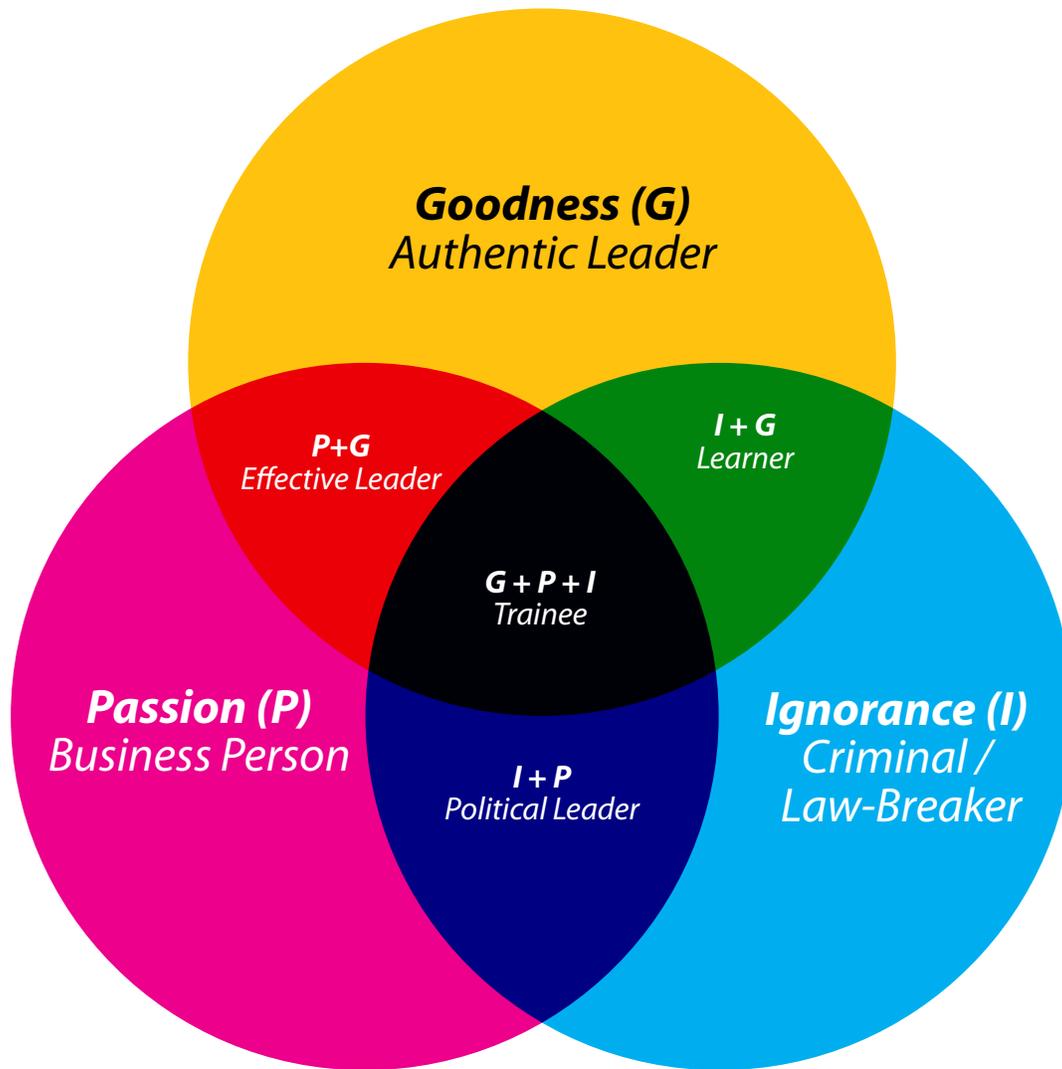


The JAIHO PROCESS

(Joyful Appreciative Inquiry for Healthy Organizations)

Based on the work of Swami Ishwarananda.



Source: "Introducing Spirituality At Workplace" by Swami Ishwarananda. (Chinmaya Mission)

IGNORANCE (I), TAMAS: Tamas binds the spirit by ignorance, and too much sleep. Tamas dominates by suppressing Rajas (Passion) and Sattva (Goodness). If you do anything while Tamas is ruling in your life, the consequence will be ignorance. On the darker end of the tamasic scale, they can be unconscious of the needs of others, dark and destructive. Eating too much is tamasic. Tamasic person does not really do anything. They are lazy and ignorant. They neglect their duties, do not care about other people much.

PASSION (P), RAJAS: Rajas is born by desires and results of work. Rajas binds you to action/work. Greed, activity, restlessness, passion, and the doing of selfish works arise when Rajas is ruling in your life. Rajas rules by suppressing Tamas and Sattva. The consequence of Rajasik action is pain. Spicy food, acid foods like coffee, hot peppers are Rajasik foods. Rajasik person works extremely hard, and he cannot stop working. They would almost anything for money. They live selfish, greedy, restless and very active lives.

GOODNESS (G), SATTVA: Sattva is calm and clear. If Sattva rules in a person, they always do the right thing. Sattva binds the spirit to the body with happiness and knowledge. Sattva rules by suppressing Tamas and Rajas. When goodness and wisdom are present in your whole being, flows out from the whole self – then sattva is ruling. People that are Sattvik are calm, centered, compassionate and unselfish. Sattvik foods are nourishing and easy to digest. A Sattvik person is sometimes hard to identify because they are so humble, they do not make it known that Sattva rules them.