

“Spiritual Intelligence” A Way of Life



Management

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ABSTRACT

‘Spiritual Intelligence’ is the upcoming trend, according to a common man ‘spiritual’ means religious which is related to orthodox concepts. Now days this thought is taking shape in different facet. Today the industry has realized that human resource is an asset and this is the only aspect which brings competitive advantage. The need has arised to attract the best candidates and retain them for long term. Earlier the organizations used to evaluate IQ to get the talented candidates because individual performance was an important aspect. The trend of team work or collectivism brought the concept of EQ that is emotional quotient. EQ is very much essential for the person to perform in a group. A person with high IQ and low EQ may get failure but a person with average IQ and high EQ definitely gets success. Next layer of EQ is the SQ that is Spiritual Intelligence. Spiritual intelligence is the expression of innate spiritual qualities through your thoughts, actions and attitude. Spiritual intelligence expands one’s capacity to understand others at the deepest level. Spiritual understanding allows a person to distinguish both the ‘true cause’ of behaviour without judgement and the ‘true needs’. It helps a person to understand and simplify the personal life, family life and working life. Organizations can develop spiritual intelligence among the employees with different methods. This article focuses on the basic concept of spiritual intelligence and the different methods to develop it in an organization.

Introduction:

What is Spirit?

The English word ‘spirit’ has been derived from the Latin word ‘spiritus’ i.e. breathe. ‘Spirit’ is nothing but the strength, courage, guts, will. Every person is different because the spirit of everyone is different. ‘Spirit’ makes a man. The person with Holy Spirit is considered as a good and well behaved man. A person who is considered as not a good person, his/ her spirit can also have the sense of ‘ghost’.

The word ‘spirit’ is used to refer to the consciousness of the person i.e. the awareness of the person about self, others and the surrounding. The conscious person takes a careful decision. ‘Spirit’ is also used to refer to the personality; Personality is an individual’s unique pattern of thoughts, feelings, and behaviors that persists over time and across situations. Generally, a spiritual person has a good personality.

It has been said that, among all the creatures God has made to dwell on the earth, only man has been given various attributes of God. These attributes include the ability to think and reason; to speak and write; to plan, create and build; to teach and learn; to judge and rule. With these attributes God gave human beings the capacity to love, to hate, to laugh, to cry, to forgive, to repent, and to experience every type of emotion. Man can experience all these qualities because God has gifted a unique spiritual dimension to man which in reality makes us human. Spiritual component imparts the power of thought, intellect and consciousness with self identity in a man.

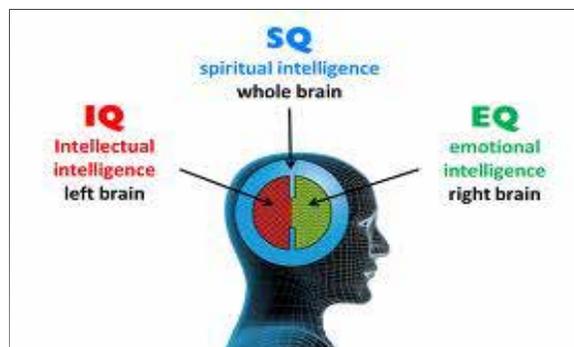
In Bible, the spirit of man is referred as the “soul.” “Soul” refers to physical life, whether human or animal. It has been said that humans possess both the breath of life and the spirit of man, soul ends with the death of the body and the spirit in man returns to God when a person dies.

Spiritual intelligence is a combination of four major aspects; Soul, Mind, Senses & Intelligence. These are placed in a hierarchical form as shown in the following picture.



Here we can observe that the soul is a passenger which is driven by the intelligence with the help of five different senses and our mind. All these aspects develop spiritual intelligence within a person.

When we hear the word ‘Spiritual’, immediately we relate it to mythology and people say that we do not want know anything about it. Spiritual intelligence (SQ) is beyond all this, it is a combination of EQ and IQ as shown below;



Here we can observe that, IQ is at left side of brain EQ is at right side of brain and SQ is a whole brain,

$$SQ = IQ + EQ$$

IQ is a rational intelligence; it helps a person to know "What I think".

EQ is an emotional intelligence; it helps a person to know "What I feel"

SQ is Spiritual Intelligence; it helps a person to understand "What I am"

What is spiritual intelligence?

Spiritual and Intelligence these are the two different words. Spiritual means relating to people's thoughts and beliefs, rather than to their bodies and surroundings.

Being Spiritual : means being dedicated/devoted to the thoughts and beliefs of people without considering their appearance, physical forms of bodies such as nationality, race, gender, profession etc. A spiritual man has self as well as universal awareness. The nature of a spiritual person is always peaceful, loving and joyful. A person with wrong sense of self creates fear, anger and sadness in life. From a spiritual point of view these emotions are always the result of ego (misidentification), which then blocks access to the true spiritual nature. For example; if a person 'know' an individual as a spiritual being he/she will also 'know' that he/she does not own or possess anything. When something in their life will be damaged or lost, it won't affect them in any way as a person is able to use his/her spiritual power to accept it and move on.

Intelligence: intelligence is the ability to think, reason, and understand instead of doing things automatically or by instinct. Intelligence makes a man to use what he/she know in the right way at the right time in the right place with the right intention.

When a person knows his/her character and nature; praise or hate do not affect him/her because the person know that the real beauty lies within the character, within the nature, which no one can ever take away. Such people have inner power that helps him/her to remain stable even in negativity. The spiritual strength is only released when a person knows who and what he/she is and then using that strength in the right way, in the right place at the right time.

In 1997, Danah Zohar coined and introduced the term "spiritual intelligence" in her book *ReWiring the Corporate Brain*.

Danah Zohar defined 12 principles which are;

1. Self-awareness: Knowing what I believe in and value, and what deeply motivates me.
2. Spontaneity: Living in and being responsive to the moment.
3. Being vision- and value-led: Acting from principles and deep beliefs, and living accordingly.
4. Holism: Seeing larger patterns, relationships, and connections; having a sense of belonging.
5. Compassion: Having the quality of "feeling-with" and deep empathy.
6. Celebration of diversity: Valuing other people for their differences, not despise them.
7. Field independence: Standing against the crowd and having one's own convictions.
8. Humility: Having the sense of being a player in a larger drama, of one's true place in the world.
9. Tendency to ask fundamental "Why?" questions: Needing to understand things and get to the bottom of them.

10. Ability to reframe: Standing back from a situation or problem and seeing the bigger picture or wider context.
11. Positive use of adversity: Learning and growing from mistakes, setbacks, and suffering.
12. Sense of vocation: Feeling called upon to serve, to give something back.

Robert Emmons defines spiritual intelligence as "the adaptive use of spiritual information to facilitate everyday problem solving and goal attainment." He originally proposed 5 components of spiritual intelligence:

1. The capacity to transcend the physical and material.
2. The ability to experience heightened states of consciousness.
3. The ability to sanctify everyday experience.
4. The ability to utilize spiritual resources to solve problems.
5. The capacity to be virtuous.

Thus we can say that spiritual intelligence helps a person to be spiritual which dissolves the ego, virtues are restored to character and the spiritual values connects your inner and outer worlds i.e. thoughts to action. A spiritual person goes beyond all the false identities of race, colour, gender, nationality, profession and religion and the conflict of gender/nationality/profession/ possession etc. is resolved permanently. It helps a person to recognize and connect with the Supreme Power.

Key methods to learn and develop Spiritual Intelligence:

Before learning Spiritual intelligence one of the major step is to unlearn. Unlearning is an essential aspect if a person has some illusions or false impression about self, the person must know who and what he is? He must be true to himself. Self realization is the fundamental aspect in learning and development of spiritual intelligence.

Following methods could be followed by the organizations to develop Spiritual intelligence.

1. **Meditation:** Meditation is the act of thinking about something very carefully and deeply for a long time. It is one of the best methods of cultivation of self awareness. In the meditative process a person learns about himself/herself. Meditation helps a person to restore the ability to control the thoughts and feelings, sharpen the ability to distinguish truth from illusion, and thereby make more intelligent choices. Meditation will help the employees understand self and others which will ultimately contribute to the strong organizational culture.
2. **Detached Observation:** it is one more way to learn spiritual intelligence. Detachment from the world teaches you to be selfless. It is a way with which one can not bother about the others reactions to your actions. Rather a person knows what he/she is and what he/she is doing. Detached observation does not mean avoidance of world , but a way to see more clearly and therefore understand more deeply what is actually happening. People will not waste their energy in unnecessary things. With this employees will not poke their nose unnecessarily in others work and will help to reduce the dirty politics in an organization.
3. **Reflection:** It is nothing but the evidence to a specific behaviour. It includes taking review and re-assessing the past experiences of the interactions with others on daily basis. It builds awareness of the connection between inner world of thoughts and feelings with the outer world of action and

the consequences of those actions. Reflection helps in minimizing conflicts and misunderstandings among the people. It is also one of the best methods to learn and develop spiritual intelligence.

4. Practice: As we all know practice makes man perfect. It is easy to learn the theory of spiritual intelligence but this theory has no power to change one's life unless it brought into action, allowed to shape new behaviours and develop the process of expression. This practical action is necessary to sustain the momentum of developing spiritual intelligence.

5. Seeing: In spiritual intelligence seeing is nothing but the spiritual vision. Spiritual vision teaches a person to see only the best in others and by doing so it is possible to empower others & develop the best in themselves. Thus, seeing is both a reflection of how you see yourself at that moment and the quality of energy you will give to others.

From the above aspects one can know that, Spiritual intelligence expands one's capacity to understand others at the deepest level. Spiritual understanding allows a person to distinguish both the 'true cause' of behaviour without judgement and the 'true needs'. It helps a person to understand and simplify the personal life, family life and working life.

Personal Life: Usually, it has been said that human being is a wanting animal and is very selfish. Needs of a common man are endless, and because of increasing demands a common man is fed up with his/her personal life. People who get good mentors in their life try to come out of such situations by putting appropriate efforts. Now days we find different gurus such as Shri Shri Ravi Shankar, Shri Ramdev Baba etc. counsel the people to change their mind set and lifestyle. What exactly is this? They are trying to educate the people about themselves that means these gurus are helping the people to resolve their personal problems.

Personal life of a person includes the individual career and life which consists of friends, classmates, peers etc. people can be aware about self and the others which could resolve many problems.

With spiritual intelligence a person becomes aware about his/her values, mission, ego and inner thoughts. Spiritual intelligence makes a person free from needs and do not cling himself in any personal relationship. A person with spiritual intelligence, desires nothing from other, but serves only to give others. It helps to build open, healthy, harmonious relationship and develops trust and respect.

Family Life: There is direct relationship between personal life and family life. Family life affects personal life and vice – a- versa. Family culture is a crucial aspect in family life. Behaviour of a person is the result of family culture. We can identify the similarity in behaviours of people belonging to same family. The behaviour can swing from rejection, resistance and avoidance in one moment, to attachment, dependency and clinginess in the next.

Spiritual intelligent person in a family allows individuals to find a more mature way to relate, free of emotional dependency, and able to embrace 'the other' regardless of their behaviour or their emotional state.

Working Life: With personal and family life of a person, spiritual intelligence also plays a crucial role in working life. When spiritual intelligence is brought into the work-

place work becomes a creative process of service and contribution and employees doesn't look at it as the only task to earn money. Organizations will experience change in organization culture and climate. Change in superior – subordinate relationship can be observed. Subordinates could be treated as resources to get a job done, individual would have an opportunity to learn and acquire the skills. It will be easy for the organizations to imbibe the abilities - building trust, acting with integrity, empathizing at a level beyond emotion, and the leadership of others through a consistently proactive attitude and positive vision. Spiritual intelligence will help a person to stay calm and focused in the face of crisis and chaos, a more selfless and humane attitude towards others and a more enlightened and relaxed perspective on life. To motivate employees most of the organizations use extrinsic motivators such as rewards, incentives, bonus etc. but the deepest motivators are intrinsic. With spiritual intelligence organizations can consciously focus on the values, thoughts, and yesterdays memories to motivate the employees. Thus, we can conclude that spiritual intelligence can become a way of life. The practice of spiritual intelligence in one's life can make the person more successful thereby contributing in the growth and development of an organization.

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