hold it experience

the tension, experience the tightness in your muscles, in the front part hold it, one, two, three, four, five, release it make your hand as loose and light as possible, as loose and light as possible, breathe in, and breathe out, breathe in and breathe out, now raise your shoulders up as if while closing your eyes as if to touch your ears, hands down just raising your shoulders up while keeping the hands on your legs or table, raise your shoulders up, experience the tension in the upper part of your arms, above the elbows, hold it, one, two, three, four, five, relax keep it down , make it as loose and light as possible, now, your both the hands are extremely light and weightless, your gradually moving towards greater and greater levels of muscular relaxation, now we are turning towards the facial muscles, will gradually, systematically relax each and every muscles tighten your eyes closely tighten your eyes as well as wrinkle on the forehead, converging towards the center, tighten your eyes hold it one, two, three, four, five, relax bring it down to the closed normal closed position this is relaxing your muscles of forehead, repeat it once again, wrinkle your eyes, as tightly as you can hold it, hold it, and bring it back to the normal closed position, now we are turning towards jaws, we have to press our upper jaw and lower jaw against each other while keeping our mouth closed, press it hard, experience the tension in your facial muscles hold it, one, two, three, four, five bring it back to the normal position, be calm and relaxed be deeply relaxed, your muscular tension is gradually going away from your body your face has now become loose and light all the muscles are now relaxed, take a breathe in and take your stomach inside, keep your stomach muscle, abdomen muscles as tight as you can while breathing in, hold it, one, two, three, four, five release, release in a single breathe you have to practice doing it, it comes with practice may not be in the first instance, like that now we are moving towards the feet, you have to press your foot hard against the floor as far as you are able to, to experience the tension in the lower part of your legs hold it, one, two, three, four, five release it be calm and relaxed, be deeply relaxed, now, most part of your body is getting relaxation, you can experience the looseness and lightness in your body be calm and relaxed, be deeply relaxed, be deeply relaxed, now, will move towards the phase of meditation where you have to focus on a light on a blue light, towards the center of inner center of your nose or any other technique through which you have been meditating, just imagine a blue light is there, you are able to see that, it's very beautiful to look at no unnecessary thought is able to bother you, you can only see that blue light, all the negative energies have gone away from your body, it has become loose and light and you are able to concentrate on the blue light be calm and relaxed, you are moving towards deeper levels of relaxation, you can

see that light you are able to control the thoughts which are coming you are with you only, you are able to enjoy this phase with you, you are able to concentrate, able to take control of your mind and body without any difficulty, you are with you, be calm and relaxed, try to turn yourself inwards, and gradually this state continues, the state continues for 10 minutes, but for the experiential learning we will just gradually come out of this state, we have to be very, very gradual in coming out of this state, stretch your hands, and very gradually, very gradually open your eyes, open your eyes. Thank You. If you want to share some of your experiences you are most welcome.

Hon'ble Mr. Justice Kurian Joseph: Thank you Dr. Parul.

SESSION- 9

Organizational Strategies to prevent Occupational Stress

Speaker: Dr. A.K. Srivastava

Chair: Hon'ble Mr. Justice Kurian Joseph

Hon'ble Mr. Justice Kurian Joseph: We will see Dr. Srivastava now, continuing this occupational issue...it is a stress for our flight so now that's...and we have one among us, Justice Mida who is full of this thing...

Dr. A.K. Srivastava: So, thank you Hon'ble Justice Goel and other Hon'ble judges from High Courts, so far we have been listening and discussing about the stresses we experience in our day to day life and the ways and techniques and strategy, what we can use to manage the stresses at our own level, personal level, but another aspect are part of our life and very precious and important part that is job life and we spent about 8-10 hours in our jobs wherever we are or in our professions...normally may be it...so it is ok so that is very important and aspect of our life and the stress we experience in that part of our life that we should give our tension and sight to manage it but this job is we can say that it is very big source and it provides all the resources and helps in satisfying most of our needs and aspirations starting from bread to recognition, achievements so many things which we satisfy through our job life but at the same time, sometimes it become a big source of stress, anxiety and frustration, dissatisfaction sometimes not so that we have to see that today we can see that this stress which we feel in our experience in our job life it is going higher, particularly in the corporate sectors we can see that this stress is going higher and higher because of this global competition, global business environment but we are not very much concern here but we can say that in report some days back I could find it in a newspaper that around 60% of the employees they wish to leave their jobs, they desired to leave their job because of the stresses and so many situations, so in corporate sectors particularly there is a big competition, big need for making their business more and more cost effective, so it is all burden coming on the employees, human resource, and in the public sectors also and the other work organizations also there are various sources particularly in our public sectors organizations the our infrastructures

inadequacies, or the physical, psychological and social environment at work in our public sectors, and there is lack of so many facilities and infrastructures and there lot of formalities are necessary and rigidity so, so many things on our system, and our structure of the public sectors a lot of stress free experience, now though we experience in our job life which arise from the psychological, social, physical environment, but these components at work they are not inherently are inversely stressors, in fact employees perception, appraisal, and interpretation of the stressful situation determine the degree of stress we would experience, so it is our personal experience so all the situation they are not inherently or inversely bad or stressful may be the same situation which is very stressful for one person, the other person may get a big enjoyment out of it so it is how we perceive and how we interpret, how we restructure, so that is our personal experience so we are not concern, this job stress is that when the psychological state, it is a psychological state, experienced by an employee when faced with the excessive demands constraints, or the opportunities that have the important but uncertain outcomes, So, now, initially the stress in the work organizations it started long back in the 1940 and up to 70 so at that time before 1970 in the work organizations or service organizations only the physical conditions were considered to be the sources of stress that more temperature, crowd or the lightening so the physical condition machines and the safety factors all the physical conditions and infrastructural conditions, they were considered as the sources of stress and it was found that they used to adversely affect the performance and productivity also if the desired amount of the or it is a very noisy or it is work place we don't get the space for the movement so but there was no consideration for the psychological and social factors which operate, which prevail in the work organization and they cause a lot of stress, so after 1970s this started and it attracted the attention of the people that we should give our tension to the other factors besides this physical factors at work and then the systematic work I will just give the reference that systematic work in the area of the organizational stress, the work stress we experience in the context of stress, this was started in 1964 by one...and other person and they wrote a book "Organizational Stress" and they mentioned that majorly there are three sources of stress that work and which is related to our role at work or role in the organization and one is that is a role overload when there is a excessive work, we have to do then there is a role ambiguities, that we don't know how to complete, what is my responsibilities, what are my privileges, or so many things so we are not very clear about our role, then it creates some stress another is the conflicts, there are different types of the conflicts also arise that sometimes it

is a conflict between the person and the role that you own self your values your ideals or your interest, it is not matching with the requirements of the job or role, so there is conflict you perform your role but there is conflict because it is not matching with your personal ideals and values and sometimes there is a role and role conflicts, that you have to perform so many role at a time formal and informal suppose you are judges, you are performing your role, formal role, in your courts here you are also performing as the participants of the seminar, may be at your home that is you play another role so we all have been so many roles formal and informal and sometimes there is conflict between the roles that is the role-role conflict, that when you have come over here to perform some role of the participants of this seminar and the stress management may be that it is conflicting some of your engagements or some of your roles at your home. That you might have not been able to perform because you have to come over here. So, it against come and sometimes there is a cent role expectations, that sometimes when I am performing my role, so when I preform my role so it is a I am not alone it is not asked but my role is a connected with the role of others whatever I am performing it is role and I am performing in the context of few, if you will not here I will not be able to perform, so I have to perform my role in the expectations of others who are connected with my role, I have to see what other wants, if I feel that you are interested or in listening my lectures, but the chairperson says though no complete it in 30 minutes, so it is a contrary and conflicted expectations that chairman says that no please see that the many people have to leave so complete it 30 minutes and on the other hand, you expect me to tell me more and more about the stress management. So, this is the different types of the conflicts so these are the various sources, these are the further sources of stress which are related to, job erosion is that when you are performing some role and the important and which is a significant part of you role is taken or given to the other person, and the credit goes to the other that you have done the major work, and the credit goes to some other person, so the important aspect of this your role is given to other that is role erosion, stagnation, there is nothing, personal adequacy, that your personal resources capabilities sand your knowledge, experience that doesn't match or it is a not according to the requirement of the role performance then you feel stress, then role isolation, and cent role conflict just I explained it, self-role and role low, so these are the certain sources which are related to our now these are the some job characteristics which create stress for the employees in the work organizations, that excessive mental requirement and physical like you it is a least physical but mental requirement that you have to do more and more mental work, analytical work, and the

office, as well as at the office, so it is a very mentally required job which you were doing, highly complicated jobs, then lack of control over that you are working but you have no control over the job that you are working and the light goes and your work is stopped so many things are there in your work environment, they are affecting our performance but you don't have control over those things, this feeling that I can't control these things then it gives some stress to you, then intrinsic empowerment that intrinsically you feel that I have no power, I can't do I have no authority, to do, I have no authority for discretion for the flexibility so you feel that internally I am weak I can't do anything with regard to my role performance, then there is possibility for more and more people under participation that you have to see that so many people are there working under you, you are the boss so you have to be responsible for the performance and the job behavior of all other people so if it is more and more that is we can say that is a span of control, if it is more and more you have to take care of the performance, behavior, progress of all the people so it can give stress to you. Then rapid change in the technology and work design, today we can see that things are new, technology new things are coming up and if it is very frequent and again and again, you have to learn some new things or what you have learned today and two three days are some ago, later it is all abundant and you have to learn some new things because some new technology has come so when there is a rapid change in technology and work design and you have to learn again and again, some new things so that creates the stress, then incongruence among the task of the job, because our jobs they are composed of so many different types of the task and if there is no congruence, congruence, are they don't match with the these...then it creates the problem, the technical limitations and then unrealistic deadlines that the officer says that you complete this much of work I'll bring tomorrow. The work which could be comfortably complete, be complete in 3-4 days and it is unrealistic that come tomorrow with full complete work, so sometimes it happens and it creates the problems, to the and then time pressures are there and it is particularly for you people that you don't get time and work of 15-16 hours for your work and then you have to complete the work also because there is....so, many cases are lagging behind there is a pressure that you complete, complete, Complete, so that create sometimes then lack of opportunity for use because sometimes when we are performing our job so we have to perform is particular type of the job and task and which require a specific type of the skill, but suppose that I am having some more type of good skills, capabilities, potentialities but because of the job nature I don't get opportunity to make use of those very valued and good skills, potentialities I am having so it gives the frustration and

sometimes stress because you are doing the routine work and only one type of the skill you are using another are not being used. Then low growth opportunity, powerlessness, so they were some characteristics of the job which were likely to create stress for the employees, now there are certain features of the organizational structure and system, the organization, work organizations where we work, so there are certain characteristics and features of the work organizations and they sometimes become the source of stress for the employees, that is a tall organization, that in the organization where there is a lot of big hierarchy, like coordination then centralization of the power and decision making inadequate distribution of the resources, at work place, then competition, inadequate communication, rigidity so these are the factors in the which are related to the organizational system and structure they sometimes give the stress to the people. And this is something related to the organizational climate that is a poor interpersonal this is a, climate means that psycho-social environment, and it includes the poor inter-personal relationship more competition, uncertainties, unrealistic vision, that you have to complete this, this, this goal and this...so which is unrealistic, which is not possible but it is our vision that we will do that, that, that and we make a target, big target goals and it is not achieved and simply create stress for us, so these are the something which are there in our organizational climate, psycho-social climate which sometimes create stress for some of the people. And some off the job stressors also, it is not that our the...so these are the things thus stressful life events that something happened outside in our family or society and which is stress for me so this stress which we experience outside the job it spill over and has some impact on our stress at work, so it adds to the work stress which stress we experience outside, off the job that spill over and that accumulates with our stress which we experience at work and then it becomes greater and bigger. So, there are certain personal boosters that have simple characteristics of the person who are there in the job they boost there, they are not the sources but they enhance the level of the stress they experience and the strain they will manifest it is all boosted by certain personal characteristics of the employee, if the person is having these things then they may experience more and more stress out of the factors or situations which are causing stress at work. Now, this management of the stress, that it is a that stress is there in our day to day life in our organization but it is not totally unmanageable, we can control it to some extent and we can manage it to some extent and actually the stress management means maintaining an optimum level of stress because if it is very low it is not desirable or if it is very high it is again not desirable so actual in fact the management of the stress is the maintenance and optimum level

so that we can get the best performance efficiency from the workers and employees. So, here in the workplaces we can do four things one is that to the possible extent we should see that what can be prevented if we can eliminate some factors which are causing stress so to the maximum possible extent it is a responsibility of the people who are managing the organization they should eliminate those factors if possible and they can reduce the stress at work to some extent. Then, further mitigation that how can we suppose, your work is there and it is not possible to totally reduce the stress but you can arrange or you can design your work in such a way for example you have to sit for a long in courts, four, five hours but if suppose you make a schedule that you will work four, five, six hours eight hours but after every two hours you will take at least 5-10 minutes rest, but...so these are the things now these are the some strategies which we can acquire employee centered, that we can do these things with regard to the jobs, so that we can at least mitigate and then moderating the stress after all the mitigation and other the elimination and the prevention again the job has some stresses or some stress will be there because if you are having some job so it will certainly have some stresses so it is a moderating the stress which to some extent we can eliminate to some extent we can mitigate, but if again the stress is there left then we can moderate it, moderation means that we can moderate or we can minimize the experience or intensity of the experience of stress and the degree of the ultimate strain which we will experience that can be moderated by using several moderators. For example you can say in the public sectors, we see that they take a lot of work from their employees but they give some moderators they have given some privileges some financial incentives so many thing so the stress is there, work is there but they don't feel that much of stress out of that work, which they are doing because they feel that ok if you are getting extra money for this and it will help in the good education of my children or so many thing so the feeling of stress, intensity of stress is reduced. So, by doing some meeting these moderators we can reduce the intensity of the experience of stress and the consequent strains which we will be experiencing. Then again if some stress is left then we can do and take some psychological assistance from the psychologists, experts and we can periodically stress management programmes can be arranged employees counselling sometimes can be arranged and then developing certain personal stress resistant cognitive and behavioral patterns and yoga, you have heard a lot of it but I have developed and prepared an inventory of the certain stress resistance cognitive behavioral patterns and the which if we can develop to some extent not all then it can help to resist to the stress. So, just I presented my thing but it was very stress for, for me and

frustrating that I am just talking telling and everybody is filling forms and applications so it was a not good experience for me...ok thank you sir.

Justice A.K. Goel: Thank You Dr. Srivastava, perhaps you are not told that this is not for employees this is for judges and what is the working of judges say from 10 to 4 they can't rise from their seats...we are not concerned with that we are concerned for the judges the topic is only for the judges not for the people working under the judges, the topic is only if you see the workshop is...that's perhaps there is some communication gap the topic is not for the employees we are not concern with that it's for the judges working and judges working has to be understood from 10 to 5 they can't rise from their chair, they are attending to the public, and then they have to prepare their judgement and read the next day's brief they have to work for minimum 12 hours and their working is different, anyway we have whatever presentation you have made we are thankful to you for that we hope whatever points you have mentioned will be useful I can I request Justice Mida to say few words of his experience.

Justice Mida: Thank You Justice Goel, in fact till yesterday I was not came to share my views but today I was encouraged when Justice Goel explained his experience and I will start from where he left, you see although have known Justice Goel for a long time but today the way he explained and the way he is carrying on the judicial work that is totally divine, if we shift our working from doing to observer that is the ultimate, ultimate, ultimate thing in fact most of the things which Justice Goel explained, I am following his footsteps, and when I look back and see the judgements which I have passed I can't even believe that I have pronounced them, so if we allow the nature to do you see we all have three levels of energy, for example I start doing something now after sometime I'll feel tired I am totally exhausted I can't do anything if at that point of time there is some fire or somebody has met with an accident or somebody has suffered an heart attack then we are connected to second level of energy pick the person rush to the hospital and that energy also again although we have reached the level zero but that is the again we get energy for 24 or 48 hours but a stage comes when that level also gets exhausted, and this third level of energy if you are get connected to the universal energy which never get exhausted, now question arises how to get connected to that third level of energy, if one gets connected to the third level of energy it is almost like for example your our knowledge is limited but if we get connected to internet now we are we get connected to the almost it is like a universal knowledge know you can find out answer to

anything in this world, similarly here also we get connected to the universal energy then that energy flows and we can at that, that is abundance, now question rises how to reach that level, how to reach a level that when we see to my mind the only way to get connected is through meditation, there is no other way one can do, and meditation is the easiest, easiest thing I'll just give my view how it has what I mean according to the meditation, you see meditation means when you there are five switches in our body, first is body second is mind, third is emotions fourth is intellect, and fifth is energy, these five switches we do not know the art of putting it off, but all these switches go off when we go to sleep, when you go to sleep, the body goes off after sometime you are not aware whether you are alive or dead, then mind goes off after sometime for some time you remain in dreams but then when you go to deep sleep mind goes off, emotions also goes off, intellect goes off, energy goes off, so you are in meditation but difficulty is this one sixth switch which is called switch of alertness that also goes off so you are not aware if you can keep that switch of alertness on and five switches off you are in meditation, so during the day if all the techniques there about 100 techniques of meditation they are contained in a book when shiva got married to parvati so parvati asked what are the techniques of meditation, to shiva explained 118 techniques to parvati they are contained in a book one can do any of those techniques this breathe is one of them, so question rises how to now if during the day if you have to do meditation now for example we were doing a session it is very difficult to put your mind off it will take about half an hour one hour and long practice to put that switch off, but if one while going to sleep if you can keep the alertness on for a moment and see those things going off they have to go off automatically then you are in meditation, so easiest time of going in meditation is last thing at bed night or first thing in the morning, so I do meditation last thing in the, but at night it is difficult to keep alertness on because you are very tired so immediately alertness goes off once the alertness goes off you can't see those five things getting off, but in the morning if you get off, get up before the mind, emotions those things are already off, immediately when you get up and you sit in a sit in a posture and again try to go to the sleep but now with alertness, and you are able to catch that glimpse you are already into meditation. So, meditation is a but some technique one will have to follow in order to I underwent almost learnt all the techniques and then found my own protocol I thought if we are time we could have done it 10 minutes, but today I think the time is not permitting so we will not be able to do otherwise I had a technique which for the judges it would have been little useful and then one could have practiced, so and you see the easiest thing as Justice Goel said observer, you

see we our all five senses by these five senses we can see outside, I can see you, but i can't see in so and I remember once Professor Mohan Gopal was giving the lecture he had probably perfected that art he says when I am now speaking then I come out of myself and see myself also speaking, you see if just now while talking if I can come out of I can see myself also I can see you and see myself also that is the observation, once I perfect that art then you come to the level of observation, and in fact you see if we see ourselves we at many times we feel we are the body, but we are not the body is just accumulation of food, to explain very simply I drink this water, this water now is not in my body after I drink it will becomes my body after sometime when I urinate the water goes out then that is not the body, similarly air for example I am breathing, the air this air outside is not my body, I take air inside it becomes my body, immediately when I take out the air, air is not body, so this body is nothing but the accumulation of 5 things, which earth, air,...I'll just close in two minutes, alright.

Justice A.K. Goel: In 5 minutes can we have a discussion on schedule, if you have any questions or any experience on what should be the schedule which can reduce the stress.

Participant: [NOT CLEAR]

Hon'ble Mr. Justice Kurian Joseph: Thank You very much this is a wonderful session and thank you in a special...just missed the last session because I've gone for our retreat organize session, Dr.Srivastava, it was professors approach us in very classic approach and all of us felt that this was a wonderful session of all many sessions many of us have attended many sessions here in the academy but this was a wonderful session for all of us and thank you very much for your cooperation...thank you very much for all of you and Dr. Reddy, whenever we are in Bangalore we will try to go there as well, all the best and god bless you.

Professor Geeta Oberoi: Can we have a big round of applause for both Hon'ble Judges and our resource persons.

[CLAPPING]