

# Chemical Tube Holder Mechanism

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I remember this tool from chemistry class in secondary school. In the chemistry lab, the teacher warned us that we may subconsciously attempt to press our hands on the holder to tighten it, but because of its mechanism this will only drop the tube. He made it in a funny way that's why it's still in my active memory. But now I realize this same warning applies to many things in life: just try to excessively tighten your hands on something and in many cases you will end up losing it completely. Over control people and they will run away, micro-manage and you will cause troubles and get opposite results. Over act and you will lose balance. It won't be any funny by then.



## Both extreme ends are dispraised

This is an Arabic proverb that encourages moderate actions in all matters of life and discourages over-acting in either direction, by exaggeration or negligence, in a notion that's in line with the mechanism of this chemical tool. The point is to keep balance in order to maintain control and not to get counterproductive outcomes.

Like most of soft skills, this capability may or may not be a personal quality in one's character, yet still it can be practiced, learnt, and acquired as a self-mastery skill, just in the same way this chemical tool needs to be practiced before the user can resist the tendency to press on it.

Successful strategists can think on their feet, without losing this balance or over-acting when put under pressure. They have a clear vision and can factor out what the specific situation in hand really means to them and to their organizations, and based on that they act proportionally to this analysis, calmly without being perplexed.

## A Balanced Strategy Beyond Chemistry

By generalization, the same mechanism of this chemical tool can be utilized as a business strategy that can be applied to:

- Cost/benefit balancing in all management decisions: getting excessively enthusiastic about an initiative may blind eyes of the decision maker and make him overlook this balance, to discover losses when it's too late.
- Capacity/demand management and balancing: capacity outweighing demand means extra costs and lost investments, while demand outweighing capacity means lost business.
- Human resource management and development: balance between oversight and control on one hand, and leaving a space for people to be independent and innovative on the other hand.
- Work-life balance: allowing a fair way of life for staff at all levels is expected to lead to staff satisfaction and retention, it's a technique for staff motivation and management.
- Marketing/sales deal closing: a well-known advice is that if the deal is made then don't continue selling. Over pressing on the prospect will stimulate their suspicions and may lead to second thoughts on the deal that would have been already gained.
- Practicing and training overacting: even for sport athletes, extra practice and training can lead to exhaustion and tension that will limit their performance in actual confrontation. By analogy, this can apply to industrial and professional training that when over practiced may lead to confusion, and even limit innovation and ability to think out of the box.
- Stereotyping and bias in personal relationships: mature characters know clearly that stereotyping is a big pitfall that in majority of cases will lead to bias and unfair action towards many people, specially if the stereotype model is based on un-validated assumptions. This undoubtedly yields undesirable consequences to all parties involved.
- Decision making techniques: most decision making techniques attempt to isolate the effect of subjective opinions on evaluation and selection of alternatives. Balanced techniques try to involve various perspectives, based on facts and quantitative scoring, to guarantee objectivity.

There can be much more examples in every aspect in business and life. Balance and control are two important drivers of maximizing opportunities for success, and minimizing potential of avoidable problems ... *Beware not to drop your tube !*