



01 January 2011

Vol 3

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Special points of interest:

- ✓ Poetry Section Introduced
- ✓ People from corporate speak what they think about stammer
- ✓ Article on people's opinion on Stammering and Portrayal of Handicap in Films (Hindi Section)

Seasons Greetings..!

Dear Readers,

A very happy and prosperous new year to one and all!

In this first issue of 2011, we have tried to find out what the people who matter in the corporate think about employability and competency of PWS. We hope to answer a few questions and bring relief to the anxiety and apprehensions a PWS has when it's time to go for interviews.

We then explore a couple of childhood stories. See what Parmanand from Herbertpur and a young kid Prahlad from Haryana have to say about growing up with stammering and chasing their dreams at the same time.

A special feature on an inspiring story of a Romanian Electronic Engineer who challenged his hardships by committing to change himself. In an attempt to also associate people who don't deal with stammer, we have a contribution from a non-PWS, Resha Naik (Goa) in which she talks about her beliefs and perceptions about stammering. Finally, we also have a summary report on an interesting survey conducted by NSA on how stammering affects life.

A couple of sections introduced- We have a section for readers comments to our previous issue and a poetry section to express ideas with a little bit of rhymes and melodies.

In the Hindi Section, we look to put some attention on how Bollywood portrays 'Handicap' and 'Stammering' in films with a special feature on 'Handicap and Bollywood'. A blind young man from Indore, Mayank Sharma tells us to face all the challenges of life with courage through his poem. Another article educates about how to identify handicap in children at an early stage.

Our petition against Golmaal 3 in Nainital high court is going through the due process, which will most likely take some time. Our online petition continues to attract support from friends and concerned individuals globally. Many of the comments left behind are an education in human thought, perception and feelings. Please keep checking it and spreading the word. Whatever happens, making a protest is not only our constitutional right but also a duty to the stuttering community and the children who stammer- and a contribution to the human diversity!

- Samvad Editorial Team

प्रिय पाठको,

नववर्ष की हार्दिक शुभकामनाएं!

2011 के प्रथम अंक में हमने हकलाने वाले व्यक्तियों के बारे में कांपैरिट जगत की धारणाओं और उनकी सोच पर विचार किया है और यह जानने की कोशिश की है की हकलाने वाले व्यक्ति साक्षात्कार के लिए जाते समय किस तरह तनावमुक्त हो सकते हैं.

हमने हकलाने वाले दो बच्चों की जीवनगाथा को समाहित किया है. इसमें परमानंद (हर्बर्टपुर) और प्रहलाद (हरियाणा) ने बताया है कि कैसे हकलाहट के साथ वे अपने सपनों को पूरा करने की कोशिश कर रहे हैं.

एक विशेष प्रेरणात्मक आलेख में रोमानिया के एक इलेक्ट्रॉनिक इंजीनियर ने बताया है कि किस तरह हकलाहट की चुनौती का सामना करने के लिए उन्होंने प्रतिबद्ध होकर कड़ी मेहनत की. संवाद में हमने उन सामान्य लोगों को भी जोड़ना चाहा है जिन्होंने जीवन में हकलाहट की चुनौती का सामना नहीं किया. इस क्रम में गोवा की रेशा नाईक ने एक फीचर में हकलाहट के बारे में अपनी धारणाओं और विश्वासों पर चर्चा की है. इसके अलावा हकलाहट हमारे जीवन पर क्या प्रभाव डालती है इस पर एन.एस.ए. के एक रोचक सर्वे को शामिल किया गया है.

इस बार दो नए सेक्सन भी हमने जोड़े हैं. हम पाठकों की प्रतिक्रियाओं को जगह देकर 'संवाद' के बारे में उनके सुझाव और विचारों को जानना चाहते हैं. इसी तरह कविताओं को भी प्रकाशित कर रहे हैं.

हिंदी सेक्सन में 'विकलांगता और बॉलीवुड' विषय पर खास फीचर के जरिए विकलांगता और हकलाहट पर प्रदर्शित फिल्मों पर लोगों का ध्यान आकर्षित किया है. इंदौर के नेत्रहीन युवा मयंक शर्मा ने अपनी कविता 'मैं कमजोर नहीं हूँ' के माध्यम से जीवन की चुनौतियों का साहस के साथ सामना करने की सीख दी है. एक अन्य लेख में बच्चों में विकलांगता की शीघ्र पहचान के बारे में जानकारी दी गई है.

हिंदी फिल्म 'गोलमाल 3' के विरुद्ध नैनीताल उच्च न्यायालय में हमारे द्वारा दायर की गई जनहित याचिका विचाराधीन है, इसमें कुछ और समय लगेगा. इस मुद्दे पर हमारी ऑनलाइन याचिका को मित्रों का समर्थन मिल रहा है और हम विश्व स्तर तक इसे पहुँचाने में सफल रहे हैं. इस माध्यम से प्राप्त टिप्पणियां लोगों की सोच, भावनाओं और विचारों को रेखांकित करती हैं. इस तरह विरोध करना न केवल हमारा संवैधानिक अधिकार है, बल्कि हकलाने वाले लोगों के समाज और हकलाने वाले बच्चों के प्रति हमारा दायित्व भी है. इससे हम मानव जीवन की इस विविधता को आम समाज में स्थापित करने में योगदान दे सकते हैं!

- संवाद टीम



Stammer: What does the Corporate Think?

How will I compete in the corporate world with my stammer? How will the interviewers view me and my stammer? Will they accept my speech disorder? If all such questions haunt you before an interview, Samvad tried to find answers from a few people that matter in corporate world

One fine day you step outside the Hall after a grand convocation ceremony, wearing the traditional black graduation robe, a hood on your head and a degree in your hand! The efforts you have put in over the years have finally bore fruit. You are overjoyed, happy and your mind is overflowing with loads of aspirations and dreams! You find yourself standing at the beginning of a new phase of your life and a question to answer- "What next..?"

For a PWS (person who stammers), a lot more questions follow after this question. How will I compete in the corporate world with my stammer? How will the interviewers view me and my stammer? Will they accept my speech disorder? Every other recruitment advertisement has "Excellent communication skills" as one of the primary requisite. As such, will my speech problem prove a hurdle in my career?

If you are at the onset or at the dawn of your career, then all these questions have certainly darted your mind. Samvad tried to find answers to all these questions. We talked to a few experienced people who are involved into recruitment process and Human Resource careers with organizations for 10 years or more. Instead of speculating, we thought of trying to actually find out how PWS is viewed by the corporate. Quite a lot of interesting facts were discovered. Here are the views of a few experts we contacted-

Mr. Sanjiv Nadkarni
Vice-President (Sales)
NE Technologies (Ind) Pvt Ltd.

Sanjiv Nadkarni is the Vice-President (Sales) of a US-based software company, NE Technologies which is into Telecom and E-governance and has its offices in Goa and Hyderabad. Mr. Nadkarni is currently based in the Goa office. He has been working in the IT industry for nearly 3 decades and during his vast experience in IT industry, has come across a few PWS candidates and others who are differently abled.

With respect to software industry would stammering be a hindrance or will the PWS candidates be less competitive? Mr. Nadkarni is of the opinion that it purely depends on the nature of work. "Certain roles

need constant interaction with clients such as help-desk staff. A PWS would be at a disadvantage here. But there are several other roles like software development, QA (Testing), documentation where there is absolutely no issue" says Mr. Nadkarni, who strongly believes and strives to put a person where he / she fits the best. This he thinks is for the benefit of both- the employee and the organization.

As his advice to PWS who are at the onset or middle of their career, he says "Whether a person is PWS or not, what is important to rise in the career, is the ability to add value to his / her organization. Each person should ask oneself - "What is it that I can do and if done well, can add real value to my organization and differentiate myself from others?" For people who think and act this way, sky is the limit".

When preparing for the interviews, Mr. Nadkarni thinks that a PWS should select an appropriate role. A call-centre job is a strict NO-NO. In jobs like accounting, administration, stores and in technical fields like software, a PWS can compete with anybody. One should face interviews with dignity and confidence. One can win over the interviewer based on the depth of knowledge of the subject and that is what one should focus on during interviews.

It's about making the right choices. A PWS should choose a career where constant client interaction over voice (as in call centres) is not a primary requirement. If you have made the right choice, then stammering can never be an obstacle in one's career, he concludes.

HR Manager in a Logistic company, Mumbai

Samvad also interviewed an HR Manager in a logistics company which is into loading and unloading cargo into ships. The company has around seven branches across the country, and she was based in the Mumbai office. The name of the Volunteer and the company have not been mentioned on request, and hence referred to as "The Volunteer" henceforth in the write-up.

The Volunteer, who has been in the HR

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Each person should ask oneself - "What is it that I can do and if done well, can add real value to my organization and differentiate myself from others?" For people who think and act this way, sky is the limit..!

- Mr. Sanjiv Nadkarni

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field for over 10 years, remembers a telephonic interview with a candidate who had a stammer. The candidate had mentioned about his stammer in his resume, and it didn't take long for her to notice the same. She immediately told him to be comfortable while giving the interview, and that his stammer will not affect his chances for the job.

Frankly, it depends upon the position in question. Now, if a position requires a lot of communication, then usually PWS would refrain from applying. If we have a candidate who stammers, then certainly he must be aware about his stammering, and has applied because he thinks he can do it. As an interviewer, I would rather try to push him down with regards to his problem, and test his skills as an interviewee, how he can take it into his stride and sell himself.

She is further of the opinion that it's the entire package in totality that matters. Communication Skills matter the most only when the job requires constant telephonic conversations. In such matters too, if the candidate shows confidence to overcome the problem then it will add to the advantage. The volunteer recollects coming across a person who worked as a Secretary who had a stutter. He did his job well, and he was okay with his stammer, and so was his Boss.

During interviews, the volunteer has never given less / more marks simply because a person stammers. "I would show empathy, but never sympathy" says the volunteer. It's the attitude that matters. It also depends on the person he is going to report to. Some people tend to be impatient or short-tempered. If the PWS candidate is likely to work under such people, then we also take up the matter with them. Ability to work with different kind of people, which we call "interpersonal skills", is one important parameter. Also, in an interview, no need to mention that you have a stammer. But if asked, don't be apologetic about it. Accept that you have a stammer and that you are okay with it.

To explain the significance of attitude, the volunteer cites a few examples- First, an example of her close friend, a lady who has a stammer. She worked in a Jewellery shop as a sales-girl, and later worked for a Doctor who was involved into printing a magazine of his own, and she had to compile the same. Both her jobs needed lots of interaction with people. She managed it very well. Even I never noticed her stammer until she

told me one day, says the volunteer. But she was always unhappy about her stutter, because she thought she would have been in a better job, if she wouldn't stammer. She has a very good command over English, and was aspiring to work in a Call Centre. While this same friend had a nephew who also had a stutter, and even then wanted to be in the field of Sales and Marketing. He was okay with his stammering and easily accepted that he had a stammer.

The volunteer wants to tell all the PWS to accept you the way you are. If you want to change, then change because you want to, and not because others want you to. And if you cannot change something about yourself, then accept it gracefully. What is important is to be in peace with yourself.

Mr. Rajah Swamidoss

Training Manager

Zuri Whitesands, Goa Resorts and Casinos

Mr. Rajah Swamidoss has been involved in recruitment and training for 14 and half years. He has been working in Hotel industry throughout his career in various resorts around the country, and is in Goa for last couple of years.

We usually go for campus recruitments. When we come across candidate who stammers, we try to find out if he has a genuine problem or he stammers out of nervousness. When we realize he indeed has a speech problem, we accept him and try to empathise and be patient. We try to make him comfortable and refrain from rushing him into his speech. We also talk to his lecturers and teachers. Sometimes such candidates are asked about their stammering. Some are bold enough to ask if it's going to hamper their career prospects. We counsel such candidates and recommend them to take speech therapy.

Usually in hotel industry, a candidate has four choices- Front Office, F & B service, House Keeping and Food Production. We cannot take such candidates for Front Office and F&B Service as it involves guest-related activities. But in other areas it is not an issue. "If a PWS candidate has applied to become a chef, then we certainly cannot reject him because he stammers. We usually give responsibilities based on his / her strengths" Says Mr. Swamidoss.

Mr. Swamidoss recollects a student when

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It's important to realize your strengths. Go out and fulfill your dreams. Let stammer not stop you. You have to act and take it up!

- Mr. Rajah Swamidoss

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he was teaching in the early days of his career. This student had a severe stutter, and Mr. Swamidoss suggested that he should consult a good professional speech therapist. He soon attended one speech therapy program of about a year, and after that he sounded as good as normal. His fluency in speech delivery was 90%.

This led Mr. Swamidoss to believe that stammering is temporary, and is a time-related setback. "Some PWS stop socializing and become shy. They confine themselves into a shell and sympathize themselves. I feel it's a wrong approach" Says Mr. Swamidoss. "One has to be bold. You have internet. Find out about your problems. Find out about speech therapists. Analyse your problem and find solutions."

Mr. Swamidoss thinks it's wrong on the part of PWS to restrict themselves when it comes to career choices. In the present day, you have career choices galore! A call centre job may be a no- but a BPO job which involves lesser communication like Medical Transcriptionist can be a good choice where your listening skills are put to test.

"I believe stammering candidates are no less than others. God has made everybody different. Some of us are intelligent like Einstein, some of us are bald, some are dark and some stammer. It's important to realize your strengths. Go out and fulfill your dreams. Let stammer not stop you. You have to act and take it up!" adds Mr. Swamidoss as his advice to all the PWS candidates.

Mr. Jonathan Sequeira
HR and Training Executive,
HR Futurez Pvt Ltd.

Mr. Jonathan Sequeira is working as an HR & Training Executive with a Hospitality Trainer and Recruiter for an outsourcing consultancy. During his career, he has come across many candidates who stammer, but never sees these candidates as less competent and less capable compared to the ones that don't stammer. But he says that such candidates can score less marks in an interview. As a recruiter, he would refrain from giving PWS candidates certain responsibilities that involve communication skills. He also thinks that a PWS candidate needs to be specific in the choice of their career.

For interviews, Mr. Sequeira says one should pay careful attention to grooming. Stammering, he thinks, is in most cases misunderstood as a lack of confidence in putting forth one's opinion. Stress on confidence, good manners and assertiveness, he emphasizes.

A PWS should be open to criticism and misunderstanding. Such candidates cannot make certain kind of career choices like Front Office and F&B service, as it requires them to speak well.

Mr. Sequeira is of the opinion that stammering can be a big hurdle in one's career only if you let it affect you by bringing in negative feelings or lack of self-esteem. Be proactive with this difficulty- he advises.

His message to all the PWS is – "If you do have a stammering problem, try to capitalise on your other skills and talents. Be open to positive and negative feedback, learn from experience and if you don't succeed at first, improve, enhance and try again!"

Mr. Basil D'Cunha
HR Role in Zuari Agro Chemicals (Goa), and also a career counselor.

A post graduate in HR and as a person who has held HR roles in Mumbai before his stint in Goa, Mr. Basil D'Cunha has loads of experience and is now in career counseling. Mr. Basil primarily thinks that candidates (PWS and non-PWS) need to be ready to take multi-tasking roles in today's corporate world. He also thinks corporate look for people who are ready to deal with problems.

A PWS should be ready to work on his disabilities. He should not be too worried about mockery. This laughing business is usually restricted to Schools and Colleges. People in corporate world are more considerate and sensible.

As long as it's not a career involving lots of communication, it's fine. But if you do choose such a career, then you should be prepared to work hard. People in corporate world are also forgiving in these terms. They see this problem as something that a person has inherited from his genes, and not something that he has developed voluntarily.

"I remember when I was working for Zuari Agro Chemicals (Goa), there was an accountant who had a severe stutter. But he went on to become the Chief Accountant of

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This laughing business is usually restricted to Schools and Colleges. People in corporate world are more considerate and sensible

- Mr. Basil D'Cunha

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the company. It was because he was very good in his subject” Mr. D’Cunha recollects.

“My advice is to take inspiration from role-models. There are various examples of people who have overcome stammering and have been successful in their respective careers”

With the help of valuable inputs from the experts, we can certainly draw an action plan of how to prepare for interviews, get ready for the big leap, and handle our career into the ever-challenging arena of the corporate world.

✓ **Make the right choice, decide a role**

For a PWS, career planning is primarily about making the right choice. Stammering can be an obstacle for some career choices like call-centres. In certain other career tracks, it can be a minor hindrance. It’s for the PWS to realize his/her strengths, analyse him/herself and decide a role. And once you have decided your role, work towards nurturing your strengths, getting the most out of it and at the same time, work on your weaknesses and disabilities. If you keep your options open, then there are opportunities galore!

✓ **Not Just Communication Alone**

It’s not about communication skills alone. It’s about working on your abilities in the entirety. A PWS should work on being a value addition to the organization with his knowledge and skills. Work on other aspects like grooming, body-language, assertiveness and interpersonal skills. It’s about how you as a “Package” can be an asset to your organization, for your own growth and for the growth of your company. As long as you can contribute and produce outputs, with all your skill sets then that is all that matters.

✓ **Attitude counts!**

Finally, it’s the Attitude that matters. The recruiters expect us to show caliber, fighting-spirit and a true character that is prepared to work on shortcomings. They accept the PWS candidates and their communication but at the same time also expect them to accept it. If you wonder what really ATTITUDE means, then reading the opinions of the experts above will answer all the questions. When we step into school we start with “A for Apple”, likewise when starting our career and as we step into the corporate world and take our first step to be professionals in our respective field, it’s important for us to learn “A for Attitude”. The rest will follow.

TISA thanks all the executives for taking time from their busy schedules and giving us their valuable inputs and esteemed opinions which were of great help and value.



Little Stars... Big Dreams..!

How is it to grow up with stammer? Here are two wonderful stories that tells us how! Parmanand, an accountant from Herbertpur shares a few things about his childhood, while Prahlad a 13-year old enthusiastic lad tells us how he wants to chase his dream of becoming an International Cricket star

If given a chance we all would want to go back to our childhood days! There are many things we would want to change about it or live it differently. Longing to relive your childhood is one human emotion that comes unprompted. How different is it for the PWS? Is growing up with stammering any different? Does it have a remarkable impact on the way you are moulded and shaped up as an individual?

Let's have a peep into two childhood stories. We asked one adult PWS who joined TISA in 2008. We asked him what he thinks about his childhood and how would he want to change it. Then, we interviewed a young child who is in touch with TISA and has started learning about acceptance at an early age of his childhood.

Parmanand is an accountant by profession in Herbertpur. He is doing M.Com and aspires to do MBA. He joined a local hospital as an Accountant in 2010, and is associated with Samagra and TISA SHGs. Parmanand recalls that as a child he loved to play cricket, singing and always wished to participate in elocution, but always avoided or refused to participate in any of such activities. When he gathered some courage and attempted to participate, his teacher refused to accept. As such, he started hating his stammering, would refrain from talking and had very few friends- just about two or three.

Parmanand never discussed about his stammering during his childhood. Even his teachers mocked at him and believed he had a lot of hesitation and therefore stammers. As a child, he thought his stammering will be cured by itself. He thought that he was the only unfortunate child to have this speech impediment. His parents consulted a doctor which was followed by a few futile medicines. Speech therapy was never an option due to lack of awareness and non-availability of good SLPs.

During his college and later at workplace, he noticed that because of his stammer his colleagues would befriend with him easily, which he thinks is a positive thing that happened to him because of stammering. With his regular participation in SHGs and TISA activities, he has now corrected his attitude towards stammering and strives on creating awareness about the same. Though, he

believes that he still tends to get nervous when somebody makes a negative comment about him. He finds relief when he discusses such situations with the SHG members and has learnt to cope up with criticism by taking it positively. He ducks it away thinking that it must have only been a tongue-in-cheek remark..!

Parmanand thinks he has still not been able to accept stammer 100%. He admits of still trying to avoid situations and his continual efforts of hiding his stammer. But at the same time he tries to do things which he is scared of to conquer his fear. There have been a few situations where he has been successful and a few where he needs to work hard.

Prahlad Sunda is a 13 year old, studying in 8th std, from Sirsa, Haryana. He is very enthusiastic about cricket and aspires to represent India in international cricket. He plays for his town, and later dreams of playing for Haryana, and then Ranji (Domestic Cricket) and eventually pave his way into the international team.

"If you ask me to play cricket even at 1.00 am in the morning, I will do it willingly..." says Prahlad. Such is his love for the game. He has a clear goal of making it big and firmly believes that he has it in him to do it.

Prahlad also deals with stammer. He started stammering after a brief spell of Jaundice. But his speech impediment never came in the way of his confidence. He thinks that stammering is something which God himself has gifted it to him, and is willing to accept it. Such a level of acceptance at a tender age is really commendable.

Often content to be confined within him, Prahlad doesn't discuss his stammering with his parents or teachers or anybody for that matter. "I discuss about my stammering only with Dr. Sachin". He doesn't drive any positive thing in particular from stammering, but doesn't consider it as a bad thing either

No greed, Generosity and great love for his cousins – are the three things about him that he considers to be his strengths. "If

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As a child, I loved to play cricket, sing and always wished to take part in elocution, but avoided or refused to participate

- Parmanand



I have hope with me, and that keeps me going. If I continue to do my practice regularly, then I think I can overcome my stammer

- Prahlad Sunda

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somebody asks me for anything... I am all happy to give it..!"

Prahlad has an ambition of becoming an international cricket player, and believes he can touch the pinnacle of success like his role-models – Robin Uthappa, Virendra Sehwag and Yousuf Pathan, and Zaheer Khan and Ashish Nehra among the bowlers. He is an opening batsmen and a fast bowler. "I feel I can change the conditions of any match..."

Did his stammering dither his ambitions and passion towards cricket? Not at all! He is not wary of all the interviews he will have to face if he touches stardom someday. He thinks he can talk with anybody. "I have hope with me, and that keeps me going. If I continue to do my practice regularly, then I think I can overcome my stammer" Prahlad opines.

Prahlad is very commendable with his acceptance at this tender age. Stammering in

no way has affected his career goals and passion and his desire to chase his dreams. His belief on his own abilities is his strength which helps him overcome and deal with the unseen aspects of the stammering iceberg.

When we are young, we are very much vulnerable to emotions. We tend to react instantly. Mockery, Teasing, Doubts, Fear and Negative criticism leads to immediate reactions that directly affects the behaviour and thus hampers the overall personality that is developing. It's very important that as children we learn how not to react in certain situations, how to stop and think, and be more balanced. Parmanand's and Prahlad's stories give a glimpse of different ways children tend to react to situations, as they grow up with stammering. Samvad hopes to explore more such childhood stories and talk to more CWS (Children who stammer) in the coming issues.



Self-Hatred to Self-Help

An Electronic Engineer by profession, Alexandru Ilie faced a lot of curves in the path of his life, including his stutter. He saw the setbacks as opportunity to bring about a positive change within himself. Today he runs a self-help group in Bucharest (Romania), and is helping others in dealing with stutter.

Every morning when he used to see his face in the mirror, he hated himself all the more! His teeth were in poor condition due to calcium deficiency. He had acne all over his face and was very lean and thin. He found his hands trembling when he was driven by emotions and had a very bad stutter. He was sociable and had quite a few friends, but deep within he knew that he was a pessimist.

Alexandru Ilie lived in Bucharest the capital city of Romania. Carrying the painful burden of self-hatred, he finished his high school. Hailing from a family with a modest financial background, his parents couldn't afford a Private University. However, being a bright student Alexandru found his way into a Poly-technique University through scholarship.

When he was 18, he met a girl who touched his heart. They both shared a special relationship with each other and eventually fell in love. However as destiny would have it, due to some unfortunate circumstances the special bond which they carried between them experienced a break-up after two years. This turned out to be a huge setback to Alexandru. It had left a big impact on his mind. It ignited within him the sparks of a change. He resolved to bring changes within himself – Positive Changes!

He began to pen down his sorrows on paper. He also decided to face his greatest enemy right into its eyes – the stutter. It was at this point when his brother and his wife came with a much needed morale support. His brother encouraged him to consult a psycho-therapist, and bore all the expenses. He was influenced by the Self-Help movement programs by Tony Robbins. He bought one of his programs, and as he started practicing the same, his desire to change then, rocketed sky-high.

He now set himself a few goals and started giving his best to achieve those. And one after another he saw himself achieving his goals – He got the job of his dreams. He started grooming himself by rectifying his teeth and got rid of his acne. He started to study and read a lot about human psychology. He read about how to make friends, how to effectively communicate and connect with people and so on.

With regards to his stutter, he never be-

lieved in magic pills or drugs or gadgets. And yet he tried every other means to get rid of his stutter- NLP, Psycho-therapy, breathing exercise, self-help and a process of self-realization and a bit of spirituality. With his perseverance and continual efforts he was able to achieve a 90-95% fluency in his speech.

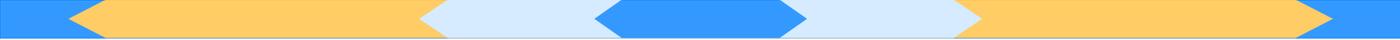
During the course of his journey of recovery from his stutter, he came across The Indian Stammering Association on the internet. He read "Stammering for Dummies" (The Self-Help Manual available on TISA's website) written by Dr. Sachin Srivastava. While he was reading this material, fascinated with the self-help ideas, he began to realize that he was beginning to strike a chord with this self-help approach of stammering recovery. He now wanted to put it to practice by reaching out to other people of the stuttering community. He wanted to share his experiences, his techniques and everything that he has learnt, all along his recovery path. Most importantly, he wanted to come out and help others after having gone through the pain and struggles of being in the dark valley.

Thus he embarked upon another courageous and selfless step – a self help movement. Romania – the country from where he hailed didn't have any support group for stutterers or a recognized stuttering association for that matter. Speech therapists were available but they all had a traditional approach confined within the four walls of the clinic. Alexandru took the first step by creating a [blog](#) in his native language. He got in touch of two other local PWS. With a video camera and his passion for community service, he set out to meet them regularly. He soon got a good response to his blog and self-help movement. With the confidence of the great support which he got from his blog, Alexandru now wants to reach out to more people. He has now created a blog in English titled "[Tame Your Stuttering](#)". He now wants to start a self-help group in his city – Bucharest. "I really understand the social stigma a stutterer goes through here in Romania. Most of them are extremely pessimists and introverts. It's a pity that they miss their social life. This is the reason I want to unite them into a group, so that they communicate and

(continued on Page 9...)

I really understand the social stigma a stutterer goes through here in Romania. Most of them are extremely pessimists and introverts. It's a pity that they miss their social life. This is the reason I want to unite them into a group

- Alexandru



(... continued from Page 8)

feel good and eventually express their ideas to the “fluent” world. I want them to feel normal. I want them to overcome their stutter” says ambitious Alexandru.

“I dream of having a full-fledged National Stuttering Association for my country someday! For this, I need help in many ways, primarily money. But a blog and a video camera do not cost much. I can very well afford it!”

Alexandru Ilie’s tremendous efforts and will power to bring about a change within himself, his selfless move to help others by starting a self-help group, indeed is inspirational and sets an example.

TISA wishes him all the best for his marvelous journey ahead.

Alexandru Ilie

Bucharest, Romania

E-Mail: alexei_marcovici@yahoo.com



The Experience of People Who Stutter

The National Stuttering Association (USA) conducted a survey in March 2009 on various stuttering-related issues and how it can affect lives. A few of the facts may well raise your eye-brow. Here's a summary...

Stuttering interferes with work, school and family life. Children and adults who stutter often avoid speaking situations, feel embarrassed when people find out they stutter, and do not discuss their stuttering with family, friends and co-workers. 80% of the children who stutter have been bullied or teased. 40% of adults have been denied a job or promotion because of their stuttering. These have been some of the key findings of a survey conducted by the National Stuttering Association (NSA). NSA is a United States support group organization for people who stutter, headquartered in the New York City.

The survey, conducted in May 2009, primarily focused on three major areas- Adults who stutter, Children who stutter and Speech Therapy. It looked to come out with some statistics which would reveal how stuttering affects the lives of adults and children. A total of 1,235 people responded to the survey, including 686 adults, 31 teens, 164 parents of children who stutter and 354 speech-language pathologists. The respondents were mainly PWS and SLPs who were directly or indirectly associated with NSA.

Here is a brief summary of the findings-

Adults

The results reflected how stuttering is much more than just dis-fluency. It was a source of shame and embarrassment for a majority of the respondents. 38% of the respondents said that stuttering affected their performance at work or school, while 32.9% of the respondents said that they are embarrassed when the listener discovers their stutter. 33% admitted that they avoid speaking situations a little and 31.6% admitted they avoid some of the situations, which sums up to a whopping 64.6% of stutters resorting to avoidance. However, respondents who were active participants with self-help chapters were less likely to avoid speaking situations and found that their stutter doesn't affect their work or family life, and were more open to discuss it with their friends and co-workers.

An encouraging 63.6% found therapies which look to explore attitudes towards speaking and stuttering very helpful, while a considerable 55.9% found learning more about stuttering helpful as a therapy approach.

Children

A notable finding in case of children was that 80% of the children have been bullied and teased about stammering. 75% of the parents say stammering interferes in family life, while 85% say their children are embarrassed about stuttering. 80% of parents think that stuttering affects their child's schoolwork and that their child avoids speaking situations.

With regards to speech therapy, 90% of parents have gone for speech therapy, while 14% have been denied speech therapy in school. In general, parents reported more successful speech therapy from university speech clinics, private-practice clinicians and intensive programs than from school speech therapy.

Speech Therapy

With regards to speech therapy a few interesting facts have been put to light. Majority of the respondents (63% on an average) didn't find therapy at grade school, junior or middle school and in high school helpful at all. 52.1% found private speech therapists helpful, while 80% found Intensive or live-in program to be somewhat to very successful.

57.5% preferred therapies teaching ways of stuttering easily, while therapies which are focusing on changing attitudes towards speaking and stuttering scored the highest with 87.5% finding it successful.

In case of alternative treatments Hypnosis and Vitamin, Herbal remedy and Neuro-linguistic programming received the most thumbs-down, while motivational courses, psychological counseling and breathing modification were preferred by most.

Assistive devices turned out to be not too popular as 52.1% found it not at all useful.

A commendable effort by NSA, this survey reveals a few important facts and figures and reflects how stuttering affects lives in a number of ways. A detailed report can be found [here](#).

Courtesy- <http://www.westutter.org/>

- ✓ 38% of the respondents said that stuttering affected their performance at work or school
- ✓ 64.6% of stutters resort to avoidance.
- ✓ 63.6% found therapies which look to explore attitudes towards speaking and stuttering very helpful
- ✓ 80% of the children have been bullied and teased about stammering



Warehouses of Talents

Resha Naik is a software engineer by profession. She is passionate about writing fiction, non-fiction and reading. She came across TISA and Samvad through a colleague. Here's a write up in which she shares her perception about stammering and a few of her experiences with her PWS friends

I had never taken stammering as a serious disability. I only saw it as a speech that is not fluent. Little did I know that that was such an emotional baggage and social implications associated with it! It was only when a colleague (associated with TISA) acquainted me with the organization and briefed me about the kind of impact it has, I realized that it can really be a problem that needs attention.

Reading the previous editions of Samwad too, I came to know that stammering can affect self confidence, aspirations and life as a whole. I even read about a few shocking facts like some people relating this to sins committed in past life, there by hurting the sentiments of that particular PWS even more. And it was Samwad again that opened my eyes and change my perception about stammering. Not only from the perspective of PWS's but also from a perspective of a non-PWS's, reading the articles strengthened my belief that if we can't help someone to win a race, we must at least try not to put any more hurdles in his / her path.

Until my higher-secondary schooling, I had never come across a person who stammers. Obviously, I had known very little about it. When I was in the eleventh standard, I had a class-mate who stammered. But interestingly, he did not stammer when he was communicating with his friends! He used to often stammer when he was talking to a new person – a stranger. My first impression about stammering was- a person who stammers gets over-conscious about his speech impediment (stammer) in front of unknown people and because of which he / she stammers even more.

Is stammering a disorder? Or some sort of a phobia? If this is so, then many of us are dealing with some sort of disorders or phobias within. Some of us have stage-fears, or some of us are scared of high altitudes. A few of us like me turn out to be too conscious while talking to someone who has an excellent command over English as compared to us. In the effort to speak with minimum grammatical mistakes, we eventually end up doing more mistakes. But does this mean that we are bad in English? We know it ourselves and so do our friends know that we are good in English if not excellent, but

it's only the apprehensions of talking to a person who is a notch better that we end up making a mess. I feel there is something similar going on when a person who has a stammer talks. I have never thought of stammering as a disability or a speech disorder for that matter. I opine and hope that many of the other non-stammering people also share the same opinion that I do.

When I am in a conversation with a PWS, I confess, I try to complete the sentence even before my PWS friend completes it. It may be a wrong gesture to do so, as they don't require my help to communicate. Honestly, I do it not as such to help them, but as a result of my old habit of always being in hurry. I tend to do it with all my friends and not just PWS alone. Old habits die hard!

After communicating with a friend who stammers, I feel the more we speak with them lesser they tend to stammer. So with each conversation, I notice that the PWS gradually becomes comfortable which lessens the stammer. We, the non-PWS should avoid doing two things-

1. Avoid talking to PWS in the fear that he may stammer. On the contrary we must speak as much as possible. My experiences tell me that a healthy argument with them is not a bad idea after all.
2. Never ever try to complete sentences for them, because they are quite capable of doing so on their own, given their time.

To all the PWS, I would like to request not to think that we the non-stammerers think that you lack in competency or that you are considered inferior. No way my friends! Just like all others you too have a number of qualities and talents inside you. I say this because I have come across people who stammer but at the same time are warehouses of talents. You all can excel in whatever duties you undertake.

**-Resha Naik
Goa, India**

Expressions

Some things are best said in rhymes and verses. Our surroundings sometimes trigger a thought, and poetry can be the most beautiful medium of expressing those..! Samvad shares a few of such beautiful expressions...

That's Life!



*Life is so beautiful live it.
Each moment is precious hold it.
Every day is a new challenge face it.
Your dreams will come true faith it.
Just not to live for your own self.
Just not to think about your own self.
Life is a one time chance.
Be happy, help others & enjoy it.*

- Vaibhav Talegaonkar, Mumbai

Bird in the Cage



*Far away from me
With its arms open wide,
I see the sky
And the sun alongside,
The golden leaves
Dance with the winds,
And the flowers watching
Like the royal kings
"This is your life,"
Say the trees giving a sigh,
"You are born to fly, you are born to fly"*

*My fellow beings
Hum the tunes of life,
They share the happiness
And the fruits, Oh! So ripe.
"Tell me how it feels,"
"to be free?", I plead...
Like I don't exist,
They pay no heed,
There's nothing but my heart,
To hear me cry,
"I too want to fly, I too want to fly"*

*With my weak little beak,
I stab so hard
To break open
The strong iron guard,
I flap my wings
Faster than last time,
Only to see
My feathers fall in the slime,
The crow on the windowpane
Mocks all the hours,
"You are caged in bars, you are caged in bars"*

*Tough may be these bars,
I can't sever them apart,
But listen all you fellows,
I don't loose heart.
Look at me not,
With those usual sorry eyes,
I am one like you,
So very beautiful, so very nice.
Being a bird, I always dream high,
"A day will come, when I will fly, I will fly"*

- Harish Usgaonker, Goa

(The above poem symbolically portrays the plight of a PWS. The bird symbolizes the PWS, and the cage symbolizes his stammer. It portrays how a PWS feels living a life with his stammer)

Here is a poem from Janet rand, especially relevant for those PWS who are trying out self therapy:

RISK



*To laugh is to risk appearing the fool
To weep is to risk appearing sentimental
To reach out for another is to risk involve-
ment
To expose feelings is to risk exposing your
true self
To place ideas and dreams before a crowd is
to risk being called naive
To love is to risk not being loved in return
To live is to risk dying
To hope is to risk despair
To try is to risk failure
But risk must be taken because the greatest
hazard in life is to risk nothing
The person who risks nothing, does nothing,
has nothing, is nothing and becomes nothing
They must avoid suffering and sorrow but
they cannot learn, feel, change, grow, love,
live
Chained by their certitude they are slaves;
they have forfeited their freedom
Only a person who risks is truly free*

- Janet Rand

Readers' Have their Say

A few of the responses from our readers to Samvad (Vol 2).

Again a great read. Thanks for the hard work that all you in TISA are putting. TISA is making an impact in Italy too. Many of my stuttering friends appreciated the campaign started by TISA against the movie Golmaal 3 and signed our online petition. I will forward this edition to all my friends in India and abroad.

- **Kishore Bisht, Italy**

Great job again. I feel that there is something in it for every one. This is probably even better than the first one.

- **Raja Poladi, Hyderabad**

A very professional job. Hope this also gets shared with people with influence - maybe in the education sector like schools, colleges.

Well done.

- **Yadgaar Irani, New Zealand**

I have just completed reading the 18 pages of this outstanding issue. Reading all these articles – took me to my days when I faced all the emotions faced by today's youngsters. Luckily for them they have TISA and various other resources on the net. I only wished something like TISA was there when I was young.

I liked Manimaran's article and his statement "YOU ARE YOU – NOT YOUR SPEECH". Meditating only on this one sentence can be a de-stresser.

Samvad Editorial team – Please accept my congratulations and keep up the good work.

- **M. K. Peerbhai, Mumbai**

Very interesting reading! In my teaching of "Reality Therapy" - as a counseling method (William Glasser), I always introduce a topic related to behaviour as:

the core of any problem in life and its solution lies in the three "A's":

AWARENESS: that one has a setback/ problem/inadequacy which causes frustration/stress resulting in various behaviours;

ACCEPTANCE: of the problem (no matter how big or small)

ATTITUDE : if one is aware - and accepts - one has to find an alternative behaviour (attitude) which will bring about a slight change towards a solution/s - may not be 100%. but the change is an attempt to reach a goal, and therefore less frustration and less stress.

The three "A's" is a very powerful tool in building up one's Self Esteem.

Reading the articles - the practice of the three "A's" are very apparent in each one.

All the best.

- **Dr. Farida Dias**

A practicing Psycho-therapist, and President of Goa Toastmasters Club

I have enjoyed a lot your paper, I didn't know in India there were so many activist and awareness about stuttering.

- **Cristobal Loriente**

A researcher (Phd) from Spain who conceptualized Transfluency

- **Editorial Team :** Thank you so much for such a warm response. We will certainly take a note of some of the suggestions and try to implement those in the best possible way we can.



संवेदना का टोटा

एक अहम् सवाल यह है कि आखिर कब तक समाज और मीडिया द्वारा शारीरिक और मानसिक रूप से चुनौतीपूर्ण व्यक्तियों को बेबस और बेचारा समझा जाता रहेगा? क्या मानवीय संवेदनाओं की परिधि में आकर भी हम कभी सोचेंगे और निःशक्तजनों या फिर हकलाने वाले लोगों के प्रति जिम्मेदाराना रवैया अपनाएंगे.

हिंदी फिल्मों के बारे में शायद सबसे प्रचलित वाक्य यह है कि ये समाज का आईना हैं. लेकिन क्या इस आईने में उन लोगों के लिए कोई जगह नहीं जो शारीरिक या मानसिक रूप से चुनौतीपूर्ण हैं? जब पूरी दुनिया एक-दूसरे के करीब आ रही है, तो आखिर कोई पीछे कैसे रह सकता है. हो सकता है कि इंसान पक्षपात करता हो पर कारोबार की सबसे बड़ी खूबी यही है कि वह सभी चीजों में मुनाफे का मौका तलाशता है. एक जमाना था जब यह मान के चला जाता था कि निःशक्त व्यक्ति अपने परिवार और समाज पर बोझ हैं. कमोबेश यही धारणा आज भी हमारे मन में बसी हुई है. इन सबके बावजूद हिंदी सिनेमा जगत में इन दिनों विकलांगता और विकलांगों को सिल्वर स्क्रीन पर दिखाने कि बेताबी के निहितार्थ को आसानी से समझा जा सकता है.

नवम्बर 2010 में रिलीज हुई फिल्म 'गोलमाल 3' में एक पात्र से हकलाहट का जबरन अभिनय करवाकर हास्य पैदा करने कि कोशिश की गई है. इस फिल्म में एक और पात्र है जो बोल नहीं सकता लेकिन अच्छी तरह से सुन सकता है और इस पात्र का अभिनय पूरी तरह से गलत है, क्योंकि जो व्यक्ति सुन सकता है वह बोल भी सकता है. आजकल लगभग हर फिल्म में ऐसे रोल रखे जाते हैं जो शारीरिक रूप से अक्षम हैं या फिर हकलाते या तुतलाते हैं. यदि हम पिछले समय को देखें तो 'ब्लैक', 'इकबाल', 'तारे जर्मी पर' और 'पा' ऐसी बेहतरीन फिल्में हैं जिन्होंने निःशक्त लोगों के प्रति समाज में सकारात्मक सन्देश दिया है. और इन फिल्मों की सफलता ने बॉलीवुड को एक नया विषय दिया, जिसे अब हर फिल्म निर्माता आजमाना चाहता है.

यहाँ विकलांगता पर बनी फिल्मों के सकारात्मक पहलुओं पर चर्चा करना सामयिक होगा. विक्रम

विश्वविद्यालय, उज्जैन, मध्यप्रदेश में रिसर्च आफीसर डॉ. निवेदिता वर्मा कहती हैं निःशक्तता को पर्दे पर प्रदर्शित करने से इस चुनौती का सामना कर रहे लोगों और उनके परिवार को संबल मिलता है और वे कुछ हद तक मानसिक और सामाजिक दबाव से मुक्त हो जाते हैं. साथ ही समाज में इन विषयों पर जागरूकता आती है. डॉ. वर्मा आगे कहती हैं फिल्मों में हकलाहट को व्यंग्यात्मक रूप में न दिखाकर उसके समाधानात्मक पक्ष को ज्यादा महत्व दिया जाना चाहिए. वे कहती हैं हर व्यक्ति में कोई न कोई कमी है, इसलिए हमें इन्हें दूर करने के लिए एक-दूसरे का सहयोग और उत्साहवर्धन करना चाहिए.

पर एक अहम् सवाल यह है कि ये फिल्में शारीरिक तौर पर चुनौतीपूर्ण लोगों के प्रति कितनी संवेदनशील हैं. 'ब्लैक' जैसी संजीदा फिल्म ने हिंदी फिल्म उद्योग को चुनौतीपूर्ण चरित्रों को पर्दे पर उतारने कि प्रेरणा जरूर दी लेकिन उसके बात बनी ऐसी फिल्मों में निःशक्त पात्रों के प्रति आमतौर पर संवेदनशीलता का अभाव ही दिख रहा है. हमेशा कहानियों, चरित्रों और नयेपन की कमी से जूझने वाले बॉलीवुड ने शारीरिक अक्षमता जैसे गंभीर विषय को यहाँ मसाले में लपेट दिया. पुरानी फिल्म 'दोस्ती' में दो शारीरिक अक्षम दोस्त जिस तरह से एक-दूसरे से भावनात्मक रूप से जुड़े देखे जा सकते हैं, वैसी भावना या सम्बन्ध ताजा फिल्मों में कहीं नहीं दिखते. निर्माता और निर्देशक व्यवसायिकता और अलग करने के चक्कर में कुछ भी कर सकते हैं.

विकलांगता पर बनी फिल्में समाज को जो नकारात्मक सन्देश दे रही है, वह चिंता का विषय है. क्षेत्रीय विकलांग पुनर्वास केंद्र, भोपाल के अनुदेशक श्यामसिंह मेवाडा कहते हैं ये फिल्में समाज में विकलांगों के प्रति गलत सोच को



बढ़ावा दे रही है. इससे लोग विकलांगों को दया या हंसी का पात्र समझने लगते हैं, और विकलांगों की सामाजिक समस्या जस की तस बनी रहती है. इंदौर में बधिरो कि शिक्षा से जुड़े **सुनीलसिंह तोमर** कहते हैं जब फिल्मों में निःशक्तजनों को बेबस के रूप में पेश किया जाता है तब लोग उन्हें कमजोर और नाकाबिल समझने पर मजबूर हो जाते हैं. और यह स्थिति विकलांगों के पुनर्वास में बाधा उत्पन्न करती है.

हम कह सकते हैं कि निःशक्तता पर बनी फिल्में समाज में सकारात्मक बदलाव लाने में कारगर हो सकती हैं, लेकिन इसके लिए फिल्म निर्माताओं, लेखकों और अभिनेताओं को विकलांगता के प्रति अधिक जागरूक और संवेदनशील होना पड़ेगा. इसके बाद हम देखेंगे कि बॉलीवुड पर निःशक्तता

और इसका सामना कर रहे व्यक्तियों के जीवन पर बेहतर फिल्में बनाने का सिलसिला शुरू होगा. फिल्मों में यह दिखाया जाना ज्यादा श्रेयस्कर होगा कि विकलांग व्यक्ति किस तरह तमाम बाधाओं को पार करते हुए सामान्य जन के साथ कंधे से कंधा मिलकर चल रहे हैं और अपनी शेष क्षमताओं का उपयोग कर राष्ट्र की मुख्यधारा से जुड़ रहे हैं.

- **अमितसिंह कुशवाह,**

व्याख्याता - विशेष शिक्षा,

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मैं कमजोर नहीं हूँ

कौन कहता है कि मैं कमजोर हूँ,
मैं कमजोर नहीं हूँ!
कमजोरी वो जो उन्नति का रास्ता रोक दे,
बस खुद को तू संघर्ष में झोंक दे,
प्रकृति द्वारा प्रदत्त कमजोरियां,
मौन-सी ये खड़ी है.
मंजिलें हैं नजदीक,
बस कदम डर कदम आगे तो बढिए.
कमजोर वो जो जिन्दगी से लड़ना छोड़ दे,
उत्पन्न हुई परेशानियों से,
संघर्ष करना छोड़ दे.
उन्नति के पथ पर चलना,
मेरा प्रथम कर्तव्य है.
जीतना हर बाधाओं से, मेरा प्रथम लक्ष्य है.
मैं कमजोर नहीं हूँ, इसीलिए संघर्ष करना
जानता हूँ,
प्रतिभा मोहताज नहीं होती किसी की,
इस सत्य विचार को मानता हूँ.
आओ हम सब मिलकर,
अपनी कमजोरी दूर करें,
जियें खुशी से साथ-साथ और साथ-साथ आगे
बढ़ें.

- मयंक शर्मा, इंदौर

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कवि परिचय - मयंक शर्मा का जन्म मध्य प्रदेश के हरदा जिले में 1989 में हुआ। इनकी आँखों की रोशनी बचपन में ही बीमारी के कारण चली गई। 1996 में इन्होंने अपना अध्ययन कार्य इंदौर के एक विशेष स्कूल में प्रारंभ किया। वर्तमान में मयंक बी.ए. की शिक्षा प्राप्त कर रहे हैं। मयंक को हारमोनियम वादन में महारत हासिल है और वे कई प्रतिष्ठित स्थानों पर अपनी प्रस्तुति दे चुके हैं।



जल्द ही पता लगा लें बच्चों में विकलांगता का...!

जन्म से ही बच्चे के शारीरिक व मानसिक विकास पर ध्यान देकर बच्चे को विकलांगता से बचाया जा सकता है।

बच्चा जब इस दुनिया में आता है तो उसके आगमन की प्रतीक्षा कर रहे परिजनों और रिश्तेदारों के लिए ढेर सारी खुशियाँ लेकर आता है। लेकिन कुछ परिवारों में ये खुशियाँ ज्यादा समय तक नहीं टिक पाती हैं। आनुवांशिक कारणों, जन्म के पहले या जन्म के समय हुई किसी भी प्रकार की अनियमितता, शारीरिक या मानसिक विकास में बाधा उत्पन्न होने से बच्चा शारीरिक या मानसिक रूप से विकलांगता का शिकार हो जाता है। ऐसी स्थिति में अभिभावकों के सारे सपने ताश के पत्तों की तरह धराशायी हो जाते हैं और सामने होती है बच्चे के भविष्य से जुड़ी हुई ढेर सारी चिंताएँ। इसलिए जन्म से ही बच्चे के शारीरिक व मानसिक विकास पर ध्यान देकर बच्चे को विकलांगता से बचाया जा सकता है। यदि बाल्यकाल में विकलांगता की पहचान हो जाए तो बच्चे में बची हुई क्षमताओं का उपयोग कर उसे समर्थ बनाने में आसानी होती है। बच्चे में विकास के क्या मानदंड हैं तथा उनमें कमी होने पर क्या किया जाना चाहिए। इसके लिए जन्म से ही बच्चे की गतिविधियों को अभिभावक ध्यान से देखें जिससे बच्चे का पूर्ण विकास समय पर हो सके। क्या आपका बच्चा यह सामान्य हरकतें करता है?

दृष्टि का विकास-

- * जन्म से 3 माह की आयु तक-
 - बच्चे के सामने कोई भी चीज घुमाएँ तो बच्चा आँखें घुमाता है या उसे पकड़ना चाहता है।
 - अपने हाथों के साथ खेलता है।
- * 3 से 6 माह की आयु तक-
 - भोजन ग्रहण करते या खेलते समय माँ की आँखों से आँखें मिलाता है।
 - आसपास की चीजों को, उसके आसपास में ही रही हलचल को ध्यान से देखता है।
- * 18 माह से अधिक-
 - चित्रों की रंगीन किताबें, खिलौने आदि को रुचि

से देखता है।

- गेंद फेंकने, पकड़ने, पीछे दौड़ने की कोशिश करता है।

शारीरिक विकास-

- * जन्म से 3 माह की आयु तक-
 - परिचित लोगों को देखकर मुस्कराता है।
- * 3 से 6 माह तक की आयु तक-
 - अपनी गर्दन उठाकर स्थिर रख सकता है।
- * 6 से 9 माह तक की आयु-
 - बिना सहायता से बैठ सकता है।
- * 9 से 18 माह तक की आयु-
 - पहले सहायता से, फिर बिना सहायता से खड़ा रहता है।
 - चलना शुरू करता है।
- * 18 माह से अधिक-
 - अपने आप चलने लगता है।
 - अपने आप खाने-पीने लगता है।

सुनने की क्षमता का विकास-

- * जन्म से 3 माह तक की आयु तक-
 - सोया हुआ बच्चा जोर की आवाज से जागता है।
- * 3 से 6 माह तक की आयु तक-
 - वह माँ की आवाज पहचानता है।
 - बात करने पर बच्चा मुस्कराता है।
- * 6 से 9 माह तक की आयु-
 - अच्छी और नई आवाज सुनना उसे अच्छा लगता है।
 - आवाज की तरफ सिर घुमाता है।

- * 9 से 18 माह तक की आयु-
 - नहीं, रुको। जैसे शब्दों को समझता है।
 - मुँह खोलो, पंखा दिखाओ जैसे शब्दों पर प्रतिक्रिया करता है।
- * 6 से 9 माह तक की आयु-
 - खिलौनों, वस्तुओं व परिवारजनों के बीच होने वाले अंतर को पहचानना शुरू कर देता है।
 - छोटी वस्तुएँ खिलौने उठाने लगता है।
- * 9 से 18 माह तक की आयु-
 - बिना टकराए घर में आसपास चलने लगता है।
 - थोड़ी दूरी पर रखी हुई चीज पकड़ सकता है।
 - भाषा की समझ तेजी से बढ़ती है।

बोलने की क्षमता का विकास-

- * जन्म से 3 माह की आयु तक-
 - मुँह से ग...ग... ग...जैसी आवाज निकालकर आनंद लेता है।
- * 3 से 6 माह की आयु तक-
 - दा...दा...दा... ऐसी आवाज लगातार निकालता रहता है।
 - उसके साथ बातें करने पर प्रतिक्रिया दर्शाता है।
- * 6 से 9 माह तक की आयु-
 - दूसरों की आवाज की नकल करने की कोशिश करता है।
 - वह खुश है या गुस्से में है यह उसकी आवाज से पता चलने लगता है।
- * 9 से 18 माह की आयु-
 - किसी का ध्यान आकर्षित करने के लिए आवाज का इस्तेमाल करता है।
 - सैकड़ों अर्थपूर्ण शब्द बोलता है।
- * 18 माह से अधिक-
 - बहुत बोलने लगता है।
 - छोटे-छोटे वाक्य बोलने लगता है।

ध्यान दें-

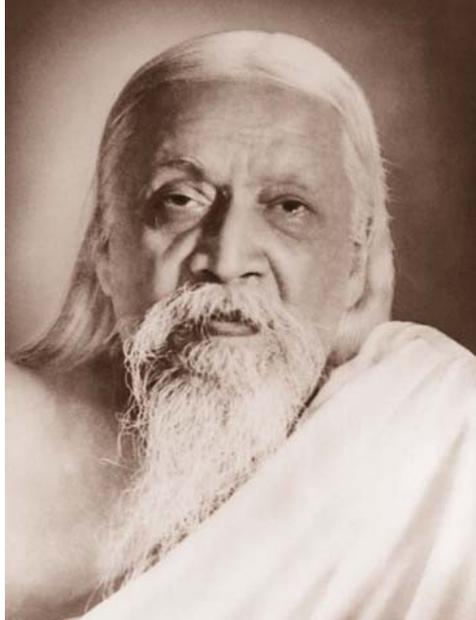
अगर आपको लगता है कि बच्चे का विकास ऊपर दिए हुए विकास के मानकों से मेल नहीं करता, तो उसे तुरंत जाँच की आवश्यकता है। हर वह बच्चा जिसकी जाँच की जाती है विकलांग नहीं पाया जाता है। अगर किसी बच्चे का विकास अन्य बच्चों के विकास की तुलना में कम हुआ है तो उसके विकलांग होने की संभावना जरूर होती है।

इन सवालों के जवाब खोजें-

* क्या बच्चा हल्की या दूर से की गई आवाज को सुन पाता है? * जब आप उससे बात करते हैं तो क्या वह हमेशा आपके चेहरे की ओर देखना चाहता है या देखता है? * क्या उसकी आवाज अस्वाभाविक या दूसरे बच्चों से अलग है? * क्या तीन माह की आयु तक उसका बोलना शुरू नहीं हुआ है या फिर वह अस्पष्ट बोलता है? * कुछ सीखने, समझने, निर्णय लेने में उसे देर लगती है? * क्या उसकी आँखों तथा हाथों में समन्वय की कमी है? * क्या वह आँखें या कान खुजलाता रहता है? * क्या उसकी आँखें या कान बहते रहते हैं? * क्या ज्यादातर वह एक आँख या एक कान इस्तेमाल करता है? * क्या कोई भी चीज देखने के लिए बच्चा वह चीज आँख के नजदीक पकड़ता है? * क्या उसे कूबड़ है? * उसके हाथ-पैर नहीं हैं या शक्तिहीन, टेढ़े अलग हैं या सामान्य बच्चे से भिन्न हैं?

अगर इसमें से एक भी सवाल का जवाब हाँ में है, तो बच्चे को शीघ्र जाँच की जरूरत है। उसे विशेषज्ञ, डॉक्टर जिला विकलांग पुनर्वास केंद्र सरकारी या गैर सरकारी अस्पताल, स्वास्थ्य केंद्र ले जाएँ...! तुरंत!!

- संवाद टीम



Renewal

When the heart tires and the throb stills recalling
Things that were once and again can be never,
When the bow falls and the drawn string is broken,
Hands that were clasped, yet for ever are parted,

When the soul passes to new births and bodies,
Lands never seen and meetings with new faces,
Is the bow raised and the fall'n arrow fitted,
Acts that were vain rewedded to the Fate-curve?

To the lives sundered can Time bring rejoining,
Love that was slain be reborn with the body?
In the mind null, from the heart's chords rejected,
Lost to the sense, but the spirit remembers!

1930, revised 1942

Sri Aurobindo

The Indian Stammering association (TISA)

478/1 Eden Bagh Herbertpur

Dehradun, Uttarakhand India 248121



**Better Attitudes,
Through Knowledge!**

**This Self has to be achieved
through self effort!**



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