

# **PERSONALITY DEVELOPMENT THROUGH SPIRITUAL INTELLIGENCE: A DOORWAY TO PERFECT LIFE MANAGEMENT**

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## **ABSTRACT**

*Personality development is gaining so much importance, that today, offices stress on motivation and personality development almost as much as the work structural requirements of the office. Personality development is important in any environment. At office, personality development is essential, because with the right personality and social skills, one can interact effortlessly and well with colleagues and team-participation becomes simpler. At educational institutions, students and teachers have good rapport, students have the capacity to make more friends and be more affable. The students interact and present themselves well. Spiritual intelligence calls for multiple ways of knowing and for the integration of the inner life of mind and spirit with the outer life of work in the world. It can be cultivated through questing, inquiry, and practice. Spiritual experiences may also contribute to its development, depending on the context and means of integration. Spiritual maturity is expressed through wisdom and compassionate action in the world. Spiritual intelligence is necessary for discernment in making spiritual choices that contribute to psychological well-being and overall healthy human development.*

***Keywords: Life management, Personality Development, Relationship-skills Self-confidence, Spiritual Intelligence.***

## **I. INTRODUCTION**

Personality Development quintessentially means enhancing and grooming one's outer and inner self to bring about a positive change to your life. Each individual has a distinct persona that can be developed, polished and refined. This process includes boosting one's confidence, improving communication and language speaking abilities, widening ones scope of knowledge, developing certain hobbies or skills, learning fine etiquettes and manners, adding style and grace to the way one looks, talks and walks and overall imbibing oneself with positivity, liveliness and peace.

Personality development is gaining more and more importance because it enables people to create a good impression about themselves on others; it helps them to build and develop relationships, helps in your career growth and also helps to improve your financial needs.

After all, personality development is nothing but a tool that helps you realize your capabilities and your strengths making you a stronger, a happier and a cheerful person. Personality development has many benefits that are the outcome of a strong personality development procedure. In fact, it is true that there are only benefits and no disadvantages to having personality development. Benefits are plenty with development of personality. It brings with it, a lot of new, fresh approaches; it bring with it, a lot of scope for varied interests-which in turn leads to healthy brain-storming and discussions at work places, rather than politics that are un-pleasant and battles over difference of opinions. Good and effective Personality development, as mentioned in the former, transforms differences into discussions, quarrels into debates and fights into harmony. The below list will exhibit the benefits of personality development, at a glance, for simple and quick reading and comprehension.

1. One of the key benefits of Personality development is the **over-all shine** that is brought about in a person's personality after undergoing personality development. The over-all demeanor of a person is more vibrant, it develops elements of many traits, that form a charming whole and there is a sharpening of personality for the better.
2. Another key benefit is the **confidence and morale** that automatically gets a boost and a push with good personality development.
3. To state another advantage of personality development, – The opportunity to be able to **form a healthy rapport** with anybody of any age bracket.
4. There are several **other advantageous aspects** to having a personality development experience, like the ability to hold your own, the ability to curb temperamentalism and be an out-going and well-spoken or rather, well communicative individual.
5. There are several times, we hear of how important **effective communication** is, how it is important to have clarity in communication and so on, all this and more is achieved by a regular personality development.
6. Overall, the person gets a wonderful edge and a razor-sharp yet approachable as well as a **warm outlook to life** and people.

To achieve the over-all development and gain a real meaning of the self and self-esteem, Spiritual Intelligence is the key to unlock the enlightened state of body, mind and soul. The notion of identity has always been central to the human person's understanding of self. The question "who am I?" is fundamental to human being and this quite happened with all the protagonists of these novelists also. Answers to this question have come from a wide range of academic disciplines. Philosophers, theologians, scientists, sociologists and anthropologists have all sought to offer some insight. Spirituality is interwoven into the fabric of Indian culture. Spirituality is a way of ending alienation. Another name for spirituality in the words of Swami Vivekananda is 'Each Soul is Potentially Divine'. This awareness of the origin of self constitutes Spiritual Intelligence. Spiritual intelligence is concerned with the inner life of mind & spirit. It is the way we assign meaning and feel connected to the power of larger than ourselves. Spiritual Intelligence (SI) is *all about man's connection to his Creator*. It is his ability to (1) recognize life principles (natural and spiritual laws) and (2) build his life in accordance with these laws. In layman's term, SI is also called '**wisdom**' or the application of knowledge. Spiritual Intelligence invokes the use of reason and will. The process involves analysis and a decision. The road to a successful life depends on a

person's ability to recognize 'life principles', and to synchronize his lifestyle and decisions in accordance with these laws. Spiritual intelligence is one of the several types of intelligence that can be developed independently and contributes to psychological well being and overall healthy human development. [1]

While it is true that our world is dynamic, and businesses and human capital, in order to survive must adopt to the changes. We must, however, recognize that there are things in life that are '*permanent*'. This awareness, understanding, and knowledge allow approaching life with confidence. Spiritual intelligence is a term used to indicate a spiritual correlate to IQ (Intelligence Quotient) and EQ (Emotional Quotient). Like EQ, SQ is becoming more mainstream in scientific inquiry and philosophical/psychological discussion. In the earlier part of the twentieth century the term IQ, (Intelligent Quotient) became the measurement of rational intelligence, or "what we think." The history of the term spiritual intelligence begins with the theory of Multiple Intelligence (MI) put forth by Howard Gardener, Professor of cognition and education at the Harvard University Graduate School of Education.

Robert A. Emmons another psychologist applied Gardener's criteria of identifying intelligence and promoted SI as a distinct intelligence. Emmons in his *Psychology of Ultimate Concerns* defines spiritual intelligence as

Those who have Spiritual Intelligence: have the capacity for transcendence; have heightened consciousness; have the capacity to endow everyday activity with a sense of the sacred; use spiritual resources on practical problems; engage in virtuous behaviour (forgiveness, gratitude, humility, compassion and wisdom). [2]

Dr. Cynthia Davis defines spiritual intelligence as

Spiritual Intelligence is the ultimate way of knowing. We use it to envision unrealized possibilities and to transcend the methodical plod of life. We use it also to understand pain, to answer the basic philosophical questions about life and to find meaning both temporally and existential. [3]

Dr. Vaughan, a clinical psychologist, relates SI to mind in these words:

Spiritual Intelligence goes beyond psychological development. In addition to self-awareness, it implies awareness of our relationship to the transcendent, to each other, to the earth and all beings. Working as a psychotherapist, my impression is that Spiritual Intelligence opens the heart, illuminates the mind, and inspires the soul, connecting the individual human psyche to the underlying ground of being. Spiritual Intelligence can be developed with practice and can help a person distinguish reality from illusion. It may be expressed in any culture as love, wisdom and service...Spiritual Intelligence can also help a person discover hidden wellspring of love and joy beneath the stress and turmoil of everyday life. [4]

Zohar and Marshall bring the Eastern and Western traditions together using the symbol of the lotus. The outer petals represent Intelligence, the middle layer the emotions and the center represents the spiritual self. As we look at the lotus symbol we first see the outer petals. We become aware of "what we think" on the outer surfaces

of life. As we move inward to the middle layer our thinking is more effective when we know “what we feel.” And as we bring our thinking and feeling together we move inward to the center of the lotus and become more effective when we know “what we are.” Zohar and Marshall said that: “With spiritual intelligence we can place our actions and our lives in a wider, richer, meaning-giving context, the intelligence with which we can assess that one course of action or one life-path is more meaningful than another”. [5]

A higher level of intelligence power distinguishes human beings from other animals on this planet. It has been the favourite subject of research for psychologists. In the 20<sup>th</sup> century, they created IQ tests to define and measure intelligence power of an individual. But it proved inadequate for measuring the wide spectrum of intelligence. In the 21<sup>st</sup> century, they are saying that ultimate intelligence is Spiritual Intelligence. Neither IQ nor EQ, separately or in combination, is enough to explain to neither the full complexity of human intelligence nor the vast richness of the human soul and imagination. Computer has high IQ: they know what the rules are and can follow them without making mistakes. Animals often have EQ: they have a sense of situation they are in and know how respond appropriately. But neither computers nor animals ask why we have these rules or this situation. They work within boundaries, playing a finite game. SQ allows human being to be creative, to change the rules and alter situations. It allows us to play with the boundaries, to play an infinite game.

Emmons proposes five components for SI as follows:

1. Ability to utilize spiritual resources to solve problems,
2. Ability to enter heightened states of consciousness,
3. Ability to invest everyday activities and relationships with a sense of the sacred,
4. Capacity for transcendence of the physical and material, and
5. Capacity to be virtuous.

The role of Spiritual Intelligence on personality development and life management can be described under following headings:

## II. SELF-CONFIDENCE/AWARENESS

Spiritual Intelligence can give the world a new concept of man. According to Swami Vivekananda, man's essential nature is divine. This is, of course, is not a new idea. Centuries before the Christian era, sages in India had discovered that man in his true nature is neither the body nor the mind but the spirit which they called the ‘Atman’.

That little formula, Tat Tvam Asi – ‘That Thou Art’ of the Chandogya Upanishad, conveys the most profound truth about man, lying at the deepest level of his being. It tells man : you are not this tiny organic system, this little body with its 150 or 200 pounds of weight; there is a profound divine dimension within you beyond your physical, neurological, and psychic dimensions. That truth has to be realized by man. The truth of Tat Tvam Asi. [6]

The ego's self-esteem is fragile and unreliable, because it depends on changing circumstances at the object-pole of attention. But the soul's self-esteem is constant, secure and complete, because it depends on the native qualities of feeling-awareness itself at the subject-pole of attention, which are not modified by anything at the object-pole of attention. The native qualities of feeling-awareness itself are experienced at the subject-pole of attention in moments of presence, in the form of wisdom, compassion, integrity, joy, love, creativity, and peace. Enduring self-esteem therefore results not from building up the ego, but from experiencing the soul. As the intelligence of the soul, SQ is therefore the practice of self-esteem. Knowing what we are feeling in the moment, and using those preferences to guide our decision making is possible through Spiritual Intelligence. It helps us in having a realistic assessment of our own abilities and a well-grounded sense of self-confidence. It makes our task easy to handle our emotions so that they facilitate rather than interfere with the task at hand, being conscientious and delaying gratification to pursue goals, recovering well from emotional distress.

## 2.1 Positive Attitude

The spiritual intelligence is subjected to the concepts of thought, understanding and problem-solving issues; it also makes us to confront with real self and potential power of overwhelming the daily life's problems and pitfalls as well as making a deep understanding of our life in this regard. Since we are confronting with lots of stressful experiences in the life, the ways of overcoming these problems can some extent to prevent against these heavy pressures and problems as well.

The difficulty of the situation lies in one's own state of mind, known as 'Spiritual Intelligence'. To make something big as small or to make something small as big depends on one's state of mind. When one's state of mind is good, dealing with situations becomes easy. So even difficult situations are crossed over with great ease. Then there will be no dependency on the external situations to change the internal state of mind. That is, there will never be a reaction to external situations but there will be always stability.

## 2.2 Ability to Trust

We are familiar with placing our faith in our partner, our job, our financial position or the medical profession. Yet all of these things are changeable and often unreliable. As our true self, we have complete faith in the inherent goodness of life. We recognize that everything that occurs is part of the overall arc of goodness that is moving us all towards our highest potential. With this acceptance, we can relax and surrender to all that life offers us.

## 2.3 Self-Management

One who understands the deeper meaning of existence through their spiritual intelligence, learns from life's experiences, and finally they reconcile. This reconciliation gives optimism to their life. B.K. Shivani suggests the remedy saying:

Spiritual intelligence frees you from neediness and clinginess in your personal relationships. When you realise you already have within you what you seek from others (love, happiness, peace) you are then free to act and

interact without any 'agenda'. In effect, you act from an authenticity that desires nothing of another, but serves only to give. Paradoxically this frees both parties to 'be themselves', which is the deepest foundation for any open, healthy and harmonious relationship built on the twin spiritual values of trust and respect. [7]

## 2.4 Social-Management

Sensing what people are feeling, being able to take their perspective, and cultivating rapport and attunement with a broad diversity of people can be attained by Spiritual Intelligence only. Spiritual intelligence is the capacity to act with kindness and astuteness while keeping up inward and external peace (poise) paying respect to the condition.

## III. MOTIVATION

Most of us have learned to be motivated by extrinsic or external factors while a few have discovered that the deepest motivators are intrinsic. We can consciously use our values to motivate us. We can use our thoughts to motivate us, and we can even use memories of yesterday to motivate us today. However the deepest motivator for any human being is a clear sense of meaning and purpose. This can only arise when we know who we are, where we are and what we have at the deepest level. This is where emotional intelligence flows into spiritual intelligence. Only in this state of self-awareness are we able to discern the true meaning of things or events or circumstances and only then are we able to see our purpose.

Using our deepest preferences to move and guide us toward our goals, to help us take initiative and strive to improve, and to persevere in the face of setbacks and frustrations. To do what is needed takes courage. But developing spiritual intelligence is a requirement if we want to access the highest stages of adult development and become truly mature leaders—leaders ready for the challenges we face.

Vivekananda liked to preach with thunder the great truth –‘That Thou Art’. And he did only that. That is the final truth. Infinite strength, infinite purity, infinite knowledge, and infinite joy – all are within man himself.

Never think there is anything impossible for the soul. It is the greatest heresy to think so. If there is sin this is the only sin – to say that you are weak, or others are weak. [8]

## IV. RELATIONSHIP SKILLS

Those individuals with spiritual intelligence awareness reveal the following features and indications: **flexibility** (the individual's self-flexibility and ability to see the world realistically as a place of diversity and variety; also refers to the person's ability to interact, understand, and adapt to developments and innovation), **self-awareness** (examination of the inner self helps to comprehend one's true identity), the ability to face and learn from failure and fears, the ability to examine the relationships between different things and think collectively, and the ability to work. It helps in handling emotions in relationships well and accurately reading social situations and

networks, interacting smoothly, using these skills to persuade and lead, negotiate and settle disputes, for cooperation and teamwork.

It increases social adaptability. People with conscientiousness personalities are organized, plan ahead, and exhibit impulse control. Spiritual Intelligence provides an insight to see people not different from us and hence improves our agreeability with others and avoids ego-clashes which can be a barrier to successful communication. It measures how compatible people are with other people, or how able they are to get along with others. It is a tendency to be pleasant and accommodating in social situations reflecting individual differences in concern for cooperation and social harmony. Agreeable traits include empathy, consideration, friendliness, generosity, and helpfulness, as well as an optimistic view of human nature. Agreeable persons tend to believe that most people are honest, decent, and trustworthy, and are less likely to suffer from social rejection.

## V. LEADERSHIP

In a complex world filled with some difficult life conditions, who is best prepared to lead? Whether we are talking about an organization, a country or just inspiring the people around us, it is the leader at the highest stages of adult development who is best prepared to cope effectively with the life conditions we face. It is the Yellow/Turquoise (Strategist, Magician, Ironist) leader who will be able to navigate the difficult times, to encourage and inspire others, to speak so they can be heard, and to stay peaceful in the midst of it all. These people will have spiritual intelligence – since the skills of spiritual intelligence are intricately linked to the higher stages of development. Such leaders will be able to act with love (Wisdom and Compassion). Mature leadership, high SQ leadership, is not about warm and fuzzy feelings. It is deep compassion manifesting in wise action. It is a profound personal integrity—an alignment with purpose and values. The high SQ leader understands the natural emergent processes at play and can work with them for the best outcomes, all while he/she stays focused on the big picture—remaining untriggered by old egoic reactions.

We need to give people the vocabulary (ego self and Higher Self) and then the skills to allow them to grow and then transcend the ego, eventually transcending even language itself as these emerging leaders come into direct knowing beyond language of the nature of what is. We should master our Spiritual Intelligence in order to become ‘spiritually intelligent leaders in our own lives’. Spiritual intelligence is our deep inner wisdom, the knowledge and insight that lies within us, guiding us and always aligning us with our highest good and greatest joy.

## VI. CONCLUSION

Many researches have been done on relationship between Spiritual Intelligence and its impact on personality development. Personality development plays a vital role when it comes to manage the things around us whether it is personal, professional or social management. Normally, we consider ourselves as physical body or a body-mind complex. It is extremely difficult to consider oneself as a conscious soul free from body and mind i.e. *Aham Brahmasmi* and free from the five coverings or three bodies. When the state of mind is good and powerful, every person is able to easily win over all obstacles. Otherwise, the situation takes hold of the internal

state of the mind and one find himself bound by the situation. For the good and advancement of humankind, men and women can build up a supportive value system and reciprocate care and nurturing as Swami Vivekananda laid the greatest stress, in his message, on the divinity of man because he knew men are divine, and since truth liberates, the only way to be free is to perceive the truth of one's divinity. Secondly, we tend to think and act according to our concept of ourselves. This has profound practical, psychological and social implications. The concepts of man as a sexual, economic, tool-making or social animal may be useful to individual or society to a certain extent, but they are restrictive. If we consider ourselves sexual animals as Freud wants us to believe, sexual shall we become. If we believe we are economically driven machines, we shall run after money. If we think we are social animals, we shall become slaves of society. But if we consider ourselves ever free, blissful divinities, we shall enjoy freedom and bliss.

Hence from the above discussions we can say that SI can be applied in day to day life by simply practicing these principles:

1. Developing refined awareness and self-knowledge resulting in the rise of consciousness. The state of mindfulness can be achieved from knowing self and living consciously with clear intention and mindful, embodied awareness and presence.
2. Living a graceful life in alignment with the sacred, manifesting love for, and trust in life. Living in alignment with the divine, a universal life force, nature, or one's true essential nature is the sacred form. Love of life can be availed from reverence and cherishing of life based on gratitude, beauty, vitality, and joy. By trust we mean, hopeful or optimistic outlook based on faith or trust.
3. Experiencing significance in daily activities through a sense of purpose and a call for service, including in the face of pain and suffering. Thus pursue the meaning of life.
4. Going beyond the separate egoic self into an interconnected wholeness creating transcendence.
5. Receiving the truth of living in open acceptance, curiosity, and love for all creation. It imbibes acceptance forgiveness, embrace, and love, including the negative and shadow. Opening heart and mind, open curiosity, including open respect for the wisdom of multiple traditions can also help.
6. By practicing serenity, that is peaceful surrender to Self (Truth, God, Absolute, True nature).
7. Peacefulness. centered, equanimity, self-acceptance, self-compassion, and inner-wholeness.
8. Egoless-ness. Letting go of persona to maintain humble receptivity, surrendering, and allowing what wants and needs to happen.
9. Directing towards inner-self. Inner-freedom aligned in responsible wise action.
10. Freedom. Liberation from conditioning, attachments and fears, manifesting courage, creativity, and playfulness.
11. Discernment. Wisdom to know the truth using an inner-compass (conscience).
12. Integrity. Being/acting authentically, responsibly, and with alignment to one's values.

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A higher SQ will render positive attitude which can resolve any problem and lead to a successful life management. The barriers to communicate will be automatically vanished and will result in better communication.

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