



The Conscious Movement: An EI Tool

By Shaveta Nayyar

“Emotional Intelligence” - the newfangled word in the Conference room, is fashionable but unfathomable certainly creating space to be repositioned in a more defined way. After Covid, it’s a complete shift in the way training is conducted with special focus on mental health which is the new elephant in the room. Majority of training interventions include EI assessments, reflections, role-plays that work on the emotional stimuli of the individuals. With a cognitive approach, EI abilities are the new highlighters in the career graph in the existing empirical system that has its own limitations.

Intriguing as it may sound, emotional literacy is not just a one time or few hours process. It’s a journey, it’s something beyond process, beyond a phenomenon. Therefore, the drill is to execute and construct a space that allows individuals to emotionally grow in an intelligent and adaptive manner. So, the question is not why but how to consistently work on and work with emotions?

Whether EI training is conducted in schools, colleges, or corporates, we need to look beyond the routine approach and work on innovative tools for emotional management. Thus, we need to not only understand emotions as significant part of our career & personal lives, but also start a conscious movement to work on them.

“Conscious” awareness & movement is a choice that we all have. So, while we are focusing on skills & competencies for effective progress, we need to also start now the “Movement of Consciousness”. I spoke to school Principals and few of my senior colleagues working in the industry about EI implementation in a more significant way. All of them agreed how important it is today to first work on “consciousness” if we need to understand EI.

So, what does it mean? It means that any individual must sincerely make a choice to work from his or her highest consciousness, to perform with awareness, to perform with inner strength & mindfulness.

Emotional Intelligence is understanding & learning of oneself & others that will help & support to manage our lives better. EI training sessions will no doubt help to understand better, but it is also an individual’s

journey of consciousness and awareness. All Corp employees, students rather each one of us need to start this “Conscious Movement” that unites us to build, create and perform with awareness. In 1969, “The Black Consciousness Movement” led by Steve Biko, founder of SASO (South African Students Organization) had emerged in South Africa to raise Black self-awareness and to unite Black students, professionals, and individuals. He said, “Black man you are on your own...” This appealed to Blacks to take pride in their own culture, recognize their own dignity and self-worth which indeed spread the message of humanity to the masses.

Today, as individuals carrying various identities & playing different roles in this world of conflicts, complexities, and discernments, we need to first work on our consciousness. It means doing things with added awareness and operating from your highest self. This ‘Movement of Human Consciousness’ is the best tool to realize & implement Emotional Intelligence that will help to build a stronger Nation.

Thus, for EI trainings to work more effectively this “Conscious Movement” needs to be an important tool to create an effect, an effect that becomes inner strength. EI trainings now need to be more customized focusing on “The Consciousness Movement” that helps each trainee to have a better connect with life.

As simple as just being together in a project with desired awareness to handle situations & disagreements or handling a demanding and a difficult coworker with consciousness is a part of this EI tool. It will be nice to see individuals at work making it a part of their growth and evolvment plan.

Without doubt there are many unsaid and unfelt emotions at work and in our personal affairs that require internal as well as external management. There are emotional outbursts that can harm any working relationship. Perhaps the most disturbing is diseases or sickness due to emotional blockages and habits. Looking from the vantage point I see “Conscious Movement’ as a strong EI tool of much needed change globally. Transformation leading to a new level of consciousness is what is needed today across all the industries, people, cultures etc

In Sanskrit a shloka says, “निरपेक्षो निर्विकारो निर्भरः शीतलाशयः । अगाधबुद्धिरक्षुब्धो भव चिन्मात्रवासनः”

It means – “You are unconditioned and changeless, formless and immovable, unfathomable awareness and unperturbable, so hold on to nothing but consciousness.”

Today, universal consciousness is needed to grow, to achieve and to be in harmony with oneself and others. As we do so, a larger impact on growth of the individual, growth of the company, growth of the industry and of course of the Nation will be seen. This “Movement of Consciousness” is an Emotional Intelligence tool that will help human cognitive & psychic abilities to grow in a more efficient way.

The structure, nature and characteristics of Emotional Intelligence will only come to their true sense when “The Movement of Consciousness” starts now with full commitment and honesty. It’s time – “NOW or NEVER” to bring a global change in the work environment.

Let us be committed to creating a conscious and mindful culture at work as well as in our personal relationships. Let us first ask ourselves if we are conscious and aware to perform, to act and to be.....

(Shaveta Nayyar is an Emotional Intelligence Coach, Educator, Social Entrepreneur and Author.)