

Wednesday

Essay 5

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Focus on growth, not perfection

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The Essay

The world has advanced not because of perfection but growth. Perfection would have prevented the world from growing and adapting to changing environments. Perhaps, human race would have already become extinct if humans had fail to learn and grow. Perfection is human's ability to perform in the

best possible way. Whereas, growth is learning and reflecting through wisdom and experiences. Focusing on the aspect of growth over perfection is crucial in a number of ways. Growth oriented management can increase their productivity. Companies can generate better profits if they focus on their growth. Even the growth through capitalism proved beneficial over egalitarian socialism. ~~The~~ Growth mindset opens many avenues for individuals. Moreover, religious perfection without spiritual development is meaningless. Historical gender development focused on growth over equality in the existing system. In the constantly evolving world, a consistent adaptation of education model is necessary over a well-established educational system. Interestingly, ~~else~~ success in CS depends more on growth than perfection in one's personality. Lastly, flexible

governance system has proven more effective than bureaucratic system.

Growth translates into development while perfection causes stagnation.

To begin with, management's approach to growth of individual creates better efficiency than perfecting his skills. According to Behavioural Theory of Management, investing on individual increases productivity of an organization. This is because he/she has more motivation to perform his/her task.

Therefore, companies and organizations invest heavily in Human resource. People are constantly trained to give them a new sense of purpose. Companies like Ronin fund their employees to attain Master degree from well reputed universities, as it ultimately benefits their business operation. On the

contrary, perfection in management causes demotivation and a loss of productivity.

During Industrial Revolution, Classical Theory of Management became popular. It focused on specialization of worker, polishing their responsibilities to perfection.

However, it agitated them, resulting in formation of labour unions to protect labour rights. Hence, it is critical to focus on growth of employee rather than higher specialization to enhance productivity.

Moreover, it raises total revenue of the corporate entities. Product life cycle, a marketing term, is an integral part of company's survival, focusing on growth over perfection. Product life cycle is the stages the product goes through before it becomes saturated in the market. These stages

depend on consumer's needs and preferences. Once the preferences change, the product becomes less relevant in the market. Therefore, it will be risky to continue perfecting the existing product. Rather, the companies establish more products into the market to address the demands. Due to intense market competition, it must continuously innovate and bring new product lines. A classic example is of Nokia and Apple.

Nokia perfected the existing product while Apple went through constant innovation. Consequently, Nokia lost its phone market while Apple became the top smart phone brand valued in trillions.

Hence, continuous growth in product management is essential for better revenue and strong footing in the market.

Capitalism has resulted in exponential ^{economic} growth despite better social

aspects of marxism. According to Karl Marx, capitalist societies exploit poor for their own benefits. However, Capitalism has resulted in more social progress than Marxism. This is due to the factor of continuous competition. Businesses compete to provide better products and services through Research and Development and innovation. Hence, the world has progressed socially, technologically, medically and financially. The overall standards of living is rising. Contrarily, Marxism envisioned ^{ideal} society where everyone is equal. However, it would have stagnated growth, as the element of competition would have been absent. Hence, capitalistic growth is better than Marxist idealism.

Perfectionism limits the experiences

individual's
of life while growth broadens them.
Perfection limits an individual to a
certain lifestyle. For instance, attaining
perfection in spending the life in accordance
with^{to} (American Dream) may center
individual's perspective of success to
materialistic aspects. If he had a
growth mindset, he would have realised
that there is more to life than the
tangible possessions. A person can experience
the essence of empathy, discipline,
spirituality and consciousness, depending
on his unique experiences in growth
journey. It would have broadened
his mind and sharpened his
critical abilities. Hence, growth gives
a new purpose to life while perfection
makes a person more robotic.

Spiritual growth is essential
aspect of Islam. Muslims are required

to perform obligatory prayers, give alms, perform Hajj and fast during the month of Ramadan. A person ~~person~~ ^{Eman}

If these worships are perfected, it does not

mean that the person is practicing properly,

correctly. This is because Allah requires

continuous struggle in religion rather than

perfection. The distinctive features of

the religion are not limited to 'Islam'

but also requires 'Eman' and 'Ihsan'.

Eman is believe in the unseen while

Ihsan is the beautification of religious

practices. An individual will have to

conduct a spiritual journey to

find the very essence of Islam than

just perform it physically. For instance,

Rumi strived for spiritual

growth to understand Islam more

deeply. Hence, it is better to focus

on spiritual growth than religious

perfection.

The Focusing on gender development is better than perfecting gender women's equality. According to Radical Feminism, existing system of society is patriarchal in nature. It criticised Liberal Feminism of struggling to attain equal rights in patriarchal system. Many Radical Feminist argue that equality is useless if the social institutions are flawed. Hence, a new system must be established ~~that doesnot seek perfect equality in the existing system.~~ rather than seeking perfect equality in existing system. Similarly, the third wave of feminism introduced the concept of constructionism. ~~According to the The struggles~~ of this wave focused on unique struggles of women based on race, nation, class and geography. Instead of perfecting imposing a standardized

Feminist framework, it encouraged women to grow in accordance to their unique culture, language and challenges. Hence, women were encouraged to grow uniquely to their environments rather than perfecting their equality rights.

The consistent need to update education system is more relevant to the current times. The world is exponentially progressing due to globalization, capitalism and technological advancement. Hence, the established system of education is becoming less relevant. There is an urgent need to shift in policy framework for education. One that constantly adjusts with changing times. The main purpose of education system of today is to produce better equipped labour force. It is

necessary for policy makers to upgrade education system with changing times. Rather than establishing a standard framework, a flexible educational system is needed. This will result in greater better capabilities of labour force. One that is updated with technology, organisational structure and international standards. Otherwise, there will be a rise in unemployment and poverty. Hence, a ~~parhac~~ flexibility in education system is better than perfectionism.

The success of Central Superior Services (CSS) aspirants also depends on his growth-oriented study approach. An aspirant will study to learn, reflect and apply. He/she must not limit ^{his/her} learning to the general content of the course. This is because

perfecting course content develops rigidity and limits critical thinking. If the aspirant prepares with the mindset of constant learning, he/she will creatively tackle any type of question and stay relevant to what is being asked in the question. According to examiner report, many students have written irrelevant content because they perfected the course content through rote learning rather than adopting a growth-oriented approach. Adil Riaz Gondal, CSS topper of 2023, revealed his growth-oriented approach was the reason of his success. Hence, in order to succeed CSS, an aspirant should focus on growth rather than perfection in study.

Flexible governance is crucial to enhance efficiency in the affairs of

the state. In many countries like Pakistan, Max Weber's Bureaucratic model is followed in the system of governance. It is a rigid approach that standardises authority, qualifications, promotions and hierarchy. Resultantly, redtapism and inefficiency slows down governance. On the other hand, corporate giants adopted a flexible system in their organizations. Their organizational structure depends on the functions of the organization. For example, marketing department in corporate structure works better under democratic leadership style. Whereas, the finance department may adopt autocratic leadership style. An employee is assessed on his performance than his seniority. Therefore, individuals are more empowered to perform tasks, driven by growth mentality and competition. They perform

better even if the organization is working in multiple parts of the world. This flexibility is based on growth-driven approach of the organization rather than a strict framework of Bureaucracy.

In conclusion, it is better to focus on growth than perfection.

It makes an individual more productive in a management setup. Through constant innovation, companies can generate more revenue than product development. The world has witnessed capitalistic growth to be more fruitful than ideal marxism. Furthermore, individual has a better sense of life if he/she adopts growth over stagnant perfection. Islam also emphasis on the importance of spiritual growth to enhance 'Eman' and 'Ihsan'. Even gender theories like radical feminism

and Third Wave of Feminism emphasise on growth through development in

the system than just perfectioning equality of rights. ^{constant} Upgradation of education system is essential, as the world is

continuously evolving. For CSS aspirants,

it is essential to study through growth mindset rather than perfecting

the syllabus, so they can attain

allocation. Finally, a rigid established

bureaucratic system must be replaced

with a more flexible system that

fosters growth ^{and creativity} over strict hierarchical

frameworks. Growth triggers development-

while perfection stagnates it.