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## Context to the nugget conversation

Rajiv speaks about IQ, EQ and SQ and expands on the notion of SQ (Spiritual Quotient). He goes on to talk about the criticality of building self-awareness, having a sense of purpose and taking greater self-responsibility.

## Transcription

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Deepak Jayaraman (DJ): And in that context, Rajiv, you speak about three different quotients, IQ, EQ and SQ. I guess a lot of us understand IQ and EQ, intuitively, but I was curious about SQ, you call it the spiritual quotient. Can you expand on what you have in mind when you say that and also, you call it the last bastion of leadership, if you could talk a little bit around why you say that?

Rajiv Vij (RV): Yeah, so the idea of spiritual quotient, not to be confused with anything religious or anywhere, even near that, is really around the whole notion of being a more self-actualized leader where the leader is, so there are three components of this spiritual quotient, one is self-awareness where the leader is highly self-aware and highly self-aware at all levels of their being, at the physical level, understanding their habits, where they are spending time and why, at the emotional level, having a deep understanding of their own varying emotional states, what makes them happy, sad, anxious, excited, etc. and why and how that affects, how they relate with others, at the mental level, having a deeper understanding of their own thoughts and attitudes and perceptions, and most importantly, their beliefs, which are guiding their own life experience, and at the spiritual level as well, having a deeper understanding of who are we at the essence of our being. So that is one, the self-awareness piece, and then, there is the whole piece of purpose which is having clarity of their own life purpose, not just organizational purpose but their life purpose and how that feeds into their professional life and how that eventually connects with what the organization is trying to do. And the third piece is self-responsibility, which is being very mindful of all our thoughts and actions and taking responsibility for those and recognizing that whatever thoughts and actions we have, how they impact the entire ecosystem. I mean, one of the big learnings of COVID is also, or a reminder, not even, is the interdependence, everything is connected in this world. And so, when leaders take decisions which are useful for the well-being of their team members or the team members' families or they take decisions which have impact on climate change and so on and so forth, just being very thoughtful and taking responsibility of all those actions and decisions, which are impacting the entire ecosystem. So, in summary, the whole idea of the spiritual quotient is someone who is highly evolved as a leader and so, you know, the thing is that why I say the last bastion is because IQ, the intelligence is obviously crucial and the belief used to be that this person should be the leader. EQ was the idea that you need to be emotionally attuned to yourself and to others because only then you will be able to inspire other people to greater results. But the point is, like, I think where we are on the planet in terms of leadership and what is expected and what is required, the old ideas of

management and leadership are not meeting the needs of society in its fullest extent, and that is where you need leaders who are holistic, who are self-aware, are purposeful, take personal responsibility, etc. because that is what is going to be so solely required if we want to move to a better world.

DJ: Hmm. And staying with that, Rajiv, if one had to work on their spiritual quotient, how would you suggest that we embark on this journey of upping our spiritual quotient along those three or four dimensions that you called out?

RV: Yeah, I would say, I mean it is a lot of hard work and it is a consistent effort, it is a lifetime project, let us put it that way. Having said that, one of the first things that leaders can do which I would say that most of us in today's society and even some of the good leaders do not end up doing enough of and that is to create a structured and regular reflective practice, where we create moments of solitude on a daily basis, where we cut ourselves away from the noise of the social media and Netflix and the cell phone and so on and so forth and create moments where we can start to look within, where we can start to connect with our inner self and become a self-observer because that is when we can begin to see our own recurring emotional mental pattern, many of which are quite futile but are still guiding our everyday life. And we can begin the work of reforming them eventually, but the first big part is just becoming self-aware. And that deeper self-awareness is also going to eventually lead to greater self-responsibility. It will also show us clarity about our life purpose, etc., etc., but it all begins with this thing of creating time for reflection, so that is the crucial bit, would be a place to start.

## Reflections from Deepak Jayaraman

DJ: Thank you for listening. For more, please visit [playtopotential.com](http://playtopotential.com).

## End of nugget transcription

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### **About Deepak Jayaraman**

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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Podcast Transcript [84.05 Rajiv Vij - Building the Spiritual Quotient](#)

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