



**Eksento Inc.**

*knowing • doing • being*

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### **Spiritual Intelligence and the Workplace**

Since the 1980s, Harvard professor Howard Gardner Ph.D. has been changing and expanding our perception of intelligence by inviting us to think in terms of “multiple intelligences”. He proposes nine kinds of intelligence:

- Linguistic Intelligence
- Logical/Mathematical Intelligence
- Musical Rhythmic Intelligence
- Bodily/Kinaesthetic Intelligence
- Spatial Intelligence
- Intrapersonal Intelligence
- Interpersonal Intelligence
- Naturalist Intelligence
- Existentialist Intelligence

N.B. If you would like to take a short online quiz to discover your multiple intelligences profile, go to [www.jobsetc.ca/toolbox/quizzes/quizzes\\_home.do?lang=e](http://www.jobsetc.ca/toolbox/quizzes/quizzes_home.do?lang=e) and scroll down to Multiple Intelligences Quiz.

Psychologists have long been struggling with discovering ways of measuring intelligence and the twentieth century has witnessed movement beyond traditional rational intelligence (IQ) to incorporate emotional intelligence (EQ, as popularized by Daniel Goleman in the 1990s), and there is now a growing awareness of a third “Q” — spiritual intelligence (SQ).

According to authors D. Zohar and I. Marshall, *Connecting With Our Spiritual Intelligence* (2000), SQ is what we use to develop our longing and capacity for meaning, vision and value. It helps us live up to our potential for better, more satisfying lives. The repercussions of SQ in the workplace are considerable as more and more of us are striving to “bring our soul to work”. As a work-focused

### **HIGHER AWARENESS**

*The moment one gives close attention  
to anything, even a blade of grass,  
it becomes a mysterious, awesome,  
indescribably magnificent world in itself.*

— Henry Miller



Our own life is not unlike Miller’s blade of grass – if we choose to look at it with reverence and awe, it becomes filled with radiance, beauty, hope and potential. It is indeed magnificent.

Paying close attention to our life does not mean that we become overly centered and preoccupied with every aspect on a continual basis. To be self-absorbed is quite different from being self-aware. To live our life in full awareness does mean that we experience every moment that passes, being careful to slow down the pace, sensing texture, light, mood, emotions, people...



### **FOOD FOR THOUGHT**

*There are only two ways to live your life.  
One is as though nothing is a miracle. The other  
is as though everything is a miracle.*

How does this quote by Albert Einstein apply to how you have been living your own life?



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society, we find ourselves at a spiritual crossroads, with many of us experiencing a crisis of meaning. Yes, we go to work everyday and we do our job to the best of our ability, but we also want it to *mean* something. We long to be in touch with some larger, deeper, richer life perspective. Are we on the right path? Are we using our qualities and strengths to build harmonious relationships and better the world? What are we leaving unattended in our life? How could our work life be more aligned with our personal values?

Zohar and Marshall refer to seven practical steps to greater spiritual intelligence:

1. Become aware of where I am now
2. Feel strongly that I want to change
3. Reflect on what my own centre is and on what are my deepest motivations
4. Discover and dissolve obstacles
5. Explore many possibilities to go forward
6. Commit myself to a path
7. Remain aware there are many paths

We can't evolve as spiritual beings if we don't ask ourselves rich and meaningful questions that guide us toward a path of transformation. How much of yourself are you bringing to work right now? Are you addressing underlying issues that influence your attitudes and your behaviours at work? How are you coming across to others? Can you move boundaries, your own and those of the organization? Spiritual intelligence is a fundamental intelligence that enables us to explore the need for meaning and values and use this knowledge to help us redesign our workplaces with human beings in mind.

*"I have no particular talent.  
I am merely inquisitive."*

— Albert Einstein



This newsletter has been prepared by  
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relationships between its people. Conflicts that arise between employees in the workplace can damage a healthy work environment and affect productivity, retention and morale.

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