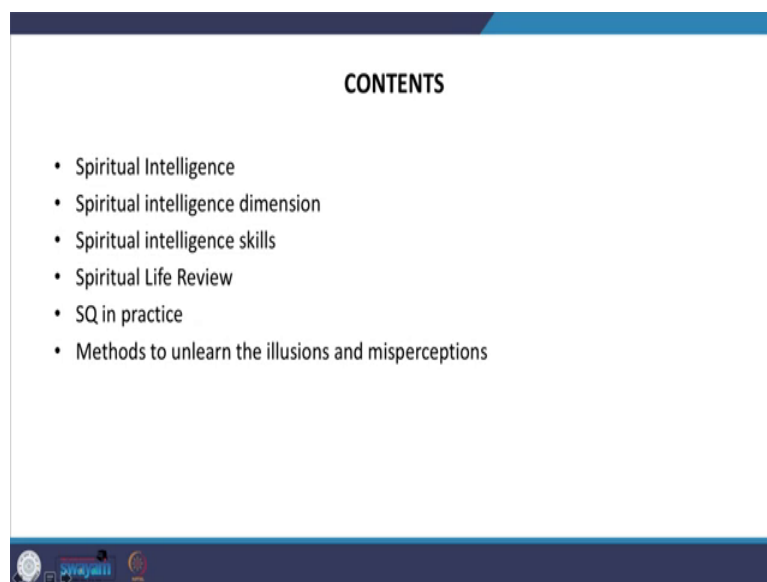


Managerial Skills for Interpersonal Dynamics
Professor Santosh Rangnekar
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Indian Institute of Technology, Roorkee
Lecture 31: Spiritual Intelligence - II

So last time, last session I have discussed about these some definitions of the spiritualism. And I have talked about that is circumstances that are the how the circumstances and they are foreseeing an individual to making that particular behavior and then behave in that particular manner.

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So in the spiritual intelligence part two, I will like discuss the remaining part of the spiritual intelligence, spiritual intelligence dimension, spiritual intelligence skills, spiritual life review. Then there is how the spiritual quotient is in practice, methods to unlearn the illusions and the misperceptions. So therefore, if you go through the contents you will find that is we are slowly and slowly progressing towards from the concept and definitions to the misperceptions and clarifying the misperceptions and developing the spiritual quotient in the practice.

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So here as I mentioned in the my last session, that is whenever we are talking about the ancient literature of India and the current academic research, then we want to connect, then we will find that is the in ancient literature, in addition to the wisdom, it has talked about the means of wisdom is the spirituality.

To be spiritual, to face your own soul, talk to your own soul, and then connect with your own soul internalization and then to the outside world and therefore, in that case when we talk about the spiritual intelligence on basis of the literature, so it is not the wisdom, it is not the only the IQ. So therefore, it is important that is the whenever we are talking about this particular intelligence system and brain and that is the left brain is there.

So when we talk about the left brain and that left brain and that is, then we talk about the right side brain and the right side brain is EQ. And then we will talk about the SQ. So when normally we work on the left hand side of the brain and right hand side of the brain, but when we are talking about the spiritual intelligence, then we talk about the whole brain. This division from the left brain, right brain and to convert into the whole brain functioning, then this particular concept and that will lead towards the spiritual quotient.

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EXPLORING CONCEPTS		
CAPITAL	INTELLIGENCE	FUNCTION
MATERIAL CAPITAL	IQ: Rational Intelligence	What I think
SOCIAL CAPITAL	EQ: Emotional Intelligence	What I feel
SPIRITUAL CAPITAL	SQ: Spiritual Intelligence	What I am

So in the exploring the concepts, this capital intelligence and function, we will find that is the how a normal human being is connected, normal human being is connected with the IQ and that is the material capital. And in the material capital, intelligence will be the, that is rational intelligence is there. In the rational intelligence, we will find that what I think and in that case you will find that is the, this left hand side brain which is talking about, as I talked in the last slide that is this IQ and left brain.

And therefore, it is always focusing what I think but when we talk about the social capital and social capital which is the intelligence in the social capital is because now we are talking about the interpersonal dynamics and then we talk about emotional intelligence and then emotional intelligence talks about that is what I feel. So from your brain, that is your thinking to feeling, and that thinking to feeling, means you, that is the, this sign is the plus, that is addition. So we think, we feel and then we talk about the spiritual capital.

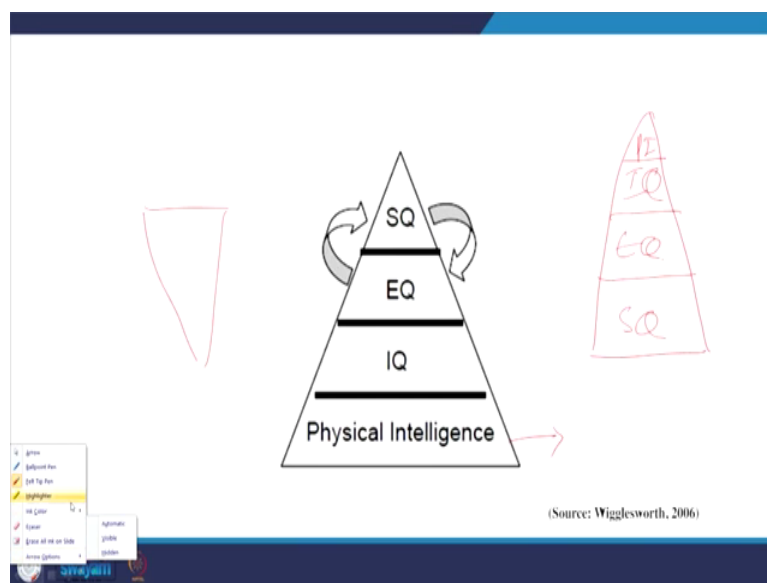
And in spiritual capital, we talk about the spiritual intelligence. In the spiritual intelligence, we talk about what I am and here it is, it comes our topic, becomes the core contribution is that, that is the it is not only what I think, it is not only what I feel but it is the what I am. Why I am on this earth? What purpose of life is? I will also talk about in my further sessions the meaning of life.

When an individual search for the meaning of life and that time he talks about what I am. Why this body is given to me? Why this, what the soul is searching? Who am I? What is the bigger soul, bigger soul's message to me and that normally the message is to serve, serve the

other humankind, to serve the society, to serve the nature. And therefore, in that case in Indian philosophy you will find that rivers, rivers are treated as mother, sun is treated as God, moon is treated as God. So that type means your soul you are connecting to the nature and developing a relationship with the nature.

And that particular type of feeling that is making the spiritual capital. So a normal human being will definitely talk about the material capital, that is rational intelligence and that what I think. But when we talk about the social capital then that is the emotional intelligence is there. And this emotional intelligence is that is what I feel. And the spiritual capital is that is the spiritual intelligence that is what I am.

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If you represent it into a pyramid and then you will find that how this pyramid works. And the pyramid at the bottom is the physical intelligence. Many times we give the maximum importance to the physical intelligence. So, I will not be surprised that some of us will be having the pyramid. In the pyramid, we will have physical intelligence at the top. For them the whole priority is of the materialistic values. The whole priority is that is the, how to make the wealth, how to make the materialistic success because the definition for success for them is more money, more power.

However, the Lord Krishna has mentioned that the biggest power is the knowledge that is “Gyanmev Shakti.” “Gyanmev Shakti” means the ultimate power, amongst the power there are different power, so the people are busy in muscle power, people are busy in money, in wealth and or the positioning power. But all are temporary. Which power is permanent? That

is “Gyanmev Shakti.” Knowledge is power and that knowledge, power of knowledge that will be always remaining with you.

This money, muscle, position, it will keep on coming and keep on going. What will be always remain with you is your knowledge. And therefore, here we have to talk about that particular wisdom but knowledge of what? To serve the others. But some people they are more busy in making their wisdom to use the materialistic power. Then with the five dimensions, self-awareness, knowing oneself, self-regulation, motivation, empathy and socialization. Then they go for the EQ.

And very few, they go for the then SQ. So it will be like this, this particular. So dear friends, what is important is that is we have to focus, we have to focus more on this particular concept that is the yes, because we are human beings, so physical intelligence but please do not misunderstand that if the whole body, whole soul or the whole life or whole human being, he cannot be separated from the one quotient to the another quotient. Every quotient is to be there but the umbrella of spirituality quotient, spiritual quotient that should be at the top.

And therefore, as I talked about the definition of spirituality, so in the definition of spirituality, it was, what it was? It was the love, compassion and then wisdom. So therefore, this particular diagram, it talks about that particular mentions. For the beginning of the spiritualism what is required is mindfulness and in the mindfulness that is the knowing self and living consciously with clear intention and mindful.

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A presentation slide with a blue header and footer. The title is "SPIRITUAL INTELLIGENCE DIMENSION". Below the title is a numbered list item: "1. Consciousness: Developed refined awareness and self-knowledge." Under this item are three bullet points: "Mindfulness: knowing self and living consciously with clear intention and mindful, embodied awareness and presence.", "Trans-rational knowing: transcending rationality through synthesis of paradoxes and using various states/modes of consciousness e.g. meditation, prayer, silence, intuition, dreams.", and "Practice: Using a variety of practices to develop and refine consciousness or spiritual qualities." The footer contains a small blue circle, a logo, and the text "swayam".

SPIRITUAL INTELLIGENCE DIMENSION

- 1. Consciousness: Developed refined awareness and self-knowledge.**
 - Mindfulness: knowing self and living consciously with clear intention and mindful, embodied awareness and presence.
 - Trans-rational knowing: transcending rationality through synthesis of paradoxes and using various states/modes of consciousness e.g. meditation, prayer, silence, intuition, dreams.
 - Practice: Using a variety of practices to develop and refine consciousness or spiritual qualities.

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Embedded awareness and presence. Have you interacted, communicated with yourself? From your busy schedule have you ever tried to know yourself? Who am I? Why I am here? What is the purpose? It is just a routine life. It is from child to adolescent, adolescent to the adult, adult to young, young to becoming the middle-aged, middle-aged to old person and then die. Or there are values attached right from the childhood to the departure.

And therefore, in that case knowing self and living consciously with clear intention, the purpose of life, whatever is my intention to do and then it is my mindful, so please do not separate your wisdom with your spirituality. Rather your wisdom is an instrument, an instrument to achieve your spiritualism and making your awareness, awareness not of the surrounding and physical existence but also awareness about that single soul, single source you can say.

And the presence that is the what the purpose of the presence is. Trans-rational knowing, trans-rational knowing means transcending rationally through synthesis of paradoxes and various states or mode of consciousness. I have given the example in spiritual intelligence lecture one that is whenever we are talking about the yoga and that particular yoga and consciousness that is creating the meditation.

So meditation that serve the purpose, meditation that leads to communicate yourself, to connect yourself with that ultimate soul, to that ultimate nature. It gets that introspection to know yourself that mindfulness, so meditation with the mindfulness and then you go for the prayer. Prayer for what? Prayer for the global village. You go for this understanding that is this particular prayer, everyone “Sarve bhavantu sukhinam, sarve santu niramaya.” So therefore, when we talk about every living, every creature on this earth, let be everybody happy.

And therefore, that is the prayer. Give a prayer and with the request to God that is the ultimately make everybody happy. Whoever is on this earth, let them be happy and therefore, that is making give this particular prayer. You must have noticed that is in this concept of spiritualism, I am interacting with you with the very in calm, cool, and sensitizing way because when we talk about the spiritualism, spiritualism is in the next point, that is into the silence.

So when we talk about the silence then we talk about the prayer and therefore that particular prayer that is becoming the in connecting yourself with the God in silence. And when we talk

about the sixth sense, that is intuition, we develop the intuition that is at workplace suppose you want to know any example and that is if I will take this decision, what will be the consequences? An intelligent manager will not have the only rational decision making system, but when he will reach to the conclusion with the rational decision making system, ultimately he will keep on corner for the intuition.

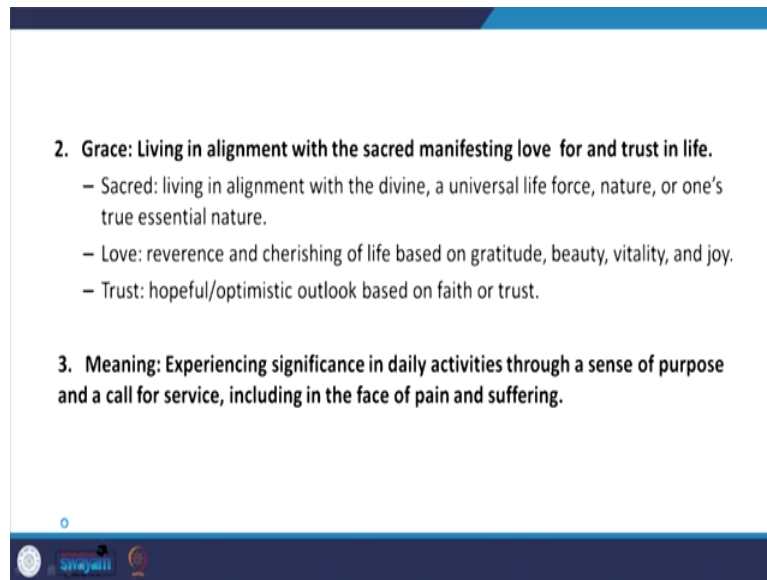
And that particular intuition that will lead to the success of a decision making process, because you are connecting, you are connecting with the sixth sense in the silence, in the prayer, in the meditation. You yourself are connecting with the future. When we talk about the dreams, so unconscious mind of human being and that is getting sensitized, and therefore you will find that there is a science for the intuition, sixth sense.

And that will make you the trans-rational knowing, that is knowing from trans-rational from the one phase to the another phase. It is mindfulness that we will be talking about. After making these all consciousness, develop refined awareness and self-knowledge, it becomes the practice. Using a variety of practices to develop and refine consciousness or the spiritual qualities. So, those spiritual qualities that we have to practice.

Why? What we have committed ourselves during the meditation, whatever we have talked about ourselves, in that silence, that communication in silence is to be practiced. And if you are able to practice that silence making the best use of that silence, making that connecting to the to that particular source, that is the vertical. In the last session I have talked about the vertical connect. And in that vertical connect, if you are able to make the vertical connect through meditation, through prayer, through silence, through intuitions, or in the dreams.

And then you practice it again and again, they will not be surprised that your intuition level will increase and your decision making will be the much stronger. So we should try to develop and refine awareness and self-knowledge that is about the, that was the first dimension of the spiritual intelligence.

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The next dimension in spiritual intelligence is the grace, living in alignment with the sacred manifesting love for and trust in life. The purpose of life whenever we are talking about that sacred manifesting love, I have also discussed with you in my last session that is about the trust, forgiveness, happiness. You can connect here that particular knowledge. That is the how that manifesting love for and trust in life that is becoming the another dimension of the spiritualism, spiritual intelligence.

So when we talk about the sacred, living in alignment with the divine, exploring the divine, understanding the divine, connecting the divine, a universal life force or nature, or one's true essential nature, sometimes the divine is not outside. Divine is in your soul because your soul is the part of divine. It is the universal life source. And that universal life force is within yourself. Then why to haste? Why to distrust? Why fear? Why pain?

It has to be the joy, happiness, trust, hope, optimism and then you will find your one's own true essential nature. Human being's nature is very beautiful. But when you are connecting the spiritual with the materialistic and with the wisdom IQ and if it is not done properly, and there is a mismatch in the combination of that pyramid of the physical intelligence, then IQ, then EQ and then SQ, then it will be very difficult.

Not impossible. Nothing is impossible. But there will be more pain to know yourself because if you are not having the value of trust and love in your life, the third dimension in spiritualism is the meaning. It is a wonderful concept, wonderful. We are so busy in doing that even do not notice why we are doing so. Whole focus is on the materialistic

achievements, why I am serving others? I am serving others, I am creating the teambuilding so that I can get promotion.

Is it the real spiritualism? Is it the real message by that divine to you? That is the you serve the others so that you can achieve materialistic values. I am sure your answer is no. And therefore, we have to find out experiencing significance in daily activities through a sense of purpose and a call for service. Mother Teresa, Mahatma Gandhi, Nelson Mandela, the purpose of life to serve, the service. Servant leadership. The Indian Prime Minister says, "I am Pradhan Sevak."

And therefore, my duty is to serve. This position is not to enjoy, this position is given by God to me, by divine, that nature to me to serve this nation and to grow. So, therefore, a sense of purpose in the call for service, that is the, that we have to understand that spiritualism. This is including in the phase of pain and suffering.

Dear friend, do not do business. It is not the business that is if I will serve, I will not have the pains and the sufferings. You cannot keep yourself away from that physical existence and when there is a physical existence and there is an emotional connect, so pain and suffering is a part of our physical existence and emotional connect. So, if we exist, with us the pain and suffering will also exist. So, it is not the give and take. That is if I will serve, so I will free from the pain and sufferings because you are having the physical body, you are having the mind.

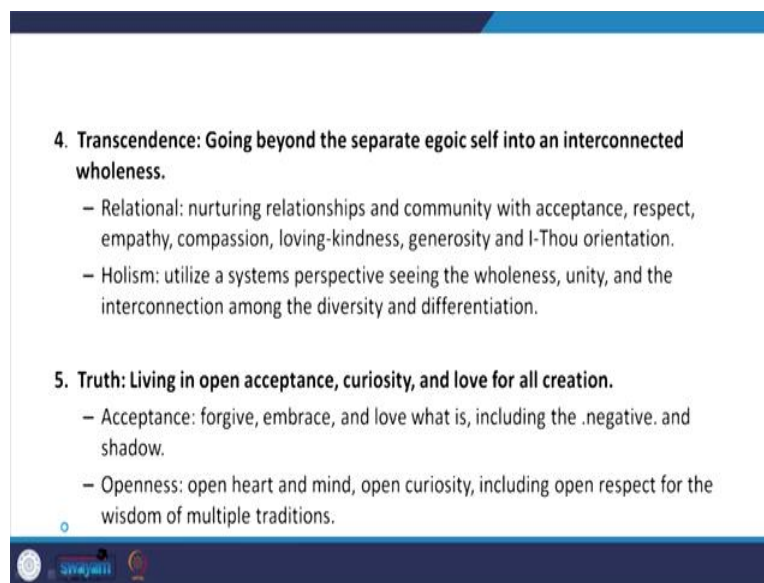
And therefore, this body and mind, the pain and sufferings are they are connected. But in your journey to achieve the goal, to serve the others and carrying the message of the divine, that pain and suffering will have no values for you. It will be part of your lifestyle. And therefore, in that case that meaning, once you find the meaning of your life and then there is a lot of the exertions, exercises, physical pain, mind is suffering, because I will be talking with you the expectations, and return on investment of the emotions.

And balance sheet may be negative. And our whole focus is on the balance sheet, that is if I serve you and then in that case I want prasada, I want rewards and if there are no rewards, then I will curse you because I have served you. But have I served you to get that rewards? Then that was not the right meaning. But I wanted to serve you that is why I served you. But against that if you give me the pain and sufferings, it is your choice. But I will continue to

serve you because my meaning and purpose of life is to serve. Servant leadership. I never work, I never serve to get the rewards.

Rewards have no meaning. Rewards are the byproducts. I serve to satisfy myself and connect myself to the divine. No materialistic values. So therefore, in that case these dimensions, like we have talked about the develop and refine awareness and self-knowledge, living in alignment with the sacred manifesting love for trust in life. And the meaning of life: experience a significance in daily activities through a sense of purpose and call for service and including in the phase of pain and sufferings.

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4. Transcendence: Going beyond the separate egoic self into an interconnected wholeness.

- Relational: nurturing relationships and community with acceptance, respect, empathy, compassion, loving-kindness, generosity and I-Thou orientation.
- Holism: utilize a systems perspective seeing the wholeness, unity, and the interconnection among the diversity and differentiation.

5. Truth: Living in open acceptance, curiosity, and love for all creation.

- Acceptance: forgive, embrace, and love what is, including the .negative. and shadow.
- Openness: open heart and mind, open curiosity, including open respect for the wisdom of multiple traditions.

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When we are talking about the next dimension that is the transcendence that is going beyond the separate egoic self into an interconnected wholeness. So ego, ego is really, ego is the self-killing instrument. If you have the ego, then that is yourself, you are killing yourself, not physically but spiritually. And then going beyond a separate egoist self into an interconnected wholeness and that interconnected wholeness that will be relational, nurturing relationships and community with acceptance, respect, empathy, compassion, loving-kindness, generosity and I-Thou orientation.

Then another one is the holism. Utilize a systems perspective seeing the wholeness, unity and the interconnecting among the diversity and differentiation. So when we talk the culture of India is unity in diversity and therefore in that case it is the spiritualism, it is the value system among the citizens of India, among the diversity and differentiation and they are united. It is

not the division. It is the unionism. It is making the one and it is a citizen, citizen of this nation, citizen of this country.

Then last one in this session I would like to talk about the truth: living in open acceptance, curiosity, and love for all creation. When we accept somebody, we accept with the all good and bad, all its devilness. So therefore we forgive, we embrace and love what is including the negative and shadow. And when we talk about if the truth that openness, open heart and mind, open curiosity including the open respect for the wisdom of multiple traditions.

Respect for all, unity cannot come unless and until you respect for all. Dear friends, whether we are at the workplace or in our personal life when we talk about the truth, people talk about that is the truth, what is the truth, coming to the reality and what is the reality? Reality is the acceptance and openness. Reality is the forgive, embrace and love. Reality is the respect for all that is the truth of life.

That is the meaning of life and that is the purpose of life. So therefore, when we talk about the developing the spiritualism, we have to develop the truth with the forgiveness, embrace, love and respect and wisdom. So, I will end my session here and then continue further in my next session, the Spiritual-III. Thank you.