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## Context to the nugget

Viren talks about where he (and some of the athletes OGQ works with) gets his strength during difficult times. There is enough and more research (if interested, please look up Angela Duckworth's book Grit) on the role of Grit and performance. He specifically alludes to the need for having clarity of why people do what they do in the context of building that muscle.

## Transcription

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Deepak Jayaraman (DJ): Any thoughts or lessons from the sports world on how that grit muscle can be built over time. Even when you look at the sportsmen, one is sort of the intrinsic that you can't change, but is there something that can be built over time, systematically? Have you seen coaches do that?

Viren Rasquinha (VR): I think, the 'why' is very important for every person. What does it mean to that person? I have seen many super-talented athletes, but just the 'why' is not very clear to them. They are sort of drifting, and it's not very clear to them what is their dream, why are they doing what they are doing every single day in training. For me, the 'why' has always been very clear? I wanted to win an Olympic medal as a player and I was shattered when I couldn't win it for myself. Now, what drives me every single day is to ensure that the same mistakes are not repeated for the next generation of players. So, yes, intrinsic, and, I think, building those good ecosystems motivate people to get better, whether it's the coach, as part of the ecosystem motivating the coach as well, motivating the support team around. So, all of them need to motivate the players and we need to ensure that the support team is also motivated. So, everyone is feeding off each other. As I said, it's building good ecosystems. Right now, in India, the ecosystem is lacking. The ecosystems right now are not conducive to excellence and we need to bring in the right [kind]. I always believe in good people. So, I have always been very careful in selecting the right people around my athletes.

## Reflections from Deepak Jayaraman

DJ: I am a big fan of Simon Sinek's work around the Power of Why and how leaders can use that to inspire action. I feel the notion is as relevant even during transitions. As leaders think about what next, they should consider reflecting as much or perhaps more around the why behind the next.

Thank you for listening. For more, please visit [Audioboom.com](http://Audioboom.com) and look for Play to Potential. Now the podcast is available on iTunes as well if you happen to be an Apple customer.

## End of nugget transcription

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### Viren Rasquinha - Nuggets

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### About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive’s / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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