

BRAINS, LIKE HEARTS, GO

WHERE THEY ARE APPRECIATED

1. Introduction

2. Understanding Brain, like Hearts, Go Where They Are Appreciated.

3. Brain, like Hearts, Go Where They are appreciated at the individual level

A. Appreciation increases motivation and productivity

→ Employees who receive regular recognition are 23% more productive (Gallup)

B. Creativity blossoms where ideas are respected

→ Google's 20% time policy

C. Emotional appreciation builds trust and long-term loyalty

→ Nelson Mandela's inclusive leadership

D People leave toxic and unappreciative environments

→ McKinsey's survey findings

E Personal relationships mirror the same principle

→ Malala Yousafzai's father's back support

4. Brain, like heart, go where they are appreciated at the national level

A. Regions that reward merit attract internal migration

→ Karachi and Lahore host the bulk of HEC-recognized universities

five subheadings (A-E) all saying the same thing that is "regions

attract talent when appreciated" - talent

this is repetitive filler, → case study of Kerala, India
not distinct arguments

C. Brain drain within a country when they are not appreciated at national level.

→ Many CSS aspirants move to Lahore and Islamabad for academics

D. Strong provincial institutions act as magnet for skilled workers

→ KP Police Reforms Post 2010s

E. Regions that suppress merit loss econ-

you are showing examples of brain drain BEFORE explaining WHY it happens - cause must come before effect.

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→ Sub-Saharan countries rank low in
(HDI) Human Development Index.

5. Brain, like heart, go where they are appreciated at the international level

A. Global brain drain towards developed nations

→ The USA and U.K.

B. Countries that celebrate intellect become innovation leaders

→ Finland

C. Academic appreciation attracts global scholars

→ Harvard and Oxford

D. Growth of International tech hubs

→ Silicon Valley

6. Reasons why Brains are not appreciated

A. Nepotism and favoritism cultures

B. Authoritarian mindsets suppress questioning and innovation

C. Poor infrastructure, low salaries and lack of research funding

need at least one specific indicator per point

e.g., "meritocratic system through transparent recruitment"

or "education investment - research funding").

7. Recommendations: How Brains can be App- -reciated

A. Build meritocratic systems

B. Invest in education, research and intellectual
freedom

C. Create a culture of recognition and respect

8. Conclusion

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Where merit is honoured, miracles happen; where it is humiliated, minds migrate. Throughout history, people have always moved toward places where they feel valued and respected. Just as hearts look for love and warmth, the human mind looks for recognition and encouragement. Whether it's in homes, workplaces or countries, people leave an environment where they feel ignored and prefer those environments that appreciate their abilities. This is why the saying "Brain, like heart, go where they are appreciated" is true. Talent and commitment grow only where respect and opportunity exist. Therefore, this essay would explain the concepts and understanding of the saying "Brain, like heart, go where they are appreciated".

Missing essay roadmap - doesn't tell examiner you'll cover national/international/regional levels

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After that this quote would be underscore its influence at individual, the regional and international level. Moving forward, this essay would shed some light on why talent brains are not appreciated. Lastly, it would provide some recommendations about how the brains can be appreciated.

This statement means people feel motivated to stay, work and grow in places where their talents and ideas are appreciated and valued. When individuals sense that their effort or creativity is respected, they naturally give more energy and commitment. But when their contributions are sidelined then they lose interest and start looking for better environment. In simple terms, people choose to stay where they are encouraged and leave where they are feel unimportant. Appreciation becomes the deciding factor that navigates both emotional belonging and intellectual contribution.

Appreciation increases motivation and productivity is the first reason why brains, like heart, go where they are appreciated at individual level. Organisation having recognition and acknowledgement culture, often often have low rate of absenteeism and employee leave-out ratio. Companies enjoy higher profitability by retaining its employees as less cost would be

needed in recruitment and selection process. As per Coyley study, employee who receive recognition are twenty-three percent (23%) more productive and effective leading to less chance of quitting the job. ^{shows that} Brain, like heart, go where they are appreciated.

Creativity blossoms where ideas are respected is the third reason why Brain, like heart, go where they are appreciated at the individual level. When a person feels his idea are valued by the senior boss in the organization then ^{he} ~~can~~ ^{will} think more on better ideas that ^{leads to} creativity of a person. For example, Google's ~~states~~ ^{20%} time policy allows employee to use ~~correlation~~ ^{part of their time on} self-chosen projects. This led to products like Gmail, Google News and Google Analytics product of Google. Hence, creativity flourishes where ideas are appreciated.

vague
(appreciation
creativity)
without
proving
causation

Emotional appreciation builds trust and long-term loyalty is also third reason why Brain go where they are appreciated. When people are appreciated, they ^{feel} become emotionally good and they individual tend to be in the organization for longer time thus creating long-term loyalty. Such as Nelson Mandela, instead of taking revenge from its opponents, he included them in a decision-making process.

no concrete examples or data showing how emotional appreciation actually retains talent.

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that resulted to long-term loyalty between the individuals who who were ~~sped~~ against each other. Individual feels good, then when they are felt care and this creates trust. On this Theodore Roosevelt once perfectly said that "people don't care how much you know until they know how much you care. Hence, care ~~the~~ and individuality leads to better ~~the~~ long-term relation and trust.

People leave toxic and unappreciative ^{toxic} environment is also the ~~reason~~ brain like heart go where they are appreciated. When an individual feels, he is under-appreciate and under pay or he is being misused by his fellow colleagues then a person change in organization and same happen in personal life situation also. In the movie "The Devil Wears Prada", an individual leaves a glamorous job because her talent and individuality may not truly appreciated, reflecting that brain and heart exists from an unhealthy and ~~other~~ ~~diverse~~ environment.

"People leave toxic environments..." -

Repeats intro point, uses informa

l language ("toxic," "unappreciative"), and lacks specific examples

Personal relationships mirror the same principle of brain and heart go to the good greater environment. Families who encourage their children towards healthy and education produces higher outcomes and achievements. For instance, Malala Yousafzai's ^{family} suggested her even tragic incident of target killing. After her successful recovery, her father encouraged her to continue her

education. Henceforth, relations with family who reflect the same principle of Brain, like heart, go when they are dignified.

Previous paragraphs highlighted the Brain, like heart, go where they are appreciated at the individual level. Succeeding paragraphs could shed some light on ^{of the regional} ~~attracts other people~~ level. How regions ~~please make~~ where they are appreciated.

Regions that reward merit attract inward migration is the first ~~ground~~ of ^{of the} Brain, like heart, go where they are appreciated at regional level. For better life and opportunities, individual move toward where they seek respect, work and recognition. In most areas, they do not find any good opportunity of work or to learn good quality of education. Then people migrate to the ^{other} region. Youth migrate from rural areas to cities like Lahore, Karachi, Dhaka and Bombay ^{because} these urban centers offer various job opportunities, exams, ^{and} educational institutions. Karachi and Lahore being host of HEC-recognized universities, attracts students nationwide. ^{Hencey} ~~space~~, merit attract inward migration and brain go where they are appreciated.

Provinces investing in education retain

talent is the second reason at the regional level. When provinces ~~not~~ invest in educational infrastructure, provide good quality of education then students prefer to study there instead of ~~not~~ opting for another city. For example, ~~Kerala~~ Kerala, India has high literacy rate as compared to other Indian states, Kerala is able to retain educated and skilled youth in the province. In contrast to this, Balochistan Pakistan has lowest literacy rates in Pakistan, owing to this, bright students migrate to other provinces for better opportunities. Ergo, investment by province in educational institution retain the asset of the province.

Brain drain within a country when regions don't appreciate talent. Paucity of educational infrastructure, and job opportunity, people move to other region for better job options, and good quality of education. Many aspirants from small towns move to Lahore and Islamabad for academic and study purpose. Moreover, when doctors, engineers and also civil servants prefer their posting in developed regions where they work is valued, proper facilities are provided. Because of this, poor districts remained understaffed. Clearly Brain, like heart, go where are ~~are~~ expected even at regional level.

Strong provincial institutions act as magnets for skilled reason is the fourth reason why brain go where they are appreciated at regional level when provincial institutions ^{have} professionalism and good image then people tend to go there for their self-recognition and respect.

After Khyber Pakhtunkhwa (KP) Police reforms in 2010s, most of the young people preferred to go in the Police due to its professionalism and attractiveness.

According to KP Police Academy, Academy ^{witnessed} got one hundred twenty five percent (125%)

spike in the job applicants in 2013.

It is evident that institution that respect expertise hardly have a shortage of skilled persons. Clearly, people go ^{where,} when states have robust institutions.

Regions that suppress merit loss economic competitiveness is the fifth ground why heart ego want to change their region. When power is retained only to few feudal lords and elites then there is low merit, literacy and business and job opportunities.

Several Sub-Saharan countries posses feudal lords, due to which they ignore their talented youth. For this reason Sub-Saharan countries are ranked low

in Human Development Index (HDI) and Global Innovation Index (GII). Henceforth, supressing merit to is also the reason why Brains go where they are appreciated.

Preceding paragraphs underscored the reasons of brains, like heart, go where they are appreciated at regional level. Coming paragraph would highlight brains, like heart, go where they are appreciated at international level.

Global brain drain towards developed nation, is the first reason why brains go at the international level. Developing countries provide few opportunities, infrastructures and facilities to their youth population. Owing to this, young people migrate to the developed countries for better life causing brain drain at the host country. Countries like Pakistan, India, Nigeria, Philippines send their large number of unskilled doctors, engineers abroad because talented people seek for appreciation, pay, research opportunities, and facilities and better living standards.

According to Pakistan Bureau of Statistics (PBS), from 2019 to 2024, Pakistan faced 750,000 young migration in just five years, to the developed nations.

Truly, world brain drain towards advanced economies is also the reason why Heart go where they are supposed at the international platform.

Country that celebrate intellect become innovation leaders in the world is second reason. Brains go where they are encouraged. Nations that ~~gave~~ brains ~~have~~ intellectual people become innovators in the world. South Korea spends heavily in Research and Development, around 5% of GDP, owing to this, South Korea ~~is~~ became tech powerhouse in the world. Adding to this, one philosopher rightly pointed that "The wealth of a nation is the number of superior minds it harbors" - Ralph Waldo Emerson. Thus, hearts go to those countries that celebrate intellect.

Academic appreciation attracts global scholars is the third reason of why Brain go at the international platform.

Academic Higher studies is also the main contributor of the global brain drain.

It is because there is no better academic infrastructure and quality is also not good. There is meagreness of research work, scholarships and diversity of programmes.

Universities like Harvard and Oxford attract students from developing countries like Pakistan, Bangladesh and India through scholarships, providing advanced research facilities and good reputation. Just like Dr. Abdus Salam, a Pakistani Nobel, was appreciated at CERN and Imperial College London not in his home country Pakistan. Therefore, brains go in search of better academic experience in the ~~int. foseim~~ countries.

growth of international tech hubs is the fourth reason why brains, like heart, go where they are appreciated at the international level. In the current times, the world's most valuable resource is no longer oil, but data. Data is futile without the mind that can interpret it. Companies like Google, Microsoft and Tesla hire experienced immigrants in their organization due to their intellect and creativity. Silicon Valley is solely built by immigrant brains and hearts such as Indian, Chinese, Pakistani and Eastern European engineers. Ergo, rising tech giants is the reason why brains go ~~at~~ the international platforms.

Prior paragraphs underscored the reason ~~of~~ why brains, like heart, go where they are appreciated at the individual, regional

Add 2-3 specific examples (which sector? which incident? when?) and show the causal link between nepotism/corruption and actual emigration with statistics.

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and international level. Current paragraphs would highlight the *raison d'être* of why brains, like hearts, are not appreciated.

Prevalence of Nepotism, Favouitism and patronage culture is the first ground why brains are not respected. In many jobs, bureaucracies, promotions and even at individual level, the only factor exist there and that is connections "Sifarish" rather than competence and meritocracy. There are various scandals in public institutions, university and state enterprises. The dark uncomfortable truth is that more than half of the seats in the Sindh Public Service Commission (SPSC) are traded in the market through connections living competitive candidates behind. Owing to which they individual are disrespected and decide for better future in foreign countries. Truly proving that how connection suppress the talent of student and how one is being not appreciated.

Authoritarian mindsets suppress questioning and innovation is the second reason of why hearts are not appreciated.

In many universities, gathering ~~or even~~ ^{discouraged} normal family gathering, one is forced not to ask questions. That undermines innovation and creativity. Moreover, journalists,

academics and activists faces censorship for their critical thinking in many countries. According to freedom watchdog, developing countries are the have been ranked lowest in the freedom of speech. Such as Pakistan. Heinrich Heine has correctly said that "where they burn books, they will also ultimately burn people". Ergo, traditional minded also pressure innovation and questioning of an individual.

Poor infrastructure, low salaries and paucity of research funding is the third ground why merit is not appreciated. There are countless underfunded labs, outdated equipments and delayed salaries for researchers and teachers in developing countries. According to Pakistan Statistics Bureau (PSB), ~~the~~ ~~there are 675 plus ghost schools in Sindh~~ rural areas only, which mean due to inadequate funds, schools and infrastructure, schools ~~are~~ are documented on papers only. Moreover, various PhDs holders ended up in low-paying salaries in the uni higher educational institution, that makes them financially insure and try to move in other part of the world. Hence, low packages, poor infrastructure and meagreness of research funds ~~is~~ ^{one of} is also the responsible factor, why brains are not appreciated.

Previous paragraphs highlighted the reasons why brains are not appreciated. Succeeding paragraph will shed some light on recommendations on how brains can be appreciated.

Building meritocratic system is one of the suggestions to retain brains. State institutions must ensure transparency ⁱⁿ and ~~and~~ recruitment process and examinations. Government ~~is~~ need to certify that they prioritize competition rather than appointing someone on the basis of connections. Additionally, statutory and compliance authority must set a indicators for promotion and one must be promoted based on these criteria. Furthermore, legal protections and laws must be implemented against discrimination and nepotism so that competition among ~~among~~ ^{follows} candidates can increase. Nations need to ^{with} let the best rise, and the rest will ^{will} ~~will~~ "suffocate". Strategy to meritocracy system. Hence, creating meritocracy is ~~the~~ ^{first} ~~second~~ ^{second} way out of how brains can be appreciated.

Creating a culture of recognition and respect towards in education, research and intellectual freedom is the ~~the~~ ^{second} recommendation how hearts can be appreciated. Respective government need to ~~the~~ ^{Celebrate} ~~the~~ ^{the} heroes the National heroes in textbooks. These heroes

can be from diverse fields like, doctors, engineers, researchers, freedom fighters and honest civil servants. Apart from this, noticed quarantine and media coverage should be given to teachers, scientist and social innovator for their painstaking efforts. Nelson Mandela rightly pointed that "If you want to predict a country's future, look at how it treats its teachers". Therefore, Recognition and acknowledgement is also way to retain brains.

Lastly, investment in education, research and intellectual freedom is the last measure to ~~to~~ appreciate brains. Governments should increase ~~for~~ their education spending towards 4-5% of GDP. Legal protection for universities should be provided to ensure academic freedom. Moreover, research grants are for higher education sector must be given timely. It is need of time for universities to create academic-industry link through which student would be able to get practice knowledge of the industry. Programme like Co-op must be introduced. Through this co-operative education project students get opportunity to work and study simultaneously. Truly, investment in these mentioned sectors can retain the brains.

To cap it all, appreciation is the driving force that directs both hearts.

and minds. Where it exists, individuals give their best, where it is missing, people leave quietly. At the individual level, brains go where there are opportunities, and respect unlocks motivation. It also shapes internal migration and innovation at the regional level. Whereas, it shows how brain drain and global inequality in knowledge and technology is being impacted by at the international level. Societies that fail to value their brains, they lose people and futures. When societies learn to respect their minds, they no longer import progress, as societies create it, sustain it and share it with the rest of world.

overall scoree 35/100