

Words Worth

SUNDAY, JUNE 6, 2021

ON THE SHELF



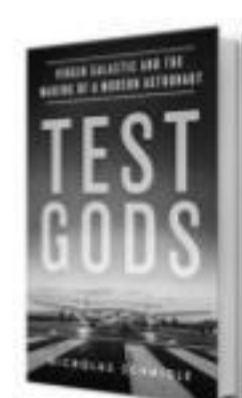
SKILL IT, KILL IT
Ronnie Screwvalla
Penguin Random House

Ever wondered why CEOs, leaders and recruiters talk endlessly about soft skills? Job interviews, promotions, appraisals, teamwork, managing workplace challenges, communication skills and a lot more—soft skills give you a sizeable professional edge to ace all of these. Screwvalla shares stories and observations from his failures and successes to give you an insider's view of the 'invisible' skills.



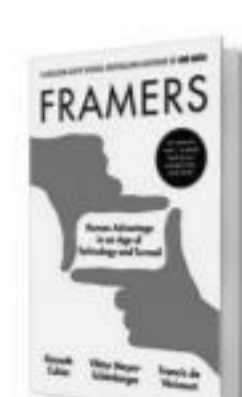
JACINDA ARDERN
Supriya Vani and Carl A Harte
HarperCollins

Ever since she took office in 2017, riding a wave of 'Jacindamania', New Zealand Prime Minister Jacinda Ardern has made the right choices, be they related to terrorism, women's and LGBTQ rights, labour reforms or climate change. *Jacinda Ardern: Leading with Empathy* explores the influences that have shaped her and made her a leader with a 'different way of doing things'.



TEST GODS
Nicholas Schmidle
Penguin Random House

Working from exclusive inside reporting, *New Yorker* writer Nicholas Schmidle tells the remarkable story of the test pilots, engineers, and visionaries behind Virgin Galactic's campaign to build a space tourism company. Schmidle follows a handful of characters through personal and professional dramas, in pursuit of their collective goal: to make space tourism a reality.



FRAMERS
Kenneth Cukier, Viktor Mayer-Schönberger, Francis de Véricourt
Penguin Random House

As humans we are at our best when we choose the constraints through which we approach problems. We come up with different 'frames' through which we look at issues, and this gives us new ways to solve them. As Daniel Kahneman has written, this ability to 'frame' issues is a uniquely human skill and one that we do instinctively. But we can learn to do it better.



MY FATHER
Arvind Panagariya
HarperCollins

In 1946, Baloo Lal Panagariya, then 25 years old, arrived in Jaipur to join the editorial staff of the newspaper *Lokvani*, devoted to exposing the excesses of the British and princely rulers of Rajputana. Though unremarkable in itself, the story behind this event is one of the triumph of human spirit over adversity. *My Father: The Extraordinary Story of an Ordinary Man* adds a new dimension to the history of India.



FIGHTER COCK
Sidharth Singh
Penguin Random House

Shikargarh, central India. An untamed wilderness ruled by a dissolute *raja* with a passion for sex, drugs and cockfighting. The *raja's* Karianath fighter cocks are the undisputed champions of the area, but their reign is challenged by the new Aseel fighters imported by Teja, his bastard son, who also schemes to usurp his position. Into this world arrives Sheru, a brooding stranger hired to work for the *raja*.

All books available as e-books

The story behind a story

Rushdie takes readers on a literary pilgrimage, bringing to life the art of storytelling and a writer's quest to 'approach the truth through lies'

ASHUTOSH BHARDWAJ

THE TITLE OF Salman Rushdie's new book of non-fiction is instructive. It's *Languages of Truth*, not *Language of Truth*, or *Language of Truths*. There is only one truth, which is expressed in multiple languages. You can read the famous *Rig Vedic* adage here, *Ekam sat, vipra bahudha vadanti*. Truth is one, the wise describe it differently.

One could argue that the postmodern form Rushdie has mostly chosen for his novels isn't exactly about one grand truth, but a multitude of truths, contesting and challenging each other. Rushdie, however, would say that, for him, truth is a literary experience that is expressed in various forms, and the form he loves most is fiction. Fiction or the fantastic is not an escape from reality; it adds several new dimensions and layers to what one perceives as reality.

Rushdie begins this book with a sentence, "Before there were books, there were stories," and reflects on the art of storytelling and on his individual search for a narrative. A journey that took him beyond the realm of realism in order to create magical universes of alternative realities. Perhaps the most profound critique of realism as a narrative form has come from Milan Kundera. Rushdie acknowledges and evokes Kundera more than once in his latest book and asserts that "the realist tradition is doomed to a kind of endless repetitiveness", and hence novelists "must turn to irrealism and find new ways of approaching the truth through lies".

You can read a manifesto of the new novel here.

Among the finest of some 50 pieces contained in this book are those that carry his reflection on novels and novelists ranging from Leo Tolstoy, Philip Roth, Cervantes, and Samuel Beckett to Kurt Vonnegut. Rushdie divides great novels into two broad categories: the 'everything novel' that tries to include almost every aspect of life and the 'almost nothing novel' that examines truth in the light of a single thin narrative strand.

In a profound essay, *Autobiography and the Novel*, Rushdie wistfully remem-



Author Salman Rushdie

bers that the title pages of the three greatest novels of the 18th century—*Robinson Crusoe*, *Gulliver's Travels* and *Tristram Shandy*—didn't carry the names of their authors. "Just two hundred and fifty years ago it was possible for books to become famous and celebrated...and for the author to remain in the shadows." A world that seems to have been lost forever in an era that expects writers to make a regular appearance on their YouTube and Instagram channels.

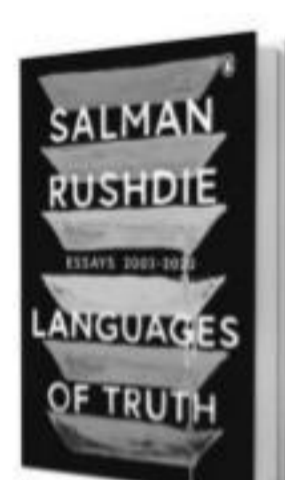
This book follows *Step Across the Line* that contained his essays and literary criticism from 1992-2002 and *Imaginary Homelands* (1981-91).

It also records his evolution both as a reader and a writer. When he first read *War and Peace*, he found the long descriptions of the battle "pretty boring". But upon reading it 30 years later, he felt that there was never a greater description of war.

There is another such instance. Rushdie has always been, rather dogmatically, partial to English. In 1997, the 50th year of India's independence, he co-edited a 'definitive volume' of Indian writing of the last 50 years. In the thick volume only

two non-English writers managed to find some space—Satyajit Ray and SH Manto—with a short story each.

He now revises himself. "Foolishly, perhaps, I have long assumed that English possesses this quality (syntactical freedom and elasticity) to a greater degree than any other language, and so it is salu-



Languages of Truth
Salman Rushdie
Penguin Random House
Pp 416, ₹799

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tary to be reminded by David Grossman that other writers in other languages feel the same way."

Despite a rich acquaintance with literatures of various languages on the planet, it took Rushdie several decades to realise the folly of his perception. Given his eminent position within the global literary establishment, consider the damage it might have done to various languages and writers. Elsewhere in this book Rushdie writes: "When artists enter into politics, the risks to reputation and integrity are ever present." Well, contempt for other languages and an insistence that one's own is superior is also a form of linguistic politics that's unbecoming of a writer.

Besides some insightful essays on stories and storytellers, this book also has some fine pieces on painters like Amrita Sher-Gil and Bhupen Khakhar, and several rather banal short articles. And there is this poignant episode that marks the beginning of his fantastic essay on Roth. In October 2017, Roth wrote to Rushdie requesting him to deliver the inaugural Philip Roth lecture instituted by the

Newark Public Library. Rushdie, much younger than Roth, was on the moon to have received the invitation from his literary hero. However, before he could deliver the lecture, Roth died.

Perhaps every passionate reader wants to undertake a pilgrimage to the places that feature in their favourite books. Rushdie once visited Martello Tower, the famous landmark in Dublin immortalised by James Joyce in *Ulysses*. Describing his emotion, Rushdie wrote how he "succumbed" to "the feeling of having walked into the pages of the great book".

Languages of Truth, on most occasions, is one such book. A literary pilgrimage. Rushdie himself sets it up. "If you are not a writer, don't worry: this book won't teach you how to be one. If you are a writer, I suspect it will teach you a lot." It will take you on a journey, leaving you in the middle to find a way of your own.

Ashutosh Bhardwaj is an award-winning writer and journalist. His recent book, The Death Script, received the Atta Galatta Non-Fiction Book of the Year award

Difficult dynamics

The mother-daughter relationship forms the backbone of a story that examines dysfunctional families

own way. Noomi's childhood memories are all unhappy, owing to the neglect by her 'absent' mother, who remains spiteful towards her young child even as the latter struggles to seek her acceptance; "Cruelty was a language I learned at my mother's knee". For want of motherly love and care, Noomi turns to her father, Jeh, ayah Shanta Bai and Lily Mama at various stages of her growing-up years, and all three become her emotional bulwark against her mother's callous indifference.

However, Noomi, who recreates her past through memory, remains saddled with a broken sense of self even as she hurtles from a lonely childhood and adolescence to a troubled adulthood, taking shots at love and sex. Much of Noomi's sorrow and suffering are a result of her being a witness to her parents' failing marriage, which was destroying them slowly, "like termites eating a house". A 'weak-willed' Jeh couldn't ask for divorce even though their marriage was a 'sham', wracked and ruptured by Asha's constant drinking, her frequent breakdowns and tantrums. Joy makes Noomi uncomfortable, "like a pair of ill-fitting, pinching shoes". Sadness sits on her shoulder "like a heavy bird"; it is a "lake; if you explored its depths, it swallowed you whole".

Feisty and rebellious as a teenager, Noomi ends up being a conformist when she falls in love with, and later marries, Veer Malhotra, who comes from an stereotypically upper-middle class New Delhi family—"one filled with narrow



A Mirror Made of Rain
Naheed Phiroze Patel
HarperCollins
₹599, Pp 296

minds and outsized ambition", succumbing to Veer family's pressures for a traditional Punjabi wedding. Days before the wedding, Noomi struggles hard to adapt to the stifling traditions of Veer's

family; her in-laws insist she must keep Karva Chauth fast, and touch not just their but also Veer's feet, reminding her how she had stumbled upon a 'real diamond' in him. When she mentions all this to her father, he advises her to lie down and take it; "Peace at all costs" is his frequent refrain. It is because, he says, he doesn't want her to miss the chance to be "happy with someone who loves her".

Unable to cope, Noomi must take frequent swigs from the vodka bottle secretly stashed in her suitcase to let the horrid memories of her unpleasant encounters with her in-laws fall from her skin "like leeches doused with salt". Her mother was a 'brittle gemstone' who cracked easily, but Noomi had hoped that her marriage with Veer would be different as she was a "nicer person" with him around: kinder, with softer edges, less angry. However, the costs of playing by the rules of the family, mostly set by men, are heavy; the rituals and traditions are all designed to pressure women into acquiescence, make them comply.

Idea Exchange

SUNDAY, JUNE 6, 2021

NIKHIL KAMATH, CO-FOUNDER, ZERODHA AND TRUE BEACON

“Bust in private equity space imminent... Everybody’s valuation is inflated, even ours... Correction will happen”

Kamath asserts nobody can predict market trends, says bias behind low trading participation in India, believes cryptocurrencies will see a fightback from authorities, and says the govt appears to have been surprisingly ill-prepared for the second Covid wave. The session was moderated by Principal Correspondent Aashish Aryan

AASHISH ARYAN: Would you credit the Internet which brought a large number of small retail investors online for the success of platforms such as Zerodha?

Internet trading existed before we (Zerodha) came about. Back in the day, we used platforms such as Sharekhan and IICI Direct. So we did not really create Internet trading in India. We kind of made it cheaper and more efficient and transparent. The ecosystem of broking, stock market, equity market has been the flavour of the season and we have been talking about it a lot more in the last one year. But you have to remember that it is a very, very small ecosystem. Only about 1.5% or 2% of the population of our country has direct or indirect access to financial markets. Now, that number in the West, say in America, stands at 60-70%. So even though the ecosystem is growing exponentially, and a lot more people are joining it, the base is extremely small. Even if you were to talk in terms of revenue, and in terms of the total number of brokers and companies which cater to this industry, it is a very nominal number.

AASHISH ARYAN: Is a general lack of trust among retail investors the reason for this small base?

One of the things we suffer from is hindsight bias. Unlike countries in the West, where investing is considered to be a good thing to do, in India, if somebody’s kid says that he is a full-time trader, people draw an association with gambling and betting and stuff like that. So, traditionally, it has not been a good career path. We are trying very hard to wash away that image of the broking and trading community in India.

GEORGE MATHEW: Stock markets have come down from their 52-week all-time peak levels recently. Where do the markets stand right now?

The one thing we always tell people is nobody, absolutely nobody knows what will happen in the markets tomorrow. Everybody who is on TV, everybody who is going out there and making wild claims... If any of that were true, that person would be better off sitting at home and buying it himself. So, to call the market with any degree of certainty, especially the future of the market, is impossible.

GEORGE MATHEW: Do you think the rise in bond yields in the US and India will affect the markets?

I think it should. Before you go to yields, I think you have to understand the meaning of currency in a small manner. Back in the day in America, currency was backed by something... They had the gold standard. For every dollar note you took to the Federal Reserve in America, they would give you an equivalent amount of gold. Then they moved from that to the Bretton Woods system, where they said they will not exactly show you how much gold they have but every other country’s currency across the world will maintain a peg to the dollar. The dollar in turn will have a peg with the gold... I think it used to be \$1 with some number of ounces, I can’t remember. Then, Bretton Woods went away.

When Richard Nixon was in power, and America had two issues on both ends — they were fighting a war in Vietnam and trying to send somebody to space... this was around 1971, and they really needed money. They said if we have to back whatever we have with some semblance of gold in our Federal Reserve, we won’t have the money required to spend on these expeditions and events. So Nixon said that we will take our country off the gold standard, and that it will be a free trading market. He said that our currency’s value will be based on supply and demand and how people traded internationally. Ever since then, America has been unscrupulously printing money without anything backing it. In the ‘90s, they were printing — by printing, I mean printing out of thin air — as much as half a trillion dollars a year.

In the early 2000s, they were printing something like a trillion dollars a year. Last year has been a severe outlier where in one year alone, they have printed four or five trillion dollars a year.

Now, one has to think about supply-demand economics. So much supply for currency with no backing should weaken the currency? It’s a much more complicated story than that... The reason that the dollar maintains an artificial level of stability is because people like us, in India, China, all of us who export a lot of services and goods to



WHY
NIKHIL KAMATH

With his brother Nithin, the 33-year-old co-founded Zerodha, India’s biggest stock brokerage company, and True Beacon, an asset management firm. Last year, they entered *Forbes’* list of India’s 100 richest people



ILLUSTRATION: SUVAJIT DEY

America, we benefit disproportionately from having our rupee artificially devalued or artificially depreciate... The problem is a lot more stark for China. They export a lot of goods to America and get paid in US dollars. Now they do not carry the dollar back into China, because that would appreciate their own currency. They buy US debt with the money so they don’t have to take it back onshore to China. That, and many other countries behaving like that, has created the dollar that we have today. It’s artificially inflated. It works for many, many key stakeholders and the dollar retains the value that it has today.

All this being said, what they have created by printing excessive money is debt. And last year they were already struggling to service that debt, and were in turn printing more currency to pay that debt... I personally think that someday the chickens will come home to roost... I don’t know if you guys remember this, but George Soros, a very popular fund manager, went after the pound. Till then, nobody thought the British pound could be challenged. But he actually did break its back and he was able to significantly benefit from a large correction in the pound. Something like that will happen to the dollar. Increasing yields will reduce the time before something like this could happen.

PRANAV MUKUL: A company like Zerodha works in a highly regulated market like stock investment. What has your experience been like?

So I am saying this, without being jaded or with any kind of bias... I personally am not too fond of any political party in the country, and I can draw enough criticism and critique on every single one of them... Of all the regulatory institutions in India, the Securities and Exchange Board of India (SEBI) and Reserve Bank of India (RBI) somehow stand out as outliers. I have been dealing with them personally for maybe 15 years now. There is not an iota of corruption... They operate at a level which is far superior than most other facets of our government and government bodies. I think they do an incredibly good job when it comes to regulation. The regulation, in fact,

I think has helped us ward away from many of the international crises we have seen in our time, like the banking crisis in 2008, which affected the West. I think we didn’t get hit so badly because of the good job of the regulators... When it comes to regulation, and how well regulated we are, I think, we are not on a par but far superior than the rest. It helps market participants like us, other FinTech companies, brokers and everybody else involved. They are not as erratic as the government; they don’t say one thing today and change it tomorrow and again change it day after tomorrow.

KHUSHBOO NARAYAN: Why is Zerodha not going public? Are disclosures that public firms have to give an issue?

Disclosures are not an issue at all. In fact, we do more, if not as many, disclosures as public companies do right now. Our entire premise has been that we are more transparent than everybody else... From the beginning, we have run a very lean model, wherein we have never taken on debt — we have not taken on a single bank loan or external investor in the last 11 years, even though we have had many opportunities to do so. The reason we work is we do not think like an organisation, we think as investors, and what we can build for the investor communities from the lens of what would have been useful for us.

For example, we have a mutual fund selling platform called Coin. Traditionally, whenever you bought a mutual fund, you paid your distributor 1-2%. Often you did not even realise that you were paying this fee. When we started Coin many years ago, we said that we will wipe out this distributor and we will not charge any fee whatsoever. That 1-2% does not sound like a lot, but when you pay 1-2% in fees for 20 years, that is half your principal. Now, when we did this with Coin, we also said we will keep it absolutely free. Coin has probably sold ₹20-30,000 crore worth of mutual funds till date and we have had zero revenue coming from that. To retain the ability to make these decisions and not be swayed by external investors who just care about shareholder return is a huge advantage. It makes us very agile and nimble and I think those are the things we hold on to.

SUNNY VERMA: How do you look at the problem of insider trading?

Well, firstly, we deal with a different

kind of crowd... But, outside of that, I would say that with the advent of Internet trading, discount broking, accessibility to the stock market, it will be very hard for anybody to do insider trading on the largest of companies in India today. What I always advise investors and retail participants is to stay away from small-cap and penny-cap companies, where generally all these things might happen. Stick to quality names, stick to large-cap, even mid-cap companies. In the last 10 years, I think (insider trading) has gone down exponentially... Now the regulator has many ways in which they can find out and many new tools at their disposal which they use.

AASHISH ARYAN: What are some of the trends and patterns that you have noticed among your investors, say in terms of age, geography or gender?

In a pre-pandemic world, say till last January, the average age of our client used to be between 30 to 33. In the last one year, many younger people have come on the platform, and that number has gone down from 33 to about 30.

In terms of gender dynamics... It is very hard to talk about it publicly. The number of women in the workforce in India is abysmally low. We do worse than countries like Bangladesh. And the number is going down at a pace where now it is under 20%. So only one out of five women in our country is actually part of the formal workforce. Relative to that, about 16% of our clients are women, the balance 84% are men. But I think this is a larger structural issue for the country... It is a very big issue, not just in the FinTech industry, not just in financial ecosystems, but in the country overall.

AASHISHAARYAN: What kind of impact has the recent Covid-19 climate — where the country saw a very high caseload and severe shortage of oxygen and hospital beds, amidst a government struggling to find solutions — had on retail investors?

It is a tough question to answer. The fact that I have to think so much before talking or criticising anything that is going on, is worrying for the future of our country. That

aside, I would say, it (the situation) is terrible. We are very active socially and we do a lot of work with the government in Karnataka and governments in other states... We have about 10 ambulances going around in Bengaluru. Because there is so much demand, these ambulance owners are asking for ₹25-30,000 to transfer bodies to the crematorium. Nobody has ₹30,000 in a slum in Bengaluru to send a dead body to the crematorium. Then, when they go to the crematorium, they have to wait in line with the body for hours on end. This is just horrible... The fact that we could not model for the scenario, that we did not build capacity and systems as we watched this happen in the rest of the world, was very silly.

I don’t know how else to describe it.

PRANAV MUKUL: Is there a plan to monetise the data that Zerodha has collected so far through its services?

Our crowd, our ecosystem is the full-

rency... Cryptocurrency is totally anonymous. That might be a big threat to cryptocurrencies themselves.

ROSHUN POVAIAH: We have seen 11 new unicorns in the last year. How sustainable are these valuations?

For all the companies, the valuations are inflated. It absolutely makes no sense. I think a bust in the private equity space is imminent. To a large extent this has been brought about by access to very cheap capital across the world... I think this is a bubble if ever there was any.

Everybody’s valuation is over inflated, including ours. I don’t even know why we are valued at what we are. But the correction will happen at some point.

AASHISH ARYAN: Despite the Indian government’s push for local products, not many start-ups have succeeded...

This could seem overtly critical, but we have done very little innovation as a country. Indian start-ups have been good, in many or most cases, at copying the innovation that happened in America or in different pockets of the world, albeit with a lag of five to 10 years... Right now, the ecosystem is like that. It’s very frothy.

ANANT GOENKA: Nandan Nilekani had said that in America when digital exploded, they created monopolies. In India, at least in the FinTech world, we democratised data and allowed many people to coexist. Do you agree with that?

I would say so... What he has done with payments and UPI has to a large extent democratised that ecosystem... I will give you an example. Back in the day, before Aadhaar, if I had to open an account... you needed to have a physical presence in all the tiny tier-two, tier-three towns, which in turn would have led me to charge five times more than I charge right now for the product to remain feasible. I think a lot of this has democratised the ecosystem in such a way that we, sitting in Bengaluru — two kids with not too much capital — can think of starting a company like this. The same applies to two kids sitting somewhere else today. Now, I saw the new policy recommendations... The changes will be interesting to see. But I think all of these changes have led to increased democratisation.

ANANT GOENKA: Post-liberalisation, the Indian businesses that did well were the ones that did well in spite of the government and not because of it. But in the digital world globally, if you don’t have the hand of government behind you, you can’t seem to get very far. Is that the case in India?

I personally subscribe to the laissez-faire school of thought. I feel lesser involvement from the government and more freeing up of the ecosystem will go a long way in democratising and growing the business ecosystem, than the government trying to govern which direction what goes in.

ANANT GOENKA: Companies such as Tesla or Coinbase have much higher valuation than their traditional peers. Do you see that happening in India? Would this be possible without the backing of the government?

Coinbase, at least, has a revenue component. They are on track to make \$2 billion — they had \$1.7 billion in revenue this year. (So a higher valuation is) justified to a certain extent. Tesla is a moonshot. But we are not looking at it as a moonshot. We are expecting that cars by 2030 or 2040 will all be electric and Tesla will have a market share in that. We are valuing the company like the event has already occurred. In my hypothesis, I think that is flawed. The odds of that happening, even if they are very high, I don’t think the valuation for Tesla is justified.

Do the people of the country wait until the government does something about climate change?... I would assume that even if the government did not interfere and we saw people dying in floods, and if we were to draw a conclusion that that is happening because of climate change, we would be organically incentivised to buy an electric car. Can the government expedite that process? Yes, they can... The government can come in and play a significant role and expedite it because, in the end, the government has more access to information and knows better than the people of the country about what is happening across the world. But it can also be the opposite — the government can be very short-sighted in their view and focus on increasing the GDP.

We have done very little innovation as a country. Indian start-ups have been good at copying innovation, from elsewhere... The ecosystem is very frothy

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SUNDAY, JUNE 6, 2021

Fe Lines

STORIES AND TRENDS FROM INDIA AND AROUND THE WORLD THAT CAUGHT OUR FANCY



Best foot forward

There's been a noticeable shift from wearing shoes to opting for slippers/going barefoot in the post-pandemic era as people stay in, but one should take care of foot health even while at home, say experts

VAISHALI DAR

A HOME-BASED LIFESTYLE is causing significant change in what we eat and wear. Health and immunity-building foods have gained prominence just like loungewear has become popular for working from home. The same can be said of shoes. Earlier, we had two sets of footwear—a pair to wear outdoors and slippers for home. These have now been replaced by fluffy sliders or rubber *chappals*. It makes sense to opt for comfortable footwear, as chores like cooking, cleaning, exercising, etc, all done at a stretch, mean added pressure on the feet.

But even as there's a noticeable shift from shoes to slippers/going barefoot, one should take care of foot health. Experts advise a comfortable pair of footwear for home—slip-on shoes, slippers or sandals. Walking barefoot for long periods can cause many foot conditions, they say. "Avoid walking barefoot at home as it can cause strain in plantar fascia, an inflammation of the fibrous tissue along the bottom of the foot that connects the heel bone to the toes. It can also affect the tendons, arch, balls of metatarsals, leading to conditions like tendinitis, arch sprain to metatarsalgia. The best thing is to wear casual footwear and, at the same time, one should regularly exercise to keep feet healthy. When exercising at home, wear proper shoes. Without proper shoes, it can cause painful foot conditions. Those prone to painful foot conditions must take extra care to invest in well-padded and cushioned footwear," says Govind Singh Bisht, principal consultant, podiatry, Max Panchsheel Park, Delhi, and Max Gurugram.

However, if one is practising yoga *asanas*, going barefoot is ideal. According to Mumbai-based Jahnvi Patwardhan, yoga instructor, Sarva, a yoga, meditation and mindfulness app, grounding comes through the feet in standing postures, necessitating the need to go barefoot when doing yoga. Weight distribution between the feet strengthens the foot tissues, as well as the ankle joints. Yoga is, hence, always better practised on a good mat barefoot. "It's not just about its traditional roots, but also about a lot of physical benefits that come through yoga practice. Today's lifestyle and fitness scenario involve impact training (running, skipping), so wearing shoes that fit your physical requirement is necessary due to tissue/joint weakness and even due to deteriorating bone health in young people," says a flat-footed Patwardhan, who practises yoga barefoot. "Yoga has helped me understand the condition and reverse it as much as possible. Due to my flat feet, the shoes I wear for my cardio are pronated (with defined arch). Shoes are selected according to every person's needs and physical requirements, so they can keep the feet happy

and healthy," she says.

In terms of movement and exercise, bone health, strength and muscle recovery are integral. "Preferred nutrients act like catalysts. Calcium and vitamin D act as the crux for building bone health and minimising bone injuries, protein is pivotal for muscle-building and repair, magnesium, zinc and vitamin B6 calm muscles and strengthen the immune system. Omega 3 is consequential to speeding up muscle recovery and protein development," says Mumbai-based integrative nutritionist and health coach Neha Ranglani.

Small and everyday habits can bring a change. "Trimming toenails regularly, moisturising cracked heels, opting for a well-fitted shoe can protect heels and soles," shares Manasi Shirolikar, head dermatologist at Remedico, a Bengaluru-based online dermatology consultation platform.

Shweta Nimkar, founder of Paio, a Mumbai-based PETA-approved cruelty-free, conscious and vegan footwear brand, feels excess pressure by going barefoot can cause issues like bunions and hammertoes. "While it is advisable to wear 'home slippers' or 'loungers' at home, opt for cushioned slippers with the right amount of padding and softness for heels...sliders provide arch support, a firm grip without compromising on comfort... a slingback slipper can keep your foot in place as you hustle to complete errands," says Nimkar.

There are other brands as well that promote good health of feet, knees and back, with footwear apt for diabetes, hallux valgus, flat foot, etc. The products of Germany-based healthy footwear brand Von Wellx (now in India) are based on an internationally-patented technology that supports reflexology.

AVOID WALKING BAREFOOT AT HOME AS IT CAN CAUSE STRAIN IN PLANTAR FASCIA, A LIGAMENT THAT CONNECTS THE HEEL TO THE FRONT OF THE FOOT, ADVISE EXPERTS

TECH-NOW-LOGY

If something is bothering you, tell it to Woebot

When your therapist is a bot, you can reach it at 2 am. But will it understand your problems?

KAREN BROWN

I UNDERSTAND THAT you're experiencing a relationship problem, is that right?" Yes. "Okay, I'm delighted that you want to work on this. I've good and bad news for you... Which do you want to hear first?" Good news. "The good news is, I have very powerful skills that I can teach you! These skills have really helped a lot of people build better relationships." And the bad news? "The bad news is that you would have to be willing to accept 100% of the responsibility for changing the relationship." Why? "Because you're only ever going to be able to have control over your part of it."

This conversation may sound like a fairly typical therapist's session, but in this case, it was directed by Woebot, a therapeutic chatbot, with the psychiatrist's couch swapped for a smartphone screen. The app presents itself as an automated therapist when finding a real one can feel like a logistical and financial impossibility. At the same time, the need for therapists is only growing. During the pandemic, about many have reported symptoms of anxiety or depression. Woebot Health says the pandemic has driven up demand for its services. The number of its daily users doubled and is now in the tens of thousands, said Alison Darcy, a psychologist and the founder and president of the company.

Digital mental health has become a multibillion-dollar industry and includes more than 10,000 apps, according to an estimate by the Amer-

ican Psychiatric Association. The apps range from guided meditation (Head-space) and mood tracking (MoodKit) to text therapy by licensed counsellors (Talkspace, BetterHelp).

But Woebot, which was introduced in 2017, is one of only a handful of apps that use artificial intelligence to deploy the principles of cognitive behavioural therapy, a common technique used to treat anxiety and depression. Woebot aims to use natural language processing and learned responses to mimic conversation, remember past sessions and deliver advice around sleep, worry and stress.

"If we can deliver some of the things that the human can deliver," Darcy said, "then we actually can create something that's truly scalable, that has the capability to reduce the incidence of suffering in the population."

Almost all psychologists and academics agree with Darcy on the problem: there is not enough affordable mental healthcare for everyone who needs it. But they are divided on her solution: Some say bot therapy can work under the right conditions, while others consider the very concept paradoxical and ineffective.

At issue is the nature of therapy itself. Can therapy by bot make people understand themselves better? Can it change long-held patterns of behaviour through a series of probing questions and reflective exercises? Or is human connection essential to that endeavour?

Hannah Zeavin is the author of the forthcoming book *The Distance Cure: A History of Teletherapy*. The healthcare system is so broken, she says, that "it makes sense that there's space for disruption."

But, she added, not all disruption is equal. She calls automated therapy a "fantasy" that is more focused on accessibility and fun than actually helping people get better over the long term.

"We are an extraordinarily confess-

ing animal; we will confess to a bot," she said. "But is confession the equivalent of mental health care?"

Therapy by algorithm

Woebot's use of cognitive behavioural therapy has a philosophical and practical logic to it. Unlike forms of psychotherapy that probe the root causes of psychological problems, often going back to childhood, CBT seeks to help people identify their distorted ways of thinking and understand how that affects their behaviour in negative ways. By changing these self-defeating patterns, therapists hope to improve symptoms of depression and anxiety.

Because cognitive behavioural therapy is structured and skill-oriented, many mental health experts think it can be employed, at least in part, by algorithm.

"You can deliver it pretty readily in a digital framework, help people grasp these concepts and practice the exercises that help them think in a more rational manner," said Jesse Wright, a psychiatrist who studies digital forms of CBT and is the director of the University of Louisville Depression Center. "Whereas trying to put something like psychoanalysis into a digital format would seem pretty formidable."

Wright said several dozen studies had shown that computer algorithms could take someone through a standard CBT process, step by step, and get results similar to in-person therapy. Those programmes generally follow a set length and number of sessions and require some guidance from a human clinician.

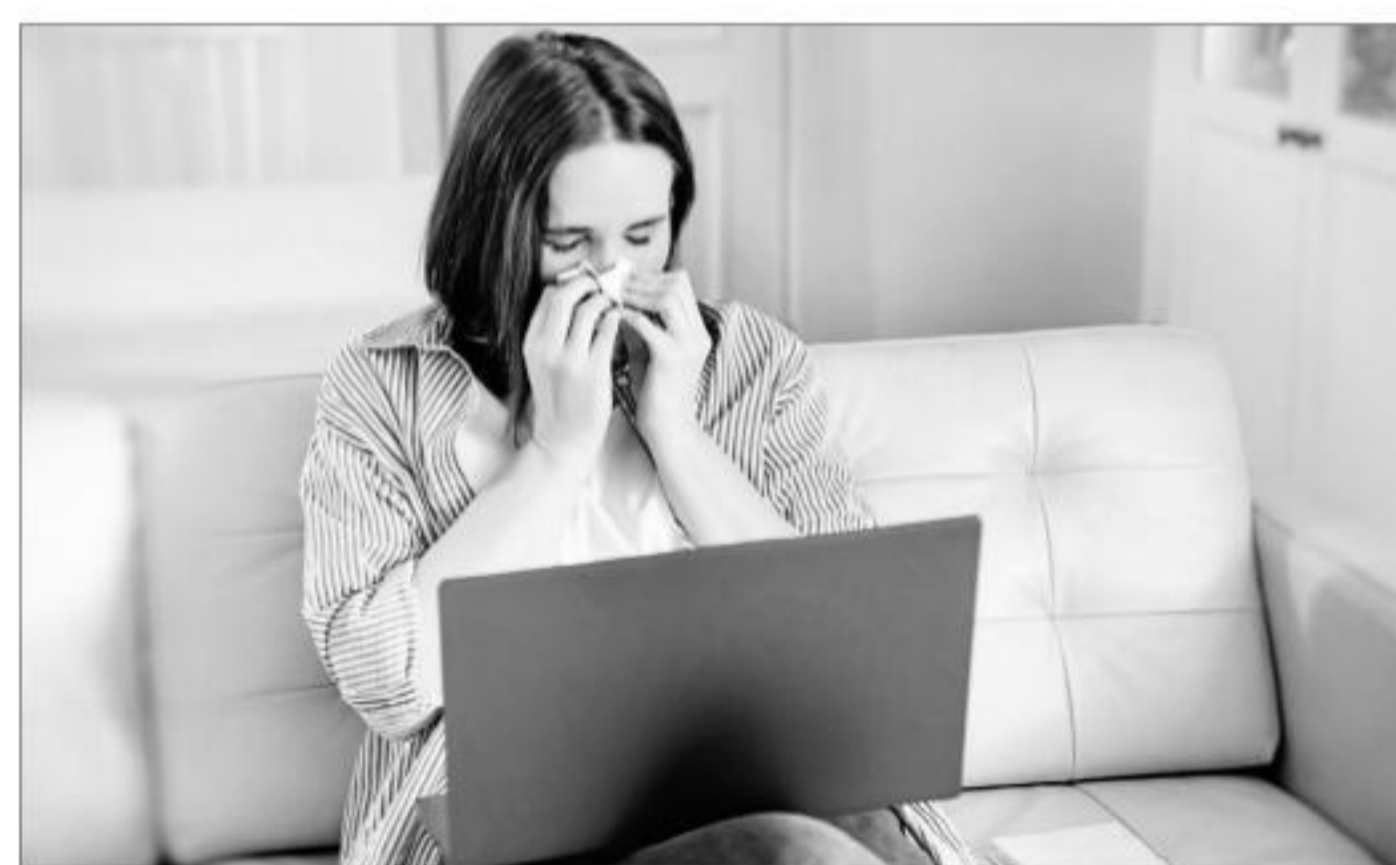
But most smartphone apps don't work that way, he said. People tend to use therapy apps in short, fragmented spurts, without clinician oversight. Outside of limited company-sponsored research, Wright said he knew of no rigorous studies of that model.

And some automated conversations can be clunky and frustrating when the bot fails to pick up on the user's exact meaning. Wright said AI is not advanced enough to reliably duplicate a natural conversation.

"The chances of a bot being as wise, sympathetic, empathic, knowing, creative and being able to say the right thing at the right time as a human therapist is pretty slim," he said. "There's a limit to what they can do, a real limit."

John Torous, director of digital psychiatry for Beth Israel Deaconess Medical Center in Boston, said therapeutic bots might be promising, but he's worried they are being rolled out too soon, before the technology has caught up to the psychiatry.

"If you deliver CBT in these bite-size parts, how much exposure to bite-size parts equals the original?" he said. "We don't have a good way to predict who's going to respond to them or not—or who it's good or bad for." NYT



CULT SHOWS

The internet erupted with joy and nostalgia when *Friends Reunion* released recently. With OTT platforms giving easy access to cult and popular shows of all time, many netizens are catching up on shows they never saw before. Here is a list of the most popular ones to binge-watch as you work from home.

By **Reya Mehrotra**



The Big Bang Theory

The sitcom by Chuck Lorre and Bill Prady ran between 2007 and 2019, with over 12 seasons. It starred Jim Parsons, Kaley Cuoco, Kunal Nayyar, Johnny Galecki, Laura Spencer, among others. The show won seven Emmy awards, while actor Jim Parsons won the Emmy four times. The show was filmed in front of a live audience.

Mash

The war comedy drama series was a favourite among the audience in the 1970s. It was an acronym for Mobile Army Surgical Hospital and had 11 seasons (between 1972 and 1983). *Mash* was a spinoff of the feature film *MASH* (1970), which was, in turn, based on the novel *MASH: A Novel About Three Army Doctors* by Richard Hooker in 1968. Developed by Larry Gelbart, it starred Alan Alda, Wayne Rogers, McLean Stevenson, Loretta Swit, among others.

Brooklyn Nine Nine

The sitcom, set in the fictional 99th precinct of the New York Police Department, won many hearts and has garnered a loyal fan following. The detectives of Brooklyn Nine Nine take their audience on humorous trips as they hunt down criminals and curb crime while bonding with each other. Created by Dan Goor and Michael Schur, it first premiered in 2013 and its final and eighth season is due this year. The show is also loved as it places a black gay man at the top position as an officer, talks about #MeToo, gender fluidity and several other issues.



Friends

The cult show, about the six friends (Ross, Monica, Chandler, Phoebe, Rachel and Joey), became one of the most popular sitcoms of all times. It revolved around the lives of the friends and how their friendship develops and sustains over time. It first aired in 1994 and went on till 2004, with around 10 seasons. Created by David Crane and Marta Kauffman, the show continues to remain popular, so much so that the *Friends Reunion* episode, released

recently with huge fanfare, had loyal fans getting emotional.

The Simpsons

The animated sitcom by Matt Groening is a satirical depiction of American life, which plays out through the Simpson family. It has a wide ensemble cast with many supporting characters. The Simpson family lives in the Middle America town of Springfield. The show is the longest-running American animated series and sitcom. It was first



Modern Family

The family sitcom by Christopher Lloyd and Steven Levitan ran for 11 seasons between 2009 and 2020. It starred Ed O'Neill, Sofia Vergara, Julie Bowen, Ty Burrell, Jesse Tyler Ferguson, among others. The show was presented in a mockumentary style with the characters speaking to the camera in interview confessions.

telecast in 1989 and is still running. The seasons that aired in the 1990s are said to be the best ones.

The Office

The sitcom follows the lives of the employees of the fictional Dunder Mifflin Paper Company in Pennsylvania. It ran between 2005 and 2014, and had nine seasons. Developed by Greg Daniels, it starred Steve Carell, Rainn Wilson, John Krasinski, Jenna Fischer, among others. Carell even won a Golden Globe Award

for his performance. The show won four Primetime Emmy Awards.

Game of Thrones

The fantasy drama, which first aired in 2011 and concluded in 2019, has its own huge cult following. Based on George RR Martin's book series *A Song of Ice and Fire*, it is set in the fictional Seven Kingdoms of Westeros and the continent of Essos. Several simultaneous plotlines make its premise. It stars Emilia Clarke, Sophie Turner, Kit Harington, Maisie Williams, Jason Momoa, among others.

Sex and the City

The popular television series was adapted from the 1997 book of the same name by Candace Bushnell. It first premiered in 1997 and starred Sarah Jessica Parker, Kim Cattrall, Kristin Davis and Cynthia Nixon. It follows four women best friends who confide in each other every detail of their lives. The series was so popular that it had two movies made on it starring an ensemble cast.

How I Met Your Mother

The sitcom was telecast between 2005 and 2014, and revolved around a group of friends living in Manhattan. In the show, it's the year 2030, and Ted Mosby is recounting to his children the events that led him to meet their mother. Of the total 30 Emmy nominations that the show got, it won 10. The show was created by Craig Thomas and Carter Bays.

Leisure

SUNDAY, JUNE 6, 2021

VAISHALI DAR

THE BAJIS ARE quite the rage on the internet. Be it discussing women on shopping sprees, an incident from someone's burial, kids fighting over sweets or the banal happenings of a typical Indian middle-class household, there's nothing that Shabbo and Gulafsha *baji* (Urdu for elder sister) don't give their two cents on, leaving their viewers in splits. The two characters, hilariously impersonated by real-life siblings Shazma Raza Khan and Soha Raza Khan, speak in an interpersonal tone — interlaced with *desi* humour — which is reminiscent of Muslim women in western UP.

Shabbo and Gulafsha's rib-tickling antics started last year during the lockdown and they were soon being appreciated across the world, compelling many to say "just like my family". The videos, which are shot between the Khans' houses in Chandigarh, Delhi and Rampur, have received big love from netizens.

It was while putting up their acts at social dos and family get-togethers that the Khan sisters realised they could do this on a bigger scale, as their type of *desi* Urdu comedy from western UP had remained more or less unexplored. "Everybody loved it. We never anticipated that our social media presence would do so much better. Our comedy is very relatable... something that has happened in a typical conventional Muslim family... they may not have realised the experience, but can see it happening via Shabbo and Gulafsha *baji*," says Delhi-based software engineer Shazma, whose channel has over 93,000 followers on Instagram and over 1,16,000 subscribers on YouTube.

The lockdown has been a catalyst for not just the Khans but for many of us who have realised the importance of celebrating the mundane part of our lives. Perhaps that's why many found themselves turning to the digital medium to seek solace in the form of comic videos centred around the realities of the common man. This, in turn, has led to comedy being redefined on social media, with many creators like the Khans putting out short comical videos, depicting our daily lives and chores, and the happy and absurd moments of the unprecedented times we're living in.

Laughter the best medicine

Be it the angst of the common man during the pandemic, the constant work-from-home struggles or those never-ending Zoom calls, nothing escapes the attention of Bengaluru-based RJ and comedian Danish Sait, who has performed it all and got a thumping response. "During the pandemic, everybody is making a phone call. So it stuck as a format. We live in a virtual world and everything is on the mobile, so why not make phone conversations popular? The video format lasts longer than audio and the recognition and recall are also a lot higher. The lockdown is a boon for me as I get time to sit at home and make videos," says Sait, who earlier worked with Fever FM in Bengaluru on their prank call show *Supari*.

What's striking about Sait's content is that it is informative, snappy, inoffensive and centered around real-life happenings — the never-ending lockdown in the second wave of coronavirus, suspension of the Indian Premier League 2021, the ship stuck in Suez Canal and so on. With



Funny side up

A bunch of content creators are redefining comedy on social media, putting out short comical videos, depicting the common man's daily struggles and absurdities of the times we're living in



a typical south Indian Bangalorean accent (liberally using words like 'bro' and 'dude') or dressed in a tee with a fake moustache, Sait, who calls himself an attention-seeker, makes videos that are apt for all age groups, a fact he credits to his corporate background where one can't crack many jokes. "You can't say anything political in a corporate world. I guess that's conditioned me to be a person who doesn't dwell on religious or political formats, and caters to all," says Sait, adding that most comedians who end up in a controversy don't have the conditioning to back their jokes. "Many young comedians get popular with one video and that becomes their career. They are young and bound to make mistakes. Working in the corporate world in general teaches you to taper down what you are doing and cater to a larger gathering," says Sait, who admires English comedian



LAUGH IT AWAY

Research has linked laughter with immune function boost, pain tolerance, cardiovascular health and maybe even memory retention. Laughter reduces pain, blood sugar levels, and increases glucose tolerance in diabetics and non-diabetics



insanely popular act is Rajasthan-based Shyam Rangeela's who mimicks Prime Minister Narendra Modi. Be it note-*bandi* or the petrol price hike, he conveys real issues and concerns in a lighter vein. "Comedy plays an important role in raising issues, societal concerns, voicing disagreement and reflecting reality. This is the kind of comedy that can delight the viewer, as well as critically analyse a situation," says Rangeela, who has nearly 7.18 lakh subscribers on YouTube, 1.30 lakh followers on Twitter and 29,300 followers on Instagram. Rangeela, who is a resident of Sri Ganganagar town in Rajasthan, used to do small shows in villages prior to his stardom. When Modi came to power in 2014, there came a new wave of development and Rangeela thought who better to mimic than a person many followed as an idol. "The internet was all about Modi... that's when I followed and mimicked him," says Rangeela, who is a massive star today, thanks to his savvy and charismatic comedy style.

Talking about his decision to turn to social media, he says, "I participated in the show *The Great Indian Laughter Challenge* in 2017 and mimicked *Modiji*. But somehow it couldn't be broadcast on TV and that's when I decided to make my Twitter and YouTube accounts." Interestingly, the comedian has an ardent fan following even in countries like Bahrain, Dubai, Hong Kong, Singapore and Thailand. He also performs live acts all over the world.

As a genre, however, political satire is often subject to criticism. Opening up about the same, he says, "Such political acts are bound to have a love-hate relationship (with the audience). There is no subject on social media that is not open to criticism. At least social media is one medium where one can discharge pent-up emotions... political satires convey a lot of underlying thoughts, which normally the public may not be able to speak about."

Sait, too, treats disapproval as an occupational hazard and is not touchy about it. "You can't take the bouquets to your head and brickbats to your heart. I don't either. You're only as good as your next tweet. I can't last on the laurels of what I did 10 years ago or one year ago... we live in an evolving world. We learn every day and that has been proved by how much internet entertainment has changed," he says.

Bam feels criticism means you're doing something right. "I am all for constructive criticism. This way, I also know exactly what people want to see. There are many instances when I have been condemned. Even if I tweet something in relation to a national issue, which is just my point of view, I have been called out by many. However, I am fine with this because it doesn't matter how good you do, you will have haters," he says.

The Bajis, who don't use any foul language, are judged in several other ways. A Karva Chauth meme post on their channel drew a lot of flak when people started judging them for their cultural beliefs. Even Rangeela ended up in a controversy when a petrol pump owner in Sri Ganganagar filed a complaint against him after he mocked the fuel price hike. The controversial video garnered over a million views on YouTube and over 50,000 likes on Twitter. Rangeela, however, refused to remove his video and posted another one, stating that his motive was not to hurt anyone's feelings.

(Top) Rajasthan-based comedian Shyam Rangeela; (above) Delhi-based comedian Bhuvan Bam's acts are inspired by real-life people; (left) Bengaluru-based RJ and comedian Danish Sait; and (far left) The Bajis are impersonated by real-life siblings Shazma (left) and Soha Raza Khan

Sacha Noam Baron Cohen, American standup comedian William Burr, and Indian comedians Johnny Lever and Kapil Sharma for putting comedy on the map for the masses.

Experiences, incidents and life moments make one a better comedian, feels Sait. "My mother nurtured me, but nature has taught me a lot more. You only learn when you get out... experiences teach you," he says.

Delhi-based comedian Bhuvan Bam's acts are inspired by real-life people too — parents, best friends, uncles and aunts. One of his most popular characters is Titu mama. "After I introduced my 'uncle' to people, most started relating to him as almost everyone has a mama (uncle) like him," says the comedian who runs the channel *BB Ki Vines* (Bhuvan Bam Ki Vines).

Bam is no ordinary name in the comedy circuit. With 20.3 million YouTube subscribers and close to 11.5 million Instagram followers, he is one of the most successful online comedians today. His content centres around the average Indian middle-class household, with relatable stories and conversations. "Many people in our country relate to this and for that reason it attracts a huge audience online," says Bam.

All in a day's work

A lot of mainstream comedy in India right now is political satire. One such

FROM THOSE ZOOM CALLS TO WORK-FROM-HOME STRUGGLES, THERE'S NOTHING THAT ESCAPES THEIR ATTENTION

Change of taste

From alternate milks to delicious diet plans, a pick of places to order from for some healthy indulgence

BETWEEN SIPS

Magandeep Singh



IN INDIA, MEALS are an entire ritual unto themselves, ones that have over the years sadly been hastened along or shortened for convenience. We don't spend the same amount of time preparing or consuming any repast as our ancestors used to. And it certainly doesn't help that we eat more often while binge-watching some series online on our laptops/tablets rather than conversing around a table with family. Well, not here to judge, but merely share some recommendations of good

comestibles that I have tried recently, all as part of my stay-at-home adventures.

Only Earth alternate milk: I have to admit that the idea of alt milk is more obtuse to me than the taste. While some do have almost half the carbon footprint of regular milk, others like almond milk need 14.5 litre of water just to produce one almond! And all are too darned expensive for average folk to make the switch for daily consumption. Nevertheless, for the more privileged and concerned, I tried two alternate milks — oat and coconut origin — from Only Earth in my cereals, coffees and even milkshakes, and found them to be quite yummy. The inherent flavours constantly remind that it isn't milk, but the consistency and taste were appreciable. Oat milk is sustainable and absolutely delicious, and even if I can't have it all the time, will defi-



IN KETO, ONE ELIMINATES CARBS SO THAT THE BODY LEARNS TO SUBSIST BY BURNING FAT INSTEAD OF RELYING ON CALORIES

nately add it to my cart now and then.

Monsoon Harvest: For long, I have hunted for the perfect breakfast cereal that wasn't too sugary nor too austere. So far, the market seemed full of stuff that was either intended to give even an adult a sugar high before 10 am or else so strict, dry and chewy that it felt like one was masti-

cating on some expensive hipster cardboard dust. Monsoon Harvest gets it right in the sweet spot — all the right nutrients and ingredients yet flavourful, sweet, not heady, and very affordable. Finally, I don't need to beg my foreign-returning friends to bring me a packet or two each time.

Giani Ice Cream: A big homegrown name in the cold dessert space, Giani's new variants are smooth, creamy and delectable, and one is even vegan! Now, I would never buy anything vegan, but their hazelnut was definitely worth a second serving. The other flavours Mocha Brownie and Ferotella were as amazing as their names suggest. Well-priced and delivered right, it gets my green tick!

Nucros diet plans: I like the idea of someone else deciding what I should eat as long as it's tasty. Recently, I went with Nucros, a brand that does various types of meal plans. I went with their Keto plan, a first for me. Keto is basically about eliminating carbs from the diet (fats, proteins and essential nutrients stay). This teaches the body to subsist by burning fat instead of relying on calories, eventually leading to loss in weight/inches. Well, three days of keto eating made me realise that I can eat

a lot richer and royally, but remain carb-free. I had a nutritionist on call who even advised how to go back to a regular meal cycle once I stop in order to retain the good effects. And unlike what one thinks, you can enjoy a drink as well — just stick to spirits and avoid wine and beer. I did this for three days and did feel less bloated. Or more precisely, on the fourth day, when I switched back to regular meals, I felt a lot of bloat almost immediately. I would highly recommend trying a subscription meal plan with Nucros, especially if you are looking to jumpstart your fitness regime.

Shunya: I am always sceptical of new brands making cola because I feel our palates are too tainted by the few big brands out there. For me, it's Thums Up all the way. Well, the cola from Shunya could be the next choice, and a more frequent one, considering that it's less harmful to my health. I won't (nor recommend you to) up the intake of cola just because this one comes with *ashwagandha* and stevia (instead of sugar), but I will be happy knowing that an indulgence needn't be too taxing on my general health.

The writer is a sommelier

Mind & Games

SUNDAY, JUNE 6, 2021

Four lessons from your anxious brain

Pandemic life has saddled us with lots of conflicting emotions. Here's how to cope with feelings of uncertainty and make a fresh start

TARA PARKER-POPE

FEELING UNSETTLED? Anxious? Overwhelmed? Welcome to the summer of 2021. We asked thousands of readers of all ages to share how they're feeling right now. The most common answers revealed the mixed feelings of the past 14 months: unsettled, anxious, overwhelmed, frazzled, tired, hopeful, optimistic, stressful, exhausted, excited. Some readers said just one word was not enough to describe how they're feeling. "Bored, anxious, hopeful — all at once. Is there a word for that?" asked one reader. Ours was not a scientific survey — the respondents had signed up for a 10-day challenge, which delivered daily texts with tips for healthy living. But the answers show that many are struggling with the emotional toll of pandemic life.

Judson Brewer, director of research and innovation at Brown University's Mindfulness Center and an associate professor of psychiatry at the medical school, said many of his patients are describing themselves as feeling overwhelmed and frazzled. The emotions are likely to stem from the general uncertainty created by pandemic life. For the brain, feelings of uncertainty are like hunger pangs to your stomach, he said. While a stomach growl is a signal you need food, feelings of uncertainty are a signal to your brain that it needs information. The problem for many people right now is a lack of information about how life looks going forward.

"Information is food for our brain," said Brewer. "But when there is continuous uncertainty that we can't resolve, that leaves people anxious. They can feel overwhelmed because there's not a resolution; the brain is not able to solve the problem. That leaves them feeling frazzled, tired and exhausted."

"The last year," said Brewer, "has created a huge amount of uncertainty in so many different realms." The good news is that times of uncertainty are also opportunities for personal growth and building resilience. Studies show that periods of disruption, like moving to a new town or getting divorced — or



living through a pandemic — can also be opportunities for breaking bad habits and starting healthy new ones. Here are some strategies to help you cope with an anxious, uncertain and hopeful summer.

Build your distress tolerance

Worrying about what you don't know will just make anxiety and stress worse. But accepting that some answers aren't available right now can help you build an emotional muscle called "distress tolerance." People with low distress tolerance often turn to unhealthy ways of coping, like substance use or spending excessive amounts of mindless time watching television or gaming.

Telling yourself that you accept the current state of uncertainty can help, Brewer said. Try telling yourself, "I'll change the things I can, and accept the things I can't." Identifying and naming your feelings can calm the part of your brain that is stressed. A multi-sensory exercise like five-finger breathing, in which you trace the outline of your hand with a finger while focusing on your breathing, can help stop negative thoughts.

"As a society we're not doing a great job of teaching ourselves to have distress tolerance," said Brewer. "Knowing we can't change something, that we can't get

the information... that information alone can be calming."

Identify your best pandemic habits

A common source of anxiety these days is that the slower pace of pandemic life will soon be replaced by our previous, more stressful routines. "I would like to savour the slower pace," said one reader. "I'm afraid we'll go back to before-times levels of over-scheduling." Katy Milkman, a professor at the Wharton School, advises people to look back on the past 14 months and identify the changes you want to keep. "One of the things I find really interesting about the pandemic is that it forced us to experiment in ways that we wouldn't usually," she said. "We were all forced to try Zoom or try different kinds of workouts. One important thing is to be conscious of what experiments were good. What did you discover that you want to keep doing?"

In her own life, Milkman realised she had been frazzled by the effort to orchestrate her energetic five-year-old's social calendar. "We were trying to do play dates regularly, and it was truly miserable," said Milkman. "It was such a relief to realise, 'Maybe we don't need so many play dates. Maybe it's OK to go on hikes together as a family.' I think everybody had their own discoveries through the forced experimentation the pandemic imposed."

To stop yourself from sliding back into old behaviours, ask yourself the questions: "What am I getting out of this? Is there a

IDENTIFYING AND NAMING YOUR FEELINGS CAN CALM THE PART OF YOUR BRAIN THAT IS STRESSED

new way of doing this?" advises Brewer. He said the pandemic restrictions taught him to rethink his busy travel schedule. Before the pandemic he was travelling to conferences, but learned he could be just as effective giving talks via Zoom without being away from his family as often. "If we see an old behaviour we might be slipping back into, it's a matter of paying attention and being aware," said Brewer.

Strengthen your connections

Numerous studies show that stronger social connections help us cope with anxiety and build resilience. A number of readers during the 10-day challenge said they were anxious about returning to old social routines. During the challenge, we gave readers a list of 36 questions to help them get social conversations started. The questions, designed to help people reveal more about themselves, come from a study called *The Experimental Generation of Interpersonal Closeness*, led by Arthur Aron, a scientist at the State University of New York at Stony Brook. One reader shared that asking her husband the question, "What super power would you like?" revealed something she didn't know about him. "He told me he'd like to be able to stop time and restart it when he got caught up," she said. "This gave me a better understanding of his feelings about time and how best to approach certain subjects with him."

'What do I need right now?'

Lately, many are berating themselves for gaining weight or exercising less during the pandemic. "I feel out of control and self-indulgent, particularly with regards to eating and drinking," a reader said. "The increased weight makes moving uncomfortable and lowers my opinion of myself." It's important to remember that almost everyone struggled with balancing the restrictions of pandemic life. Shaming yourself is counterproductive. A large body of research shows that when we give ourselves a break and accept our imperfections — a concept called self-compassion — we're more likely to take care of ourselves.

"One of the major things self-compassion gives you is the ability to not be so overwhelmed by the difficult emotions you're experiencing," said Kristin Neff, associate professor at the University of Texas at Austin who has pioneered much of the research on self-compassion. "Give yourself a little kindness." One of the simplest ways to start practising self-compassion is to ask yourself one question: "What do I need right now?"

"If you're judging yourself, you're harming yourself," said Neff. "What do you need to be well? Maybe what you need is not to lose five pounds. Maybe you need more self-acceptance. The more you are able to accept yourself, the more you're able to make those positive healthy changes in your life." NYT



The longevity benefit of a physically demanding job

■ Is it good for our health and longevity to heave, dig, hoist, stroll or otherwise exert ourselves during working hours? Or are strenuous occupations hard on our bodies and health?

■ Common sense might tell us that being in motion at work should be beneficial for our hearts and health, just as going for a jog or bike ride or working out at the gym is good for us.

■ But some recent research has suggested that manual labour often increases workers' risks for cardiovascular disease.

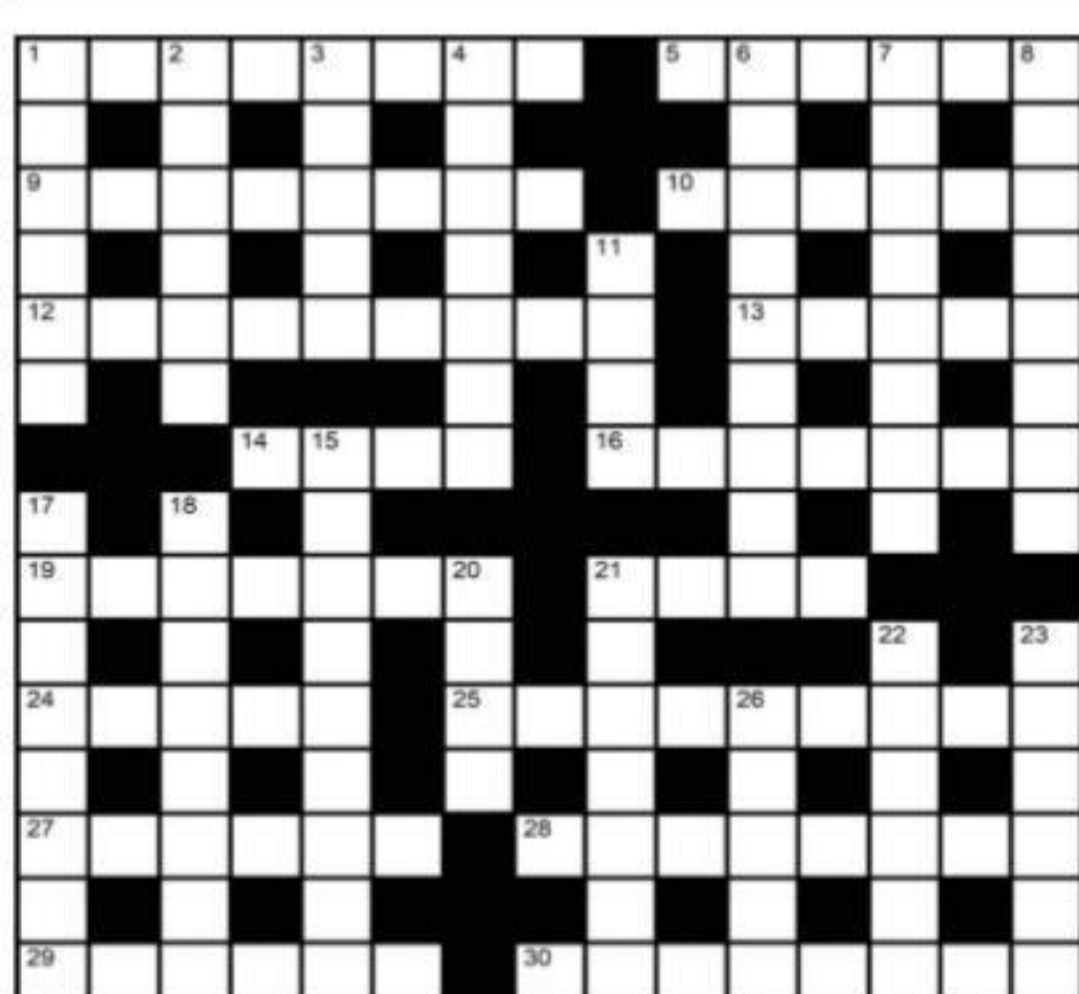
■ Now, though, the newest and largest study to date of occupational physical activity and mortality has some good news for those with physically demanding jobs. The study, which involved almost half a million workers, finds that people whose jobs involve frequent moving and lifting tend to live longer than those are deskbound.

■ The results refute the idea that worktime exertions somehow are different than other exercise and instead suggest that, whenever possible, we should be on the move while on the job.

■ The study shows that "every movement counts, regardless of whether you are active at work or during leisure," says Ulf Ekelund, a professor at the Norwegian School of Sport Sciences, who oversaw the study.

GRETCHEN REYNOLDS/NYT

CROSSWORD



ACROSS
 1 Do some Yoga, perhaps (8)
 5 Peter Pan author (6)
 9 Word for word? (8)
 10 Young salmon (6)
 12 Aditya Birla Group's ___ Cement Limited (9)
 13 Keyboard key for acceptance, in a way (5)
 14 ___ out: withdraws, gives up or escapes? (4)
 16 Tata Motors have a plant here (7)
 19 110 manufacturers (7)
 21 Plant where money is coined by the Government (4)
 24 Musical drama (5)
 25 The Father of Economics (4,5)
 27 Tapered mass of frozen water (6)
 28 ___ Express: the

US Bank (8)
 29 One who willingly dies rather than renounce a belief (6)
 30 Was in charge of a meeting, perhaps (8)
 17 Metal used in electroplating (8)
 18 Higher in rank, quality, etc. (8)
 20 Founder member-country of OPEC (4)
 21 Burma now (7)
 22 Chopped up meat into small pieces (6)
 23 Complained or made a long drawn-out cry? (6)
 26 Tender and hurtful spots (5)

DOWN
 1 Get a promotion, perhaps (4,2)
 2 Remove part or all of burden of taxes from - "red tea" anagram? (6)
 3 Half-crown (5)
 4 Any skeletal muscle having three origins (7)
 6 India's first low cost airline which merged with Kingfisher Airlines in 2008 (3,6)
 7 Associating, comparing or likening (8)
 8 Raise one's ___ : look supercilious or shocked? (8)
 11 Welsh resort (4)
 15 The chief court

KAKURO



BIZ QUIZ
 1. Which country has proposed a global minimum corporate tax rate of 15%?
 2. What is the quantum of surplus that the RBI transferred to the central government for the period ended March 31?
 3. DIPCOVAN is an antibody detection-based kit developed by which organisation?

BUZZ WORD
 The Buzz Word is a substitution cipher in which one letter stands for another. If you think that X equals O, it will equal O throughout the puzzle. Single letters, short words and words using an apostrophe give you clues to locating vowels. Solution is

ANSWERS
 1. USA 2. ₹99,122 crore 3. DRDO
 The entrepreneur always searches for change, responds to it and exploits it as an opportunity - Peter Drucker
 Today's clue: NPB equals SAG
 Iyz ztiozcoztzxo pakpqn
 nzpodyzn jmo dyptbz
 ozncmtfn im li, ptf zgcamlin
 li pn pt mcmcoixltiq.
 - Czizo Foxdszo

BRIDGE BOUTS L SUBRAMANIAN

TWO-SUITED HANDS OPPOSITE 1NT- PART II

In last week's 'Bridge bouts' column, you may recall how expert partnerships showed two-suiter minors after 1NT. Today, we shall see how they show two-suiter majors. A jump to 3H would indicate 5-5 in the majors with invitational values, while a jump to 3S would suggest 5-5 with game values at least. Let us see how the follow up is:

A) Partner has bid 3H (8-9, invitational)

You Partner
 1NT 3H
 ?

1) You can pass 3H with three or more cards for hearts and no game interest. SA-xHQ-x-xDK-Q-x-xCA-x-x-x

2) Correct 3H to 3S with three or more cards for spades and no game interest. SK-Q-xHQ-xDA-J-x-xCK-x-x-x

3) You can raise 3H to 4H or jump to 4S to suggest a good hand. Not necessary that you should have four-card support. SA-xHA-Q-xDK-x-x-xCA-x-x-x

The important thing to realize here is that bidding 3NT should almost never be your consideration.

B) When partner has bid 3S (10+, game-forcing)

You Partner
 1NT 3S
 ?

1) You can simply bid 4H/4S and be done.

2) You can bid 4C (artificial and to be alerted) to suggest four-card support for hearts and a hand rich in controls. SA-Q-xHQ-J-x-xDA-x-x-xCK-x. Clubs for hearts is the mnemonic.

3) You can bid 4D (artificial and to be alerted) to suggest a four-card support for spades and a hand rich in controls. SA-x-x-xHK-x-DK-Q-xCA-J-x-x. Diamonds for spades is the mnemonic.

The important thing to bear in mind here is that,

- a) bidding cannot stop short of game,
- b) responder can consider bidding slam, only if he has substantial extras and when opener has suggested a very good hand by his 4C/4D bid, &
- c) Again, 3NT should not be in your consideration.

LEXICON

WAPathy

■ n. The general lack of interest in Wireless Application Protocol, the technology that enables web pages to be viewed on the latest generation of cell phones.

Most people have barely heard of WAP phones — the mobiles which use a cut-down version of the Internet — yet already there's a new word to get used to: WAPathy. Instead of connecting to the latest technology, the early signs are that people are switching off. —Patrick Collinson, "Phones fail to ring up sales," The Guardian, July 8, 2000

