

Identification and Prioritization of the Outcomes of Spiritual Intelligence Training in Women Entrepreneurs

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Abstract

Background and Objective: Women entrepreneurs, due to facing simultaneous economic, social, and family pressures, require empowering internal resources to maintain mental health, resilience, and professional performance. Spiritual intelligence, as a cognitive–value capacity, can play a significant role in this regard; however, empirical evidence concerning the outcomes of spiritual intelligence training for women entrepreneurs remains scattered and limited. The present study was conducted with the aim of identifying and prioritizing the outcomes of spiritual intelligence training among women entrepreneurs. **Method:** This study employed a documentary (library-based) approach using qualitative content analysis and the meta-synthesis method. Relevant scientific sources—including domestic and international articles, books, and theses—were collected from databases such as SID, Magiran, Scopus, Web of Science, and Google Scholar using specialized keywords. After systematic screening, the selected sources were analyzed. Through two stages of coding, concepts were extracted and categorized into synthesized and main outcomes, which were then prioritized based on the frequency of codes.

Findings: A total of 36 initial codes were classified into 12 synthesized outcomes and 4 main outcomes:

1. Social capital and professional ethics with a frequency of 45.2% (first priority),
2. Meaning orientation and personal flourishing with 20.3%,
3. Psychological empowerment and well-being with 18.7%, and
4. Resilience and professional effectiveness with 15.6%.

Spiritual intelligence training, through strengthening emotional regulation skills, reducing stress, increasing purposefulness, self-awareness, self-leadership, value-based decision-making, resilience, ethical orientation, and empathy, contributes to the enhancement of social capital, mental health, and entrepreneurial performance among women. **Conclusion:** Spiritual intelligence training functions as a “strategic foundation” for the multidimensional empowerment of women entrepreneurs. Its outcomes extend beyond the individual level and influence the quality of relationships and professional ethics. Therefore, designing and implementing evidence-based and culturally adapted training protocols within women’s entrepreneurship development programs is recommended.

Keywords: Spiritual intelligence, spiritual intelligence training, women entrepreneurs, resilience, purposefulness, personal growth, social capital, professional ethics, psychological empowerment.

Introduction

In recent years, the role of women in the field of entrepreneurship has increased significantly. However, entrepreneurial activity for many women is accompanied by a range of economic, social, and professional pressures. Women entrepreneurs often face family and social expectations in addition to their occupational responsibilities, which may increase levels of stress, psychological burnout, and conflict between life roles. Such conditions can negatively affect their mental health, personal motivation, and professional development (Hussain et al., 2023). In this context, one of the important factors that can help women entrepreneurs effectively cope with challenges is resilience. Resilience refers to an individual's capacity to adapt to difficult circumstances, maintain psychological balance, and regain capabilities after experiencing crises, and it is recognized as one of the essential components of success in entrepreneurial activities (Wiseman & Watts, 2022). Despite the importance of this characteristic, the identification of psychological and spiritual factors that strengthen resilience in women entrepreneurs has not yet received sufficient attention.

One construct that has attracted the attention of researchers in recent years is spiritual intelligence. This type of intelligence refers to individuals' ability to understand meaning and purpose in life, connect with transcendent values, and utilize inner insights to guide behavior and decision-making. Studies indicate that spiritual intelligence can play an effective role in enhancing the capacity to cope with psychological pressures, managing emotions, and improving individual performance (Amram, 2022; Cicotto, 2025). From this perspective, strengthening spiritual intelligence can serve as an internal resource for individuals and assist them in dealing with challenging life and work situations.

Research findings also indicate that spiritual intelligence is positively associated with various indicators of mental health, such as happiness, life satisfaction, and a sense of psychological peace. By strengthening psychological flexibility and emotional regulation, this construct can contribute to reducing stress and occupational pressures (Ghobbeh & Atrian, 2024; Giannone & Kaplin, 2020). Moreover, one important dimension of spiritual intelligence is the ability to search for meaning and set goals in life. Individuals with higher levels of spiritual intelligence usually have a clearer understanding of their life goals and values and demonstrate greater perseverance in achieving them (Dezutter et al., 2013; Jafari & Bagheri, 2024). Such characteristics are particularly important for women entrepreneurs, as a sense of purpose can serve as an important source for strengthening motivation, increasing productivity, and enhancing job satisfaction, ultimately contributing to their professional and personal advancement (King et al., 2012).

On the other hand, the effects of spiritual intelligence are not limited to the individual level and can also influence the quality of social interactions and workplace environments. Some studies have shown that individuals with higher levels of spiritual intelligence generally possess stronger ethical values and demonstrate greater empathy and understanding in interpersonal interactions. These characteristics can lead to reduced organizational conflicts and the strengthening of healthy relationships in the workplace (Ibrahim et al., 2022; Aini et al., 2023; Beni et al., 2025). Research evidence also indicates that spiritual intelligence is correlated with other dimensions of intelligence, particularly emotional and social intelligence, and this interaction can enhance individuals' ability to manage stress, make effective decisions, and achieve professional goals (Mróz et al., 2023; Briciu, 2025; Zhou et al., 2024).

Accordingly, attention to the education and development of spiritual intelligence can be considered one of the emerging approaches to empowering women entrepreneurs.

Despite the potential importance of this construct, the role of spiritual intelligence training in strengthening components such as resilience, sense of purpose, and personal growth among women entrepreneurs has not yet been comprehensively examined. Women active in entrepreneurship require internal resources and skills that can strengthen their psychological and motivational capacities in order to cope with multiple professional and social pressures. In this regard, spiritual intelligence training can be proposed as one of the effective strategies for enhancing their psychological capacities; however, empirical evidence in this area remains limited.

A review of the scientific literature also indicates that although some studies have addressed the role of psychological factors in entrepreneurial success, applied and interdisciplinary research that specifically examines the impact of spiritual intelligence training on variables such as resilience, sense of purpose, and personal growth among women entrepreneurs remains relatively scarce (Alshebami et al., 2023; Senmar et al., 2023; Fidelis et al., 2024). Therefore, conducting studies that can empirically examine the relationship between spiritual intelligence training and these important psychological variables may contribute to the development of theoretical knowledge and provide practical solutions for improving women's mental health and professional performance (Roher et al., 2024; Abidin et al., 2024; Ghobbeh & Atrian, 2024).

Accordingly, the present study aims to examine the effect of spiritual intelligence training on resilience, sense of purpose, and personal growth among women entrepreneurs. By addressing existing gaps in the research literature, this study seeks to provide a basis for developing strategies to enhance the psychological and professional empowerment of this group. In line with this objective, the main research question is whether spiritual intelligence training can have a significant effect on the resilience, sense of purpose, and personal growth of women entrepreneurs.

Lecture Review

The Conceptual Position of Spiritual Intelligence and Its Relation to “Training” in the Context of Women's Entrepreneurship

Spiritual intelligence in contemporary psychological literature is defined as a cognitive–value capacity that enables individuals to interpret life and work experiences within a meaningful framework, use transcendent values as a compass in decision-making, and maintain purposeful orientation when facing ambiguity, pressure, and conflict (Amram, 2022; Cicotto, 2025). When this construct is connected to the field of women's entrepreneurship, it becomes an “internal resource” that can support persistence, ethical conduct, emotional self-regulation, and tolerance of uncertainty—components that are particularly important in the everyday reality of women entrepreneurs due to the multiple pressures of roles and responsibilities (business, family, social relations, and cultural expectations) (Hussain et al., 2023). From an educational perspective, spiritual intelligence is not considered a static trait; rather, it can be strengthened through purposeful interventions such as training, practice, reflective thinking, and guided experiences—especially when educational programs focus on developing meaning, personal values,

self-awareness, and skills related to emotional management and value-based decision-making (Amram, 2022; Ghobbeh & Atrian, 2024).

Definition of Spiritual Intelligence Training and Its Distinction from General Spirituality or Motivational Training

Spiritual intelligence training can be defined as a structured process aimed at enhancing individuals' ability to create meaning, set value-based goals, develop deep self-awareness, and utilize internal resources for problem-solving and adaptation to challenges (Cicotto, 2025; Amram, 2022). This type of training differs from "general spirituality," which may merely refer to personal beliefs or individual rituals, because it is delivered as a structured educational program that can be designed, evaluated, and transferred, with outcomes observable in professional behaviors and real-life decisions (Amram, 2022). It also differs from purely motivational or success-management training, as it focuses on the system of meaning and values and on the individual's interpretation of difficult events, as well as on self-regulation and resilience skills, rather than merely increasing short-term motivation (Ghobbeh & Atrian, 2024). This distinction is particularly important for women entrepreneurs because persistent occupational and social pressures are rarely reduced sustainably through superficial or purely motivational approaches and instead require the strengthening of deeper mechanisms such as meaning-making, psychological flexibility, and emotional regulation (Hussain et al., 2023; Giannone & Kaplin, 2020).

Theoretical Link Between Spiritual Intelligence and Resilience in Women Entrepreneurs

Resilience—defined as the ability to adapt to pressures, recover psychologically after crises, and continue effective functioning under difficult conditions—is considered a vital factor for entrepreneurial success (Wiseman & Watts, 2022). From a theoretical perspective, spiritual intelligence can strengthen resilience by altering the individual's interpretive framework regarding failures and crises. Instead of perceiving failure as the end of the path, individuals may interpret it as part of a process of growth and learning, and this meaningful reinterpretation increases hope, perseverance, and tolerance for ambiguity (Amram, 2022; Dezutter et al., 2013). Women entrepreneurs, due to their simultaneous exposure to economic risks, structural limitations, and family role pressures, particularly require mechanisms that allow them to reconstruct the meaning of hardship and transform it into constructive action (Hussain et al., 2023). Consequently, spiritual intelligence training—through strengthening meaning-making, reflective practices, and self-awareness—can activate cognitive and emotional pathways that enhance resilience (Ghobbeh & Atrian, 2024).

Psychological Mechanisms: Psychological Flexibility, Emotional Regulation, and Reduction of Occupational Stress

A significant part of the outcomes of spiritual intelligence can be explained through psychological mechanisms. Research has shown that spiritual intelligence is positively associated with mental health, life satisfaction, and reduced psychological distress, and it can contribute to decreasing occupational stress through enhancing psychological flexibility and improving emotional regulation (Ghobbeh & Atrian, 2024; Giannone & Kaplin, 2020). For women entrepreneurs, stress arises not only from workload

but also from income fluctuations, market uncertainty, work conflicts, and social judgments (Hussain et al., 2023). In this context, spiritual intelligence training can practically help individuals better recognize and regulate difficult emotions—such as fear of failure, guilt resulting from work–family conflict, or anger caused by perceived injustice or discrimination—and replace impulsive reactions with value-based responses (Ghobbeh & Atrian, 2024; Amram, 2022). Theoretically, such changes may reduce burnout and increase persistence along the entrepreneurial path (Giannone & Kaplin, 2020).

Spiritual Intelligence and Sense of Purpose: From Meaning-Seeking to Guiding Entrepreneurial Action

Purposefulness and meaning-seeking are considered key motivational and cognitive foundations for growth and the continuation of professional activity. Evidence suggests that spiritual intelligence is associated with a stronger sense of purpose, and individuals with higher spiritual intelligence tend to be more capable of defining goals, maintaining direction, and demonstrating perseverance in the face of challenges (Dezutter et al., 2013; Jafari & Bagheri, 2024). For women entrepreneurs, purposefulness is not merely a mental construct; it can guide strategic decisions such as the choice of business type, level of risk-taking, ethical standards, and the allocation of time across various life roles. Spiritual intelligence training, by focusing on clarifying values, developing personal and professional visions, and engaging in reflective exercises about the “why” of entrepreneurship, can transform purposefulness from a general feeling into a structured decision-making system (Amram, 2022; King et al., 2012). When goals are aligned with an individual’s core values, intrinsic motivation strengthens and persistence in the face of obstacles increases (King et al., 2012; Jafari & Bagheri, 2024).

Individual Outcomes of Spiritual Intelligence Training: Personal Growth, Self-Leadership, and Professional Development

In related literature, personal growth typically refers to the development of skills, increased self-awareness, strengthened self-efficacy, and movement toward realizing one’s potential. Because spiritual intelligence emphasizes self-awareness, meaning, and guiding values, training in this domain can foster self-leadership—the capacity to guide oneself toward long-term goals and maintain behavioral consistency despite short-term temptations or external pressures (Amram, 2022). Furthermore, the relationship between spiritual intelligence and life satisfaction and happiness can enhance the psychological energy necessary for learning, innovation, and business development (Ghobbeh & Atrian, 2024; Giannone & Kaplin, 2020). For women entrepreneurs, such outcomes may manifest as increased confidence in key decisions, acceptance of mistakes as part of the learning process, and the ability to move beyond temporary failures (Wiseman & Watts, 2022).

Interpersonal and Organizational Outcomes: Ethical Orientation, Conflict Reduction, and Quality of Work Relationships

Spiritual intelligence also has effects at social and organizational levels. Research indicates that it can contribute to the development of ethical cultures, reduction of conflicts and tensions, and improvement in the quality of interpersonal relationships (Ibrahim et al., 2022; Aini et al., 2023; Beni et al., 2025). For women entrepreneurs—who often interact extensively with customers, business partners, employees, and

support networks—the quality of communication and the ability to manage conflict are key factors for business survival and growth. Spiritual intelligence training, by strengthening empathy, fairness, responsibility, and value-based perspectives, can reduce misunderstandings, increase trust and organizational commitment, and even improve the entrepreneur’s personal brand image (Ibrahim et al., 2022; Beni et al., 2025). Ultimately, these outcomes may reduce the hidden costs of conflict—such as time loss, psychological strain, and reduced productivity—and facilitate smoother growth paths (Aini et al., 2023).

Connection with Emotional and Social Intelligence: Synergy in Decision-Making and Stress Management

Studies show that spiritual intelligence correlates with emotional and social intelligence, and the integration of these dimensions can enhance individuals’ capacity for decision-making, stress management, and the achievement of personal and professional goals (Mróz et al., 2023; Briciu, 2025; Zhou et al., 2024). This synergy is particularly important for women entrepreneurs because in practice they must simultaneously employ several forms of “intelligence”: understanding their own emotions and those of others (emotional intelligence), interacting and networking effectively (social intelligence), and assigning meaning to their path and decisions (spiritual intelligence). When spiritual intelligence training is combined with emotional and social skills, it can manifest in professional behavior through more effective negotiation, better control of anxiety in high-risk situations, increased transparency in organizational values, and more sustainable management of workplace relationships (Zhou et al., 2024; Mróz et al., 2023). Moreover, this combination may prevent empathy fatigue or relational burnout, as individuals draw psychological nourishment from internal sources of meaning rather than relying solely on external validation (Amram, 2022; Giannone & Kaplin, 2020).

The Need for Spiritual Intelligence Training for Women Entrepreneurs: Research Gaps and Practical Needs

Despite theoretical and empirical evidence linking spiritual intelligence with mental health, purposefulness, and performance, applied and interdisciplinary studies examining spiritual intelligence training and its outcomes for women entrepreneurs remain limited (Alshebami et al., 2023; Senmar et al., 2023; Fidelis et al., 2024). This limitation is particularly significant because entrepreneurship is not merely an economic domain but is deeply intertwined with psychological processes—such as stress management, resilience, and self-efficacy—and social processes such as networking, trust, and role conflict (Hussain et al., 2023). Moreover, some studies emphasize the need for the development of scientific models and empirical interventions to more precisely measure the relationship between spiritual intelligence training and key variables and real-life work outcomes, thereby informing policy-making and educational planning (Roher et al., 2024; Abidin et al., 2024; Ghobbeh & Atrian, 2024). Therefore, the development of evidence-based educational programs may contribute to creating empowerment approaches specifically designed for women entrepreneurs and help bridge the gap between research and practice (Fidelis et al., 2024).

Typology of Outcomes: A Framework for “Identifying and Prioritizing” the Outcomes of Spiritual Intelligence Training

For research focused on identifying and prioritizing the outcomes of spiritual intelligence training among women entrepreneurs, these outcomes can theoretically be categorized at several levels: psychological outcomes (stress reduction, improved mental health, emotional regulation), motivational–meaning outcomes (enhanced purposefulness, meaning-seeking, hope, and persistence), behavioral–professional outcomes (improved decision-making, increased effectiveness, better management of failure and risk), and social–organizational outcomes (improved relationships, professional ethics, and conflict reduction) (Ghobbeh & Atrian, 2024; Ibrahim et al., 2022; Wiseman & Watts, 2022). This framework allows diverse outcomes not only to be listed but also to be prioritized based on the intensity of their effects, frequency of experience, and their role in entrepreneurial success—particularly considering that some outcomes function as foundational elements (e.g., emotional regulation), while others are secondary outcomes built upon them (e.g., improved relationships or productivity) (Giannone & Kaplin, 2020; Mróz et al., 2023). Such a structured perspective can also assist in designing measurement tools and developing more precise educational content.

Research Background

In this section of the article, a brief overview of previous studies related to the research topic and their findings—both within the country and internationally—as well as existing scientific viewpoints on the subject, is presented.

Domestic Studies:

Domestic Studies:

Vakili et al. (2025) conducted a study titled “The Effectiveness of Spiritual Intelligence Training on Cognitive Flexibility and Tendency toward High-Risk Behaviors in Junior High School Male Students.” The results showed that spiritual intelligence training significantly enhances students’ cognitive flexibility while reducing their tendency toward high-risk behaviors. These findings suggest that integrating spiritual intelligence training in educational settings, beyond improving cognitive skills, can help decrease risky behaviors in adolescents and serve a preventive role in their mental health.

Nafisiniya (2024), in a study titled “The Role of Spiritual Intelligence in Students’ Academic Achievement,” examined how spiritual intelligence influences academic performance. The results indicated that higher levels of spiritual intelligence are associated with greater academic achievement, as students’ ability to manage academic pressures, focus on goals, and regulate emotions is improved.

Sabzeh-Ali (2023), in the research “Examination and Explanation of Spiritual Intelligence and Its Role in Students’ Academic Achievement,” sought to explore the relationship between the two. The findings revealed that spiritual intelligence plays a direct and significant role in increasing students’ motivation, focus, and academic performance. The study also noted that training and strengthening spiritual intelligence skills can help students clearly define their goals and pursue their academic progress with greater self-confidence.

Farjoodi et al. (2023) conducted a study titled “Investigating the Relationship between Spiritual Intelligence, Resilience, and Anxiety in Students.” The findings showed a positive and significant correlation between spiritual intelligence and resilience, while anxiety levels decreased as spiritual intelligence increased. These results emphasize that fostering spiritual intelligence can help students better cope with psychological pressures and life challenges, thereby strengthening their mental health and psychological flexibility.

Karimi and Nikmanesh (2023), in their research “The Role of Spiritual Intelligence and Emotional Regulation on Students’ Resilience,” examined the combined impact of these two factors. The results showed that both spiritual intelligence and emotional regulation skills have a direct and positive effect on resilience, and individuals with higher spiritual intelligence possess greater ability to manage emotions and handle challenges. This research underscored the importance of simultaneously teaching spiritual and emotional skills to enhance students’ resilience and adaptability.

Mikaeili and Hataminejad (2023), in the study “Investigating the Relationship between Spiritual Intelligence, Psychological Resilience, and Happiness in University of Lorestan Students,” examined the link between spiritual intelligence and positive psychological indicators. The results indicated a positive and significant relationship between spiritual intelligence and students’ psychological resilience and happiness. The increase in spiritual intelligence leads to better coping abilities and higher life satisfaction, highlighting the key role of spiritual intelligence in improving mental health and quality of life.

Sedghi and Cheraghi (2020) conducted a study titled “Investigating the Effectiveness of Spiritual Intelligence Training on Resilience and Psychological Well-being of Female Heads of Households.” The results showed that spiritual intelligence training increases resilience and psychological well-being, enabling these women to better cope with social and economic pressures. This study demonstrated that spiritual intelligence training can be an effective tool for empowering women and improving their quality of life and mental health.

International Studies:

Faisatur and Agung Setiawan (2025), in the study “The Relationship Between Spirituality and Resilience in Families with Mental Disorders in Indonesia,” examined how spirituality affects family resilience. The results indicated that spirituality plays a significant role in enhancing resilience, and families with stronger spiritual resources are better equipped to deal with the challenges posed by a family member’s mental illness. This research emphasized the importance of training and strengthening spiritual skills as an effective strategy for promoting family mental health, acting as a supportive and moderating factor against psychological pressures.

Cicotto (2025), in the article “Spiritual Intelligence: A New Type of Intelligence for a Sustainable and Humane Future,” explored the concept and application of spiritual intelligence. The findings suggest that spiritual intelligence, beyond cognitive and emotional intelligence, is a key tool for sustainable decision-making and responsible human behavior. The author emphasized that developing spiritual intelligence contributes to creating work and social environments with better mental health, higher moral balance, and

more humane interactions, and its role in educating future generations and building sustainable societies is undeniable.

Onkarnath (2025), in the research “Spiritual Intelligence and Its Role in Managing Workplace Disruptions,” examined how spiritual intelligence helps manage crises in the workplace. The study found that individuals with higher spiritual intelligence have better abilities in facing changes, conflicts, and workplace pressures, which leads to improved individual and group performance. The research emphasized that training and fostering spiritual intelligence can help organizations create flexible, empathetic, and humane work environments.

Pinto et al. (2024), in the article “Spiritual Intelligence: An Overview as a Gateway to Mental Health,” investigated the relationship between spiritual intelligence and mental health. The results indicated that spiritual intelligence has direct and indirect effects on reducing anxiety, depression, and stress, and increasing life satisfaction and happiness. The researchers emphasized that spiritual intelligence acts as a key tool for prevention and promotion of mental health, and its development in educational and psychotherapeutic programs is of particular importance.

Research Methodology

The research methodology employed in this study is a documentary (library-based) approach, conducted with the aim of identifying and prioritizing the outcomes of spiritual intelligence training among women entrepreneurs. In this method, the required data were collected through a systematic review of credible scientific sources, including domestic and international research articles, specialized books, theses, and scientific reports relevant to the fields of spiritual intelligence, women’s entrepreneurship, resilience, purposefulness, and personal growth. To achieve this, a literature search was conducted using keywords such as “spiritual intelligence,” “spiritual intelligence training,” “women entrepreneurs,” “resilience,” “sense of purpose in life,” and “personal growth.” This search spanned domestic scientific databases, including SID, Magiran, and IranDoc, as well as international databases such as Scopus, Web of Science, ScienceDirect, and Google Scholar. Following the collection of resources, studies that were topically aligned with the research objectives were selected and subjected to analytical examination. In the next stage, using a synthesis of studies (analytical literature review) method, the concepts, dimensions, and outcomes of spiritual intelligence training were extracted and categorized. By comparing and integrating the findings of previous research, the most significant outcomes related to women entrepreneurs were identified and explained. Finally, based on the content analysis of the selected sources, a conceptual framework regarding the outcomes of spiritual intelligence training in the areas of resilience, sense of purpose, and personal growth for women entrepreneurs was presented.

Finding

This qualitative study was conducted among a number of articles and sources related to the subject, and the data were analyzed using the qualitative content analysis method with a conventional approach. The present research method is descriptive-analytical and based on content analysis. Content analysis is a method that refers to any systematic and objective technique for extracting the characteristics of a message.

Step 1: Formulating the research question; in the figure below, the research questions along with the examined parameters are specified.

Step 2: Systematic review of sources; in this stage, all texts related to the research objectives were reviewed. Eligible studies were selected for inclusion in the meta-synthesis analysis. In meta-synthesis studies, secondary data produced through qualitative methods in the field of the research topic are used for data collection.

Step 3: Selecting appropriate categories; at this stage, the researcher must evaluate the quality of the stored sources based on the keywords of the outcomes of spiritual intelligence training in women entrepreneurs.

Step 4: Extracting information from texts; in this stage of the qualitative meta-study (meta-synthesis), the researcher must, according to the nature of the subject and the collected sources, choose one of the nine methods of this approach. In this study, content analysis was used as the method for extracting information from the final sources.

Step 5: Analyzing, interpreting, and synthesizing qualitative findings; in the fifth step, after extracting the information in the previous step based on the content analysis method, the qualitative findings from previous studies were analyzed, interpreted, and synthesized in order to present an integrated and systematic interpretation with a novel approach (Sandelowski & Barroso, 2007). In this way, all identified codes are grouped into categories with similar concepts according to their meanings.

“The following shows the comparative approach:”

Table (1): Codes and categories of the research components (Stage 1)

Extracted Sources	Constituent Sub-Outcomes	Integrated Outcome
Wiseman & Watts (2022); Hussain et al. (2023)	1. Ability to overcome crises 2. Psychological recovery 3. Tolerance of occupational hardships	Increased resilience
Giannone & Kaplin (2020); Ghobbeh & Atrian (2024)	4. Reduction of impulsive reactions 5. Management of negative emotions 6. Increased emotional stability	Strengthening emotion regulation
Hussain et al. (2023); Giannone & Kaplin (2020)	7. Reduction of job stress 8. Reduction of uncertainty-induced anxiety 9. Reduction of psychological burnout	Reduction of stress and psychological pressure
Dezutter et al. (2013); Jafari & Bagheri (2024); King et al. (2012)	10. Strengthening the sense of meaning of life goals 11. Clarity of life goals 12. Increased persistence in pursuing goals	Strengthening purposefulness and meaning-seeking
Amram (2022); Cicotto (2025)	13. Better recognition of values 14. Awareness of emotions 15. Improvement of self-reflection	Increased self-awareness
Amram (2022); Ghobbeh & Atrian (2024)	16. Increased self-efficacy 17. Development of personal skills 18. Strengthening self-leadership	Growth of personal development and self-leadership
Mról et al. (2023); Zhou et al. (2024)	19. Value-based decision-making 20. Reduction of emotional decisions 21. Greater clarity in work-related choices	Improvement of professional decision-making
Ibrahim et al. (2022); Aini et	22. Strengthening ethical behaviors 23. Greater	Increased ethical orientation and

Extracted Sources	Constituent Sub-Outcomes	Integrated Outcome
al. (2023); Beni et al. (2025)	fairness in interactions 24. Increased responsibility in business	responsibility
Ibrahim et al. (2022); Beni et al. (2025)	25. Increased empathy 26. Reduction of interpersonal conflicts 27. Improvement of workplace collaboration	Improved quality of social and professional relationships
Amram (2022); Cicotto (2025)	28. Meaning-based problem solving 29. Increased ability to deal with ambiguity 30. Strengthening flexible thinking	Strengthening coping and problem-solving skills
Ghobbeh & Atrian (2024); Giannone & Kaplin (2020)	31. Increased happiness 32. Greater life satisfaction 33. Reduction of psychological pressures	Promotion of mental health and psychological well-being
King et al. (2012); Wiseman & Watts (2022); Jafari & Bagheri (2024)	34. Increased productivity 35. Sustainability in activities 36. Increased professional motivation	Increased efficiency and improved entrepreneurial performance

Source: Research findings

Next, by combining the indicators, the following new codes are extracted:

Table (2): Codes and categories with a comparative approach (Stage 2)

Constituent Mid-Level Outcomes	Main Outcome
1. Strengthening emotion regulation 2. Reduction of stress and psychological pressure 3. Promotion of mental health and psychological well-being	Psychological empowerment and well-being
4. Strengthening purposefulness and meaning-seeking 5. Increased self-awareness 6. Growth of personal development and self-leadership	Meaning orientation and personal flourishing
7. Increased resilience 8. Improvement of professional decision-making 9. Strengthening coping skills and effectiveness	Resilience and professional effectiveness
10. Increased ethical orientation and responsibility 11. Improved quality of social and professional relationships 12. Reduction of workplace conflicts	Social capital and professional ethics

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Source: Research findings

Next, the status of the main and sub-themes network is indicated:



Figure (1): Research theme network

Prioritization of concepts

The results of the analyses showed that among the introduced concepts, the following were prioritized from the most important onward. The criterion for prioritization in this study was the frequency of the codes related to each concept. The results indicate that social capital, professional ethics, meaning orientation, and personal flourishing had the highest frequency, while risk analysis, legal compliance, and tax compliance had the lowest frequency among the extracted concepts.

Table (3): Prioritization of concepts

Priority Ranking	Concepts	Frequency	Percentage
1	Social Capital and Professional Ethics	29	45.2%
2	Meaningfulness and Individual Flourishing	13	20.3%
3	Empowerment and Psychological Well-being	12	18.7%
4	Resilience and Professional Effectiveness	10	15.6%

If you'd like, I can also make the concept names sound more academic and polished.

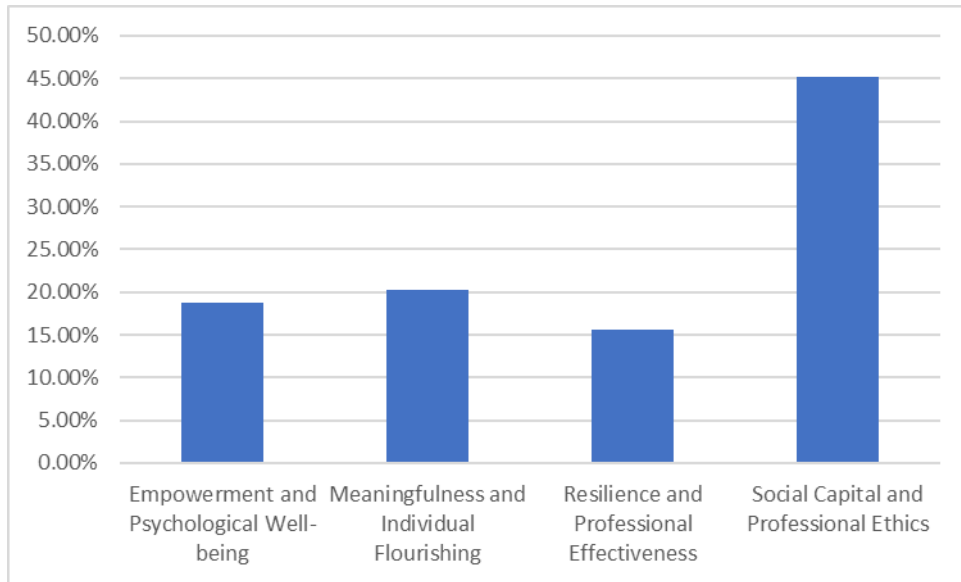


Figure (2): Prioritization of concepts

Conclusions

The conclusion of the present study, conducted through a documentary approach and content analysis of scientific sources, clearly indicates that spiritual intelligence training goes beyond a simple psychological intervention and functions as a “strategic foundation” for empowering women entrepreneurs. The findings of this research demonstrate that spiritual intelligence, by engaging the deep cognitive, value-based, and emotional dimensions of individuals, can exert multiple effects on various aspects of women’s professional and personal lives. Based on the classifications made in this study, the major outcomes of this training can be summarized in four main domains: “psychological empowerment and well-being,” “meaning orientation and personal flourishing,” “resilience and professional effectiveness,” and “social capital and professional ethics.” Collectively, these dimensions help reconstruct the existential and functional structure of women entrepreneurs in confronting the complex challenges of the business environment.

In the first domain, spiritual intelligence training strengthens emotional regulation skills and provides a protective buffer against occupational stress, helping women maintain psychological stability within the high-pressure environment of entrepreneurship. Such psychological well-being not only significantly reduces the likelihood of burnout but also creates a calmer context for making sensitive and strategic decisions. In the second domain, the emphasis on meaning-making and purpose transforms business activity from a purely income-generating tool into a value-based mission. This shift in perspective ensures greater persistence and resilience in the face of failures and market uncertainties, as individuals begin to interpret setbacks not as an endpoint but as part of their meaningful life journey.

Furthermore, in the third domain, the results of the analysis suggest that strengthening spiritual intelligence is directly associated with improved coping skills and higher-quality professional decision-making. By enhancing self-efficacy and self-leadership, this dimension enables women entrepreneurs to approach risk management with greater courage and prudence, thereby optimizing their professional performance. Finally, the fourth domain—social capital and professional ethics—indicates that spiritual intelligence improves the quality of organizational and social interactions through increased empathy and responsibility. This characteristic not only reduces intra-organizational and inter-organizational conflicts but also establishes the entrepreneur's personal brand as an ethically responsible leader in the minds of stakeholders.

Overall, this study confirms that women entrepreneurs, in order to sustain and advance their activities, require strong internal resources, among which spiritual intelligence is one of the most significant. However, the limited number of applied and interdisciplinary studies in this field indicates the need for designing evidence-based and culturally adapted training protocols specifically for women entrepreneurs. Therefore, it is recommended that spiritual intelligence training be integrated as an inseparable component of entrepreneurship development programs alongside technical and managerial training. Ultimately, strengthening this form of intelligence can enable women entrepreneurs to achieve a level of holistic flourishing, where economic productivity and success are accompanied by psychological well-being, life satisfaction, and a recognized ethical position within society. This research also opens the path for future studies aimed at quantifying the practical effectiveness of such interventions.

Research Limitations

One of the main limitations of the present study is its documentary and library-based nature, meaning that the findings were derived solely from the analysis of existing texts and did not allow for the direct and operational measurement of the outcomes of spiritual intelligence training in real business environments involving women. In addition, the limited number of experimental and intervention-based studies that specifically focus on the training process and operational protocols—compared with correlational studies—creates challenges in precisely distinguishing between the effects of training and individual personality traits. Moreover, cultural and contextual differences in the definitions of spirituality and spiritual intelligence within international sources may influence the full generalizability of some identified outcomes to traditional or specific contexts of women's entrepreneurship, which should be considered in the final analysis.

Research and Practical Recommendations

Based on the findings of this study, it is recommended that institutions responsible for supporting women and business incubators prioritize the development and implementation of comprehensive spiritual intelligence training protocols as part of their empowerment and acceleration programs. Such training should not be limited to theoretical discussions or abstract concepts; rather, drawing on the outcomes identified in this research—such as emotional regulation, resilience, and ethical orientation—it should be designed in the form of skill-based workshops, meaning-reconstruction techniques, and practical exercises for stress management and decision-making under crisis conditions.

It is also necessary for entrepreneurship mentors and consultants to become familiar with the components of spiritual intelligence so that during mentoring sessions they can help women entrepreneurs recognize their personal mission and align their economic goals with higher human values. Furthermore, policymakers can contribute by establishing spirituality-oriented support networks, creating spaces where women entrepreneurs can share their experiences regarding ethical challenges and maintaining purposefulness during periods of economic downturn. Such initiatives would help reduce workplace conflicts and enhance social capital within the ecosystem of women's entrepreneurship.

At the research level, given the existing gaps, future researchers are encouraged to employ mixed-method research designs (quantitative and qualitative), particularly quasi-experimental studies, to measure the direct effects of spiritual intelligence training interventions on objective variables such as business survival rates, workforce productivity, and innovation growth among women entrepreneurs. Longitudinal studies are also necessary to examine the long-term sustainability of training outcomes and to analyze the pathways through which spiritual intelligence influences women's personal development across different stages of the business life cycle—from idea generation to organizational maturity.

Comparative studies among women entrepreneurs in different industries (for example, technology startups versus traditional handicraft sectors) or across diverse cultural contexts are also recommended to identify moderating variables affecting the effectiveness of spiritual intelligence training. Finally, exploring the interaction between spiritual intelligence and emerging technologies such as artificial intelligence in entrepreneurship could open new horizons for understanding how meaning and authenticity can be preserved in the digital world for women entrepreneurs.

Contribution to Knowledge

The primary scholarly contribution of this study lies in presenting a coherent and prioritized conceptual framework of the outcomes of spiritual intelligence training, which helps bridge the existing gap between the literature on spiritual psychology and the field of entrepreneurship management, and provides a scientific roadmap for designing effective educational interventions specifically tailored for women entrepreneurs.

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