

INTELLIGENCE

by anders sorman-nilsson

So you're smart. So what?

It used to be that just having a high IQ, often coupled with going to the right school or moving in the right circles, was enough to qualify you for leadership.

Current HR trends tell a different story, however. The new buzzwords – EQ and WQ – are making a splash among those with the task of hiring both immediate and potential leaders.

To qualify, IQ (Intelligence Quotient) is the best known. EQ (Emotional Quotient) has been the *in thing* for some time, and WQ (Wisdom Quotient) is the latest.

With all of these Quotients going around, which is better when looking at potential leaders for your business?

Is intelligence enough? Or is it more important that a manager can identify, sympathise and rally the troops? Perhaps the most important quality a leader can have is the wisdom to make good decisions and to counsel others?

Clearly, it is when IQ, EQ and WQ work in harmony that you have an outstanding leader.

No one of these areas is more important than the others. Together they form a human being with the intelligence to understand and interpret the information they receive, the emotional maturity to exercise self-control and to lead others and the wisdom to have learned from experience that things may not go the way they 'think' or 'feel' they will.

Each of these quotients is only "more" important when it is built on a solid foundation of the others.

IQ comes first – because it is pretty much impossible for a person to have a high EQ and WQ without a high IQ.

This doesn't mean your people need to be geniuses. It does mean that they need enough intelligence to analyse and interpret the information they filter from the world around them. They need to be switched on and able to take action in a logical and informed manner.

Second that emotion

Many people with high IQs have had notoriously low EQs. Think nutty professor or mad scientist. This isn't always the case. Pythagoras and Einstein, for instance, were as much philosophers as scientists. They do seem to be more the exception than the rule, however.

A good leader must have a high level of EQ. How else will they inspire the people they lead to give their best? How else can they effectively manage staff, suppliers and clients? All of the world's greatest leaders have had high EQs.

WQ has much to do with EQ. It could almost be considered the 'advanced' IQ and EQ. WQ measures how you interact with the world around you – the decisions you make, the way you feel about things.

Ideally, you want someone with high levels of all three quotients leading the people within your company. The issue, of course, is finding these perfectly balanced people. They are few and far between.



The answer here is that all the Quotients can be raised. EQ is the easiest; through coaching and training managers can be taught to understand their emotions (and the emotions of others) and can learn how to harness these to best effect.

IQ is harder to improve. However, if you look at any IQ test, a large part could be considered 'General Knowledge Skills'. Quite often, high school students will score higher marks in IQ tests than their parents – not because they are smarter, but because they are constantly engaged in the pursuit of knowledge and are being exposed to the kind of information in these tests on a daily basis.

If they are not already studying, consistent, ongoing, structured learning is almost guaranteed to lift a person's IQ level.

WQ is the most difficult to improve. A certain amount of wisdom comes from time – experience within different industries and companies helps, as does everyday life experience. Wisdom can also be passed down.

Younger leaders will, eventually, acquire wisdom naturally and without your assistance. However, they can be helped, particularly if they are given access to a mentor who can lend their own wisdom and who can help younger leaders to identify areas of growth and learning. 🦋

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