

BEING HUMAN

The infinite potential of how we work, lead, and live.



beyond success



Hi, I'm glad you're here!

BY MIRJANA BOZNOVSKA

We know something important now. Skills and knowledge alone are not enough for people to thrive at work. We've seen the signals for years:

- Engagement is low.
- Trust is fragile.
- Burnout is common.

And yet most organisations still hire, promote, and reward people primarily for technical ability. Not because it works best. But because it's familiar.

But **being human** at work is more layered than that. Thriving isn't just about how technically capable you are. It's about **how integrated you are**. This edition explores four intelligences that shape how you show up every day:

IQ – Intellectual Intelligence

How you think and solve.

EQ – Emotional Intelligence

How you regulate and relate.

PQ – Physical Intelligence

How you manage energy/stress.

SQ – Spiritual Intelligence

How you connect to meaning.

Not as theory. But as something lived in how you work and lead.

IN THIS EDITION

When One Intelligence Runs the Show...The Wheel Wobbles

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Human Reset

When One Intelligence Runs the Show...The Wheel Wobbles



Real Talk: Most workplaces are designed to drive the to-do list, not develop the whole human. Build skills. Deliver results. But the data tells a deeper story. When people operate from only part of themselves, energy drops, connection weakens, and performance follows.

You may recognise this:

High IQ + low EQ → Smart but difficult to work with.

High IQ + low PQ → Productive but constantly drained.

High IQ + low SQ → Successful but disconnected and unfulfilled. Performance may hold for a while. But it rarely lasts.

A QUICK CHECK-IN WHICH ONE SOUNDS MOST LIKE YOU AT WORK?

IQ - Thinking first

You analyse and solve problems fast. But sometimes miss other perspectives.

PQ - Pushing through

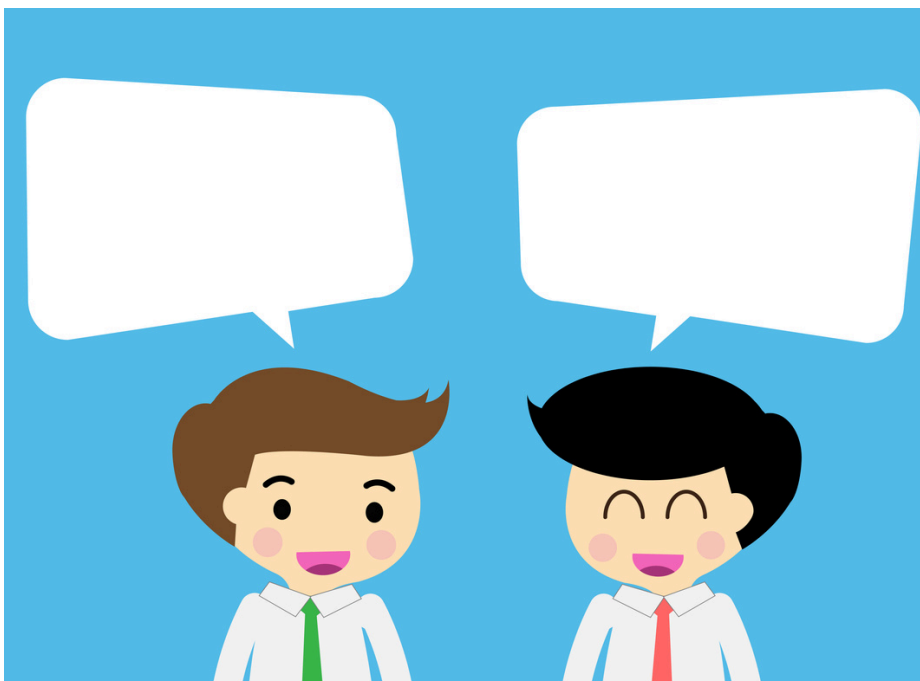
You keep going and deliver under pressure. But often ignore energy and recovery.

EQ - Reading the room

You understand people and value harmony. But may avoid difficult conversations as they feel heavy.

SQ - Seeking meaning

You want work to matter and align with your values. But when busy, purpose often feels distant.



Most people lean on one intelligence **without realising it**. These patterns are shaped by beliefs and daily habits. When one dominates for too long, **the wheel wobbles**.

How Imbalance Shows Up at Work

When One Intelligence Takes Over

IQ When Thinking dominates

A project falls behind.

Thinking alone starts driving performance.

EQ suffers → The team feels unseen.

PQ suffers → Hours increase. Energy drains.

SQ suffers → Purpose turns into pressure.

Outcome:

Short-term correction. Long-term fatigue.

Science:

Cognitive overload reduces decision quality and increases error rates.

PQ When Energy Is Ignored

Back-to-back meetings.

The pace keeps accelerating.

IQ declines → Decision quality drops.

EQ declines → Irritability rises.

SQ declines → Meaning feels distant.

Outcome:

You're not less capable. You're depleted.

Science:

Mental fatigue reduces focus, emotional regulation, and cognitive performance.

EQ When Emotion Runs Unchecked

Feedback lands.

It feels like criticism. Defensive. Blame.

IQ narrows → Useful insight is missed.

PQ spikes → Stress increases.

SQ disconnects → You question your place.

Outcome:

Trust and belonging erode.

Science:

Emotional threat activates the amygdala, limiting rational thinking and learning.

SQ When Meaning Is Missing

Targets are met.

But you feel disconnected from the work.

IQ powers → Performance without purpose.

EQ feels flat → Connection fades.

PQ drains → Motivation drops.

Outcome:

Success without fulfilment.

Science:

Purpose strongly predicts engagement, resilience, and intrinsic motivation.



*When one intelligence dominates, performance fragments.
When all four work together, people thrive and results follow.*

Integration Changes the Experience of Work

From Survival to Thriving

IQ How you think and solve

Status Quo – Surviving

- Overthinking.
- Perfectionism.
- Self-doubt disguised as “high standards.”

Real Work Example:

You delay sending a proposal because it’s “not ready.” Fear of judgment stalls flow.

Beyond Success – Thriving

- IQ: Think clearly.
- EQ: Welcome feedback.
- PQ: Focus energy.
- SQ: Connect to purpose.

Real Work Example:

You send the proposal, invite feedback, and improve it together.

What shifts:

- Ownership grows (*Autonomy*)
- Trust strengthens (*Relatedness*)
- Confidence builds (*Competence*)

PQ How you manage energy/stress

Status Quo – Surviving

- Constant urgency.
- Ignoring fatigue.
- Wearing exhaustion like a badge.

Real Work Example:

You stay back late again.
“That’s just how it’s done here.”

Beyond Success – Thriving

- IQ: Focus thinking.
- EQ: Stay patient.
- PQ: Protect energy.
- SQ: Work with meaning.

Real Work Example:

You protect your finish time and model a healthier way of working.

What shifts:

- Sustainable effort (*Autonomy*)
- Steadier relationships (*Relatedness*)
- Clearer decisions (*Competence*)

Developed By Strengthening:

- Self-awareness: Notice beliefs.
- Self-responsibility: Challenge patterns.
- Self-leadership: Choose learning.

Developed By Strengthening:

- Self-awareness: Observe energy.
- Self-responsibility: Practice self-care.
- Self-leadership: Protect recovery.

Integration Changes the Experience of Work

From Survival to Thriving

EQ How you regulate and relate

Status Quo – Surviving

- Reactive.
- Defensive.
- Attached to outcome.

Real Work Example:

A colleague challenges your idea in a meeting. You argue or shut down.

Beyond Success – Thriving

- IQ: Hear insight.
- EQ: Stay Curious.
- PQ: Settle nerves.
- SQ: Choose growth.

Real Work Example:

You pause and ask, "What can I learn here?"

What Shifts:

- Self-regulation (*Autonomy*)
- Deeper trust (*Relatedness*)
- Faster learning (*Competence*)

Developed By Strengthening:

- Self-awareness: Name emotions.
- Self-responsibility: Own reactions.
- Self-leadership: Choose response.

SQ How you connect to meaning

Status Quo – Surviving

- Working for validation.
- Chasing titles.
- Success without fulfilment.

Real Work Example:

A decision is made that conflicts with your values. You stay silent and go along with it.

Beyond Success – Thriving

- IQ: Think long-term.
- EQ: Stay connected.
- PQ: Sustain energy.
- SQ: Align values.

Real Work Example:

You raise the concern and explore a path that aligns with shared values.

What Shifts:

- Values alignment (*Autonomy*)
- Shared purpose (*Relatedness*)
- Meaningful contribution (*Competence*)

Developed By Strengthening:

- Self-awareness: Clarify values.
- Self-responsibility: Align decisions.
- Self-leadership: Lead purposefully.



A 60 Sec Human Reset: Intelligence Check-In

Before a meeting/decision, pause and ask:

IQ – What are the facts?

SQ – Why does this matter?

PQ – How is my energy?

EQ – Who is affected?

The Lens

IQ → What (analysis / information)

SQ → Why (meaning / purpose)

PQ → How (capacity / energy to act)

EQ → Who (people / relationships)

Four questions.

Sixty seconds.

Clearer leadership

Integration begins with awareness in action.

Real Work Moments

Decision Making—Control → Autonomy

Old Pattern: The leader solves every problem. The team waits for answers. Ownership stays low.

Human Reset (IQ): Clarify. Share. Trust.

"What information does the team need to decide well?" When leaders create space for decisions, ownership grows.

Team Energy—Pressure → Sustainable Pace

Old Pattern: Deadlines pile up. The team keeps pushing without pause.

Human Reset (PQ): Pause. Evaluate. Reset.

"What would help the team recover and move forward well?" When leaders regulate pace, energy stabilises and competence returns.

Team Voice—Silence → Contribution

Old Pattern: The same voices dominate meetings. Others stay quiet and hold back ideas.

Human Reset (EQ): Notice. Invite. Include.

"Who haven't we heard from yet?" When people feel safe to contribute, perspectives widen and decisions improve.

Busy—Prioritise → Meaning

Old Pattern: Everyone is working hard, but no one is sure what matters most. Effort spreads thin.

Human Reset (SQ): Align. Clarify, Refocus.

"What will make the biggest difference right now?" When work reconnects to purpose, energy becomes focused and meaningful.



BEING HUMAN

a People-First invitation

Intelligence was never meant to live in silos.

- Thinking.
- Energy.
- Emotion.
- Meaning.

When they work together, something shifts.

Decisions become clearer.

Relationships deepen.

Work begins to feel different.

Integration isn't about doing more.

It's about becoming more aware of the whole of who you are.

Because when people bring their whole self to work,
performance becomes sustainable
and work becomes more human.



“The future belongs to those willing to integrate the whole of who they are. Until next time, let your humanity lead.”

— MIRJANA