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APPENDIX–I: INFORMED CONSENT FORM FOR YOGA

INTERVENTION

Interventions title: Yoga for Psycho-Spiritual Well-Being of French Professionals

PhD Scholar: Pascal Papillon

Nom du guide: Dr. Rajesh SK, S-VYASA Université - Bangalore - India

Name of participant: _____

DURATION OF THE COMMITMENT

FROM MARCH TO JUNE 2016: 3 MODULES 1, 2, 3

FROM PRE-DATA & INTRODUCTION TO POST-DATA 1 & CONCLUSION

+ FOLLOW UP WITH POST-DATA 2 - THREE MONTHS AFTER

3 MODULES – AT CHÂTEAU POURTALÈS - STRASBOURG

from Friday 17h to Saturday 18h	12h x 3 = 36h
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ESTIMATED SCHEDULE

D1 - FRIDAY: 17H TO 19H + 20H TO 22H = 4H

D2 - SATURDAY: 7H30 TO 8H30 + FROM 9H30 TO 12H30 + 14H TO 18H = 8H

About the project:

In order to understand how yoga can affect well-being at work, 3 modules "Well-being and attitudes in action" are organized. Questionnaires are provided to control and track the results at the beginning and end of the training. Two months after the end of the training, you are asked to fill in the questionnaires again.

* You can withdraw from the Study at any time without condition.

I declare to have understood the above and the voluntary consent to participate in the study.

Place _____

Date _____

Signature of the participant

APPENDIX–II: DEMOGRAPHIC FORM

Please provide a response for each of the following questions

1. Your age -----

2. Your gender Female Male

3. Your marital status

Single Married Separated Divorced Widowed

4. Educational field -----

5. Educational level

Below Higher Secondary Certificate (Below 10+2)

Higher Secondary Certificate (10+2)

Bachelor (+3) - Master (+5) - PhD (+8)

5. Profession -----

6. Management position

Top Middle First

7. Total years of work experience :

8. Number of years in this position:

Freiburg Mindfulness Inventory (FMI)

Description: The purpose of FMI - Freiburg Mindfulness Inventory - is to characterize your experience of mindfulness. Please use **the last 2 days** as the time-frame to consider each item. Provide an answer for every statement as best you can. Please answer as honestly and spontaneously as possible. There are neither ‘right’ nor ‘wrong’ answers, nor ‘good’ or ‘bad’ responses. What is important to us is your own personal experience.

Instructions / Please, circle your answer for every statement.

1. Rarely	2. Occasionally	3. Fairly often	4. Almost always			
1. I am open to the experience of the present moment.			1	2	3	4
2. I sense my body, whether eating, cooking, cleaning or talking.			1	2	3	4
3. When I notice an absence of mind, I gently return to the experience of the here and now.			1	2	3	4
4. I am able to appreciate myself.			1	2	3	4
5. I pay attention to what’s behind my actions.			1	2	3	4
6. I see my mistakes and difficulties without judging them.			1	2	3	4
7. I feel connected to my experience in the here-and-now.			1	2	3	4
8. I accept unpleasant experiences.			1	2	3	4
9. I am friendly to myself when things go wrong.			1	2	3	4
10. I watch my feelings without getting lost in them.			1	2	3	4
11. In difficult situations, I can pause without immediately reacting.			1	2	3	4
12. I experience moments of inner peace and ease, even when things get hectic and stressful.			1	2	3	4
13. I am impatient with myself and with others.			1	2	3	4
14. I am able to smile when I notice how I sometimes make life difficult.			1	2	3	4

PERCEIVED STRESS SCALE (PSS)

Instructions and Items

The questions in this scale ask you about your feelings and thoughts during the last month. In each case, you will be asked to indicate by circling how often you felt or thought a certain way.

0 = Never	1 = Almost Never	2 = Sometimes	3 = Fairly Often	4 = Very Often
------------------	-------------------------	----------------------	-------------------------	-----------------------

1. In the last month, how often have you been upset because of something that happened unexpectedly? 0 1 2 3 4
2. In the last month, how often have you felt that you were unable to control the important things in your life? 0 1 2 3 4
3. In the last month, how often have you felt nervous and “stressed”? 0 1 2 3 4
4. In the last month, how often have you felt confident about your ability to handle your personal problems? 0 1 2 3 4
5. In the last month, how often have you felt that things were going your way? 0 1 2 3 4
6. In the last month, how often have you found that you could not cope with all the things that you had to do? 0 1 2 3 4
7. In the last month, how often have you been able to control irritations in your life? 0 1 2 3 4
8. In the last month, how often have you felt that you were on top of things? 0 1 2 3 4
9. In the last month, how often have you been angered because of things that were outside of your control? 0 1 2 3 4
10. In the last month, how often have you felt difficulties were piling up so high that you could not overcome them? 0 1 2 3 4

SATISFACTION AT WORK

Instructions

Using the 1–10 scale below, please indicate what is your regular level of satisfaction at work, The accompanying ten-point scale is ranged from 1 (very low) to 10 (very high). One end (cursor at 1) corresponds to a very low regular level of satisfaction at work, and the other end (cursor at 10) corresponds to a very high regular level of satisfaction at work. Between these two extremes, where do you stand? (the last 3 months).

Select a number between 1 and 10. Please, mark (your figure) in the below scale

Zéro 0	1	2	3	4	5	6	7	8	9	10
(very low level)										(very high level)

IMPORTANCE OF SPIRITUALITY-RELIGIONS

Instructions

Select a number between 1 and 5. Please, mark (your figure) in the below scale

1 = very low	2 = low	3 = moderate	4 = high	5 = very high
---------------------	----------------	---------------------	-----------------	----------------------

- Please indicate how important religion is in your life
1 2 3 4 5
- Please indicate how important spirituality is in your life
1 2 3 4 5

Spiritual Health and Life-Orientation Measure (SHALOM)

Instructions

This questionnaire concerns all aspects of the meaning of life

Please select one of the following expressions, on the list below, to show what best describes any supernatural influence on your life, that is, the Transcendent influence on your life. This refers of a belief some people have that their lives are influenced by SomeOne or SomeThing beyond the human and natural worlds. Please keep this interpretation in mind when you see "Transcendent" in the questions that follow.

Spirituality can be described as that which lies at the heart of a person being human.

Spiritual health can be seen as a measure of how good you feel about yourself and how well you relate to those aspects of the world around you which are important to you.

Please GIVE TWO RESPONSES to each of the following 20 items, by circling the numbers in each of the three columns, to show:

- a. how important you think each area is for an ideal state of spiritual health, AND
- b. how you feel each item reflects your personal experience most of the time.

Each response is graded:

1 = very low	2 = low	3 = moderate	4 = high	5 = very high
---------------------	----------------	---------------------	-----------------	----------------------

Do not spend too much time on any one item. It is best to record your first thoughts.

In some of the questions, the word Transcendent is used. This refers to a belief some people have that their lives are influenced by SomeOne or SomeThing beyond the human and natural worlds.

Please CIRCLE ONE of the following to show what best describes any supernatural influence on your life, that is, the Transcendent influence on your life. (Please keep this interpretation in mind when you see 'Transcendent' in the questions that follow):

For every statement, select a box in each of the 2 lines, to show:

- (a) Your ideal state of spiritual health (corresponds to my aspirations, what I want to achieve)
- (b) Your personal experience most of the time (how serious I act in the direction of that ideal)

1 = very low	2 = low	3 = moderate	4 = high	5 = very high
---------------------	----------------	---------------------	-----------------	----------------------

Items	a. ideal for spiritual health	b. how you feel
Developing:		
1. a love of other people	1 2 3 4 5	1 2 3 4 5
2. personal relationship with the Transcendent	1 2 3 4 5	1 2 3 4 5
3. forgiveness toward others	1 2 3 4 5	1 2 3 4 5
4. connection with nature	1 2 3 4 5	1 2 3 4 5
5. a sense of identity	1 2 3 4 5	1 2 3 4 5
Developing:		
6. worship of the Transcendent	1 2 3 4 5	1 2 3 4 5
7. awe at a breathtaking view	1 2 3 4 5	1 2 3 4 5
8. trust between individuals	1 2 3 4 5	1 2 3 4 5
9. self-awareness	1 2 3 4 5	1 2 3 4 5
10. oneness with nature	1 2 3 4 5	1 2 3 4 5
Developing:		
11. oneness with the Transcendent	1 2 3 4 5	1 2 3 4 5
12. harmony with the environment	1 2 3 4 5	1 2 3 4 5
13. peace with the Transcendent	1 2 3 4 5	1 2 3 4 5
14. joy in life	1 2 3 4 5	1 2 3 4 5
15. prayer life/meditation	1 2 3 4 5	1 2 3 4 5
Developing:		
16. inner peace	1 2 3 4 5	1 2 3 4 5
17. respect for others	1 2 3 4 5	1 2 3 4 5
18. meaning in life	1 2 3 4 5	1 2 3 4 5
19. kindness towards other people	1 2 3 4 5	1 2 3 4 5
20. a sense of 'magic' in the environment	1 2 3 4 5	1 2 3 4 5
21. Please indicate how important religion is in your life		1 2 3 4 5
22. Please indicate how important spirituality is in your life		1 2 3 4 5

Subjective Fluctuating Happiness Scale (SFHS)

Instructions

Using the 1–7 scale below, please indicate what is your regular level of happiness in your life, the last 3 months. The accompanying seven-point scale is ranged from 1 (very low) to 7 (very high).

One end (cursor at 1) corresponds to a very low regular level of happiness, and the other end (cursor at 7) corresponds to a very high regular level of happiness.. Between these two extremes, where do you stand ?

1 (very low)-----**7 (very high)**

In my life. . .	Your cotations between 1 & 7
1. I have had satisfactions and also great disappointments.	
2. The periods of pleasure that I have known are always followed by periods of displeasure.	
3. My level of serenity is very changeable.	
4. I have often known periods of euphoria but they are almost always followed by much less exciting periods.	
5. I often go from euphoria to sadness.	
6. Periods of ill-being follow periods of well-being.	
7. My level of happiness is rather unstable, sometimes high, sometimes low.	
8. I often go from a rather high level of pleasure to a rather low level of pleasure.	
9. I have times when I swing from moments of total bliss to much less satisfying moments.	
10. In the same day, I can sometimes be happy and sometimes sad.	

Subjective Authentic–Durable Happiness Scale (SA-DHS)

Instructions :

Using the 1–7 scale below, please indicate what is your regular level of in your life

1 (very low)-----**7 (very high)**

	In your life, what is your regular level of...	Your cotations between 1 & 7
1.	Overallwell-being?	
2.	Happiness?	
3.	Pleasure?	
4.	Bliss (seemingly complete happiness)?	
5.	Peace of mind?	
6.	Satisfaction	
7.	Serenity?	
8.	Displeasure?	
9.	Beatitude (perfect happiness)?	
10.	Inner-peace?	
11.	Fulfillment?	
12.	Joy?	
13.	Feeling bad ?	
14.	Tranquility (inner-calm)?	
15.	Plenitude (feeling of complete satisfaction, happiness and fulfillment)?	
16.	Unhappiness?	

APPENDIX–IV: INTERVENTION



Three modules

Learning process

Schedule Overview

33 people in 3 groups meet 3 times, from Friday at 5.00 PM to Saturday at 6.00 PM

Module 1	Module 2	Module 3
Yoga practices + Karma & Jnana Yoga	Yoga practices + Raja & Bhakti Yoga	Yoga practices + Stages & goals of life

Friday	
5.00 – 7.30 PM	Presentation Introduction Starter Theory + practices
7.30 – 8.30 PM	Dinner time
8.30 – 10.00 PM	Practices

Saturday	
7.30 – 8.30 AM	Practices
8.30 – 9.30 AM	Breakfast
9.30 – 12.30 AM	Practices + Theory
12.30 – 1.45 PM	Lunch time
1.45 – 6.00 PM	Practices + Theory

Be and Make & Combine the best of east to that of the west.

MAIN PRACTICES

<ul style="list-style-type: none"> • Warm-up - Breathing exercises - Loosening exercises - Stretching & relaxing <u>mouvements</u> • <u>Asanas</u> • <u>Pranayama</u> • <u>Pratyahara</u> : people in training out of their daily routine • <u>Dharana</u> • <u>Dhyana</u> 	<ul style="list-style-type: none"> • <u>Cyclic meditation</u> : relaxation & <u>asanas</u> • <u>Trataka</u> • <u>Mudras</u> • <u>MEMT – Mastering EMotions Technique</u> • <u>Meditation & silence</u> • <u>Yoga Nidra</u> • <u>Laughing yoga</u> • <u>Osmotic meditation*</u> • <u>Candle Light Experiment*</u> • <u>Walking in nature</u> • <u>Walking in nature</u> : path of evolution
<u>Patanjali Ashtanga Yoga</u>	<u>Other practices</u>

* Pr. Subhash Sharma

Practices: refer to Set A & B – Yoga S-Vyasa – Positive Health

That includes Sun Salutation and Osmotic Meditation to enhance physical, mental, and emotional alignment.

Osmotic Meditation: A New Tool for Stress Management and Mind Expansion

Pr. S. Sharma

Exercise 1: Synergy In Negergy Out

Exercise 2: Expansion of Consciousness: From Shunya to Sky

Exercise 3: Inner Being (IB) and Anchor (A) connectivity

Exercise 4: Extending Sensory Perception (ESP)

Exercise 5: Learning from Nature: Lessons in Spiritual and Human Qualities

Exercise 6: Connecting with the ‘inner star’ and the ‘light’ in one’s heart

Exercise 7: Feeling the Inner Strength through Imagination: From Horse power to Swan Power

Exercise 8 : Swans are Flying, Bull is Meditating – Bull Meditation

Module 1: Yoga Practices and Karma & Jnana Yoga

Module 1: Friday evening

Presentation of Participants

The session began with an introduction of participants. Time was taken to understand who was present and their main motivations for attending the program. The motivations varied and included curiosity, a desire to gain knowledge about yoga, and personal self-development. Participants came from diverse professional fields, many holding management positions at top, middle, or first-line levels. Some attendees were employees, while others were self-employed.

Well-being and Attitudes in Action through Yoga & Meditation

To set the tone for the group, a presentation was conducted to explain the context of the study. The main objectives of the session were to:

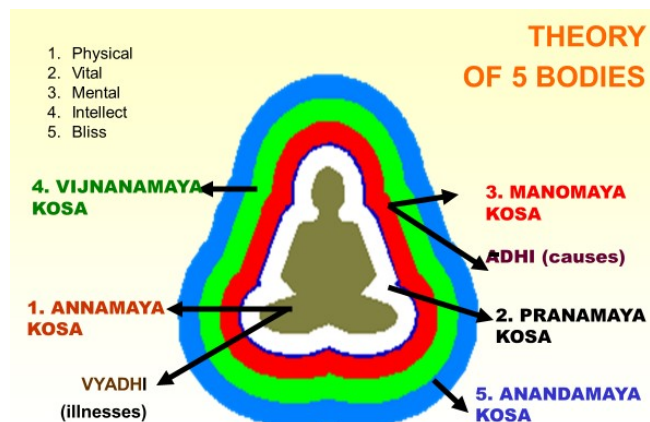
- Introduce participants to the study.
- Familiarize participants with the practice environment.
- Establish a sense of community among participants for the duration of the study (2–3 months).
- Define rules to ensure everyone's commitment.
- Collect baseline data using questionnaires and physical measurements.
- Introduce the science of yoga and associated practices.
- Explain Vivekananda Yoga Training and the four paths of yoga.
- Emphasize karma yoga as the core focus for professionals, with jnana yoga as a complementary resource.
- Adapt yoga concepts to the French cultural context using relevant tools and workshops.
- Present the star model, which will be revisited at the study's conclusion.

Linked to these topics, the session highlighted the competencies and abilities a karma yogi can develop, including satisfaction in work and activity, emotional regulation, stress management, resilience, awareness, sustainable happiness, life balance, and a sense of purpose.

Theory: Yoga and the Five Bodies

The session included a brief discussion on the meaning of yoga as union and unity, and an introduction to the five sheaths or bodies: Physical, Vital (life force), Mental (including emotion), Intellectual, and Bliss. These five bodies represent different states of consciousness that govern our lives:

1. **Physical Body:** Represents the physical aspects of life and survival, connected to the earth element (Prithvi). This body reflects the densest form of energy in the solid state, evident in muscles and bones. Purification positively impacts health and security.
2. **Vital Body:** Represents sexuality, emotion, and vitality, associated with the water element (Apaha). This body houses powerful emotions such as lust, jealousy, and possessiveness. Purification enhances emotional control.
3. **Mental Body:** Represents emotions and thoughts, associated with the fire element (Tejas). This body controls personality and ego, influencing feelings of security and power dynamics. Purification improves interpersonal relationships.
4. **Psychic Body:** Represents higher emotions and spirituality, associated with the air element (Vayu). It governs spiritual aspirations and responses to love and religion. Purification fosters unconditional love and spiritual growth.
5. **Spiritual Body:** Represents the highest level of wisdom and pure consciousness, associated with the space element (Akasha). This body governs the search for self-realization. Purification leads to freedom and truth.



Personality & bodies (koshas)				
Kosha	Personality	Original Nature	Perturbations	Technics
Annamaya	Physic	Relaxation	Tension	Asana
Pranamaya	Vital Force	Calm	Speed	Pranayama
Manomaya	Mental	Wisdom	Agitation	Meditation
Vigyanamaya	Intellect	Balance	Confusion	MSRT ^[1]
Anandamaya	Suprem Bliss	Harmony	Dysharmony	MEMT ^[2]

[1] Mind Sound Resonance Technique
[2] Mastering Emotional Mind Technique

Workshop: Create My Star

The 'Create My Star' workshop is designed to connect participants to yoga and, through yoga, to their inner selves and personal lives. The intention is to promote self-awareness and reflection.

Instructions:

- Complete your star: Each participant receives a star diagram to fill in.
- Around the star, use keywords to describe how you currently feel.
- In the center, mark a point and indicate what inspires you and what you aim for in life.

This exercise will be repeated during Session 3 at the end of Module 3 to allow participants to observe changes and growth over time. The model highlights the balance between personal well-being, relationships, and environmental interaction, emphasizing the harmony a karma yogi seeks to achieve.

Key Elements for Thriving: The Star of a Successful Life – R. Dilts

To create a world where people feel a sense of belonging and to build a thriving career or personal life, it is essential to integrate the following elements:

- Contributing to society and the environment for deeper satisfaction.
- Personal and spiritual growth.
- Supporting emotional and physical balance, maintaining good health without exhaustion.
- Building a sense of community, fostering exchanges, and sharing experiences with peers.

Reality and Perception: Insights Through Presentations and Media

Reality and perception play a significant role in yoga. Through presentations and a video sequence, participants explore different perspectives and the importance of understanding reality.

Presentations:

- PPT: “CHAMELEON”: Explores the concept of Maya, the illusion of perception, and how our initial impressions can deceive us. For instance, perceiving motion and aesthetic forms can redefine our understanding of reality.

- PPT: “Game of PASSES”: Highlights the challenge of maintaining both a global and focused vision. While counting passes, one might miss the broader picture, such as a bear moving in the scene. This emphasizes the importance of balanced attention.

- Video: “The Legend of Bagger Vance”: This sequence from the movie portrays the game of golf as a metaphor for life. It teaches patience, calmness, humility, and focus. The protagonist learns to center himself and deliver his best.

How Yoga Can Help?

Yoga influences perception by increasing sensitivity, selectively filtering undesirable stimuli, and addressing distorted perceptions. It aids self-observation, which can be challenging as the subject and object are the same. Yoga teaches balance and the paradox that increased tension can lead to deeper relaxation.

The Instant Relaxation Technique (IRT) demonstrates this principle, helping participants understand the dynamic interplay of stimulation and relaxation in yoga practice.

Story: Awareness! The Secret of Happiness

This story, originally shared in 'The Alchemist' by Paulo Coelho (1988), illustrates the delicate balance between focusing on life's responsibilities and appreciating its beauty. The narrative follows a young man seeking the Secret of Happiness from a wise sage living in a magnificent castle.

The Three Steps:

1. Step 1: The young man is asked to carry a spoon with two drops of oil as he explores the palace. Concentrating solely on the spoon, he fails to notice the palace's grandeur.

2. Step 2: On a second tour, he admires the art, gardens, and architecture but spills the oil. He realizes he must balance both attention to detail and appreciation of the world.
3. Step 3: The sage explains that happiness lies in seeing the wonders of the world while safeguarding life's essential responsibilities—the 'two drops of oil.'

This story emphasizes that attention is the key to leadership and a fulfilling life. As an African scholar notes, humanity's greatest challenges are leadership, leadership, and leadership—solved through cultivating attention.

Practice: Yoga Nidra

Yoga Nidra, as described by Swami Satyananda Saraswati, is a state of deep relaxation and introspection. It helps the mind detach from external distractions and turn inward, fostering clarity, peace, and acceptance. This systematic practice guides the practitioner into a tranquil state of awareness, releasing physical, mental, and emotional tensions.

Steps of Yoga Nidra:

1. Preparation: Begin with an introduction to set the intention for the practice.
2. Relaxation: Gradually relax the body with the sound of 'Om.'
3. Sankalpa: Use a short, positive affirmation to set a resolve.
4. Rotation of Consciousness: Guide awareness through various parts of the body (e.g., right side, left side, front, back).
5. Breathing: Focus on the breath, counting from 27 to 1, while concentrating on the navel, chest, throat, and nostrils.
6. Visualization: Engage in preparatory visualization of images to deepen awareness.
7. Sankalpa: Reinforce the resolve with another affirmation.
8. Transition: Gradually return to the waking state, retaining the peace and relaxation.

Yoga Nidra offers numerous benefits, including tension release, balance in the autonomic nervous system, enhanced mindfulness, improved memory, and a deeper spiritual awareness. It serves as a tool for self-care, nurturing, and the initial stage of meditation (pratyahara). Swami Satyananda Saraswati emphasizes that tension influences behavior, whereas relaxation brings out our natural self.

Module 1: Saturday Practices & Karma Yoga Insights

Morning Yogic Practices

Breathing Exercises

The morning session begins with breathing exercises aimed at synchronizing breathing with body movements. The objective is to make the breathing process rhythmic, effortless, and deep, fostering a sense of calm and relaxation.

Loosening Exercises

Loosening exercises are designed to overcome the early morning stiffness of muscles and joints. These exercises help loosen the joints, warm up the body, and prepare participants for further physical activity.

Asana

The asana practice focuses on developing inner awareness and achieving deep relaxation. Participants engage in a series of movements, such as breathing and jogging, dynamic exercises, and neck and head movements, to enhance physical and mental equilibrium.

Historical Context

Yoga has a rich history, with references to its introduction in Vietnam by an Indian master over 1,000 years ago. Basic practices such as those used in martial arts have emphasized physical mobilization and energy flow within the body. Practitioners often engage in repetitive exercises to master these techniques.

One notable example is the Five Tibetan Rites, a system of exercises believed to be more than 2,500 years old. These rites were popularized by Peter Kelder in his 1939 publication titled 'The Eye of Revelation.' The practices are known for their ability to rejuvenate the body, enhance relaxation, and improve energy circulation. The Quick Relaxation Technique is an example of how these movements can be adapted for modern yoga sessions.

<p style="text-align: center;">LES 4</p> <p style="text-align: center;">JOYEUX</p> <p style="text-align: center;">vietnamiens</p>	<p>1</p> 	<p>1a</p> 
<p>2</p> 	<p>2a</p> 	<p>3</p> 
<p>4</p> 	<p>4a</p> 	<p>4b</p> 



Karma Yoga Insights and Workshop

Karma Yoga: The Art of Action

Karma Yoga emphasizes how we perform our actions rather than the actions themselves. The degree of attachment to the fruits of action determines the emotional reactions within us. Greater attachment leads to stronger likes and dislikes, resulting in emotional imbalances, energy depletion, fatigue, and misery. By reducing attachment and adopting a sense of 'duty,' we can cultivate unattached action, leading to happiness and balanced interactions.

The essence of Karma Yoga lies in performing actions with an unperturbed mind. Remaining composed and detached from the results fosters inner bliss and contentment. By converting work

into 'work yoga,' we learn the art of 'action in inaction.' This requires maintaining constant internal awareness and transforming our attitude toward work.

Cultural Differences: Adapting Karma Yoga

In Indian culture, Karma Yoga is viewed as a method of self-sacrifice. However, this concept may not be immediately understandable or acceptable in other cultures, such as in France. To bridge this gap, we propose shifting the perspective from self-sacrifice to 'Team Role Sacrifice,' as described by M. Belbin.

Team Role Sacrifice involves adopting a different role to fill gaps within a team, even if it means foregoing one's preferred role. This concept resonates with many people, as it reflects common experiences in work, family, and social settings. While principles such as 'working in harmony with one's nature' and 'acting for the good of humanity' align with the French mindset, concepts like 'action as a sacrifice (yagna)' or 'offering to divinity' may require more cultural adaptation.

KARMA YOGA

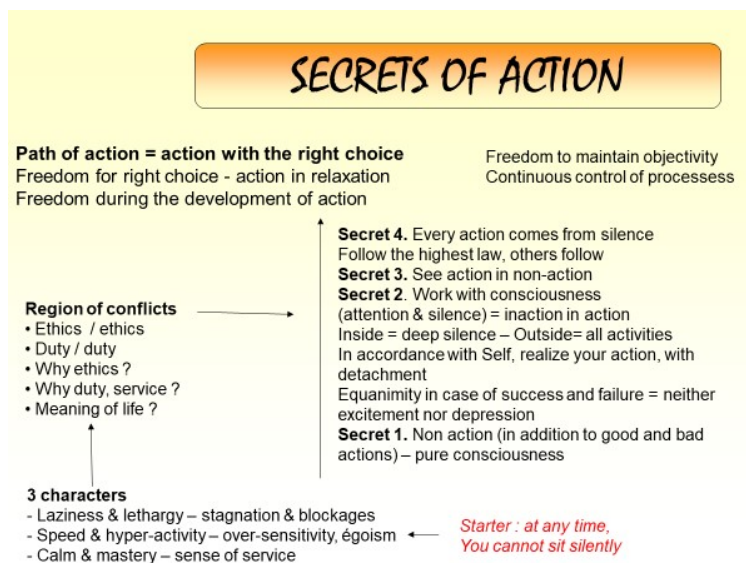
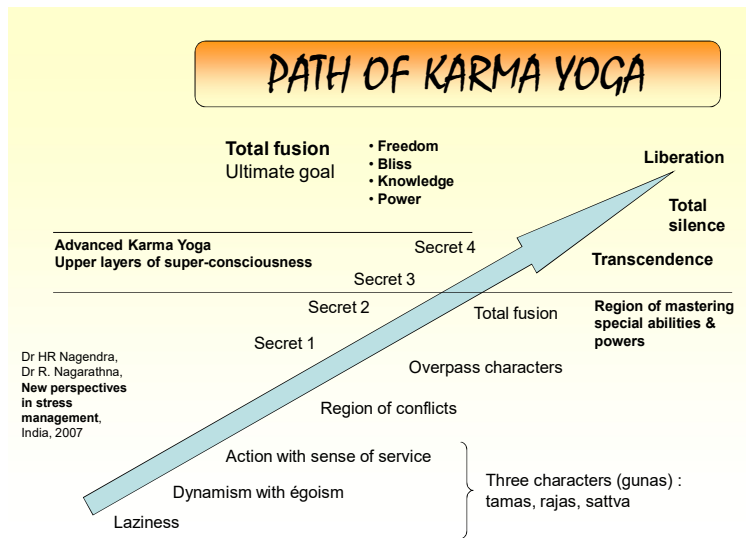
The path of action involves practicing action with an attitude of detachment towards the fruits of action.
This allows man to free himself from strong attachments and thus brings him a stability of mind that is truly yoga.
The instruments of action and understanding are cleansed.

Material benefits for my own pleasure of the senses → To Remove ignorance and pain of others

From **Tamas** – Kamyā yoga (desire) – to **Rajas** – to **Sattva** (Karma Yoga)

Maintain equanimity in action is yoga.
Dexterity in action is yoga.

Path of Action = vital value for modern man and nations.
Create ideal life kernels in different parts of our globe



Story: The Stone Cutters

Three stone cutters were asked what they were doing. The first replied, 'I am cutting stones to earn a living.' The second said, 'I am working to build a structure.' The third proudly stated, 'I am building a cathedral.' This story illustrates the different attitudes one can have toward the same work, highlighting how perspective and purpose transform actions into Karma Yoga.

Principles of Karma Yoga

- Work in harmony with one's nature.
- Act for the good of humanity.
- Set oneself beyond pairs of opposites (success and failure).

- Perform action as a sacrifice (yagna).
- View actions as offerings to divinity.

Karma Yoga teaches that the fruit of action belongs to the action itself. By focusing on the process rather than the outcome, we avoid reactive behavior and act with fullness and purpose.

Workshop: Understanding the Three Gunas

In this workshop, participants explore the concept of the three gunas (qualities) – Sattva (purity), Rajas (activity), and Tamas (inertia). These gunas are present in everyone and everything, with varying proportions influencing character and behavior. The interplay of these qualities defines individual nature and shapes life’s progression.

Participants are encouraged to reflect on their dominant quality and analyze how they distribute their energy among the three gunas. They also discuss changes in these qualities over time, comparing their present state to ten years ago and envisioning their future.

Gunas in Karma Yoga

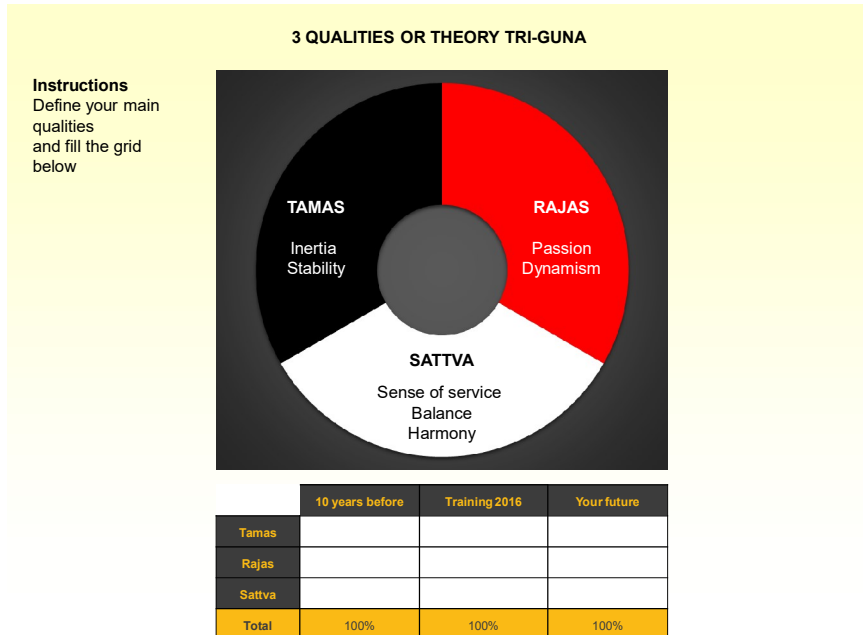
The concept of the three gunas—Tamas, Rajas, and Sattva—represents foundational qualities present in all creation. These are not hierarchical but functional, each playing a vital role in life. Activities are also categorized based on these gunas, and all are necessary for balance and growth. The goal is not to eliminate gunas but to transcend attachment to them, achieving a state beyond all gunas—Trigunatita.

Three characters (gunas)

Mode of ignorance and inertia, power of unconsciousness (incapacity and inaction)	Mode of action, desire and passion; force of movement (struggle and effort, passion and action).	Mode of light, calm, and peace; force of balance (goodness and harmony, happiness) + sense of service
tamas « darkness »	Rajas « brilliant »	Sattva 'nature...what exists'

The Three Gunas:

1. Tamas: Represented as the root or feet, associated with inertia and darkness.
2. Rajas: Represented as the trunk, associated with activity and energy.
3. Sattva: Represented as the fruits and flowers or head, associated with purity and harmony.



2.

Karma and Creativity

In Karma Yoga, the quality, quantity, or speed of action is less important than the sense of participation, belonging, and an ego-free attitude. Selfless service fosters love, affection, and joy in action, transforming ordinary work into Karma Yoga.

Four Major Laws of Karma Yoga (Bhagavad-Gita):

1. Work with a sense of duty.
2. Work without intense attachment, focusing attention on the task.
3. Avoid letting anxieties about results interfere with the work.
4. Accept success and failure with equanimity.

Action: Coping vs Creating

Many approaches focus on teaching people to cope better with challenges. However, Yoga teaches us to create what we want rather than merely coping with undesirable situations. By

improving our inner game, we can develop confidence, emotional balance, and the ability to learn quickly from mistakes, unlocking greater potential.

Practice Techniques

Yoga provides tools to address modern challenges like pollution, stress, and societal unrest. Practices emphasize calming the mind, stimulating and relaxing the body, and purifying the psyche.

Yogic Practices Include:

- Purification of the psyche: Alternate breathing (Nadi Shuddhi Pranayama).
- Relaxation Techniques: Instant (IRT), Quick (QRT), and Deep Relaxation Techniques (DRT).
- Cyclic Meditation: Incorporates asanas such as Tadasana, Ardha Kati Chakrasana, Vajrasana, and Ustrasana.
- STOP Practice: A simple two-minute exercise encouraging mindfulness and self-awareness:
 - S: Stop what you are doing.
 - T: Take quiet breaths and feel the air.
 - O: Observe your surroundings and inner sensations.
 - P: Pursue a positive activity like drinking tea or massaging your shoulders.

Module 1: Saturday Afternoon Practices and Jnana Yoga Insights

Walking in Nature with Five Senses

The afternoon session emphasizes walking in nature, using all five senses to connect with the self and the surrounding environment. The intention is to promote self-awareness, search for reality and happiness, and appreciate nature—the most beautiful yoga studio.

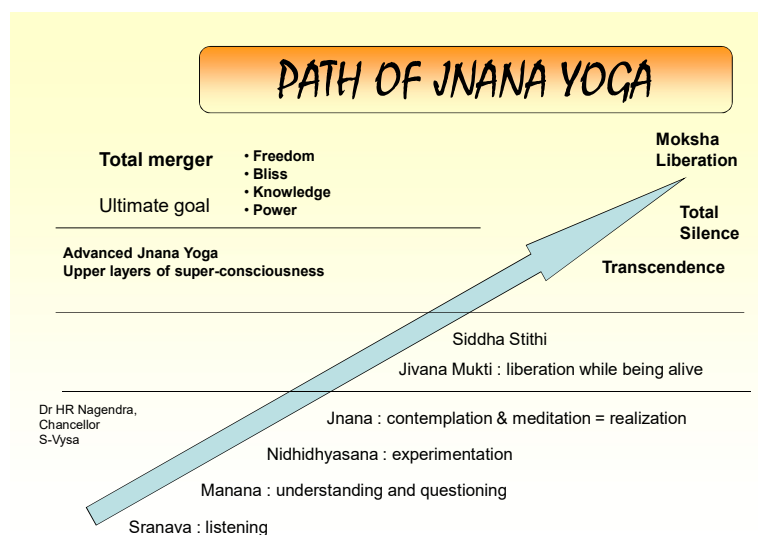
Objectives:

- Discover and understand oneself.
- Pursue reality and happiness.
- Engage in a mix of action, contemplation, and reflection.
- Experience nature through the five senses: taste, sight, hearing, smell, and touch.

Participants interact with sensory objects during the walk, noting their mindset and reactions. This practice helps expand self-awareness and enables them to share their experiences and insights with the group, fostering diverse perspectives.

Jnana Yoga: The Path of Intellect

Jnana Yoga, the path of intellect, focuses on analysis and contemplation. This approach encourages participants to ask essential questions about the mind, the external world, the inner world, and reality. It seeks to transcend the intellect by replacing gross thoughts with deeper queries, ultimately leading to pure consciousness.



Key Competencies:

- Develop intellectual acuity and analytical skills.
- Cultivate concentration and detachment.
- Balance the intellect by transcending its enslaving tendencies.
- Calm the mind to achieve clarity and peace.

Workshop: Soul & Ego (R. Dilts)

This workshop explores the interplay between the soul and ego, presenting them as complementary forces:

- Soul: Oriented towards awakening, service, contribution, and connection.
- Ego: Focused on survival, personal benefit, ambition, and control.

By aligning these forces, participants can achieve charisma, passion, and presence. Discussions and activities help participants address key questions such as vision, mission, ambition, and role, allowing them to explore their identity and purpose.

Workshop: Happiness Analysis

This workshop encourages participants to analyze happiness and its sources. It draws on principles from the Upanishads, emphasizing the importance of inner knowledge over external factors. Key insights include:

- The law of diminishing returns: Satisfaction decreases over time.
- Happiness varies among individuals.
- Mood and concentration influence happiness.
- True happiness arises from inner silence and a calm state of mind.

Group discussions allow participants to share perspectives and broaden their understanding of happiness and its relationship with inner awareness.

Stories: Attitudes and Lifestyles

The stories 'Attitudes and Lifestyles' and 'Swimology' emphasize the importance of attitude in facing life's challenges. They highlight how a positive mindset can transform experiences and foster resilience, adaptability, and growth.

Definition of Yoga

Derived from the Sanskrit root 'yuj,' meaning 'to join,' yoga signifies the union of individual and universal consciousness. It is a path to self-realization, promoting harmony of body, mind, and spirit. Regular practice enhances clarity, reduces stress, and fosters a peaceful, balanced life.

Yogic Practices

Meditation and silence are integral to yoga, providing deep rest and calming the mind. Techniques such as Transcendental Meditation (TM) and Cyclic Meditation (CM) offer greater relaxation than hours of sleep. Key features of meditation include:

- Focus on a single thought.
- Deep relaxation of the body.

- Reduced metabolic rate and enhanced mental clarity.
- A sense of calmness, peace, and bliss.

Simple Meditation Process:

1. Sit comfortably with an erect spine.
2. Close your eyes and relax the body.
3. Observe your breath.
4. Perform Bhramari pranayama.
5. Focus on the inner silence and share your experiences.

Follow-Up and Commitment

Participants are encouraged to reflect on their achievements and strategies for improvement. Key takeaways include:

- Identifying main achievements from the session.
- Adopting practices to progress further.
- Reducing habits that hinder growth.

Recommended readings include 'Yoga: Basis and Applications' by Dr. HR Nagendra and 'Wisdom & Consciousness from the East' by Pr. S. Sharma.





Module 2: Yoga Practices and Bhakti Yoga & Raja Yoga



Module 2 – Practices and Raja Yoga & Bhakti Yoga

Well-being and Attitudes in Action through Yoga & Meditation

Module 2 focuses on enhancing well-being and cultivating positive attitudes through yoga practices, meditation, and interactive workshops. This session aims to bridge cultural contexts, introducing the concepts of Raja and Bhakti Yoga, while adapting yoga practices to resonate with diverse cultural perspectives.

Module Objectives

- Welcome participants and gather feedback on experiences and applications between sessions.
- Reinforce commitment to the program through reminders of rules and principles.
- Present and explain the science of yoga and introduce relevant practices.
- Conduct interactive workshops on Raja and Bhakti Yoga.
- Adapt yoga practices and tools for better cultural acceptance.

Module 2 – FRIDAY evening

Starter

Participants begin by sharing feedback on their experiences, decisions, and practical applications since the last module. This allows for reflection and sets the stage for deeper engagement.

Yoga Practices

- Stretching and relaxing postures.
- Breathing exercises: Staying quiet and alternating breaths.
- Osmotic Meditation (Part 1) (Source: Pr. S. Sharma)

**ASSOU-
PLISSEMENT**
BASSIN



What is Yoga?

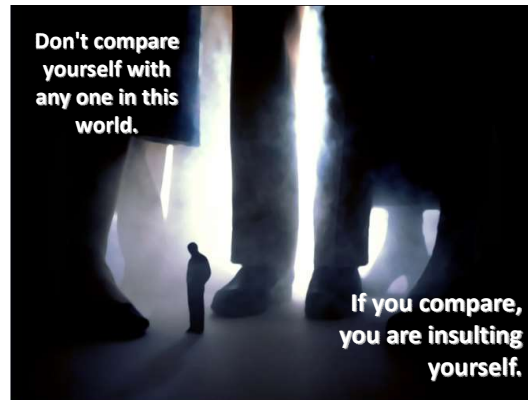
Yoga represents balance and harmony in three dimensions:

- H+H+H: Head, Heart, and Hands.
- T+W+D: Thoughts, Words, and Deeds.
- B+B+M: Body, Breath, and Mind.

Macrocosm and Microcosm

Yoga unites the microcosm of individuality with the macrocosm of universality. It fosters a deeper understanding of life's mysteries and encourages detachment in pursuit of knowledge and harmony. Traditional meanings of yoga include the realization of unity between Atman and Brahman, Jivatman and Paramatman, Shiva and Shakti, or Purusha and Prakriti.

AFTER DINNER



Story: The Four Wives

This story explores the priorities in life through the metaphor of a king and his four wives. Each wife represents an aspect of life: body, possessions, family and friends, and soul. The soul, often neglected, is the only one that follows us after death, underscoring the importance of nurturing our inner selves.

Trataka Practices

Trataka, meaning 'to gaze,' involves focused attention on an object to calm the mind and enhance concentration. Practices include:

- Preparatory Eye Exercises: Vertical, horizontal, diagonal, and rotational movements.
- Jyoti Trataka:
 - Step I: Effortless gazing at a flame.
 - Step II: Intensive focus on the wick's tip.
 - Step III: De-focusing.
 - Step IV: Silence.

Module 2: Saturday Morning Practices and Raja Yoga Insights

Morning Yogic Practices

The morning session begins with a series of yogic practices to warm up, stretch the whole body, and prepare for the day's activities. These exercises are designed to promote relaxation, flexibility, and inner focus.

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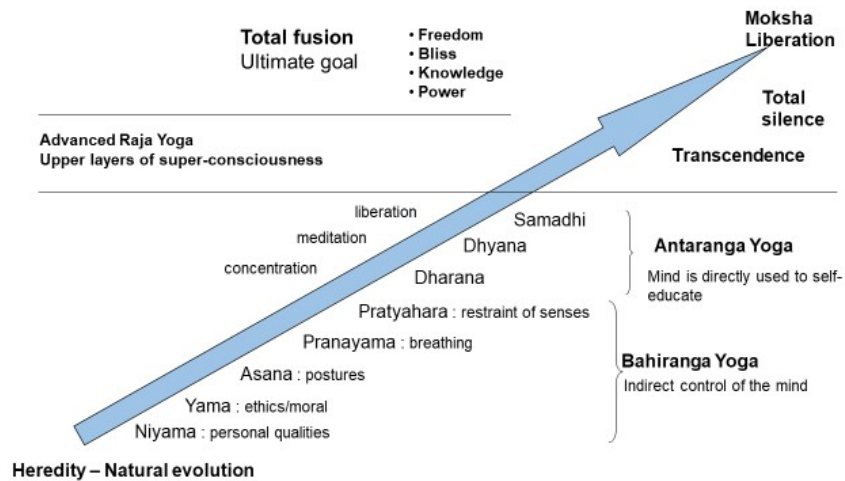
Story: Renki the Elephant

Ryoto, a young Buddhist monk, complained that his thoughts constantly jumped like a wild elephant. His Zen master shared the story of Renki, a wild elephant who struggled against his ropes until, one day, he calmed down and became happy and free. The master explained that the mind is like Renki, and through meditation—represented by the stake and rope—it can be tamed and mastered, leading to true freedom.

Raja Yoga: Royal Yoga

Raja Yoga emphasizes willpower and letting go, cultivating peace of mind and mastery over inner forces. The practice does not rely on force or punishment but focuses on softening the forces behind energy dissipation. The result is happiness and harmony when the observer, the observed, and the process merge into one (Samadhi).

PATH OF RAJA YOGA

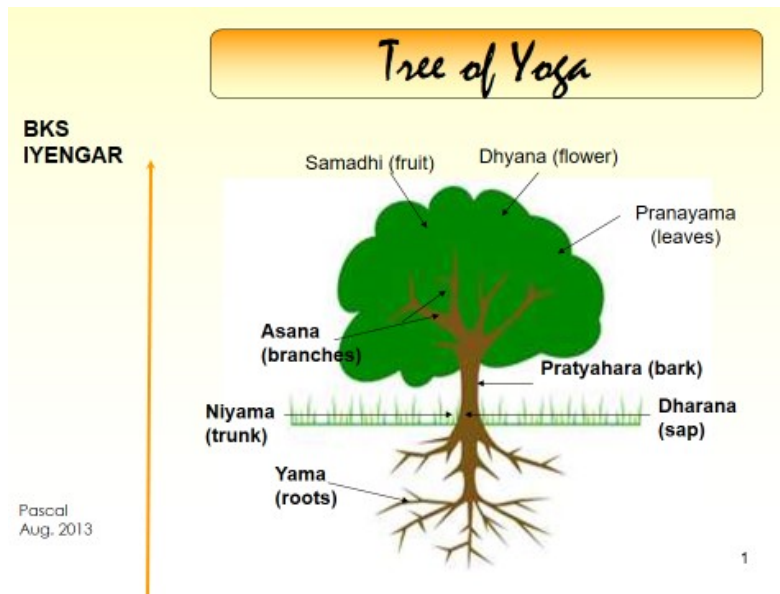


The Tree of Yoga

The Tree of Yoga, as described by B.K.S. Iyengar, represents the integration of yoga into daily life. The roots symbolize Yama (social disciplines), the trunk symbolizes Niyama (personal qualities), and the branches and leaves represent the advanced practices leading to self-realization. The eight limbs of yoga are:

1. Yama: Disciplines the organs of action.
2. Niyama: Civilizes the organs of perception.
3. Asana: Nourishes the body through movement.
4. Pranayama: Channels energy.
5. Pratyahara: Cleanses the mind of impurities.
6. Dharana: Sharpens intelligence and bridges the mind and inner consciousness.
7. Dhyana: Integrates intelligence.
8. Samadhi: Merges intelligence and consciousness, leading to self-realization.

This practice helps individuals experience the layers of their being and reach the ultimate goal: the sight of the soul.



Workshop: Yama-Niyama

This workshop encourages participants to reflect on the principles of Yama and Niyama, linking them to well-being and personal growth. Yama (social disciplines) and Niyama (personal qualities) form the foundation of Raja Yoga, promoting non-violence, truthfulness, contentment, and self-study.

Instructions: In groups of 2-3, participants share their experiences with each principle and summarize their reflections. These steps help calm the mind and enable conscious living, free from dependency on instincts and passions.

Presence Practice

This practice focuses on centering and relaxation, aligning the body and mind to find inner calm and connect with the surrounding environment. Key elements include:

- Feet: Anchored to the ground, creating a sense of stability.
- Abdomen: Feeling present and grounded.
- Heart: Cultivating openness and connection.
- Head: Developing awareness and clarity.

Participants expand their awareness beyond themselves, fostering a sense of infinity and connection with the environment.

Module 2: Saturday Afternoon Practices and Bhakti Yoga Insights

Practice: Path of Evolution (Yogic Walking)

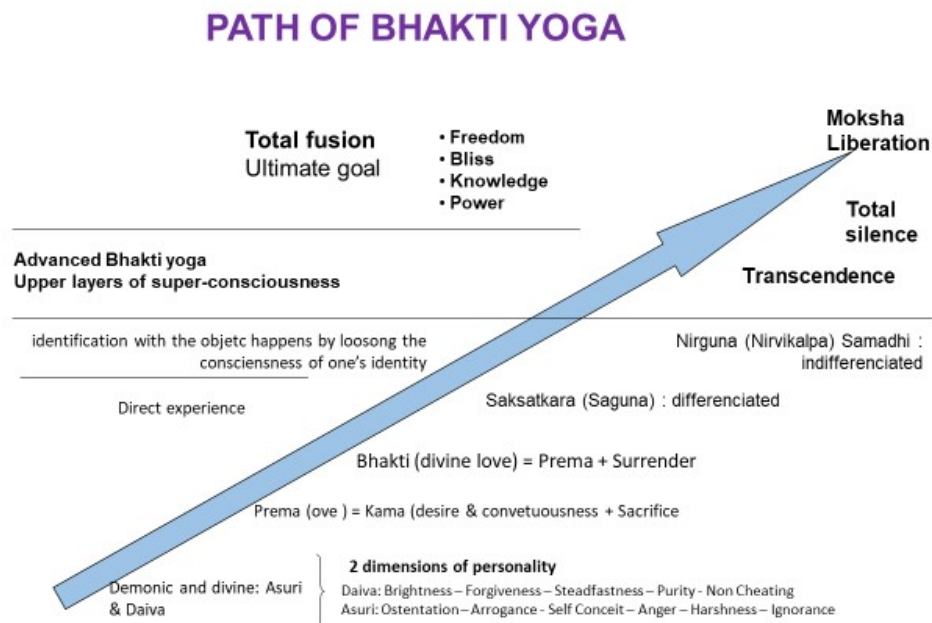
The practice of yogic walking combines action, contemplation, and reflection. By engaging all five senses—taste, sight, hearing, smell, and touch—participants explore their surroundings and deepen their connection to nature and themselves. This exercise encourages mindfulness, self-awareness, and introspection, paving the way for inner peace and self-confidence.

Emotional Intelligence of Professionals

Managing emotions effectively is crucial for professionals. Emotional intelligence involves distinguishing between transient emotional disturbances, such as frustration and anger, and deeper, stable emotions like serenity and intuition. Professionals with emotional intelligence can maintain balance, release stress, and harness positive emotions to navigate challenges effectively.

Bhakti Yoga: The Science of Emotional Culture

Bhakti Yoga emphasizes mastering emotions through devotion. By channeling love (kama) into selfless affection (prema) and surrendering to a higher power, individuals can achieve emotional stability and inner peace. The practice includes nine forms of devotion, from hearing and singing God’s name to complete surrender and blissful unity with the divine.



Workshop: Asuri & Daiva

This workshop helps participants identify and reflect on their virtues (Daiva) and vices (Asuri), encouraging self-awareness and personal growth. Through group discussions, participants explore their strengths and areas for improvement, fostering a balanced and harmonious personality.

Practice : Emotions Process and MEMT (Mastering Emotions Technique)

Emotion originates from intensified thoughts and can lead to attachment, desire, anger, and stress. MEMT teaches techniques such as slowing down, shifting between opposites, and cultivating equanimity to master emotions and achieve tranquility.

Story: The Two Wolves

This Cherokee legend illustrates the inner battle between positive and negative thoughts. The wolf that wins is the one we feed. By focusing on gratitude and positive thoughts, we can cultivate peace, confidence, and a positive outlook.

Yogic Practices

The pranayama practice includes purification, sectional breathing, balancing, cooling, and meditation techniques. These practices help calm the mind, purify the body, and align the breath with inner energy.

Follow-Up and Commitment

Participants reflect on their achievements, strategies, and areas for improvement in professional situations. This follow-up helps translate yogic principles into actionable insights for workplace wellness and personal growth.

Module 3 - Well-being and Attitudes in Action through Yoga & Meditation

Introduction

Module 3 integrates yoga practices with discussions on the stages and goals of life. The objective is to understand life as a flow of energy and vibrations. Participants explore how yoga, as a practice and lifestyle, enhances and regulates the energies within the body-mind complex, contributing to meaningful and holistic well-being.

Module 3: FRIDAY Evening Session

Starter: “Hello, what’s up!”

The session begins with participants sharing feedback and reflections on their experiences since the previous module. This creates a space for communal learning and sets the tone for deeper exploration.

Yoga Concepts

Yoga fosters balance and harmony in all aspects of life, aligning head, heart, and hands (H+H+H). It integrates the following principles:

- Yearning for Oneness and Gaining Advancement
- SAMATVAM (Equanimity)
- KARMASU KAUSALAM (Skill in action)
- CITTAVRITTINIRODHA (Mastery over the mind)

Yoga is accessible to everyone, regardless of age, gender, or beliefs.

Yogic Practices

The session includes warm-up exercises, back-focused practices, and osmotic meditation (cf. Prof. S. Sharma). Participants revisit foundational practices such as 'Stay Quiet & Breathe' and alternating breathing techniques.

Presentation: Effects of Vibrations on Water (Ppt Emoto)

Participants explore the subtle connections between thoughts, vibrations, and physical forms through visual presentations. Inspired by Dr. Masaru Emoto’s work, the session highlights how

thoughts and intentions can influence water crystals. Although scientific replication remains challenging, the concept encourages mindfulness and intentionality in our thoughts.

After Dinner: Candlelight Experiment and Mudras

Mudras: Subtle and Supra-Subtle Energy

Mudras symbolize commitment and channel energy through specific gestures. They represent the five elements:

- Thumb: Fire (Agni)
- Index Finger: Air (Vayu)
- Middle Finger: Space (Akasha)
- Ring Finger: Earth (Prithvi)
- Small Finger: Water (Jala)

Practices include Chin Mudra, Adi Mudra, and Brahma Mudra, enhancing health and energy flow.

Candlelight Experiment for Inner Evocation (Source : Pr S. Sharma)

Participants engage in an experiment designed to foster creativity and self-awareness. Through observation and reflection, they discover new perspectives on interconnectedness and inner peace. The teams shared insights such as 'Reed that bends but does not break' and 'The presence of light reveals life's space and tranquility.' And also

Fireflies sparkling

Peace, calm, serenity, softness, warmth, dance, love, fragility

The flame greeted each one, bending towards each of us.

With this movement, it brings us unity, a feeling of being connected.

Bringing us appeasement, shared centering

LIFE

Sweet attractive force

Centering

Light games, such a breath

Module 3: Saturday Morning: Morning Yogic Practices and Goals of Life

Morning Yogic Practices

Morning session begins with warm-up and stretching exercises to prepare the body and mind. This includes Vasudeva preparation, 4 dynamic movements, and 5 Tibetan movements.

Laughing Yoga Practice

Laughter: An Essential Key to Well-being

Laughter has the power to dissolve worries and bring immense joy. Modern life often emphasizes seriousness—working harder, earning more, and prioritizing material success over well-being. This seriousness can lead to stress and health issues, such as hypertension and heart disease. To counter this, we must prioritize relationships, leisure, and activities that bring fulfillment. Yoga, practiced with a smile, encourages relaxation and balance. Acting seriously without taking oneself too seriously fosters happiness and well-being.

Laughing yoga is an integral part of fostering a relaxed approach to action and embracing a let-go attitude. It provides numerous health benefits for both physical and mental wellness. Additionally, karma yogis develop a sense of humor, especially valuable in a VUCA world (Volatile, Uncertain, Complex, Ambiguous).

Health Benefits

- Destroys stress and releases tension
- Improves sleep quality
- Aids in pain management
- Strengthens the immune system
- Facilitates better digestion
- Strengthens the heart muscle
- Regulates blood pressure and glucose levels

Emotional and Social Benefits

- Quickly reduces stress and instills a good mood
- Strengthens positive thinking

- Enhances relationships and positive communication
- Promotes serenity and cheerfulness

Laughter is not just a way to feel better temporarily; it fosters long-term physical, emotional, and social well-being.

Four Goals of Life: Dharma, Kama, Artha, Moksha

The Purusharthas—Dharma (Virtue, Responsibility), Artha (Wealth), Kama (Pleasure), and Moksha (Liberation)—are essential pillars of life. These goals collectively provide balance and meaning to one’s existence.

Life is like a house:

- Without Dharma, it has no foundation
- Without Artha, it has no walls
- Without Kama, it lacks furniture
- Without Moksha, it has no roof

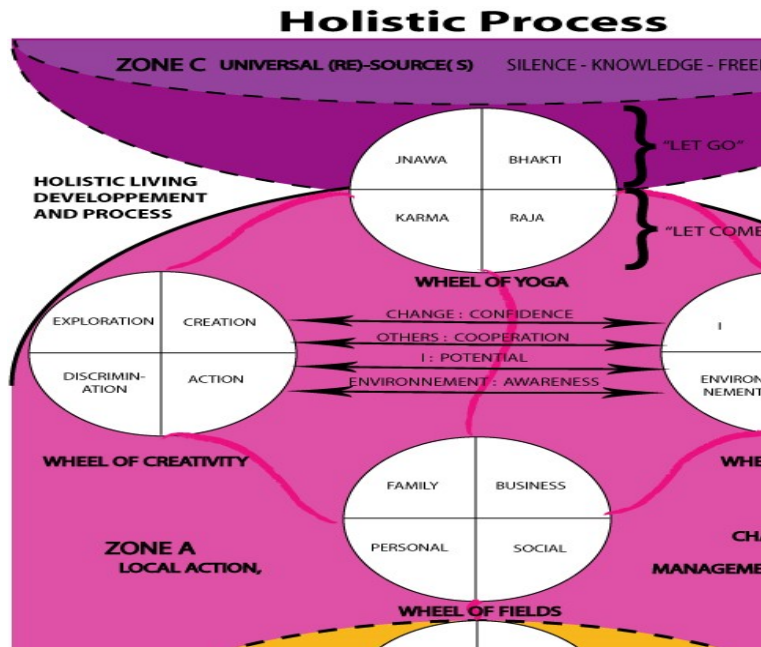
Maintaining balance among these goals contributes to unity and harmony in relationships and life.

Workshop: Reflecting on the Four Goals

Instructions: In groups of three, participants explore the following questions:

- What do these goals mean to you practically?
- What are your strengths and areas for improvement?
- How can you achieve balance and harmony among the four goals?

Participants also identify any areas of imbalance and devise strategies to address them.



Key Zones in the Karma Yoga Process

The process can be divided into three zones:

1. Zone A (Local Action): Involves creativity, resource management, and strategic thinking in daily life. Here, individuals balance personal, familial, and societal responsibilities.
2. Zone B (Results): Focuses on achieving qualitative and quantitative outcomes aligned with core values, such as health, love, and efficiency.
3. Zone C (Universal Source): Represents a state of higher consciousness, characterized by freedom, bliss, and knowledge, accessible through yoga practices like Jnana, Karma, Bhakti, and Raja Yoga.

Module 3: Saturday Afternoon Workshop: The Four Stages of Life

Practices : Osmotic Meditation 7 & 8 (Pr. S. Sharma)

Introduction

This workshop explores the four stages of life and their meaning, providing insights into the purpose and direction of human existence. It addresses questions such as: How is life progressing? How do the stages of life fit together? What is our purpose on Earth? This

exploration integrates the four goals of human life with practical applications in education, work, family, and retirement.

Workshop: The Four Stages of Life

The four stages of life, based on traditional wisdom, represent different phases of growth, responsibility, and self-realization. These stages are aligned with specific periods of life, behaviors, and activities, as outlined below:

Stage of Life	Behavior	Period	Activity
Birth – 25 years	Student	Kapha	Kama (Pleasure)
25 – 50 years	Householder	Pitta	Artha (Wealth)
50 – 75 years	Hermitage	Pitta/Vata	Dharma (Duty)
75 – 100 years	Renunciation	Vata	Moksha (Liberation)

Karma Yoga and Life Purpose

Karma Yoga emphasizes purposeful action in life. A Karma Yogi engages in meaningful activities, cultivates awareness, and develops skills for personal growth and societal contribution. The process includes identifying fields of application, aligning with values, and managing resources effectively. The ultimate goal is to achieve freedom, bliss, knowledge, creativity, and power.

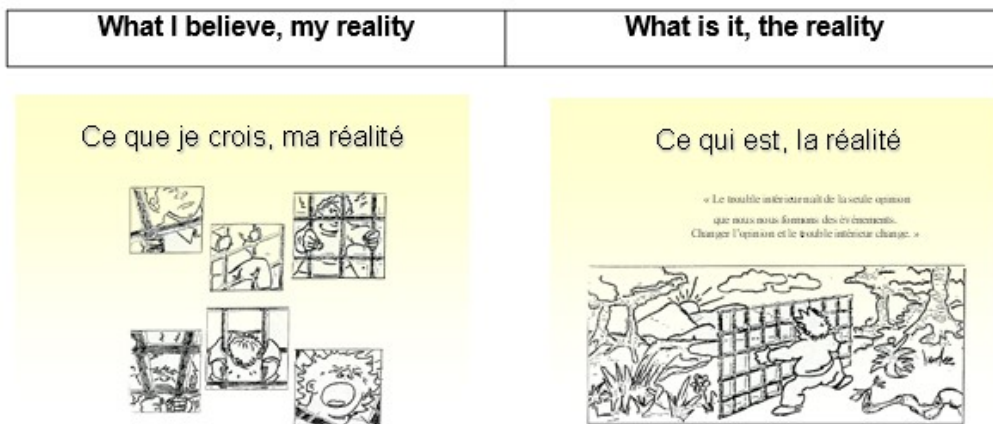
Presentation of some developmental models - Presentation to the group of documents, ideas and models lined and helpful for a yoga way of living

- Holistic process (P. Papillon, YIC, 2007)
- Prison and reframing - Not a victim
- Coach vs crash : better be centered, open and alert (R. Dilts)
- 5F: fight, flow, fly, float, fullness (S. Sharma)
- Window of tolerance : Personal information processing area (H. Dellucci)

- Qualities : Rooted,/in the flow, centered

The purpose is to link some westerner insights with yoga, best of east and west. So that participants can understand that yoga is life and life is yoga. Then yoga is valuable to be applied in the daily life at work and more.

PRISON AND REFRAMING



COACH vs CRASH State (R. Dilts)

To maximize performance, individuals should strive to be in the COACH state, which involves being centered, open, attentive, connected, and resourceful. This contrasts with the CRASH state, characterized by contraction, reactivity, inaction, separation, and negative emotions.

- COACH State:
 - Centered: Feeling strong and confident.
 - Open: Receptive to new ideas and perspectives.
 - Attentive: Aware of others' needs and aspirations.
 - Connected: Building meaningful dialogues.
 - Holding: Maintaining resourcefulness in any situation.
- CRASH State:

- • Contracted: Closed off and distrustful.
- • Reactive: Emotionally driven and unreflective.
- • Action Paralysis: Overthinking, leading to inaction.
- • Separated: Detached from meaningful relationships.
- • Hurt/Hating: Feeling rejection or disappointment.

Coaching versus Crashing

Use the Coach	Avoid the crash
<ul style="list-style-type: none"> • Centered • Open • Attending...with Awareness • Connected • Holding...and Hospitality 	<ul style="list-style-type: none"> • Contracted • Reactive • Action paralysis...over-Analysing • Separated • Hurt or hating

Coaching Container™ (R. Dilts) -

*Perspectives : think in the box – think out of the box – there is no box
In the flow, out of the flow !*

5F Model and Self-Mastery in Organizational Mindsets

Introduction

The 5F Model, proposed by Prof. S. Sharma, explores different states of mind, ranging from primal instincts to higher states of consciousness. These states provide a framework for understanding self-mastery and its implications for organizational practices, particularly in fostering openness, dialogue, and collaboration. This model also aligns with the principles of Karma Yoga, which emphasizes awareness, action, and self-regulation.

5F States of Mind: Expressions of Self-Mastery

Self-mastery progresses through five states of mind, each representing a different level of awareness and behavior:

1. Fight: The mind mirrors nature's violent dimension, acting like a 'wild animal' seeking dominance. This state reflects conflict-driven behavior, often seen in competitive environments.

2. Flow: The mind operates in a vibrant mode, adapting and moving like a river. This state fosters creativity and adaptability.
3. Fly: The mind seeks higher levels of awareness, exploring dimensions of space, time, and consciousness. It mirrors the freedom and vision of a bird in flight.
4. Float: The mind enters a serene state, floating like a cloud, detached from material concerns.
5. Fullness: The mind merges with cosmic consciousness, achieving complete dissolution of self, referred to as the 'Shunya' state.

Application in Organizational Practices

In many organizations, a significant portion of professionals (approximately 80%) approach situations, such as meetings, with a combative mindset, aiming to defend their ideas. The 5F model and principles of Karma Yoga encourage a shift towards a balanced mindset where at least 50% of participants engage with openness, dialogue, and co-creation, reducing conflict and fostering collaboration.

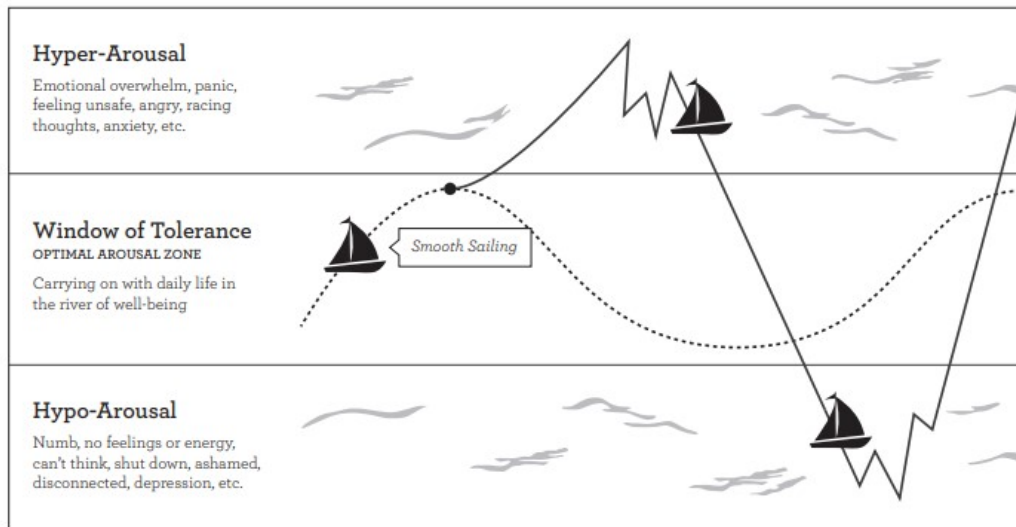
References to Cognitive Engagement

The 5F model aligns with established psychological frameworks such as Csikszentmihalyi's concept of Flow (1975, 1990), Agarwal and Karahanna's work on Cognitive Absorption (2000), and Webster and Ho's studies on Cognitive Engagement (1997). These frameworks highlight the importance of focus, immersion, and adaptability in achieving higher states of performance and well-being.

Conclusion

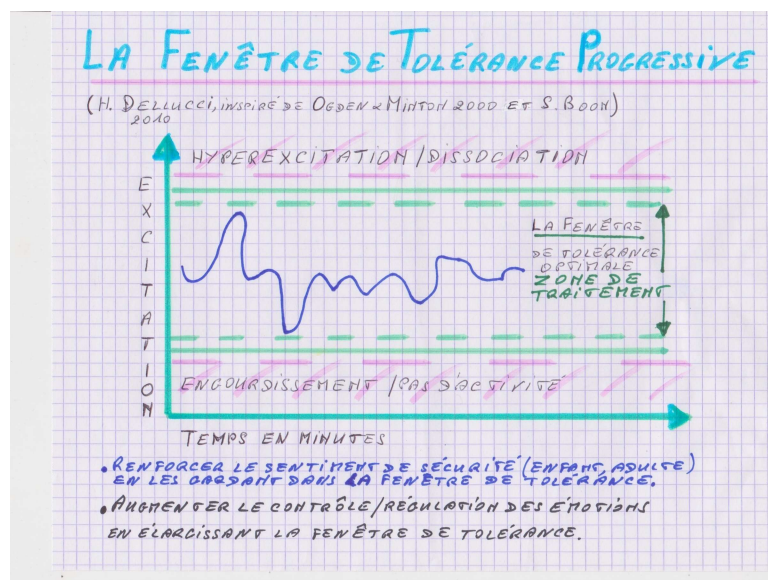
The 5F model provides a transformative approach to self-mastery and organizational mindset. By transitioning from reactive states like Fight to proactive states like Flow, Fly, Float, and Fullness, individuals and organizations can achieve greater harmony, creativity, and effectiveness. Combined with the principles of Karma Yoga, this model offers a pathway for personal and collective growth.

Window of Tolerance



The 'Window of Tolerance' (Ogden, et al., 2006; Siegel, 1999) represents the optimal range of arousal where individuals can manage and thrive in everyday life. When within this window, we can respond to challenges effectively without becoming overwhelmed or shutting down. Expanding this window allows for greater emotional regulation and resilience.

The Karma Yogi reinforces their sense of security by staying within their window of tolerance. By practicing yoga and self-regulation, they expand this window, enhancing their ability to adapt and regulate emotions. Yoga practices serve as tools for inner and outer growth, promoting balance, clarity, and mastery.



RESOURCES & QUALITIES



Yin-Yang of

1. Be rooted-grounded
2. be with the flow
- +
3. be centered

Stories: Wealth, Knowledge, and Lessons for Life

Wealth and Knowledge

Once upon a time, in a faraway land, a young man approached his spiritual master in the forest and said, “I want to have unlimited wealth, and with that wealth, I want to help and heal the world. Can you share the secret to creating affluence?” The spiritual master replied, “Within every human heart reside two Goddesses. Everyone loves these supreme beings, but there is a secret to winning their favor.”

“These two Goddesses are Sarasvati, the Goddess of Knowledge, and Lakshmi, the Goddess of Wealth. While you may love both, you must focus your attention on Sarasvati. Pursue her, love her, and give her your time. When you do so, Lakshmi becomes jealous and follows you everywhere. By seeking knowledge, wealth will inevitably seek you, and your desires will be fulfilled.”

If

If you can keep your head when all about you are losing theirs and blaming it on you, if you can trust yourself when others doubt you but also make room for their doubts, if you can wait patiently and not grow tired of waiting, or face lies without dealing in lies, then you possess resilience and wisdom. Triumph and Disaster may come, but treating them both as impostors

ensures you remain grounded. The ability to take risks, recover from losses, and embrace life's challenges makes one truly accomplished and fulfilled.

The Starfish Story

One morning, an old man walked along the shore after a storm and found it littered with starfish. As he walked, he noticed a boy throwing starfish back into the ocean. Curious, the man asked, "Why are you doing this? There are thousands of starfish—you can't possibly make a difference." The boy picked up another starfish, threw it into the sea, and replied, "It made a difference to that one!" This story reminds us that even small actions can have a significant impact.

The Bird's Eye

Drona, the archery tutor of the Pandava brothers, tested his students by asking them to aim at a bird perched on a tree. When one prince described seeing the bird and its surroundings, Drona was dissatisfied. When Arjuna, another prince, said, "I see only the bird's eye," Drona acknowledged his mastery of focus and precision. This story highlights the power of clarity and singular focus.

The Butterfly's Struggle

A man once saw a butterfly struggling to emerge from its cocoon. He decided to help by snipping the cocoon, but the butterfly emerged with weak wings and a swollen body. It never flew because it missed the struggle necessary to strengthen its wings. Struggles are essential for growth and resilience. Without challenges, we may never achieve our full potential.

Workshop: Create My Star

The 'Create My Star' workshop is designed to connect participants to yoga and, through yoga, to their inner selves and personal lives. Compare with the star people have created during the module 1, allow participants to observe changes and growth over time.

Conclusion of the module

It offers a holistic framework to explore life's stages, purpose, and potential. By integrating traditional wisdom with practical tools like Karma Yoga and COACH principles, participants can align their actions with their higher purpose, fostering growth, fulfillment, and resilience.

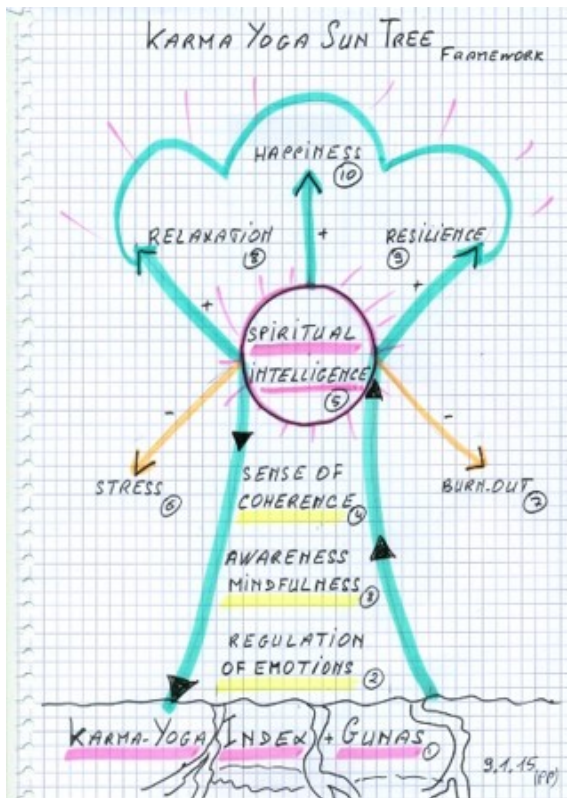
Follow-up and Commitment

Participants are encouraged to reflect on their experiences from the workshop and apply the lessons in their personal and professional lives. They can document their strategies and progress through self-assessment:

1. 1. What achievements stand out from the session?
2. 2. What actions will I do more frequently to progress?
3. 3. What actions will I do less frequently to progress?

Conclusion of the intervention

Life's lessons come in many forms—stories, struggles, and reflections. Whether through the wisdom of ancient teachings, the resilience built through challenges, or the simple joy of laughter, each experience contributes to our growth and well-being. By embracing these teachings, we can lead a more balanced and fulfilling life.



- The path to happiness, as fruits (10)
- It begins from the roots which is the science of action with the dynamics of the gunas (1).
- The karma yogi, woman and man of action, practices the regulation of emotions (2) and mindfulness (3) to strengthen the sense and coherence of and in his life (4).
- In contact with the spiritual intelligence (5) coming and going through him, it will decrease the negative effects of stress (6) and burn-out (7), gain relaxation (8) and resilience (9).
- Because, karma yogi knows that the path is the goal, it takes advantage of happiness both as result but also process. He uses appropriate attitudes in action and practices action in relaxation. This makes this lasting happiness, in his life in general. This is how he gets satisfaction in his activities and work.

LIST OF PUBLICATIONS FROM THIS DOCTORAL THESIS

Title of the Manuscripts published/accepted (Enclosecopy of paper)	Name of the Journal
Wellbeing Profile of France and India IT Employees:A Cross-Cultural Study - Vol 13 Issue 08 August 2022	National Journal of Community Medicine
Relationship between Spiritual Health, Mindfulness and Emotion Regulation among French Emerging Adults - Vol Issue 1 e3 2020	TANG
How do Yoga Influence Well-being at Work ! Well-being and Attitudes in Action.. Vol:10 Issue:1 July-December 2018	IBA Journal of Management & Leadership,
Fostering Cosmic Connectivity to Facilitate Enlightened Embedded Leaders. v ol:5 Issue:1 July-December 2014	IBA Journal of Management & Leadership,