

Get your Groove Back

How Spiritual Intelligence (SQ)
can give you the work and life
you really want

This book will teach you how to harness and use your SQ for both your work and your personal life.

— Martin Rutte, co-author of *Chicken Soup for the Soul at Work*

Jasbindar Singh

FOREWORD BY KEVIN ROBERTS

— CEO WORLDWIDE, SAATCHI & SAATCHI IDEAS COMPANY

REED
BUSINESS



Reprint rights...

You have my permission to email, print and forward this PDF to your friends, colleagues, clients and others, provided you keep it intact and unchanged.

You can also sign up for the free six-weekly SQ-zine on leadership coaching tips at my website www.sqconsulting.co.nz.

Currently you can purchase the book from Dymocks and other major bookshops in New Zealand or via www.reed.co.nz.

You will also be able to buy it online at www.sqconsulting.co.nz very soon.

Regards,
Jasbindar Singh

Foreword by Kevin Roberts

When I met with Jasbindar, my encouragement was unrestrained.

We share a determination to explode the boundaries that hold people back. Her book does that just when it's needed.

Silos and cynicism are no match for the irresistible forces of optimism, spirit and connectivity. Everything connects with everything now – organic, holistic, emotional, viral. Command and control models, like management, lack transformative power. The future – which this book opens for readers – is about “unleash and inspire”, about spirit and inspiration.

To inspire is “to put spirit into”, and this energising principle is the life force that drives us, that improves us, and that can “Get our Groove Back”. To dismiss spirit is fatal. Spirit moves organisations to greatness. When people are inspired, magic happens. To be the best we can be is the secret to incredible fulfilment and achievement. Turn the page. Dive in. Here's a door to the future.

Kevin Roberts
CEO Worldwide
Saatchi & Saatchi Ideas Company

INTRODUCTION

We are not human beings having a spiritual experience; we are spiritual beings having a human experience

Teilhard de Chardin

The objective in writing this book is two fold. Firstly, it is to highlight the very natural place of SQ (spiritual intelligence) in an integrated model along with our physical (PQ), intellectual (IQ) and emotional (EQ) dimensions. We know about IQ (intelligence quotient) and whilst much has been written lately about EQ (emotional intelligence), claiming SQ (spiritual intelligence) is the next step. Unfortunately, because of its negative association with religion, spirituality also got discarded and we lost something vital.

The second objective is to show that SQ which can tap into mystical aspects, also has very practical, here and now application to our lives. It is about what you focus on. In relation to career and life fulfilment, the path of SQ (spiritual intelligence) is about living your life in a way that gives you meaning and purpose. You are able to express in the outer world what you really value and care about in your inner world of ideas, beliefs and knowingness. As human beings, having a sense of meaning is the crux of our existence. Having an SQ consciousness will enable you to not only utilise your skills, gifts and talents but also contribute to others. It will deepen your sense of connection within as well as without including your friends, family, work colleagues, your community and the larger world you live in.

It is not to say that being SQ aware, one does not experience “down times” when doubt, confusion and even failing self-belief can hold us hostage. But the difference is when we are living in a spiritually conscious way; we are more robust in being able to examine these feelings and work through them.

In our work places today, there are many people who feel unfulfilled with what they are doing. They are going through the motions but their heart is not in it. For some Monday morning is a time of dread or by mid-week, motivation slowly but surely starts waning. There is a feeling of not being in the “right place” as if one’s soul is withering away. If this resonates with you then you may have experienced the following:

- A lack of meaning and personal fulfilment
- Poor work/life balance
- Low levels of trust
- Questions such, as “is this all there is?”
- Search for happiness which never fully arrives
- Wishing you were doing something else but not sure what
- Low engagement - apathy and low morale particularly heightened in times of organizational change
- Negative and demoralizing practices- bullying, demonising, putting people down behind their backs, not taking responsibility, negative team environment and toxic relationships
- High levels of stress
- Alcohol and drug abuse
- Career derailment

What I can say to you is that you are not alone. *Get Your Groove Back* will give you a pathway for working through what you want, where you would like to be and create some breakthroughs in your life.

The world of work has changed so much in the last few decades with organisational restructuring, globalisation and the advent of technology. There are changing demographics such as a greater number of people who are self-employed, more women and greater

diversity in the workplace. Over time, we have also become more and more removed and distant from our traditional, historical pillars of strength and support base such as family, community and place of worship. Whilst these are exciting times to be living in, there has also been consequent stress, high demand and personal overload.

We face interesting and challenging paradoxes. There is:

- More material abundance but greater spiritual poverty
- Multiple external choices but impoverished internal states
- Sophisticated technological tools but lack of time for simple pleasures and enjoyment
- Instant response and turn around time but little or no down time
- Greater globalisation but reduced sense of community
- Instant local and global internet connection but a loss in the art of face to face communication

Is it any wonder then that baby boomers and the younger generations are left asking the questions, “what is it all about?” Questions of identity and the meaning of life trail close behind – “is this all there is?” When answers are not forthcoming, sadly for some people, an uneasy dis-ease, physical and emotional ill health, self-harming or addictive behaviours become the norm. So how do we best embrace these paradoxes? How do we make sense of what is “our life?”

If we consider business, there is an economic, bottom line driven model where “human capital” is largely valued for its technical competency, which is IQ based. Emotions and spirituality are generally perceived as negative and cumbersome and preferable if left at home. Indeed, spirituality is almost a dirty word. In its extreme, it is perceived as something either “flaky” or akin to religious fundamentalism. Organisational values often arise from a

competitive win – lose model. And if holistic values are espoused, such as in the strategic plan or mission statements, there is often a breakdown in practice.

The SQ perspective provides a challenge to the old business model. It offers a neglected and untapped potential. The old “scientific management” theory of workers just does not capture the amazing, total contribution that is possible in the work place. By acknowledging the whole person with their emotional (EQ) and meaning-making, spiritual (SQ) dimensions, there is potential for a greater utilisation and release of people’s energies including their heads, hearts and spirit. It is not rocket science to grasp that when we feel fulfilled and engaged, we also give our best. In Patricia Aburdene’s new book, *Mega-trends 2010*, “spirit at work” is being recognised as one of the key future trends.

The SQ view sees the world as an integrated, living, breathing and inter-related whole and people and business are a part of this. It makes sense then that business also functions in a way that is representative of the larger system of which it is a holographic bit. For example, if it engages in practices that are harmful to the external environment or its people, it is in effect harming its own future and existence. The SQ consciousness is one that calls for sustainable individual behaviours and environmental practices.

As a business psychologist and executive coach, I have an inside view of the kinds of work issues and challenges people and organisations face. These managers and leaders have to deal with many, small to critical, internal and external challenges on a daily basis. And yet, most stay committed to getting the best out of themselves as well as growing and developing their team members. I also work with clients who despite their obvious success frequently ask, “What do I do with my life now?” It has been a huge privilege and pleasure working with clients who have been

open to exploring ideas, plumbing new depths and continuing to discover ways in which they can make a difference.

The SQ framework and questions offered in this book will enable you to do the same. It will help you dig deeper, discover what gives your life the most leverage and create meaningful shifts. SQ is about “doing things right” as well as “doing the right things.” It offers you greater discernment in the decisions and choices you make. Being more conscious of SQ does not mean that suddenly life is all rosy and Pollyanna-like. But what it does offer is strong foundations and a greater awareness to live your life from.

Who should read this book?

Get Your Groove Back has been written for you if you are feeling dissatisfied with your current job, questioning “what next,” going through a life transition or are starting out in your career. It will help give you clarity and direction whether you are in a job, out of a job or somewhere in between. You may be in a job you have outgrown or taking some time to explore other opportunities. Or perhaps you are seeking more work and life balance. By tapping into what gives you a sense of meaning and purpose, what your dreams and desires are and your interconnectivity to the larger world, you will be able to make choices relevant and critical for your life fulfilment and career success.

Get Your Groove Back embraces your wholeness – that along with your physical and intellectual capabilities, you are also an emotional and spiritual being. And it demonstrates, in a very practical and pragmatic way, how fundamental SQ is to finding career and life fulfilment. By recognising and honouring your wholeness, you are able to tap into a whole more intelligence, and alchemy.

The SQ approach will help you

- ❖ Think outside the square
- ❖ Identify unique solutions
- ❖ Dig deeper
- ❖ Capture your imagination
- ❖ Trust in the process of unfoldment
- ❖ Live more holistically

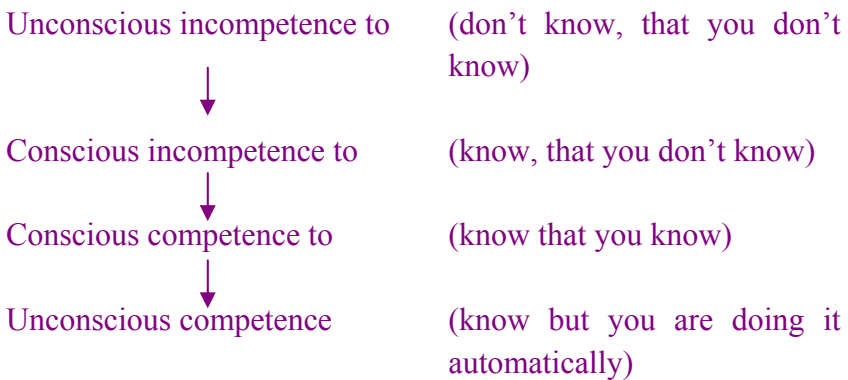
The book offers practical tools, insights and processes that will assist you in your explorations - whether you are feeling blocked in taking the next step, wondering what your true passion is or seeking work/life balance. As each section of this book builds on earlier sections, it is best followed from beginning to end although you can quite easily dip in and out of different chapters. As you read the book, you are invited to have an inquisitive and exploratory mind, like you are on a quest. The questions are designed to enable you to come out of the fog and feel a lot clearer. As an executive coach, the biggest buzz I get is in creating shifts for people. These shifts have ranged from the small and incremental to the more transformational ones. I have seen people who were initially tentative, even fearful who have really opened up and blossomed. Simply because they were willing to question, change and grow. The model I have in mind is one of “creating ripple effects” in ever-increasing circles of influence. By effecting positive change with one individual or at one level of the organisation, there are many others who benefit. And so it is with your life.

Get Your Groove Back will help you get closer to what it is that you are yearning for most in your heart and soul. And what you are yearning for most holds a vital key to what is really important in your life. This yearning can sometimes get submerged and buried. SQ raises the bar by asking questions like, “*what is one thing you would do, if you were not afraid?*” Along with what you have

been given, your life is a product of the choices and decisions you make on an ongoing basis. Why not choose wisely from what is there in the deepest core of your being?

The questions in this book offer you the opportunity of being mindful of what is really important to you. The latter can get lost in the business of your daily life. By being more mindful, you will experience greater awareness and have more choices rather than be on “automatic.” The book may also help you become aware of what you were unconscious of and bring that to light. As the learning model goes, we typically progress and shift in the following order:

From:



As in the words of Sir John Whitmore, author of *Coaching for Performance* “we have a measure of choice and control over what we are aware of, but what we are unaware of controls us.”

A key message in this book is to encourage you to find greater alignment and expression of your skills, interest, and values in the work life. However, I am aware that for some people, for varying reasons, the two areas of work and life can remain quite disparate. For you, I trust that the book will still offer some new avenues for inquiry and reflection and take you to a deeper place of understanding and wisdom.

You may be someone who in reading this book may think, “I know all this.” For you then, it may be about putting that knowledge into practice or taking it to another level of operation and being. The real edge and growth may come from not what you know but from “what you do, with what you know.” This is also how it is with a lot of my very able, talented and successful clients who know a lot on an intellectual level but come unstuck at EQ and SQ application levels. The challenge to you is, “*what are you going to do differently, as a result of what you know now?*” And “*what is that one thing, no matter how small or big, which if you did, would make a real difference?*”

And remember, SQ is not an add-on, it is already a part of who you are. It is a precious gift that as human beings we are able to constantly learn and evolve as we go through this passage of life - growing and deepening our knowledge, experience and wisdom.

As I was writing the book, I came across Margaret Wheatley’s inspirational words:

“Ask ‘What’s possible?’ not ‘What’s wrong?’
 Keep asking.
 Notice what you care about.
 Assume that many others share your dreams.
 Be brave enough to start a conversation that matters.”

Welcome on board. In taking this journey and the many conversations you will be having, I trust that you will find what you are looking for and what is looking for you. Bon voyage.

One of the most powerful lessons from the new science called chaos is the concept that everything is totally connected to everything else in an unbroken wholeness.

H.B. Gelatt



Everyone wants to have work/life balance but to get it right we need the right tools. *Get your Groove Back* is the ultimate toolbox for achieving what is truly meaningful in your life. Spiritual Intelligence pioneer Jasbindar Singh spells out how to live with joy and fulfilment, be the best you can be, and align work and life with your core values:

- Identifying your core values and interests
- Work/life balance
- Finding the right job
- Being open to serendipity and synchronicity
- Tips for migrants and global mobility
- How to avoid career derailment

Jasbindar Singh is a business psychologist and executive coach who specialises in leadership development, career and life direction, and emotional and spiritual intelligence. Her clients are drawn from a wide range of sectors including media, banking, energy, manufacturing and government. A regular contributor to newspapers and business and ethnic magazines, she is also the co-author of *No Body's Perfect*.

www.sqconsulting.co.nz

ISBN 0-7900-1055-0



9 780790 010557 >

