



CHAPTER

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Spiritual Quotient

■ MEANING OF SPIRITUALITY

The term "Spirituality" comes from latin word 'spiritus' which means 'breath'. "Spirituality" originally developed within Christianity, refers to a life oriented toward the Holy Spirit. Traditionally, spirituality refers to a religious process of reformation which "aims to recover the original shape of man". Each culture defines spirituality in its own way abiding by a set of religious principles, yet it has nothing to do with religion. Growth of secularism has given rise to a broader view of spirituality, with wide ranging implications in personal, practical and professional life of human beings.

Modern spirituality typically includes a belief in a supernatural realm or supreme controlling power, beyond the known and observable forms. Spirituality denotes the mental aspect of life, as opposed to the material and sensual aspects.

Spirituality is a dynamic and intrinsic aspect of humanity through which persons seek ultimate meaning, purpose, and transcendence, and experience relationship

to self, family, others, community, society, nature, and the significant or sacred. Spirituality is expressed through beliefs, values, traditions, and practices.

■ SPIRITUAL PRACTICES

Mainly four forms of spiritual practices have been described by experts :

1. **Somatic practices**, especially deprivation and diminishment. Deprivation aims to purify the body. Diminishment concerns the repulsion of ego-oriented impulses. Examples include fasting and poverty.

2. **Psychological practices**, like meditation.

3. **Social practices**. Such as practice of obedience and communal ownership, reforming ego-orientedness into other-orientedness.

4. **Spiritual practices** . All practices aim at purifying ego-centeredness, and direct the abilities at the divine reality.

Spiritual practices may include **meditation, mindfulness, prayer, contemplation of sacred texts, ethical development**. Love and/or compassion are often described as the mainstay of spiritual development. Spirituality lays emphasis on the value of thoughtfulness, tolerance for practices and beliefs, and appreciation for the insights of other religious communities, as well as other sources of authority.

■ SPIRITUAL EXPERIENCES

Neuroscientists have examined brain functioning during reported spiritual experiences, finding that certain neurotransmitters and specific areas of the brain are involved. Experiments have also successfully induced spiritual experiences in individuals by administering psychoactive agents while spirituality can also be dampened by electromagnetic stimulation of the brain.

Among health-care professionals there is growing interest in "spiritual care", to complement the medical-technical approaches and to improve the outcomes of medical treatments.

■ SPIRITUAL QUOTIENT

Spiritual Quotient (SQ) is described as a measure that looks at a person's

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spiritual intelligence in the same way as intelligence quotient (IQ) looks at cognitive intelligence.

Spiritual Quotient is study of **Social, Investigative, Artistic, Realist, Contractor** and **Conventional** aspect of the personality to assess how balanced a person is. Nowadays many authors, scholars claim that spiritual quotient is the ultimate intelligence of a human being and this intelligence decides the ability of an individual to solve problems on values and to take value based decisions.

Spiritual intelligence is useful to :

- Transform self,
- Heal relationships,
- Cope up with adverse situations,
- Move beyond already conditioned habits of a person.

To develop high SQ, a person needs to approach the task according to his/her personality. Ego is one of the main obstacles in spiritual progress and advancement. Great spiritual scholars from India suggested to limit and surrender our Ego, as when we surrender our ego, there is tranquillity and peace in our interaction/dealing with the world.

Spirituality Quotient (SQ) and its Effects on Personal and Professional Life

SQ is related to individuals' lives and their relations with life and the environment. It is related to the mentality and inter-personal relationships. Studies on effects of SQ on personal health have shown a very positive relationship between spirituality and good health.

The benefits of Spirituality or being spiritual are :

- Lower diseases prevalence and longer life.
- Better response to treatments.
- Lower depression rate.
- Higher marital satisfaction of couples and elimination of marital discord.

Role of Spirituality in Business Organisations and Institutions

In increasingly competitive times, where customer demands are high, global marketplace is rapidly expanding, and change appears to be the only constant, many organizations are, emphasizing the importance of its employees. Many organizations emphasise on the importance of its employees and believe in "Our people are our most important asset". An organisation needs to nurture the mind body and souls of its employees, in order to gain the motivation and commitment of employees towards organization.

Spirituality when properly induced and developed in individuals in an organisation brings about :

- dedication towards duty;
- reduction of stress;
- balance in professional and personal life;
- helpful attitude;
- capability to perform in most adverse situations;
- taking defeats in very positive way;
- corrections for the future endeavours;
- an honest attitude towards assigned work;
- rising beyond narrow partisan or vested interests;
- overall progress and success of the individual as well as the organisation.

EVALUATION OF THE SPIRITUAL QUOTIENT

Recognition of spirituality as the fundamental aspect of the human personality suggests that there may be another approach to managing change. While traditional approaches aim at bringing about change from the outside, knowledge of the spiritual foundation of life suggests that change can be handled from the "inside out". It suggests that individuals who experience the spiritual foundation of life can grow and develop in ways consistent with organizational goals.

Intelligence Quotient (IQ) and emotional quotient (EQ) are the integral part of Spiritual Quotient (SQ). Spiritual quotient is not necessarily related to religion.

Spiritual quotient is about the human need and talent for finding meaning in experience. *SQ cannot be quantified or measured, whereas IQ and EQ may be assessed.* The reason being that the very essence of spiritual quotient lies in its seeking a bigger, broader and ever growing perspective. *SQ may also be seen as the highest and ever growing need in the mankind.*

In spiritual aspect, leaders may relate to followers through empathy, to deeply understand their thoughts, feelings, and points of view. Empathy plays an important role in leadership emergence. A person's disposition to be empathetic is a strong determinant of their being supportive to people in distress. Empathy has been associated with interpersonal effectiveness and a relationship-oriented style of leadership. Leaders with accurate empathy can achieve greater depth of self-exploration in followers. Superiors' supportive interpersonal orientations increase follower positive perceptions, feelings, and job satisfaction.

Managers, who are stable in emotion and have high spiritual values for themselves, will perform more in an organization. Human Resource Departments should provide development programs for these variables, to increase the level of emotional quotient and spiritual quotient in workplace. Emotional and spiritual quotient leads to better executive performance. However, it is possible that good executive performance leads to higher emotional and spiritual quotient.

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