The What, Who and Why of Spiritual Intelligence

Richard Hayward BASS Conference 2018
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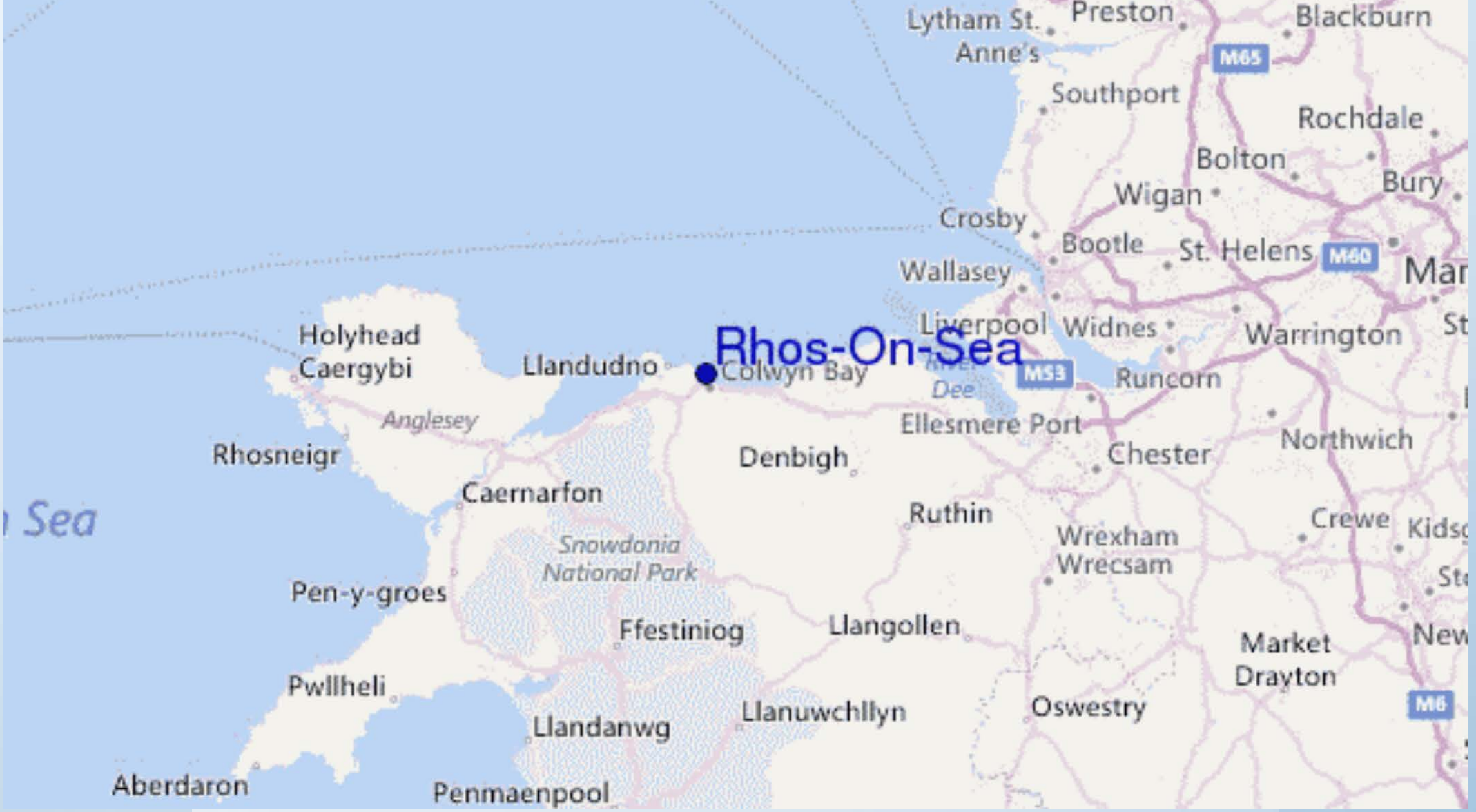
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Wallasey
Liverpool
Widnes
Warrington
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Dee
Ellesmere Port
Chester
Northwich
Holyhead
Caergybi
Llandudno
Colwyn Bay
Anglesey
Rhosneigr
Denbigh
Caernarfon
Ruthin
Crewe
Wrexham
Wrecsam
Snowdonia
National Park
Pen-y-groes
Ffestiniog
Llangollen
Market
Drayton
Pwllheli
Llanuwchllyn
Oswestry
M6
Llandanwg
Aberdaron
Penmaenpool

CW04 LFM
CX04 EZR

The What, Why and How of Spiritual Intelligence

- What is Spiritual Intelligence?
- Who?
- What are the Key Attributes of SI
- Why is Spiritual Intelligence important?
- How are these articulated?

Original Research Title

- What is the relationship between Spirituality, Spiritual Intelligence and Leadership in Healthcare Management

- Now

- Understanding the Implications of the construct Spiritual Intelligence in Healthcare Practice

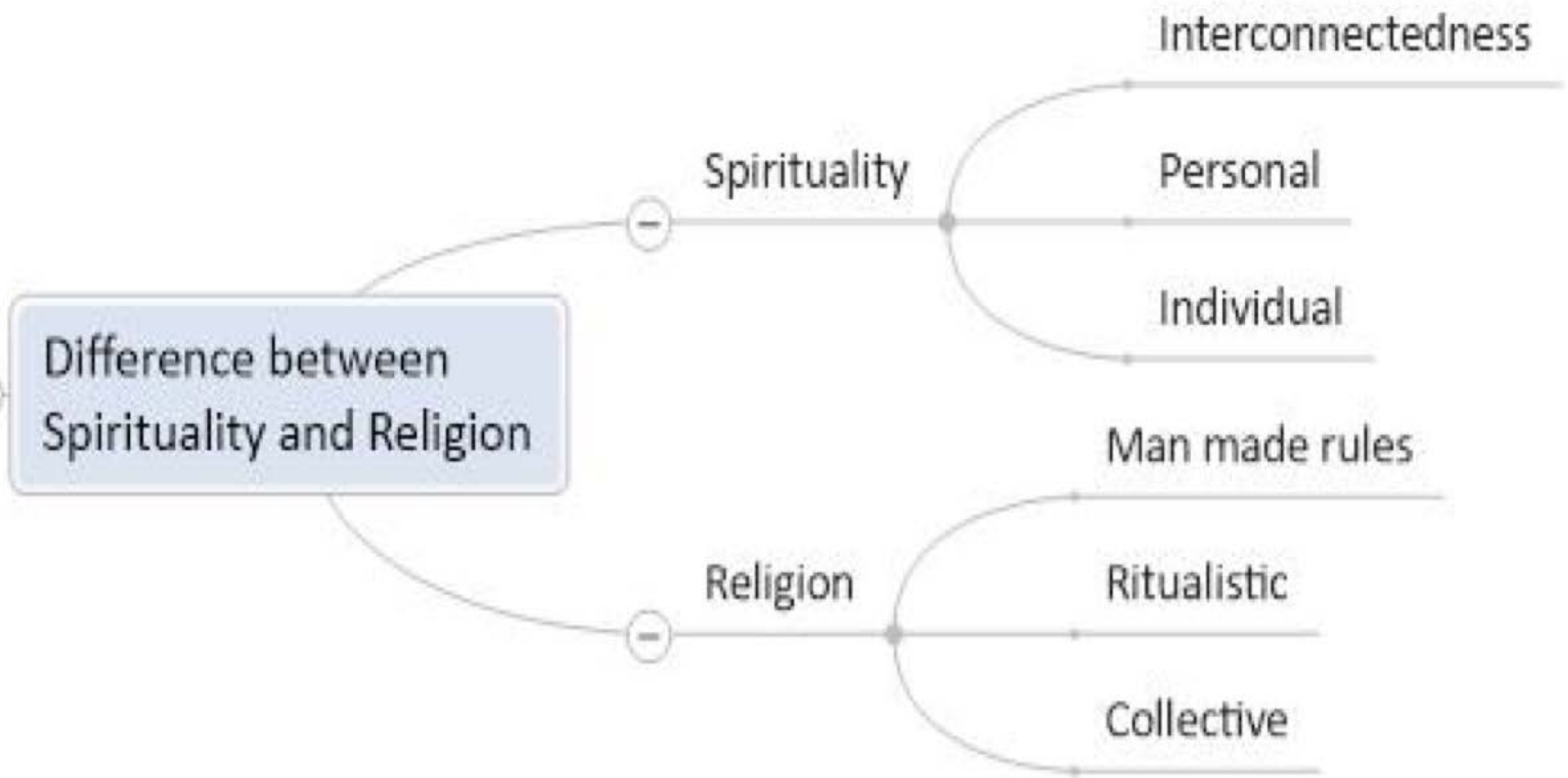
Spiritual Intelligence - Definition

- Wigglesworth (2012) defined SQ as
- “the ability to behave with wisdom and compassion, while maintaining inner and outer peace (equanimity), regardless of the situation” p8.

Who

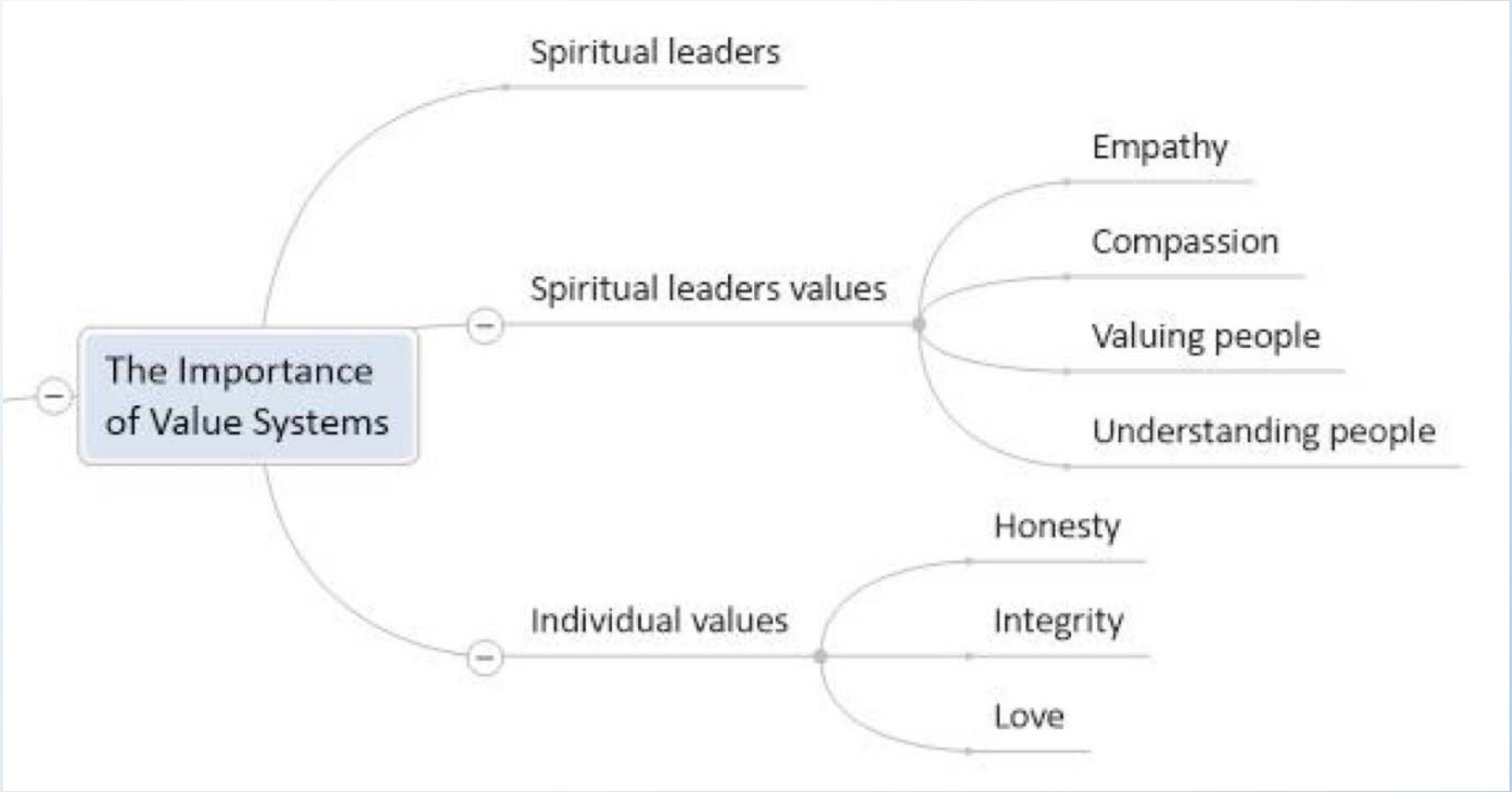
- Phase Two of a mixed methods study
- Nine Healthcare Managers
- 6 Female 3 Male
- 3 Adult Nurses
- 1 Learning Disability Nurse
- 1 Midwife
- 1 Occupational Therapist
- 1 Medical Doctor
- 1 Bereavement Services Manager
- 1 Officer in the RAF
- 5 Clinical Focus
- 4 Policy Focus
- 4 Clinical Focus
- 5 Policy Focus

Religion and Spirituality


Difference between Spirituality and Religion
Spirituality
Interconnectedness
Personal
Individual
Religion
Man made rules
Ritualistic
Collective

Difference between R and S

- *Technically, I would say religion is a whole set of beliefs, (pause) a degree of ritual engagement and expression. (…) Because what happens in religion is in a religious context, people's connectedness is done through rituals. And that's specifically done and every religion has its rituals. And those rituals make the person feel that they are connected and they are part of it. (Participant Six)*
- *Spirituality is something very, very personal. It's deep within yourself. I think we all have the capacity for spirituality and spiritual awakening. Religion is the man-made rules that go up around how we're going to do that basically (Participant Nine)*


The Importance of Value Systems
Spiritual leaders
Spiritual leaders values
Empathy
Compassion
Valuing people
Understanding people
Individual values
Honesty
Integrity
Love

Spiritual Leaders

Spiritual Leader	Dates	Religious or Secular
God		Religious
Jesus Christ	4 BC – c. 30 / 33 AD	Religious
Mother Theresa	1910 - 1997	Religious
Dalai Lama	1935	Religious
Buddha	circa 563 BCE - 483 BCE	Religious
Martin Luther King	1929 - 1968	Religious
Henri J Nouwen	1932 – 1996	Religious

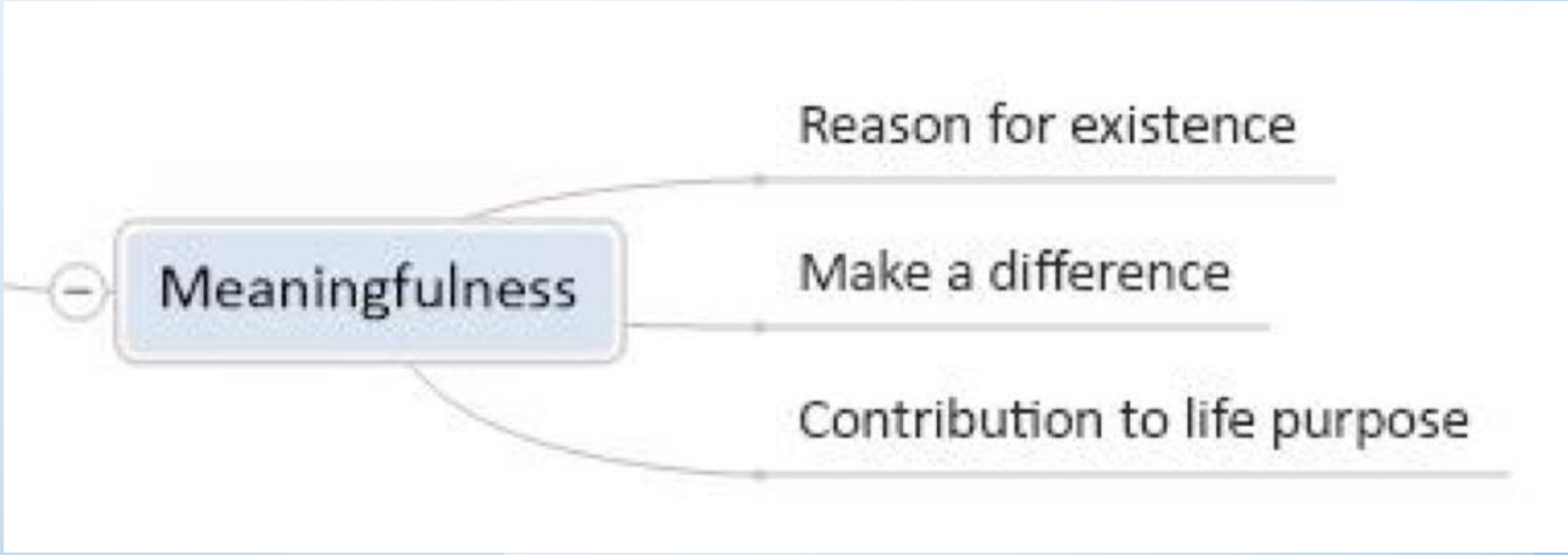
Spiritual Leader	Dates	Religious or Secular
Winston Churchill	1874 - 1965	Secular
Daniel Dennett	1942	Secular
Sam Harris	1967	Secular
Nelson Mandela	1918 – 2013	Secular
Deepak Chopra	1947	Secular
Jean Vanier	1928	Secular
Menno Simons	1496 – 1561	Both

Traits

- Understand and Valued People
- Charismatic
- Confident
- Fair
- Committed to a Cause
- Compassionate
- Empathetic

Espoused Values

- Honesty
- Integrity
- Love
- Respect
- Equity
- Understanding of People
- Reliable
- Friendship
- Trust
- Helping others to be Successful
- Joy
- Peace


Meaningfulness
Reason for existence
Make a difference
Contribution to life purpose

Meaningfulness

- *Something that is like why you're doing something, what it's impacted on yourself, the people you're doing it to the world around you (Participant Two)*
- *I think having meaning in what I do and having almost a higher cause in a non-religious sense motivates you and this drives you forward to better yourself. And don't get me wrong, earning a day's… doing a hard day's work for a day's pay to support your family and stuff is fine, but I would say maybe you don't work meaningfully, the work may not be meaningful but what you get out of it as in your pay is very meaningful because it helps you provide for your family. But for me, I need to have meaning at work as in what I do does make a difference somewhere. (Participant Five)*
- *So in the context I see it, it would be whatever actions or thoughts or behaviours one has is there a meaning to it, is there a meaningful to it and is there a reason for us being on this planet. (Participant Six)*

Barriers to Discussing Spirituality
Lack of Knowledge
Fear
Assumptions
Environment
Communication

Development of a Model to raise awareness of Spirituality and Spiritual Intelligence

Stage One

Articulate the difference between Religion and Spirituality

Stage Two

Articulate your own WorldView and the impact of other peoples WorldView

Stage Three

Identify significant Spiritual Leaders and their characteristics

Stage Four

Articulate own Values

Stage Five

Reflect on the impact this increased awareness has on practice

Stage Six

Develop an action plan

Stage Seven

Reflect on process