

**Spiritual Intelligence at Work**  
**Self-Assessment**  
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Instructions: Please read each statement below and decide to what degree you either agree or disagree with the statement

- 1 = Strongly Disagree
- 2 = Somewhat Disagree
- 3 = Neither Agree or Disagree
- 4 = Somewhat Agree
- 5 = Strongly Agree

- \_\_\_\_\_ 1. I am very aware of my values and beliefs at work.
- \_\_\_\_\_ 2. It is important to accept that others in my workplace may not have the same values and beliefs that I do.
- \_\_\_\_\_ 3. I have had one or more transcendent experiences that have affected the way I feel about my work.
- \_\_\_\_\_ 4. People I work with describe me as calm and non-judgmental.
- \_\_\_\_\_ 5. When someone has done something that makes me angry, I find it very difficult to forgive them.
- \_\_\_\_\_ 6. I try to have daily contact with my Higher Power, the Divine, God, or Universal Consciousness.
- \_\_\_\_\_ 7. In difficult situations, I find that a calm part of me can remain detached and observe my thoughts, feelings and behaviors.
- \_\_\_\_\_ 8. I have a great deal of compassion for the leaders of my organization.
- \_\_\_\_\_ 9. When I need special help or guidance in my work, I turn to prayer, meditation, or other spiritual guidance.
- \_\_\_\_\_ 10. I do not feel the need to grow or develop myself at work.
- \_\_\_\_\_ 11. It is important to keep business life and personal life separate in my relationships at work.
- \_\_\_\_\_ 12. I feel divinely guided to the work I am doing.
- \_\_\_\_\_ 13. I have a regular spiritual or religious practice that I find helpful to me in my work.

- \_\_\_\_\_ 14. I often feel a real sense of love and caring for the people I interact with at work.
- \_\_\_\_\_ 15. I do not believe that there is anything greater than myself and know that the only way to make it in my life and career is to rely on my own abilities.
- \_\_\_\_\_ 16. If I found myself in a work situation where I was asked to compromise my values, I would have to stick to my values, even if it hurt me or my career.
- \_\_\_\_\_ 17. My primary motivation at work is to be of service to others.
- \_\_\_\_\_ 18. I am deeply concerned about the effects of some business practices on the planet.
- \_\_\_\_\_ 19. The reality of business is that sometimes you just have to compromise your values for the sake of the company or for your career.
- \_\_\_\_\_ 20. Dealing with people at work is a great cause of frustration for me.
- \_\_\_\_\_ 21. It is important to me that my organization operates in a way that is respectful of all life.
- \_\_\_\_\_ 22. I have a real sense of calling about the work I do.
- \_\_\_\_\_ 23. I really try to get to know the people I work with on a deeper level than just work-related issues.
- \_\_\_\_\_ 24. I believe that my work is part of a larger divinely guided plan.
- \_\_\_\_\_ 25. My mission in life is very clear to me.
- \_\_\_\_\_ 26. People in my workplace often come to me to talk about personal or spiritual issues.
- \_\_\_\_\_ 27. I feel a sense of the sacred in my workplace.
- \_\_\_\_\_ 28. I often feel stressed at work.
- \_\_\_\_\_ 29. I work hard at having authentic and caring relationships with people at work.
- \_\_\_\_\_ 30. Because of my belief in something greater than myself, I try to live in alignment with key virtues such as trustworthiness, humility, justice, and unity.

# Spiritual Intelligence at Work

## Scoring Key

Instructions:

1. Transpose the numbers from the questionnaire to the columns below. For starred items (\*), reverse the scoring by subtracting your answer from 6. For instance, if you responded to question 5 with a “4”,  $6-4=2$ , so put a “2” in item 5 below.
2. Add up the totals for each column.

Column A

Column B

Column C

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

\*5. \_\_\_\_\_

6. \_\_\_\_\_

7. \_\_\_\_\_

8. \_\_\_\_\_

9. \_\_\_\_\_

\*10. \_\_\_\_\_

\*11. \_\_\_\_\_

12. \_\_\_\_\_

13. \_\_\_\_\_

14. \_\_\_\_\_

\*15. \_\_\_\_\_

16. \_\_\_\_\_

17. \_\_\_\_\_

18. \_\_\_\_\_

\*19. \_\_\_\_\_

\*20. \_\_\_\_\_

21. \_\_\_\_\_

22. \_\_\_\_\_

23. \_\_\_\_\_

24. \_\_\_\_\_

25. \_\_\_\_\_

26. \_\_\_\_\_

27. \_\_\_\_\_

\*28. \_\_\_\_\_

29. \_\_\_\_\_

30. \_\_\_\_\_

Totals:

Column A: \_\_\_\_\_

Column B: \_\_\_\_\_

Column C: \_\_\_\_\_

## **Spiritual Intelligence at Work Interpretation of Scores**

Spiritual Intelligence is the ability to feel a connection to self, a connection to others, and a connection to something greater than oneself. Column A provides you the score for “Connection to Self,” Column B for “Connection to Others,” and Column C for “Connection to the Transcendent.” Make note of your highest score and your lowest score and write your thoughts about that here:

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### **Connection to Self**

Spiritual Intelligence must begin with some sense of self-awareness. As the Delphi Oracle declared, “Know Thyself.” Of the five dimensions of work (physical, intellectual, emotional, volitional, and spiritual), “Connection to Self” is most related to the “Intellectual” dimension because of its emphasis on self-development. People who have a strong connection to self are in touch with their values and beliefs, have a strong degree of emotional intelligence, and have done enough spiritual practice or self-development work so that they can calmly observe themselves and gain mastery over their thoughts, feelings and behaviors. Other people experience people who are high in connection to self as calm, able to act competently in chaotic situations, and as having serene competence.

- |         |  |
|---------|--|
| 40-50   | You have a strong connection to self and may want to help others develop this capacity through your coaching or mentoring.   |
| 30 – 39 | You are fairly self-aware with room for development. You may want to think about taking on a spiritual practice such as meditation or prayer, or receiving coaching or mentoring from someone who has a highly developed sense of connection to self.  |
| 20-29   | You may often feel out of touch, confused by others’ responses to you, and unsure of your sense of purpose or mission in life. It may be useful to take personal or spiritual growth workshops or to take time for a personal retreat where you can have time to reflect on yourself, your goals, and the kind of person you want to be. |

0-19 You may feel fairly disconnected from yourself, and may be focusing most of your time and energy on external activities or on pleasing other people to your own detriment. You should give serious thought to the value of increasing your self-awareness of your beliefs, values, behavior and goals in life. Therapy, spiritual direction, and support groups can all be very helpful in increasing your connection to self.

### **Connection to Others**

It's not enough to just be self-aware and concerned with your own growth. People with high Spiritual Intelligence use this self-knowledge as a basis for understanding others better and for developing meaningful relationships. Of the five dimensions of work (physical, intellectual, emotional, volitional, and spiritual), "Connection to Others" is most related to the "Emotional" dimension because of its emphasis on the interpersonal aspects of the work environment. People who have a strong connection to others are very respectful of differences in values, beliefs, and cultural background and often curious to learn more. They are caring, compassionate, and able to forgive. They see the Divine in others and treat each person as unique and as a sacred being.

40-50 You have a strong connection to others and are probably good at team building and at creating a sense of community. People tend to trust you and you take that very seriously.

30 – 39 You are fairly good at relationship building with room for development. People are generally pretty comfortable with you and find you open and supportive. However, occasionally there may be things you say or do that are out of character. When this happens, take the time to reflect on your behavior and the underlying values, beliefs or attitudes that you may want to change.

20-29 You may often feel uncomfortable in your relationships at work. You may either find yourself feeling angry or resentful a lot, or intimidated or unappreciated. It can be easy to blame others for this, but it may be worth taking a look at your own behavior. Consider taking courses or workshops in interpersonal skills such as communication, assertiveness training, or conflict resolution. It is also helpful to ask someone you trust for feedback on your behavior.

0-19 You may feel fairly isolated from others, and find yourself preferring to work alone to avoid the uncomfortableness of difficult relationships. It is helpful to spend time reflecting on how you can take responsibility for improving the situation. Interpersonal skills workshops, such as those mentioned above may be helpful. You

might also consider hiring a professional coach to help you improve your relationships.

### **Connection to the Transcendent**

Perhaps the major element that distinguishes Spiritual Intelligence from other forms of human intelligence is its emphasis on the connection to something greater than ourselves; what people may refer to as God, the Universe, the Divine, the Transcendent, or similar terms. Of the five dimensions of work (physical, intellectual, emotional, volitional, and spiritual), “Connection to the Transcendent” is most related to the “Spiritual” dimension because of its emphasis on the sacredness of human beings and all life. People who are high in “Connection to the Transcendent” have a belief in something greater than themselves, and find themselves guided and led by the Transcendent. They tend to have a clear sense of their greater purpose in life and are concerned with moral issues such as justice and respect.

- 40-50            You have a strong connection to the Transcendent and find yourself guided by a greater wisdom. You see your work as part of a much larger plan that contributes to the human race and the good of the planet. Because of your vision and your spiritual connection, others turn to you for leadership and inspiration.
- 30 – 39            You value your connection to the Transcendent, but it may not be a part of your daily awareness. You have a desire to deepen this relationship but may either think you don’t have the time to do this, or it may be that you don’t know how. It may be helpful to explore the spiritual traditions of your childhood, or to read some of the inspiring books on the relationship to the Transcendent, such as “How to Know God,” by Deepak Chopra.
- 20-29            You may feel somewhat disconnected from the spiritual dimension of your life, although you turn to your Higher Self or Higher Power on occasion when there are difficult situations at work. You are probably not that interested in larger issues of justice, respect, or morality at work, but may find yourself getting upset if you feel that a personal injustice has been done to you, or someone has shown you a lack of respect. It may be helpful to focus on some basic principles such as The Golden Rule (see chapter 3) or the concept of Unity (see chapter 6).
- 0-19            A connection to the Transcendent is not a big part of your life, and you may feel a lack of inspiration or sense of purpose about your work. It is possible that you may be dealing with basic survival issues and cannot focus on the bigger picture at this time. If you wish to enhance this part of your Spiritual Intelligence, you must develop the “Volitional” dimension of work, i.e., the will to change for the better. To improve your connection to the Transcendent, you will need to make a commitment to a

spiritual practice such as prayer, meditation, journaling, or spending time in nature. As part of your practice, ask the Transcendent for guidance on how to improve your connection.