

A Report on Capacity Building Refresher Training of Teacher Educators



Venue : Hotel Ananya Resort, VIP Road, Puri
Duration: March 8-12, 2016 and March 14-18, 2016



Directorate of TE & SCERT
Odisha, Bhubaneswar

unicef 
unite for children

"Many teachers state that they learned more in the first year of teaching than in all the years of formal teacher preparation."

"I hear and I forget. I see and I remember. I do and I understand."
Confucius

Introduction

The vicious cycle of poor quality in-service teacher development begins with absence of high quality teacher educators. To enhance the existing capacity of teachers in institutions and schools there is a dire need of enhancing the capacity of teacher educators as well as trained teachers. Teacher educators are crucial to bring quality improvement in schools. Therefore, there is need to reflect upon the teachers role as professionals who bring a change in the life of students. It is unfortunate that though teachers make the highest impact on quality in the classroom and they are at the heart of education it is critical that there are little efforts for teacher development.

Capacity building covers a wide number of aspects from training of teachers to support for content development. It highlights the critical issue that, without adequate capacity building, even well-designed policies and the most sophisticated technologies would not be able to achieve the desired results. The need for capacity building of educational institutes principally arise due to lack of trained faculty and lethargy on part of management and faculty to upgrade themselves along with initial resistance to change by the teachers. Teacher capacity-building has been found to be the most productive investment for schools. High-quality teacher capacity-building helps children become better readers, obtaining consistent results over time is neither quick nor simple. *Practice with doing* is an essential step in teacher capacity-building. The key components of the capacity building of teachers include a clear understanding and appreciation of the pre-service and in-service training institutions, their vision, coverage, the methodologies, and the extent to which their interventions are effective.

Role of Teacher Educators and concerns

There is a definite range of personal competence that makes a difference to the quality and effectiveness of teaching like sound subject knowledge; communication skills; ability to relate to individual students; self-management skills; organizational skills; classroom management skills; problem-solving skills; a range of teaching methods; teamwork skills; and research skills. The teacher education curriculum needs to develop teachers' abilities to help students learn how to learn and to unlearn and to re-learn. There is an urgent need to revitalize the teacher educator profession throughout the State. As teacher education develop teachers who are prepared for lifelong professional development, so most teacher educators engage in a continuous process of reflection, training, application and evaluation. This would link pedagogical process, classroom contexts and student achievements with the focus on learning, not teaching.

Capacity Building at different-Level

In addition to capacity building with respect to enabling manpower/ teachers and instructors, there is a definite need for interventions at the institutional level, especially through the teaching personnel.

Capacity building is defined as follows for each of the different levels:

- **Individual level:** Finding ways to support individuals (parents, teachers, headmasters) as they face the demands of new developments in the local context by building on existing knowledge (human resources and knowledge management).
- **Institutional level:** Supporting existing institutions in forming policies, effective organizational structures and good management.
- **System level:** Finding efficient ways to support system level actors (e.g. policy makers, teacher unions) to be able to fulfill their roles in designing/ implementing/ evaluating etc and educational policies.
- **Societal level:** Striving towards more interactive and responsive public administration.

Teachers being all-important pillars in the education system, it is important to attract the best possible people into the profession and then support them to function effectively. This support would be primarily through channels such as –

- Quality training (both pre-service and in-service)
- Curricular support
- Detailed individual teacher observation and feedback
- Detailed understanding of teacher needs both for instruction and other needs.

The Challenge

'Education for all': that was the goal agreed by 164 governments and partner organisations in Dakar in 2000. And yet millions of children around the world still do not attend school. One problem is lack of qualified teachers. A well-performing, high-quality, equitable and stable education system needs an adequate number of well-trained teachers, supported by an efficient administration. For professional development/ in-service training we believe in the importance of continued training and support for teachers. Ongoing training is essential to help teachers to respond to changing requirements.

The Benefits

The primary beneficiaries are children, young people and adults who receive an education from qualified teachers, enabling them to master life's challenges and contribute to their society's development. Teachers are potential change agents. They can be instrumental in promoting education among people, and develop in them critical thinking, analytical and problem solving skills. Since teachers play a major role in transforming the minds of their students, it is essential that their own knowledge and understanding should be appropriate and adequate.

*"Unless teams of teachers improve together, schools never will."
- Michael Fullan*

After completion of 3 phases of training programmes of Capacity Building of Teacher Educators, a refresher course designed by TE & SCERT with support from UNICEF, Odisha at Ananya Resort, Puri during 08th to 18th March, 2016 in two batches.

Ms Jayajyoti Panda, Consultant Unicef, Odisha hosted the Inaugural Session. She requested both the honourable persons to take their seats. She welcomed all the participants and dignitaries to this Refresher phase.

Dr. Snigdha Mishra, DD, TE proceeded the Inaugural Session to aware about the objectives of the refresher training. She briefed regarding the 02 days programme conducted at Mayfair, Gopalpur during 27th & 28th of November, 2015 at the "Module Development Workshop". Many steps have been taken together and perhaps it is the final process. All three phases are completed and we are on the way to the refresher phase. She briefed how the themes in 03 Phase Modules are squeezed and reflected in a single module. The teacher educators have to be more experienced by using the skills so that they can share their experiences in next future Capacity Building Training Programmes which are going to be organized by TE and SCERT in future for other Teacher Educators of the institutions. To take a stock of it, what we have learned, translated into our life. She finished her talk by wishing Happy Women's day to all women participants.



Prof. Vadaya, the aspiration and sources of energy, again came a long way from Baroda. He focused on a point "If one can do, then everyone can do. He put example of money. It increases when utilized in bank, similarly we can grow if we use ourselves, ultimately our surrounding will grow. It's the matter of our thoughts, mindset and internal energy which support us to reach at higher stage from lower stage. He shared the objectives of the programme and appreciated the participants for showing the interest, enthusiasm and understanding. We are experiencing CCE, if the teachers learn or not learn, if students learn or not learn, the students will pass. It shows not the problem with CCE, it is the problem of teachers. That is where the success lies.



Activity: As per his instruction, the self introduction started by telling the first name of the participant and repeating the name by other participants 3 times with a large clapping to familiarize with the participants.

Activity: Prof Vadaya showed a 2-dimensional picture and asked to count the number of squares within it. Various answers came from the house and final answer was discussed and analysed. He concluded more deep observations and thinking increases the possibilities which we can use as resources.

Focusing on the necessity of the refresher programme, the resource person put an example of Cow's digestion, how it takes time for chewing, similarly success comes by practice, success is learnable, the more we discover the more we learn, the world is challenging, we have to interact with the challenging world, we have to come out of the narrow focus, what we think that controls us and these discussion developed the strokes and rational thoughts in body and mind of all participants. He elaborated the objectives as:

- To consolidate the learning for productive living and working
- To enhance awareness of who we are as persons
- To develop mindfulness and live in the present moment.
- To discover our purpose in life.
- To pursue our goal through the practice of creative visualization.
- To eliminate use of communication barriers
- To live from powerful life enhancing presupposition
- To create a culture of empathy
- To learn to mentor one another and students
- To develop motivation to achieve success.
- To empower self to strive toward higher performance
- To plan for growth ahead and sustain the leaning long team.

He then asked the participants to suggest some topics that they want to revisit during this phase of learning.

Activity: The participants were divided into 04 groups. All the 04 groups were instituted to list out some new topics which they want to be more clarified for well practicing. This activity proceeded one by one.... Then in small groups there was a discussion and after the group discussion, an open house discussion started.

The topics which were suggested by the participants were:

1. How to manage stress
2. Creative problem solving
3. Cognitive restructuring
4. Transactional analysis
5. Neuroscience of belief
6. Mentoring skills
7. Facilitation process
8. Self confidence
9. Wheel of life
10. Goal setting
11. Reframing
12. Leadership style.

After this activity all participants were instructed to list out SMART objectives what they set to achieve after this refresher course and all the members got an opportunity to set their objectives in the house.

Prof. Vadaya highlighted the difference between self and ego. He emphasized that conscious is energy. Self is limitless. He also stated that 60,000 thoughts are coming to our mind every day. He stressed that majority of our thoughts are negative in nature. Prof. Vadaya emphasized on "Discover your unique purpose". He stated that each of us is unique and we have unique purpose to fulfil. He emphasized that our true essence is, we are conscious and we must use our talents to serve and make a difference to the universe. He emphasized on when we align our thoughts, feelings and action to our purpose, life becomes enjoyable and meaningful.

The participants were given assignments to write five things they considered to be important values, determine what they most enjoy doing, indentifying their talents, gifts and abilities and to express all the three points in one statement. After writing the assignments, the participants were requested to express their ideas.

- ✚ Values,
- ✚ What they most enjoy doing
- ✚ Identifying their talents, gifts and abilities

Participants were given assignments to write five topics from all three phases of training that they found extremely useful for them in their personal life and professional life.

The participants worked at individual level and also worked in groups. They were asked to present the topics. The first topic of discussion was self and ego. All the participants expressed their opinion about the topic. The other topics were Self-awareness, Managing Stress, working Together in Team, Pro-active Behaviour, Qualities of Facilitator and Teacher Educator as Leader. Majority of the participants preferred to the topic of self-awareness, qualities of facilitator and pro-active behaviour. Each and everybody shared their views and were very active and enthusiastic to express their views and its impact on their personal and professional lives.

Activity: We were asked in group about the setting of goals and objectives individually. Then they discussed in group regarding the specific objectives. The objectives are to be achievable and measurable. Each group consists of five members. Each group member expressed their own ideas and thoughts regarding the achievable goals. The following discussions were made:

- Setting of measurable, achievable goals individually.
- While setting goals be specific.
- Work on goals instead of thinking.
- Be a patient listener to the problems of others. in this way you can give empathy to others.

The discussion started on individual strengths and weakness. Each participant was asked to write 5 strengths and 5 weaknesses. He asked them to make sentences for each strength and reframe the weaknesses. Then the participants were asked to repeat all the statements 10 times in groups, which was an affirmation bath for all. But it is important to note that the weaknesses had to be reaffirms as positive notes.

REAFFIRMATION OF WEAKNESS

Affirmations:

The positive statements are called "affirmations." While you use affirmations, try to temporarily suspend any doubt or disbelief you may have, at least for the moment, and practice getting the feeling that what you desire is very real and possible. Continue to work with this process until you achieve your goal, or no longer have the desire to do so. Remember that goals often change before they are realized, which is a perfectly natural part of the human process of change and growth. When you achieve a goal, be sure to acknowledge consciously to yourself that it has been completed. Often we achieve things that we have been desiring and visualizing, and we forget to even notice that we have succeeded! So give yourself some appreciation and a pat on the back, and be sure to thank the universe for fulfilling your requests.

Strengths	Affirmative sentences	Weakness	Reaffirmation
Honesty	I am honest.	Obesity	I am over weight and learning to overcome this problem.
Hard working	I am a hard worker	Emotion	I can learn to take things objectively.
Determination	Determination enables me to finish task in time.	Angry	I can learn to care myself.
Intelligent	I am intelligent.	Hatred	I hate beastly behaved people.
Optimist	I am an optimist and willing worker.	Lazy	I can learn to overcome laziness.
Listen to others views	I listen to others patiently.	Disturbed when work is not done as it needs to be.	I can help others to improve their performance.
Sincere	I am sincere	Fear towards new work.	I can learn to do new work.
Punctual	I am very punctual in my duty.	No decision making capacity.	I can learn to be a good decision maker.
Respect others	I respect all persons.	Do not manifest my doubts.	I can learn to clarify my doubts to others.
Flexible	I am flexible.	Comparison	I am a unique person.
Flexible	I am flexible in nature.	Judgemental	I can learn to accept others as they are.
Cooperative	I am a cooperative person.	Laziness	I can learn to be a smart worker.
Adaptability	I adapt quickly in a new situation.	Confusion	I can learn to do things in time.

Genuineness	I am a genuine person.	Unwilling to explore new things.	I can be open to new things.
Helping nature	I am helpful	Critical.	I can learn to appreciate.

Prof Vadaya, expressed, in order to transform ones' needs to transform oneself. No one is free from problem. Talking is easy, preaching is easy; but it is very important that thoughts came into actions. The purpose of life i.e. physical health, family, recreation and spiritual health were discussed. Discussing about β and γ wave lengths in the brain does not make distinction between what is real and what is imagination. This was followed by an interesting activity of Re-call and Re-live.

Activity: The group divided into pairs, Sri Sudarshan Santara and Sri Ashok Ku. Digal both were made to recreate their pleasantest experience of life. Then all the participants' form several groups, each group consisting of two persons where one became anchor and another tried to relief the past happiest moment and bring back to the present.

At last there was a review discussion regarding communication block. In this discussion all the participants expressed their views.

In the beginning, the participants used to share their significant learning and Prof. Vadaya responded to each and every one in summing up. Some of the views were presented:

- Mr. Debabrata Moharana:- My life is a printout of my thought and balance between attachment and detachment.
- Prof. Vadaya- Action is very much important. We are one and connected to the universe.
- Ms. Bhubaneswari Mishra- Ego is a destructor to be with the universe.
- Prof. Vadaya- Everything in this universe is in motion. The movement from where you are to where you go
- Ms. Pravati Mohapatra- Be in the present, leaving the past.
- Prof. Vadaya- consolidated through an example of driving, what to do with the past, present and future. Past is kept in the mirror. I need to be informed by the past looking to the future.
- Happiness lies with the self, Human should be happy for no-reason,
- Happiness is resources present within, Qualitative shift.
- Every person is respectable,
- I am the engineer of my software of only brain,
- Praising of the work,
- When inside source are changed, changes are marked outside.

The results are created by our subconscious mind and the subconscious mind occupies 96-98%.

*An **activity** was organized. This activity was re-energizing yourself by using an anchor. The participants' worked in pairs and re-energizes themselves. He stated go beyond pain and fear and strive for excellence. Enhancing our resources enhance competencies.*

Communication blocks were discussed and the participants' shared their experiences of not using the communication blocks.

Ms. Srutirupa Panda shared the demerits of criticism class.

Prof. Vadaya suggested changing the name of that class to feedback for professional growth and again he suggested the way of giving feedback.

In the facilitation and mentoring session two of the participants (Ms. Plabani madam and Ms. Bhubaneswari madam) were volunteered to represent a piece of facilitation process before the house. Few among others provided feedback on the process. Prof. Vadaya explained the process of facilitation involves "understanding the way and sometimes people are emotionally disturbed and they are required to come out from that. So the key skill is empathy. The emotion of the person has to be taken care of. Facilitation process is required for helping the facilitator to find the ways for solving his problem. Attending, listening to understand the person from within followed by empathy, Respect, Genuineness and concreteness. The process is going to help the facilitatee to solve the problem.

Activity: *There was a facilitation being shown to the house, where facilitatee was Mr. Chitrasen Sethy and the facilitator was Prof. Vadaya. Everybody enjoyed the piece of facilitation. The way Prof. dealt brought clarification in the concept. The entire process is viewed from different angles like body posture, listening, questioning skills, empathetic statements used, emotion being taken care of, facilitatee exploring to findings, ways for solving the problem. At last the facilitatee and the facilitator both enjoyed and getting satisfied out of the facilitation process.*

Again the participants were divided into 03 groups, to practice the facilitation process. Everybody nicely acted upon it. In the feedback session other participants shared their experiences of the facilitation process. Participants represented on their experiences during participating in the exercise and all came to the conclusion that lot of practice is required for the process as more often the communication blocks are being used and it is required to take lot of care for blocking the communication blocks. Then the area of discussion was problem solving. Prof. Vadaya explained problem is "where one is now" end opposite of problem is solution or the Goal. Then the 'Well formed Outcome' model was discussed.

On request and demand the concept of Ego states was put forward by Prof Vadaya. All are having three types of ego states within parent, Adult and child. Again they were subdivided into eight types, like controlling parent, Nurturing parent, photographic adult, combining adult, Natural child, adapted child including compliant child, Rebellious child and the little profession. Prof. Vadaya explained characteristics of different ego states with examples among us. All of us have all these age ego states within. Ego states are required contextually for supporting others to grow. Some discussions were made on Artificial Intelligence. The best ego states are NP+, A and NC+ as per discussion.

Mindfulness:

Activity: Participants were engaged in the mindfulness activity. The participants expressed their feelings of mindfulness practice performing the activity.

Mindfulness means living in the moment and awakening to experience. It is a state of activeness in mind. When somebody is mindful, can observe the thoughts and feelings from a distance, without judging them good or bad. Another important part of mindfulness is an awareness of our thoughts and feelings as they happen moment to moment. It is about allowing ourselves to see the present moment clearly. When we do that, it can positively change the way we see ourselves and our lives. Becoming more aware of the present moment can help us enjoy the world around us more and understand ourselves better. When we become more aware of the present moment, we begin to experience fresh things that we have been taking for granted.

"Mindfulness also allows us to become more aware of the stream of thoughts and feelings that we experience," says Professor Williams, "and to see how we can become entangled in that stream in ways that are not helpful ". Gradually, we can train ourselves to notice when our thoughts are taking over and realise that thoughts are simply 'mental events' that do not have to control over us. "Most of us have issues that we find hard to let go and mindfulness can help us deal with them more productively. Thoughts come from mind. Thoughts are not realistic that mind does not know. As we are part of the whole universe, we also have a right on everything in the universe. The three words need to be remembered.

I am whole; I am complete; I am perfect.

I am at peace with myself, when the peace is disturbed, there is a problem. By loving ourselves, we can only love others and love the universe. If you do not know how to love self, you cannot love others.

DISCOVER YOUR UNIQUE PURPOSE

To identify your purpose, you need to project the entire context of reality onto yourself. Given your current understanding of reality, where do you fit in? At best you may end up with a wishful purpose statement that addresses the basics like making money, having a family, having friends, and being nice, but there won't be any real substance to it. Reality is the big hologram, and you're a piece of it. You inherit all the properties of reality. Your beliefs about reality become your beliefs about yourself. If your beliefs are accurate, you'll end up with a sensible, achievable purpose.

WHY VALUES ARE IMPORTANT

Our values inform our thoughts, words and actions.

Values can determine how and where you apply your skills. For example, you may be good with people, but your values are likely to determine whether you use that skill. We use values to assign positive and negative properties to different careers. Our values are important because they help us to grow and develop. They help us to create the future we want to experience. Every individual and every organisation is involved in making hundreds of decisions every day. The decisions we make are a reflection of our values and beliefs, and they are always directed towards a specific purpose. That purpose is the satisfaction of our individual or collective (organisational) needs.

When we use our values to make decisions, we make a deliberate choice to focus on what is important to us. When values are shared, they build internal cohesion in a group.

There are four types of values that we find in an organisational setting: individual values, relationship values, organisational values and societal values.

- **Individual values:** Individual values reflect how you show up in your life and your specific needs-the principles you live by and what you consider important for your self-interest. Individual values include: *enthusiasm, creativity, humility and personal fulfilment.*
- **Relationship values:** Relationship values reflect how you relate to other people in your life, be they friends, family or colleagues in your organisation. Relationship values include: openness, trust, generosity and caring.
- **Organisational values:** Organisational values reflect how your organisation shows up and operates in the world. Organisational values include: *financial growth, teamwork, productivity and strategic alliances.*
- **Societal values:** Societal values reflect how you or your organisation relates to society. Societal values include: *future generations, environmental awareness, ecology and sustainability.*

EXPLORE YOUR VALUES

Your values are what are important to you in life. Knowing your values helps you understand what drives you – what you enjoy, inspire you enjoy and would like more of it. By building a life and lifestyle around our values we create a life that is more satisfying and meaningful to us. We use our values to make decisions about priorities in our daily work and personal life. Values are important internal motivators. Values carry on individuals' concept of right and wrong. These are the principles that guide our lives. They are designed to lead us to our ideal world. Values define what is of worth, what is beneficial and what is harmful. Values are standards to guide our action, judgement and attitudes. Values are like finger prints. Nobody's are the same, but you leave them all over everything you do. We value people as individuals.

Identify your talents, gifts and abilities:

The exercise was on identifying personality traits, talents and gifts from God. Everybody have all three of them and you need to know what yours are. Prof Vadaya encouraged the participants to get a piece of paper and take some time, and ask yourself, "What am I good at? Where have I seen myself succeed?"

Reflections

Talents may be artistic or technical, mental or physical, personal or social. You can be a talented introvert or a talented extrovert. Your talents need not be profitable, useful, or conventional, but they will always be your own, a part of what makes you into you. Learning to look for your talents in the right places and building those talents into skills and abilities might take some time, but going about it creatively will let you explore your natural abilities and find

your inner talents. Natural talents are what people discover they like and have an aptitude for plenty of learning and practice. The answer is therefore this: Don't assume you have no "natural" talents, assume that you can do whatever you put your mind to and are prepared to put the effort into.

Everyone has a unique **gift** — something that is just undeniably “you” and is precisely useful to those around you. It's much more than a skill — it is an ingrained strength fuelled by your deepest passions, and nurtured by an unwavering sense of purpose. Most people never find their unique gift, either because they don't realize they have one, don't believe they have one, haven't attempted to find it, or don't recognize it when it is staring them in the face.

Creative visualization

This is the technique of using imagination to create our wants and goals. The steps are vividly imagining an experience one would like to have, then feeling strong emotions as if it is already achieved and repeating both steps. It is also called deliberately dreaming. Universe is extremely powerful. What one visualizes, one can realize. To make the house understand clearly, Prof. Vadaya started an activity.

Activity: *In this activity, Prof Vadaya asked to visualize the happiest moments, you have enjoyed and to imagine as if the reality is occurring and we are experiencing it. Prof. Vadaya told 08 minutes of practice would bring wonderful results. He has discussed about group visualization. Brahma sir shared his experience of Creative Visualisation on Annual Function at his BITE and expressed how he could get more ideas during it. Ms Smitashree shared her experience on receiving an award after singing a song.*

Creative visualization is the cognitive process of purposefully generating visual mental imagery, with eyes open or closed, simulating or recreating visual perception, in order to maintain, inspect, and transform those images, consequently modifying their associated emotions or feelings, with an intent to experience a subsequent benefit of physiological, psychological, or social effect, such as expediting the healing of wounds to the body minimizing physical pain alleviating psychological pain including anxiety, sadness, and low mood improving self esteem or self confidence, and enhancing the capacity to cope when interacting with others. It is the technique of using imagination to create what you want in your life. There is nothing at all new, strange, or unusual about creative visualization. This is being used almost everyday, every minute, in fact. It is your natural power of imagination, the basic creative energy of the universe, which you use constantly, whether or not you are aware of it. The only thing necessary is that you have the desire to enrich your knowledge and experience, and an open enough mind to try something new in a positive spirit.

Basic Steps for Effective Creative Visualization

1. Set your goal

Decide on something you would like to have, work toward, realize, or create. It can be on any level — a job, a house, a relationship, a change in yourself, increased prosperity, a happier state of mind,

improved health, beauty and a better physical condition, solving a problem in your family or community, or whatever. At first, choose goals that are fairly easy for you to believe in, that you feel are possible to realize in the fairly near future. That way you won't have to deal with too much negative resistance in yourself, and you can maximize your feelings of success as you are learning creative visualization. Later, when you have more practice, you can take on more difficult or challenging problems and issues.

2. Create a clear idea or picture

Create an idea, a mental picture, or a feeling of the object or situation exactly as you want it. You should think of it in the present tense as already existing the way you want it to be.

3. Focus on it often

Bring your idea or mental picture to mind often, both in quiet meditation periods and also casually throughout the day, when you happen to think of it. In this way it becomes an integrated part of your life, and it becomes more of a reality for you.

4. Give it positive energy

As you focus on your goal, think about it in a positive, encouraging way. Make strong positive statements to yourself:

- ✚ That it exists;
- ✚ That it has come or is now coming to you.
- ✚ See your-self receiving or achieving it.

Creative visualization is the fundamental technique underlying reality creation. It is the process of using your thought power to consciously imagine, create and attract to yourself that which you intend to experience in your life. Mastering creative visualization grants you direct control over your thoughts at the subconscious level. While there are several ways to programme the subconscious mind, visualization is the most effective and its results the most rapid. The visualization techniques outlined here will enable you to harness the creative power of your thoughts to change your circumstances and consciously choose the life you create. There are five basic steps to visualizing your intentions for reality creation: Relax - Imagine - Feel - Believe - Detach.

Step 1 - Relax: The first step is to relax your body and empty your mind. Find a comfortable seat, sit upright, breathe deeply and steadily, countdown slowly from 25 to 1 while relaxing all your muscle groups from head to toe. Empty your mind by focusing on your breathing.

Step 2 - Imagine: The second step in the creative visualization process is learning to imagine your intended outcome. Your imagination is the engine of your thoughts. It converts the thought power into mental images. Imagine your ideal reality in the present

moment, bring your pictures to life as if watching a movie, concentrate your thoughts with laser like precision and indulge all your senses.

Step 3 - Feel: The third step is to really feel what it would feel like if you already had that which you have mentally chosen in the present physical moment. Where imagination is the engine of your thoughts, your feelings are the fuel. Your e-motions are energy in motion - they bring your images to life.

Step 4 - Believe: The fourth step is to believe that you already have your mental intentions in the present moment. It is about knowing the scientific truth behind reality creation and having the kind of faith that is the "evidence of things not seen".

Step 5 - Detach: The fifth and final step in the creative visualization process cannot be emphasized enough - detachment. Detach yourself from the outcome you intend to see manifest in your life. Whenever you are attached to someone or something, you effectively strip yourself of your authentic power to consciously create the life you choose. You cannot be grateful or feel unconditional love or enjoy peace of mind when you are attached to the unfolding of a specific outcome, so try to detach, detach, detach.

Practice is the Key: You must practice. Set aside a time each day for your creative visualizations, preferably once in the morning upon waking and once in the evening before you go to sleep. Both these times are ideal as your mind is already in a semi-relaxed state. Once you have mastered this simple five step process, you will see your life transforming in miraculous ways.

Getting On With It: To bring yourself back to a normal waking state, simply continue to breathe deeply and rhythmically and count up from 1 to 5 consciously waking yourself from the relaxed state and slowly opening your eyes.

Leave the How up to the Universe: The focus of your visualizations must be on the outcome, not the process. Once you accept the truth about your thought power and that you are one with the universal mind and you will be able to release any need to control the process.

In a nutshell, creative visualization is the fundamental process underlying your innate ability to consciously create your ideal reality. The five steps you must master in visualizing are to relax, imagine, feel and believe you already have that which you have mentally chosen and then detach from it.

"Every moment of your life is infinitely creative and the universe is endlessly beautiful. Just put forth a clear enough request, and everything your heart truly desires must come to you."

Creative visualization is a mental technique that uses the imagination to make dreams and goals come true. Creative visualization can improve your life and attract to you success and prosperity.

Creative visualization uses the power of the mind, and is the power behind every success.

Thoughts travel from one mind to another, and if they are strong enough, they can be unconsciously picked up by people, who are in a position to help you achieve your desires and goals.

By changing your thoughts and mental images, you change your "Reality". You only change your thoughts and attitude, but they change and reshape your world. The more open-minded we can be, and the bigger we dare to think, the greater are our opportunities and possibilities. Limitations are within our minds, and it is up to us to rise above them.

Suggestions

- A network in many agencies involved in teacher education at the various levels such as NUEPA, NCERT, Universities, IASE's, DIETs, CTE's, SCERT, BRC, CRC and the local practitioners to allow the upgrading of the teaching and leadership capacities of teachers.
- Developing approaches that help teachers to become reflective practitioners and agents of change in their own contexts.
- Strengthen quality assurance of in-service programmes with an introduction of community and parents.
- Decentralization of the programme with capacity building of the staff at lower levels.
- To provide the teachers with the necessary pedagogical support, particularly at the school level rather than via out-of-school "trainings"
- To provide conducive framework to encourage teachers to find ways and means of self-improvement.

Conclusion

A new teacher education policy will not improve teacher quality by itself; such a goal requires a long-term commitment to a pedagogical project which promotes shared understanding among all stakeholders and the development of strong communities of practice during implementation. Accreditation by an independent, authoritative agency is a means to assure quality in teacher education. Improved teacher education can ensure improved teaching, and improved teaching is the most important factor in generating improved student learning outcomes.

"The teacher is not an instructor or task master; he/she is a helper and guide. His/her business is to suggest and not to impose. He does not actually train the pupil's mind, but only shows him how to perfect his instruments of knowledge and helps and encourages him in the process"

- Sri Aurobindo.



VOICES OF PARTICIPANTS....

MS BINAPANI PADHY, TE, DIET, Khurda: Prof Vadaya is an excellent facilitator. He listens patiently to each and every one's views and gives his feedback in such a way that it encourages everyone to participate and reflect in each part of the session.

Sri PRABODH KU HOTA, TE, DIET, Nuapada: The resource person of the training, Prof Thomas Vadaya, highly understands the spirit of the training. His method of training is logical, systematic, practical and joyful. He is the best facilitator.

MS SNEHALATA RAJ, TE, DIET, Bhadrak: Training methodology is good. Prof Thomas Vadaya is an excellent facilitator. He encourages everyone to express their views. He gives positive feedback to the views of participants and build their confidence to open up in front of everyone. He helps the participants to actively participate in the discussion.

MS. RASHMITA KUMARI PADHY, TE, DIET, Jagatsinghpur: The training methodology is very good. It always gives us a new platform to perform my learning outcomes, our faculty Prof Thomas Vadaya is a good facilitator, he is also a good listener. We learn from him how to be a good listener with all his patience. He also remembers each and everybody's name which gives us positive strokes.

Sri Pradeep Ku Jena, TE, DIET, Gajapati: The personal experience is always feeling empowered due to the facilitative method adopted by the faculty in right sense. He does not force me to learn the concepts or mastered the skills, which helps me to learn the most.

Sri Manas Ch Rout, DIET, Tikabali, Kandhamal: I am fortunate enough that I got the opportunity to hear more valuable things from Prof Vadaya. Methodology for training is as per the level and need of the participants. Methodology was joyful, learner centred that facilitates the participants for their spontaneous involvement. The way of facilitation of the faculty is empowering me to eradicate my limitations and make me aware strongly with my talents and gifts. A beneficial impact of the facilitative way is embodied with me that will help me to prepare me in an effective manner.

Dr Bimal Ch. Swain, Lect, RNIASE, Cuttack: The training methodology was nice. More resource person should be involved in the programme.

Ms Reeta Gloria Ekka, TE, DIET, Sundargarh: My personal experience of the training methodology and the faculty's facilitative ways with the trainees is good, friendly and facilitative in nature.

Sri Balabhadra Pujapanda, DIET, Puri: It is unique to see the approach of the resource person to conduct the sessions. He was giving ample scope to react and share. He has lot of patience in handling the questions asked.

Ms Somya Das: He is an excellent facilitator. He listens patiently to each and everyone views and gives positive strokes which encourage everyone to participate and reflect on each part of the session.

Sri Ashok Kumar Digal, DPIASE, Berhampur: The faculty's facilitative process and skills was really a heart touching, mind blowing and attractive one. It impressed me a lot and frankly speaking i never seen such type of resource person in my life. Prof. Thomas Vadaya, really a resourceful person and having an outstanding personality and best facilitator.

Smt Nibedita Kar, DPIASE, Berhampur: The facilitators facilitative ways with the participants is excellent, heart touching and memorable. His patience, sincerity, punctuality is remarkable. These are actual learning points for me.

Sri Akhaya Kumar Mohanty, TE, DIET, Khurda: The methodology of the training is well prepared systematically and step by step. Many activities have introduced for better understanding. Interaction of the faculty with the trainees was very simple, understandable and skilful to achieve the target goal. The resource person have a unique quality of listening silently everything.

Sri Jayprakash Dash, TE, DIET, Sambalpur: The training was lively as it was related to personal experiences. I could able to understand the concepts related to my life and experiences and the faculty's facilitation was quite marvellous. He helped a lot in finding out our weaknesses and converts them into our positive thoughts. I gained a lot of strength from the classes and it helped me to resolve that I would change. Credit goes to the facilitator for helping me to be aware of myself.

Sri Purna Ch Brahma, Sr. TE, DIET, Mayurbhanj: All the sessions are collaborative learning. I am lucky to be a part of the training. The facilitator is the answer to every question.

Ms. Pravati Kumari Mohapatro, ETEI, Berhampur: Personal experience of the training is memorable forever, sweeter and applicable in all future situations.

Sri Ratindranath Ghosh, TE, DIET, Rayagada: The training methodology was very nice and well designed which directly communicate the module very lucidly. Prof Vadaya, impart the training in such a way, it seems as if i am in the process of remaking myself in the light of self discovery, self actualization, and self belief.

Sri Chitrasen Sethy, DIET, Kandhamal: The training methodology was very attractive and practical oriented. It helps me a lot to learn life skills which will

make my life resource full and make me happy, as a result i can grow and allow others to grow.

Sri Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar: I have learned a lot in attending the training in this phase. The training given by Prof Thomas Vadaya, is quite impressive. His methodology of training is proper and helps the trainees to think of their life problem. He is truly a good facilitator having a stress free life and jovial person. He maintains a good relation with the trainees. Every question of the trainees is handled by him so perfectly that, the whole have been satisfied out of seeing his excellence in dealing with them.

Sri Debabrata Moharana, TE, DIET, Gajapati: My personal experience of the training methodology and the faculty's facilitative ways with the trainees is excellent. I felt happy to be part of the programme. Methodologies used are very fantastic, reaching the core of the heart. These allowed me to get clarified earlier doubt I had regarding the concepts like creative visualization may be supplemented with simulations on the screen. The faculty facilitated in a suitable manner for the clarification of findings and getting experience.

Ms Lipishree Devi, TE, DIET, Sonepur: Our resource person Prof Thomas Vadaya sir is an excellent resource person, his method of approaching to the participants is excellent. Due to his good communication, cooperation, interaction etc everybody wants to interact with him more and more.

Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack: Methodology adopted by Prof Vadaya, is good but if it is done in our regional language it will be better for us to understand clearly.

Sri Sudarshan Santara, TE, DIET, Mayurbhanj: The experience cannot be described unless it is seen and felt by others. Methodology is - listening, say, do and learn.

Ms Smitashree Biswal, TE, DIET, Jajpur: The design of the training is innovative and creative. The trainer empowered the trainees with different skills like mindfulness, creative visualization, use of anchors etc through the facilitation process.



Dr Srutirupa Panda, NKC CTE, Angul: My personal experience of training is excellent, the methodology was flexible, demonstrative and learning as well as experience centred. The faculty's facilitative ways are appropriate. He used multiple ways that are really wonderful and relevant.

CAPACITY BUILDING REFRESHER TRAINING FOR TEACHER EDUCATORS

March 8TH to 12th, 2016 – (1st Batch)
March 14th to 18th, 2016 – (2nd Batch)

PROGRAM SCHEDULE

Session	Topics
DAY - I	
1.	Inaugural session
2.	Introductions, Objectives Reflection on Learning from 3 - phase training Sharing of Learning Outcomes in Smaller Groups Learning Outcomes: Plenary session
DAY II	
3.	Prayer, Report, Sharing of significant learning by participants Who am I?
4.	Mindfulness
5.	Purpose of Life
6.	Building on the Resources of Life
DAY III	
7.	Prayer, Report, Sharing of Significant Learning by Participants Creative Visualization
8.	Review of Communication Blocks
9.	Empowering Presuppositions
10.	Creating a Culture of Empathy
DAY IV	
Prayer, Report, Sharing of Significant Learning by Participants	
11.	Creating a Culture of Empathy / Problem Solving : Peer Mentoring
12.	Creating a Culture of Empathy : Peer Mentoring, contd.
13.	Motivation
14.	Open session
DAY V	
15.	Prayer, Report, Sharing of Significant Learning by Participants A Model for High Performance
16.	Looking Ahead : Action Plans
17.	Valedictory & Closing



Log of Significant Learning

Name	My Significant Learning	Action to be taken	Outcomes
Prabodh Kumar Hota, TE, DIET, Nuapada	Emotion is constantly changing. Thoughts and actions are complimentary to each other. But when thoughts combine with right kind of feeling an inward strength comes which produce result. If we stretch and expand our personality can grow. As an individual we may be able to contribute to our non self as well as society.	I shall try to enhance my personality by modifying and re-modifying my behavior in a proactive manner. This I shall do in my institutional and personal level. I shall lay more emphasis on positive psychology.	Along with the growth of myself the society and more particularly my student mass can be benefitted from the positive psychology which will be practically visible in their day to day life.
	Purpose of life is like a light house. My good health is my responsibility and not my doctor's.	I shall give importance to physical health	With healthy body I will be able to discharge my duties more efficiently.
	When I feel gloomy I shall relive my past.	I shall relive the happiest moment of my life.	It will boost my morale and activate me.
	The most important way of working is working with oneself. Previously I was worried about the fault of others. It is because I thought that a mistake of one person may pollute the environment. But today I knew that if we continue to do our work in our own way, result will be positive.	I shall not be judgmental in the work of others. Simply I should be consciously doing my work.	Concentration on work will give inner satisfaction and encourage my own self.
	Visualization comes first in mind and then in creation. So to visualize something I learnt not to undermine my abilities.	I shall have clear cut vision to use my abilities.	I can complete the task given to me in time.
	My practical knowledge for facilitation improved through demonstration.	I shall facilitate my students who have problems.	Facilitation will create student with a better understanding and awareness of themselves.
	For motivation the following questions are necessary <ul style="list-style-type: none"> • Inclusion • Expectation • Encouragement • Freedom • Cooperation • Team effort • Praise 	All these qualities will be followed by me while dealing with any problem or holding any programme at the institute.	It will benefit the students, institute and bring a sense of achievement in me.

K. Laxmi Senapati, TE, DIET, Remuna, Balasore	Discover your unique purpose	I will discover my strengths and weakness	I can perform all activities confidently in personal and professional life.
	Irrational thinking school be removed by rational thinking it may now in consciousness gradually it will go to subconscious mind and unconscious mind.	Whenever irrational thinking will come into my mind, I will not concentrate on irrational thought rather I will concentrate on rational ones.	I will become a good human being. Who could be near and dear of everyone.
	Self-awareness and should be more sociable.	I should talk to my friends, neighbors and my family members.	I will near and dear of everyone.
	Who am I? That concept is very important for me.	Whatever rate I am playing, I should be aware that first of all I am a human being.	I can understand needs and problems of others and I will help them in their need.
	Effective facilitation	Listen carefully the views of others and understand their problem as it my problem. Always make possible that "I am with him/her."	Can establish good relationship with others.
	Communication blocks like advising, arguing sympathizing are these in me.	I should control these communication blocks	I can build a good relationship with others.
	Happiness is within me. I can experience that one by relive.	I will do anchoring	I can live a happy life by relive.
	Signs of motivations	Always, I will motivate myself to complete my work effectively and perfectly.	I will be sincere person.
Snehalata Raj TE, DIET, Bhadrak	Thoughts are not reality. I will live in present. I will not worry about past and future.	<ul style="list-style-type: none"> • I will focus on any thoughts. • I will practice mindfulness 	<ul style="list-style-type: none"> • Self satisfaction • Smoother and happy life.
	Dare to dream, try to visualize and realize. I will have creative visualization in mind and put in to action to achieve goal.	I will have creative visualization, according I will plan and put into action to achieve the goal.	<ul style="list-style-type: none"> • Self satisfaction • It will help me to achieve my goal
	I will listen to my thoughts that lead me towards goal.	<ul style="list-style-type: none"> • I will practise mindfulness. • I will give focus on positive thoughts • I will perform creative visualization 	<ul style="list-style-type: none"> • I will lead a life that I want. • I will achieve success. • Self satisfaction

		<ul style="list-style-type: none"> • I will set goal and plan accordingly. 	
	Intrinsic motivation is more powerful than extrinsic motivation	<ul style="list-style-type: none"> • I will change my weakness into affirmative statement. • Focus on my strength 	<ul style="list-style-type: none"> • Self confidence level will increase • Self satisfaction
	<ul style="list-style-type: none"> • Right direction is more important than activity. • I will give more importance to right direction than activity to achieve goal. 	I will plan before doing activity and proceed accordingly	Life becomes enjoyable and meaningful.
	I will cultivate my mind with positive thoughts	I will give importance to positive thoughts I will find out positivity in every person.	Good relationship
	I will transform myself to transform others	<ul style="list-style-type: none"> • I will train myself. • I will reflect the way I do things • I will focus on positive qualities of others 	<ul style="list-style-type: none"> • Self satisfaction • Good interpersonal relationship both at personal and professional life.
	Self facilitation is best facilitations	<ul style="list-style-type: none"> • I will focus on my strength. • I will change irrational thoughts to rational one. • I will practice reliving 	<ul style="list-style-type: none"> • Personal and professional growth • Competence will be enhanced.
	I will focus on the solution not on the problem	• I will focus on right thought which leads to right action and I will upgrade the mind with positive thoughts	<ul style="list-style-type: none"> • Lead a smoother life. • Positive thoughts result right action.
	I will look at myself uniqueness.	<ul style="list-style-type: none"> • I will do mindfulness • I will ask myself what I love to do. • I will focus on my ability to do my duty. • I will listen to my inner voice. 	<ul style="list-style-type: none"> • This will how my unique talents and gifts. • Confidence level will increase. • More relaxed happy and balanced life.
Somya Das, TE, DIET Nayagarh	Creative visualization is in mind and to be put into action to achieve goal.	I will first believe in my vision and characterized my energy in that direction to achieve my goal. This will give direction to my work.	It will help me to active my vision and this will give me satisfaction and happiness.

	Irrational behaviour is due to the negative thoughts and this brings down our energy level	I will shift my irrational negative thoughts to positive ones by reframing and laying affirmation statements.	If I change my thought then I can channelize my energy and me this energy from motivation towards my work.
	Focus more on being a self and to love myself first and to repeat to myself that I am whole, compete and perfect.	I will try to focus on my present life and not to relate the happenings of present with past and blame myself for the happenings	This will help me to be happy, confident and positive.
	I will not focus on negative thoughts whenever it comes to me, I will observe it but let it go.	I will practice mindfulness	This will help me to be more relaxed and happy.
	Purpose of life gives direction to all our efforts and this gives energy to serve.	I will utilize my abilities for helping my student to solve this problem in teaching learning process.	This will give me self satisfaction that I have utilized my efforts in the proper direction and my students are benefitted from this.
	Weakness can be transformed into strength by saying positive statements repeatedly.	For this I will say affirmative statements repeatedly and this will change my negative thoughts to positive thoughts.	This is encouraging me to do my work successfully.
Binapani Padhy, TE, Khordha	Focus on possibilities not the problem	<ul style="list-style-type: none"> • I shall find different ways of the problems. • Create an eagerness within me to solve the problems. • I shall follow the steps at visualization. 	I shall be more confident to solve my problems.
	Visualization is not reality it is in our mind it prepares us to act / to work to achieve our goal	I shall belief than ask and than I shall show gratitude.	I will give direction to my work.
	<ul style="list-style-type: none"> • If you change, the way you look, the look at some one or something, then it appears to be changed. • I shall practice mindfulness • I learn to use another 	<ul style="list-style-type: none"> • I shall change my –ve thinking into +ve things. • I shall do mindfulness in my daily life. • I shall experience of reliving. • I shall do 	<ul style="list-style-type: none"> • I shall get self satisfaction • I shall be confident about myself • I shall lead a happy life.

		mindfulness	
	Self is bigger than mind	<ul style="list-style-type: none"> • I shall focus on my self • I shall practice mindfulness. • I shall give focus on +ve thought only 	I will get self satisfaction.
	I am in-charge of my learning	<ul style="list-style-type: none"> • I shall give time to myself. • I shall change my –ve thoughts into +ve one • I shall be aware about my behaviour and change accordingly. 	
	To create a culture of empathy	<ul style="list-style-type: none"> • I shall change my Reactive behaviour to proactive behaviour. • I shall think by keeping myself in that situation / problem. 	I shall be more empathetical in nature.
Pradeep Kumar Jena, TE, DIET Gajapati, Paralakhemundi	Right action in right time leads to positive results.	In every stage of life we should willingly receive the day to day challenges, may it be in professional or private life and our students should be inspired as such.	We can reform our society. We can create a society of responsible people.
	When we align our thoughts, feelings and actions to our purpose, life becomes enjoyable and meaningful.	Source times some teachers and parents restrict the little children not to express their thoughts and feelings. So some psychological barriers hinder the students to express anything, although good thoughts come to their mind. So, we shall strive and endeavor to remove such barriers from the mind of the students.	In future, the students shall not hesitate to take any step for the progress of his life and progress of society. They can enjoy their life. Through their endeavor the society can be reformed.
	In order to transform others. We should transform ourselves.	<ul style="list-style-type: none"> • I shall stop paying attention to others what they are doing. • I shall not pass any 	There will be a trust and transparency in my relationship with all.

		<p>judgment or criticism, about others.</p> <ul style="list-style-type: none"> • I shall always try to contribute to the society something according to my own ability without expecting anything. 	
Goutam Ku. Patra, Teacher Educator, DIET, Gajapati, Paralakhemundi	<p>To live a life which I have dreamt of I have to act continuously and to act passionately I need energy. For getting energy I do not have to depend on external sources, instead I can draw positive energy from the universe directly through creative visualization.</p>	<ul style="list-style-type: none"> • I will practice creative visualization consciously during the moments when my energy level is down. • I will give focus on making creative visualization as a way of my life. 	<ul style="list-style-type: none"> • My involvement in my action will be 100% in true sense. • I can lead a life when I can say I have acted to the best of my potential.
	<p>As there is no accident in the universe. So the miseries and sorrow that I have in my life are neither accidental in nature nor due to my destiny.</p>	<p>If I want my life to be free from miseries, the only thing that I can do is be good and do good with others.</p>	<p>Even if problems come in the way which are part and parcel of our life. I will be able to deal with them more constructively.</p>
	<p>As thoughts is not the reality. So I have to live a life where I shall not identify myself as well as my surrounding through my thought, rather I have to lead a life where I can observe, accept and let my experiences and thoughts as they are and choose the one which are beneficial consciously.</p>	<ul style="list-style-type: none"> • I have to practice mindfulness sincerely. • I have to look into my thoughts and emotions related to it from a different frame impartially. • I have to live in present and to accept the life as comes. 	<p>It will provide me the opportunity to discover the true potentialities of mine as well as my surrounding.</p>
Rashmita Padhy, TE, DIET, Jagatsinghpur	<ul style="list-style-type: none"> • I try to improve myself everyday in my life. • I try to be a good team leader. • I try to reduce my stress level. 	<ul style="list-style-type: none"> • To give effort, to take right action. • I give effort, good cooperation, understanding. • Accepting myself, leaving comparison reducing my weakness changing my emotional thought to rational ones 	<ul style="list-style-type: none"> • Success in my life. • To do my work in a better way. • Lead a happy life. • Success in my life.
	<p>Thought and feeling results to action. Thoughts are not reality. They are coming from our experience</p>	<p>If I want to change my action in a positive way I need to be aware about my inner world for</p>	<p>Good human being with positive mind thoughts.</p>

		this I need to change the way of look at the things.	
	<ul style="list-style-type: none"> • To create a culture of empathy. • Give emphasis on right direction. • Give emphasis on rational thoughts rather than irrational thought. • Self is bigger than mind 	<ul style="list-style-type: none"> • I shall change my reactive behaviour to proactive behaviour. • I will plan before doing any activity and proceed accordingly. • I will observe, accept and let it be practice mindfulness. • I shall focus on myself. • I shall practice mindfulness. • I shall give focus on +ve thought only 	<ul style="list-style-type: none"> • I shall be more empathetic in nature. • Life becomes enjoyable and meaningful. • Lead happy life leads to success. • Self satisfaction
	<ul style="list-style-type: none"> • I try to convert all my – ve thoughts to + ve thoughts, I accept myself as am I give emphasis on right direction. • Transform myself before transforming others. • To become a transition figure 	<ul style="list-style-type: none"> • I will plan before during any activity and proceed accordingly • I accept myself give importance to other views also. I will focus on my strength, reduce my weakness. • Not to pass any negative things to others. 	<ul style="list-style-type: none"> • I lead a happy life. • Self satisfaction • Personal and professional growth.
	Creative visualization is a powerful process and I realize it. If I visualize it I realize it. It develops confidence in me. So that it creates reality in my mind. I have to focus on my solution not to the problem. Four which I have to practice this technique.	Practice, mindfulness strengthening my strength and reducing my weakness give much emphasis on my rational thoughts.	<ul style="list-style-type: none"> • Relaxed lead a happy life. • It gives positive result.
	Anything I have to achieve in my life, first I have to be motivated	I have to give respect of other values, ideas, keeping in mind that all people are capable, valuable and responsible.	It leads to success in my life. It motivates me to complete other different task also.
	In order to achieve anything in my life first I have to prepare my goal.	After setting my goal, I have to plan for that and proceed accordingly	I will reach my destination.

Sri Bimal Charan Swain	Outer world is created by the inner world. So I will have to strengthen the inner world.	Strengthen the inner world through yoga, meditation, self-control, hard work etc.	Maintain a Peaceful life
	Success is not accidental. It depends upon sustained effort.	<ul style="list-style-type: none"> • Working hard till the goal is achieved. • Thinking about the problem regularly. 	Getting success
	Nothing is impossible in this universe. Things are possible with interest and effort.	<ul style="list-style-type: none"> • Continuous effort is required for achieving the goal. • Develop interest in the activity. 	Achieving the goal
	<ul style="list-style-type: none"> • Pro-active behaviour is the gift of awareness. I will adopt pro-active behaviour in life. • Self-analysis is the best technique to improve ourself. 	<ul style="list-style-type: none"> • Always find positive qualities in people. • Accept the positive things. • I will analyze all the activities before giving to bed. 	<ul style="list-style-type: none"> • Behaviour will be modified. People will accept. • Find out the mistakes and creating the mistakes.
	Mindfulness practice develops inner strength	I will perform mindfulness practice everyday	Control of anger and ego.
	Consciousness is energy.	<ul style="list-style-type: none"> • I will try to do all the things very consciously. • I will do the things after thinking about it. 	Things will be done in right direction.
	Good thoughts, feelings and actions make life enjoyable and meaningful.	I will try to bring good thoughts to my mind. I will feel good and take good actions.	Life will be peaceful.
	Pro-active behaviour is always better than reactive behaviour	I will practice pro-active behaviour in my personal and professional life.	Life becomes peaceful and happy. Others will feel happy.
	My life is printout of my thoughts. I will try to think positive things every day.	My thinking will always be positive.	Life will be peaceful.
	Before transforming others I will transform myself.	I will develop positive qualities.	Others will accept it and I will enjoy it.
	Change depends upon the person himself. I can change myself first and then try to change others.	I will change myself first.	Be a good human being.
	Universe is resourceful. I should explore the universe for my benefit and benefit of the society.	I will explore the universe for my benefit and benefit of the society.	Maximum utilization of the resource of the universe.
	Visualization is a powerful process. Visualization gives	I will visualize what I will be try according	My visualization will be fulfilled.

	strength to reality.	to that.	
	Dream becomes true if we by to achieve the things.	I will try to make the dream successful.	Achieving the purpose of life.
	Life is as conceived by thoughts and belief but it is chargeable.	I will try to renew my thoughts and belief as per the need of the present situation	I will be more adaptable to different situation.
	When we conceive the self as all pervading, I should find the self in every individual being, whether human being or other living being.	Try to bring the students in my institute to my fold irrespective their cartel race. Protect the natural environment.	My student teachers can be well nitrated to listen and do positive activities good mentoring.
	Functioning of Neuro-Science in the ongoing process of living.	I will try to reject negative thoughts	Better comfortable in my working style.
	Positive energy gives rise to positive thoughts.	Positiveness in practice should always aim at wider benefit. My thoughts	By improving positive energy. I will be happy in personal and professional life.
	I could better understand to balance my purposes of life in varieties.	I will re-plan my duty to meet the priorities as I fix my purposes of life.	I am balance my personal and professional life effectively.
	By knowing the strength and weakness I can give positive strokes to my weakness.	I will practice to think and act positively to overcome the weaknesses.	I can develop myself and better render my duties as a professional and personal member of society.
	Creative visualization leads a person to imagine a real situation as an end result.	A positive visualization will motivate me to become active by rejecting the negative thoughts	I can perform my duties with care and innovatively.
	Included facilitation exercise given exposure to practice.	Further practice will be done at institution level or otherwise.	I will be better in my performance level.
	Motivation leads to action, hence I have to bank on intrinsic motivation which comes from creative visualization. Unless some one visualizes the goal he has to achieve, he cannot plan and execute.	I will motivate the unwilling and inactive student teachers by making them to understand the purpose of life and purpose of their profession.	I will be able preference willing and dynamic teachers who age empathetic.
Ayesha Tanwir, DIET, Tikabali	Thought + Feeling = Action Thoughts are not rectify. They are coming from our experience.	If I want to change my Action is a positive way I need to be aware about my inner world. For this I	Good human being with positive mind thoughts.

		need to change the way of look at the things.	
	Self-inquiry technique	Whenever there is a problem I will try to keep asking myself repeatedly to reach at the correct solution.	Getting better result everyday and every way.
	Listen to yourself and make your own decision	Always I will try to listen to my inner voice.	Self-satisfaction I will get.
		When I observe any pain I accept and let of be. The way of come at can go also.	Positivity will be increase and my happiness will increase.
	Observe-accept let it be.	Any pain come to me observe, accept and let of be.	The problems can go automatically as it came.
	Transform my self to transform others.	I shall listen to my inner voice and accept myself and lone myself.	I may get a better way to transform others. And I will be able to get into myself.
	I shall practice mindfulness	I shall experience of reliving and anchoring.	I shall be confident about myself.
	I learn to use affirmation sentences	I change my negative thought into affirmation.	I shall get inner satisfaction.
	The more I focus on my problem the more I get onto the problem.	I will try to focus on more on possibilities by visualizing.	I shall get different may to some my problems.
	Visualization is not rectify if is on our mind of prepares us to act / to work, to achieve our goal.	<ul style="list-style-type: none"> • I shall be light than ask and then I shall show gratitude. • I am going to learn my comfort zone, and prepare a perfect blue print. 	I will give direction to my work with new direction.
	Motivation – I need to it to achieve anything in my life and I am also trying motivate my students.	I need to create a inductive environment at my institution, by intrinsic and extrinsic motivation.	It helps me to move ahead in my work.
	Belongingness – It is important for a human being.	I will respect to the concern of my coccyges and my family members.	My energy level grows higher.
Reeta Ekka, TE, Sundargarh, Sankara	Gloria DIET, Success is not automatic, not accidental. It is sustained success learnable.	When even I want to do anything both positive and negative thoughts come in my mind but I will look into the positive	I get success in my life both in personal as well as professional growth of myself.

		thoughts and beliefs and work with positive attitude and try to convert the negative thoughts to positive one.	
	Thoughts create our life but thoughts are not reality. Both positive and negative thought come into our mind. But negative thoughts prevent me to do anything and looking in to positive thoughts I can do action. Whenever I go to do anything take account to others thought so I can't do anything.	<ul style="list-style-type: none"> • Focus on the present and take the positive thoughts • Accepts others thought but give prior to my positive thoughts. 	<ul style="list-style-type: none"> • I will get satisfaction • I will get success in my personal as well as professional work
	Transform myself to transform others.	Clarity in my thoughts understands myself, work with myself for betterment.	<ul style="list-style-type: none"> • Personal purifications • Good interpersonal relationship
	I have all the resources that I need	I reform my mind strengthens my strength, convert my weakness with strength by affirmation statement.	I get the positive result I want in my personal as well as professional life.
	Creative visualization energizes us. I must visualize first the thing I want to achieve or I desire.	Practicing mindfulness I practice to visualize and create a mental map and focus on the possibilities.	<ul style="list-style-type: none"> • Energize / empower and give direction to me to achieve the desire. • Feel happy
	For motivation expectation, encouragement, freedom, cooperation, praise are necessary.	<ul style="list-style-type: none"> • I give freedom to my pupils • I keep expectation forming pupils that can do the work • Encourage them to do the work in my class and provide cooperation and praise for their work. 	They get motivated while doing the work and feel happy and empower them self to do the work.
Ms. Kabita Choudhury, DIET Sundargarh	I have created my life through my thoughts and beliefs	My thoughts and beliefs become positive and proactive behaviour	I can lead a happy life.
	Both positive and negative thoughts come in my mind when I go to do any work	Observe and accept the thought what evaluating and judging and focus in present.	Self satisfaction
	I have all the resources that I	I try to strengthen	I get the positive

	need	my strength and convent my weakness into affirmation.	result and want in my personal as well as professional life.
	I will stop given suggestion when I facilitate other	I become an active listen attend the facilitatee with all the aspect of psychical attending and under stand their feelings and give respond accordingly to get more way to gets solution for the problem.	Good facilitator
Manas Chandra Rout, TE, DIET, Tikabali, Kandhamal	Positive thought initiates positive feeling	<ul style="list-style-type: none"> • Will take each and every action in a positive way. • Changing the attitude of finding the negativity in each and every person 	<ul style="list-style-type: none"> • The surrounding where I am will be positive • I will feel relax and happy. • Good intra personal and inter personal rapport will be developed.
	Elimination of self doubt eliminates my fear	<ul style="list-style-type: none"> • Will manifest self doubt to others. • Seek the help of experienced person • Will act and practice on the concept that have doubts 	<ul style="list-style-type: none"> • Professional growth • Confidence level will increase
	Mindfulness relives my body and mind.	<ul style="list-style-type: none"> • Control over my negative thoughts. • Practice yoga, Pranayam. 	<ul style="list-style-type: none"> • Physically and mentally relaxed. • Concentration level will increase
	Setting the purpose of life paves the way to identify my vision and mission	<ul style="list-style-type: none"> • Identification of my strength. • Engage me with available resources • Continuous effort / endeavor to reach my destination. 	<ul style="list-style-type: none"> • Will make the work easier and help the beneficiaries. • Utilization of my talents and gifts. • Drives towards perfection.
	Relive of my experience makes me to behave spontaneously	<ul style="list-style-type: none"> • Dissociation with the present moment • Will experience the past moment, past thing and past situation 	<ul style="list-style-type: none"> • Behavioral changes will occur • Will enhance my present activity.
	Continuous reframing of weaknesses to positive statement will boost me to	<ul style="list-style-type: none"> • I will perceive the works as they are • I will identify and 	<ul style="list-style-type: none"> • Transformation of weakness into strength

	act upon it.	diagnose the process and engage me with the action to utilize my strength and also of others	<ul style="list-style-type: none"> • Mental equilibrium will be stable. • Encouraging self and also others
	Creative visualization is the platform to channelize my action.	<ul style="list-style-type: none"> • Identification of the position what I wish to be. • Integration of action to arrive at the destination. • Practice visualization and creative visualization and creative visualization • Proper planning 	<ul style="list-style-type: none"> • Development of myself actualization • Cultivation of my talents to make their best utilization
	Self awareness creates self motivation	<ul style="list-style-type: none"> • I will recognize my positive thoughts • Make visualization • Take accountability 	My capacity and also others capacity will be enhanced
Dr. Narendra Kumar Rana, Reader in Education, NKC CTE, Angul	Success breeds success.	Making efforts to be successful in every moment of life. My thought and work must be in tune with my action.	It would help me learning how to be successful in every walk of life.
	Thought and feelings lead to action	Changing thought and feelings for my own activation to lead a successful life in personal and professional life.	Learn also change my negative thoughts of feelings and make me action oriented for achieving.
	Be in the present	<ul style="list-style-type: none"> • Through mindfulness concentration must be our present. • I am whole, complete and perfect. 	<ul style="list-style-type: none"> • Be careful to take care of my present situation. • It would help to know myself, my activities, provide some.
	Change in thought change everything in life.	<ul style="list-style-type: none"> • To be introduced with situation (present) • Avoiding all sorts of unnecessary of trivial thoughts. • Acting as required at present moment. 	To lead happy of hassle free life
	Now (today) more important than yes five day (past) and tomorrow.	<ul style="list-style-type: none"> • Stress on present movement life, situations discovering and exploring our 	To take care of present and through practice of 'mindfulness technique live

		<p>potentialities;</p> <ul style="list-style-type: none"> • Practicing Mindfulness, techniques 	happily and successfully.
	Transforming our self for transforming others	Take efforts to understand me first and help to explore my potentialities.	Become positive in thought and action.
	Discovering my resources	Programming our subconscious mind	Can understanding potentialities and asking actions accordingly.
	Recalling to reliving	Experiencing within, feeling right and doing positively	Associating positive thoughts dissociating negative thoughts (recalling) to receiving.
	<ul style="list-style-type: none"> • Imagination is a creative act. • Creative visualization helps in creating the things of our choice and desire. 	Dreaming to create something exceptional which an energies the dreamer to achieve set goals	<ul style="list-style-type: none"> • Achieving the goal • Thinking positivity and act accordingly.
	Motivation is the source of energy	Try to be intrinsically motivation	Discharge my duty successfully being self motivated.
Sri Ashok Kumar Digal	Mindfulness	I will try my level best to alert and	Perfection in work
	Good listening and speaking skill	I will respect the views of others, listening carefully and then I will speak	Leads to good facilitator
	Self Discovery	I will identify my strength and weakness	Self confidence
	Opportunity to learn and grow	I will accept any opportunity If I got any opportunity to teach and grow.	Professional development
	Teacher educator as leader	Whenever Our Principal assigned any task to me I used accept the task easily and take initiative to complete the task successfully.	Good leader
	Managing Stress	After the training program, I really proactive for morning and evening walk, listening music, yoga and try to establish good relationship with my colleague.	Stress free educator

	Working together in Team	I give respect to the views of others and accept the quality of others. Try to develop WE feelings instead of I.	Good facilitator
	Communication Blocks	I will try my level best to avoid communication blocks at my personal and professional life.	Good communicator
	Transition figure	I will practice not to pass any negative message	Self satisfaction
	Recalling VRS reliving	I will practice myself	I will get peace
	Self -awareness	I will identify my strength and weakness and accordingly I will act	Self confidence
	Creative Visualization	I will visualize myself and act accordingly	For happy and peace
	Skill of Facilitation	I will practice in my personal and professional life even with friends and relatives.	Communicator or good facilitator
	TOTE model of problem solving	Practice at my level for solving the personal and professional life.	Enhance problem solving ability
	Empathy and Sympathy	I will practice both at personal and professional level	Positive thought of mind
	Motivation	I will practice the different skills of motivation at my professional level	Best motivator
	A model for high Professional	After practicing the skill of high professional I will become a good professional.	Good achiever and learner
	Communication Blocks	I will avoid different communication blocks in my life	Effective communicator
	Teacher educator as leader	I will practice and develop the good qualities of a TE and leader	Effective Teacher Educator
Dr. Sanjyukta Bhuyan	I will cultivate my mind with positive thought	I will remove all negative thoughts from my mind and always generate positive thoughts.	Minimise negative thoughts and increase inner peace.

	I am Healthy today, I will be healthier tomorrow	Everyday I practice Yoga for one round I will continue it.	My health will improve.
	Mindfulness practice gives me inner peace.	I will practice everyday.	Inner peace.
	I am not worry about my past and future, I will live the present with utmost satisfaction.	Planning for the personal and professional life, Which work will be done in which time with priority basis.	I will be happy and make others be happy.
	By changing my thoughts, I can change myself	I will eliminate the irrelevant/ unnecessary thoughts. I will only choose the relevant one.	
	my life is creative for myself	I will write poem and share with my family members and friends.	
	I reframe my weakness, which are boost my energy	I will make the affirmative statement of all my weakness. I will repeat it in my mind.	These will be my strength.
	My happy experiences are my resources	I will relive on these. I will make trigger point of that.	Feel happy and get energy from these experiences.
	I live my life alignment with the Universe. I will visualize what type of healthy life I want	Before going to visualize I will make a mental map. I will focus the possibilities not the problem. After visualization I will act on the basis of mental map.	Become healthy and Happy
	I will became an inspiration model before the student.	I shall do inspired action.	Purpose will be fulfilled.
Dr. Srutirupa Panda	We should go beyond our own obvious thoughts and beliefs.	I have to go beyond limited thoughts and beliefs.	I can explore more possibilities.
	I have to work for creative visualization by developing and utilizing existing resources with in me.	I will identify the resources existing in my environment that can help me to enhance my skills of facilitating prospective.	I can define my facilitating skills.
	We should not limit ourselves with difficulties. But I have to change my thoughts & beliefs.	I will develop some creative problem solving strategies to overcome difficulties.	I can solve various problems and difficulties coming in the way of achieving my objectives.

	Right purpose shows right direction and that leads to right action.	I will behave according to my objective.	My behaviour and action will be more refined.
	I am the cause of how others treat me	I have to practice mindfulness to avoid conflicts and to create peaceful environment in the family and institution.	I can make others happy and Reduce my complaining habit.
	Inner resources should be built to enhance competence.	I will use my sub conscious mind as resources.	More productivity and creative thoughts can be involved.
	Communication block, criticism should be avoided.	I will use feedback session instead of criticism.	Students can nurture their potentiality, use self assessment and they will be happy.
	Qualitative shift is transformation	I will shift my perception in true direction.	Growth & development in society can be achieved.
	Technique of facilitation. We have to understand the person the way he understands from his own prospective.	I will practice the activity of facilitation.	I will be an expert in facilitation.
	Process of problem solving	I will use technique of problem solving	My personal life and professional life will be free from problems
	Understanding subconscious mind helps in creative visualization	I will use creative visualization.	I can create what I want by imagination.
	Explore a model of high performance.	I will utilize model of high performance in my personal and professional work.	I will be a high performer or an expert in the field of teacher education.
Sri Chitrasen Sethy	I will increase my confident level in my daily life.	I will accept the reality and practice mindfulness, self awareness, positive thought.	I will perform my work more smoothly and overcome the term impossible and I can find a alternative way to make impossible into possible.
	I will keep myself at present moment and behave consciously.	I will practice mindfulness and self awareness.	I can reduce my stress and increase my happiness

	I will keep contact upon my thought process.	I will only observe the situation without any comment.	My inner environment will be stable and outer environment will be joyful.
	I will make impossible into possible	I will visualize previous experience creativity keeping it as present.	I will success what I intend to do.
	To help others self growth is essential so first I will grow myself.	I will reflect my work.	I will grow and help others to grow.
	I will always keep myself happy as it gives positive energy.	I will always remain happy	I can handle situations easily with good result.
	I will be a good motivator	I will visualize my goal with creative ability.	I will success and help others to move forward.
Sri Rathindra Nath Ghose	It is my thought and belief that guides me	everyday I practice Yoga for one hour and I will continue it.	Solve my problem
	What you resist will persist	Accept the reality	I feel comfortable and work smoothly.
	Importance of self inquiry and discovery	I try to inquire/analyse myself for my action.	It can uplift my thinking and ways of doing work.
	Each of us is unique	I have to establish the uniqueness with me interims of talent, lifts and abilities	I can give my best as far as possible.
	I treat myself as a resourceful person.	I try to utilize my thoughts and beliefs as much as possible.	I can solve many problems in my life.
	It is important to be aware of my strength and weakness.	Always try to observe and reflect me in the light of my action.	I can refine my behaviour
	I need to be happy for no reason.	I try to think/ realize /imagine my success stories	I can reduce negativity within me
	I should be a good facilitator	I try to reduce using communication blocks during my facilitation process.	I can empathically deal with the situation.
Sri Sudarshan Santara	My life will make with conscious effort.	Mindfulness, Observing objectivity	Successful life, peace of the life
	My life's purpose will be influencing others.	I will use my potential to achieve the objective and purpose of my life.	Happy and peaceful living.
	As we live in a interconnected energy world- I must have to feel myself energetic and reflect the resources I	Have mindfulness, Visualization practice, Think always positively	Resourcefulness, Energetic

	possesses.		
	Problems of my life should be acknowledged carefully and accordingly shared to others for smooth living.	Sharing and discussion with others and explore the way of attending the problem through discussion.	Peaceful living
	As everybody/ everything is energetic, I will see the things/ person objectivity to manage myself effectively	Mindfulness and be still to see the things objectivities.	Positive attitude
	I will use my conscious mind based on the facts/ Data, and it will be sent to the subconscious level.	Practice to observe the things objectivity.	More rational & learn effectives.
	Reliving gives more pleasure than recollection. So I will have to practice the reliving situation to enjoy the self & remain always pleasant.	Practice more to attend the situation of reliving.	Peaceful & enjoyment.
	The Principe of my behaviour should be always observe and accept the situation.	Always observe the situation and don't react.	Tension free life.
	Success comes only through involvement of any activities.	Involve myself in any learning activities to get the juice of success.	Awareness and success leads to the growth of my self and profession.
	Real resources are always within the individual.	Work on believing myself and my potentialities and work for self growth.	Increase self confident and believes for self development.
Ms. Snehalata Raj	Thoughts are not reality. I will live in present. I will not worry about past and future.	I will focus on my thoughts and practice mindfulness	Self satisfaction, Which will help to achieve my goal
	I will follow to my thoughts which lead me to achieve my goal.	I will practice mindfulness, give focus on positive thoughts, perform creative visualization, set my goal and plan accordingly.	I will lead a life that I want and achieve success and self satisfaction.
	Intrinsic motivation is more powerful than extrinsic motivation	I will change my weakness into affirmative statement and focus on my strength.	Self confidence level will increase.
	Right direction is more important than activity.	I will plan before doing activity and proceed accordingly.	Life becomes enjoyable and meaningful.
	I will cultivate my mind with positive thought	I will give importance to positive thoughts. I will find out positivity in every person.	Good relationship.

	I will transform myself to transform others.	I will train myself and reflect the way I do things. I will also focus on positive quality of others.	Self satisfaction, good interpersonal relationship both at personal and professional life.
	Self facilitation is best facilitation	I will focus on my strength, change irrational thoughts to rational one and practice reliving.	Personal and professional growth, competence will be enhanced.
	I will focus on the solution not on the problem	I will focus on right thought which leads to right action and I will upgrade the mind with positive thoughts.	Leads a smoother life. Positive thoughts result right action.
	I will look at myself uniquely.	I will do mindfulness, ask myself what I love to do, focus on my ability to do my duty, and listen to my inner voice.	This will show my unique talents and gifts. My confidence level will increase more relaxed, happy and balanced life.
Sri Prabodh Kumar Hota	Emotion is constantly changing. Thought and actions are complimentary to each other. But when thoughts combine with right kind of feeling an inward strength comes which produce result. If we stretch and expand our personality can grow. As an individual we may be able to contribute to our own self as well as society.	I shall try to enhance my personality by changing my behaviour in a proactive manner. This I shall practice in my institutional and personal level. I shall lay more emphasis on positive psychology.	Along with the growth of myself the society and more particularly my student mass can be benefited from the positive psychology which will be practically visible in their day today life.
	Purpose of life is like a light house. My good health is my responsibility	I shall give importance to physical health	With healthy body I will be able to discharge my duties more efficiently.
	The most important way of working is working with oneself. Previously I was worried about the fault of others. It is because I thought that a mistake of one person may pollute the environment. But today I knew that if we continue to do work in our own way, result will be positive.	I shall not be judgmental in the work of others. Simply I should be conscious doing my work.	My concentration on my work will give me satisfaction and encourage my own self.
	Visualization comes first in mind and then in creation. So to visualize something I need work on my abilities.	I shall have clear cut vision to use my abilities.	I can complete the task given to me in time.

	My practical knowledge for facilitation improved through demonstration.	I shall facilitate my students who have problems.	Facilitation will create students with a better understanding and awareness of themselves.
	For motivation the necessary qualities are Inclusion, expectation, encouragement, freedom, cooperation, team effort and praise.	All the qualities will be followed by me while dealing with any problems or holding any programme at the institute.	It will benefit the students, institutes and bring a sense of achievement in me.
Ms K. Laxmi Senapati	Discover your unique purpose.	I will discover my strengths and weakness.	I can perform all activities confidently in personal and professional life.
	Irrational thinking should be removed by rational thinking.	I will concentrate on rational thinking instead of irrational thinking.	I will become a good human being , who could be near and dear of everyone.
	Self awareness and should be more sociable.	I should talk to my friends, neighbours and my family members.	I will be near and dear of everyone.
	Who am I? That concept is very important for me.	Whatever role I am playing, I should be aware that I am a human being.	I will understand the need and problems of others and I will help them.
	Effective facilitation	Listen carefully the views of others and understand their problem as it is my problem. Always make possible that "I am with him/her".	I can establish good relationship with others.
	Communication blocks like advising, arguing, sympathising are there in me.	Listen carefully the views of others and understand their problem as it is my problem. Always make possible that "I am with him/her".	I can build a good relationship with others.
	Sign of motivation	Always, I will motivate myself to complete my work effectively and efficiently.	I will be a sincere person.
Somya T.E, Das DIET, Nayagarh	Creative visualization is in mind & to be put into action to achieve the goal.	I will first believe in my vision and channelized my energy in that direction to achieve	It will help me to achieve my vision and this will give me satisfaction & happiness.

		my goal. This will give direction to my work.	
	Irrational behaviour is due to negative thoughts and this brings down our energy level.	I will shift my irrational negative thoughts to positive one by reframing & saying affirmative statement.	If I change my thought then I can channelize my energy and use this energy for motivation towards my work.
	My significant Learning is to focus more on self & to love myself first & to repeat for myself that I am whole, complete & perfect.	I will try to focus on my present life & not to relate the happenings of present with past & blame myself for the happenings.	This will help me to be happy, confident and positive.
	Purpose of life gives direction to all our efforts & this channelizes energy to serve.	I will utilize my abilities for helping my students to solve their problem in teaching learning process.	This will give me self satisfaction that I have utilized my efforts in the proper direction & my students are benefitted from this.
	Weakness can be transformed into strength by saying positive statements repeatedly.	For this I will say affirmative statements repeatedly & this will change my negative thoughts to positive thought.	This is encouraging me to do my work successfully.

Based on the training content what were the most significant learning and those you were going to use it in your personal and professional life:

Smitashree Biswal	<ul style="list-style-type: none"> ➤ Every day and every way I am getting better and better in my physical condition. ➤ Action Plan: I do yoga and pranayama every day. ➤ Listen and sing song for my satisfaction. ➤ Change my negative thoughts by transforming it into affirmation. ➤ Professional life: every day and every way I am getting better and better in my teaching ability. ➤ Action Plan: I use ICT during my transaction. ➤ I read and write everyday to update myself. ➤ I share the learning with my colleagues and encourage my colleagues to share in group for their development.
Ashok Ku Digal	<ul style="list-style-type: none"> ➤ Self-discovery & Self-empowerment, Skills of facilitation & Mentoring, Communication blocks, Reactive and Proactive, Self & Ego, Teacher Educator as Leader
Dr Bimal Charan Swain	<ul style="list-style-type: none"> ➤ Reactive to Proactive Behavior, Listening Skills, Managing stress, Leadership quality, Creative visualization
Prabodh Kumar Hota	<p>Personal Life:</p> <ul style="list-style-type: none"> ➤ Self-awareness, Motivation, Stimulating the thought process, Goal oriented action plan, Help ones' own self <p>Professional life:</p> <ul style="list-style-type: none"> ➤ Being proactive, Being determined, Cooperative attitude, Being the leader, Being punctual, Take the responsibility.
Reeta Gloria Ekka	<ul style="list-style-type: none"> ➤ Self-acceptance, self-awareness, proactive behaviour, stop using communication blocks, work as a facilitator
Manas Chandra Rout	<p>Personal life:</p> <ul style="list-style-type: none"> ➤ I will practise mindfulness to relieve my body and mind. ➤ I like to reframe my weakness into strength by continuous engagement with activity. <p>Professional life:</p> <ul style="list-style-type: none"> ➤ I will accept my new work from my authority that will energize me positively to utilize my ability. ➤ I will respect my students and colleagues view to promote group work and develop sense of belongingness.
Pradeep Ku Jena	<ul style="list-style-type: none"> ➤ When we align our thoughts, feelings and actions to our purpose life becomes enjoyable and meaningful. ➤ In order to transform others we should transform ourselves. ➤ A negative mind cannot give us a positive life.
Goutam Ku Patra	<ul style="list-style-type: none"> ➤ I will practice creative visualization sincerely to bring positive energy to my work and life. ➤ I will practice anchoring to locate my source and my energy.
Rashmita ku Padhy	<ul style="list-style-type: none"> ➤ I will practise mindfulness, to be proactive, self-awareness, accept myself what am I, give much emphasis on my rational thoughts, irrational thoughts should be reduced. I will manage my stress, I have to prepare my goal before doing any activity for which I have to choose a right direction in order to reach my goal. My thought is related my behaviour so I have to change my thought.
Somya Das	<ul style="list-style-type: none"> ➤ Facilitation, mindfulness, reactive to proactive behaviour, managing stress, goal setting, creative visualization, self-awareness and self-acceptance, which will help me to be

	focused, energized, channelize my work in my personal and professional life to lead a balanced happy life.
Ayesha Tanwir	➤ Facilitation, visualization, motivation, mindfulness, reactive to proactive behaviour which can be use both in the personal and professional life for better growth.
Balabhadra Pujapanda	➤ Mindfulness practice, thoughts, believes and attitude, mental stress and its management, communication skill with reference to transactional analysis, facilitative leadership and mentoring, creative imagination.
Dr Sanjukta Bhyuan	<p>Personal Life:</p> <ul style="list-style-type: none"> ➤ Changing of negative attitude into positive (Make affirmations) ➤ Mindfulness practice and conscious awareness to improve my physical illness, (Practice yoga) ➤ Facilitation process also empowers me. ➤ My life is creative for myself. I will write short stories and poems. <p>Professional life:</p> <ul style="list-style-type: none"> ➤ I will adopt facilitation process in college and in hostel. ➤ I will identify the communication blocks used in my class room and avoid these and empower my students so that they explore their problems and solve it.
K Laxmi Senapati	➤ Self-awareness & Self-discovery, mindfulness, facilitation process and avoid communication blocks
Sudarsan Santara	<p>Personal life:</p> <ul style="list-style-type: none"> ➤ Mindfulness, visualization, facilitation & Mentoring, Relieving. <p>Professional life:</p> <ul style="list-style-type: none"> ➤ Facilitation & Mentoring, communication blocks, mindfulness
Dr Narendra Ku Rana	➤ I will help me how to be a good facilitator, how to manage stress and exploring the potentialities within and act upon them. I would be reactive to proactive. Treat my colleagues and friends one with me.



Action Plan

Action Plan

SL. No.	Name	My Personal life	My Professional life
1	Mrs. Nibedita Kar	I will focus what is the need of the present hour, live in the present moment. Think of the present moment. What is the most important for me? I will do accordingly. I will not attach with the past moments, which hurt me a lot. I only live with the pleasant moments.	If one person can do something, anyone can learn to do it. This is the thing which I always remember. In my mind, so that every student should do everything, there is no individual difference.
		Happiness is our birth right. Being Stitapragyan I got this right and help my child to be happy. I will stop using the phrases like blaming, Evaluating to my children and my family members.	I must go beyond the resources available outside. Because all the resources are within us. We have to find it in our thoughts and use it in the classroom situation.
		Programming my mind, as "negative mind cannot give me a positive life". Strengthen my strength, affirmative anchoring to my negative thinking.	I adopt data based evaluation not thought based evaluation. I facilitate the students empathically. In our college I will change the name of criticism class to feedback class, and do the things accordingly.
2	Prabodh Kumar Hota	Health is an important concern for me. I believe that if I keep a good health it will help grow my personality. I will be free from any physical problems. A sound mind lives in a sound body. I shall keep myself fit by Yoga, Pranayam and walk.	I will bring out a magazine for my Institute. I have already brought out four editors of wall magazines. Now I want to get it in book form.
		In the personal life giving time to my family is also very important. I can live happily when I can give time to my wife and child. Also I resolve to pay more attention to my household affairs. I will spend leisure with them.	I shall make myself more involved in-service training programme.
		I have decided to bring out one English poetry collection, one Odia poetry collection and one short story (Odia) collection. I have already written those works. Simply I have to contact a publisher and get them published.	I shall take more co-operations from my students while doing my work in the institute.

3	Sri Guru Charan Sahoo	Develop my mind fullness- It is the state of consciousness. So that I will continue to practice it. Always focus on the present moment without judging.	Avoid the communication stoppers- In my professional life always I will try to avoid touse the communication stoppers for the betterment of the students of my institute as well as my own.
		Avoid Comparing- I will try to avoid comparing to others. So that I continue my practice in my personal life for my own development.	Development of leadership quality- I will try to develop my leadership quality for my professional growth as well as the betterment of the students and the institutions.
		Develop the Empathy- I will develop my power of empathy so that I will try to solve the problems of others not by sympatric way but by empathic way.	Facilitating the students- When I facilitate the students, I most attend and listen to the students and try to understand the problems of the students and solve the problem by empathically.
4.	Ms. K. Laxmi Senapati	1. I some cases, I used to beat my son (4 years), scold him without understanding, why he did that one. But after attending this training programme, I carefully observe him and also listen to him and also understanding mental level. So that he is expressing everything.	In our DIET, one of my colleague is there who is very introvert and she never share anything to anyone. Before I used to pass comments to her but now I have changed my way of thinking. So that good relationship is established with her.
		2. When I got this job as Teacher Educator, DIET, Baleswar. My In-laws refused me to join because long distance from Ganjam to Baleswar. At that time, I was very much disgusted. But after attending this workshop, I am able to understand, their love towards me and I thought that one in a positive way that because of love and care, they refused me to join in that job.	I used to devote my spare time by taking the class of other pupil teacher if they delay for their class in the first period. Because the students will be in fresh mind.
		Whenever, there was argument between me my husband, I used to argue before listening what he is saying. But now I am carefully listening to him and also I felt that whatever he is saying that is helpful for me. Now I am a good listener and the relationship among us is	I interact myself more and more with teacher educators as well as with students to gain more and more knowledge.

		very good.	
5.	Ms. Binapani Padhy	I shall change my reactive behaviour to proactive behaviour and accept different situations positively and act accordingly.	I am not comparing one student with other and I shall not use communication barriers like praising, ordering/ directing, advising. I shall promise to the action not to the person.
		I shall not compare any self with others and try my best avoiding using communication block/ barriers like praising and directing.	I shall not sympathies to others rather I shall be empathically in my behaviour.
		I shall practice mindfulness in my daily life. It will help in building concentration. I shall practice very carefully in my daily life. It will help in building concentration. I shall give focus on me and give time to me to lead a happy life.	I shall be a good facilitator. I shall respect to other view, I shall change my negative thoughts into positive one to lead a good professional life.
6.	Ms Somya Das	I will be proactive in my behaviour, be patient and not react to a situation immediately & accept the situation and the person as they are and be empathic in my approach. This will help me lead a happy and stress free life.	To have vision of my institution as this will give direction to our work for the betterment of teacher education. This will help me to do my work in a planned way.
		I will have a purpose of life like (i.e. for my family) as it will give direction to the efforts that I will be doing for my family to lead a happy & peaceful life.	When we are working in a team we have to keep faith and believe in each other, which increases the team productivity as well as boost up our confidence.
		I will not focus on my negative thought whenever it comes to me, I will observe it but let it go and I will practice mindfulness. This will help me to be more relaxed and be happy and balanced.	I always used to adopt the new strategies to teach my students which will help in their potential development as well as build up their confidence. It gives me self satisfaction
7	Ms. Snehalata Raj	I will not use communication blocks like advising, co-operating, directing. I will try to understand my family members. Everyone is gifted with some unique quality so I will be focusing on their strength and help them to grow.	I will not use the communication blocks like advising and comparing for my students. I will respect them and their views. I will focus on their strength and ability.
		I will be proactive in my behaviour and should not react immediately. I will accept the person or the situation as it is. I will think and then will respond.	I will become a transition figure in professional life and also stop transmitting negativity. I will accept them. I will watch my words and actions before

			executing.
		I will focus on positive thoughts our thoughts, beliefs, feelings create our life. Right thought leads to right action and gives right results. I will ignore negative thoughts as negative thoughts bring troubles. Whenever negative thoughts come to me, I will observe it and let it go.	I will be empathetic to my students and colleagues instead of sympathetic. I will listen them actively and help them to discover their resources to solve their problems. I will understand them; I will respect them and their views.
8	Rashmita Kumari Padhy	I have to set my goal for which I have to plan, give effort and choose a right direction. I want to be a successful person by achieving my goal of life.	To have positive thought for my colleagues, my institution and my work. Which will develop a good rapport with my colleagues? I will develop positive attitude and proactive behaviour.
		I will be proactive in my behaviour, be patient and not to react to a situation immediately and accept myself. This will lead me a happy life.	To have a vision for my institute as this will give direction to my work for the betterment of teacher education and produce good teachers.
		Both rational and irrational thought come to my mind. I will give more emphasis on rational thoughts. I observe, accept and let it be so that I lead a happy life.	To believe, have faith, trust on my colleagues when we are working as a team. This will help to boost up our confidence in doing our work and this will increase the productivity.
9	Pradeep Kumar Jena	I resolve to practice mindfulness more sincerely to live in present and to accept the life as it comes.	I resolve not to let down my students in any manner as they are the reason of my existence as a teacher educator.
		In order to get positive energy from the universe, I resolve to do well to others.	I will not impose my perceptions and understanding in my students as well as on my colleagues, rather I will help them to make their perceptions perfect.
		I will use creative visualization to change up my action.	I will take every assignment in my professional life as an opportunity to learn.
10	Manas Chandra Rout	I will make self facilitation and also act as a facilitator to my wife and family member.	I will excuse any work with the help, sharing and respecting the views of my colleagues. That will help for my professional growth.
		I will remember my weakness. Continuous reframing will boost me to act upon my weakness and change these to my	Any new work that will be my authority, I will accept it gladly. As a result I will make use of my strengths.

		abilities.	
		I will practice mindfulness. This will improve my level of concentration.	I will state my vision clearly. Because clear vision helps to organize the mission clearly and constructively.
11	Goutam Kumar Patra	I resolve to practice mindfulness more sincerely to live in present and present and to accept the life as it comes.	I resolve not to let down my students in nay manner as they are the version of my existence as a teacher educator.
		I resolve to do good to others to get positive energy from the Universe.	I will not impose my perception and understanding on my students as well as on my colleague, rather I will help them to make their perceptions perfect.
		I will use creative visualization to change up my action	I will take every assignment in my professional life as well as an opportunity to learn.
12.	Dr. Bimal Charan Swain	I will adopt proactive behaviour instead of reactive behaviour. Proactive behaviour helps a person to grow.	I will encourage my students to ask as many questions as possible. I will try to involve them in group activities. I will try to answer the questions of the teachers.
		I will use mindfulness practice in my daily life. Mindfulness practice is essential for developing the inner strength of the individual and getting place.	I will ask my students to visualize what they are to be in future. I will help them to think ahead for achievement of Goal.
		I will visualize the things daily what I want to be in future. Visualization gives energy for achievement of goals.	I will be proactive in my behaviour instead of reactive. Proactive behaviour helps for the development of personality of the human beings.
13.	Reeta Ekka Gloria	Change my thought to change my life. Thoughts come to our mind by previous experience so thoughts are both positive and negative. But focusing on the present I took the positive thought with positive attitude and work accordingly I can get success in my personal as well as professional life.	In my professional life to accept other as they are I change my thoughts when we are working in a team. Work as a facilitator. Try to be a good leader. For that I will be a active listener and understand others feeling and thoughts. So in a team work we get success and good rapport within us.
		Each of us is unique and we have unique purpose. I have all the resources that I need. So I identify my strength, weakness and potentialities for doing work and strengthen. I perform my work without blaming others for	In my professional life I try to become a good attendant and active listener to become a good facilitator for my colleagues as well as for my students.

		the failure of my work. From failure I get feedback to go ahead.	
		Transform myself to transform others and for that I understand myself i.e. My strength & weakness. Clarity in my thought, change my thought for others and work with myself for personal purification.	I try to be more empathetic in nature than sympathetic in my professional life.
14	Balabhadra Pujapanda	The practice of mindfulness will make oneself balanced in life. Always try to generate more positive thoughts.	I will act as a proactive member of my institute. I can take the help of my colleges while at work. Inputs form ant teacher training can be shared with others.
		A thorough discussion on creative imagination helped me to understand that a positive imagination can make wonders. This is going to help me to have patience in accomplishing any sort of work even after official time.	I will motive the student teacher to be a human teacher first. Positive thoughts are to be practiced in respect of genuine activities of DIETS.
		The skill of facilitation is very important for a teacher educator in the changing pedagogical shift. This will improve my functioning in my personal life as a social member of Destination.	I will be pleased to work for my Institute also encourage my colleges to work happily which improve the efficiency and quality of the work.
15	Ayesha Tanwir	I will have a vision for my family as this will give direction to my abilities for doing my duties for the happiness of myself and my family.	I shall be a good facilitator. I shall give respective to others views. I shall change my negative thoughts into positive one to lead a good professional life.
		I will heat focus on my negative thoughts whenever it comes to me , I will observe it but let it go and at that time I will practice mindfulness which will help me to be more relaxed and self satisfaction.	To believe, have faith and trust my colleges when we are working as a team. This will help me to boast up my confidence on doing my work with my colleagues. This will increase the productivity.
		I shall not compare myself with others and try myself with others and try my best avoiding using communication blocks barriers like praising and directing.	I will not compare my students on the basis of their achievement and this will reduce the communication barriers with my students. I shall praise the action/ work of my students not the persons.

16	Kabita Choudhury	Transform myself to transform others and for that I understand myself i.e. My strength or weakness clarifies my thoughts, change my thoughts for others and work with myself for personal purification.	I try to be more empathetic in nature than sympathetic in my professional life.
		Change my thought to change my life. Thought comes to my life by one previous experience. So thoughts are both positive and negative. But focusing on the present I took the positive thoughts with positive attitude and work accordingly. I can get success in my personal as well as professional life.	In my professional life I try to become a good attendant and active listener to become a good facilitator for others, my colleagues as well as my students.
		Each one of us is having a unique quality and we have our own purpose to achieve. So I identify my strength, weakness and potentialities for doing work	In my professional life to accept others as they are. I change my thoughts when we work in a team. I work as a facilitator for other to be a leader. For that I will be a active listener and understand others feelings, thoughts. So in a team work get success and good rapport within us.
17	Ashok Kumar Digal	Self awareness and self discovery: I will identify my strength and weakness, I will observe it, accept and analysis it. Then I will take the action as per the requirement of the situation or my demand as per the situation.	Self discovery and self empowerment: I will practice self discovery in my professional life so that after identification of my strength and weakness. I will try to convert my weakness
		Skills of facilitation: I will practice continuously for improvement and betterment of my facilitation skills at my personal life level	Skill of facilitation and mentoring: After completion of my training programme, I will practice facilitation skills, explore myself and apply in my professional field, So that it enhances my facilitation skill and professional life.
		Working together in Team: I will practice this skills in personal life. So that I can share, care, respect and learn from others. As every individual is unique and important. Communication Blocks: I will practice myself very sincerely about the communication blocks, So that	Communication blocks: I will try my level best to avoid communication blocks in my professional life, so that I will communicate my students effectively as per their desire.

		it will be helpful for my betterment of communication skills.	
18.	Dr. Narendra Kumar Rana	I would not be fault finder & act according to my ability of competence. I must try to transfer all my negative thoughts into positive ones for my happiness and healthy living.	I would be friendly & co-operative both to my colleagues and students. I must try my level best to discharge my activities in the college.
		I also avoid the communication blocks and put it into practice through my activities.	I must stress on facilitation, but not advising, directing all the time.
		Understanding myself for discovering my pros and cons. I can take up my assignment. Practice "mindfulness" techniques to be mentally free from anxiety & trivial issue.	I extend my helping hands to my students, colleagues and others when they are in need of help and assistance.
19	Dr. Sanyukta Bhunyan	I will reframe my weak points into positive statement & repeat this in my mental process. So that these weakness will become my strength. I resolve to do that from today.	I will shift my behaviour from teacher educator to facilitator. I will empower my students, Co-workers and help them to feel the sense of self responsibility.
		I will practice Yoga (Pranayam & Asana) everyday to improve my physical illness, because sound mind resides in a sound body. I will visualize a good health.	I will identify different type of communication blocks used by me during teaching and facilitation process. I will try to avoid these communication blocks in the process of facilitation.
		My life is creative for myself. I have all the potentialities. All the resources are within me. I will write short stories, poems and share with my family members, students and colleagues.	I will adopt new teaching methods to teach my students. I will use ICT in my teaching.
20	Sudarsan Santara	Mindfulness: for physical, mental and spiritual health (Daily). Visualization to achieve the goal with proper plan of action (- Regularly)	Facilitation and mentoring: <ul style="list-style-type: none"> • Student Teacher • In-service Teacher • Colleagues
		Facilitation and mentoring to my daughter for developing the skills of self learning (In a regular interval).	Communication blocks will be taken care of while communication to : Student Teachers/ Teachers Community members
		Reliving- In a regular interval to enjoy my life.	Mindfulness: To get relief, peace of the body and mind with the students, teachers and colleagues in a regular interval.

21	Smitashree Biswal	Every day and every way I am getting improvement in my health condition.	Every day and every way I am getting better and my teaching ability. Hence I adopt new methodology of teaching; I use ICT to transact my lesson update myself by reading and sharing.
		Every personal work is a pleasure to me. Hence I will do each and every work with a greater interest, enthusiasm and a spirit to learn.	Every work is privilege to me. Hence I will do each and every work with greater interest, enthusiasm and with a spirit to learn
		I do creative visualization to my work i.e. I visualize my work in positive way.	I do creative visualization to my work i.e. I visualize my work in positive way.
22	Lipishree Devi	Practice the skill of facilitation: I will aware with my knowledge, realize myself; realize my responsibility then I will facilitate myself as well as my family members to help them to solve their problem.	Facilitation: As a facilitator I will try any best to help my students and others also (any staff member also) that they will solve their problems by them selves.
		Avoiding communication block: I will try to avoid my communication blocks while communicating with myself and also with my family members.	Empathy: I will give empathic responses to my students to enrich themselves from their within.
		Self- realization I will realize myself, know myself, discover myself that what kind of strength and weakness are there within me which will be help me to know my weakness and make them positive and only positive.	Motivation: I will motivate my students towards their goal.
23	Jay Prakash Dash	Practice mindfulness: To be aware of the present moment. I shall focus on mindfulness, live in the present and enjoy the moments that God have given me. For this I shall also practice breathing exercise.	Grow as a professional educator: Change my beliefs and concentrate more on positive beliefs. Concentrate sometimes daily & questioning myself to change my attitudes, beliefs & always be positive. This would create a positive vibration.
		Enlarge my consciousness: It has been a dilemma to consider or analyse a person looking at its outer behaviour but the truth behind is something different. I am going to practice upon it more so that I can enlarge my consciousness. I have also to work upon the	Facilitation & Mentoring: Problems are a part of our life & it helps us to grow. So facilitation is much more necessary. Facilitation is both of the self and for others. I shall facilitate myself and others too to find out the solutions of their

		inside outside model. When we analyse a person it is a reflection of our own characteristics. That's why I have to be more conscious over it.	own problems & themselves.
		The focus on the model in ego states- NP(+)- Positive quality of Nurturing parent - Adult Ego state NC (-) - Positive quality of Natural child	Creative Visualisation: Visualisation helps a lot in creating positive vibration & brings cherisable moments where we want to be. It helps developing imagination & creativity. This I would practice among my pupil teacher.
24	Dr. Srutirupa Panda	After getting the training I will practice mindfulness actively in my day to day routine so that I can live the present moment with more awareness without any judgement & decision.	I will develop the skills of listening others patient fully. While facilitating students I will help them to listen appropriately by speaking with a relevant speed and using pause.
		I will practice proactive behaviour up to higher number of times. At the end of the each interaction I will wait for a moment to choose more appropriate behaviour with a purpose so that I can achieve the objectives of my life instead of meeting.	I will change my teaching methods into facilitation techniques. I will give respect to each students and colleagues of mine as well as deal with them empathically to bring out best out of them.
		In my personal life I will give up advising & suggesting my family members instantly with which I used to habituate. I will give them space & time to explore their inner potentiality to solve their own problem.	I will avoid using criticism and communication block s so that the criticism can be substituted with feedback session.
25	Rathindra Nath Ghose	<ul style="list-style-type: none"> • Self inquiry/ Self discovery: • I always try to look inside me, analyze and then reacts accordingly towards my outer world. • Be Resourceful: • I think of myself as a resourceful person for any type of task. I have to look the required resources within me. • Remain Happy: • I will try to remain happy by living in present. It will energies me to keep moving forward. • Less use of communication blocks: 	<ul style="list-style-type: none"> • Important of Team work: • I try to make use of team work as it is one of the most important ways of accomplish task. In team work I try to maintain group discipline and objectives. • Behave Empathically: • In my interpersonal relationship I try my best to establish empathy rather than sympathy. • Believing on Self : • I try to develop self belief as a resourceful person while dealing with official work/ taking pre-

		<ul style="list-style-type: none"> • I try my best to reduce the use of communication blocks. • Feel motivated: • I practice to be motivated by visualizing my success stories. This will help me in reducing stress. 	<p>service and in-service class.</p> <ul style="list-style-type: none"> • Remain Stressless: • In my workplace I always try to keep myself under stressful condition. For this I try to practice mindfulness activity. • Healthy thoughts and vision: • I should try to keep healthy vision and thoughts and • Work accordingly. This will enhance my way of dealing with things/ Work.
26	Sri Sarbani Sankar Panigrahi	I shall apply the skill of listening to my family members so that I can be a good listener. This skill will help me to maintain good relation with the members of my family.	I shall try to overcome the communication blocks and also use empathy and listening skill while dealing with the persons in my professional life.
		I shall apply mindfulness practice i.e. focusing as the present moment experience without attachment, detachment and judgement so that I can deal my life in the family or outside without them.	I shall focus on present moment experience without attachment, detachment and judgement in my professional field to become a stress free individual.
		I shall try to follow the model for high performance so that I will perform well in the organization and any other field.	I shall develop good/creative imagination/visualization to solve the problems in my professional field. I shall also try to change my thoughts and feelings so that my action will also be changed accordingly.
		I shall apply the skill of facilitation and mentoring while dealing with the person having problems in my personal life.	I shall follow the model for high performance to become a good performer.
27	Bhubaneswari Mishra	I will practice the mindfulness activity everyday and that will help me to connect myself and to know about me more and more. And gradually it will make me away from ego and will help to make judgment without involvement of my mind.	I will to my work from imagination not from memory. So I have a hope that I may able to do the things exactly.
		Happy moments are resources and it will help me to get more and more energy. So I will practice the activity of recalling	I will always give importance to positive thinking, positive attitude so that positive things always will return

		the present moments of my life. This will help me to recharge my energy and will make me more energetic to do the other works.	back to me.
		If one person can do something, anyone can learn to do it. Now I believe in this so I will try to do those things till now I am unable to do.	In my profession I always will try to understand the students by understanding their feelings and problems. And in my best I will try to facilitate them.
28	Chitrasen Sethy	<ul style="list-style-type: none"> Boosting with positive energy: I will enrich myself with positive energy. For that I will think positively, remain myself in happy always, visualize the things creatively, spread positive vibration to my surrounding 	Work in group: In my Institution I will work in group. For that I will take other members positively, believe them, properly share my experience, proper clarity and believe them.
		<p>Increase my confident level: In day today life work, I will increase my confident level. For that before doing work, I will fix my goal, plan properly, during work I will engage me mindfully with positive mental status that will make my work success.</p>	Help others to grow: As every students have unlimited potentialities, I will not restrict them by criticizing them even if they can't show their excellencies. I will try to find out the reason why he/she can't show his/her excellencies. After getting that I will try to bring out him/her best.
		<p>Promise to change internal environment: In my day today life I will keep my internal environment stable. For that I will inculcate different skills like mindfulness, positive thoughts and creative visualization. Proper motivation etc. As result I can solve my daily life problem smoothly and work more confide.</p>	Good Facilitation: I will be an empathitical facilitator by understanding, listening, feeling, attending their problems as my problem. According to their need I will provide them solution.
29.	Plabani Bal	For my child I will use mindfulness activity to control his hyperactive behaviour.	I will use my learning of facilitation and teamwork to the-grow the empathic attitude of teachers.
		I will use creative visualization technique in my personal life.	What we can do collectively to implement our learning in Teacher education. We will create a whatsapp group to support one another. Collectively we can visualize teacher education.

30	Prabhati Kumari Mohapatro	I will focus on present moment experience without attachment, detachment and judgment. For this I will progress with the past memories with dissociated recall rather than associated recall which hurt me. As a result I can feel less burden and can save energy.	I will facilitate my learners I empathic way which will help individuals to grow, realizing my learners, that I am with them, I will put more emphasis on verbal communication.
		I will stop comparing, advising, parsing my kids which are communication blocks. As a result my kid can grow with self thinking's and actions.	When a new assignment will be given to me, first I will plan What to do and how to do. I will change all my negative thoughts to positive thoughts as my strength, I will proceed to complete the task.
		With creative visualization I can reflect the sweeter experience of imagination regarding health improvement of my daughter ultimately. Each and every moment of my life can enjoy the experience. It will increase my self confidence, which give me positive vibration always.	For each action in my Institution I imagine the picture of success results. I will experience that, and then I plan with my team to reach at the goal. This leads happy life.

Training feedback form

<p>What did you like best about the course/ content?</p>	<ul style="list-style-type: none"> ➤ This is the only course which specially taken care of personal growth. Although this training taken care of professional growth but unless one can not progress in personal level at self he/ she cannot grow in professional level. ➤ Skills of facilitation and mentoring / self discovery and self empowerment/ teacher educators as leader. ➤ Self-recognition. ➤ Self identification/ motivation ➤ Self awareness & Facilitation process ➤ Who am i ➤ Mindfulness ➤ Reactive-proactive behavior ➤ Self acceptance, ➤ Visualization, relieving ➤ Attitude makes difference, communication blocks, managing stress, facilitative leadership, creative visualization, a model for high performance ➤ Emotional freedom technique
<p>What could have been done better?</p>	<ul style="list-style-type: none"> ➤ Warm up activities, ➤ Relevant activities can be done ➤ Facilitation can be done better by sowing some videos relating to actual facilitation situation, more activities on concrete facilitation. ➤ More examples can be given on facilitation ➤ More videos on acquisition skills with special reference to the skills of facilitation. ➤ More theoretical concept and handout on creative visualization ➤ Clarity on the concept of anchor ➤ Acquisition of skills of facilitation & mentoring ➤ The activities to be collated and circulated to DIETs. ➤ More reference materials are required. ➤ All participant need to interact on their own.



Reflection and Sharing

Listening to others

Whether professional and personal life, I used to talk more to show that I know things more. I am aware of the concept, but the discussion to listening to others inspired me on the importance of listening to others. It was truly motivating. Through the discussion I came to realize the problem of talking more and benefits of listening.

Listening to self.

In my day to day life, I was easily convinced by others advice, suggestion. As a result I was taking wrong decision, committing mistake. Again I had to repent for that. The discussion on self-prompted me to listen to the self. Truly it was a very useful session for me, which taught me how to listen to my self.

Reactivity & proactivity

I was very reactive to the situation which hurt me. The session on reactivity to proactivity brought a tremendous effect on my behaviour. The session was very meaningful and inspiring for me where I realized the benefits of working proactively.

Sympathy Vs. Empathy

I had a feeling of showing sympathy to people in distress. As a human being we must behave them sympathetically. When Prof Vadaya started the discussion on sympathy vs. empathy I argued much. Even I discussed personally. The miracle is that I got understood that how sympathy more painful to the people in distress. Truly this session reminded my faults I had committed earlier.

Facilitative leadership

I had an idea that leaders are born. During the discussion on leadership and a test on leadership style survey. I was astonished. Basically seeing the score I came to know that I am an academic leader not a facilitative leader because I was focussing much on my decision and sharing with others about my own decision.

Changes / transformation within me

Listening to self/ my inner voice

I strongly believe that listening to self is most important. Now in both of my personal profession life I am listening to my inner voice. I feel happy and do the right things.

Listening to others.

Now I believe that listening to others is very important for me. I have been increasing my thought and vision. I see the people who are good listener enjoying their life positively. I have controlled talking more.

Reactive to proactive

I have been becoming proactive. I see proactive people solve the problem. Now I donot face problems due to my behaviour. People have started loving me.

Team work.

Now I understand and feel the power of team work. Team means together each achieve more. This idea and wisdom has brought beautiful changes in our institute.

Facilitative leadership.

I have been transformed from I feeling to we feeling. All of my behaviour like listening to others, listening to self, proactivity, working as team had grown a quality of facilitative leadership. I feel and enjoy my work with others.

Ms Pravati Ku Mohapatra

After attending the three phases of Capacity Building Programme I have felt some changes within me, which are difficult to write in words, because its one type of inner positive vibration that I am realizing only. But I am trying to explain some of the changed experiences.

- i) **Proactive Behaviour** – Before coming to the platform of capacity building I was reactive to the situations which I was not expecting, I was thinking that after reactive to a situation I will get inner peace. Because I am right, I am doing correct, and the person in front of me is using rough words regarding my actions, he is wrong, like this a many questions were vibrated in my mind. But now I came to know that the response which I am getting from outside is due to my communication only. What I resist will persist. The more positive thinking's I will give to the universe, the more positive vibrations leded me towards proactive behaviour.

Some months ago when I was overloaded with the assignments in my institution, an unpleasant statement was coming from myself, which

created rough behaviour of my authority. She was used some words like you are a Government employee, you are the office also, you have to do it. But now I changed my thinkings, without creating any negative situation I am accepting the tasks as opportunity keeping an obedient signal to my authority also. Similarly, in my personal life also when some unpleasant situation were arising without thinking the result I was reacting to my son about his exam results, reactive to my husband also the he is responsible for that unpleasant situation. But now I changed my negative thinkings, I am handling every situation proactive way which ultimately generates positive vibrations and take the situation a happy ending rather than violent.

1. **Self-Acceptance:** Before the experience of capacity building platform always I was blaming myself and sometimes asked God why his blessings were reflected negatively in case of my daughter. As my daughter is a Thalassemia patient, she is struggling for her life, my thinking, were always becoming negative. Always I was asking to myself what wrong I have done with others, as a result I got such a daughter. Though with the cooperation of my family members I was accepting the reality but some negative thinking were still disturbing my mind. But now I accepted completely that without blaming myself for the illness of my daughter, I have to spend the times with herself more carefully and cooperatively. After complete acceptance to the situation I am able to control my emotions, wherever I was sitting alone I was just crying and crying blaming God that why my daughter is suffering. But now without blaming anybody, I have accepted the disease of my daughter as an opportunity for me, to take care of her. I build a strong confidence within me, one day will come when she will come out from the sufferings.
2. **Facilitating my students:** Before this training programme I have no idea about facilitating skills. I was thinking that I am cooperative, if any problem any body share with me always I was showing first sympathy to them, so that the facilitator can feel that I am with her. I was giving support and a solution to her also. But now I changed my way of thinkings. I came to know the difference between sympathy and empathy and using empathetic statements which helps my learners to grow. I was given more importance to my verbal behaviour reverse and giving more focus on attending and listening to my learners, use of skill of concreteness, genuineness, respect and questioning while the students ask me about a solution to their problems. Empathy helped me a lot to understand my learners and being with them.
3. **Stress Management:** Before this capacity building I was not in a concept that my belief, my thinking will reflect to give rise positive vibrations which ultimately will give positive action and then results. So, when I was in a stress, I was just repeating my problems in affirmative, accepting statements in my mind like even though I am late for home due to the bus, I deeply and completely accept myself. By repeating these words, it brings positive thoughts, attitudes and feelings within me. I felt some what relaxed.

4. **Goal Setting:** After joining as a Teacher Educator in DIET, Khallikote, I had to spend 5 days in journey from Berhampur to Khallikote, as it's highly essential in case of me to stay at Berhampur due to medical treatment of my daughter. One of my goals was to complete my Ph.D in Chemistry within three years after registration. As I have registered in 2013, and according to instruction of my guide I have to do a lot of laboratory works. Always I was in a stress, how I will do the lab works. As I am the 1st schools of my guide, he is always ready to help me, but I couldn't be planning my times for sparing in my research work.

For this I have 1st listed out my resources within me which are my confidence, my strong determination, the thinking to finish my research work, creative visualization, imagining the experience of moments when I am going to awarded by Ph.D. degree and also listed out side resources outside me which are cooperation of my family, my guide, vacation time etc. I repeat +ve affirmative sentences for completion of Ph.D. which gave me a positive vibration, self motivation occurred, with proper planning till now I am able to communicate one paper and working for it to finish at the end of 2016.



**Experiences gain from
03 Phase Capacity
Building Training**

Pradeep ku Jena, TE, DIET, Gajapati

Life is precious and life is the foremost priority. The three phases of capacity building training has made my life sublime. Prior to attending these training programmes, I was feeling angry and on most occasions when I was getting any responsibility I was getting irritated. And I was leaving the difficult questions without attempting them. Also I was unwilling to read difficult chapters. For which I was not getting any excellent results. The three phases of capacity building training not only helped me to discover the strength which I am already having with me but also brought them to action. Now I am accepting every work assigned to me as a challenge. Both in my personal and professional life I am finding it an opportunity to learn new things.

Reactive to proactive – Panacea for happiness

Dr. Narendra Ku Rana, Reader in Education, NKC CTE, Angul,

After having participated in the four phase raining of 'capacity building of teacher educators' I have undergone a sea change both in my thought of action. There I have marked a remarkable change not only in my professional life only but also in the family fronts. By nature I was very much ill tempered, reactive and fault finder, I could not tolerate any sort of misdoings either in my family or in my place of work. On trivial issues there was misunderstanding of differences of opinions. Most of the time, I was in tension and other psycho somatic disorders. After some days I was diagnosed with hypertension- a silent killer.

But after this programme, I made my introspection and found that I am the only cause of all such problem. The training sessions on 'understanding self', 'self awareness', 'communication blocks' etc. brought about radical changes in my thought. I have tried to discover my potentialities, pitfalls to my role in the society, because one remarkable teaching point 'the universe' is static' but we can change ourselves through our thoughts and action. So I have practiced some mindfulness activities which gave me mental satisfaction and happiness.

Now I take my life very easy, do the activities as it is. Forget others misdoings and regularly go for some yogic experiences, pranayama etc. Now I am free from hypertension, most of my friends, colleagues and family members take me as their best friends particularly my students are very much cordial and friendly. I am leading a very successful life. now I have been convinced that someone change the world overnight but ones change in thought and action can change the behavioural patterns of others and ignite the mind-set of others through discussion, persuasion not imposition and instruction. Now I am very much happy and healthy both in personal and professional life. so being reactive to proactive is panacea for all success.

Sri Akshaya Kumar Mohanty
Teacher Educator, DIET, Khurda

I have cleaned near about 03 acre surrounding campus of DIET, khurda by the spontaneous work of hostel students with me. I have planted Jammu trees for the lazy teacher educators having diabetes disease, champa flower trees for the devotees, mango and kadamba trees for the pupil teachers, vegetable plantation for the hostel students and trees having beautiful leaves and flowers for the garden.

I have developed above 100 numbers of educationally back word students of secondary level and reached them near the gifted students of the class. I have also achieved success to encourage the educationally backward students about their benefits by the improvement in class room.

I have achieved success to encourage the hostel students for physical work and plantation of vegetables along their courses of study. They have planted vegetable trees inside the hostel campus and enjoyed their fruits. They were also achieved to clean the campus and take care about their good health through the daily yoga. Students are doing this work in everyday life.

At the time of evening and night I have discussed about some social, environmental, economical problems with the pupil teachers. I have advised them how to adjust with the above situation. They have also done different work to face many critical situation. Some of them have joined in home tuition to address their economical crisis and followed the orders of ruling politicians carefully in a right way for their personal benefit and kept silent at first when any difficulty arises in their surroundings and have taken necessary action to solve it after listening.

Manas Chandra Rout,
TE, DIET, Tikabali

Before the capacity building training, I used to use directing, advising and praising my students. But I saw that the students remain same as they were before. When I had undergone this training, I found that I am using communication blocks. After that I did not use any communication blocks. That changed my students.

In my institution there is one pupil each, he is a science student. He is intelligent enough. He got admission in 2014-15. In class room and outside his behaviour was very rough. All my colleagues were also experiencing that. One fine day I told him you are in an educationally training institution and your behaviour should be good. I also asked him not to do this and that. When any work was expected, he remained outside. At that time also I told him, others

were doing and why no you, after some days I did not find any change within him. Then I thought of it. Then I never advise and instruct him, as it is of no use. I made converses ion with him. One day I told him, you have talents. You use your talents and do some innovation. I engaged him in different activities, and in some activities I gave him the leadership. When he remains absent in the class, the very next day I asked him why he was not there, is there any problem with him? In this way with constant supervision and usual conversession engage him with different activity and praising his work. Now I find that he has changed a lot as before.

**Prabodh Kumar Hota,
TE, DIET, Nuapada**

During the 1st week of January, 2016 training on English Language to the Primary Teachers was being held in our DIET, Nuapada. Since, the hostel superintendent was engaged in valuation work at Bhawanipatna I was in-charge of the boys hostel. At that time, I received a phone call from the students that there was not a single drop of water for drinking or toilet purpose. Immediately I went to the hostel and found that there was some problem in the pump. Plumber was called upon to examine. But he broke the long pipe and the submersible pump went deep into the borewell. He also broke the water supply pipe and went away. The students had to go to the nearby pond and canal for toilet purpose. Then some students told that another borewell should be dugged and another pump to be fitted. But again that was very costly affair and time consuming. The problem went on for more than a week. Then I requested another plumber to repair the borewell. But he did not agree to touch the works which have been half finished by another plumber. Hence, I have to devise some alternative way. Meanwhile the students used to go to the nearby pond and canal dependent on a neighbours tube well for drinking water purpose. At last a village plumber was agreed to repair and as per the instructions it was repaired and a new submersible was fitted, I have been supported by two more teacher educators, two three students and it was a team work. So the training that I have received proved to be helpful in my personal and professional life.

Sanjukta Bhyuan, RNIASE, Cuttack

I am incharge of superintendent of Kathjori womens hostel. Near about 110 girl students are staying in this hostel. I also stayed in the hostel. The sweeper never cleaned the latrins and bathrooms. She told that it is not her duty. She was appointed in rehabilitation scheme. Only she cleaned the barandah and garden. After taking the responsibility I told her many times. She has never listened to i. she made argument instead of. When she came to hostel, I saw her becoming so reactive. My anger was increased. But after attending the training programme I started to clean the bathrooms. When my students saw me doing this, they also started doing this. They had made a

routine of it. Our bathrooms are cleaned everyday. Now I became a person with proactive behaviour. The sweeper became happy and our students.

Plabni Bal, TE, BITE, Garumahisahi

This is not only a story, but a real success to me. Now I used to manage my stress in my level. Before attending capacity building training programme I always stress myself and got irritated. Now I manage my stress level by making plan both for my personal work and professional work. Now I make a plan for my work before going to DIET, what I complete, I put a tick mark on that and if some left, then in next day programme I include that. During my journey to home I also reflect on my action. Positive achievements I note down. For my stress management I read some valuable articles/ stories, novels and then I note down the useful thoughts from that.

Dr Srutirupa Panda, Lectruer in Education, NKC CTE, Angul

I have changed my negative thoughts and transformed it into positive believes, thoughts and attitudes. I have increased my confidence level. I could visualize person and situation with a broader outlook. Also by using EFT I can able to reduce my stress level that helped me a lot to bring out creative thoughts within me.

After attending the training I realize that due to stress I was I was utilizing some harmful chemicals as stress remover which is not a healthy technique. After being aware, I have started taking fruits, healthy diet, vegetables in my day to day routine. Also I have practised EFT to reduce my stress effectively.

I used to pass my leisure time in college by gossiping on useless and irrelevant topics with my colleagues. I was wasting my valuable time by labling and discussing about others lives. Now I realized that time is precious and I should use it for self discovery abd for productive work. So I have engaged myself in writing notes, books research articles, research activities, relevant group discussion with colleagues. Therefore, I can say that I transform gossiping into valid content based group discussion by social learning techniques.

I used to roam as an isolate who was not showing any involvement in group work but getting satisfaction by complete the task individually. Now I understand the value of team work. Now I am a responsible team member who communicate with team members to achieve the goals of institution.

I am not teaching but facilitating students by using different techniques such as brain storming, activities, group discussions etc.

Sri Goutam Ku Patra, TE, DIET, Gajapati.

Concept of Self and Ego:

In my college and university days, I used to think that I am very capable and intelligent as a student. So whenever I achieve success in my academic growth it brings immense happiness to me. However, the problem starts when my friends find success or if they are able to excel and achieve more than that of me. It used to create an inferiority complex inside me and feeling of jealousy towards my friends. Similarly, in my job when others praise my effort or my achievements it excites me but I don't feel the same for others.

The concept of self and ego was discussed in the 03 phase training, which were very thought provoking. I was discussing that the knowledge of self is a sense of attachment. The idea to look into everything that is present in our surrounding nature, as the expression of some energy is very fascinating. The idea to look others as the expanded form of our own being and their success and sorrows as the success and sorrows of the entire human existence is a cognitive shift and kind of learning for me.

This learning has shifted and transformed my way of looking into others and their success and failure. Now as I see my friend, colleague and students as the expansion of my own being. Therefore, now I also feel excited and happy when someone close to me achieves something. More than that instead of creating an inferiority complex and jealousy, their success now motivates me to excel in life.

Smitashree Biswal, TE, DIET, Dolipur

Control over my anger: Now I am able to control over my anger. This gives me inner satisfaction and relaxation. As a result of which when anger comes to my mind I divert my thinking to another way and analyse the conflict in a positive way.

Manage my stress: I manage my stress effectively. As a result of which I feel relaxed and cool. Now I make a plan for both of my personal and professional work.

Communication process: I improve my communication process by listening and attending more to my students, colleagues, family members etc. as a result, I improve each and every day in my facilitation process.

Facilitation process: I realize that my satisfaction process is improving gradually. Now I observe that even if I am not present in my class, my students continue their activities like group work, presentation, questioning, giving feedback etc. And I am taking all the responsibility happily.

Ms. Bhubaneswari Mishra, Lect. DPIASE, Berhampur.

After attending the three phases of capacity building training programme, the topics which i learned and created interest within me to learn more and more are:

1. Pro active behaviour.
2. Awareness about communication stoppers
3. Proactive of mindfulness and EFT technique.
4. Skills of attending, listening and facilitating.

I got the opportunity to facilitate few students in my professional field. I would like to give the examples those case studies below:

Chinmayee Subhadarshinee Mishra is one of the B.Ed Student in RNIASE, Cuttack. She was unable to attend the B.Ed university exam due to some severe health problem. Even though she is a very good student, but unfortunately she did not complete the B.Ed course. But she dare to write the university exam in the next academic year. She attended the paper – I but after returning from exam, she was disturbed emotionally by seeing her friends in M.Ed classes. She came near to me as i told her to meet me after her exam. She was unable to control herself and cried infront of me and she told that she can not write the another papers. At that moment, i got the opportunity to facilitate her.

Chitrasen Sethy, TE, DIET, Kandhamal.

Confident:

I was deployed to Govt elementary teacher education institution, balliguda. There i was acting as officer in-charge for D.El. Ed first year admission. In that institution, 50% seats were reserved for Kandhamal native only. The in-charge of that institution indirectly to allow some of her known person but did not allow them because they became unable to show the authentic residence certificate. From that day she started to create problem for me and wrote many letters to the Directorate against me which was completely fake and fabricated. At last enquiry was made by the Director, Directorate of TE & SCERT and i remain in formal charge of that institution. It become possible as i have faced the situation confidently and perform my work with a positive spirit.

Group work:

I remain in formal charge of GETEI, Balliguda. In that institution, there was no clerk, 4th class employee, only 02 TE are in place of 06 Teacher Educators. Due to scarcity of staff, it was impossible for me to run the institution. Most important problem was cleaning of campus and toilet and ring the bell. I had taken a class regarding punctuality and harmful effect of dirty and un hygienic toilets. I told them Govt. Established the institution but we are using it, so it is our responsibility to run it with present resource. Students came out voluntarily to wash the toilet and campus. From that day the institution is running in a very disciplinary way.

Patience:

At last in GETEI, Balliguda, some body lodged a rape case against me at Education Minister and Govt.. at that time, only i keep patience, that enquiry will take its own way. So i did not call any body to save me out from this situation. At last i got clean chit from the case.

These are some of the success stories, which i had faced practically. The techniques i have learned from various phases of training practiced in my practical life in different places. I have started practicing EFT techniques, and keep control on my anger in my home and institution now, i have reduced it.



PARTICIPANTS FEEDBACK FORM

Q.1. To what extent have you been able to achieve the personal objectives you set on day I of the training. Briefly mention them below.

Prabodh Ku Hota, TE, DIET, Nuapada	I had resolved to learn some new things and practise them in my personal life. I shall pay more attention to listening others. I have become a careful listener.
K Laxmi Senapati, DIET, Balasore, Remuna.	Self awareness helps me aware of my strengths and weakness. By knowing my strengths, i will empower myself and also i will overcome from my weakness, so that i can have confidence on myself to handle different kinds of situations effectively.
Ms. Binapani Padhy, TE, DIET, Khurda	After attending the three phases of training programme, i have able to develop self awareness, self confidence, positive attitude. I am not using communication blocks like compare, praise in my personal as well as in my professional life. I am focusing my self which help me to build self confidence.
Ms. Somya Das, TE, DIET, Nayagarh	I have developed self awareness, rational thinking, positive attitude, proactive behaviour, mindfulness and giving positive strokes to others and myself for my achievements. I have also learnt that to be happy i must love myself first and then others.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	After attending this training i am able to develop self acceptance, rational thinking, positive attitude, proactive behaviour, giving positive stroke, self confidence, self-awareness. I am able to set goals and planning accordingly to achieve the goal. I am able to manage the stress to some extent.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	After attending the first phase training, i have able to develop self awareness, rational thinking, positive attitude, mindfulness, proactive behaviour, giving positive strokes to others, self confidence was develop but after attending this phase these qualities have been more strengthened in me.
Pradeep Ku Jena, TE, DIET, Gajapati	On facilitation, i got more clarity, i realized that the process of self visualization is a technique to get positive energy to channelize my action.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	The personal objectives that i set on day I of the training distinctly and specifically achieved are: <ol style="list-style-type: none"> 1. To understand the process of facilitation and the impact of facilitation upon facilitate. 2. To know the skill of empathy.
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • I got more clarity on facilitation and on the art of using the skills involved with it. • I realized that the process of self visualization is a technique to get positive energy to channelize my action.
Dr Bimal Charan Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • Development of proactive behaviour • Making friendship wth others. • Ability to speak freely. • Development of the ability to visualize.
Reeta Gloria Ekka, TE, DIET, Sundargarh	<ul style="list-style-type: none"> • To some extent i have able to achieve the personal onjectives. • I achieve the skills of facilitation and mentoring by developing my listening and attending skills and understand the feeling to explore more. But more practice is needed for good facilitation. • Visualize to my desire but more practice is needed to visualize creatively to get the desire which energies me to grow more and more.
Balabhadra Pujapanda, DIET, PURI.	<ul style="list-style-type: none"> • Life is as wee make it to be. Mostly our thoughts and belief make our life. I got clarified on those old thoughts and beliefs.
Ayesha Tanwir, TE, DIET,	<ul style="list-style-type: none"> • After attending the 03 phases training programme i have able to develop self confidence, self awareness,. I am not using

Tikabali	<p>communication blocks like blaming, sympathising and advising in my personal and professional life.</p> <ul style="list-style-type: none"> I am giving respect to others views as well as giving respect to myself so that i will be happy and confidence in my personal and professional life.
Ashok Kumar Digal, DPIASE, Berhmpur	<p>I have achieved my personal objectives upto my satisfaction level. But, if i got more opportunity, i definitely came to attend the training programme without any hesitation. Because one thing that i want to say that i changed my negative thought of mind to positive thought of mind, as well as it explore me, enhance my strength and provide opportunity to observe, accept, learn and grow.</p>
Smt Nibedita Kar, DPIASE, Berhmpur	<ul style="list-style-type: none"> I have minimized using communication blocks , praising, blaming, comparing, advising, ordering etc. As a facilitator, i improve my skills of listening, attending and being empathetic in behaviour.
Akhaya Kumar Mohanty, TE, DIET, Khurda	<p>I have been able to achieved to develop mindfulness and live in the present moment. I have learnt how to develop my goal through the practice of creative visualization. And i have also learned how to develop the attitude of motivation to achieve success.</p>
Ms Bhubaneswari Mishra, DPIASE, Berhmpur	<p>On the first day of my training, i set objective to know myself and i am able to understand me more in depth by help of the practice of mindfulness activity.</p>
Jayprakash Dash, TE, DIET, Sambalpur	<p>Some of the personal objectives are: Expanding the range of vision:</p> <ul style="list-style-type: none"> I have been trying to see a problem or a person from various dimensions and not concluding looking the outer only. Non reaction of over remarks: I have tried to be non – reactive. Avoid any negative statement laid upon me. I just tried to be calm and bring positive vibrations. Preparations of human teachers: I have work over it by taking classes or to grow as humans among my pupil teachers.
Pravati Kumari Mohapatro, ETEI, Berhmpur	<ul style="list-style-type: none"> I have achieved the personal objectives to satisfaction level of myself: I have minimized the use of communication blocks. I have increased use of attending, listening, empathetic statement, questioning skill, concreteness, genuineness skill in regular conversation with the facilitates. I am giving more emphasis on my positive thinking which ultimately lead to positive vibrations and happiest results for me
Ratindranath Ghosh, TE, DIET, Rayagada	<p>From day – I, i have fixed my objective that i achieve / gain the kind of mental state which could help me remain calm in various difficult situation. By the end of the 5th day training i could able to attain a state of mind/ develop technique to stablilize/ reduce negativities within me and become more productive in terms of healthy thinking.</p>
Chitrasaen Sethy, DIET, Kandhamal	<p>I have decided to live as a human being for that</p> <ol style="list-style-type: none"> My purpose should be clear. I will plan for that I will be remain at present moment. I will update me with skills like mindfulness, confident, creative visualization etc. I will try to change my inner environment
Sarbani Sankar Panigrahi, KSUB	<p>I have learned how to discover possibilities in lefe, success is learnable, loving self makes us more confident. What you resist will</p>

CTE, Bhanjanagar	persist, changing inside can change outside. There was also a discussion on the things we have learnt in a three phase training. So my objectives are fulfilled on day – I – review of three phases training so that i will become aware of my works and dead in my life in a systematic manner by applying the knowledge given in the training.
Debabrata Moharana, TE, DIET, Gajapati	The objectives set by me on day – I of training were, <ol style="list-style-type: none"> 1. Clarification of doubts on transactional analysis 2. Refreshment of ideas on facilitation and mentoring 3. Developing a strategy for self monitoring and continuing of practices learnt from all trainings. <p>I have been able to achieve the first and second goal. Third objective is in the process. I am going to prepare my self-monitoring format for cross checking i am using the best of the experiential training.</p>
Ms Lipishree Devi, TE, DIET, Sonepur	After attending all the three phases of the training programme, i got more than my expectations on the day – i of the training. I have developed myself, know myself, discover myself, my confidence level is more now. I have developed self awareness, rational thinking, mindfulness, avoiding communication blocks, develop positive attitude, empathy towards others etc.
Dr Sanjukta Bhuyan, Lect, RNIASE, Cuttack	My personal objectives i have set on day – I of the programme is i take every chance to speak up in training and public meeting in order to avoid my fear and develop my communication skill. Now my fear is decreasing but not totally and i am able to communicate in the training programme. But mastery over the communication skills needs more practice which is lacking on the part of mine.
Sudarshan Santara, TE, DIET, Mayurbhanj	The objectives set on day – I are: <ul style="list-style-type: none"> • Refreshing the old ideas and concepts: the concept asked like mindfulness, facilitation were rehearsed clearly by Prof Vadaya. • Clearing some doubts occurred during practice of the learning inputs.
Smitashree Biswal, TE, DIET, Jajpur	There is a modification in my thought process. I reform my negative thought to positive one. Ultimately that energize me and empower me to do things differently. <ul style="list-style-type: none"> • Now i have control over my anger. I can tackle my conflict embarrassing situation with positive and cool way.
Dr Narendra Rana, NKC CTE, Angul	I came to this programme with a number of negative thoughts, lack of self confidence and very poor impression on self strength and weakness. But after all four batches i have been equipped with self confidence, seeing the life in a positive way and overcome some communication blocks. Through practice of mindfulness i have been empowered to face my life with new vigour of energy.
Dr Srutirupa Panda, NKC CTE, Angul	I have been able to achieve many personal objectives i set on day – I of training, such as: <ul style="list-style-type: none"> • Stress management • Wasting time and energy by watching TV, gossiping. • Controlling of labelling, praising the person behaviour • I choose healthy foods and exercise for me.

Q. 2. Mention a few of the new attitudes you have developed regarding yourself, students, your profession and others.

Prabodh Ku Hota, TE, DIET, Nuapada	<ul style="list-style-type: none"> • Confidence on myself. • Faith on my students • Devotion towards duty. My punctuality has increased. • More participation in public life.
K Laxmi Senapati, DIET, Balasore, Remuna.	<ul style="list-style-type: none"> • Now i am a good listener and a good facilitator which i was not earlier. • I am using empathy instead of sympathy. • Communication blocks like advising, labelling which were there before and now "I can" control me for not using communication blocks.
Binapani Padhy, TE, DIET, Khurda	<p>The new attitudes i have developed with in me after the 03 phases training is:</p> <ul style="list-style-type: none"> • I have a purpose of my life, and i have goal for my family as this will give new direction to my abilities. I shall act accordingly. • The other developed qualities are rapport building, using communication blocks, to be an empathic in nature, a nurture parent, increase self confidence and skill of questioning to be a good listener.
Ms. Somya Das, TE, DIET, Nayagarh	<p>The new attitude i have developed within me after the training is:</p> <ul style="list-style-type: none"> • I will not focus on my negative thoughts rather i will let it go and give importance to my positive thinking. • I will have a purpose of life for my family as it will give direction to the efforts that i make for my family and this will help to lead a happy and balanced life.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	<p>The new attitude i have developed within me after attending the training is:</p> <ul style="list-style-type: none"> • I am focusing on my positive thoughts and whenever any negative thoughts come i am trying not to focus. • I have changed myself from controlling parent to nurturing parent to some extent. • I have changed my reactive behaviour to pro active behaviour.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	<p>New attitudes that develop are:</p> <ul style="list-style-type: none"> • Facilitating, mentoring, be an empathetic listener, effective learner, rapport building, respect for the person, skill of questioning, genuineness, reducing the use of communication blocks, skill of questioning, to be a good listener.
Pradeep Ku Jena, TE, DIET, Gajapati	<ul style="list-style-type: none"> • I was thinking that success is the by product of destiny, but now i am convinced that success is also learnable. • I always help my students to discover themselves and at the same time i cannot neglect them.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	<ul style="list-style-type: none"> • I have a positive and constructive attitude towards new work. • I am receiving and accepting the innovative ideas from my students. • I am in a profession to prepare humane teachers. • Utilization of others suggestions is enhancing my professional growth.
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • I used to think success as the by product of destiny, but now i am convinced that success is also learnable like anything. • My students are solely responsible for my existence as a teacher educator, so i cannot let my students suffer and feel down at any cost.
Dr Bimal Charan	<ul style="list-style-type: none"> • Encouraging the students to visualize.

Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • Experience dream. • Thinking something and preparing for the same. • Positive attitude.
Reeta Gloria Ekka, TE, DIET, Sundargarh	The new attitudes i have developed regarding myself, students, my profession and others is change in my thought, reactive to proactive behaviour and stop using communication block like ordering, controlling, labelling and sympathising.
Balabhadra Pujapanda, DIET, PURI.	Integrating theories with life skills, human attitudes. <ul style="list-style-type: none"> • Some simple ideas of neuroscience is also discussed in the sessions. • I practise and preach not to waste any drop of water or electricity in any room.
Ayesha Tanwir, TE, DIET, Tikabali	<ul style="list-style-type: none"> • The new attitude developed within myself after 03 phases of training is that i have a purpose of my life, and i have a goal for mmy family as this will give new direction to my abilities and i shall act accordingly. • Another qualities are: not using communication blocks, empathetic in nature and rapport building.
Ashok Kumar Digal, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Reactive to proactive • Advisor to facilitator • Individualistic to socialistic
Smt Nibedita Kar, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Not to live in the past but to live in the present situation, what is the need of the hour, what is utmost important for me. • I must work with the thoughts that all the sources are within me. • Strengthening my strength. • Being affirmative of myself.
Ashok Kumar Mohanty, TE, DIET, Khurda	I have developed my listening ability. Before the training, i had rigid without listening the total subject matter. Now i am listening any problem silently and then trying to solve it.
Ms Bhubaneswari Mishra, DPIASE, Berhmpur	<ul style="list-style-type: none"> • I have developed some new attitudes like, carefully listen to others. • Try to understand the feelings of others. • To evaluate the work but not the person.
Jayprakash Dash, TE, DIET, Sambalpur	<ul style="list-style-type: none"> • I have a new way of seeing myself. • A change in my thought process. • Becoming aware of my self and others strengths. • Changing my old beliefs in my profession. • Facing the realities of life. • Aware of the present moment.
Sri Purna Ch Brahma, Sr TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • There is no distinction between me, others and the universe. • Openness, it is increasing. • My students are becoming careful about themselves.
Pravati Kumari Mohapatro, ETEI, Berhmpur	<ul style="list-style-type: none"> • Being in the present experience without attachment, detachment and judgement. • My thought, belief, will lead to action and gives me the result. • The sources which i need are within me. • Use of affirmative anchoring to my positive thinking. • I can modify the software and thinking as per the need of the situation.
Ratindranath Ghosh, TE, DIET, Rayagada	Following are few new attitudes i have developed: <ul style="list-style-type: none"> • Remain happy for no reason • Try to change inside first then outside • What you resist will persist. • Try to be in present
Chitrasaen	<ul style="list-style-type: none"> • I am the cause of my problem:

Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • Self discovery • Self realization • Self reflection • Self empowerment • Self awareness
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	My perception towards myself, students, my profession have been changed. I can better handle them right now after this training. Mindfulness practice given in this phase helps me to get clear idea and i have learned more about the facilitation skills, how to understand other persons problems by going to his / her place.
Debabrata Moharana, TE, DIET, Gajapati	<p>New attitudes developed are: Regarding myself:</p> <ul style="list-style-type: none"> • I have become more aware and energetic. • Regarding students: • I have become a nurturing parent and adult in my ego states for students. • Regarding my profession: • I have developed the attitudes of self motivation and work for a greater cause.
Ms Lipishree Devi, TE, DIET, Sonepur	<p>My developed attitude are:</p> <ul style="list-style-type: none"> • Effective communication; understanding and discovering myself; empathetic listener, genuineness, respect others; facilitating; mentoring; caring; concreteness, positive thoughts; no comparison.
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • My negative attitude towards myself becomes positive. • I accept any type of challenges come to me. • Patientfully i analyse the challenge and find the solution of it. • I become reactive to proactive. • I plan for everyday activity. • In professional field interpersonal relationship enhanced.
Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Relieving for enjoyment to life and remain in peace. • Observe, accept and let it be for happiness • Visualization for achievement
Smitashree Biswal, TE, DIET, Jajpur	<ul style="list-style-type: none"> • Control over my anger i.e. i remain cool even in adverse situations. • I manage my stress by making planning of every work.
Dr Narendra Rana, NKC CTE, Angul	<ul style="list-style-type: none"> • I have became proactive against reactive. • I have discovered my strength and weakness. • I have given stress on facilitation to instruction in my teaching. Students have been benefitted a lot through this technique. • I have been friendly and cordial to my colleagues and near and dear ones,
Dr Srutirupa Panda, NKC CTE, Angul	<ul style="list-style-type: none"> • If one can learn to do, others can also do. • I have strong and versatile resource within me in form of attitude, beliefs. • I am the cause of how people behave with me.
Q. 3. Mention some of the skills, you are able to use comfortably in your interactions with others and with what results.	
Prabodh Ku Hota, TE, DIET, Nuapada	Ai can communicate with others in a better way. I listen to the problems of friends and give them a solution.
K Laxmi Senapati, DIET, Balasore, Remuna.	<ul style="list-style-type: none"> • Good facilitator: good relationship with others. • Removing communication blocks: become closer with my family members.
Binapani Padhy, TE, DIET, Khurda	<ul style="list-style-type: none"> • Skills of questioning. • Skills of facilitating & mentoring.

	<ul style="list-style-type: none"> • Skill of physical attending. • Skills of empathetically. • Skill of concreteness. • Skill of listening others and give respect others views.
Ms. Somya Das, TE, DIET, Nayagarh	<ul style="list-style-type: none"> • Skill of listening. • Skill of overcoming communication barriers. • Skill of facilitation & mentoring. • Skill of empathy
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	<ul style="list-style-type: none"> • Skill of empathy • Skill of physical attending • Skill of facilitation and mentoring • Skill of being transition figure • Skill of overcoming communication barriers.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	<ul style="list-style-type: none"> • Skill of facilitation & mentoring • Skill of empathetically genuineness • Skill of centeredness • Skill of questioning • Skill of positive attending.
Pradeep Ku Jena, TE, DIET, Gajapati	<p>The skills i am able to use comfortably in my interactions with others are:</p> <ul style="list-style-type: none"> • Active listening • Acceptance of the individual • Giving value to the individual.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	<ul style="list-style-type: none"> • Skill of respect. • Skill of listening. • Skill of empathy.
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • I am confident of using following skills in my interaction successfully. • Active listening • Attending • Empathetic approach.
Dr Bimal Charan Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • Listening skills. • Encouraging others. • Allowing others to speak. • Giving advise.
Reeta Gloria Ekka, TE, DIET, Sundargarh	<p>The skills i am able to use comfortably in my interaction with others are the attending and listening skill. I attend and listen others and understand others feeling and explore them to share their problem with me as a facilitator to get the solution by their own.</p>
Balabhadra Pujapanda, DIET, PURI.	<p>Simulated exercise of facilitator, facilitate and observer.</p> <ul style="list-style-type: none"> • Creative imagination exercise was useful practice. • Exercise on barriers in communication.
Ayesha Tanwir, TE, DIET, Tikabali	<ul style="list-style-type: none"> • Skill of questioning. • Skill of concreteness. • Skill of physical attending. • Skill of empathetising. • Skill of facilitating. • Skill of monitoring.
Ashok Kumar Digal, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Self discovery and self empowerment • Transition figure. • Purpose of life/ life skills/ life wheels • Skills of facilitation and mentoring
Smt Nibedita Kar, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Attending and listening to others. • Being empathetic to others.

	<ul style="list-style-type: none"> • Avoiding communication blocks.
Ashok Kumar Mohanty, TE, DIET, Khurda	I have learnt the skill of recall some activities that i love to do so much. I am able to use the above skill to use comfortably in my interactions with others. I had recalled the story of success and felt happy.
Ms Bhubaneswari Mishra, DPIASE, Berhmpur	I am trying to avoid the communication stoppers like advising, comparing and finding the difference in my communication with others and feeling happy.
Jayprakash Dash, TE, DIET, Sambalpur	<ul style="list-style-type: none"> • Skill of empathy – i can use it comfortably, because i can realize the situation within myself. • Skill of working in teams – for this i have to be open and mix with others and it can help in my growth and also of others. • Problem solving skills – if i am aware of myself, i can help the facilitate to solve problems through facilitation.
Sri Purna Ch Brahma, Sr TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Humour: i work for even after the stipulated time without hesitation. • Way of talking: my family, students and staff are with me always. • Thinking: seeing the solution rather than the problem. • Listening and responding: people have accepted me as a co-worker not a principal.
Pravati Kumari Mohapatro, ETEI, Berhmpur	<ul style="list-style-type: none"> • I am using the following skills comfortably during my interaction as a result i am a good facilitator. • Attending & listening skills • Empathetic response to others • Avoiding advising, praising, comparing to others
Ratindranath Ghosh, TE, DIET, Rayagada	The skills which i very often use in practice are: <ul style="list-style-type: none"> • Self enquiry • Mindfulness • Become proactive • Listening to others • Giving importance to team work.
Chitrasaen Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • Working in group: it helps for development of the institution, a good relationship will develop among the staff. • Taking every student born with unlimited potentialities, i will not limit any student but help them to grow as much as possible.
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	I shall use empathy and try to avoid the communication blocks. I can use the skill of listening to other person during interaction. I can also facilitate the person to explore more possibilities to his problem which he / she is facing. This results in developing good relationship with the society, friends and person in the professional sector.
Debabrata Moharana, TE, DIET, Gajapati	Awareness: <ul style="list-style-type: none"> • It allowed me to consciously use my words in the interactions. It also allows me to clearly state the matter objectively. • Emotional freedom techniques: • It allows to bring calmness in mind and helps in awareness. It helps to remove away worries. Hence, provides a state of calmness. • Helping type questionnaire: • It helps to ask right kind of question required for exploring during interactions.
Ms Lipishree Devi, TE, DIET, Sonapur	<ul style="list-style-type: none"> • Skills of facilitation and mentoring, • Skill of working in team, • Skill of empathetic response

	<ul style="list-style-type: none"> • Skill of listening • Skill of building relationship • Skill of questioning • Skill of problem solving <p>The result of my interaction with others by using these skills:</p> <ul style="list-style-type: none"> • I am aware of myself, helps the facilitate to solve the problem, i am genuine, discover myself, listen others problem and empathic responses, giving others for their growth and enrichment them in their field.
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • I listen others problem carefully. • I accept others views patiently. • I share experiences with others. • I facilitate the students so bthat they become self sufficient to solve their own problem in hostel and in colleges.
Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Facilitation & mentoring – result is satisfactory • Visualization – result is satisfactory
Smitashree Biswal, TE, DIET, Jajpur	<ul style="list-style-type: none"> • I listen and attend to my students during teaching – learning process, as a result they share, reflect and present their ideas properly. • I also ask questions to my students to promote thinking and facilitating them to find the ways to solve their problem.
Dr Narendra Rana, NKC CTE, Angul	<ul style="list-style-type: none"> • Accepting others as they are. • Respecting the worth of others. • Avoiding negative thoughts. • Practising empathy
Dr Srutirupa Panda, NKC CTE, Angul	<ul style="list-style-type: none"> • Listening patiently could help me to understand others feelings and thoughts clearly. • Skill of genuineness helped me to overcome conflicting situation with others.
Q.4. Mention the skills that you need more practice before you are able to use them.	
Prabodh Ku Hota, TE, DIET, Nuapada	<ul style="list-style-type: none"> • The skills of organizing needs more sharpening. • The skills of understanding a critical situation. • The skills of using modern technology.
K Laxmi Senapati, DIET, Balasore, Remuna.	<ul style="list-style-type: none"> • Mindfulness: though i am doing this regularly, but it is difficult for me to concentrate. Here i need to practice more. • Communication blocks: some blocks which are mentioned above are controlled but still other communication blocks are there which are difficult to control. • Self awareness: though i know my strengths but sometimes it is difficult for me to explore my strengths in some situations.
Binapani Padhy, TE, DIET, Khurda	<p>I need to practice the skill of communication blocks:</p> <ol style="list-style-type: none"> i) Comparing, praising, ordering and sympathising. ii) Skills of relieving, it help me to live happily. iii) Questioning help me to explore. Ability of belief in myself help me to built self confidence within me.
Ms. Somya Das, TE, DIET, Nayagarh	<ul style="list-style-type: none"> • Skill of self awareness. • Skill of facilitation and mentoring and skill of questioning.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	<ul style="list-style-type: none"> • Skill of exploring and skill of questioning. • Skill of facilitation and mentoring.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	<p>I need to practise the following skills:</p> <ol style="list-style-type: none"> 1. Skill of exploring. 2. Skill of empathy

	<p>3. Skill of questioning.</p> <p>4. Skill of facilitation & mentoring.</p>
Pradeep Ku Jena, TE, DIET, Gajapati	<ul style="list-style-type: none"> • I need more practice on skill of not bringing any reflection and observation during the process of facilitation. • I also need practice on the art of providing feeding. • On skill of questioning for helping the facilitate to find out exactly the emotion in which he is in.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	<ul style="list-style-type: none"> • Skill of concreteness • Skill of genuineness. • Skill of facilitator self disclosure.
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • I need more practice on skill of not bringing my reflection and observation during the process of facilitation. • I also need practise on the art of providing feedback. • On skill of questioning for helping the facilitatee to find out exactly the emotion in which he is in.
Dr Bimal Charan Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • Mindfulness practice • Visualization. • Listening skills.
Reeta Gloria Ekka, TE, DIET, Sundargarh	<ul style="list-style-type: none"> • Mindfulness • Facilitation • Creative visualization
Balabhadra Pujapanda, DIET, PURI.	<ul style="list-style-type: none"> • Facilitator and mentoring. • Creative imagination.
Ayesha Tanwir, TE, DIET, Tikabali	<p>I need to practice the skill of reducing communication blocks like:</p> <ul style="list-style-type: none"> • Skill of empathy • Skill of exploring • Skill of questioning. • Mindfulness • Skill of facilitation
Ashok Kumar Digal, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Skills of facilitation and mentoring. • Communication blocks. • Listening and speaking skills.
Smt Nibedita Kar, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Facilitation and mentoring skill. • Problem solving skill • Attending communication blocks
Ashok Kumar Mohanty, TE, DIET, Khurda	<ul style="list-style-type: none"> • Practice of mindfulness to reach the place of silence and describe of experiences with others. • Practice of some activities that i love to do so much and re programme my mind to get knowledge about the wanting of my life. • Practice to change my thoughts, feelings and actions to get different results immediately.
Ms Bhubaneswari Mishra, DPIASE, Berhmpur	<ul style="list-style-type: none"> • I need more practice in the skill of facilitating. • More practice also required to avoid the communication stoppers.
Jayprakash Dash, TE, DIET, Sambalpur	<ul style="list-style-type: none"> • The skill of facilitation and mentoring needs more practice. Because it is we who have to deal ourselves so that we can facilitate others. I have to practise it in my life. • Mindfulness: Mindfulness is the state of becoming aware of the present moment. For this i have to work a lot. I think more over the past and the future rather than on the present and this brings much problems. So i have to practice it a lot. • Control over the ego states: i shall have to practice in the combination of the ego states of NP (+) + A + NC (+) which

	means positive quality of nurturing parent, A = Adult Ego state, and positive quality of Natural child.
Sri Purna Ch Brahma, Sr TE, DIET, Mayurbhanj	Empathy: still i am becoming emotional and showing sympathy Giving advice: many a time, with emotion i am giving advice instead of talking, facilitating with empathy.
Pravati Kumari Mohapatro, ETEI, Berhampur	<ul style="list-style-type: none"> • Mentoring and facilitation skills • Problem solving skills • Avoiding communication blocks
Ratindranath Ghosh, TE, DIET, Rayagada	<ul style="list-style-type: none"> • Facilitation skill • Mindfulness skill • Remaining happy for no reason • Try to belief in the current moment
Chitrasaen Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • Mindfulness • Empathetically facilitation • Go beyond your limitations.
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	<p>Mindfulness practice:</p> <ul style="list-style-type: none"> • I need to practice more this skill in order to control my mind and channelize better thoughts for better action. <p>Facilitation skill:</p> <ul style="list-style-type: none"> • I shall practice the facilitation skill more so that i can act as a good facilitator, listener for my students, teachers and other members in the institution and family. <p>Creative visualization:</p> <ul style="list-style-type: none"> • I shall practice skill of creative visualization to solve problems in life both at personal and professional front.
Debabrata Moharana, TE, DIET, Gajapati	<ul style="list-style-type: none"> • Mentoring skills allow to find out ways for solving the problems, reach the way out by the facilitate when helped or provided facilitation. • Creative visualization allows me to visualize my goal and feel them being achieved. It is a technique to work with sub conscious mind and it requires carefully dealing the procedure. Hence, lot of practice is required.
Ms Lipishree Devi, TE, DIET, Sonapur	<p>Skill of facilitation and mentoring;</p> <ul style="list-style-type: none"> • I need to practice this skill only for myself, only for solving my personal as well as my professional problem in my life. <p>Skill of mindfulness;</p> <ul style="list-style-type: none"> • I used to practice the skill of mindfulness to enrich me. <p>Avoiding communication blocks:</p> <ul style="list-style-type: none"> • I used to practice that how can i avoid the communication blocks specially sympathetic attitude to empathy, not comparing me with others and no advise and suggestions for others.
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • Skill of mentoring and facilitation. • Skill of creative visualization • Skill of avoiding communication blocks.
Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Relieving and anchoring • Facilitation & mentoring • Communication
Smitashree Biswal, TE, DIET, Jajpur	<ul style="list-style-type: none"> • Use of aanchors i.e. the subconscious emotional troiggers • Mindfulness • Creative visualization
Dr Narendra Rana, NKC CTE, Angul	<ul style="list-style-type: none"> • I need more exposure in EFT theories and their discussions on leadership styles. • Thorough discussion on transactional analysis.
Dr Srutirupa Panda, NKC CTE,	<ul style="list-style-type: none"> • I need to practice more about: • Skill of questioning that to frame and ask the facilitatee

Angul	effectively that can trigger me to take decision. Skill of concreteness: i need to make complex statements into simple one. Skill of listening: i need to develop more patience to listen others.
Q. 5. How do you plan to use the skills with yourself, that is, in dealing with your interpersonal issues?	
Prabodh Ku Hota, TE, DIET, Nuapada	I will learn the skills in which i am not perfect from my staff, students or friends.
K Laxmi Senapati, DIET, Balasore, Remuna.	I will do mindfulness regularly so that i can concentrate on myself, simultaneously i will explore my strengths. So that i can live a productive life.
Binapani Padhy, TE, DIET, Khurda	To deal with my personal issues i will try to experience relieving. I shall listen my inner voice. I shall give respect others view and change my way of thinking.
Ms. Somya Das, TE, DIET, Nayagarh	I will use these skills to strengthen my relationship to be calm, to express my opinion, to build up my self confidence, to be proactive in my approach and to overcome my shyness.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	To deal with my personal issues i will try to listen my inner voice, focus on my strength, use my strength and abilities for my personal growth. I will be transition figure and stop transmitting negativity to others. I will change my irrational thoughts to rational one.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	I have to use these skills for strengthening my relationship, to be calm, to express my opinion, to build up my self confidence, to be proactive in my approach and to overcome my communication barrier.
Pradeep Ku Jena, TE, DIET, Gajapati	During self facilitation, i will be genuine to myself in accepting my problem. I will use skill of providing feedback to myself honestly.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	While dealing with intrapersonal issues, it is necessary to make the effective and judicious use of the skills. Self disclosure by self questioning will construct the platform for self facilitation and make me to internalize my personal issues. After careful consideration i will be moved to tackle the issues.
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • During self facilitation, i will be genuine to myself in accepting my problem. • I will use skill of providing feedback to myself honestly.
Dr Bimal Charan Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • I will use mindfulness practice everyday. • I will visualize in every moment what i want to be. • I will listen more and talk less.
Reeta Gloria Ekka, TE, DIET, Sundargarh	I have developed my attending and listening skill hen talk to my students, colleagues, family members or any other, understanding their feelings. I will show proactive behaviour instead of reactive behaviour and change in my thoughts. I will give concentration on positive thought to get success in any work. So, good rapport will develop with my stand my colleagues.
Balabhadra Pujapanda, DIET, PURI.	<ul style="list-style-type: none"> • Practice mindfulness. • Facilitating & mentoring. • Re-planning to better attend various assignments.
Ayesha Tanwir, TE, DIET, Tikabali	<ul style="list-style-type: none"> • To deal with my personal issue i will try to experience relieving. I shall listen my inner voice and keep on repeating this. • Whenever i need to take any decision for my own i shall try to listen my own inner voice and take my own decision which gives me self satisfaction.
Ashok Kumar Digal,	I will plan accordingly to situation, because i have to observe the

DPIASE, Berhampur	situation, accept the challenge, analyse it and i will act as per my strength with proper planning with vision.
Smt Nibedita Kar, DPIASE, Berhampur	<ul style="list-style-type: none"> • When i am in a conflict situation, i must do mindfulness, as it gives positive vibration within me. • I must know who am i? And my purpose of life? What for am i living? • I must give emphasis on my strengths and the resumes within me.
Ashok Kumar Mohanty, TE, DIET, Khurda	I shall practice these skills in my day to day life. When difficulties arise, i shall remain quite within and remember the theories of the training to solve them. I shall applied these skills to deal with my interpersonal issues.
Jayprakash Dash, TE, DIET, Sambalpur	The basic concepts of training programme are to deal with intra personal issues. I have to be more aware on myself and integrate the skills of empathy, genuineness, respect, concreteness, questioning within myself so that i can deal with others too. Self facilitation will also help a lot in dealing intrapersonal issues. I shall practise on creative visualization.
Sri Purna Ch Brahma, Sr TE, DIET, Mayurbhanj	I will be mindful while dealing with any situation and thinking for self actualization. I will learn how to facilitate with empathy. Instead of emotional, i will feel the problem and attend them positively.
Pravati Kumari Mohapatro, ETEI, Berhampur	<ul style="list-style-type: none"> • Creative visualization for the wanting. • Use of mindfulness practice while worried about something. • To ask myself, who am i, for playing the role of multitasker. • Giving more emphasis task to positive vibrations and thoughts, fixing in my mind what i get, how i get, how do i know about what i get. • Giving more focus to my strengths and anchoring affiurmativ statements to my weaknesses.
Ratindranath Ghosh, TE, DIET, Rayagada	While dealing with my intrapersonal issues, i try to be very much careful about not to use any type of communication blocks.
Chitrasaen Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • I have planned to use skills like this: • I will avoid communication barrier. • I will believe others. • All are cooperative. • I will keep in kind these things and deal with others during use of skills
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	I shall try to change my thoughts and feelings so that i can lead the path of an effective person. I shall try to imagine and visualize the things needed to become a successful person in the society and visualize about a good system of education prevailing in the society.
Debabrata Moharana, TE, DIET, Gajapati	I am planning to use the skills with myself, in dealing with my intrapersonal issues by remaining aware of the thoughts that i generate and picking of the thoughts those are helpful for providing scope for my growth and remaining happy and enjoying the moments i pass. I shall channelize my energy, obtain energies through ANCHORS, positive strokes and remain ever aware.
Ms Lipishree Devi, TE, DIET, Sonapur	To be a good facilitator, i will help me in dealing intra personal issues. I will also practice the mindfulness and self confidence.
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	When i become over anxious, feel guilty, feel inferior in front of others. I facilitate myself. I listen my inner thoughts and with the help of monitoring process i remove the root of these negative thoughts. In this way, i have solved my inter personal issues.

Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Mindfulness • Communication • Pro active behaviour
Smitashree Biswal, TE, DIET, Jajpur	I plan to practise those skills in my personal and professional life to internalize the change in myself.
Dr Narendra Rana, NKC CTE, Angul	I can be approachable and friendly to others. I can help when they are in need of my assistance in respect of their personal and professional problems.
Dr Srutirupa Panda, NKC CTE, Angul	I will practice mindfulness, like, pleasurable experience in more numbers, so that i can deal with interpersonal issue.
Q. 6. Mention three most significant personal learning from the workshop that has made a difference to your life.	
Prabodh Ku Hota, TE, DIET, Nuapada	Being proactive instead of reactive to any situation.
K Laxmi Senapati, DIET, Balasore, Remuna.	My negative thoughts, some extent reframed to positive ones. Instead of showing sympathy, i am using empathy. I am using my strengths in my personal and professional life.
Binapani Padhy, TE, DIET, Khurda	My significant learning from this training are as follows: <ol style="list-style-type: none"> 1. I shall not use communication barriers like, praise and compare in my personal and professional life. 2. I shall act as a facilitator. 3. I shall change my negative thoughts into positive one.
Ms. Somya Das, TE, DIET, Nayagarh	<ul style="list-style-type: none"> • The three most significant personal learning from the workshop are: • To observe the negative thoughts but let it go and focus more on my positive thoughts. • To listen to others patiently. • To be confident.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	<ul style="list-style-type: none"> • Self acceptance & self awareness have made difference in my life. Now i accept myself with my weakness and strength and consider myself as unique. • It has helped me to change my reactive behaviour to proactive. I respect each and every person and try to understand them. I focus on the positivity in every one and help them to grow. • To listen to others patiently.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	<ul style="list-style-type: none"> • The most significant personal learning are: • To be confident. • To be a good listener. • To give importance on rational thoughts. • To reduce my communication barrier.
Pradeep Ku Jena, TE, DIET, Gajapati	<ul style="list-style-type: none"> • Non accidental nature of universe helped me to identify that miseries of my life are made by me through my negative doing. • Success is learnable. Helped me to focus on my effort. • Creative visualization to get angry.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	<ul style="list-style-type: none"> • Change your thought, change your world. • Self awreness energizes me to make the optimum utilization of my abilities and talents. • Elimination of self doubt definitely eliminates my fear.
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • Non accidental nature of universe helped me to identify that miseries of my life are made by me through my negative doing. • Success is learnable. Helped me to focus on my effort. • Creative visualization to get angry.
Dr Bimal Charan Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • Development of pro active behaviour. • Reduction of stress in life. • Visualization process.

Reeta Gloria Ekka, TE, DIET, Sundargarh	<ul style="list-style-type: none"> • Thought creates our life. So i changed my thought from negative to positive by affirmation to change my life happy. • Transform myself to transform others and for that i have understood my self, clarity in my thoughts for betterment of myself. • I have all the resources that i need and for that i reform my mind, strengthen my strength, convert my weakness to my strength.
Balabhadra Pujapanda, DIET, PURI.	<ul style="list-style-type: none"> • Mindfulness and self image formation. • Development of proactive behaviour • Facilitating and mentoring • Knowledge about neuro science.
Ayesha Tanwir, TE, DIET, Tikabali	<ul style="list-style-type: none"> • I shall not use communication barriers like, comparing, praising, sympathy, working etc. • I shall act as a facilitator. • I shall change my negative thought to positive one by changing the way i look at the things.
Ashok Kumar Digal, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Self awareness and self discovery • Skills of facilitation and mentoring • Reactive and proactive behaviour
Smt Nibedita Kar, DPIASE, Berhmpur	<ul style="list-style-type: none"> • Self acceptance in every walk of life, i.e. personal and professional field. • Stress management • Working together in teams.
Ashok Kumar Mohanty, TE, DIET, Khurda	<ul style="list-style-type: none"> • I have learnt that: • I should not be rigid for any problem • Each of us is unique and we have unique purpose to fulfil, all of us are called to serve and make difference in the world. • I should change my thoughts, feelings and actions.
Jayprakash Dash, TE, DIET, Sambalpur	<ul style="list-style-type: none"> • Most significant learning are: • Our mental maps of the world are not the world. • Positive thoughts lead to positive vibrations. • Be aware of the present moment (Mindfulness) • Creative visualization. • Understanding motivation.
Sri Purna Ch Brahma, Sr TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Life is simple and effortless. I should not name it difficult. • I am the cause of what i am, what i do and what i get. • Visualization is dreaming. If i will not dream, i can not proceed ahead.
Pravati Kumari Mohapatro, ETEI, Berhmpur	<ul style="list-style-type: none"> • self acceptance to the situation • Working in a team for self growth and growth of the institution. • Proactive behaviour to others which become helpful for me to take less stress in vigorous situation.
Ratindranath Ghosh, TE, DIET, Rayagada	<ul style="list-style-type: none"> • The three most significant learning are: • Self disclosure • Treat myself as resourceful • Try to be happy for no reason.
Chitrasaen Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • Always remain happy. • I can change my inner environment • I will not criticise but reflect • Children's are not different we teachers make them feel different by ignoring their potentialities.
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	<ul style="list-style-type: none"> • Our thoughts are the realities. Changing inside can change outside. Focusing on present moment experience without attachment, detachment, and judgement for a stress free individual.

Debabrata Moharana, TE, DIET, Gajapati	<ul style="list-style-type: none"> • My life is a print out of my thoughts. • There is no distinction between me, you and universe. • Now is the continuous reality. • Concept of ANCHOR and using it. • Concept of creative visualization and using it.
Ms Lipishree Devi, TE, DIET, Sonapur	<ul style="list-style-type: none"> • Awareness about my strengths and weaknesses, values, and talents within me. • Avoiding communication blocks • Developing mental mapping
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • I am responsible of my own learning. • I can cultivate the positive thoughts in my mind. • My weakness will become my strength when i will reframe affirmations of the weakness and repeat it in my mind.
Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Made me proactive in my behaviour. • Helped to explore the peace and happiness in mind. • Facilitation & mentoring to my student teachers and colleagues
Smitashree Biswal, TE, DIET, Jajpur	<ul style="list-style-type: none"> • Forgive myself because self is important. • Reframing weakness into affirmations. • To give positive stroke like everyday and every way i am getting better and better.
Dr Narendra Rana, NKC CTE, Angul	<ul style="list-style-type: none"> • Listening others patiently. • Accepting others. • Not finding fault of others rather solve the problems of others.
Dr Srutirupa Panda, NKC CTE, Angul	<ul style="list-style-type: none"> • I learn to explore, who am i, what is my purpose, and how to reach that by self exploration. • I understand that remaining happy or pleasurable is one of the resource of myself. • Others have also vast amount of energy and resources as i have what i need to facilitate.
Q. 7. How do you propose to continue your learning in facilitation and mentoring?	
Prabodh Ku Hota, TE, DIET, Nuapada	<ul style="list-style-type: none"> • In the institutional level i will divide my students into smaller groups so that i can do facilitation and mentoring in a better way. • In my personal level i shall identify issues like physical pain, anger and fear within m. Then i will give me positive strokes
K Laxmi Senapati, DIET, Balasore, Remuna.	<ul style="list-style-type: none"> • I will listen carefully to the facility with his problems and i will probe questions to the facility to find different ways to solve his problem.
Binapani Padhy, TE, DIET, Khurda	<ul style="list-style-type: none"> • I shall try to practise the skill of facilitation and mentoring for continuing at my work place and also in different training programmes.
Ms. Somya Das, TE, DIET, Nayagarh	<ul style="list-style-type: none"> • I will try to practice the skills of facilitation and mentoring in teaching learning process and help my students to explore their abilities and talents. I will also use this skill in my personal life.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	<ul style="list-style-type: none"> • I will try to practise the skill of facilitation and mentoring in teaching learning process, help my students to explore their abilities and strength. I will help them to realize their capability and help them to solve their problem themselves.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	<ul style="list-style-type: none"> • I will try to practice the skills of facilitation and mentoring in teaching learning process and help my students to explore their abilities and talents.
Pradeep Ku Jena, TE, DIET, Gajapati	<ul style="list-style-type: none"> • I will involve myself in active self-talk. • I will record my self talk process. • I will try to make facilitation not only as a good communication procedure, rather a way of life.
Manas Chandra	<ul style="list-style-type: none"> • In the workshop, i got a scope to know the meaning, process

Rout, Tikabali, Kandhamal	DIET,	and techniques of facilitation and mentoring. In future, in order to get a concrete knowledge of the process, i will expose myself to a situation where the process will be going on. Make direct contact with a renowned facilitator and mentor. I will engage me with the process by attending and facilitating my pupil teachers, colleagues and also my family members.
Goutam Patra, Gajapati, Paralakhemundi	Kumar TE, DIET,	<ul style="list-style-type: none"> • I will involve myself in active self-talk. • I will record my self talk process. • I will try to make facilitation not only as a good communication procedure, rather a way of life.
Dr Bimal Charan Swain, RNIASE, Cuttack	Lect,	• I will try to adopt the skills in my life which i learnt in the training. I will involve the students in the facilitation and mentoring process.
Reeta Gloria Ekka, Sundargarh	TE, DIET,	• I propose top continue my learning in facilitation and mentoring by practicing with my colleague, my students and my other family members more and facilitate them to become facilitator by practising with other and simultaneously self facilitation process is practiced.
Balabhadra Pujapanda, PURI.	DIET,	• I will try to observe and share with my student teachers to generate a feeling of positive thoughts. They will be motivated to practice mindfulness, which is an important exercise for self growth and development.
Ayesha Tanwir, DIET, Tikabali	TE,	• I shall try to practice the skills facilitation and mentoring in teaching learning process and also in different training programmes which will help my students and participants to explore their abilities and talent. I will also use this talent in my personal life.
Ashok Kumar Digal, DPIASE, Berhmpur		• I bwill continue the skills of facilitation and mentoring in personal and professional life. Skills like listening, speaking, facila expression, eye contact, gesture, posture. I will apply in professional life for eg, i will listen the views, demands, desire and i will facilitate as per the requirement of the situation.
Smt Nibedita Kar, DPIASE, Berhmpur		<ul style="list-style-type: none"> • I use facilitation and mentoring skills in my personal and professional life. • In the day to day situation, in my family and to my colleagues and students i use this skill of facilitation and mentoring.
Ashok Mohanty, Khurda	Kumar TE, DIET,	• I have proposed to continue my learning in facilitation and mentoring at the time of any problem inside hostel campus for the pupil teachers and also with my friends and staff.
Jayprakash Dash, Sambalpur	TE, DIET,	<ul style="list-style-type: none"> • In order to continue facilitation and mentoring, i need to have some practical ways of doing: • I shall have self facilitation to find solutions to problems. • I shall facilitate those who come with problems by avoiding the communication blocks and stress more on the skill of empathy than on sympathy.
Sri Purna Ch Brahma, Sr DIET, Mayurbhanj	TE,	<ul style="list-style-type: none"> • While facilitating i will learn, understand the problem, attend them, respond them, let them feel the solution within them. • I will constantly do with my pupil teachers.
Pravati Kumari Mohapatro, Berhmpur	ETEI,	<ul style="list-style-type: none"> • I am preparing myself to use facilitation and mentoring skills with my students and colleagues in regular conversation and with my friend circles and family members in my day to day situations as practice makes me a good facilitator. • I will make a daily note to reflect non my experiences of practice and to improve my facilitating skills
Ratindranath Ghosh, TE, DIET, Rayagada		• Facilitation and mentoring are two very important skills as per my knowledge. After having such training it is essential to

	<p>practice there two skills in order to feel motivated.</p> <ul style="list-style-type: none"> • I always try to deal situation empathetically without using any type of communication toppers while facilitating a person. • Both in my workplace as well as personal life i try to utilize the skills of facilitation and mentoring.
Chitrasaen Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • I proposed to continue facilitation and mentoring both in my personal and professional life. I will try to overcome the communication barriers, i will facilitate empathetically. I will practice it with my known person first.
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	<ul style="list-style-type: none"> • I have proposed to apply the skills of mindfulness, listening, empathy, problem solving in facilitation and mentoring. I can deal with the students more properly by allowing them to speak freely before me their issues and problems.
Debabrata Moharana, TE, DIET, Gajapati	<ul style="list-style-type: none"> • For continuation of my learning in facilitation and mentoring i would propose to do following things: • I shall have a thorough understanding of the process. • I shall try it out with my students, friends, family members as i was doing in more effective manner. • I am going to listen to self talk in the situations i failed to facilitate and note down the results.
Ms Lipishree Devi, TE, DIET, Sonepur	<ul style="list-style-type: none"> • I will continue it by utilizing the techniques immediately to my students, friends and family members.
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • The purpose of facilitation and mentoring is that to explore the client in such a way that he/she can solve his / her problem by ownself.
Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Learning by facilitation with the help of the colleagues and students. • Recording the facilitation process and analysing by myself and by experts
Smitashree Biswal, TE, DIET, Jajpur	<ul style="list-style-type: none"> • Now i will continue the process of facilitation and mentoring in each and every work where it is essential and improve myself through experience.
Dr Narendra Rana, NKC CTE, Angul	<ul style="list-style-type: none"> • I propose to provide experiential learning environment to my students, help them to explore their potentialities of help engage them in reflective thinking.
Dr Srutirupa Panda, NKC CTE, Angul	<ul style="list-style-type: none"> • I will go deep into more theoretical parts of the facilitation and mentoring. • Then i will search and utilize each opportunity to use techniques and skills of facilitation and mentoring.
Q. 8. What further support do you need in training others in facilitation and mentoring?	
Prabodh Ku Hota, TE, DIET, Nuapada	<ul style="list-style-type: none"> • Development of attitude, particularly which can influence my group members. • Mentoring and modifying the skills of problem solving. • How to be free from being emotionally balanced.
K Laxmi Senapati, DIET, Balasore, Remuna.	<ul style="list-style-type: none"> • Practising to become a good facilitator. • Should have confidence on himself/ herself as a good facilitator. • We have to make confidence of the facilitatee that the problem is with us and also alternate ways for solving the problem is also with us.
Binapani Padhy, TE, DIET, Khurda	<ul style="list-style-type: none"> • I shall try my best experience of relieving which help me getting self satisfaction. • Activity of relieving and mindfulness needed more and more. • Videos on facilitation and mentoring for teacher training.
Ms. Somya Das, TE,	<ul style="list-style-type: none"> • For support i need some more materials with examples from

DIET, Nayagarh	real life situation which will help in more clarification.
Snehalata Raj, TE, DIET, Bhadrak, Agarpada	<ul style="list-style-type: none"> • Materials in a form of soft copy and hard copy which will help me to have more idea about this programme. • Need more practice and training in this field to enhance my capacity and level of self confidence. • Need guidance while facilitation and mentoring.
Rashmita Kumari Padhy, TE, DIET, Jagatsinghpur	<ul style="list-style-type: none"> • For support i need some materials which will help me to have more idea about this programme. • I need more number of training in this field to change my capacity which will ultimately help me to get rid of my uncomfortable zone to comfortable zone. • I try to practice more and more these skills of facilitating and mentoring. So that i can able to utilize this in my class for this i need some time.
Pradeep Ku Jena, TE, DIET, Gajapati	<ul style="list-style-type: none"> • Further support on: • Skill of providing feedback • Skill of questioning. • Skill of remaining detached from my own past experiences and reflections while providing facilitation to others.
Manas Chandra Rout, DIET, Tikabali, Kandhamal	<ul style="list-style-type: none"> • Effective practice of the skill of confrontation. • Concrete idea about the skill of advanced accurate empathy. • How can i do pre facilitation?
Goutam Kumar Patra, TE, DIET, Gajapati, Paralakhemundi	<ul style="list-style-type: none"> • Skill of providing feedback • Skill of questioning. • Skill of remaining detached from my own past experiences and reflections while providing facilitation to others.
Dr Bimal Charan Swain, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • More material relating to the training. • More resource persons to remind things. • More training.
Reeta Gloria Ekka, TE, DIET, Sundargarh	<ul style="list-style-type: none"> • Skill to provide response by understanding the facilitate. • Way to expose more and more to the facilitatee to get way on path of solution. • Be an active listener to understand the feelings of the facilitate.
Balabhadra Pujapanda, DIET, PURI.	<ul style="list-style-type: none"> • Further we can have feedback and sharing so that experiences can give new insight to our thinking and action.
Ayesha Tanwir, TE, DIET, Tikabali	<ul style="list-style-type: none"> • For support i need videos on facilitation and mentoring for teacher training with proper example. • Need further support to strengthen my proactive attitude to perform my work as a facilitator. • I need some more techniques so that i can practiced mindfulness.
Ashok Kumar Digal, DPIASE, Berhampur	<ul style="list-style-type: none"> • I need more training in facilitation and mentoring. • I need more experience and exposure basically in facilitation and mentoring skills. • I need one audio visual facilities in order to improvement in my facilitation and mentoring skills. • I need to exposure this facilitation skills in different situation and want to collect more and more experience.
Smt Nibedita Kar, DPIASE, Berhampur	<ul style="list-style-type: none"> • Video CD of capacity building training in different phases is required. • Organization of training programme for training others in facilitation and mentoring should be organized nearby our locality. • Different materials related to the topic should be given to us.

Ashok Kumar Mohanty, TE, DIET, Khurda	<ul style="list-style-type: none"> • Refresher training programme to be conducted every year for development of skills time to time. • More study materials to be provide for learning after the training to update the knowledge time to time. • Audio visual materials regarding facilitation and mentoring should introduce with the training.
Jayprakash Dash, TE, DIET, Sambalpur	<ul style="list-style-type: none"> • It is quite a challenging task to facilitate and mentor others. Because we have to live and feel the facilitate during facilitation. It requires some more training to act on this. • Some more practical classes are required in facilitation and mentoring. Skills like empathy which is a part of facilitation needs to be cultivated within the self. • Some video clips on facilitation and mentoring will also help to generate more ideas on the concept.
Sri Purna Ch Brahma, Sr TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • I must see some best videos on positive facilitation as well as negative facilitation. • A conceptual discussion on ... teaching Vs. Facilitating, teaching Vs coaching, mentoring Vs facilitating, coaching Vs mentoring. • Mentoring of my practice on facilitating and mentoring by experts in my institute.
Pravati Kumari Mohapatro, ETEI, Berhmpur	<ul style="list-style-type: none"> • Audio CD & Video CD of classes conducted by Prof Vadaya. • Organization of training programmes for training others in facilitation and mentoring should be organized nearby our localities. • Hardcopies related to the topics, either in form of Xerox copies or books is necessary.
Ratindranath Ghosh, TE, DIET, Rayagada	<ul style="list-style-type: none"> • While practising the facilitation and mentoring skill, i discover many atimes i give advice to the facilitate. • So i think if there will be any method, skill by which we can reduce / minimize the use of communication blocks.
Chitrasaen Sethy, DIET, Kandhamal	<ul style="list-style-type: none"> • I need refresher course on facilitation and mentoring. • As i am new in the field of facilitation, i will practice it. After practice again and again i will learn more.
Sarbani Sankar Panigrahi, KSUB CTE, Bhanjanagar	<ul style="list-style-type: none"> • I need the support of administrators while doing facilitation and mentoring the students. • I need a time frame in my collage work/ schedule so that i can facilitate the learners.
Debabrata Moharana, TE, DIET, Gajapati	<ul style="list-style-type: none"> • A stock of videos of real facilitation, so that it would help and refresh the concept when a trainee requires. • Vocabulary/ stock of words used in empathy. So that one will be comfortable doing the facilitation. Again it requires long practice for doing so.
Ms Lipishree Devi, TE, DIET, Sonapur	<ul style="list-style-type: none"> • I ned more materials, CDs, video clips to motivate my students. • More practical demonstration • More related reference materials.
Dr Sanjukta Bhyuan, Lect, RNIASE, Cuttack	<ul style="list-style-type: none"> • More practice is required for facilitation with varied problems. • Written documents of any facilitation session is required for better understanding. • More clarification regarding the facilitation process during facilitation is required.
Sudarshan Santara, TE, DIET, Mayurbhanj	<ul style="list-style-type: none"> • Refresher course in a regular interval for sustained level of growth. • I will facilitate somebody and there will be scope for observing the facilitating situation by Prof Thomas Vadaya and providing

	<p>necessary comments on it for modification.</p> <ul style="list-style-type: none"> • Scope for observing the facilitation situation of prof vadaya to set the clarity of process.
Smitashree Biswal, TE, DIET, Jajpur	<ul style="list-style-type: none"> • I do not need any support or clarification regarding facilitation & mentoring. Rather i involve myself and practise numbers of times to improve in these processes.
Dr Narendra Rana, NKC CTE, Angul	<ul style="list-style-type: none"> • More mock sessions on facilitation & mentoring. • Refresher materials, • Proper monitoring of the programme
Dr Srutirupa Panda, NKC CTE, Angul	<ul style="list-style-type: none"> • Frequent interactions with all other members and facilitator to share ideas and resolve problems. • Support of time and ICT materials – video clips and ppt. • Space and proper schedules of sessions, booklets, handouts, workbooks, activity modules.



**Five Topics that
Influences Personal Life
and Professional Life**

Name of the Participant	Five Important Topics	Description	Changes in personal life	Changes in professional life
Somya Das, TE, DIET, Nayagarh	Self Awareness	It is the ability to see myself. It is understanding ourselves, discover the strength and weakness and this can be done by being aware of our thoughts.	It has helped me to assess myself. My work by looking at myself. Accept myself as I am and first love myself. It has been helped me to focus on my positive thoughts and strengths rather than on my weakness.	It has helped me to take responsibility assigned to me, helped to build up my confidence and accept challenges. This has to strengthen my interpersonal relationship with my colleagues.
	Managing Stress	Stress creates disturbance in our life but it is an inevitable part of our life. we have to adopt different technologies to cope up with our stress.	It has helped in reduction of anxiety level, change in my thought processes and able to control my anger and emotions.	It has helped me to be stable, do my work in a planned and systematic way.
	Proactive and Reactive Behaviour	When we are proactive we are able to choose our behaviour according to values and principles.	I am aware of my actions and what I say and how it will affect me and my family. I will accept others opinion.	It will help to strengthen my professional relationship and change my attitude towards the work and duties assigned to me.
	Mindfulness	It is the awareness of the present moment. It is the state of consciousness. I helps to focus on the vision and goal that we set for us.	This has helped me to focus on my strengths and let go my weakness. this has also helped me to workout properly on my plans and work systematically.	I have clarity and positivity in my thought. It has helped me to do my work systematically at my work place.
	Facilitation & Mentoring	It is the process by which an individual helps another to find and explore their abilities and talents to learn, achieve and solve their problem.	I am able to facilitate myself to solve the problem to find different ways and techniques to achieve my goal and purpose.	This has helped me to facilitate my students to explore, identify their talents and use it in their teaching learning process and able to solve their problem.

Binapani Padhy, TE, DIET, Khurda	Self awareness		It helps me to know my strength and weakness. It has changed my pre occupied thoughts. I am free from anxiety.	It helps me increasing interpersonal relationship among the staff. It helps me listening others and accepting others. It helped me in accepting challenges.
	Self & Ego		My inferior complexity suppressed. My negative thoughts changed into positive one.	It helps me to respect others views which helps in increasing interpersonal relationship by giving job satisfaction.
	Working Together in a team		I accept others in a positive manner, I myself changed to 'we'. I am ready to share my opinion with others.	Qualities like worthy, trust increased among group members. It helps me to include others in a team. It helps me in trusting, sharing and accepting others.
	Facilitation & mentoring		It helps me guiding in sons life. Changed controlling parent to nurturing one.	Helps in creating good relationship between student teacher. It helps me in self-learning, motivation. Understanding students by giving need based training and teaching.
	Managing stress		I am practising yoga, pranayama and mindfulness which help me to get a peaceful life.	It helps me to concentrate on my work. I plan the work before doing, hence it helps me living a stress free life.

Ms. Kabita choudhry, DIET, Sundargarh	Self-Acceptance		I accept myself with all my strength and weakness without reactive behaviour and try to convert my weakness into strength. I have good family life.	I accept my fault and weaknesses told by others and try to change it to my strength. Good inter personal relationship.
	Reactive to proactive		I accept my fault and weakness identified by others without reacting. Attend my family members with all the five aspects of physical attending and listen to facilitate. Decrease my identity.	Good socio personal quality Good rapport with my students and colleagues.
	Facilitation & Mentoring		Instead of showing sympathy I behave more empathetically.	I have tried to understand the feelings of my pupils and colleagues and respond accordingly to facilitate them to get more path to come out from their problem.
	Self awareness		Analyze myself and aware about my strength and weakness and convert my weakness to strength, develop self confidence by changing my thoughts. It helped me in personal growth.	I have listen, accept and share with others. Attending the challenges come to me without risk. Self confidence increases. Having good inter personal relationship.
	Communication blocks		I accept others as the way they are and stop using communication blocks like ordering, directing, labelling and sympathizing. More interaction and sharing Good rapport	I accept the thoughts of others. More interaction with students. Good rapport with students and colleagues.

<p>Snehalata Raj, TE, DIET, Bhadrak</p>	<p>Self awareness</p>	<p>It is the ability to see myself. It is all about knowing ourselves. It helps to understand ourselves, discover our strength and weakness. Only by being aware of our thoughts and intelligence can function when we act according to our intelligence, we take responsibility for what we do. We respond to the situation and persons and do not react to them. We accept the self. By focusing on strengths it grows and become conscious of the thoughts.</p>	<p>Focus on positive thoughts and strengths. Self-assessment by looking to ourselves. Able to assess ourselves. Accept ourselves and others as he or she is. I feel confident.</p>	<p>Able to take responsibility assigned to me. My confidence level increased. I have good interpersonal relationship. Able to accept challenge. Good rapport at work place.</p>
	<p>Mindfulness</p>	<p>It is the awareness of the present moment. It is the state of consciousness. Practice of mindfulness takes us to a place of silence of stillness. It helps to focus on my present. It attaches self with the universe.</p>	<p>I am able to focus on positive thoughts. I am worried about the past and future. To some extent, I am able to plan properly, implement get the things done systematically.</p>	<p>I have clarity and positivity in my thought. When any negative thoughts come simply I observe and let it go, without judging them about some one I am able to focus on my purpose.</p>
	<p>Proactive and reactive behaviour</p>	<p>It is very important in our personal and professional life. when we are proactive we are able to choose one's behaviour according to values and principles. Ones experiences of self as an agent of ones behaviour and takes initiative to set right if something goes wrong.</p>	<p>I am aware of my words, behaviour, action according to values. I am able to experience myself as the cause of my behaviour. I am not blaming others. I do not react immediately. I accept my family members opinion. I respect their views.</p>	<p>I am not reacting immediately when any work is assigned to me. I take it positively. I am taking responsibility. So there is good professional relationship. Good rapport.</p>
	<p>Managing stress</p>	<p>Stress is an inevitable part of life. It creates</p>	<p>I am unable to manage my stress to some extent by</p>	<p>I am able to control my emotion. I am</p>

		disturbance. We feel we are helpless. We need to handle stress.	practicing mindfulness, focusing on positive thoughts, I am unable to reduce my weakness by changing them to affirmative sentence.	able to realize my strength and face challenges. I plan the work and implement to complete it systematically.
	Qualities of facilitation and mentoring	Facilitation is a process by which one individual helps another to unlock their ability to learn and achieve, increase their sense of self responsibility, and helps to remove internal barriers to achievement. Mentoring is a process in which more skilled experienced person encourages and counsels less skilled or experienced person for promoting letters personal and professional development.	I am able to act as a facilitator to some extent. I am observing the strength and abilities. I am helping my family members to realize their capabilities and help them grow. I have a better family life.	I am able to facilitate my students and my students and helping them to learn. I am focusing on their strength and helping them to solve their problems. I have good interpersonal relationship.
Debabrata Moharana, TE, DIET, Gajapati.	EFT- Emotional Freedom Technique	EFT is a technique of getting positive energy through tapping of energy points of body with closed eyes and repeating the statement of acceptance has allowed me to manipulate energy, remains calm within. Because of it I could accept the happenings occurring at personal and professional level. It provided relaxation in my brain. Earlier I was having headache and few thoughts remaining sustained for very long period of time, even years which I could not accept and I was complaining myself why it has happened to me only, why in spite of doing many things for people – including my brother, my wife, my students at my work place the situations are not changing. But this technique helped me to accept the reality which enabled me to discover my role / work and provided internal bliss.		
	Enhancing self awareness	Life is like print out of thoughts. What I do today, where I am today, what I am today are due to the thoughts I put into action in my past. Today what I am doing are the results of thoughts being put into action. I have a choice of picking from any thoughts created thousands per second if I am aware of it. So it is very important that I remain aware. If I am aware of my thoughts, I can pick up the best thought for action as per the situation and I will get the best output. It has tremendously affected my life both at personal level and professional level. Earlier I was responding to the situations, incidents suddenly in a reactive manner or I was controlled by my thoughts, I was the slave of thoughts. But after the		

		introduction of self awareness, now I decide which thoughts are to be converted into action. And the techniques of meditation, mindfulness are helping to enhance awareness. It allows me to remain happy all the time.
	Communication Process	Earlier I was impatient to tell out my idea, and saw imposing my ideas without completely listening to the person during discussion. I was not accepting others and was thinking they are not right what I know. But after going through the communication process, I understand the bi-directional nature, learnt to remain patient and to listen carefully the person in front. I only start speaking after completely listening or else where required again with permission. Now I enjoy the discussions. Awareness helped me to pick up the right thought to be converted into action. Everyone is correct and the reality now.
	Facilitation and mentoring process	Knowing, understanding and feeling the process are the steps for it. Before training I was only knowing the terms facilitation and mentoring. During the training I could understand and feel these processes. Embedded with empathy it allows the facilitatee to discover him/her self the opportunities and scopes for growth. Avoiding communication blocks provided scope for better transaction. Again remaining aware of the thoughts inside would help strategically during the process of facilitation and mentoring. It helped me a lot. At my personal level I could facilitate my brother and wife and in my professional level I could facilitate my students and colleagues in a transformed pattern. I find myself enjoying it.
	Working together as a team	Before the training I was able to carry out team activities in a planned manner without taking care of others potential, abilities as if I was imposing, ordering without even taking care of even their feelings and post contributions. But after the training I believed in team work, everybody's potential, sharing of ideas on the work done along with previous experiences. It helped me to overcome worries, helped to grow confidence in the group, helped to grow interpersonal relationship.



My Change Stories...

Prabodh Kumar Hota, TE, DIET, Nupada

Self-Awareness: to know myself completely is very important. When my know my strengths and weaknesses it gave a clear vision about myself.

Self-confidence: Working on my strengths and providing myself with positive strikes enhanced my self-confidence.

Self-acceptance: I recognized my natural abilities and accepted the realities about me.

Involvement in work: When I recognized myself and become self-aware after knowing my strengths I gradually and successfully involved myself in work.

Combined effort: After this training programme I was able to take my peer group into confidence. Withy team sprit and combined effort at the institutional level I am how able to handle problem more effectively.

Dr. Sanjukta Bhuyan, Cont. Lecturer, RNIASE, Cuttack

Self awareness: It helped me to identify my strengths and weaknesses. After knowing my weaknesses focused on these. Reframe the weaknesses into positive statement. I had fear to speak in public, lack of confidence to attend the examination etc. i.e. I can learn the way to overcome the fearfulness to speak in public and I can raise my confidence with better preparation. After attending these training programmes I am improving. My communication skills is improved

Pre-active and Reactive behaviour: Before training programme I was a person of reactive behaviour. But after knowing the concept and characteristics of proactive behaviour I changed my self. Now I did not react to any person, phenomenon objects.

Stress Management: After attending the training programme I learnt the techniques to manage the stress. No I equally give importance to personal life as well as professional life. I planed for everyday activities and worked accordingly and able to balance my stress level.

Qualities of facilitator: The concept of qualities of facilitator helps me a lot in personal life and professional life now I am able to facilitate the students to solve their own problems by themselves.

Working together: I distribute the duties among the students whenever they have worked in a group they took their own responsibilities. They completed their work effectively. In classroom also they worked cooperatively.

Plabani Bal

Self awareness: When I am aware, I am able to live in consciousness. I became non judgemental which leads to a conscious behaviour.

Self acceptance and self confidence: This topic helps me to accept myself, situations and problems in my surrounding. It helped me in stress management.

Positive Stroke: It helped me to convert my weakness into my strength. It helped me to stay positive and get success. It helped me not to be worried in any situation.

Working together in team: It helped me to create a positive environment at my work place. It leads to a successful work and self satisfaction. As my thought changed, perception level changed, I started getting satisfaction.

Skills of facilitation: I helped my students to grow.

Narendra Ku Rana, Reader in Education, NKC CTE, Angul

Self exploration: Knowing myself not physically but from our potentialities, place of position, becoming one among others. Personally to be aware of about mineness and professionally try to explore the talents of my students.

Stress Management: Finding out stressors and make efforts to overcome them by which I can lead a happy, healthy and stress free life to be an asset for my professional life.

Communication Blocks: Finding out the communication blocks like praising, respecting etc. to converting the negative into positive. By practice of those communications I can encourage my students to be careful about my behaviour towards others.

Facilitation and mentoring: Through facilitation I unlock the natural ability to teach, perform better and increase a sense of self responsibility.

Once I have created a conducive environment, I can discharge my assignments successfully to be discovering and exploring the abilities, skills and competencies of others.

Motivation: as motivation is the source of internal energy creator, I can motivate my students to be open up and motivate my colleagues to inspire others to take their assignments sincerely.

Cognitive change: I have been proactive, my wrong notion about me to my environment have changed. Now I have been able to explore me perfectly to doing the things as it is.

Affective: I am extremely motivated and found myself self satisfied to discharge my assignments successfully. Now I know my worth and developed owing. Now I

am doing well with my colleagues friends, family and friends. I respect to accept others with utmost care and concern.

Overall observation:

It is my observation for all the four phases of capacity building programme for teacher educators that it is a nice programme, which is very essential for personal and professional fronts. Now it helps me to overcome my hyper tension, I am friendly with others, undertaking assignments in hesitantly. Further it also helps me to be professionally sound enough undertaking and discharging different activities of the institution.

Debabrata Moharana, TE, DIET, Gajapati

Self awareness: it allowed me to explore within to find who am i, why i am, where i am. It allowed me to relate myself to others and to entire cosmos. It allowed me to understand that my life is a print of my thoughts and thoughts can be chosen before they come into action. Those thought can be chosen which provide the scope for all to grow and feel happy.

Self acceptance: it allowed me to accept the reality as they are. Situations are occurring outside me in terms of matter and energy interactions. I have got nothing to do with that phenomenon except observing and accepting as such. Most of the things are to be done with myself remaining aware of myself. Man manipulates the energy system. Man can acquire energy from universe through various means for remaining alert and uses energy during choosing of thoughts and reflecting.

Emotional freedom techniques: It is a technique of inviting positive energy into by tapping the energy points of the body and repeating statement of self acceptance and affirmative sentence. It allows me to remain calm and energetic throughout the day. Remaining calm and energetic throughout the day. Remaining calm allows me to plan and execute and remain happy for no reason. Providing gratitude to the universe time and again allows one to remain in ever happy state desired by humanity. Universe has only growth, no worry, positive energy sent out to universe is returned in a bigger form to the individual.

Transactional analysis: It allowed me to understand the ego states. One can remain in any ego state with awareness. As per the situation one can shift from one ego state to other knowingly and accordingly it will allow this scope for growth of self and others associated with me. Happiness remains in growth. Human is required to remain ever happy.

Facilitation & mentoring: it allowed me to understand the process. Many a times earlier the communication blocks hindered in the process of communication and understanding the problem of the person and feel the feelings of the person. But this concept has helped me to change dramatically at my personal and professional level. Now i use those words which really help the individual growth.

Ashok Ku Digal

Self Awareness & Self Empowerment: Through these skills I came to know that who I am, about my strength and weakness, it gives me opportunity to explore myself and work accordingly as per my strength and convert my weakness in to strength etc.

Communication blocks: From the communication blocks I came to know that earlier I have no idea regarding my weakness of communication and communication blocks, but after getting the training from capacity building programme I am avoiding communication blocks.it enhance and improve my communication skills.

Transition figure: From the transition figure I came to know that if I am unable to do anything good for others at least I must not pass any negative message to others. it influenced me a lot for a change of mind from reactive (Negative) to Proactive (Positive).

Skills of facilitation and mentoring: It has long impacts in my mind because earlier I have no idea regarding how to facilitate the students as well as clients. But after attending the training programme I came to know that skilld of facilitation is playing a very important role for effective teacher educators such as listening, speaking, gesture, posture, body language, manner of speaking, probing questions, empathy and sympathy etc.

Reactive and Proactive: Before attending the training programme I was actually reactive in behaviour. So that most of the time I was in tension unnecessarily. But after attending the training programme I came to know that proactive behaviour it enhance my confidence, control my behaviour, enhance my energy and develops happy, pleasure and positive thought of mind and good manner of behaviour.

Ratindra Nath Ghosh

Self awareness: Now I could be able to analyse/ discover myself which seems very difficult. After doing this practise I can manage myself. I could be able to channelize my energies in to positive.

Mindfulness practice: This is one of the greatest technique which is of immense help to maintain a proper balance in life. whenever, I face any difficult situation like ups and downs in my work and inter personal relationships I remain under stress and feel disappointed. Under these circumstances, when I start practising mindfulness practice I can control my stress to a greater extent.

Being proactive: This is another important aspect which helped me a lot in controlling my behaviour. Usually I was very much reactive. I

immediately pass judgements / remark to person/ situation without thinking the consequences. But after practising this, proactive behavioural techniques I could be able to control my immediate reactions and can analyse the situation.

Improving listening skills: It is another important skill which affects me in many ways. Before attending these training I was used to be very much impatient to listen to others. I can no just go for listening to others; instead I put my judgement to the speaker. But after going through these training, I develop listening skills. I can now listen to other patiently and only then give reply.

Giving importance to team work: By giving importance to team work I could able to solve my task very effectively. The group management technique is of great help in this regard.

Smitashree Biswal

Self awareness: Self or being is important. If I know myself, my strength, weaknesses then I convert my weakness into strength.

Managing stress: It is important for me, because to do my work without stress and anxiety, I need myself free from stress. This also helps me to balance between personal and professional life.

Facilitation & Mentoring process: As a teacher educator, I facilitate and mentor my students for learning, thinking, reflecting and sharing.

Reactive and proactive behaviour: In day to day activity we found our self o react on small things. But we need to control our reaction to save our psychological energy.

SWOT Analysis: This helps me to know my strength, weakness, opportunities available and threats I face. Hence with this analysis I develop my problem solving attitude.

Sri Manas Chandra Rout, TE, DIET, Tikabali

Self Awareness

- It helped me to identify my strengths and weaknesses.
- Understanding my strengths develops my inspiration to find opportunities to proceed in that particular field.
- Development of positive attitude towards new work.

Self Acceptance

- It is not the acceptance of strengths only but also acceptance of weaknesses
- Believe in myself and develops self confidence.
- Accept criticism of others as a source to rectify

Facilitation

- Facilitation is a process of employing skills to make the work easier.
- Change of attitude form teacher centred classroom transaction to learner centred.
- Good intrapersonal and interpersonal relationship is established.

Working Together in Teams

- Respecting the ideas and views of other members and clarification of my doubts.
- Working together in group means all members will work together for one objective.
- Develops sense of self satisfaction, learn from others, sense of belongingness.

SWOT Analysis

- It provides ample opportunity to prepare my vision and mission.
- Aware about strength and weakness of myself, institution and of students
- Participated with others to utilize strength and remove weaknesses.

Sri Sarbani Sankar Panigrahi, Lect in Edn, KSUBCTE, Bhubaneswar

Self Acceptance: I have learnt how to accept myself. Earlier, I was thinking that, I know better than others. But, now, I can understand that others can have more knowledge and skills than me. I can able to understand myself and give space others to express their views and share for a common problem in my professional and family life. As a result, good relation has been developed in us.

Your attitude makes the difference: After attending the training programme, I have realized that our attitude towards others reflect our personality so, by developing good attitude, we can win the society members. Our attitude reflects the type of personality we have moreover, we can change our attitude to become more friendly, adjustable and sociable person in the society. I have developed the sence of fellow feeling, empathy and love towards the persons surrounding me in my personal and professional life for which I have gained more popularity and a successful individual in the society.

Communication Blocks: I have learnt about communication blocks in the training. The blocks used by me in communication are given due

importance by me to wipe out so that I will be a good communicator. I have tried to give up using the blocks for which I have got a good response from the opposite person while doing communication.

Neuroscience of Beliefs: I have learnt how changing beliefs can change a person. In early morning I do meditation exercise where I recall my thoughts and beliefs and try to change the beliefs which create an obstacle on my personal and professional life. By doing this, I have seen, my perception towards the world has been changed and I am converted to a successful person in the society.

Creative Problem Solving: I have learnt how a problem can be solved creatively in life. In my personal and professional life, I have confronted with many problems, But, still than, I can able to solve all these by applying problem solving skills, I have worked out many solutions to the problem and find out the best one which suits me in accordance with the resources available to me.

Self discover: With this I came to who am I, what are my strengths hidden in Blind, Unknown area. Self discovery helped me for self-awareness, being in present by mindful practice. It helped to create positive thoughts, ideas inside me which will align with my beliefs, feelings to put into action and gave me a happy and enjoyable life.

Use of facilitation skills: Facilitation skills helped me to understand the feeling and problem of others, being with them by attending and listening to others. By putting empathetic statements I will make others to grow rather than putting them down.

Team Work / Sprit: Team work, team sprit helped me to grow with others. My thought, my idea and others thought, other idea arised a clear, colourful happiest result to us. Through this team spirit myself, my colleagues and my D.El.Ed. Students able to complete Online Course of Tess India in the month of December, 2015.

Stress Management: Always I was looking happy to others and feeling the same from inside also. But some certain situations regarding the health of my daughter I was disturbed inside and emotionally my mind became imbalanced. But now through "Emotional Freedom Technique" I am concentrating my body, mind, thought, feeling, idea in a positive way that she will be cured very soon and my strong confidence and anchoring the affirmative sentences will the cause of her treatment.

Goal Setting by Creative Visualization:

Always I was thinking that If I will do this will I reach at the destination which was shaking my confidence. But now through creative visualization I am experiencing my imaginations in positive way and planning for:

What I get?

How I get?

How I can know where I reached there? And I am the cause for all the actions and results what I am getting.

Sri Balabhadra Pujapanda, Sr TE, Puri.

Self Awareness: Self-awareness leads a person to know the inner potentialities a person has, which in turn helps the person to utilize his/her potentialities into action. As such, there is a alignment of present thousands and action. A gap may arise because of weaknesses either in thought and action. So that renewed action may take place to reach the desired goal.

Goal setting: Every individual does have a brother goal in like, which is achievable and measurable in terms of social needs. This is important to give a direction to any action.

Managing Stress: Stress is the outcome of conflict between achievement of goal fined various obstacles contracted by the individual. To avoid such natural occurrence, techniques are needed to be pratished, which in turn can strengthen the attitude from the domain of impossibilities to possibilities.

Facilitation / Mentoring: A teacher Educator acts as a facilitator mentor in true sense of the team. To prove himself as a good facilitator he should take people along with him. As such he must develop the skill as an effective communicator.

Teacher Educator as Leaders:

The teacher educators need to prepare "Human Teachers" as such proactive leadership and fulfil the purpose by proper orientation.



PROGRAMME HANDOUTS

Refresher Course on CAPACITY BUILDING OF TEACHER EDUCATORS

Facilitated by

Prof. Thomas Vadaya
Organized jointly by
SCERT ODISHA and UNICEF ODISHA
March 8 to 12 & 14 to 18, 2016

Welcome and Introductions

- ▶ Introduction to the course
- ▶ Overall objective: consolidation of learning – and take stock of what has been our sustained learning and change?
- ▶ Success is learnable!
- ▶ Opportunity to learn and grow to become a better version of ourselves.

Objectives of the course

1. To consolidate the learning for productive living and working.
2. To enhance awareness of who we are as persons.
3. To develop mindfulness and live in the present moment.
4. To discover our purpose in life
5. To develop our resources for living a successful life
6. To pursue our goals through the practice of creative visualization
7. To eliminate use of communication barriers.
8. To live from powerful life enhancing presupposition.
9. To create a culture of empathy
10. To learn to mentor one another and students
11. To develop motivation to achieve success.
12. To empower self to strive toward higher performance.
13. To plan for growth ahead and sustain the learning long-term.

SETTING THE STAGE FOR LEARNING

- ▶ Suggest any topics that you may want to revisit in this phase of learning.
- ▶ What is it that you want from the sessions?
Set your personal goals.
- ▶ Ground rules for our work together – a reminder lest we forget!

Review of 3-Phase Training on CAPACITY BUILDING OF TEACHER EDUCATORS

- ▶ Reflect and write down your reflections against the following:
 1. Mention 5 topics from all three phases of training that you found extremely useful and state why?
 2. State 5 things that changed for you for the better in the personal and professional areas after the training.
- ▶ Share your reflections in smaller groups.
- ▶ Report to the larger group.

WHO AM I?

- ▶ Self-inquiry and discovery of oneself as self
- ▶ Innercise: 'Who am I?'
- ▶ Albert Einstein, " A human being is part of the whole, called by us Universe."

MINDFULNESS

- ▶ Is awareness of the present moment – the NOW.
- ▶ The NOW is eternity; is timelessness.
- ▶ Focus on the present moment experience without
 1. Attachment/liking/clinging
 2. Detachment/disliking/resisting
 3. Judgment/evaluation
- ▶ The challenge is to observe, accept and let our experience be AS THEY ARE.
- ▶ We are not our thoughts

DISCOVER YOUR UNIQUE PURPOSE

- ▶ Each of us is unique and we have unique purpose/dharma to fulfill.
- ▶ Discover your purpose and fulfill it.
- ▶ Connect to your true self – Our purpose comes from knowing our essence.
- ▶ Our true essence is that we are consciousness.
- ▶ To experience ourselves as consciousness, we have to go beyond our mind and its busy chatter.
- ▶ What do you want to do with your life?
- ▶ What is your passion?
- ▶ Use your talents to serve and make a difference to the people.

DISCOVER YOUR UNIQUE PURPOSE, CONTD.

- ▶ Ask yourself: What is it that you love to do and when you do it time stops? This will show your unique talents and gifts.
- ▶ Use your talents and gifts to serve. All of us are called to serve and make a difference in the world, in the sphere of your activity.
- ▶ Having a purpose can invigorate us and give direction to all our efforts.

Discover your Unique purpose, Contd.

- ▶ When you align your thoughts, feelings, and actions to your purpose, life becomes enjoyable and meaningful.
- ▶ The laws of the Universe work together in a way that we receive energy equal to the measure of energy that we put out. This is the universal law of cause and effect.

DISCOVER YOUR UNIQUE PURPOSE, Contd.

Activity : Develop your purpose

1. Write 5 things you consider to be your important values.
2. Determine what you most enjoy doing.
3. Identify your talents, gifts and abilities.
4. Now put together a statement that holds these important aspects together to serve.

BUILDING ON YOUR RESOURCES TO ENHANCE COMPETENCE

- ▶ We have all the resources that we need. What are they?
- ▶ Conscious mind : 2 – 4 %
- ▶ Subconscious mind : 96 % to 98 %
- ▶ Subconscious mind functions automatically and is the source of the results we produce.
- ▶ Reprogram your subconscious mind to get the outcomes we want.
 - Circle of excellence
 - Use of anchors

CREATIVE VISUALIZATION

- ▶ Is using your imagination to create what you want
- ▶ It is something you use every minute
- ▶ Our nervous system cannot tell the difference between what is real and what is imagined
- ▶ Steps:
 1. Vividly imagine an experience you would like to have.
 2. Feel strong emotion as if it is already achieved.
 3. Repeat steps 1 and 2

PRESUPPOSITIONS TO LIVE FROM

- ▶ Our thoughts, beliefs, feelings and actions form the software for our brain.
- ▶ Change these programs, we get different results.
 1. People work perfectly. What we do and the results that we produce in life are consistent with our thoughts and feelings.
 2. The map is not the territory. Our mental maps of the world are not the world.

Presuppositions.... continued

3. If one person can do something, anyone can learn to do it. All that is required is to put on an achiever's mental map.
4. Mind and body are parts of the same system. Our beliefs and thoughts affect the body and the body in turn affect the mind.
5. People already have all the resources they need.
6. You cannot NOT communicate

Presuppositions.... continued

7. The meaning of your communication is the response you get.
8. Underlying every behaviour is a positive intention
9. People are always making the best choices available to them.
10. If what you are doing isn't working, do something else.
11. If you always do what you have always done, you will always get what you have always gotten.

Understanding Motivation

- ▶ Activity : Individually reflect on your experiences as given in steps 1 to 3, and then share your experiences in smaller groups.
- ▶ Step 1 : Think of a time when you were really happy at your work and you put in more than ordinary effort. Why did you feel and work the way you did?
- ▶ Step 2: Conversely, think of a time at work that made you feel unhappy and dissatisfied and it resulted in less work.
- ▶ In the light of the two kinds of experiences you have had, what makes you productive and enables you to be your best self?

UNDERSTANDING MOTIVATION

- ▶ Motivation is anything that moves people to action.
- ▶ It is that which engages a person to move from where he is to where he wants to go
- ▶ Environment that creates motivation –
 1. Expectations.
 2. Positive psychological contact.
 3. Participation.
 4. Goal setting.

UNDERSTANDING MOTIVATION

Types of motivation:

1. Intrinsic/Extrinsic
2. Towards/Away from (Pleasure and Pain)
3. Inspiration/Desperation

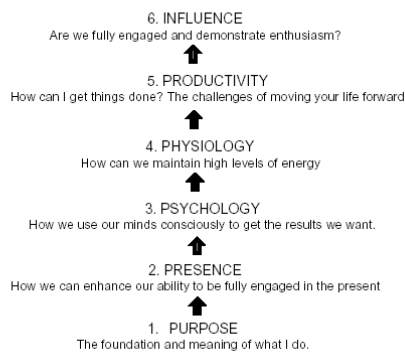
UNDERSTANDING MOTIVATION

- | | |
|--------------------------------------|--------------------------------|
| › High performance | › Apathy and indifference |
| › Consistent achievement | › Poor record of time keeping |
| › High energy/ Enthusiasm | › Absenteeism |
| › Unstinting cooperation | › Exaggeration of difficulties |
| › Willingness to take responsibility | › Lack of cooperation |
| › Never say die attitude | › Resistance to change |
| › Willingness to adapt change | |

SIGNS OF MOTIVATION

SIGNS OF DEMOTIVATION

A Model for High Performance



LOOKING AHEAD : ACTION PLANS

- › If we want a different result for ourselves and in Teacher Education than the one we are getting today, we need to move away from our HABITUAL BEHAVIOR to INSPIRED ACTION!
- › Inspired action is one that is aligned to our purposes and goals.
- › Learning that does not lead to transformation of our thoughts, beliefs, perceptions, attitudes, mindsets, feelings and emotions and behaviors is no learning!
- › When the INSIDE changes, the outside change follows. We live in the INSIDE -OUT paradigm...

Action Plans, Contd.

- › No matter what has been our great learning, unless we take steps to act on it, and bring it into our lives, no results! No results without action!
- › Plan to implement some of your most significant learning in both your personal and professional life:
- › I. Personal life:
- › II. Professional life:
- › III. What we can collectively to implement our learning in Teacher Education - both pre and in-service:

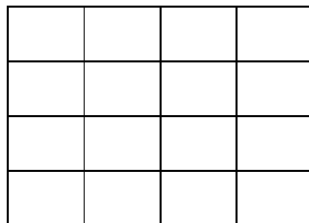
IN THIS SESSION

› Name: _____ Date: _____ Session: _____

Fill up the following stems into complete sentences in a way that is true of your learning in the session.

1. I realized that
2. I learned that
3. I observed that
4. I appreciate that
5. I did not understand

How many squares can you see in the picture?



The number of squares that I can see :



TRAINING FEEDBACK FORM

Participant Name: _____

Institution Name: _____

Name of the training programme attended : _____

Dates on which the training was conducted : From Date Month Year

To Date Month Year

Venue : _____

How would you rate the following (on a scale of 1-4 - 1 being the lowest & 4 being the highest rating)?

Course structure 1 2 3 4

Course content 1 2 3 4

Quality of exercise 1 2 3 4

Handout & Training aids 1 2 3 4

Duration of the Training programme 1 2 3 4

Training co-ordination and organization 1 2 3 4

Training environment 1 2 3 4

Trainer Feedback :

Subject Knowledge / Conceptual Clarity 1 2 3 4 _____

Trainer created and maintained an environment for learning 1 2 3 4 _____

Rate the trainers training skills and competence 1 2 3 4 _____

Presentation methodology 1 2 3 4 _____

Guidance and support 1 2 3 4 _____

What did you like best about the course/content?

What could have been done better?

Based on the training content what were your most significant learning and those you were going to use it in your personal & professional life:

Based on the training course description, how did your learning experience compare to what you expected when you began the training

Learned much more than I expected	<input type="checkbox"/>	Learned somewhat less than I expected	<input type="checkbox"/>
Learned somewhat more than I expected	<input type="checkbox"/>	Learned much less than I expected	<input type="checkbox"/>

Do you think this training would help you in your current job responsibilities?

Definitely to a large extent	<input type="checkbox"/>	Not Sure	<input type="checkbox"/>
Probably to some extent	<input type="checkbox"/>	Definitely not	<input type="checkbox"/>

Would you recommend this training to your colleagues and other teacher educators?

Definitely	<input type="checkbox"/>	Not certain	<input type="checkbox"/>
Probably	<input type="checkbox"/>	Definitely not	<input type="checkbox"/>

Participant's Signature : _____ Date Month Year

LOG OF SIGNIFICANT LEARNING

Sl. No.	Date/Session	My Significant Learning	Action to be taken	Outcome



MY ACTION PLAN

CAPACITY BUILDING REFRESHER TRAINING FOR TEACHER EDUCATORS

Batch No:

Dates:

Venue:

Institution:

Name:

As a follow up of the training, I resolve to implement the following:

A: In my Personal Life:

1.

2.

3.

B: In my Professional Life:

1.

2.

3.

Signature



Feedback Form



CAPACITY BUILDING REFRESHER TRAINING FOR TEACHER EDUCATORS

Batch No:

Dates:

Venue:

Name:

Institution:

E-mail Id:

Kindly provide your valuable comments on the following questions in brief:

1. To what extent have you been able to achieve the personal objectives you set on day I of training. Briefly mention them below.

2. Mention a few of the new attitudes (i.e. a new of seeing the same old reality) you have developed regarding yourself, students, your profession and others.

3. Mention some of the skills you are able to use comfortably in your interactions with others and with what results.

4. Mention the skills that you need more practice before you are able to use them.

i.

ii.

iii.

5. How do you plan to use the skills with yourself, that is, in dealing with your intrapersonal issues?

6. Mention three most significant personal learning from the workshop that has made a difference to your life.

7. How do you propose to continue your learning in facilitation and mentoring?

8. What further support do you need in training others in facilitation and mentoring?

i.

ii.

iii.

9. What are your personal experience of the training methodology and the Faculty's facilitative ways with the trainees?

10. Kindly rate the following:

A. Overall arrangement of the workshop

B. Boarding and Lodging

C. Training Hall Facilities

Average	Good	Excellent

LIST OF PARTICIPANTS FOR THE CAPACITY BUILDING REFRESHER TRAINING PROGRAMME

Organized from: Batch – I: 08th to 12th March, 2016

Batch - II : 14th March to 18th March, 2016

SL NO	NAME	DESIGNATION	CONTACT NO	EMAIL ID
1	Sri Debabrata Moharana	TE, DIET, Gajapati	9938399759	debabiosc@gmail.com
2	Sri Chitrasen Sethy	TE, DIET, Tikabali Kandhamal,	8895713522	chitrasensethy@gmail.com
3	Sri Ratindranath Ghosh	TE, DIET, Rayagada, Bisamcuttack	9438059714	rathighose@gmail.com
4	Sri Sarbani Sankar Panighahi	Lecturer in Edn, KSUB CTE, Bhanjanagar	9439619917	psarbanisankar@yahoo.com
5	Ms. Somya Das	TE, DIET, Cuttack, Narsinghpur	9438031498	Somyadas.1978@gmail.com
6	Ms. Rashmita Ku Padhy	TE, DIET, Jagatsinghpur	9090506776	Tiki_padhy@yahoo.com
7	Sri Balabhadra Pujapanda	Sr TE, DIET, Puri	8093226019	Balabhadrapujapanda1959@gmail.com
8	Dr Jyostna Pattnaik	NDW CTE, Bhubaneswar	9437142245	lyotshna1960@yahoo.co.in
9	Ms. Bhubaneswari Mishra	DPIASE, Berhampur	8763598644	ritalect@gmail.com
10	Ms Plabani Bal	BIET, Gorumahisani	9438614746	Plabani12@gmail.com
11	Sri Guru Charan Sahoo	Lect. In Edn, CTE, Balangir	9437252968	Guru.1973@yahoo.in
12	Ms Pravati Ku Mohapatra	ETEI, Berhampur	9853362883	mahapatraprabhati@gmail.com
13	Dr Srutirupa Panda	Lecturer in Education, NKC CTE, Angul	9937236660	Srutirupa.panda@gmail.com
14	Sri Braja Bandhu Nayak	Sr TE, DIET, Puri	9437749433	Brajabandhunayak22@gmail.com
15	Ms Prabodh Ku Hota	TE, DIET, Nuapada	9668207249	Prabodhhota1305@gmail.com
16	Dr. Nibedita Kar	Lecturer in Edn, DPIASE, Berhampur	9861017475	Nibedita.kar81@gmail.com
17	Akshaya Ku Mohanty	TE, DIET, Khurda	9437766483	Akshayamohanty81@gmail.com
18	Sri Sudarsan Santara	Sr TE, DIET, Baripada	9437238901	sudarsansantara@gmail.com
19	Bijay Ku Swain	TE, DIET, Balasore	8895480256	Swainbijay0@gmail.com
20	Jay Prakash Das	TE, DIET, Sambalpur	9439657791	jayprakash.dash83@gmail.com
21	Sri Purna Ch Brahma	BIET, Gorumahisani	9438319738	Brahmapc.pb@gmail.com
22	Ms Lipishree Devi	TE, DIET, Sonapur	8093416138	Lipishreedevi1@gmail.com
23	Ms. Smitashree Biswal	TE, DIET, Dolipur, Jajpur	9438084686	Smitashree.biswal@gmail.com
24	Dr Bimal Ch Swain	Reader in Education,	9861453765	bimalswain@yahoo.com

25	Dr Sanjukta Bhuyan	Cont. Lecturer, RN IASE, Cuttack	7504310638	drsanjuktabhuyan@gmail.com
26	Sri Goutam Ku Patra	TE, DIET, Gajapati, Paralakhemundi	9438264168	pgoutamkumar@yahoo.com
27	Sri Pradeep Ku Jena	TE, DIET, Gajapati, Paralakhemundi	9437773806	palasta@rediffmail.com
28	Ms. Kabita Choudhry	TE, DIET, Sundargarh	9556857471	Kabita11@gmail.com
29	Ms. Reeta Gloria Ekka	TE, DIET, Sundargarh	9437686668	reetaekka@gmail.com
30	Ashok Ku Diggall	Lect. In Edn, DP IASE, Berhampur	9438378632	Ashok.digal@gmail.com
31	Ms. K. Laxmi Senapati	TE, DIET, Remuna, Balasore	9776190046	klaxmisenapati@gmail.com
32	Manas Ch Rout	TE, DIET, Tikabali	8763763867	Manasrout008@gmail.com
33	Ms Binapani Padhy	TE, DIET, Khurda	9438619817	Binapani_padhy@rediffmail.com
34	Dr Narendra Ku. Rana	Reader in Edn, NKC CTE, Angul	9437721918	Ranank62@gmail.com
35	Sri Narsingh Murmu	TE, DIET, Jeypur	9437151806	Murmur.narshingh2014@gmail.com
36	Ms Ayesha Tanwir	TE, DIET, Tikabali, Kandhamal	9040574856	Tanwir.ayesha@gmail.com
37	Ms. Snehalata Raj	TE, DIET, Bhadrak	9438319738	rajbasantaray@gmail.com
38	Ms Jayajyoti Panda	Consultant, UNICEF	8093099665	Jayajyoti1@gmail.com
39	Dr Snigdha Mishra	DD (TE), SCERT	9937789735	Snigdhamishra63@gmail.com
40	Ms Namita Chhotray	TE & SCERT	9437133452	



PHOTO GALLERY





Morning Prayer



Group Sharing





Morning Prayer



Group Sharing



Decorative header text in Telugu script.



Group Sharing



Decorative footer text in Telugu script.



Group Sharing



Activity by Participants



Decorative header text in Odia script.



Activity by Participants



Decorative footer text in Odia script.



Sharing by Participants





Valediction



