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Shikshapatri Bhashya Shlok 66

અને જે મનુષ્ય જેવા ગુણે કરીને યુક્ત હોય, તે મનુષ્યને તેવા કાર્યને વિષે વિચારીને જ પ્રેરવો, પણ જે કાર્યને વિષે જે યોગ્ય ન હોય તે કાર્યને વિષે તેને ક્યારેય ન પ્રેરવો. ||૬૬||

|| My disciples shall think over about one's merits and competence before assigning them any work. A person shall be assigned a job for which he is suited to and never engage a person unsuited for the job ||

This Shlok is for the benefit of both employer and employee. Those who possess the necessary skills, qualities and intellect to complete a specific task should be used for such purposes.

*“Yagnavalkya explains, ‘Those that understand Dharma should be used for tasks requiring such knowledge. A knowledgeable accountant should be sought for jobs pertaining to money matters. Scrupulous people should be utilised for scrupulous acts.’ Vidurji has also explained, ‘There are three types of persons - Uttam (best), Madhyam (middle) and Adham (lowest). Such persons should be used to perform Uttam, Madhyam and Adham tasks.’ Thus only a suitable candidate should be considered for a specific job as to act contrary will not only have an undesired affect but will also put a person into unnecessary difficulty” (Quote from **Shikshapatri Bhashya**).*

Discussion points: (30mins)

1. Why is it important to possess the necessary skills, qualities and intellect to complete a specific task?
2. What are the best ways to become competent in a task?
3. Examples of errors that can occur in human life if the above is not followed – e.g. If you have a operation by an unqualified doctor/physician, hiring a dodgy builder, hiring a non-qualified plumber to fix your boiler
4. What methods would you use to determine the competency of a person?
5. Discuss the importance of finding a learned person to obtain knowledge in Dharma. e.g. The knowledge of Brahmins, Santo's, parents, importance of choosing the right Guru etc.
6. How can you distinguish between people that are suitable to teach religion and those that are not?
7. If you go for a dream job interview and get rejected. How should we take this relating it to the Shlok above?