



# STORIES ON INTEGRITY BY AAPNA COMMANDOS

# Touching Story on Integrity – Mr. Nikhil BR



*\* A Father's Integrity seen by his son! The story during the Lockdown!*

*\* "It is the time when the PM of nation announced Lockdown all over the nation"*

*\* After the announcement of Lockdown, the next day a father of a family gets ready to the daily routine as usual and gets going to his Medical shop, A younger son politely asked - Papa its lockdown where are you going? Please stay back it is not safe outside now! People are ill.*

*\* A Father- Son, what we do at shop? Son- we serve medicine to the people who are ill.*

*A Father- So when the people around are ill how can we sit at home, it is our Duty and Integrity (honesty) to serve people at all conditions, we can not step back at such situations. I am not going to make just a Business, but I want to help people who in need of medicines. After all, this brings the honesty towards my profession too!*

*\* Son gave a humble smile and hugged his father and there he understood the real meaning of Integrity and how to live life with it. (Story is of Nikhil & his Father) 😊*

# Integrity Story – Mr. Naveen Satywali

*\* Few months back I received a call from a candidate, and he said he immediately need a job as he did not get the salary for last 3 months from his current employer. We had a profile for him, and he got interviewed and got selected for the same.*

*\* After selection we called him and informed that we are going to offer this job to him, and he said he need 1 days' time before we roll out offer. We said OK.*

*• Next day he called us back in the evening and said he would not be moving further with us and will stay with his current employer. I was shocked as he was someone who did not receive the salary for 3 months and desperately wanted to change the job. I had a curiosity to check the real reason as he was not giving any specific reason.*

*\* Upon asking again and again he said he spoke with his MD yesterday and his MD said that company will pay his salary for sure, but they need his support at this point of time as they need to finish a project to get the payment from the client. He also explained me that he realized that company gave him the opportunity when he needed this job and now it's his moral duty to support company in this crunch time. I was convinced but still I thought his company might not give him the salary.*

*\* Next month, I again called him for another opportunity, and he informed me that he has not received the salary, but he will stay with his current company as he has trust in his MD.*

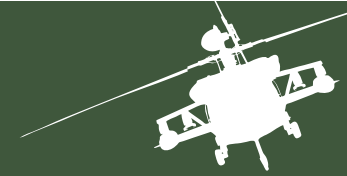
*\* I forget this incident for the time being and time spent. After few months he called me back and I thought he might have realized that he made a mistake by not joining us but what I heard from him "Naveen Sir meri pending salary kuch din pahle mil gayi h". Believe me I was happier than him after hearing this news and this incident taught me one more lesson of integrity and moral values.*

# Story on Integrity- Mr. Ankit Kumar

- \* It is in between all of us, we stand for our values - but yes priorities does matter along.*
- \* Sometimes organizational integrity become the first choice or sometime family. They equally matters and a balance is a must... and That is Integrity and moral values of AAPNA.*
- \* I have certain examples with me for myself but would like to present for my people/team. Recent example of CT team is the best as we have done a lot in that and can show multiple person's integrity rather than one.*
- We started with where we are standing with no expertise in Microservice Architecture and modern tech stack and believe me the integrity of our Bengal tiger started just there that we communicated it to the client as the project started and we understood the client technical requirement of going much higher than simply a react/node project. Abhijit, tells the truth without fearing that we may lose the opportunity. Salute you Abhijit.*
- And then client still agree to move with us, Utkarsh and Tabassum are in role for*
- the project, they spent 11-13 hours a day, but we still bill client with limited hours because that was our team integrity that we are learning and even if client is ready to pay for learning we will not make it a loot but will go with our moral values. -- that's the team integrity.*



# Inspiring Story on Integrity- Mr. Hardik Shah



- \* *This is about a case of Personal Integrity of an Employee but not valued and lacked at Employers End.*
- \* *I was a head of the Technology at one of my previous companies, which contained the team of 3 UI Developers. Unfortunately, 2 of them became unavailable due to resignation and personal emergency, which left me with only 1 UI developer. I requested management to immediately find a replacement for them. And I communicated to my team member that please handle work of 3 developers till we get another developer onboarded, which I was assured be one week.*
- *Now, the twist is, the new developers didn't join for 3 weeks, and my present team member kept pushing hard taking load of 3 developers and juggling between projects and working more than 16 hours a day for prolonged period. I have been escalating this to management and it was very uneasy situation for me. One day, my team member told me, he is not well, and the day was a Deployment for one of our prestigious client. I requested him to work for one more day and I would give him few days off. He agreed, but little did I know, it was extreme case for him to request the leave and he collapsed in the office, and we had to arrange for the Ambulance to take him to hospital. Fortunately, he recovered within few days, but I felt personally responsible for his condition.*
- \* *Unfortunately, the management became greedy, and they didn't even offer the other guy. They wanted to continue with only one of my existing team member with shouldering the load of 3 developers. Vipul had some financial responsibilities and hence he could not leave this job as well as he was very dedicated, so he didn't complain much. But this triggered me, and I resigned from my position.*

*Not sure if this is integrity or not, but my conscience did not allow me to continue at that organization and I resigned after knowing those unethical means.*

## Story on Integrity- Ms. Isha Chandra



I had one of my greatest lessons learnt during one such encounter where one of my friend copied answers from me during lab exam and my conscience didn't give me courage enough to say no to her. But later her conscience was awoken, and she confessed to teacher that she had copied it from me. I was completely unaware of her confession, as she was speaking to the teacher in Malayalam, I was instead extremely excited, as it was my favorite subject's test, and my favorite teachers of course were conducting it. But later the same excitement turned into an utter embarrassment for me.

**That day I learnt “ Nothing is more wretched than a guilty conscience “**

## ***Story on Integrity- Ms. Priyanka Gurnani***

- \* While the lock-down has been particularly harsh, still seeing the integrity persist in our housekeepers, I was taken aback. One day , as usual, I was busy with my morning chores,***
- \* getting my baby ready and heading towards my office room, I forgot my cell phone somewhere.***
- \* I was worried and looked around every corner of my house.***
- \* Suddenly my maid shouted from kitchen, "Behenji your phone is here!". There was smile on my face and I took out Rs 50 note and told her to have something of your choice. She refused to take, mentioning that it as was part of her duty.***
- \* So, I can say that "Integrity is still preserved in every one of us, just need to bring into our daily routine."***



## ***Motivational Story on Integrity – Ms. Rashi Gupta***

Here it goes..

### **Moral Responsibility of an individual**

*\* For me Integrity is - “ It is something which cannot be taught or judged “. But it comes on its own and is valued too. I would like to share an instance related to this.*

*\* When freshers start their job, they have constructive as well as destructive mindset and they still feel college environment for some time. One day a group of people were discussing among themselves how to mark their attendance without being present in office premises. They planned to swipe another person corporate card without being caught. I overheard this conversation and as a senior employee of an organization, I suggested them not get involved in such practice. They listened and walked away. Few days later, they thanked me for guiding them about the organisation policies, self-integrity and so on. I asked them what happened, they told that one of their friend has lost his job by using such wrong practice. They learned about different aspects of integrity and promised not to ever suggest anyone and get involved in such bad practices.*



# Encouraging Story on Integrity – Mr. Yogesh Jain

## Story 1

*\* This is about Mr. X who was employed in my last organisation for a decade. He was among the top performer & hardworking person. Not exactly knowing the reason why he did this, but he caught up in an instance where he proved to be guilty in manipulating the broadband bills and getting reimbursements from the employer. The broadband connection was not his name & also the bill amount was less whereas, he used technology to not only alter the name on the bill but also the amount. He was doing this for few months for a personal gain.*

*\* While doing a random audit, when the Finance team checked with the broadband agency, the facts revealed, and he caught up. Though he agreed to this malpractice and apologies as well, but he had lost the TRUST and INTEGRITY in the eyes of the committee members. And surely there was no space in the vacuum for someone – who can't ACT with INTEGRITY even for additional benefits. Ultimately, he has been asked to let go.*

*Moral of this true story: INTEGRITY is doing the right thing; even when no one is watching!*

## Story 2

*I am habitant of watching/seeing news very frequently (2-3 times in a day). Sometimes I pick up my phone and check the news corner, sometime on TV channel and sometime on my laptop itself. But I ensure my Team Logger is OFF during all this time which is non-productive to me & my organisation. As I truly believe in this quote – Integrity is not something to show others, It is how you behave, thought, ACT; behind their back.*

## *Emotional Story on Integrity - Ms. Susmita Roy*

*\* Being honest and having integrity help us in building a better relationship with our coworkers. Few small incidents remind me this fact- I was in Bangalore, three years back for personal reason- two ex AAPNAites called me, and we met all with their family in a coffee shop. Getting calls on B'day from ex AAPNAites (one of whom I met only once in our Annual day), even call from Sadanand Bhaiya after my father demise- moistens eyes though we were not in regular touch. I believe this is reciprocal. Lots of people from various ethnic and cultural backgrounds work together in the workplace. It is the sense of integrity, which makes them combined into unity and develop healthy communication.*



# Integrity Story - Ms. Deepika Soni

*\* One of my friends had studied upto class 10 in a small-town school where the class had maximum 15 students. Then she joined class 11 in a popular school after getting a very good result for class 10. The class strength was above 80 in the new school .It was difficult and different for her to adjust with the new environment. She tried her best to cope up with everything going around her. She was in a physics practical group with some girls who didn't help her. So, at the time of submission of physics lab assignment copy for 1st lab assignment, she was too puzzled what to do and how to do, because it was the first time, she was doing these types of things. She failed to submit it within time and her work was completed after half an hour of submission time. The next day she went to staff room to submit her lab assignment copy to the physics teacher, but teacher was not there. So, she kept it there on the top of other copies of her classmates in the staff room and thought she will tell her problem to the teacher next day. But next day when the teacher came to class, she was so angry and without asking anything to my friend. The teacher scolded her in front of the whole class and asked her to stand out of the class .My friend felt so bad and insulted. But she knew that something that she have done was quite wrong as per the teacher. She was her favorite teacher in that new school. From the next time she tried hard and submitted the lab assignment copy in time. But after all her efforts there was no change in teacher's mindset for her. she passed the class 11 examination with 70 above marks out of 100 in all the subjects but failed in physics for 1 marks. She really felt bad for that but did not speak any thing wrong for her teacher.*

*In fact, she doubled her efforts in studies in class 12 and then the teacher was also happy to see her efforts and she could not control herself to give her good marks. After the results were out the teacher was surprised to see that she got highest marks in physics. The teacher appreciated her efforts and congratulated her for good results. She have won the teacher's heart with honesty, purity and true efforts. This was the true integrity she followed and now she is working at a good position in an IT company.*

# Inspiring Story on Integrity- Mr. Anuj Mathur

- \* This is a story from years ago, from the time I was in school and in the 10<sup>th</sup> class. The story is simple, but the impact it has had on me was tremendous, and that is the reason why I remember it so distinctly even after so many decades.*
- \* We had a subject called book-keeping/basic accounts which we had to compulsorily pass as part of our internal assessments before taking the boards. Interestingly, the grade for this course was not added to our final grades; just that a passing grade was a must.*
- \* Given the above, the school administration, as well as teachers, used to be quite lenient with the examination, allowing students the laxity which is typically not allowed in any other examination 😊. They too believed that students just needed the passing grade to sit for the boards, so why make it tougher for children, especially in such a crucial year of their lives...*
- \* This subject, at that time, like for many others in my batch, seemed like a big bore to me and I was not good at it at all.*
- \* On exam day, all my friends and classmates, had already decided how they would pass the subject – with great teamwork shown during the examination... 😊*
- \* However, my conscience did not allow me to do the same. So, here I was, perhaps the only guy in the whole classroom who was trying to attempt the test, all by my own and by completely fair means!*
- \* When the results were out, it was no surprise that everyone in class got an A or an A+, while I barely managed a C, which was the passing grade. I was a big butt of jokes all around.*
- \* I know it would have been tough had I not passed this internal assessment. Some people would call this behaviour foolhardy. Yet I felt proud that whatever grade I received, was what I deserved – nothing less and nothing more – and that it was achieved without compromising my integrity.*
- \* A bigger lesson I learnt, and which I hold firmly as a belief since then, is that if you are true to yourself, the universe eventually helps and conspires to not let you down – ever!*

## ***Integrity Story by – Ms. Rupam Srivastava***

***\* I am sure everyone was feeling the same in the organization when we were asked about how you feel about integrity at a professional level, and here is my example of integrity: We work under huge pressure, we put so much effort to meet deadlines, we stretch our working hours whenever required and most of the time the client just don't know what exactly we are doing, how much effort we are putting in achieving the goal. We do all this not because we are getting paid for it, not because we want to get something out of it but just because we want to give the best to the client.***

***\* That all comes under self-satisfaction and my idea of integrity***





## Integrity Story – Mr. Raviteja Tirumala

*\* Integrity is keeping a commitment even after circumstances have changed. We must be the same person in private and in public.*

*\* Recently one member hired and joined to my team. He was undergoing to onboarding training for one of the project. When People reaching him, he was not coming to online or not available most of the time of his day and with in a week's time, We hardly connected a few mins. As a responsible Team Lead, want to understand why he was not available and want to check his data. I was shocked that this guy joined in another company at the same time and going through their induction program. when I get the clear information on that front, immediately informed and shared the information to my manager on this unethical practice. Management also got to know this in the regular audit process. Management took the action against him, and he lost the job for his unlawful actions. i was so worried when i know this fact, felt relaxed only after informed to higher authorities. Everyone should be loyal and honesty to the organization they are working in. i don't know if this comes under the integrity but thought of sharing this to you all.*

## **Integrity Story - Mr. Abhijit Roy**

*\* I repeat my story on integrity, which I also told during the presentation by Naresh Vij*

*\* This is a story of integrity, which is associated with the one thing people love most – money. And again, it is not. When someone demonstrates such true integrity, you begin to trust them intricately. I had not thought so much about the word integrity, until people started talking about it due to INTEGRITY month, and the one definition I like most is – “Being honest when no one is looking”*

*\* So, back to the story. This person, once came to me after an appraisal, and requested his increment to be reversed, as he felt he did not deserve it. I really could not believe, that it was happening. I had mixed feelings, and the most overwhelming was the feeling of extreme strength that this person was demonstrating. Although he does not know it, but over the years, I have often taken actions of integrity, being inspired by this action, and wanting to match up to the same.*

*\* Needless to say, there are innumerable stories of integrity running through the veins of AAPNA, and I feel extremely proud to be part of such an amazing team.*

*\* Another story is about Rakhi – I can tell you that she is among the people with highest integrity, that I have met in my life (🙏) Once we came across a bank transaction that the bank had by mistake deposited in our account. It was a small amount, due to which probably no one realised it, but it was someone else money, which got mistakenly credited to our account. We would also not have known, but fir a diligent auditor, who brought it to our attention. Rakhi immediately wrote to the original recipient, and returned the money, though the effort in explaining to them, and the bank was far higher than the amount itself. There are innumerable such stories for Rakhi.*

## Integrity Story – Ms. Sanghamitra Roy

*\* I repeat my story on integrity, which I also told during the presentation by Naresh Vij*

*\* This is a story of integrity, which is associated with salary. This person first came to me with very unusual request, that is, to share honest and true feedback of his performance. As that person knew, his earlier feedback was not that great. But, as was the need of the hour for both the parties, we continued with the engagement, though everything from our side was clearly communicated to all the stakeholders involved. What was not expected in this case was this demonstration of act of integrity. When I shared the true feedback after a lot of debate with myself. That person said, you helped me in my most difficult times, when I was going thru very bad phase in my life both personally and professionally. Now both the fronts are stable and I got an opportunity so I would like to move on. And as I understand the feedback is not up to the standard, which is kind of expected, I would like to forgo my last month salary, as my way of saying thank you to you. That was a huge thing to say, and even after trying several times I could not convince him to act otherwise.*

*\* These stories keep me going at difficult times. As I strongly believe one good deed is capable of erasing many bad ones.*

*\* Needless to say, there are innumerable stories of integrity running through the veins of AAPNA, as said by Abhijit. We feel extremely proud to be part of such an amazing team.*



# Integrity Story- Ms. Chhaya Verma

Please find below the Integrity story by me-

*\* Under the normal circumstances, people behave well. It is difficult to determine whether they hold integrity or not. However, when given the opportunity, certain instances show your true worth when you do not let extraneous considerations sway away from your commitment to being honest and truthful. Today I will tell you a story that is a real event & came from a real-life experience. So here is the story.*

*\* It was a family day organized by one of my previous organization. As an HR, I have a responsibility to ensure that the event runs smoothly. To ensure that everything went fine, I was cross checking all the awards & gifts distributed with the checklist that I have prepared during that day. I was happy that event was successful & employees enjoyed it very much.*

*\* When I went to the office the next day, I was told that the remaining children's gifts were missing. My HR Manager said that I have given the gifts to those kids too who were not dressed in Superhero costumes & were just dancing on the stage. I was surprised by the statement. I checked the list I kept again. Reverified it with the photos and videos. Only 9 kids received the gifts which were present in the list. I contacted the Admin Manager & team, after the event, the children's supplies wrapped in white gift paper were placed in the HR manager's car. They said the same thing in front of her, however, she denied it.*

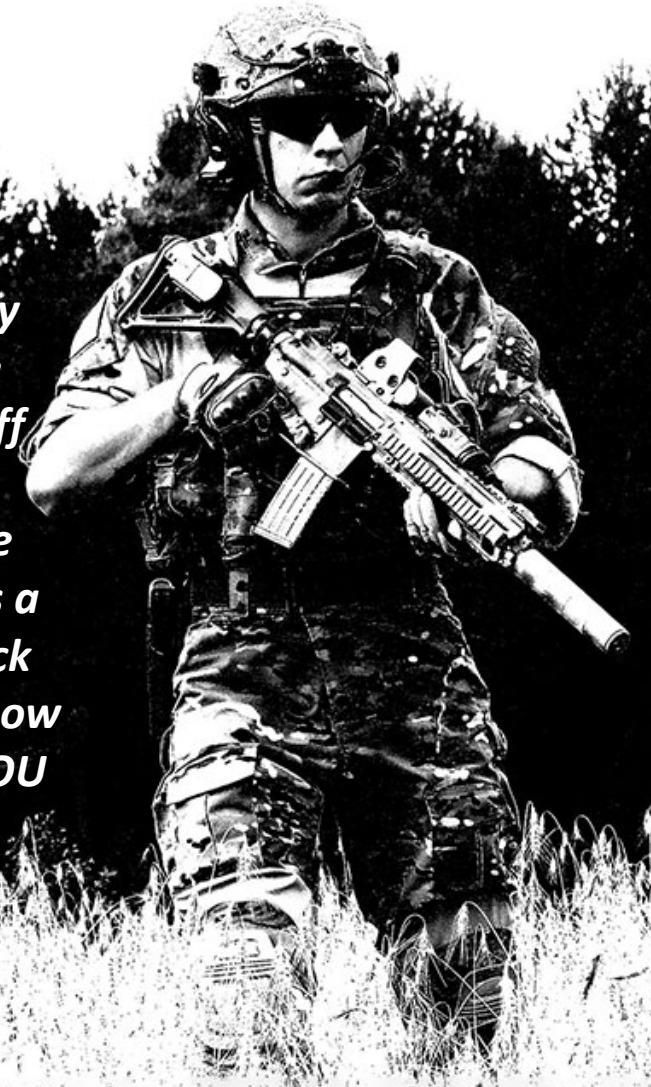
*\* A similar incident occurred during the replacement of the office, and some of the office's assets disappeared. Management lost confidence in her and was asked to leave the organization.*

# Story on Integrity- Mr. Murali Krishna Pentakota

*\* There was a boy who had a great collection of marbles and girl had collection of sweets. Each looked at what the other had and was envious. So, they agreed on an exchange: the boy to give the girl his marbles, and the girl to give her sweets. The boy kept the biggest and the particularly attractive marble aside and gave the rest to the girl. The girl gave him all her sweets as she had promised. That night, the girl went off to a pleasant sleep. But the boy couldn't sleep as he kept wondering if the girl had hidden some sweets from him the way he had hidden his best marble. Integrity is one the most salient element in every single relationship you have in your life. Integrity is a way of life, not just a behaviour. Don't allow yourself to hold any of your marbles back from another person. If you are experiencing any doubt, is there only because you know that deep down inside yourself, you have never truly given that person all of WHO YOU ARE.!*

*\* Give your hundred percent to everything you do and sleep peacefully.*

*\* "Do unto others as you would have them do unto you"*



# Integrity Story - Ms. Anupama Dabbas

***PLEASE FIND BELOW MY STORIES:***

- \* 1. Few years back my brother's luggage was stolen from the train, and it included all his important documents, clothes, money etc. After few days we got a call from unknown number, the person said that he has found a bag having documents in Gwalior, so he called us. That person specially came to Delhi to return us all the documents.***
- \* 2. In my last company we had a project having 5 people. One of them met with an accident and she was not able to work for 15 days, so in those strict timelines i tried to complete her 50% of the work by putting extra hours so that when she returns, she is not overburdened after recovery.***
- \* 3. I complete the work assigned to me with full dedication, whether it takes extra time, effort because it is my responsibility to deliver it completely even when no one is watching me or forcing me for that.***

## Story on Integrity - Mr. VV Satyanarayana

- \* Sometimes we may be confused about the results by following the integrity and rules vs righteousness.*
- \* When I was serving a client (one of the four largest professional services networks in the world), I put down my papers and requested my parent organization to inform the client (notice period: for parent: 3 months, for the client: 15 days) but they said we can tell just 15 days prior is enough and they may take you as FT with more than your current offer. But I couldn't compromise I keep on insisted to inform the client about my resignation and I prepared a wiki(KT/operating documents) of each work item and finally my engagement team informed the client, they have enough time to find an internal resource and asked me to train him. I did it as per my best and convinced their business team to co-operate with the new resource in the learning curve. After doing all these I got appreciation (more than 1-hour virtual farewell call with 47 members) from all the business heads and tech-heads and other team members. Another colleague followed my parent organization's 15days policy then due to dependency and short notice client requested him to join them, he demanded a huge hike with the FT role at the client (he got a double promotion as FT and he became client-side manager).*
- \* All the time Integrity may not give positive/happy/fruitful outcomes to measure as materialistic success.*
- \* But it has given me immense pleasure/ proud moments and picture abhi baaki hai!*



**IT'S JUST THE  
BEGINNING..**