

REDEFINE WHAT IT MEANS TO BE SMART

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Abstract: *We used to believe that "IQ", the intelligence quotient, (logical analytical intelligence) would determine success. In the mid-90s, Daniel Goleman, popularized the notion of another quotient - EQ, emotional intelligence and now, a third wave of scientific research suggesting SQ, the spirituality quotient. Traditionally, spirituality had no place in management concepts. At our current stage of human development, we face a new challenge; we need to integrate spirituality into management. Multiple intelligences could help us to teach and evaluate our students in new and better ways.*

Keywords: *intelligence quotient, emotional quotient, spirituality quotient, spiritual leadership, different kinds of intelligence.*

In the early part of the 20th century, **IQ** became a big issue, the measuring of our **intelligence quotient**. We used to believe that "IQ" (logical analytical intelligence) would determine success.

An intelligence quotient or IQ it is a measure of a person's intelligence as indicated by an intelligence test; the ratio of a person's mental age to their chronological age, a score derived from a set of standardized tests of intelligence. Most tests yield both an overall score and individual subtest scores. Regardless of design, all IQ tests attempt to measure the same general intelligence. Component tests are generally designed and selected because they are found to be predictive of later intellectual development, such as educational achievement. IQ also correlates with job performance, socioeconomic advancement, and “social pathologies”. Recent work demonstrates links between IQ and health, longevity, and functional literacy. However, IQ tests do not measure all meanings of “intelligence”, such as creativity. IQ scores are relative (like placement in a race), not absolute (like the measurement of a ruler).

In the mid-90s, Daniel Goleman, a Harvard psychology Ph.D., took the research of neuroscientists and psychologists and popularized the notion of another quotient - **EQ, emotional intelligence**. Now, a third wave of scientific research suggesting we may

be 'hard wired', neurologically, for spirituality, has prompted the creation of **SQ, the spirituality quotient**.

“Emotional intelligence” describes qualities like understanding one's own feelings, empathy for the feelings of others. Predicting people's success, brainpower as measured by IQ and standardized achievement tests may actually matter less than the qualities of mind once thought of as “character”.

Perhaps the most visible emotional skills are the “people skills” like empathy, graciousness, the ability to read a social situation. Researchers believe that about 90% of emotional communication is nonverbal. Like other emotional skills, empathy is an innate quality that can be shaped by experience and can be seen as a survival skill.

In the corporate world, according to personnel executives, **IQ gets you hired, but EQ gets you promoted**. EQ is not the opposite of IQ. Some people are blessed with a lot of both, some with little of either. What researchers have been trying to understand is how they complement each other; how one's ability to handle stress, for instance, affects the ability to concentrate and put intelligence to use. Among the ingredients for success, researchers now generally agree that IQ counts for about 20%; the rest depends on everything from class to luck to the neural pathways that

have developed in the brain over millions of years of human evolution.

Emotional Intelligence Components.

Intrapersonal - The first component is an intrapersonal ability to be aware of one's self, to understand one's strengths and weaknesses, and to express one's feelings and thoughts non-destructively. (Self-Regard, Emotional Self-Awareness, Independence, Self-Actualization)

Interpersonal - To have the ability to be aware of other's emotions, feelings and needs, and to establish and maintain constructive and mutually satisfying relationships. This means to be able to effectively manage personal, social and environmental change by realistically coping with the immediate situation, solving problems, and making decisions. (Empathy, Social Responsibility, Interpersonal Relationship).

Stress Management - This means having the emotional resilience and coping strategies to deal effectively with stressful environments, and to be able to regulate impulses especially outbursts and irrational behavior (Stress Tolerance and Impulse Control)

Adaptability - This component refers to the ability to be flexible in changing situations and make appropriate changes to thinking and behavior and find solutions to problems in keeping with the environment. (Reality-Testing, Flexibility, Problem Solving)

General Mood - This is an overall assessment of the sense of one's well being. (Optimism, Happiness)

Connection with spirituality. Over the past decade, some writers are suggesting that even EQ was inadequate to deal with the situations individuals were facing in their professional and personal lives. The reasoning is that while EQ enables one to adjust one's feelings according to the situation, it does not have the power to transform negative feelings into positive ones. It has been suggested that another as yet undefined intelligence, spiritual intelligence (SQ, the spirituality quotient). This concept seems to be based on notions of morality, intuition, and wisdom that underpin intra and inter personal functioning and behavior.

Spiritual Quotient. Spirituality can be defined as the basic feeling of being connected with one's complete self, others, and the entire universe.

Traditionally, spirituality had no place in business as the modern management concepts advocate that the **business of business is business**. An empirical study of spirituality in the workplace reveals the opportunity to realize the full potential of a person, full creativity, emotions, and intelligence, the ability to bring more of their "complete selves" to work. Organizations viewed as more spiritual get more from their participants, and vice versa. If a single word best captures the meaning of spirituality and the vital role that it plays in people's lives, that word is "interconnectedness".

Art, science, and religion had to separate from each other to develop into more mature forms. The separation of elements was a necessary strategy at earlier stages of human evolution.

A characteristic of earlier stages of human development is that critical elements are so merged together that they have no separate identity. At our current stage of human development, we face a new challenge. We have gone too far in separating the key elements and now, **we need to integrate spirituality into management**.

Unlike IQ, which computers have, and EQ, which exists in higher mammals, SQ is uniquely human and the most fundamental of the three. SQ is what we use to develop our longing and capacity for meaning, vision and value. It allows us to dream and to strive. It underlines the things that we believe in and put together the role of our beliefs and values in the actions that we take. It is, in essence, what makes us human. Spiritual Intelligence explores how accessing our SQ helps us to live up to our potential for better, more satisfying lives.

Each one of these quotients is essential for success. In order to be successful on a sustained basis an individual will probably need to develop in all three dimensions as shown in Figure 1.

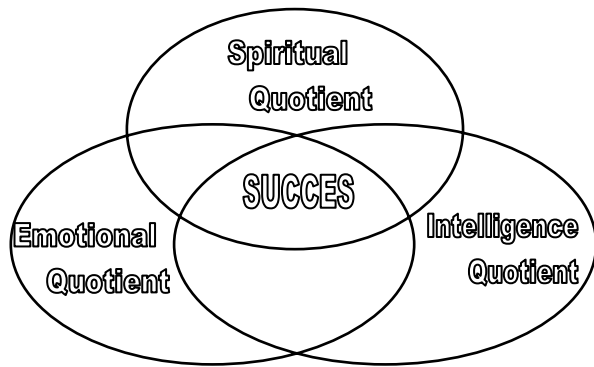


Fig. 1 Integrative Framework

Spiritual Intelligence is “The ability to act with Wisdom and Compassion while maintaining inner and outer peace, regardless of the circumstances”. Spiritual intelligence is an innate human intelligence – but like any intelligence it must be developed. This means that we can describe it and measure it by looking at the skills that comprise Spiritual Intelligence.

Defining Spiritual Intelligence. Based on the experience of many years of working at the interface of psychology and Spirituality, Frances Vaughan, PhD, author of several books integrating psychological and spiritual development, offers some perspectives to define spiritual intelligence.

Spiritual intelligence

- is concerned with the inner life of mind and spirit and its relationship to being in the world;
- implies a capacity for a deep understanding of existential questions and insight into multiple levels of consciousness;
- implies awareness of spirit as the ground of being or as the creative life force of evolution. If the evolution of life from stardust to mineral, vegetable, animal, and human existence implies some form of intelligence rather than being a purely random process, it might be called spiritual;
- emerges as consciousness evolves into an ever-deepening awareness of matter, life, body, mind, soul, and spirit;
- it appears to connect the personal to the transpersonal and the self to spirit;

- goes beyond conventional psychological development;
- opens the heart, illuminates the mind, and inspires the soul, connecting the individual human psyche to the underlying ground of being;
- can be developed with practice and can help a person distinguish reality from illusion.

Spiritual Leadership. Great leaders know that we have to tap into our inner wisdom to surf the waves of change and emotions that surround us. How can we be true to our deepest beliefs in the middle of chaos and crisis? How can we care for people and lay them off? How do we make decisions with insufficient information and conflicting advice? We have to learn how to be Compassionate and Wise.

Being spiritual doesn't mean being a dreamer! On the contrary it requires strength and real toughness - the toughness to be in the problem and see beyond it. Learn how to tap into our natural spiritual resources to become a better leader.

Spiritual intelligence is related to emotional intelligence includes developing intrapersonal and interpersonal sensitivity. Paying attention to subjective thoughts and feelings and cultivating empathy is part of increasing awareness of the inner spiritual life. Spiritual intelligence depends on the capacity to see things from more than one perspective and to recognize the relationships between perception, belief, and behavior. Most people are expected to take responsibility for behavior but not for beliefs or perceptions, although these are intimately interconnected.

Refining any form of intelligence requires training and discipline, and spiritual intelligence is no exception.

Howard Gardner's theory of multiple intelligences makes people and teachers think about being “**smart**”.

We all had students who didn't fit the mold; we knew the students were bright, but they didn't excel on tests. Howard Gardner first identified and introduced seven different kinds of intelligence.

Considering that are several different kinds

of intelligence, educational process gave us and others involved with teaching and learning a way of beginning to understand those students. We would look at what they could do well, instead of what they could not do.

The Original Seven Intelligences

- **Linguistic** intelligence: sensitivity to the meaning and order of words.
- **Logical-mathematical** intelligence: ability in mathematics and other complex logical systems.
- **Musical** intelligence: the ability to understand and create music. Musicians, composers and dancers show a heightened musical intelligence.
- **Spatial** intelligence: the ability to “think in pictures”, to perceive the visual world accurately, and recreate (or alter) it in the mind or on paper. Spatial intelligence is highly developed in artists, architects, designers and sculptors.
- **Bodily-kinesthetic** intelligence: the ability to use one's body in a skilled way, for self-expression or toward a goal. Mimes, dancers, basketball players, and actors are among those who display bodily-kinesthetic intelligence.

- **Interpersonal** intelligence: an ability to perceive and understand other individuals - their moods, desires, and motivations. Political and religious leaders, skilled parents and teachers, and therapists use this intelligence.

- **Intrapersonal** intelligence: an understanding of one's own emotions. Some novelists and or counselors use their own experience to guide others.

An awareness of multiple-intelligence theory has stimulated teachers to find more ways of helping all students in classes.

Multiple intelligences could help us teach and evaluate our students in new and better ways.

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