



## National Institute of Psychology

Centre of Excellence, Quaid-i-Azam University, Islamabad, Pakistan

Phone: 051-2896011; Fax: 051-2896012

Email: newsletter@nip.edu.pk

Website: http://www.nip.edu.pk

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## **NIP Organized a Five-Day Workshop on Soft Skills Training for Pakistan Air Force Officials**



A five day Soft Skills Training Workshop was organized by National Institute of Psychology in collaboration with Pakistan Air Force Headquarters. The backdrop of the workshop was based on the idea that in the present era, our workplaces have evolved into interpersonal dynamic entity. Knowing how to get along with people – and displaying a positive attitude – and similar other whole host of personal attributes are the soft skills that are crucial for career success. The acts of listening, presenting ideas, resolving conflict, and fostering an open and honest work environment all matters in knowing how to build and maintain relationships with people. The work environment disparity between the military and the private sector is usually perceived as incredibly different. However, the dynamics of armed forces work settings has undergone major transformations in the backdrop of present socio-political scenarios prevailing in Pakistan. Therefore, such circumstances provide basis for the preparedness of acquiring multidimensional skills and broadening the horizon of our workplace behaviors and interactions.

This workshop on Soft Skills Training is therefore designed keeping in view the ever changing work demands and multiplicity of the problems that we encounter as a collective nation. The broader objectives of this activity were to develop insight into personal strengths, potentials, self-awareness and proficiency in building healthier workplace attitudes and collaborative skills. It was also intended to develop amplified vision of personal, national, and global perspectives in relation to present socio-political scenarios.

### **Editorial Board**



**Patron**

**Prof. Dr. Anila Kamal**  
dranilakamal@nip.edu.pk



**Editor**

**Naeem Aslam**  
naemaslam@nip.edu.pk



**Graphic Designer**

**Tahir Ellahi**  
tahirellahi@nip.edu.pk

## NIP-Activities

The workshop was spanned for five days (9-13 March, 2015) and constituted overall fifteen sessions with three sessions scheduled each day. Vice Chancellor, Prof. Dr. Javed Ashraf was the chief guest on the inaugural session of the workshop.



Prof. Dr. Anila Kamal, Director National Institute of Psychology, shared in her welcome note that National Institute of Psychology (NIP) has been rendering its services as a national organization in the educational sector for more than 30 years. The main focus of the institute has been to conduct advanced research on psycho-social issues and to organize national and international seminars, workshops and conferences designed to update psychologists on the latest developments in the field both in Pakistan and abroad. The Institute is presently functioning in a good balance of teaching and research pursuits. She further added that NIP has extensive tradition of conducting professional training courses and in collaboration with other organizations as well.



Workshops are arranged in specific areas to impart training and capacity building of the professionals, educationists, public and private sector employees, psychologists, and teachers. Workshops are also held in collaboration with different organizations. In line with the prevailing traditions of National Institute of Psychology, the under mentioned workshop on the Soft Skills Training is designed to equip the tailored needs of the Air Force Officers and workforce.

In his opening address the VC emphasized the need of developing linkages and designing customized courses and training workshops for various occupational settings. He appreciated the efforts of National Institute of Psychology for enhancing the horizon of

relevance and function of psychology and coming up with pragmatic approach in the background of socio-political scenario of Pakistan.

The broader topics covered in the five day event included Ethnic and Cultural Diversity at Workplace, Organizational Commitment and Obligation, Organizational Socialization, Tolerant Perspective of Leadership, Critical Thinking, Enhancing Work-Life Balance Self-Compassion, Maximizing Personal Strengths: Gratitude and Absolution, Developing Interpersonal Skills, Perceptions and Beliefs:



Influencing and Being Influenced, Enhancing Emotional Intelligence, Social Skills for Managing Intolerance and Extreme Behaviors, Reflective Listening, Stress Management Techniques, and Culture, Society and Media.

Resource persons of the workshop had extensive academic and research experience and were very dynamic in their approach. They encompass diverse issues with multiple perspectives and opted bilateral experiential learning. Worthy resource persons of the workshop were both faculty of NIP and experts of the field including Prof. Dr. Anila Kamal, Dr. Seema Pervez, Dr. Noreen Saher, Prof. Dr. M. Pervez, Dr. Tanvir Akhtar, Prof. Dr. Anis-ul-Haq, Dr. Sobia Masood, Dr. Jamil A. Malik, Dr. Rubina Hanif, Dr. Humaira Jami, Dr. Rabia Muqtadir, Shaista Waqar, Naeem Aslam, Imran Bokhari, and Aisha Zubair.

Participants of the workshop liberally participated



with their rigorous input through interactive dialogues and discussions. They were rich source of sharing their personal experience and knowledge. Participants expressed their utmost appreciation and positive reception for the activities of the workshop and also shared their concern for the extended duration of such activities. In the concluding session, Prof. Dr. Aliya H. Khan, Dean Social Sciences was the chief guest. While expressing her views she graciously acknowledged the efforts of National Institute of

Psychology for its outreach services and initiative taking for widening the scope of real time application of psychology in the perspective of genuine and core issues of Pakistan. She also highlighted the need of spectrum of such activities among other occupations and career oriented capacity building. Later, she awarded certificates among the participants, resource persons, and members of the organizing committee.

*Reported by: Aisha Zubair*



## PH.D. PUBLIC DEFENCE OF MS. RABIA GHOUS AND MS. SAIMA AMBREEN

A PhD public defense of Ms. Rabia Ghous was held on Monday, 16<sup>th</sup> March 2015 at NIP seminar hall. The title of her research was “Work family conflict and its work and non-work outcomes: Moderating role of gender and social support”. The research was supervised by Prof. Dr. Anis-ul-Haque, Professor at NIP. The external examiners were Prof. Dr. Seema Pervez and Dr. Syed Sajjad Hussain, Psychologist at Pakistan Army, Hamza Camp, Rawalpindi.



The 2nd PhD public defense was of Ms. Saima Ambreen that was held on Tuesday, 24<sup>th</sup> March 2015. The title of her research was “Wechsler Intelligence Scale for Children-4th Edition (WISC-IV): Adaptation, Translation, and Standardization in Pakistan”. This research was supervised by Prof. Dr. Anila Kamal. The external examiners were Prof. Dr. Mehr Bano and Dr. Tanvir Akther. The defense was attended by large number of audience including students, faculty, and guests.



*Reported by: Irum Naqvi*

## FEATURED ALUMNI HUMA ZAFAR



Dear friends, Assalam o alaikum!

I thank Allah for opening the doors that were beneficial to me and for all the people who prayed and supported me in the journey of my life. Hard work, perseverance, devotion and dedication define me. Alhamdulillah! 'I do what I love and love what I do'. Believe me, it's incredibly comforting. Currently, I am working as Assistant Professor (Psychology) in the Punjab Education Department. As I recollect my memories I spent at National Institute of Psychology (QAU, Islamabad) I feel pleasure having wonderful experiences. The experiences, memories and the relationships I built here are priceless. When I look back at my academic journey I thank Almighty Allah for bestowing me with countless blessings and opportunities to become a part of the prestigious institutions that provided me with a rich learning environment to grow and flourish. My grandiose alma mater, St. Anne's Presentation Convent High School, Rawalpindi always takes me into a fantasy world where education is imparted with a missionary zeal. I have a stark image of my inspirational teacher, Sister Emer Manning who had a passion for helping students reach their full potential and encouraging them to make their dreams come true. She encouraged me to dream big and go higher. My next landing was at F.G. College for Women, Kashmir Road, Rawalpindi, where I studied till my graduation. This institution has a long tradition of providing an environment in which students can fully develop their talents and ambitions. Learning in this environment was a pleasurable experience. My major subjects were English Literature, where I played with words; Fine-Arts, in which I played with colors and Applied Psychology, which opened my inner eye to study real life roles. Hence, my academic journey is all about words, colors and life. My profound interest in the subject of Psychology took me to Govt. Post graduate College for Women, Satellite town, Rawalpindi which occupies a unique place with an incredibly strong academic reputation. From there, I received my Masters degree in Applied Psychology with distinction for outstanding academic performance. Later I earned M.Phil degree in Special Education from Allama Iqbal Open University, Islamabad. In 2007, I was awarded with Indigenous Scholarship for doing M.Phil leading to Ph.D. by the Higher Education Commission of Pakistan (HEC). Doing M.Phil in Psychology at NIP, QAU was a pretty good experience. I participated in numerous international conferences, workshops and seminars. After completion of my M.Phil (Psychology) in 2009, I got enrolled in International Islamic University, Islamabad (IIUI) in 2010 and completed my Ph.D. in Psychology in 2014 under the supervision of Dr. Muhammad Tahir Khalily, Chairman Department of Psychology, IIUI who helped me in broadening my professional competencies and horizons. My doctoral dissertation was titled: Dysfunctional separation-individuation and Low-autonomy in Adolescents: Manifestations and management of Psychological stress. I feel honored to be the first Ph.D. in the department of Psychology at IIUI. I have co-authored and edited books on Psychology and have national and international publications to my credit. Acknowledging my work and experience, I have been appointed as Editor and peer-reviewer of international journals. I am an External examiner of M.Sc and M.Phil at Allama Iqbal Open University and International Islamic University, Islamabad. I have arranged numerous workshops and delivered lectures on psychological issues at universities of Pakistan. Besides this, I have appeared in various TV and radio programs as guest speaker. Recently I was taken on board by BBC radio to suggest ways to assist the children and staff of the Army Public School, Peshawar who were victims of the most atrocious attack and had suffered serious psychological trauma. In this connection, I am working with a team of psychologists to prepare and equip our people to meet any untoward situation. It is truly said: Live for yourself, you will live in vain. Live for others you will live again. May Allah grant us all beneficial knowledge and give us strength to do righteous deeds. .... Ameen.

*Shared by: Dr. Huma Zafar*

## M.PHIL/PHD RESEARCHES COMPLETED

**Sadaf Binte Muneer (2014). Psychosocial Determinants of Marital Quality among Married Couples. (Unpublished Ph.D. Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.**

The main objective of present study was to find out the psychosocial determinants of marital quality among married couples living in Rawalpindi and Islamabad (Pakistan). The study also aimed to test the proposed models of relationships between psychosocial factors and marital quality through Structural Equation Modeling. Further, the role of demographic variables i. e., gender, financial status, family system, number of children and education was also probed. Dyadic Adjustment Scale (Spanier, 1976), Dimensions of Commitment Inventory (Adams and Jones, 1997), Trait Forgivingness Scale (Berry, Worthington, O'Connor, Parrott, & Wade, 2005), Communication Patterns Questionnaire (Christensen and Sullaway, 1984), and Husbands 'And Wives' Emotion Work scale (Erickson, 1993), Rahim Organizational Conflict Inventory (Rahim, 1983), The Experiences in Close Relationships-Revised Questionnaire (Fraley, Waller, and Brennan, 2000), Eros and Storge subscales of the short form of the Love Attitude Scale (Hendrick, Hendrick, and Dicke, 1998) were identified to measure the constructs of the study. The research was carried out in three phases. Phase I aimed to find out the definition and determinants of marital quality in our culture. Four focus groups revealed commitment, forgiveness, communication patterns, marital emotion work, conflict handling, attachment, friendship, romance, education, children, financial status, duration of marriage, and family system as important determinants of marital quality. Phase II aimed to measure the psychometric properties of all the scales. Measures were validated through CFA and EFA for the Pakistani sample. The findings suggested some modifications in instruments for Pakistani sample. Internal consistency was also determined through alpha coefficients and item total correlations. Phase III aimed to find out the relationship between psychosocial factors and marital quality. The sample was consisted of 616 married individuals (308 couples). Step wise regression analysis suggested significant positive prediction of marital quality by constructive communication, marital emotion work, commitment to spouse and marriage and romance. Significant gender differences were also found.

Finally, role of each psychosocial determinant was thoroughly examined using various non-recursive path models. In fact the predicted paths were tested in combined models for husbands and wives using Structural Equation Modeling which was executed through Analysis of Moment Structure (AMOS) 18. Findings showed that when forgiveness, attachment, commitment, conflict handling or demographic variables were predictors; husbands' marital quality was more pertinent than wives' marital quality to enhance couples marital quality. On the other hand when love, marital emotion work or communication patterns were predictors; wives' marital quality was more pertinent than husbands' marital quality to enhance couples marital quality. In the end two conclusive models were made by combining the best fit models and tested through path analysis. It was interesting to note that many psychosocial variables that significantly predicted marital quality became insignificant when they were seen in combination with all other significant predictors. Implications of the present study are discussed under Pakistani cultural and theoretical framework for future research directions. This research is supervised by Dr. Rubina Hanif, Assistant Professor at NIP.

**Fatima Afsar (2014). Patterns of Interactions and their Outcomes across Generations in Joint Family System. (Unpublished M.Phil Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.**

The current study is aimed to explore the patterns of interactions with healthy and unhealthy outcomes across generations in joint family system. The study extends over differences in communication patterns within families (both healthy and unhealthy) and their influence on other significant factors such as economical, educational, emotional, health, recreational, religious, and social are explored and discussed. An open-ended interview based qualitative study was conducted to explore the significance of all the above factors in promotion of healthy patterns of interaction across three generations. The inclusion criteria of the study were families living in a joint system having three generations i.e., grandparents, parents, and grandchildren, (at least equal to or above 13 years of age) as well as having joint economy. A total of 30 members of seven families were independently interviewed. All

## Researches Completed

members of a family fulfilling inclusion criteria were included in the study. The final sample constituted grandparents (n=8), parents (n=14; mothers= 7, fathers= 7), and children (n=8). The interviews were audio recorded and latter transcribed for analysis. A qualitative software Nvivo-8 was used for Thematic Analysis of the interview data. The results showed that economical, educational, emotional, health, recreational, religious, and social aspects were considered important by the families and generations differently. They were considered to be the key elements/factors that affect families particularly by promoting healthy interactions between grandparents, parents and children. The thematic analysis revealed that interactions appear to be positive and healthy between grandparents, parents, and grandchildren and they seemed to spend most of the family interactive time to discuss studies related issues, religious issues, and social issues of grandchildren. Regardless of their educational background, levels of support and knowledge regarding the current needs of the other generation, the elder generation i.e., grandparents facilitated the educational growth of third generation i.e., grandchildren and rendered emotional support to their grandchildren as well as middle generation. The grandparents appear to facilitate in emotional, logistic, spiritual/moral, and learning domains. The study concludes that though elder generation living in a joint family system has a positive interactive role, there are clear differences in the supportive role of elder generation with differential family backgrounds. This research is supervised by Dr. Jamil A. Malik, Assistant Professor at National Institute of Psychology.

**Rabia Shaheen (2014). Moderating Role of Physical Activity for the Psychosocial Determinants of Eating Behaviours Affecting BMI. (Unpublished M.Phil Dissertation). National Institute of Psychology, QAU, Islamabad, Pakistan.**

The present study was undertaken to investigate role of physical activity affecting BMI, eating habits and psychosocial factors among general population. Sample (N=366) was collected from different universities and colleges of Rawalpindi and Islamabad. Age range of the sample was from 18-25 years. Instruments are Three Factor Eating Questionnaire was developed by Karlsson, Persson, Sjöström and Sullivan (2000) was used as a measure of uncontrolled eating, emotional eating and cognitive restraint in young adults. Depression, Anxiety Stress

Scale developed by Lovibond and Lovibond (1995) was used as a measure of depression, anxiety and stress in general population, International Physical Activity Questionnaire developed by Craig et., al (2003) was used to measure physical activity in general population and BMI was calculated by dividing one's weight in kilogram to height in meter square. Alpha reliability of Three Factor Eating Questionnaire was found to be moderate that ranges from .67 to .73. Whereas the alpha reliability coefficient of the Depression Anxiety Stress Scale ranges from .68 to .75. Test retest reliability for IPAQ was significant ranges from ( $r=.78, p <.01$  to  $r=.92, p <.01$ ). Results revealed that all the scales are reliable to measure the related concepts. Results revealed a positive relationship between BMI positively relates with depression ( $r=.27, p <.01$ ) anxiety ( $r=.23, p <.01$ ) stress, ( $r=.27, p <.01$ ) DASS total, ( $r=.34, p <.01$ ) uncontrolled eating, ( $r=.19, p <.01$ ) emotional eating ( $r=.43, p <.01$ ) cognitive restraint ( $r=.32, p <.01$ ) and sitting ( $r=.24, p <.01$ ) whereas it negatively relates with walk ( $r= -.34, p <.01$ ) vigorous activity, ( $r= -.25, p <.01$ ) moderate activity ( $r= -.32, p <.01$ ) and total Physical activity. ( $r= -.42, p <.01$ ). Results also revealed that depression, anxiety and stress total score significantly and positively relates with uncontrolled eating ( $r =.32, p <.01$ ) emotional eating ( $r =.26, p <.01$ ) cognitive restraint, ( $r =.21, p <.01$ ) sitting ( $r =.32, p <.01$ ) whereas negatively and significantly relate with walk, ( $r= -.14, p <.01$ ) moderate activity( $r= -.15, p <.01$ ) and total physical activity ( $r= -.20, p <.01$ ). Results revealed that sitting moderates relationship between emotional eating and BMI ( $\alpha=.13, p=.00$ ), cognitive restraint and BMI ( $\alpha=.16, p=.00$ ) and uncontrolled eating and BMI ( $\alpha=.16, p=.00$ ). Results also revealed that vigorous activity moderates relationship between emotional eating and BMI ( $\alpha= -.08, p=.05$ ). Study revealed that Physical activity did not moderate relationship between distress and BMI. Sitting did not moderate relationship between distress and BMI. Results revealed a positive relationship between income and BMI ( $r = .28, p <.01$ ). Cross sectional nature of the study and merely reliance on self report measures are the limitations of the study. At the end, recommendations for future research and implications of the study are discussed. This research is supervised by Dr. Jamil A. Malik, Assistant Professor at National Institute of Psychology, Quaid-i- Azam University, Islamabad.

*Compiled by:  
Naeem Aslam, Editor Newsletter*

## NIP FACULTY AND STUDENTS PARTICIPATED IN 14<sup>th</sup> INTERNATIONAL CONFERENCE OF PSYCHOLOGY (ICP 2015) AT UNIVERSITY OF PUNJAB, LAHORE

14<sup>th</sup> International Conference (ICP 2015) of Pakistan Psychological Association in joint collaboration with Institute of Applied Psychology, Center for Clinical Psychology and Higher education Commission of Pakistan was held on 19<sup>th</sup>– 21<sup>th</sup> March 2015, at University of the Punjab, Lahore, Pakistan. Conference Theme was "The Current Challenges for Psychology: From Crisis to Sustainable Solutions". The Conference provided a platform to the researchers and academicians for sharing findings from empirical work applying psychological knowledge to various fields of Psychology. Prominent scholars, distinguished academicians and researchers participated in the conference. Empirical papers were presented on the themes of social psychology, forensic psychology, political psychology, peace psychology, and war on terror. Professionals and students from all over the country participated in the conference. From NIP, Prof. Dr. Anila Kamal, Dr. Jamil Ahmed Malik, and Mr. Imran Bukhari with a group of students participated and presented the papers.

More than 18 papers were presented by the NIP students and faculty in this conference. Titles of papers with the authors are as following. Moderating Role of Physical Activity for Psychosocial Determinants of Eating Behaviors Affecting BMI (Syeda Rabia Shaheen and Jamil A. Malik); Body Dissatisfaction and Disordered Eating Behaviors among Mothers during Lactation Period (Kashmala Zaman and Humaira Jami); Substance Use, Coping, Psychological Distress, Social support and Posttraumatic Growth in Flood Affected Individuals (Naeem Aslam and Anila Kamal); Moderating Effects of Job Security and Advancement in the Relationship between Job Overload and Emotional Exhaustion in Health-Care Professionals (Rafia Nauman, Anis ul Haque, and Sobia Bashir); Moderating Role of Gender in the Relationship of Cognitive Errors and Anxiety among Adolescents (Tasnim Rehna and Rubina Hanif); Attachment and Social Network Satisfaction of Grandparents in Multigenerational Families: The Amplifier Grandchild (Sumaira Manzoor and Jamil.A. Malik); Relationship Between Perceived Social Support And Psychological Distress in Pregnant Women (Hania Mubarak, Gulshan Parveen, and

Saira Khan); Sensation Seeking, Internet Gaming Disorder, and Callous-Unemotional Traits (Zainab Naseem Khan and Humaira Jami); Learning Approaches and Personality Traits with Academic Performance among University Students (Zakia Shahnaz and Naeem Aslam); Psycho-social Risk Factors of Conduct Disorder (Khushbakht and Humaira Jami); Dynamics of Resilience Among Adolescents With Disabilities (Misbah Shafique Abbasi and Rubina Hanif); Sex Differences in the Perception of Emotional and Sexual Infidelity: A Qualitative Study (Anum Urooj and Anis ul Haq); Workaholism and Psychological Well-being among Employees of Banking And Telecom Sector (Warda Sahar and Shaista Waqar); Psychological Ownership and Psychological Capital in the Relationship Between Authentic Leadership and Burnout in University Teachers (Adnan Adil and Anila Kamal); The Mediating Effect of Morale on Perceptions of Organizational Politics and Turnover Intention Relationship (Faiza Rasul and M. Anis-ul-Haque); A Comparative Study on the Self Concept and Self-efficacy of Married and Unmarried Working Women (Saima Kalsoom and Anila Kamal); Self-Disclosure, Peer Attachment and Loneliness among University Students (Dania Javaid and Rubina Hanif); Emotional Intelligence, Eudaimonic and Hedonic Well-Being among Students (Erum Rafique and Naeem Aslam).

*Compiled by: Editor Newsletter*

### SEMINAR AT NIP VOICES OF PARTITION

"Voices of Partition" a project of theatre Wallay and Ithaca College, NY organized a three days workshop at NIP. The aim of the workshop was to make the participants understand of an event that shaped our country and identity, how to preserve our own history and to spread it to others, acquire new theatrical and script writing skills through working with theatre artists and how to be the part of a documentary film. A large number of NIP students participated and appreciated this activity.

## NIP ADMINISTRATIVE OFFICIALS PARTICIPATED IN FIVE DAYS' WORKSHOP ON "EFFECTIVE MANAGEMENT SKILLS"

The administration of Quaid-i-Azam University (QAU) organized a 5 days' workshop on "Effective Management Skills" in collaboration with Higher Education Commission (HEC), from February 16-20, 2015. The objective of the workshop was to enhance the management skills of the officers, working in various departments and centres of Quaid-i-Azam University. More than thirty participants attended the workshop. From National Institute of Psychology, Mr. Muhammad Usman, System Analyst and Mr. Tahir Ellahi, Programmer was nominated to attend this workshop.

The participants learned diverse management skills, including Attitude management, effective communication & interpersonal skills, Govt. financial rules, change management, project management, action planning, stress management, procedure & policy making, team management, time management, strategic management & leadership, emotional intelligence, and effective decision making. Dr. Shafiq-ur-Rehman, Registrar QAU; Mr. Naeem Akhtar, Audit Officer, DG Federal Audit Office; Mr. Muhammad Junaid,

Assistant Prof. QASMS, QAU; Dr. Afshan Huma, AIOU; Mr. Naveed Anjum, GM HRD, AERO; Mr. Muhammad Mudassar, Manager Training, NESCOM; Dr. Ajmal Waheed, Incharge QASMS, QAU were the resource persons of the workshop.

At the end of the workshop, participants highly appreciated the university administration for organizing such a nice and productive academic activity. Moreover, the participants requested to arrange more workshops on similar topics in future. In the concluding ceremony, Prof. Dr. Ashraf Javed, VC, Quaid-i-Azam University distributed the certificates among the workshop participants.

*Reported by: Mr. Usman, System Analyst*



## FINDING YOUR TRUE NORTH: A 60 MINUTES TRANCE OF SELF- NAVIGATION

On Tuesday, 10<sup>th</sup> March 2015, Mr. Yasir Masood Afaq, gave a seminar at NIP. His talk overview was the analogy of true North & linking it to life; where does true happiness stem from? Free will vs. determinism, Power of dreams & their realization; how to unleash ones inner potentials, The reality of failure and flaws of flawlessness, Compete with yourself –Intrinsic motivation, The continuum of Job –Career –Profession, and limits of time & space and the opportunities within. Moreover, Afaq demonstrated that thousand miles journey starts from the first step. All superlative achievements take place after being dreamt about. Pursuit of happiness stems from an inner quest of it and not from a letter of employment or immigration. Moreover, he shared

that to see your soul and spirit free and look beyond; one needs to be lead the life as an active participant not a passive recipient in this world. A large number of students attended this seminar.

*Reported by: Imran Bukhari*

