Nurturing Spirituality, and Spiritual Intelligence: A Vital Aspect for Healthcare Professionals in the Current Scenario

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Abstract

The subject of this paper centers on spirituality as a component of a comprehensive theory of intelligence and the study of human potential. The ability to comprehend the world and oneself via a God-centered perspective and modify one's life appropriately is considered spiritual intelligence. All other abilities are shaped and guided by this fundamental skill. Several characteristics of spiritual intelligence, including faith, humility, gratitude, integrative ability, emotional regulation skills, morality, and the capacity for moral conduct, forgiveness, and love, are depicted in a non-inclusive manner based on the firsthand accounts of well-known spiritual writers and laypeople. Spiritual intelligence is considered developmental, developed via the accumulation of discrete experiences, and manifesting in progressively more ways in an individual's life. Healthcare personnel often face changing work environments, highlighting their dynamic and unpredictable nature. The healthcare workforce has become more diversified in terms of nationality and age. Thanks to globalization, people are more mobile, and the world has no borders. Hospital professionals must be more dedicated and have more harmonious working relationships. The ability to use, manifest, and embody spiritual resources, ideals, and attributes in ways that improve one's everyday functioning and overall well-being is known as spiritual intelligence. Healthcare personnel will have a more favorable work environment with the aid of spiritual intelligence. Greater patient satisfaction and increased productivity are correlated with an improved work environment.

Keywords: Spirituality, Spiritual Intelligence, Healthcare Professionals, Faith, Work Environment, Forgiveness, Work-Life Balance, Work-Life Fusion

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Introduction

Human resource issues are becoming more and more prevalent in the healthcare industry. Healthcare organizations, to which healthcare professionals belong, are not factories; instead, to support a specific type of service, they need a different set of human resources practices and processes than those found in an industrial management model. A wide range of issues, including rising job demands because of the introduction of advanced technologies and growing patient satisfaction concerns, beset healthcare settings. As a result, medical personnel are concentrating on patient care. (Keeton *et al*., 2007). Throughout their lives, healthcare workers serve the public. Hence, they are professionals whose contribution to all aspects of hospital healthcare cannot be understated. Interacting with patients is the primary responsibility of healthcare providers. It takes

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even longer than when doctors and other medical professionals deal with the patient. Sixty to seventy percent of the hospital's human resources regularly deal with patients. (Commer Soc Sci *et al*., 2017)Pakistan. The collected data was analyzed using structural equation modeling (SEM. This would introduce medical practitioners to a crucial aspect of healthcare that plays a significant role in establishing the standard of hospital

services. All individuals possess innate spiritual abilities that imbue life with significance and intent. Based on Gardner's definition of intelligence as the capacity to solve problems or produce goods that are valued in one or more cultural contexts, Emmons (2000) suggested that spirituality should be considered a component of intelligence since it provides abilities that help people achieve their goals and predict how they will function. (Shirzadi *et al.*, 2121)support, passion, warmth, attention, love, and intimacy between couples (husband & wife. It is possible to argue that Spiritual Intelligence, taken as a whole, influences how well people do at work. In this study, the term "spiritual intelligence" refers to the capacity of individuals to regulate their thoughts and behaviors according to their beliefs about ultimate authority. It also involves practicing behavioral control to maintain emotional equilibrium and a pure heart. The current research aims to add to the body of knowledge about the connection between spiritual intelligence and productivity at work.

Healthcare professionals are more critical than treating physical illnesses in the constantly changing healthcare field. The importance of spiritual intelligence in healthcare is becoming increasingly apparent as our understanding of holistic well-being expands. The present situation, characterized by extraordinary difficulties like the COVID-19 pandemic, has highlighted healthcare workers' need to have clinical skills and develop their spiritual intelligence (Samanta & Kumar Satpathy, 2022). This essay examines the idea of spiritual intelligence and how important it is for healthcare workers in the demanding healthcare system of today.

Doctors, nurses, and allied health professionals are among the front-runners in the fight against disease and misery. Their commitment to easing suffering and fostering recovery is admirable, but it has a price: There is a chance of burnout, emotional weariness, and moral discomfort. (Samanta & Kumar Satpathy, 2022). Mental, emotional, and spiritual health might suffer from the unrelenting healthcare industry demands. Herein lies the critical significance of spiritual intelligence. Spiritual intelligence is the capacity to find meaning and purpose in life, form meaningful connections with others, and overcome obstacles in one's own life with grace and fortitude. It is a skill that is sometimes undervalued in traditional medical schools. It embraces a broader notion of spirituality as a source of inner power and compassion rather than being restricted to religious beliefs. Spiritual intelligence enables healthcare providers to find purpose, comfort, and significance during uncertainty and despair. (Tamta,

2020). Healthcare workers worldwide face previously unheard-of difficulties because of the current healthcare environment. The COVID-19 pandemic has strained their physical and mental stamina. Many people struggle with moral issues and existential questions as a result of seeing patients' suffering and deaths regularly. Spiritual intelligence emerges as a ray of hope during these trying times, assisting medical personnel in managing the scope of their work while retaining their compassion. (Karimi *et al.*, 2020).

The several aspects of spiritual intelligence such as self-awareness, empathy, resilience, and moral reasoning—that are important for healthcare workers will be covered in detail in this essay. Additionally, it will highlight practical tactics and resources that can be used to improve spiritual intelligence in a medical context. To better prepare healthcare professionals for the obstacles, we will examine how educational institutions and healthcare facilities might incorporate spiritual intelligence training into their curricula and support networks. Today's healthcare environment requires more of its personnel than it has in the past. It is imperative, not optional, for healthcare workers to possess spiritual intelligence in their skill set (Kirchmeyer, 2000). It guarantees the provision of caring, patient-centered care and assists them in navigating the present healthcare environment with poise and resiliency. We shall learn about the transforming potential of spiritual intelligence in healthcare for healthcare providers and the individuals they treat as we continue investigating this topic (Tamta, 2020).

Understanding Spiritual Intelligence

The terms "spiritual" and "intellect" comprise spiritual intelligence. The Latin term spiritus, which means "that gives life or vitality to a system," is the source of the English word spiritual. (Marshall, 2023)Daniel Goleman popularised research from neuroscientists and psychologists which demonstrated existence of EQ (emotional intelligence. Considering the findings of an earlier study, several approaches describe spiritual intelligence. Being spiritual is getting to "know" who you are and your understanding of the purest, most elevated forms of love, serenity, purity, and pleasure. One resilient and contentious factor that has been shown to help people manage stress better is spirituality (Jalil *et al.*, 2021).

A higher plane of intelligence outside the ego can access the actual self's mature attributes and advanced talents, such as wisdom, compassion, integrity, joy, love, creativity, and peace. Spiritual intelligence shows

a more profound sense of meaning and purpose and improves many vital life and professional skills. According to King, "spiritual intelligence is a collection of skills that people utilize to apply, manifest, and actualize spiritual resources, values, and traits that improve daily functioning and spiritual well-being" (King *et al.*, T. L. (2012). A person can access his life's meanings, vision, and core values through intelligence." According to Zohar's 2005 analysis, spiritual intelligence facilitates one's ability to discover life's purpose and fosters creativity and innovation. Spiritual intelligence significantly impacts people's performance and conduct. Spiritual intelligence is "the adaptive use of spiritual information to facilitate everyday problem solving and goal attainment" (Khoshtinat, V. (2012).

According to Wigglesworth (2002), spiritual intelligence is the capacity for people to act wisely and compassionately in every circumstance while preserving their inner and outer serenity (Baets, 2013). According to Vaughn (2002), spiritual intelligence concerns the interior lives of minds and spirits and how they relate to existing in the outside world. "The animating or vital principle: that which gives life to the physical organism in contrast to its material element (Rahman & Shah, 2015). According to Webster's dictionary, Spirituality is "the innate human need to be connected to something larger than ourselves, something we consider to be divine or of exceptional nobility." According to Cindy Wigglesworth (2012), it is not dependent on any religion or tradition to fulfill this inbuilt need for that connection. It does not exclude belief in God, Spirit, or other divine beings, nor does it need belief in any form of divinity. Spiritual intelligence is "the ability to behave with wisdom and compassion while maintaining inner and outer peace, regardless of the situation" (Fachrunnisa *et al.*, 2014)we examine the role of workplace spirituality and creative process engagement to enhance job satisfaction and performance. Results indicated that workplace spiritu.

Role of Spirituality and SI on the Performance of HCPs

Spiritual intelligence is one aspect of human potential frequently disregarded and undervalued in healthcare despite notable advancements in science and technology. The medical field, which includes physicians, nurses, therapists, and many other committed people, requires a complex dance between science, compassion, and empathy. However, the emotionally taxing and demanding nature of the healthcare industry can hurt the well-being and performance of professionals.

Investigating the significant impact of spiritual intelligence on healthcare personnel's performance and the caliber of care they deliver is essential in pursuing excellence. (Harari *et al.*, 2008).

In the past, the primary focus of healthcare has been on the physical components of health, frequently pushing the spiritual part to the side. However, the human experience is multifaceted, encompassing social, spiritual, emotional, and physical dimensions. A sense of purpose, meaning, and connectivity in life can be accessed and applied through spiritual intelligence, also known as spiritual quotient. (Swanson *et al.*, 2007). It encompasses the capacity to consider existential issues, look within for strength, and show empathy for others. Spiritual intelligence in the healthcare industry refers to a broader understanding of spirituality as a source of moral grounding, empathy, and resilience, and it goes far beyond religious activities and beliefs.

Healthcare practitioners function through a complex interaction of clinical aptitude, technological proficiency, and humanistic traits. The emotional and spiritual sides of providing care should be considered, even while medical knowledge and technical proficiency are unquestionably necessary. Healthcare workers frequently encounter severe human suffering, moral conundrums, and life-changing decisions. The necessity for healthcare practitioners to use their spiritual intelligence has increased in the present healthcare scene due to the rising burden of chronic diseases, mental health issues, and, more recently, the global COVID-19 pandemic (Byrne, 2005).

It is simple to ignore the human element in healthcare in an era characterized by technological breakthroughs and digital healthcare solutions. Still, the empathetic relationship between medical professionals and their patients is the essence of recovery. Healthcare workers with spiritual intelligence can better relate to their patients on a deeper level, comprehend their hopes and anxieties, and offer comprehensive care beyond standard medical procedures. It makes it possible for medical personnel to treat patients with humility and empathy and to acknowledge their inherent dignity. (Keeton *et al.*, 2007).

This paper aims to shed light on the importance of spirituality and spiritual intelligence not as a mystical idea but as a valuable and revolutionary force that may raise the bar for compassion, resiliency, and holistic treatment in healthcare.

Dimensions of Spirituality
There are eleven spiritual dimensions namely purpose,

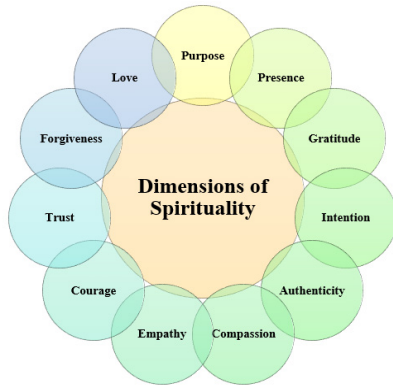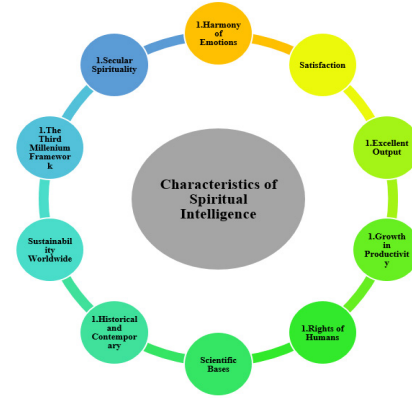**Figure 1:** Dimensions of Spirituality

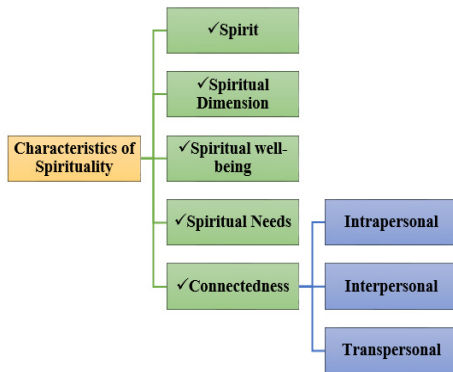**Figure 2:** Characteristics of Spirituality

Figure 3: Characteristics of Spiritual Intelligence

presence, gratitude, intention, authenticity, compassion, empathy, courage, trust, forgiveness, and love.

Characteristics of Spirituality

The following are the characteristics of Spirituality:

Characteristics of Spiritual Intelligence

Secular spirituality

Since SQ is an inherent aspect of intellect, it is a secular spirituality open to anyone. The SQ technique is a spiritual practice compatible with religious belief and modern secular culture. It is faith-neutral.

Harmony of emotions

Emotional reactivity is prevented and corrected by spiritual intelligence, which also brings emotional equilibrium again. Through arousing the traits and potential of the soul or higher self, spiritual intelligence keeps the dominance of emotions in check. Thus, SQ brings about serenity.

Satisfaction

Through the virtues and capacities of the soul, spiritual intelligence gives life a more profound sense of meaning and purpose in wisdom, compassion, integrity, joy, love, creativity, and peace. Thus, spiritual wisdom is the key to success and fulfillment in both personal and professional spheres.

Excellent output

It is noteworthy that SQ raises EQ and enhances IQ functioning. Furthermore, the activation of SQ results in greater whole-brain capacities than the total of the part-brain capacities denoted by IQ and EQ. Therefore, good performance is the outcome of spiritual intelligence.

Growth in productivity

The next step in corporate training growth is introduced by spiritual intelligence. Beyond the conventional incentives of money, position, and power, high performers derive their motivation from a more bottomless wellspring of meaning and purpose. As a modern method of utilizing spiritual capacities, SQ training signifies the next level of productivity improvement.

Rights of humans

The twin poles of attention represent the fundamental operating system of human awareness. A person's quality of life depends on their ability to balance their attention between the ego and the soul, or the two poles. As such, SQ stands for information that is essential to everyone. Thus, spiritual intelligence education is an essential human right.

Scientific bases

There is ample evidence to support spiritual intelligence. The proof comes from two places: first, my own experience, and second, research from many scientific disciplines. Now that discoveries from four other scientific domains have been added, spiritual intelligence has been validated by new evidence from neuroscience.

Historical and contemporary

Current scientific studies confirm that the SQ paradigm redefines traditional spirituality, considering secular proof. Thus, SQ stands for the fusion of traditional knowledge and cutting-edge research.

Sustainability worldwide

Environmental sustainability and social justice are built on SQ's shared practice. Our spiritual intelligence, both individually and collectively, is therefore essential to the sustainability of the global community. As such, spiritual intelligence education has become a global necessity.

The third millenium framework

The second-millennium paradigm (materialism) and the first-millennium paradigm (theism) have been superseded by the rise of secular spirituality based on spiritual intelligence. SQ thus symbolizes the new paradigm of the third millennium as the subsequent phase in the development of collective consciousness.

Dimensions of Spiritual Intelligence

Consciousness

A higher level of awareness and self-consciousness developed.

Mindfulness

being aware of oneself, living intentionally, and being mindfully present and aware of one's body.

Trans-rational knowing

surpassing rationality by synthesizing paradoxes and utilizing diverse states/modes of consciousness, such as intuition, dreams, prayer, meditation, and quiet.

Spiritual practice

Applying diverse techniques to cultivate and enhance spiritual attributes or consciousness.

Grace

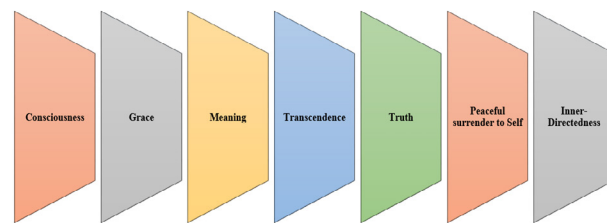Loving life by the holy, which manifests love and faith in it.

Sacred living

refers to living in harmony with the divine, nature, a universal life force, or one's essential nature.

Love

Respect, and cherishing of life based on appreciation for beauty, energy, joy, and vitality.

Trust

A positive, upbeat attitude founded on faith or trust.

Figure 4: Dimensions of Spiritual Intelligence

Meaning

I am finding importance in day-to-day activities utilizing a calling to service and a sense of purpose, even during hardship.

Transcendence

Entering an interrelated wholeness and letting go of the distinct egoic self.

Relational

Though fostering community and relationships with an I-Thou orientation and traits of acceptance, respect, empathy, compassion, loving-kindness, and generosity.

Holism

A uses a system's viewpoint to recognize the unity, wholeness, and connections between differentiation and variety.

Truth

Loving all that is, with open acceptance, curiosity, and affection for creation.

Acceptance

let go of, accept, and love everything that is, even the «negative» and shadow.

Openness

having an open mind and heart, being curious, and respecting the knowledge of many different traditions.

Peaceful surrender to self

Sense of Truth, God, Absolute, true nature
    Peacefulness-centeredness, equanimity, self-acceptance, self-compassion, and inner-wholeness.

Egolessness

letting go of persona to maintain humble receptivity, surrendering, and allowing what wants and needs to happen.

Inner-directedness

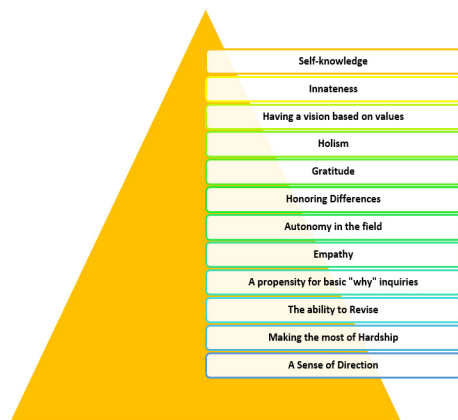Inner freedom is aligned with responsible, wise action.

Figure 5: Principles of Spiritual Intelligence

Freedom

liberation from conditioning, attachments, and fears, manifesting courage, creativity, and playfulness.

Discernment

wisdom to know truth using an inner compass (conscience).

Integrity

being/acting authentically, responsibly, and with alignment to one's values.

Principles of Spiritual Intelligence

To develop and improve one's spiritual intelligence, Zahar discusses the twelve spiritual intelligence principles that all people can access:

Self-knowledge

Being self-aware in a spiritual sense is understanding our principles and what we would give our lives for. We might be entirely authentic when we have a spiritual sense of self-awareness.

Innateness

This has to do with living in the present. It means letting go of all baggage, including assumptions, projections, and preconceptions, and committing to the present moment. Interesting fact: Since the Latin roots of spontaneity and responsibility are the same, spontaneity can also mean taking responsibility for our immediate actions.

Having a vision based on values

Our goal is to make the vision a reality. It is the glue that keeps us together at work and the motivation that propels us forward. It is the response to our more comprehensive existential queries. The queries "Why are we here?" and "What is our purpose?"

Holism

In quantum physics, the term "holism" refers to an integrated system where each component is defined by each other. It has to do with having a sense of unity and connectivity. As soon as we acknowledge that we are all a part of the system, we take ownership of our place within it.

Gratitude

To be compassionate, one must feel others' emotions and acknowledge and accept their own.

Honoring differences-

This and the compassion principle are closely related. It means we can be open and honest, embrace diversity, confront opposing viewpoints, and have spirited conversations.

Autonomy in the field

This psychological expression describes "standing against the crowd." It all boils down to having solid convictions and being willing to stand by them.

Empathy

This opinion is the critical "other" side of field independence, in Dahar's. Admitting our mistakes and examining our identities critically is part of being humble.

A propensity for primary " why" inquiries

"Why are we doing things this way?" type of questions. Why am I behaving like this? Why don't I carry out this task? Why questions do not always have clear answers.

The ability to revise

Is the ability to view things comprehensively. It has to do with weighing long-term against short-term thinking. It is the ability to connect to a broader perspective.

Making the most of hardship

This requires courage to own up to our mistakes, especially when doing so exposes us.

A sense of direction

This final idea encapsulates spiritual

CONCLUSION

A spiritual resource has multiple dimensions, encompassing systems and culture, people and activities of all kinds, values, and beliefs. People balance their power over their circumstances with spirituality to uphold their beliefs and reduce the stress that develops

throughout life. Everyone is spiritual, and everyone has a unique spiritual experience. It is acknowledged that spirituality is essential to holistic practice and is still fundamental to contemporary nursing. Our research revealed that the key variables influencing nurses' spiritual intelligence were age, seniority, religious convictions, and early spirituality. Because nurses have a long history of providing care, they are uniquely positioned to serve as role models for other healthcare professionals looking to incorporate spirituality into their work. A nurse's overall ability to help patients overcome their spiritual distress may be influenced by their experience of spiritual well-being, which may also predict a good attitude toward spiritual care. The next phase in providing care by spiritual healthcare experts is to investigate the spiritual intelligence of their workforce. Given the influence of SI on the work performances of healthcare professionals, it would appear appropriate to include SI training in in-service educational courses for healthcare personnel. It can be concluded that by altering people's attitudes and lifestyles, SI can improve the drive and hope that comes from faith in God. Additionally, by fostering mental health and enhancing patient safety and organizational effectiveness, SI helps healthcare providers better fulfill the needs of their patients and complete their tasks. This research could lead to a better understanding of the spiritual intelligence profile of healthcare professionals and make it easier to establish initiatives that promote spiritual growth and raise the standard of spiritual care.

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