

The Efficacy of Integrating Faith at Work: How Emotional Intelligence and Spiritual Intelligence Can Transform the Business World

Emotional Intelligence

In order to fully understand how we operate in the professional world it is worthy of our time to explore the efficacy of fine-tuning our Emotional Intelligence (EQ) as illuminated by earlier studies of multiple intelligences (Gardner, 1993). Goleman (2011) advanced this work developing the Goleman Model, which established the four phases of the *Emotional Intelligence Framework*. In its simplest terms, EQ represents the dynamic interplay between intrapersonal (*self-awareness*) with the interpersonal (*social awareness*), where understanding "self" heightens their capacity to interact more effectively with others. This model is valuable in that it portrays emotional intelligence as a centering dynamic.

These domains have a profound effect of how we manage our thoughts and how they coalesce with our problem solving in the real world. The first two pertain to personal competence and the latter two to social competence. How we navigate and manage fear as we cope in the work environment requires a compass that serves as a subjective driver governing how we manage others at the leadership level especially when stress is present (Mayer et al., 2004).

Spiritual Intelligence

Spiritual Intelligence (SQ), by contrast, represents an acuity that is existential and is rooted in a spiritual self-understanding of how we treat others. If EQ has a centering dynamic, then SQ personifies operational behavior governed by a moral compass. SQ reflects "the ability to behave with wisdom and compassion while maintaining inner and outer peace regardless of the situation" (Wigglesworth, 2014a, p. 6).

Integrating EQ and SQ in the Workplace

EQ and SQ can serve as guideposts for leaders who seek to influence organizational goals and strategies as servant leaders (Goleman, 2011). Using self-reflection as a centering agent, servant leaders can project an authentic presence and be more fully understand the company's strategic mission (Wigglesworth, 2014). Mission driven insight allows for manifesting a vision towards collectively achieving goals in alignment with enterprise philosophies that are in tune with their moral compass. This offers an integrative process that is connected from both an EQ awareness, but connected with a deeper SQ awareness that trickles down from the top influencing the entire organization.

If goals and strategies are shaped by leadership, then the ability of leaders to actualize goals and stumbling blocks, and then envision how to align those within their team is emerging as an indispensable skill (Cherniss et al., 1998). This articulation of servant leadership heightens and understanding a deeper of understanding of leader strengths and weaknesses is not exclusive to their EQ and SQ, but by integrating them allows for greater employee engagement on an emotional as well as intellectual level, instilling a sense that they are contributing to that mission, are valued and belong to their organization. These are essential contributing factors that allow workers to perceive they are making a difference. Finally, when servant leaders integrate EQ and SQ their team realizes that profits are weighed against strategic goals and that achieving

corporate mission driven endeavors stand as moral imperatives and the guiding principles of that organization (Colossians 3:23). When this occurs, the team flourishes and purpose ensue.

References

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