

## (Vyaktitva Vikas Margdarshak)

### Background

An individual, who has free time but does not know how to utilize it fruitfully and passes it somehow, may be gradually affected by the feeling of worthlessness and may become victim of recurring depression. Consequently such individuals are likely to attract a number of life style ailments and may not be able to live a long, *healthy, peaceful and happy life*. *This is very critical for individuals* who had extremely busy work life and after retirement they face the problem of vacuum and boredom due to lack of positive engagement. On the contrary those individuals who have constructive engagements get energy from such activities which they decide to undertake not only for sake of money but also due to nobility of the cause.

The services related to personality profiling and development being rendered by 'Prayas' are very noble in nature as they aim at indentifying and removing personality deficiencies of individuals to enable them in leading a successful, healthy, peaceful and contented life at affordable prices without availing any subsidy or grant from the State or Central Government or any private individual or institution. 'Prayas' has made this possible due to fact that the service providers (Activity Partners) registered with them are individuals who decide to work for 'Prayas' on part time basis in their spare time in exchange for output based income in comparison with a regular full time job under a unique concept of time donation. No doubt they get comparatively less income but are well compensated by very high level of satisfaction from this very interesting and socially relevant work and thereby may be able to lead a healthy and peaceful life full of happiness.

Therefore educated housewives, who can not join regular jobs due family circumstances, retired persons who are healthy but find difficult to pass time, low paid teachers who are free after schools hours, unemployed youths who have completed their education and are at present searching for jobs and also other educated adults who do not do any regular job and may have some spare time from current family responsibilities, can work with 'Prayas' as 'Vyaktitva Vikas Margdarshak (VVM)' after obtaining free training through digital means and earn additional income by donating spare time of 90 minutes per day six days a week.

**Educational Qualifications and personality features:** Minimum: Graduate in any discipline and having humble nature and down to earth approach while dealing with people, patience to listen to views of others carefully, aptitude for soft personal guidance & mentoring with lot of patience, positive and proactive mindset and belief in high ethical life values, ability to communicate and influence others with one's thoughts, disciplined life style, belief in Indian culture and free from criminal cases. They should be willingness to mentor at relatively lower fee to customers belonging to economically weaker sections as 'Prayas' accommodates 05 (Five) participants of economically weaker sections of the society at subsidized fee to be fixed depending upon their ability to pay, over and above 10 (ten) participants paying full fee

**Who can work as Vyaktitva Vikas Margdarshak (VVM)?**

Since 'Prayas' is trying to extend various personality development services of best possible quality at affordable price so that poor parents of rural and urban students and adult members of poor families could also get benefitted from it, it cannot afford to pay salary of regular/full-time employees. Therefore individuals, belonging to following categories, who have some spare time (at least 90 minutes per day and six days a week), can work with us as part-time Vyaktitva Vikas Margdarshak (VVM) after obtaining free training from 'Prayas' through digital means and not only draw satisfaction by assisting us in healthy development of society but also earn additional income in this process. To test their ability to work as VVM, they should try to persuade 10 to 15 parents to get their children (studying in 6<sup>th</sup> and above classes) or adult members of the family admitted to Prayas Foundation Course and run this course digitally through their smart phone having internet facility. Also they can rightly claim that they are engaged in a socially useful work. This work would not only enhance their social prestige but would also provide them mental peace and happiness.

1. Holders of various jobs who have retired and have some spare time from day to day responsibilities and are physically fit.
2. Small private self-financed schools are not able to pay adequate salary to their teachers and such teachers find difficult to meet day to day expenses of their family. Such teachers can work as our VVM in their spare time out of schools hours and supplement their existing income.
3. Educated housewives who are not able to work full time outside their home due special family circumstances, and find difficult to spent spare time fruitfully, can also work as VVM.
4. Such students, who have completed their studies but are unemployed, can also run this course till they are able to get suitable job. They can run it even after being employed on part-time basis.
5. Any individual who has spare time from his/her current engagement.

If an individual belongs to any one of the above categories, then he/she can not only utilize his/her spare time fruitfully but can earn additional income by running "Prayas Foundation Course' and assist us in our other activities related to personality testing, profiling and development after obtaining free training from 'Prayas' through digital means.

### **Nature of Work:**

This is part-time independent business of generating additional income through conduct of "Prayas Foundation course" and assisting 'Prayas' in other activities related to personality development of individuals. Therefore Vyaktitva Vikas Margdarshaks (VVMs) are not employee of 'Prayas' but are valuable Activity Partners.

### **Work Contents:**

The work to be done by Vyaktitva Vikas Margdarshak (VVM) primarily includes inculcate positive thinking, faith in higher human values along with desirable, individual, family, organizational, social, economic and political behavior through conduct of 'Prayas Foundation Course" (PFC) for students and adult participants, persuading children to get

their personality profiling done through 'Prayas' sitting at their home through their smart mobile phone having internet facility and obtain necessary counseling through video conferencing and promoting sale of pocket books for personality development in schools/children and adults.

### **Training:**

Although the training of Vyaktivva Vikas Margdarshak (VVMs) is totally free of cost. Training programs for Vyaktivva Vikas Margdarshaks are organized from time to time depending upon availability of VVMs for training. This is done through webinars. The details of training schedule is available at our website and also be found out through email. PFC can be conducted only after attending the training program.

### **Probable Monthly Income:**

The current total fee of 'Prayas Foundation course is Rs. 5000 (Five Thousands only). 70% of the fee paid by the participants of PFC will be paid to concerned VVM for conduct and management of PFC and all activities related to it. In lieu of this VVM has to arrange participants himself/herself. For example if he/she can arrange one group of 10 participants, his monthly income would be Rs. 5883. If he/she can run two groups of 10 participants each then he can earn up to Rs.11766. he cannot run more than 2 batches in a day. This is direct income through income sharing. Besides this direct income he or she is also entitled to get group/network incentive @ 1 (one) % of the gross income generated by his down line VVMs who have been either motivated by him/her directly to work as VVM or any other VVM of his network motivated by a VVM motivated by him (motivated indirectly). In case the total number of VVMs in his group is 100 (One hundred) or more the network incentive is doubled up to be 2% of the gross income of down line VVMs. However for the purpose of incentive BVVMs up to 4 (four) levels below (excluding him/her) will be considered. Therefore his monthly income from this course would depend upon number of batches being run at a time and number of participants in each batch. We do personality profiling and face to face counseling also separately. If he/she can persuade or motivate children or their parents to get personality profiling done digitally, 20% of the current fee (Rs 750 per child) received by 'Prayas' is payable to him/her as his/her share. We have published two pocket books titled 'How to be successful?' in English and ' सफलता कैसे प्राप्त करें ?' in Hindi, both priced at Rs 20 only, to develop emotional and ethical intelligence in children. Similarly two pocket books titled ' Happiness Unlimited' in English and 'जीवन का आनंद' in Hindi, priced at Rs. 30 each, have been published to develop emotional and spiritual intelligence in adults. Pocket books are made available to VVMs at a discount of 40 % of the MRP and they can generate additional income by selling them at MRP or below as considered appropriate by them. Therefore actual monthly income to a VVM would depend upon his/her actual output to 'Prayas' in a particular month.

Probable monthly income from Prayas Foundation Course may be as under.

S.N	No of down line VVM at each level of down line	Total No of down line VVMs	Levels below VVM	Income Share @70% of gross income		Group/Network incentive @1% of gross income		Group leadership bonus Additional @1% of gross income		Total monthly Income in INR	
				Shifts /Batch		Shifts /Batch		Shifts /Batch		Shifts /Batch	
				01	02	01	02	01	02	01	02
1	0	0	0	5883	11766	0	0	0	0	5,883	11,666
A	Scenario I: 02 (two) VVMs at various levels at uniform fashion (up to 4 levels)										
2	2	2	1	5883	11766	167	333	0	0	6,133	12166
3	2	6	2	5883	11766	500	1000	0	0	6,383	12,766
4	2	14	3	5883	11766	1167	2333	0	0	7,050	14,099
5	2	30	4	5883	11766	2500	5000	0	0	8,383	16,766
	Scenario II: 03 (three) VVMs at various levels at uniform fashion (up to 4 levels)										
6	3	3	1	5883	11766	250	500	0	0	6133	12,166
7	3	12	2	5883	11766	1000	2000	0	0	6883	13766
8	3	39	3	5883	11766	3250	6500	0	0	9133	13,766
9	3	120	4	5883	11766	10,000	20000	10,000	20000	25,883	51,766
B	Scenario III: 05 (Five) VVMs at various levels at uniform fashion (up to 4 levels)										
10	5	5	1	5883	11766	416	832	0	0	6299	12,598
11	5	30	2	5883	11766	2500	5000	0	0	8383	16,766
12	5	155	3	5883	11766	12916	25832	12916	25833	31,715	63,430
13	5	780	4	5883	111766	65000	1,30,000	65000	1,30,000	1,35,883	2,71,766
C	Scenario IV:10 (ten) VVMs at various levels at uniform fashion (up to 4 levels)										

14	10	10	1	588 3	11766	833	1666	0	0	6,716	13,432
14	10	110	2	588 3	11766	9166	18,332	9166	18,332	24,215	48,430
16	10	1110	3	588 3	11766	92493	1,84,986	92493	1,84,986	1,90,869	3,81,738
17	10	1111 0	4	588 3	11766	9,25,76 3	18,51,52 6	9,25,76 3	18,51,52 6	18,57,40 9	37,14,81 8

#### Assumptions:

1. Total course fee per participant : Rs. 5000 (Five Thousands only)
2. Duration of the course: 6 Calendar Months
3. Number of participant with full fee: 10 (Ten)
4. Number of participants with discounted fee: 05(Five) seats for economically weaker sections to be decided by Prayas. The probable income from such candidates has not been estimated and will be extra.
5. Income share of Vyaktitva Vikas Margdarshak (VVM): 70% of the gross income directly generated by him from his/her courses which he or she is conducting himself/herself. (Direct Income)
6. Group/Network Incentive: 1% of the gross income generated by his/her down line VVMs (network Income)
7. Additional Group Leadership Bonus (when the number of down line VVMs of a VVM is 100 or more: 1% of the gross income generated by down line VVMs. (Additional Network Income for excellent performance by VVMs)
8. Levels eligible for computation of group/network incentive and Group leadership bonus to a VVM: only up to 4 (Four) levels below (excluding) him or her.
9. Four scenarios (I, II, III and IV) assumed with 2, 3,5 and 10 down line VVMs under each of the VVMs respectively at each level up to 4 levels only.
10. Income would change depending upon actual number of down VVMs at each level (up to four levels only) of the network.
11. Group/Network incentive as well as leadership bonus to VVMs for their excellent performance is based on gross income (before sharing) and will be paid by Prayas from its own share of income (30%).
12. The estimated monthly income shown in the table given below does not include income from candidates belonging to economically weaker sections of the society. It would be in addition to the estimated income and would depend upon number of extra candidates of economically weaker sections accommodated in the group over and above 10 candidates paying full fee and the actual fee paid by such candidates.

13. It may be seen that the monthly income may vary from a minimum of Rs. 5,883 and can grow to be Rs. 37,14,818 if there are 10 down line VVMs at each of the four level of the network and he or she conduct two batch per day. It may grow even more depending upon increase in the VVMs of his or her network.
14. One VVM is not permitted to conduct more than two batches in a day.

In addition he or she may earn additional income from motivating children and adults to avail personality testing, profiling and counseling services and sales of publications. It may be seen from above that If a VVM devotes some time regularly in motivating other individuals to work as our VVM under him, his monthly income may increase according through network and leadership incentive.

### **Application and Registration**

Individuals desirous of working as Vyaktitva Vikas Margdarshaks (VVMs) should go through the entire literature related to our services, available on this website [www.prayasvyaktitva.com](http://www.prayasvyaktitva.com) carefully and try to understand the fundamental philosophy behind our activities. If they agree with the utility of our services for holistic development of personality of individuals for success and happiness then they should evaluate their own ability to arrange participants for PFC on their own or with the help of their friends who are teachers in some schools by downloading the literature and using it for persuading parents or children to join PFC. They can remove their doubts, if any, by consulting Frequently Asked Questions i.e. FAQ related to VVMs and others willing to participate in PFC or nominate somebody to PFC. If they succeed in persuading sufficient number of children to participate in this course then they should download the registration form of 'Prayas Vyaktitva Vikas Margdarshak' and fill it correctly and sign the Memorandum of Understanding (MOU) and pay the registration fee of Rs. 100 (One Hundred) digitally through the payment link provided for this purpose. They could also visit our Gorakhpur (H-19, Phase IV, Rapti Nagar, Gorakhpur, 273013) and Lucknow (513, Felix Square, Sushant Golf City, Lucknow 226030) offices depending upon physical proximity between Monday to Friday between 11 Hrs and 16 Hrs after taking prior appointment (8127569995 and 7080210615 for Lucknow Office and 7080210612 and 7080210614 for Gorakhpur Office) for submission of application and registration. We prefer contacts through digital means.