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III

Developing Emotional And Spiritual Intelligence: A Holistic Approach

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Abstract

This research examines the role of emotional intelligence (EI) and spiritual intelligence (SI) in various contexts, including education, work, leadership, and mental health. The methodology used in this study is a systematic literature review of recent research in the last 5 years. The study results indicate that the development of EI and SI is valuable for individual growth, organization, and society. Combining EI and SI in the curriculum can develop students' academic accomplishments and social-emotional skills. In the workplace, employees with high EI and SI are enhanced to manage stress, form positive relationships, and discover the significance of their work. In leadership roles, the integration between EI and SI constructs a holistic and transformational leadership style. The balanced combination between EI and SI will play an important role in individuals' mental health and well-being. The challenge in developing EI and SI is that it lacks human recognition of the importance of EI and SI in holistic human growth. In conclusion, a holistic approach that includes the development of EI and SI can help the growth of individuals, organizations, and society to achieve higher levels of achievement, self-actualization, and well-being.

Keywords: education, emotional intelligence, leadership, mental health, spiritual intelligence

Introduction

In today's era of disruption and insecurity, emotional and spiritual intelligence is essential to develop to achieve success and happiness in life. Emotional intelligence (EI) refers to an individual's ability to understand, reach, and express feelings effectively and to recognize the emotions of others (Goleman, 2018). On the other hand, spiritual intelligence (SI) is the ability to find higher meaning, purpose, and values in life and to unite with something greater than oneself. (Zohar & Marshall, 2020). Although EI and SI are often considered separate impressions, both aspects are very much needed for the

holistic development of personality. Therefore, a holistic approach is required to integrate both and provide significant benefits for human development individually and in society.

The phenomenon of the gap between intellectual intelligence (IQ) to achieve success and happiness in life has attracted the attention of researchers. Many studies show that IQ only contributes about 20% to accomplishing success in life, while the other 80% is influenced by factors such as EI and SI (Goleman, 2018). People with high IQs are not always successful in their careers or personal relationships. In contrast, individuals with high EI and SI tend to be more resilient, adaptive, and able to cope with life's challenges better (Yadav & Punia, 2016).

The concept of emotional intelligence was first introduced by Salovey and Mayer in 1990, who defined it as the ability to monitor one's own and others' feelings and emotions, to distinguish between them, and to use this information to guide one's thinking and action (Salovey & Mayer, 1990). Later, Goleman (2018) popularized the concept of EI and emphasized the importance of emotional competence in leadership, job performance, and personal well-being. Goleman's EI model consists of four domains: self-awareness, self-management, social awareness, and relationship management.

Zohar and Marshall became familiar with the concept of spiritual intelligence in 2000. They defined SI as the intelligence that empowers an individual to address issues to find the meaning and value of life, recognize the place and actions and lives in a broader and richer context, as well as be able to judge to provide an accurate assessment for action or life path more meaningful than another (Zohar & Marshall, 2020). On the other hand, SI involves the ability to transcend the ego and develop a deeper understanding of the interconnection between oneself, others, and the universe.

A holistic approach integrating EI and SI can substantially benefit individuals and society. Research shows that individuals with high EI and SI tend to have better mental health, experience more satisfying relationships, and perform better at work (Kaur et al., 2019). They are also more resilient to stress and adversity and have a better attitude toward finding meaning and purpose in their lives (Srivastava & Misra, 2020).

Based on experience in organizations, someone who balances EI and SI aspects can grow more effective in leadership, teamwork, and employee performance. Leaders with high EI can understand and manage their own

emotions and understand the feelings of others, leading to better decision-making and more effective interpersonal relationships (Jain & Duggal, 2018). Meanwhile, leaders with high SI can encourage and motivate others with a higher vision and values and create a more meaningful and goal-centered organization (Wigglesworth, 2021).

Although improving EI and SI is essential for personal and professional success, there is still a gap in its application in various areas of life. The contemporary education system tends to emphasize the development of intellectual intelligence rather than emotional and spiritual intelligence (Goleman, 2018). As a result, many individuals have difficulty managing emotions, building mature relationships, and finding true meaning in their lives.

Therefore, more significant efforts are needed to incorporate the development of EI and SI into educational courses, leadership training, and self-development programs. A holistic approach involving meditation, self-reflection, empathy development, and awareness-raising practices can help individuals develop their EI and SI (Yadav & Punia, 2016). In addition, creating a friendly and peaceful environment is very important. A pleasant and welcoming environment can support emotional and spiritual growth at home, school, or work.

Developing emotional and spiritual intelligence through a holistic approach is a significant aspect of accomplishing success and happiness in life. By incorporating EI and SI, an individual can increase self-awareness, emotion management, empathy, and the ability to find a higher meaning and purpose in life. The organization and society can also benefit from individuals with high EI and SI, who tend to be more effective and dedicated leaders, employees, and citizens. Therefore, the effort to develop EI and SI must be a priority in education courses, training, and self-development in this modern era.

Literature Review

Concept and Theory of Emotional Intelligence (EQ)

Emotional intelligence (EI) has become an increasingly popular topic in recent decades, with numerous studies demonstrating its importance in personal and professional success. The concept of EI was first introduced by Salovey and Mayer (1990), who defined it as the ability to monitor one's and others' feelings and emotions, distinguish between them, and use all information to guide one's thinking and action. They proposed a model of EI consisting of four

branches: emotion perception, use of emotion to facilitate thinking, understanding emotion, and emotion management (Mayer et al., 2016).

Goleman (2018) popularized the concept of EI through his book *Emotional Intelligence: Why It Can Matter More Than IQ*. Goleman developed an EI competency model consisting of four main spheres: self-awareness, self-management, social awareness, and relationship management. In this model, self-awareness involves recognizing emotions and their influence on oneself and others. Self-management contains the ability to control impulses, adapt to change, and direct oneself toward a goal. Social awareness involves empathy and understanding social dynamics, while relationship management consists of the ability to communicate, influence, and manage conflict with others (Goleman, 2018).

Since then, various models and theories of EI have been developed, including the characteristic model of EI developed by Petrides (2017) and the ability model of EI developed by Mayer, Salovey, and Caruso (2019). The trait model of EI focuses on emotional dispositions related to personality, such as well-being, self-control, and sociability. On the other hand, the ability model of EI emphasizes cognitive abilities involved in processing emotional information, such as perceiving, understanding, and managing emotions (Di Fabio & Saklofske, 2019).

Recently, research has confirmed the benefits of EI in various contexts. In the workplace, EI has been revealed to be connected with effective leadership, better job performance, and higher job satisfaction (Miao et al., 2017). Individuals with high EI tend to be better at managing stress, building positive relationships with coworkers, and resolving conflict in the workplace (Extremiera et al., 2019). In the educational context, EI is associated with better academic achievement, better psychological adjustment, and a lower stress level among students (MacCann et al., 2020).

In addition, the research has also established the importance of developing EI for mental health and well-being. EI has been associated with lower levels of anxiety and depression, higher life satisfaction, and greater resilience to stress (Schutte & Malouff, 2018). EI training programs effectively increase emotional competence, reduce stress, and improve well-being in various populations, including employees, students, and healthcare workers (Kotsou et al., 2018).

The concept and theory of EI have evolved significantly since it and Mayer first introduced the different EI models, such as Goleman's competency model, Petrides' trait model, and Mayer, Salovey, and Caruso's ability model, which have provided insight into the various aspects of emotional intelligence. Recent research has demonstrated the benefits of EI in multiple contexts, including work environments, education, and mental health. Developing through training programs has proven to improve individual well-being and success. With a better understanding of EI, individuals, and organizations can take steps to build emotional competence and harness its benefits in their personal and professional lives.

Concept and Theory of Spiritual Intelligence (SI)

Spiritual intelligence (SI) is a relatively new concept in psychology and has attracted the attention of researchers in recent decades. SI refers to an individual's ability to find meaning, purpose, and higher values in life and to connect with something larger than oneself (Zohar & Marshall, 2020). The concept of SI was introduced by Zohar and Marshall in 2000 in their book *SQ: Connecting with Our Spiritual Intelligence*. They define SI as the intelligence that allows us to address problems of meaning and value, place our actions and lives in a comprehensive and richer context, and judge that one action or life path is more meaningful than another (Zohar & Marshall, 2020).

The SI theory advanced by Zohar and Marshall (2020) suggests that SI consists of three main components: self-awareness, spontaneity, and vision and values. Self-awareness involves the ability to deeply understand oneself, including strengths, weaknesses, and life goals. Spontaneity refers to the ability to be fully present in each moment and act authentically and creatively. Vision and values involve living a life aligned with higher principles and purposes and taking positive influences in the world (Zohar & Marshall, 2020).

At this present time, since being introduced by many scholars, the concept of SI has been expanded and researched by various scholars. King and DeCicco (2020) have developed a model of SI consisting of four dimensions: critical existential thinking, personal meaning production, personal awareness, and expanded states of consciousness. Critical existential thinking involves reflecting on meaning, purpose, and other existential issues. Personal meaning production refers to constructing individual meaning and purpose in all experiences. Personal awareness involves a sense of connectedness to something greater

than oneself, while expanded states of consciousness refer to the ability to enter higher states of consciousness (King & DeCicco, 2020).

Recent research has validated the benefits of SI in various aspects of life. The SI is connected with better psychological well-being, higher life satisfaction, and lower stress levels (Srivastava & Misra, 2020). Individuals with high SI tend to be more resilient in the face of life challenges and are better able to find meaning in difficult situations (Sharma & Sharma, 2018). In an organizational context, this is associated with more effective leadership, higher organizational commitment, and better work performance (Malik & Tariq, 2019). The progress can be achieved through various activities such as meditation, self-reflection, and involvement in meaningful activities (Wigglesworth, 2021). These practices help individuals to grow self-awareness, develop a deeper understanding of their life purpose, and align their actions with higher values. In addition, creating an environment that supports spiritual growth, whether at home, school, or work, is also essential for SI development (Srivastava & Misra, 2020).

Based on the explanation of the concept of spiritual intelligence above, the concept of spiritual intelligence is a new, valuable perspective for understanding human intelligence. The SI theory developed by Zohar and Marshall and the SI model by King and DeCicco has provided a framework for understanding and measuring SI. Research has shown the benefits of SI in various aspects of life, including psychological well-being, leadership, and work performance. Developing SI through meditation and self-reflection and creating an environment that supports spiritual growth can help individuals find higher meaning, purpose, and values in life.

Integrating Emotional and Spiritual Intelligence through a Holistic Approach

The combination of emotional intelligence (EI) and spiritual intelligence (SI) through a holistic approach aims to increase the achievement of attention in the psychology and self-development literature. This approach recognizes that humans are multidimensional beings with interconnected emotional, spiritual, and cognitive aspects that influence overall well-being and performance (Nandram & Borden, 2020). Although EI and SI are often considered separate concepts, their incorporation can benefit individuals and organizations more (Kaur et al., 2019).

A holistic approach that integrates EI and SI is grounded in the understanding that these two forms of intelligence complement and support each other. The EI enables individuals to understand and achieve their own emotions and the emotions of others, while SI enables people to find meaning, purpose, and higher values in life (Zohar & Marshall, 2020). When EI and SI are integrated, individuals can better understand themselves, others, and the world around them and act in ways aligned with their values and purposes (Wigglesworth, 2021).

Recent research has proven the benefits of incorporating EI and SI in various contexts. A study by Kaur et al. (2019) found that nurses with higher levels of EI and SI demonstrated better caring behaviors toward patients. Nurses who recognize and manage their emotions and find meaning and purpose in their work tend to provide more empathetic and patient-centered care. In an educational context, a study by Singh and Srivastava (2020) establishes that students with higher EI and SI tend to have better psychological well-being and academic achievement.

Integrating EI and SI also has significant implications for leadership and organizational development. Leaders with high EI and SI can create a more positive organizational culture where employees feel valued, supported, and connected to a larger purpose (Nandram & Borden, 2020). Another study by Yadav and Lata (2019) found that a spiritual leadership style that integrates EI and SI is associated with higher organizational commitment and employee job satisfaction.

Developing a holistic approach that integrates EI and SI implicates efforts through various practices and interventions. The performance practices well done through meditation, mindfulness, and self-reflection can help individuals grow in self-awareness, develop emotional management skills, and find meaning and purpose in their lives (Dhiman & Marques, 2020). The training programs designed to develop EI and SI competencies in an integrated manner have also improved individuals' well-being, performance, and leadership (Agrawal & Chaudhary, 2018).

In conclusion, holistically integrating emotional and spiritual intelligence offers a more comprehensive perspective on understanding and developing human potential. Individuals can achieve higher self-awareness, connectedness, and performance levels by recognizing and nurturing emotional and spiritual aspects. The organizations recommend adopting a holistic approach to create a

more positive culture where employees feel valued and connected to a greater purpose. Further research is needed to explore practical strategies and interventions in integrating EI and SI and their impact on various aspects of personal and professional life.

Implications of Developing Emotional and Spiritual Intelligence in Various Contexts

The development of emotional intelligence (EI) and spiritual intelligence (SI) has broad implications in various contexts, including education, work, leadership, and mental health. Recent research has shown that EI and SI contribute to individual success and well-being and positively impact organizational performance and culture (Dhiman & Marques, 2020).

In the education environment, the development of EI and SI has shown significant benefits for students. The research conducted by MacCann et al. (2020) establishes that students with higher EI tend to have better academic achievement, better psychological adjustment, and lower stress levels. Meanwhile, research by Srivastava and Misra (2020) found that SI is associated with higher subjective well-being among students. Integrating the development of EI and SI into the educational curriculum can help students achieve academic success and develop emotional and spiritual skills that are important to their overall life (Kaur et al., 2019).

The EI and SI are essential predictors of job performance and satisfaction in the work environment. A study by Miao et al. (2017) found that EI is associated with better job performance, higher job satisfaction, and more substantial organizational commitment. Meanwhile, a study by Malik and Tariq (2019) found that SI is associated with higher organizational commitment and job performance among employees in the financial sector. Developing employees' EI and SI can help them better manage stress, shape positive relationships with coworkers, and find meaning and purpose in their work (Agrawal & Chaudhary, 2018).

The implications of developing EI and SI are also highly applicable in the context of leadership. Leaders with high EI can understand and manage their emotions and those of others, leading to better decision-making and more effective interpersonal relationships (Jain & Duggal, 2018). Meanwhile, leaders with high SI can encourage and motivate others with a higher vision and values and create a more meaningful and purpose-centered organizational culture

(Yadav & Lata, 2019). Developing EI and SI among leaders can help them become more effective change agents and create a more positive and grasped productivity in the work environment.

In the context of mental health, the development of EI and SI also has important implications. The research has shown that higher EI is connected with lower levels of anxiety and depression, higher life satisfaction, and greater resilience to stress (Schutte & Malouff, 2018), while SI is associated with better psychological well-being, higher life satisfaction, and lower levels of stress (Srivastava & Misra, 2020). Integrating the development of EI and SI into mental health interventions and programs may help individuals build resilience, find meaning in adversity, and develop more positive relationships with themselves and others (Kaur et al., 2019).

Granting research on the developmental implications of EI and SI continues to grow, with several challenges and opportunities for further research remaining. Given these constructs' multidimensional and subjective nature, one challenge is measuring EI and SI accurately and reliably (Kapoor & Dewan, 2019). Furthermore, more research is needed to understand the factors contributing to the development of EI and SI and the most effective interventions and strategies for fostering these intelligences in different contexts (Dhiman & Marques, 2020).

The implications of developing emotional and spiritual intelligence in various backgrounds are broad and significant. Recent research has demonstrated the benefits of EI and SI in education, employment, leadership, and mental health. Integrating EI and SI development into curricula, training programs, and interventions can help individuals and organizations reach their full potential and create healthier, more thriving societies. While the challenges and opportunities for further research remain, the recognition of the importance of EI and SI continues to grow, and efforts to develop these intelligences are increasingly becoming a priority in many areas of life.

Discussion

The Significance of Developing Emotional and Spiritual Intelligence in the Context of Education

The development of emotional intelligence (EI) and spiritual intelligence (SI) in education has incredible significance in preparing students to face life's challenges in the 21st century. Traditional education systems often emphasize

developing intellectual intelligence (IQ) and academic achievement. Still, recent research suggests that EI and SI are equal, if not more important, in determining students' success and well-being (Kaur et al., 2019).

The EI involves the ability to understand and manage one's own emotions and the emotions of others and has been shown to significantly impact students' academic performance. A meta-analysis conducted by MacCann et al. (2020) found that EI steadily predicted academic achievement across educational levels, from elementary school to college. Students with higher EI tend to have better motivation for learning, greater engagement in the learning process, and a better ability to cope with academic stress (Zhoc et al., 2020).

In addition, EI plays an essential role in students' social and emotional development. Students with higher EI tend to have more positive relationships with other students and teachers, have good communication skills, and have a more remarkable ability to resolve conflicts constructively (Piqueras et al., 2019). These skills are essential for academic success, mental well-being, and future career success (Greenberg et al., 2017).

On the other hand, SI also involves discovering meaning, purpose, and higher values in life, which play a significant role in education. Research conducted by Srivastava and Misra (2020) found that SI is undoubtedly related to students' subjective well-being, which includes life satisfaction, positive emotions, and meaning in life. Students with higher SI tend to have greater resilience in academic challenges. They can see education as a means for personal growth and social contribution (King & DeCicco, 2020).

Integrating EI and SI development into the education curriculum will provide broader benefits for students. The research conducted by Gutierrez and Mullen (2020) showed that EI training programs support the process of integration into classroom learning and can significantly progress students' emotional and social skills and academic performance. Meanwhile, the research conducted by Pandya (2019) found that cultivating SI through practices such as meditation, self-reflection, and service-learning can help students develop greater self-awareness, empathy, and a sense of social responsibility.

Despite its significant benefits, the development of EI and SI in education still faces several trials. One of the main challenges is the lack of consideration and support from program makers and education administrators, who often prioritize academic achievement over developing emotional and spiritual skills

(Idris & Zainudin, 2020). In addition, there is still a need to create effective and reliable teaching and assessment methods for EI and SI and provide adequate training for teachers to integrate this intelligence into their learning practices (Pérez-Fuentes et al., 2020).

The increasing emotional and spiritual intelligence in educational contexts has remarkable significance in preparing students for success and holistic growth. By incorporating EI and SI into courses and instructional practices, the education systems can help students achieve academic aspects and develop social-emotional skills, resilience, and a sense of purpose essential to their well-being and success. While there are still challenges to overcome, recognizing and cultivating EI and SI in education are crucial steps in creating a more balanced, resilient, and determined future for the future generation.

The Role of Emotional and Spiritual Intelligence in Improving Job Performance and Satisfaction

Emotional intelligence (EI) and spiritual intelligence (SI) are vital in improving employee performance and job satisfaction. In an increasingly complex and demanding workplace, emotional and spiritual competencies are key factors that differentiate high-performing and engaged employees from those who struggle to encounter job difficulties (Thakur & Sharma, 2019).

The research has exposed that EI significantly contributes to job performance. A meta-analysis by Miao et al. (2017) found that EI positively affects job performance across several occupations and industries. Employees with higher EI tend to be better at managing stress, building positive relationships with coworkers, and adapting to change, all of which contribute to greater productivity and effectiveness (Soomro et al., 2020). Additionally, employees with high EI also tend to exhibit better organizational citizenship behaviors, such as helping coworkers and engaging in volunteer activities, which create a more positive and supportive work environment (Extremera et al., 2019).

The EI also plays a significant role in employee job satisfaction. Research conducted by Pekaar et al. (2018) found that employees with higher EI tend to have higher levels of job satisfaction, greater work engagement, and lower intentions to leave the organization. Understanding and managing emotions allows employees to resolve conflicts, build more positive relationships with managers and coworkers, and find meaning and satisfaction in their work. In

addition to the EI, SI significantly impacts employment performance and satisfaction. Research conducted by Malik and Tariq (2019) found that the SI is positively interconnected to organizational commitment and job performance among employees in the financial sector. Employees with higher SI tend to have a greater sense of purpose, see their work as a meaningful calling, and experience greater alignment between their personal and organizational values (Aboobaker et al., 2020).

The SI significantly contributes to job satisfaction by enabling employees to find meaning and purpose in their work. Research conducted by Munawar and Tariq (2018) found that SI is positively related to job satisfaction and employee well-being in the information technology industry. Employees with higher SI tend to have a more positive outlook on their work, experience more positive emotions at work, and are more resilient in facing challenges and setbacks.

Given the critical role of EI and the SI in job performance and satisfaction, organizations gradually identify the need to develop these competencies among their employees. The EI training and interventions effectively improve the employees' emotional skills, reduce stress, and improve job performance (Kotsou et al., 2018). Equally important, regular emotional management exercises that promote spiritual growth, such as meditation, self-reflection, and engaging in meaningful activities, can help employees develop their SI and find greater satisfaction in their work.

However, integrating EI and SI development into human resource management strategies remains challenging for many organizations. A more holistic and systematic approach is needed to create a work culture that supports employees' emotional and spiritual growth (Rashid et al., 2019). This involves providing targeted training and interventions and aligning leadership, communication, and decision-making practices with EI and SI principles.

Emotional and spiritual intelligence is integral to improving employee performance and job satisfaction. By developing emotional and spiritual capabilities, the employees can more effectively manage stress, build positive relationships, find meaning in their work, and contribute to the organization's overall success. The organizations recognize and foster EI and SI among their employees to construct an engaged, productive, and satisfied workforce. While there are still challenges in integrating EI and SI into human resource management practices, they have accepted the significant benefits as a critical

priority for organizations looking to thrive in an increasingly complex and demanding era.

The Impact of Emotional and Spiritual Intelligence Integration of Leadership and Organizational Culture

Integrating emotional intelligence (EI) and spiritual intelligence (SI) significantly impacts leadership and organizational culture. In an increasingly dynamic and complex business environment, leaders with high emotional and spiritual competencies are better able to inspire, motivate, and empower their employees and create a positive and value-centered organizational culture (Yadav & Lata, 2019).

Research has shown that leaders with high EI are more effective at managing and influencing their employees' emotions. Edelman and Knippenberg's (2018) study found that leaders with higher EI were more skilled at recognizing and responding to their employees' emotional needs, leading to higher trust, commitment, and team performance. Emotionally intelligent leaders can also better manage conflict, build consensus, and create a more cohesive and collaborative work environment (Jain & Duggal, 2018).

In addition to EI, SI also plays an essential role in effective leadership. Leaders with high SI tend to have greater self-awareness, more profound empathy, and a stronger sense of purpose (Wigglesworth, 2021). They can maintain their actions and decisions with higher values and principles and encourage their followers to do the same. Research conducted by Nair and Sivakumar (2018) found that spiritual leadership positively relates to employee empowerment, creativity, and organizational citizenship behavior.

Integrating EI and SI into leadership can create a more holistic and transformational leadership style. Emotionally and spiritually intelligent leaders are better able to build trustworthy and meaningful relations with their followers and create a shared vision and purpose that transcends self-interest (Maheshwari & Vohra, 2020). They practice friendly leadership relationships, prioritizing their followers' growth and well-being above their self-interest (Ramli et al., 2019).

The impact of EI and SI integration is not limited to individual leadership matters but extends to organizational culture. Organizations led by individuals with high EI and SI tend to have more positive, inclusive, and ethical cultures (Belwalkar et al., 2018). Such cultures prioritize employee well-being,

encourage authentic expression, and value each individual's contributions. This leads to higher employee engagement, satisfaction, retention, and organizational performance (Devi & Sharma, 2019).

However, integrating EI and SI into organizational leadership and culture is difficult. It requires a sincere commitment, strong support from the management team, and investment in training and developing emotional and spiritual competencies (Dhingra & Gupta, 2018). In addition, it requires a paradigm shift in how organizations think about and assess leadership, from a narrow focus on bottom-line results to a more holistic, human-centered perspective (Tripathi et al., 2021).

Integrating emotional and spiritual intelligence into organizational leadership and culture has the potential to transform the way organizations operate and thrive. By developing emotionally and spiritually intelligent leaders, the organization can create a positive environment, build the spirit of collaboration, reach meaningful work environments, and ultimately lead to better outcomes for all stakeholders. While there are still challenges to overcome, the benefits of this more holistic, human-centered approach to leadership are too significant to ignore.

Implications of Emotional and Spiritual Intelligence for Individual Mental Health and Well-Being

Emotional intelligence (EI) and spiritual intelligence (SI) substantially affect individual mental health and well-being. In an increasingly complex and stressful world, managing emotions and finding meaning in life are more important for maintaining cognitive health and overall well-being (Dhiman & Marques, 2020). Research has shown that EI positively correlates with better mental health and lower stress levels. A meta-analysis study conducted by Schutte and Malouff (2018) found that individuals with higher EI tend to have higher levels of emotional well-being, higher self-esteem, and greater life satisfaction. They are also more resilient to controlling their stress and experience fewer symptoms of anxiety and depression (Piqueras et al., 2019).

Several things influence EI on a person's psychology, such as self-awareness, emotional management, and empathy, enabling individuals to deal effectively with emotional challenges and build more positive relationships. (Fernandez-Abascal & Martin-Diaz, 2021). Individuals with high EI can better recognize and manage their negative emotions and develop more adaptive

coping strategies in the face of stress (Lea et al., 2019). They are skilled in seeking social support and building strong networks, which are important protective factors for mental health (Petrides et al., 2017).

In addition to the EI, the SI also plays a vital role in promoting mental health and well-being. Research conducted by Srivastava and Misra (2020) found that SI positively relates to subjective well-being, including life satisfaction, positive emotions, and meaning in life. Individuals with higher SI tend to have a broader perspective on life, find greater purpose, and experience a sense of connectedness to something beyond themselves (King & DeCicco, 2020).

Spiritual practices, such as meditation, prayer, and self-reflection, have been exposed to benefit mental health. A systematic review by Ghahari et al. (2021) found that spirituality-based interventions effectively reduced symptoms of anxiety, depression, and stress among diverse populations. These practices help individuals develop self-awareness, improve emotion regulation, and find inner peace and connectedness (Wachholtz & Pargament, 2018).

Integrating EI and SI can provide a more holistic approach to promoting mental health and well-being. By developing emotional and spiritual competencies, individuals can achieve life's challenges more effectively, build resilience, and find more profound meaning and purpose (Kaur et al., 2019). This is especially important in the face of all the demands and pressures of the modern world, where many individuals struggle with stress, anxiety, and feelings of dissatisfaction (Di Fabio & Kenny, 2018).

However, integrating EI and SI into mental health and well-being approaches faced difficulties. The integration of EI and SI needs further research to understand the effects of EI and SI on mental health and develop more effective interventions and programs to foster these competencies (Yadav & Punia, 2021). In addition, efforts are needed to increase awareness and acceptance of the importance of EI and SI in promoting mental health at the individual and societal levels (Dhiman & Marques, 2020).

Emotional and spiritual intelligence has profound implications for mental health and well-being. By increasing emotional and spiritual capabilities, the individual more effectively accomplishes life's challenges, builds resilience, and finds greater meaning and satisfaction. Integrating EI and SI into mental health and well-being approaches deals with a promise to promote holistic health and well-being to face a demanding world.

Implications of Emotional and Spiritual Intelligence for Individual Mental Health and Well-Being

Emotional intelligence (EI) and spiritual intelligence (SI) substantially affect individual mental health and well-being. With the increasing demands of modern times, which are more complex and stressful, individuals request the ability to manage emotions and find meaning in life to preserve mental health and overall well-being (Dhiman & Marques, 2020).

Research has shown that EI positively correlates with better mental health and lower stress levels. A meta-analysis study directed by Schutte and Malouff (2018) found that individuals with higher EI tend to have the highest levels of emotional well-being, self-esteem, and greater life satisfaction. They are also more resilient to stress and experience fewer symptoms of anxiety and depression (Piqueras et al., 2019).

The capabilities associated with EI, such as self-awareness, emotion management, and empathy, enable individuals to effectively cope with emotional challenges and build more positive relationships with others (Fernandez-Abascal & Martin-Diaz, 2021). Individuals with high EI are better able to recognize and manage their negative emotions, as well as to develop adaptive coping strategies for facing their stress (Lea et al., 2019). They are also more skilled at seeking social support and building strong networks, critical protective factors for mental health (Petrides et al., 2017).

In addition to EI, SI plays a vital role in endorsing mental health and well-being. Research by Srivastava and Misra (2020) found that SI is interrelated to subjective well-being, including life satisfaction, positive emotions, and meaning. Individuals with higher SI tend to have a broader perspective on life, find greater purpose, and experience a sense of connectedness to something beyond themselves (King & DeCicco, 2020).

Spiritual practices, such as meditation, prayer, and self-reflection, have been shown to benefit mental health. A systematic review by Ghahari et al. (2021) found that spirituality-based interventions efficiently reduced symptoms of anxiety, depression, and stress among various populations. These practices help people develop self-awareness, improve emotion regulation, and find inner peace and connectedness (Wachholtz & Pargament, 2018).

Integrating EI and SI can provide a more holistic approach to promoting mental health and well-being. By developing emotional and spiritual

competencies, individuals can more effectively manage life challenges, build resilience, and find more profound meaning and purpose (Kaur et al., 2019). This is especially essential in facing the demands and pressures of the modern world, where many individuals struggle with stress, anxiety, and feelings of dissatisfaction (Di Fabio & Kenny, 2018).

Nevertheless, the challenges persist in integrating EI and SI into mental health and well-being approaches. These require further research to understand the mechanisms underlying the effects of EI and SI on mental health and the development of more effective interventions and programs to foster these competencies (Yadav & Punia, 2021). In addition, efforts are needed to increase awareness and acceptance of the importance of EI and SI in promoting mental health at the individual and societal levels (Dhiman & Marques, 2020).

Emotional and spiritual intelligence has profound implications for mental health and well-being. By evolving their emotional and spiritual capabilities, individuals can achieve life's challenges more effectively, shape resilience, and discover more significant meaning and satisfaction. Integrating EI and SI into mental health and well-being approaches offers a promising path to promoting more holistic health and well-being in an increasingly complex and demanding world.

Conclusion

Emotional intelligence (EI) and spiritual intelligence (SI) have gradually developed significant topics in education, work, leadership, and mental health. Contemporary research has recommended the work to create EI and SI benefits for both individual purposes and the organization and society.

In the educational atmosphere, integrating programs and instruction practices can help students achieve academic success and develop emotion, resilience, and a sense of purpose essential to their well-being and success. Although implementing this approach still presents challenges, its significant benefits make it an essential priority for education systems.

EI and SI are critical in increasing employee performance and job satisfaction. Employees with high emotional and spiritual competencies can better manage their stress, build positive relationships, find meaning in their work, and contribute to the organization's success. Organizations that recognize and foster EI and SI among their employees are expected to create an engaged, productive, and satisfied workforce.

Integrating EI and SI can create a more holistic and transformational leadership style in leadership and organizational culture. Leaders with emotional and spiritual intelligence are better at inspiring, motivating, and empowering their employees and creating a positive attitude and value-centered organizational culture. While there are challenges in integrating EI and SI into leadership practices, the essential benefits cannot be ignored.

Finally, EI and SI have profound implications for an individual's mental health and well-being. By developing emotional and spiritual competencies, the individual can more effectively manage life's challenges, build resilience, and find greater meaning and satisfaction. Integrating EI and SI into mental health and well-being approaches offers a unique avenue for promoting more holistic health and well-being.

The EI and SI research has demonstrated these intelligence's incredible perspectives in many aspects of life. Challenges and opportunities for further research remain, but the recognition of the importance of EI and SI continues to grow. By adopting a more holistic approach to human development that encompasses both emotional and spiritual dimensions, it is hoped that individuals, organizations, and societies can achieve higher levels of success, satisfaction, and well-being.

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Author's Profile



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