









*Uyu muni ni uwacu twese,  
ku bantu bose bazatuyobora tugana imbere.*



**UMUTWE WA I**

*Ibigize gushakisha*

—11—

**UMUTWE WA II**

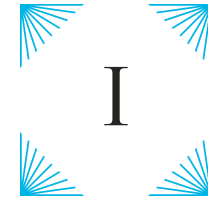
*Amajwi aturimo*

— 19 —

**UMUTWE WA III**

*Inkingi z'ibyo dushakisha*

—45—



# IBIGIZE GUSHAKISHA



1.

## *Kugaragaza inzira nshya*

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*“Niba buri wese afasha mu gushyigikira isi ubwo nta muntu n’umwe  
wakwigera ananirwa.”*

—UMUGANI W’ABATISHI

**N**iba uri gusoma ibi, ni uko uhatwa n’umutima wawe gufasha ikiremwa muntu. Wahawe uburyo bwo gutekereza ahazaza hahuriweho, hubatswe natwe twese kandi ku bwacu twese. Dufite ishyamba ryo gufatana mu biganza n’abatwegereye ndetse n’abari kure. Kwizera. Gutera imbere. Gushaka inzira iguteza imbere.

Nk’uko ibintu byose bigomba guhura kugira ngo bisigasire ubuzima, ni ko natwe tugomba guhuza ibitekerezo byacu kugira ngo dushyigikirane kandi tunagire byinshi mu muryango wacu.

## Tugomba kuba nk'amazi

*“Amazi ahindura isi. Uko amazi atemba, ni ko arushaho kugira imbaraga kandi akazana impinduka zikomeye ku isi.”*

—SAMUEL BIZUMUREMYI

Kwemera impinduka no gufata ishusho iyo ari yo yose, bigomba gutuma dukwira mu gikoresho icyo ari cyo cyose. Turi isoko y'ibitunga abantu, umunezero ndetse n'imikino. Imbaraga zacu zituruka mu kwiyoroshya kwacu.

## Tugomba kumera nk'ubutaka

*“Ubutaka buriho ibintu byose, abantu bose kandi babukoreraho ikintu cyose; natwe nka Alight ni ko twifuza kumera.”*

—ROSINE MPAMYA

Twashoye imizi mu butaka, tugomba kugaburira no kongera gusendereza ikintu cyose kidushibukaho. Twishimira ko urumampfu rutobora umuhanda wa kaburimbo, indabo zikamera ku gasi, ibihumyo byo muni y'ubutaka bikohereza ibitunga ibimera mu biti.

## Tugomba kumera nk'umwuka

*“Icyiza cyane ni uko aha hantu huzuyemo ibitekerezo hahindukamo umwuka uhumekeza n'abantu bose bagizweho ingaruka n'ibikorwa bya Alight.”*

—DANNY REARDON

Tubera hose icyarimwe kandi ntugaragara, turi umwuka utera imbaraga utagaragara. Dukorera mu mbuganyuma, si twe tuba duhanzwe amaso. Dukorera mu mucyo mu mpinduka tuzana kandi turisanzuye tukanagerwaho n'abantu bose.

## Tugomba kumera

### nk'umuriro

*“Mbona Alight imeze kubera ko itwika ikoresheje imbaraga n'ishya, yihutira kwemera igitekerezo gishya, ariko ishobora kuzima igihe idakomeje guhabwa ibitekerezo bishya mu gihe runaka.”*

—UWABIVUZE NTAZWI

Dutwikwa n'ishyaka ry'abafite ibitekerezo byiza birenga igihumbi, tuvuka bushyashya aho buri wese afite igitekerezo gishya kigurumana. Ntabwo tuzigera duhagarikwa nk'ikigo kigendera ku mategeko n'amabwiriza, ahubwo tuzatera imbere nk'ikimenyetso kigitangira kinagurumana.

## Tugomba kumera

### nk'isanzure

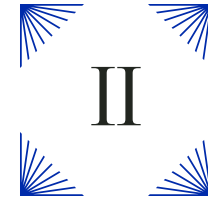
*“Alight ni isanzure, yongera imyizerere y'ibishoboka mu kibazo icyo ari cyo cyose cyo mu isi; bityo, bigashyiraho umwanya wo gushakisha no kunoza ibikorwa.”*

—MARY WANJIRU

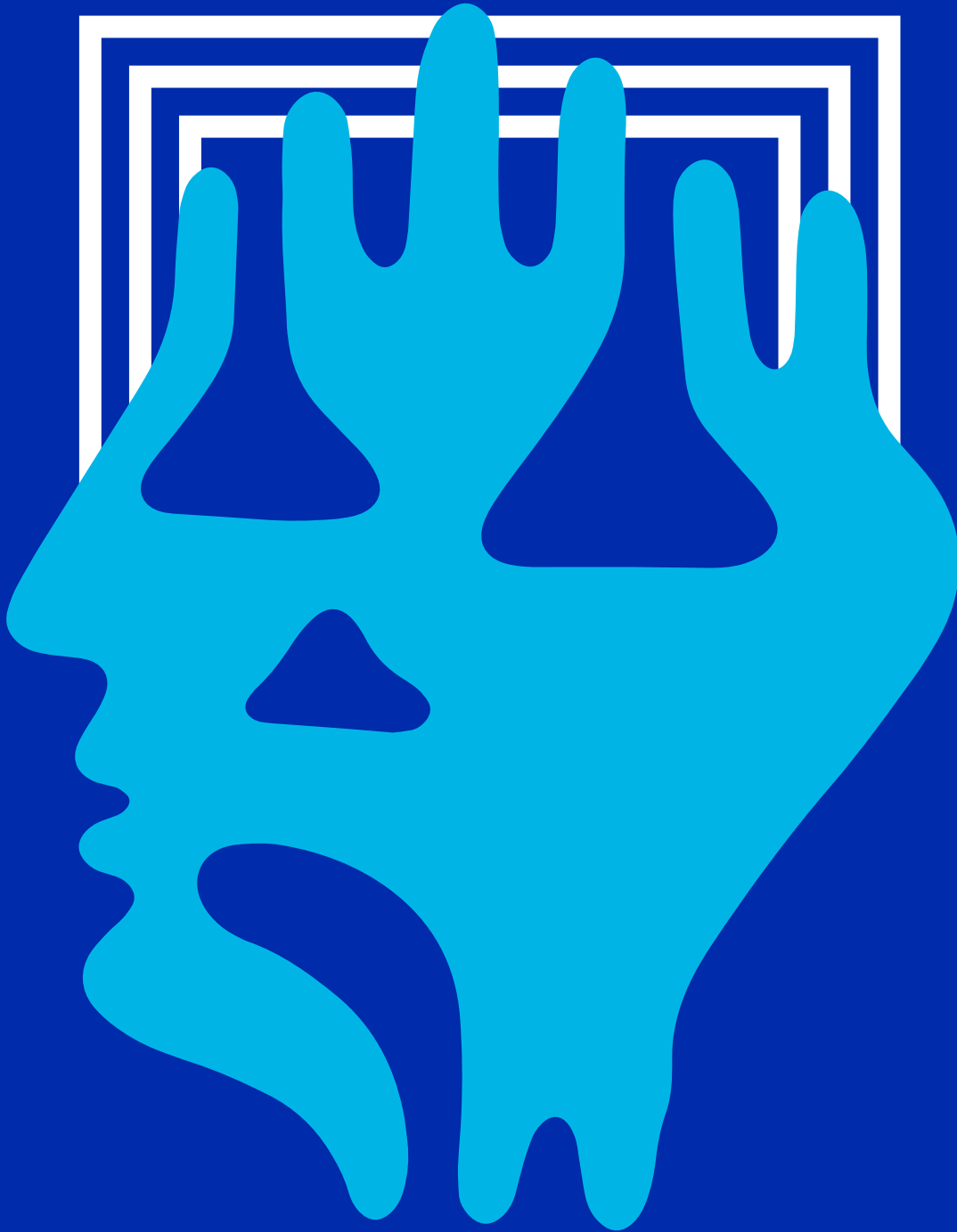
Turimo abantu benshi kandi ubushobozi bwacu ntibugira umupaka. Muri twe, harimo imbaraga zikurura ibintu bitandukanye zikabigarura ku isi bigatuma isi igira umurongo izengurukaho. Buri wese afite uruhare agomba kugira mu byo ashinzwe.







# AMAJWI ATURIMO



## 1.

# *Ibisigaye*

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*Inkuru yakuye ibitekerezo ku byabaye kuri Teresa Devick, Jacques Prevert Rumanyika na Aphrodice Mutangana*

**H**ari imbaraga zo gutekereza ibintu mbere mu gihe abarimu babiri bashya batangiyemo umunsi wabo wo kwigisha mu ishuri. icyumba cyari cyuzuyemo mudasobwa, kikaba ari icyumba kirimo ikoranabuhanga rishya ryubatswe n'abarimu bahagaze imbere y'ishuri. Cyari kiri rwagati mu nkambi y'impunzi.

Abarokotse intambara, urwo rubyiruko rwarebeye ahazaza ku barimu babo, bashishikajwe no kuzura ibishya mu bwenge bwabo, bigasuzumwa bikanagenzurwa mu rwego rwo kugana mu isezerano ry'ahazaza. Kugana mu by'umwuga n'urugendo. Abarimu babiri bari imbere, batari bakura kandi bararokotse ubwabo, bashyizeho iki cyumba kugira ngo bigishe abana b'abaturage isomo rya mbere ryo kwandika kode za mudasobwa.

Mu gihe amasomo atangiye mwarimu abaza ibibazo abanyeshuri, urubyiruko

rwasubije mu irushanwa ryuje urugwiro, buri wese aganira n'undi amuha ibisubizo bishimishije kandi bimunogeye.

Isomo rya mbere rirangiye, abarimu barahindukiye bararebana maze baraseka barishima baraniruhutsa. Isomo rya mbere ryari akavuyo, ariko bararyigishije. Kandi byibuze abanyeshuri byarabashishikaje.

Noneho, byarushijeho kuba bibi ubwo, umwe yabwiraga undi ati: “Wabonye ko bari abagore babiri gusa?”

Undi mwarimu aravuga ngo: “Yego, kandi nta n'umwe muri bo wigeze uvuga.”

Umunsi w'amasomo ukurikiyeho, abarimu bahamagaye abo bagore babiri. Ubwo bahamagarwaga, bombi bemeye ko abagabo babarushaga kuba benshi. Abagabo babaciye mu ijamba badatekereje.

Ubwo igihe kigeze kugira ngo isomo rishya ritangire, abarimu babonye ko umugore umwe ari we wagarutse. Ni bararebana maze umwarimu umwe abwira abanyeshuri bari bafite umurava ari bo icyo cyumba cy'ikoranabuhanga cyose cyari cyashyiriweho ati: “Niba buri umwe muri mwe atazanye na mushiki we uyu munsi, ntabwo turi bwige.”

Noneho abasore bose bahita bagenda bajya gushaka abakobwa baranabatumira.

Amasomo asubukuwe, umubare w'abahungu n'uw'abakobwa waranganaga.

Ni uko abakobwa bavugaga akabari ku mutima.

Maze bategwa amatwi.

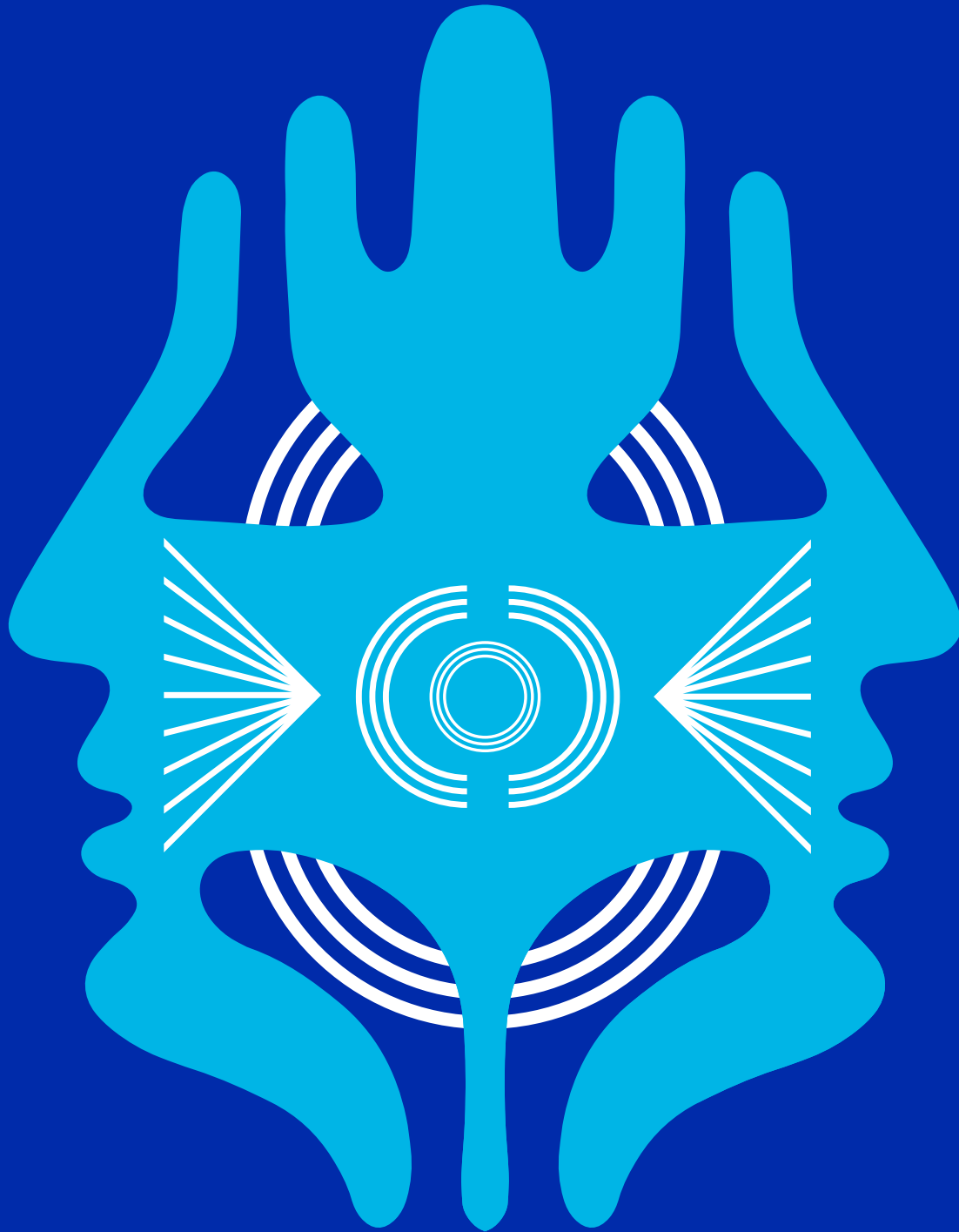
**TEKEREZA KU BURYO UHA SERIVISI IKIREMWA MUNTU:**

*Ibuka icyakuzanye*  
*muri uyu murimo*

*Ha umurongo*  
*ibitekerezo byawe*  
*byihariye*

*Tekereza ku*  
*nenge ufite*





## 2.

# *Imbaraga*

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*Inkuru yaturutse ku gitekerezo cy'ibyabaye Ku mubikira witwa Irene O'Neill*

**K**u mugoroba wo mu muhindo, itsinda ry'ababikira riturutse mu bice bitandukanye byo muri ako karere bicaye mu mafoteyi bamaze gufata amafunguro ya nimugoroba, banywa ka cyayi cyangwa inzoga banareba imikino kuri televiziyo.

Abo babikira bigishaga abanyeshuri bo mu mashuri yisumbuye kandi bari bateranye mu rwego rw'amahugurwa y'iminsi ibiri, kugira ngo bungurane ubumenyi hagati yabo n'ababakuriye. Ryari ijoro risanzwe, ririmo inkuru nyinshi, imikino itandukanye no guseka. Agashyuhwe kasinziriza umuntu kari kaje nyuma y'umunsi wose bari kumwe.

Ni uko, umwe mu babikira wo muri kuva yari yakiriye ayo mahugurwa yinjira mu cyumba ari kumwe n'umwagavu. Inzu bakiriramo abakorewe ihohoterwa ribera mu ngo yari yafunze. Yari umwe mu bakobwa benshi bahabaga n'abana babo. Abagore ubuzima bwabo bwahagaritswe mu gihe bari bari kugerageza kwirwanaho. Kugira ngo barwane ku miryango yabo. Bose bari bafite gahunda yo gushaka aho kuba hashya n'ubuzima bushya, ariko nta handi bari bafite ho kujya muri ako kanya. Bose bagombaga gusohorwa nyuma y'ukwezi, kukaba gusigaje iminsi itanu gusa.

Uwo mwagavu yari yaje mu kiliziya gusa kugira ngo ashyuhe anasenge.

Ntabwo yari yigeze atekereza ko aza gusaba ubufasha.

Ababikira biteguye gukora imirimo.

Umwe mu babikira yari yicaye yegamiye imbere mu gice kimwe cy'icyumba maze aravuga ati: "Ndatekereza ko nzi ahantu twakwimurira. Reka mpamagare."

Asohoka mu cyumba maze aragaruka. "Nakuboneye ahantu, ariko turakenere ibitanda."

Undi aramubaza ati: "Bingahe?", "Nzi ahantu twabona ibitanda."

"Ndaza kwita ku by'ibiryo."

"Ndaza kwita ku byo kurera abana."

Ni uko, abo babikira barafatanyaga maze bahuza imbaraga zabo bafasha uwo mwangavu.

Noneho, batsinda igitego kuri televiziyo. Buri wese yongera guhugira ku mukino aho buri wese yijujutiraga akanafana ikipe ye.

Ababikira basubukura inkuru zabo. Baraseka baranishima uwo mugoroba wose.

Uwo mwangavu atahana ibyo kurya, ibiringiti bishyushye aranahoberwa cyane.

Ni uko umunsi wakurikiyeho, iyo nzu yakira abahohotewe itangira kwimukira ahantu hashya. Ishingiyeho ku kuba ari ababikira no gufashanyaga.

Ntabwo hari ahantu ho kuryama gusa, ahubwo hari n'ahantu ho gukirira.

Ahantu abana babo bari kwitabwaho mu buryo butekanye.

Kuba ababikira.

**TEKEREZA KU MBARAGA DUHURIYEHU:**

*Ibuka ko uri umwe*  
*mu bagize itsinda*

*Huza imbaraga*  
*nyinshi kugira*  
*ngo mube itsinda*  
*rikomeye*

*Mugabane*  
*umutwaro kugira*  
*ngo hatagira*  
*uremererwa cyane*







### 3.

## *Umutima*

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*Inkuru yavomwe mu gitekerezo cy'ibyabaye kuri Abraham Leno*

**N**yuma y'ibirori byo guhabwa impamyabumenyi, umugabo yahobeye umuvandimwe we biratinda. Bombi banyuze muri byinshi bari kumwe. Mu myaka icumi ishize, ubuto bwabo bwangijwe n'intambara. Ubu batandukanye n'imiryango yabo kandi babuze aho babaga, hamwe n'umutekano udakomeye n'icyizere cyazanye no kwizera badashidikanya.

None ubu, arongeye ageze mu bihe atazi icyo ejo bihatse. Ishuri rirarangiyeye, ntazi neza uko bizagenda.

Agira ati: “Urakoze kuba warahabaye,” ubwo bombi basubiraga inyuma kugira ngo barebane.

Aramusubiza ati: “Ntewe ishema nawe mukuru wanjye”.

Hashize akanya, nyuma yo guceceka, ati: “Ndifuza kugira icyo nkwereka.” Abavandimwe babiri binjiye mu modoka maze bagenda bajya mu cyaro cyiza batazi kugeza bageze ahantu bazi. Yari inkambi y'impunzi, isa nk'ahantu uwo

muhungu wari urangije amashuri yaherewe ubufasha mu myaka ishize. Ni muri ubwo buzima bw'impunzi umuntu atari azi yamwishyuriye kugira ngo arangize amashuri yari amaze kurangiza.

Mukuru we ubu ari gukora muri iyo nkambi. Muri iyo nkambi hatuyemo abantu ibihumbi, bakuwe mu byabo nk'abo bavandimwe babiri. Imikorere abo yasakaye henshi nk'urusaku rw'injereri; ijwi ryuje umuziki n'inseko n'uburibwe buvanze n'intsinzi.

Ubwo yinjiraga, yabonye abantu bakuranye. Muri ako kanya, ahura na pasiteri we akiri uruburiruko mbere y'intambara, wamugiraga inama akiri muto. Pasiteri we yamwakiranye yombi. Abwira uwo muhungu ati: “Twese uduteye ishema”.

Isano afitanye n'aho hantu imeze nk'uruzi rumutembamo, ruhuza ahahise, igihe turimo n'ahazaza. Mu rugo. Yumvise hameze nko mu rugo. Nk'umuryango.

Areba umuvandimwe we, arira.

Agira ati: “Aha ni ho iwacu”.

“Dufite uburenganzira bwo kuba hano. Twese dufite uburenganzira bwo kuba hano.”

Kandi iyo yari intangiriro. Ni cyo kintu cyiza, giteye ubwoba twamenye nk'umuhamagaro. Ni uko, ahamagarirwa kwita kuri abo bantu, aha hantu. Abantu be, iwabo. Kandi si aha hantu gusa, ahubwo ni ahantu hose abantu batagira aho baba bahurira kugira ngo bagire umuryango wabo bwite.

Kubonana.

Kumvikana.

Kwizerana.

Kugaragarizanya urukundo rwinshi.

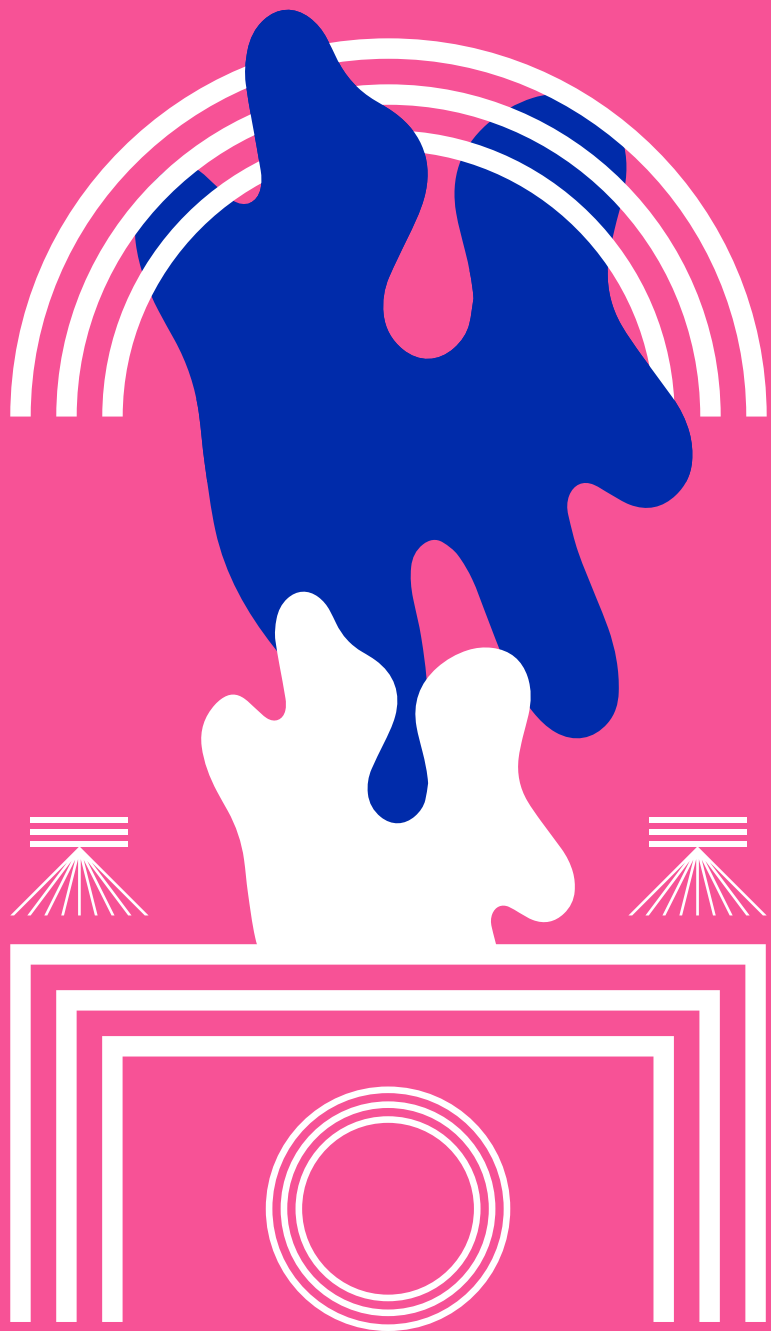
**GUTEKEREZA KU MUTIMA W'UBUSHAKASHATSI BWACU:**

*Ibuka ko*  
*uhagarariye abo*  
*duha serivisi*

*Kuzirikana ijwi*  
*ry'abakuwe*  
*mu byabo*

*Gushakisha*  
*ugendeye ku mboni*  
*z'ibyo abantu*  
*banyuzemo*





## INKINGI Z'IBYO DUSHAKISHA

**M**u kuzirikana ibintu bitanu n'amajwi y'abo duha serivisi mu mitima yacu, ubu twibanda ku murimo dufite. Dore Limitekerereze igera kuri ine yo kukuyobora mu nzira yawe mu gihe tuzana abantu bashya mu muryango wa Alight.

INKINGI ZO GUSHAKISHA:

Kugaragaza  
inenge zacu

Gushakishiriza  
ahantu hatari hitezwe

Kubaza ibibazo  
bituma umuntu  
arushaho  
gusobanukirwa

Garagaza  
indangagaciro zacu

1.

## Kugaragaza inenge zacu

*“Buri wese agomba guhabwa amahirwe yo kugaragaza  
ubushobozi bwe.”*

—DOGON SEDIGY NSHIMIYIMANA

**T**ugomba gusobanukirwa ko buri wese muri twe aturuka ahantu hafite inenge. Twese. Kubera ko turi abantu. Umwihariko w'ubuzima babayeho, indagagaciro n'ibituranga twese tugira bihindura imitekerereze dufite ku isi n'uko tubona ibintu.

Nk'itsinda ni ingenzi kugira amatsiko no kugaragaza inenge zihariye, rero dufite ubushobozi bwo kureba ibintu mu mitekerereze yacu no kwakira ibitekerezo by'abandi. Bituma dufashanya; ndetse no kugira umurava neza kurushaho muri kumwe.

### INGERO Z'UKO WAMENYA INENGE:

Ihe igihe kugira ngo usuzume imyirondoro itanu. Noneho ikibazo: Ni iki cyatumye usuzuma buri usaba akazi? Ni iyihe shusho wabonye mu mutwe wawe ku byerekeye uko buri muntu asa? Aho batuye? Uko bavuga? Ni gute ibyo bitekerezo bituma uhitamo umwirondoro ukunda?

Mu gikorwa cyose, tekereza nk'umunyasiyansi. Menya ibitekerezo bibi cyangwa byiza cyane ufite ku bantu. Igenzure ubwawe niba igitekerezo cyawe ari uko ari ibisubizo cyangwa inenge ufite.

### IBIBAZO UFITE N'ITSINDA YAWE:\*

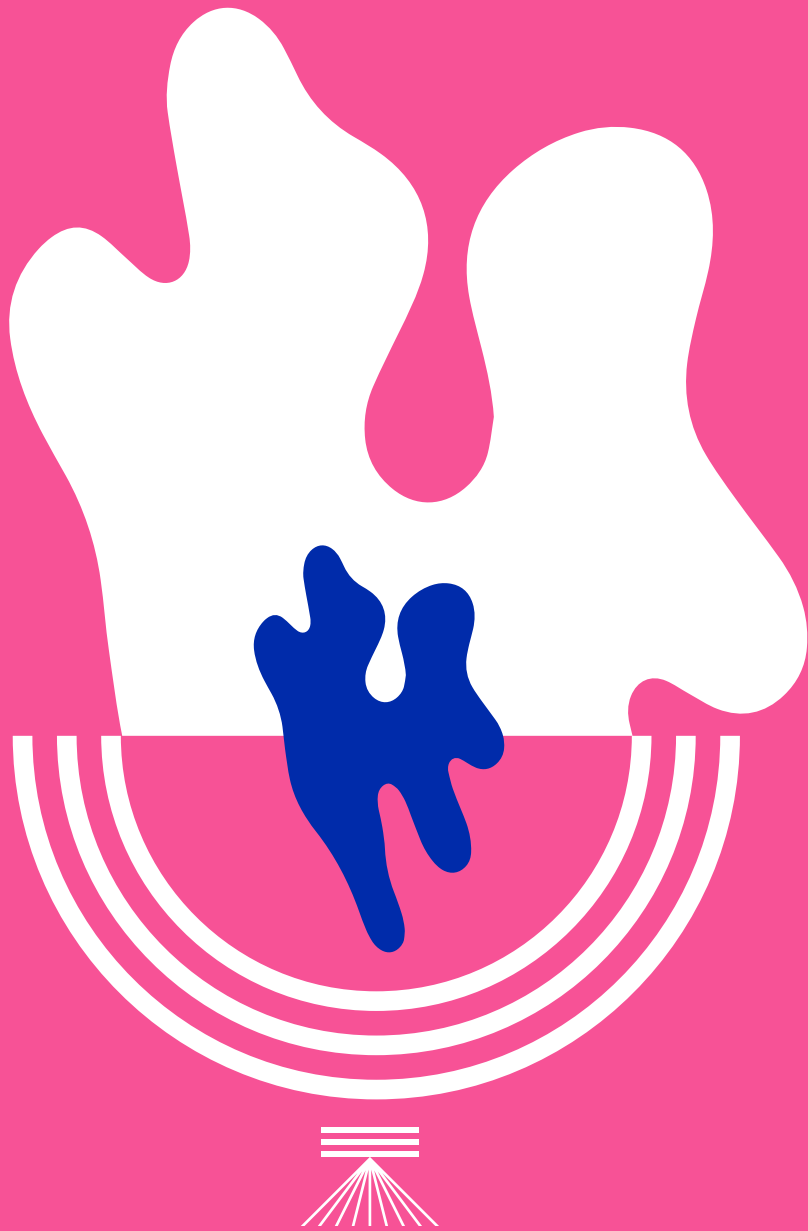
Tekereza igihe ubwo wamenye ko ufite ibitekerezo bifite inenge wari ufite. Ni gute wabikemuye?

Tekereza igihe bishoboka cyane gushingira ku nenge utazi (bishobora kuba igihe unaniwe, ufite uhangayitse cyangwa uri gukora akazi kenshi). Ni gute twakora kugira ngo gushyiraho

ahantu havuguruza ibitekerezo twagize mbere? Ni irihe suzuma wamaze gukora mbere?

Tangiza ibiganiro ku nenge n'abo bari mu itsinda ryawe. Ni gute uzashishikariza undi muntu mu rugendo rwawe?

\*Ibibazo byatanzwe na Dr. Ramón Pastrano ukorerera ImpactLives™



2.

## *Gushakishiriza ahantu hatari hitezwe*

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*“Niba uri kubikura ku baturage bamwe,  
ntabwo uri kubona abantu bakwiye.”*

—BEN AFFLECK

**N**iba uri gutumira umunyamuryango mushya kugira ngo aze mu muryango wacu, tugomba kubyagura. Tugomba guharanira ko amajwi yacu agera kuri buri gasozi, buri kibaya no ku butaka buzwi n'ubutazwi. Bikagera mu matwi y'abo uri gushaka n'abandi batari batekerezwaho nk'abari gushakishwa.

Ibintu tugomba gutekereza mbere yo guhamagara. *Ni gute:*

*Twagera* ku bayobozi babaye mu  
buzima bw'ubuhunzi?

*Gushakishiriza* ahantu hatitezwe?

*Kumenya* ibyabaye bitaje  
mu mwirondoro?

*Gushishikariza* abashobora gutekereza  
ko bafite ibyangombwa bihagije?

*Gutuma habaho ibitekerezo* ku  
bisobanuro bishya by'ubuyobozi?

Ibintu tugomba gutekereza ku byerekeye uko dushakisha.

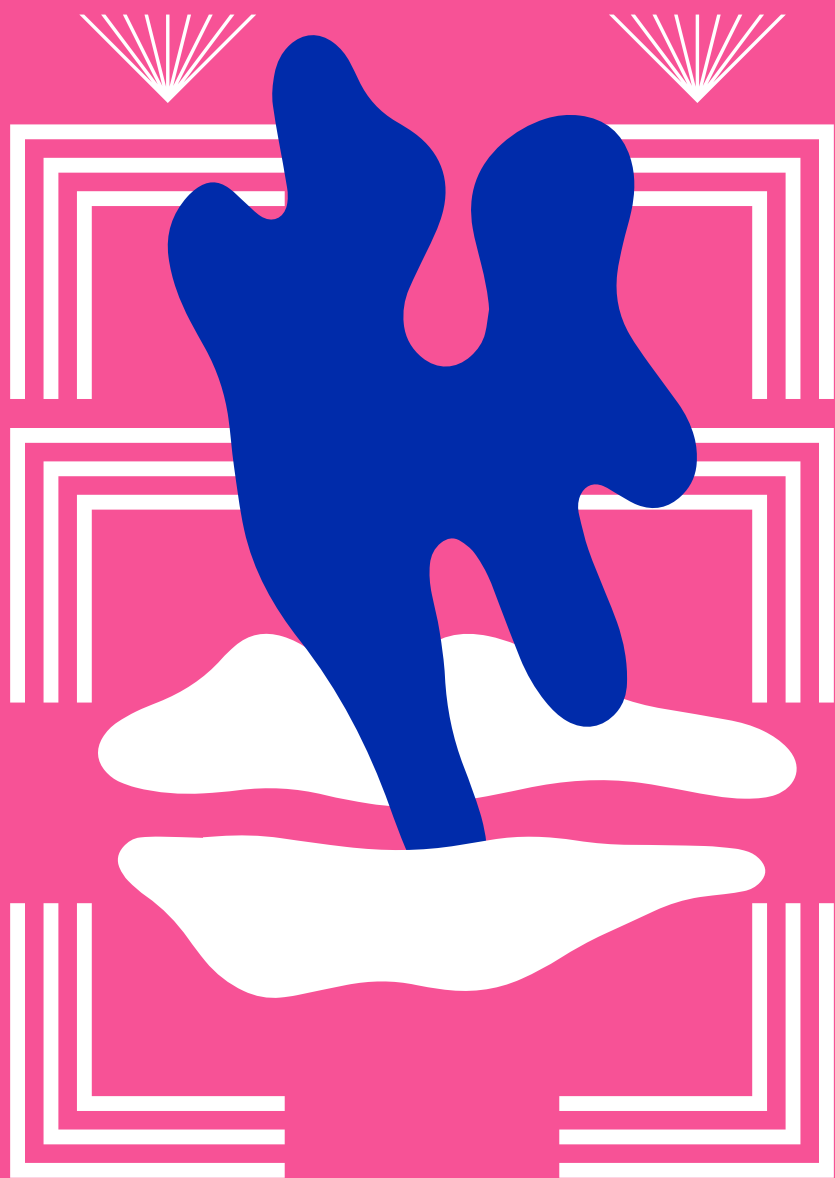
*Ni he* dutangariza amahirwe?

*Ni uruhe* rurimi dukoresha kugira  
ngo dusobanure inshingano?

*Ni abahe* bantu cyangwa  
amatsinda ashobora kongera abo  
tugeraho?

*Ni ryari* tuzamenya ko  
twashakishije bihagije?





### 3.

## *Kubaza ibibazo bitanga urumuri*

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*“Ni iki mu by'ukuri twifuza?”*

—MARK WHITE

*“Ubushobozi bw'umuntu bwo gukora ibitangaje by'ingenzi cyane nk'uko agomba kuba ashyira ibintu mu gaciro.”*

—PAUL BENNETT

**T**uri umuryango w'abashakisha; kandi duhurijwe hamwe no gushaka ubumuntu muri buri cyiciro cy'imirimo dukora no mu isi yacu. Kugira ngo tubone byinshi byihishe inyuma y'ibizamini by'akazi bitanditse, tugomba kubaza ibibazo bigera ku mutima w'uwo muntu. Ibibazo biba inzira yo guhuza n'ukuri.

*“Ushobora kubona umwirondoro kandi ushobora kumenya byinshi ugendeye ku mwirondoro. Ariko... bigomba guhuzwa n'imikoranire ishingiyeye ku kuvugisha ukuri.” – DABBS CAVIN*

Ibitekerezo byo gutekereza uburyo bushya bwo kubaza:

***Reba** ku ndangagaciro n'imyizerere byacu nk'umusingi*

***Tekereza** ku byo wifuza kubazwa mu kizamini cy'akazi kitanditse*

***Shaka** aho ukura ibitekerezo mu nkuru z'abo duha serivisi*

*“Gutanga amakuru birenze ibyo gutega amatwi kurusha kuvuga.” – MARK DAYTON*

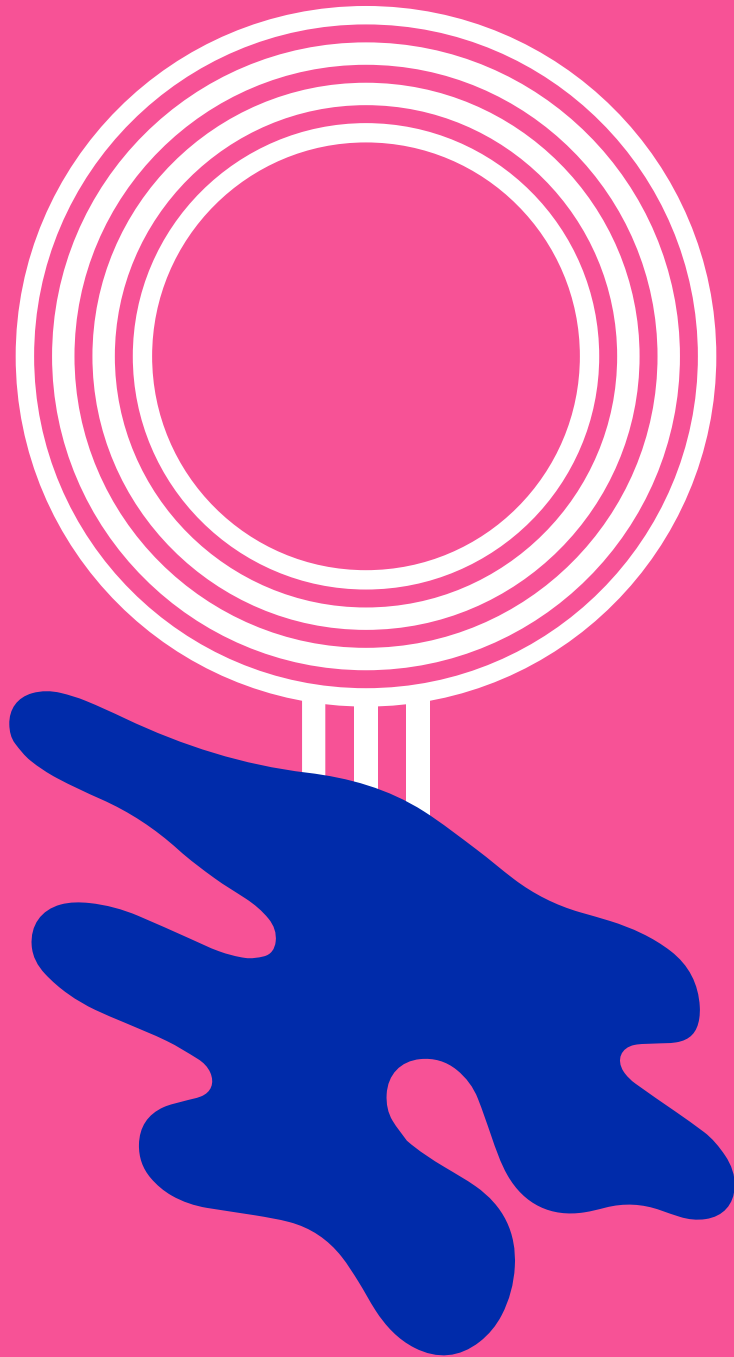
Ingero nke z'ibibazo byo mu bizamini by'akazi bitanditse:

*Ni ryari bwa mbere wabonye ko ijwi ryawe ryagize umumaro?*

*Tubwire ibyerekeye igihe wabonye ikibatsi mu muntu uwo ari we wese ndetse niba waramufashije kubiteza imbere.*

*Tubwire ibyerekeye igihe ubwo wabonye urumuri mu mwijima.*

*Sobanura isi yuzuyemo byinshi.*



#### 4.

## *Garagaza indangagaciro zacu*

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*“Tugira icyo dukora ku bintu igihe tubyizera ku buryo busesuye.*

*Kandi Alight igamije kuba ishingiro ryo kwizera.”*

*—ANGELA EIFERT*

**M**u gihe tureba ibyo hanze by'ahazaza hakomeye h'umuryango wacu, ni ingenzi no kureba iby'imbere. Kugira ngo dushinge imizi mu ndangagaciro, imyizere n'intego tukabigira ibyacu, no gutuma biba imbaraga ziduhuza mu muryango mugari wacu.

*Turi umuryango*  
*ugizwe n'abantu*  
*benshi batangaje.*

*Ubu budasa ni*  
*bwo mbaraga*  
*zacu zikomeye.*

*Kandi ni bwo budutera*  
*ishema kurusha*  
*ibindi byose.*

**K**andi mu gihe turi ihuriro ry'abafite ubuzima, impano n'imbaraga bitandukanye; hari indangagaciro ziduhuza twese. Zigenga uko dukora imirimo yacu, uko tuvugana n'abantu duha serivisi (no hagati yacu), bikanadufasha gufata ibyemezo. Nizo zo twize kuri buri wese kandi, nizo tugomba kureba ko buri muntu akurikiza. Ahari.

#### INDANGAGACIRO ZACU

*Gushyira imbere*  
*ikiremwanuntu*

*Kugira umurava*  
*kurushaho*

*Kugaba ibyishimo*

*Guhitamo kwizera ibyiza*

*Gutangira utanga*

*Gushaka abandi*

*Gukora ibishoboka*

*Buri kintu cyose  
dukora gishingiye ku  
nkingi eshatu nyirizina  
zo kwizera tukaba  
dufite ku mutima.  
Izo zishimangira  
indangagaciro zacu,  
intego dufite na buri  
gikorwa dukora  
n'ibyemezo dufata.*

#### IMYZERERE YACU

Twizera ko hari  
ubutabera bwa muntu  
mu mahirwe yo  
kubaka ubuzima.

Twizera ko isi irimo  
ubutunzi n'abantu  
beza bifuza gufasha.

Twizera gukora ikintu  
cyiza kurushaho.



## *Gukomeza gutera imbere*

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*“Umuseke mushya urasesekara iyo tuwurekuye.*

*Kuko urumuri ruba ruhari buri gihe, gusa iyo dufite umurava uhagije wo  
kurubona.*

*Iyo dufite umurava uhagije wo kuba rwo.”*

—AMANDA GORMAN

**T**uragushimira kuba inzira irangwa n'umurava iyobora urugendo rwacu mu minsi iri imbere. Mu rwego rwo kwagura umuryango wacu. No kutuyobora buri gihe, hamwe, tugana ku rumuri.







