

Impact of Spiritual Intelligence on Teacher's Personality and Performance

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ABSTRACT: The main purpose of this study is to analyse the spirituality at work place and to discover how spirituality enhance the performance of educators and institutional effectiveness. Researcher studies spirituality in detail to understand how spirituality benefit teachers and supports institutional performance while enhancing jobsatisfaction. This paper explained aspects of probable welfare and requirements of carrying spirituality into the workplace and providing suggestions for teachers to incorporate spirituality in institutions positively.

I. INTRODUCTION

Spirituality is derived from word "Spirit" which is "pure self" beyond the body. It is one's consciousness, conscience, thinking and feeling part of existence, sensitivity, motivation, and divinity. Spirituality encompasses humanistic qualities such as love, compassion, patience, tolerance, forgiveness, sacrifice, contentment, responsibility, harmony, and a concern for other's values, beliefs, self-esteem, consciousness and energy. Spirituality is an experience, a sense of inter-connectedness between self and the higher power. These fundamental beliefs about reality constitute an integrated foundation upon which individuals or groups view the world. Our values, qualities, motivations, and actions derive from our spirituality. Spiritual formation, a goal of which is self-awareness and movement toward authenticity, is an on-going journey. Spirituality exists in the heart and mind of men and women everywhere, within religious traditions and independent of traditions.

Intelligence as that makes us whole, that gives us integrity. It is the soul's intelligence, the intelligence of the deep self. It is the intelligence with which we ask fundamental questions and with which we reframe our answers. Emmons (2000) enumerated the adaptive use of spiritual information to facilitate everyday problem

solving and goal attainment as spiritual intelligence and gave five core characteristics of Spiritual intelligence.

- The capacity to transcend the physical material
- The ability to experience heightened states of consciousness
- The ability to sanctify everyday experiences
- The ability to utilize spiritual resources to solve problems
- The capacity to be virtuous

In recent years, spiritual intelligence has become an important part of our lives as well as workplace. Spirituality is considered as one of the key factors for the success of the educational organizations and ultimately for the professional life of the teacher. The spiritual perspective is causing shift in the workplace values promoting cooperation rather than fear at the workplace.

In the 21st century there are three main explosions; population explosion, explosion of knowledge and lastly the explosion of aspirations. So, it has become very difficult for us to exist and live our life successfully. Especially, today's teacher are getting very much affected due to these changes and are facing much higher levels of stress.

Cognitive Intelligence

Cognitive intelligence is the intellectual ability to reason, having the logic, to read, analyse, prioritize and write. For doing these, our brain uses the neo cortex and does not use the emotional centre of the brain.

Emotional Intelligence

According to Slovic & Mayer (1990), Emotional intelligence is a type of social intelligence that involves the ability to monitor one's own emotions, to discriminate among them and to use the information to guide one's thinking and actions.

According to Goleman (2003) research for success at the highest levels, in leadership positions, emotional competence accounts for virtually the entire advantage. As we know, it's not the smartest people that are the most successful or the most fulfilled in life. We probably know that people who are academically brilliant and yet are socially inept and unsuccessful at work or in their personal relationships. Intellectual intelligence or IQ isn't enough on its own to be successful in life. IQ can help us get into college but it's EQ that will help us manage the stress and emotions of life.

Spiritual Intelligence

Although the notion of spiritual intelligence is relatively recent, the concept draws heavily on important work on spirituality in the fields of psychology, neurology and philosophy particularly that associated with Eastern mysticism and indigenous beliefs. There are some psychological theories relevant to spiritual intelligence include Maslow's (1968) theory on self-actualisation, which emphasised values such as justice, beauty, truth, wholeness, and uniqueness; Carl Rogers's (1980) humanist psychology that emphasised the centrality of the individual's innate drive to become a better person through values such as openness, caring for others, and desire for wholeness of life, body, mind and spirit. According to Emmons (2000), the adaptive use of spiritual information to facilitate everyday problem solving and goal attainment is known as spiritual intelligence.

The five components of spiritual intelligence among teachers are as follows:

- I. The capacity to transcend the physical and material.
- II. The ability to experience heightened states of consciousness.
- III. The ability to sanctify everyday experience.
- IV. The ability to utilize spiritual resources to solve problems.
- V. The capacity to be virtuous.

Spiritual intelligence is the set of abilities that individuals use to apply, manifest and embody spiritual resources, values and qualities in different ways that enhances their daily functioning and well-being. On the analysis of these five components, Wigglesworth (2002) has developed twenty one detailed skills of spiritual intelligence. Spiritual Intelligence puts our individual lives in larger context. It provides meaning and purpose in life and allows us to create new possibilities. Spiritual intelligence allows us to utilize our IQ and EQ in a

unified way to express our gifts in the world that is not only better for our life but all beings. Only SQ is capable of thinking beyond the known to link a brand new thought or see a higher truth in a situation. Thus we can say that spiritual intelligence refers to the skills, abilities and behaviours required to develop and maintain a relationship to the ultimate source of all being and succeed in the search of meaning in life.

Spiritual Intelligence among teachers involves:

- **Self-Awareness**- Knowing oneself and one's connection with the entire universe.
- **Vision and Values Led or Idealism**- Children logically desire to serve with vision. Humanity is defined by one's vision and values.
- **The Capacity to Face and use Adversity**- Mistakes and adversity are to be admitted. Learning is gained through pains and misfortune.
- **To be Holistic**- Perceiving the relevance of things. It upholds awareness and openness in everything.
- **Diversity**- To succeed in embracing hardships. Ability in seeing and appreciating gifts of oneself from others.
- **Field Independence (Courage)**- A psychology term that signifies bravery to adjust and to be self-reliant.
- **The Ability to Re-Frame**- Setting things in a considerable sense of perspective.
- **Spontaneity**- It is rooted from a Latin terminology as response and reliability. It is suitably "sympathetic" to the environment and unaccustomed by fear.

Indicators of Spiritual Intelligence teachers

- The capacity to be flexible.
- A high degree of self-awareness.
- Capacity to use and face suffering.
- Capacity to face and transcend pain.
- The quality of being inspired by value and vision.
- Capacity to inspire other reluctance to cause unnecessary harm.
- Tendency to see the connections between diverse things (being holistic).

Benefits of Spiritual intelligence

Spiritual intelligence enables us to choose the 'right thing to do', whether it is the right thing for ourselves, or for a group, or situation. We have the ability to weigh many factors in deciphering a decision. We use our spiritual intelligence to

wrestle with problems of good and evil, problems of life and death. Other benefits are like to:

- Feel greater fulfilment.
- Find deeper meaning and purpose.
- Turn negative into positive thoughts and emotions.
- Employ full resources and be your best in any situation.
- Wisdom, compassion, integrity, joy, love, creativity and peace.
- Help others and to improve society by using a higher dimension of your intelligence.

Significance of Spiritual Intelligence

Every person has spiritual power, means everybody is full of spirituality naturally. Due to this, he or she entangles in his or her basic questions of life. For example; who am I? What is the motive behind being on earth for me? Why this happened to me? why am I not happy?, What am I doing for the happiness of people attached to me? etc. and also tries to find out the answers of these questions. IQ and EQ are incapable in answering these questions. In this way, the spiritual intelligence is the adaptive use of spiritual information to facilitate problem solving and goal attainment. Generally it is found that all the people are not equally spiritually intelligent. Some of them possess high spiritual intelligence and some of them possess low spiritual intelligence because there are some external factors that affect the spiritual intelligence of an individual.

II. CONCLUSION

The present need in every society and in every organization is of individuals who are spiritually intelligent i.e. having the ability to behave with wisdom and compassion while maintaining inner and outer peace regardless of the circumstances. The spiritual intelligence increased life satisfaction of teachers may, reduce absenteeism, and serve to increase work motivation and in turn influence the educational system.

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