

THE ROLE OF POSITIVE INTELLIGENCE IN INCREASING PERSONAL AND PROFESSIONAL EFFICIENCY

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Abstract

In our society, marked by rapid changes and constant challenges in both the personal and professional spheres, developing effective strategies to increase individual performance becomes an essential element.

The paper „The Role of Positive Intelligence in Increasing Personal and Professional Efficiency” aims to explore the impact of positive intelligence on individual efficiency, while also trying to provide a new perspective on how positive thinking and psychological well-being contribute to improving personal and professional performance. Further, positive intelligence refers to the individual's ability to manage their emotions and thoughts and to create productive and constructive mental states.

By cultivating a mindset trained to relate to difficult situations from a more positive perspective, individuals can unlock new levels of creativity, resilience and motivation, vital elements for success in any field of activity. Approaching the theme of positive intelligence not only as an abstract concept or an idealisation of well-being, but as an essential and practical mental competence for overcoming obstacles and achieving the best personal and professional version, this paper aims to offer a new and applicable perspective on how each person can use this internal resource to sculpt their path to success and fulfilment.

Positive intelligence involves the ability of any individual to transform negative or self-destructive thoughts into constructive thoughts, same as to maintain focus on the positive aspects, even in less pleasant or even difficult situations.

Keywords: *positive intelligence, personal performance, professional performance, productivity, efficiency.*

1. Introduction

In an ever-changing society, where personal and professional challenges are becoming increasingly complex and time and energy consuming, the ability to remain productive has become essential for success. Therefore, the concept of positive intelligence is placed as a defining element in personal and professional development, providing the necessary skills to go through difficulties with an optimistic and constructive perspective. This paper aims to analyse the role of positive intelligence in increasing personal and professional efficiency, highlighting how this form of intelligence can transform the way individuals face challenges, manage stress, and achieve their goals. Positive intelligence, a term treated by psychologist Shirzad Chamine¹, refers to the psychological ability to remain positive and constructive in the face of life's challenges. This type of intelligence not only contributes to the emotional well-being of each person but plays a crucial role in improving performance and efficiency in daily activities. The methodology adopted in the study combines theoretical literature study with empirical evidence based on workplace observations. The intended results are to highlight a significant correlation between the level of positive intelligence and the personal and professional efficiency of individuals. Moreover, the study will highlight the mechanisms by which positive intelligence acts as a catalyst for success, including by improving emotional resilience, stimulating creativity, and strengthening interpersonal relationships. This paper aims to analyse the mechanisms by which positive intelligence influences individual attitude, decisions, and strategies, highlighting its impact on personal and professional performance. It will also explore practical strategies through which individuals can develop and maintain a sustainable state of positive intelligence, with the last goal of maximising their potential in all aspects of life.

In developing the objectives of this paper, we started from the premise that positive intelligence refers to a person's ability to maintain a positive mental state, which allows him to face challenges, recover quickly from failures and perform at a high level both in his personal and professional life. The main goal is to introduce and explore the concept of positive intelligence, highlighting the origin of the theory, its main components and how

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¹ See S. Chamine, *Positive intelligence*, Marshall Goldsmith, 2012.

it differs from other types of intelligences or emotional competences. For a better understanding of the topic, I will analyse the impact of positive intelligence on personal effectiveness and further examine how developing positive intelligence can improve self-efficacy, emotional resilience, and the ability to manage stress, thus contributing to better personal efficiency. Exploring the role of positive intelligence in the professional environment as well as analysing the impact of positive intelligence on professional performance, including team collaboration, leadership, creativity, and innovation, as well as good conflict management also outlines another objective of this paper.

Another goal I have in mind is to analyse how cultivating a positive mental perspective can influence employee satisfaction and engagement with their organisations, as well as identifying strategies for developing positive intelligence.

At the end of this paper, I will present the benefits of implementing positive intelligence in organisations, including the long-term benefits of promoting a culture based on positive intelligence for organisations, including reducing absenteeism, increasing productivity, and improving the organisational climate.

2. The concept of „positive intelligence”

Positive intelligence is a concept that combines principles from the field of positive psychology and artificial intelligence to promote human well-being and development. This concept emphasises the use of technology and cognitive skills to enhance well-being, personal growth and improve quality of life. The concept of „positive intelligence” refers to a person's ability to manage their own mind in a way that allows them to feel and act from a state of mental positivity. Our success and happiness in life depend not only on our skills or knowledge, but also on how we manage our own thoughts and emotions². Emotions play a role in negotiation, regardless of status at the negotiating table. While it's important that these emotions don't get in the way of signing a mutually beneficial deal, they can be used as an advantage. It has been shown that positive emotions increase feelings of confidence at the negotiating table, while feelings of anxiety or nervousness can be transformed into enthusiasm. It is necessary to have a high level of emotional intelligence to read the emotions of other parties. This can allow for a better understanding of the implications and does less to establish explicit claims. In addition to understanding a negotiation process, emotional intelligence can help manage and use emotions advantageously.

At the heart of positive psychology, we find a new type of personality, namely the positive personality, which is, on the one hand, the owner and creator of a positive experience, on the other hand, the one that bears the influences of the cultural contexts in which it is located, forming precisely dependent on them. That is why it is imperative to ask the following questions: what are the essential characteristics of this type of personality („matured” in the terminology of the humanistic psychology of Maslow and Rogers; „optimal” in Coan's terminology).³

At the same time, in numerous specialised studies we find that self-determination is supported by satisfying needs such as the need for competence, the need for attachment and the need for autonomy. When these needs are met, the individual's existence is in a condition of intrinsic motivation, and he is capable to, become capable of meeting high challenges. Just as humans cannot live on water alone, but without food, they cannot live unless they satisfy all three basic psychological needs.⁴

The development of positive intelligence is not limited to the concept of optimism. More than that, it's about cultivating healthy and strong thinking that can effectively get through life's challenges, turning obstacles into opportunities for personal and professional growth. It has been shown that one of the most significant effects of positive intelligence is improved performance. People with high levels of positive intelligence are better prepared to cope with stress and unpredictable situations, which allows them to better focus on daily tasks. This is identified by increased productivity and better quality of work. Positive intelligence also contributes to improving interpersonal relationships, both in the professional and personal environment.

The ability of any individual to maintain a positive attitude helps build a more pleasant work environment, supporting cooperation and effective communication between colleagues. In your personal life, it can help strengthen relationships by promoting empathy and understanding. Positive intelligence is closely related to

² *Ibidem*.

³ See M. Zlate, *Ego and personality*, Trei Publishing House, 2004.

⁴ See R.M. Ryan, E.L. Deci, *Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being*, American Psychologist 55, 1, p. 68-78, 2000.

emotional resilience, which is identified by the ability to recover quickly from stressful or negative events. People with high levels of positive intelligence tend to perceive failures as learning opportunities and are less prone to long-term stress and anxiety. This approach contributes to overall well-being and maintaining an optimistic outlook on life. Positive intelligence also has a perfect influence on the decision-making process.

A positive outlook can help evaluate options more concisely and make decisions based on logical and rational thinking, rather than being dominated by negative emotions or stress. This is extremely important in situations that require solving complex problems or making important decisions. Therefore, positive intelligence can stimulate creativity and innovation. Positive thinking fosters free thinking and opens the way to exploring new ideas without fear of imminent failure. This is essential for professional and personal progress, allowing individuals to explore innovative solutions to existing problems. Although intelligence is a part, a side of personality, it interacts not only with each of the other parts or sides of personality, but also with the whole, which is personality itself. Intelligence is the engine of evolution, general and individual, which occurs in vital situations that involve its subordination to a double need: to avoid what is harmful, on the one hand, to retain what is good, useful, on the other hand.⁵

The impact of positive intelligence on personal effectiveness is profound and multidimensional. Cultivating such a skill can not only transform the way we work and interact with others, but it can also improve our quality of life by increasing personal happiness and satisfaction.

In the professional environment, positive intelligence can have multiple benefits including resilience, collaboration and interpersonal relationships, productivity, and job satisfaction. In terms of resilience, it is worth mentioning that employees with a high level of Positive Intelligence can more easily navigate through the inevitable changes and challenges of the work environment. They may see failures as opportunities for learning and growth, which helps them recover quickly from disappointments or failures.

At the level of collaboration and interpersonal relationships, people with a developed positive intelligence tend to be more empathetic and better at building and maintaining professional relationships. These qualities are essential for teamwork, negotiation, and leadership. Another benefit is productivity, on the principle that a positive mind is often more open to new ideas and creative approaches to problem solving.

Employees who practise positive thinking are more likely to be productive because reduced stress allows them to focus better on tasks. Job satisfaction supported by positive intelligence can contribute to greater career satisfaction because individuals are able to better manage stress, establish stronger relationships with peers, and find meaning and purpose in their work.

Managers with high positive intelligence are often seen as more charismatic, inspiring, and able to motivate teams. They create a positive work environment that encourages innovation and employee engagement. To develop positive intelligence, the individual may adopt various strategies aimed at identifying and reducing internal „saboteurs”—those internal critical voices that fuel negativity and self-doubt. In conclusion, integrating positive intelligence into organisational culture not only improves employee well-being, but can also lead to increased overall performance of the organisation. Organisations should encourage and support the development of this type of intelligence through training programs and initiatives that promote the psychological and emotional well-being of their employees. There is a link between positive intelligence and performance at work. The ability to approach conflict constructively is yet another skill of those with high positive intelligence. This can reduce tensions at work and improve overall satisfaction.

Research in the field has analysed various methods of determining positivity and calculating the positive-negative ratio, the results seem to have been quite similar. The findings of various studies were summarised as follows⁶:

- an analysis of more than two hundred different scientific studies, testing a total of more than 275 000 of people, concluded that higher Positive Intelligence Quotient, leads to much higher pay and success in work, marriage, health, sociability, friendship, and creativity;⁷
- people in sales with a higher Positive Intelligence Quotient, sell up to 37% more than their competitors with lower Positive Intelligence Quotient;⁸

⁵ See M. Zlate, *The foundations of psychology*, Pro Humane Publishing House, Bucharest, 2000.

⁶ See S. Chamine, *Positive intelligence*, Marshall Goldsmith, 2012.

⁷ See S. Lyubomirsky, L. King, E. Diener, *The Benefits of Frequent Positive Affect: Does Happiness Lead to Success?*, Psychological Bulletin, 131, no. 6/2005, pp. 803-855.

⁸ See M. Seligman, *Learned Optimism: How to Change your Mind and Your Life*, Vintage, New York, 2006.

- negotiators with a higher Positive Intelligence Quotient, are more likely to extract concessions, strike deals, and forge important business relationships as part of negotiated contracts;⁹
- employees with a higher Positive Intelligence Quotient, take fewer sick days and are less likely to be overwhelmed or resign;¹⁰
- doctors who have increased their Positive Intelligence Quotient, make accurate diagnoses 19% faster;¹¹
- students who have increased their Positive Intelligence Quotient, score markedly better on maths tests;¹²
- CEOs with a higher Positive Intelligence Quotient, are more likely to lead happy performers who believe their work environment fosters high performance;¹³
- managers with a higher Positive Intelligence Quotient are more precise and careful in making decisions, reducing the effort required to implement them.¹⁴

With a view to cultivate a work environment where positive intelligence is valued and promoted, organisations can take several steps to support employees and provide a beneficial framework for personal and professional development. I chose to mention here personal development because these two are interrelated, and personal experiences have a direct implication in professional achievements. Organisations can provide trainings and workshops to manage stress and develop resilience, encourage positive feedback among colleagues, promote work-life balance, recognise, and reward employee achievements, and create an inclusive and supportive environment that encourages free expression. The existence of a link between positive intelligence and job satisfaction suggests that the development of positive thinking can have beneficial effects for both employees and their organisations. By cultivating these qualities, happier and more productive work environments can be created. Developing positive intelligence is a fascinating concept that focuses on cultivating a mindset that allows individuals to face life's challenges with a more optimistic and resilient attitude.

Positive intelligence involves the ability to transform your mind from a saboteur into an ally by focusing on the positive aspects and finding constructive solutions to problems.

2.1. A comparison between positive intelligence and traditional intelligence or intelligence quotient (IQ)

Positive intelligence and intelligence quotient (IQ) are two distinct concepts in the field of human intelligence. IQ refers to a result obtained from a standardised test that measures various cognitive skills, such as verbal and numerical reasoning, memory, problem-solving skills, and others. IQ is often considered to be a yardstick for measuring a person's overall intelligence and is traditionally used to assess an individual's intellectual capabilities compared to others in the same age group. On the other hand, positive intelligence refers to an approach to human intelligence that emphasises the development and use of cognitive and emotional skills to achieve successful and fulfilling results in life.

The concept of positive intelligence has been developed by several psychologists, including the American psychologist Martin Seligman, and focuses on aspects such as optimism, resilience, gratitude, and self-discipline.

While IQ focuses on a person's cognitive and rational capabilities, positive intelligence also has a view in the emotional and social aspects of intelligence. It is possible for a person to have a high IQ but not to have developed skills in the field of positive intelligence, such as the ability to manage emotions, have healthy social relationships, or adapt to changes.

IQ is a traditional measure of general intelligence, while positive intelligence refers to the skills and traits that contribute to success and happiness in life. These are two different concepts, but they can be complementary because a person can benefit from both high cognitive intelligence and developed skills in the

⁹ See S. Kopelman, Ashleigh S. Rosette, L. Thompson, *The Three Faces of Eve: Strategic Displays Of Positive, Negative, and Neutral Emotions in Negotiations*, *Organisational Behavior and Human Decision Processes*, 99, 2006, pp. 81-101.

¹⁰ See Gallup, *Healthways*, Well Being Index, 2008.

¹¹ See C.A. Estrada, A.M. Isen, M.J. Young, *Positive Affect Facilitates Integration of Information and Decreases Anchoring in Reasoning Among Physicians*, *Organisational Behavior and Human Decision Processes*, 72, pp. 117-135.

¹² See T. Bryan, J. Bryan, *Positive Mood and Math Performance*, *Journal of Learning Disabilities*, 24, no. 8, October 1991, pp. 490-494.

¹³ See S. Achor, *The Happiness Advantage: The Seven Principles of Positive Psychology that Fuel Success and Performance at Work*, Crown Business, New York, 2010, p. 41.

¹⁴ See B.M. Staw, S.G. Barsade, *Affect and Managerial Performance, A Test of Sadder-but-Wiser vs Happier-and-Smarter Hypotheses*, *Administrative Science Quarterly*, 38, no. 2/1993, pp. 304-331.

field of positive intelligence. The differences and characteristics of positive intelligence and traditional intelligence (IQ) can be highlighted as follows:

- Central point: IQ focuses on cognitive and intellectual skills such as logical reasoning, memory, and problem-solving skills. It is a quantifiable measure of a person's cognitive capabilities. On the other hand, positive intelligence emphasises aspects such as optimism, resilience, creativity, and social skills. This refers to the ability to use and develop these traits to achieve success and satisfaction in life;
- Outcome orientation: IQ is often used to assess a person's potential to achieve success in areas such as maths, science, languages, and other tasks that require cognitive skills. Instead, positive intelligence is all about achieving positive outcomes and satisfaction in various aspects of life, including interpersonal relationships, career, health, and overall well-being;
- Holistic approach: IQ provides a limited measure of intelligence, focusing mainly on cognitive aspects. In contrast, positive intelligence takes a more holistic approach, integrating the emotional, social, and motivational aspects of human intelligence. It recognizes the importance of managing emotions, building positive relationships, and acquiring coping and conflict resolution skills;
- Development and intervention: IQ is looking to be relatively stable over a person's lifetime, although there may be some flexibility depending on factors such as education and environment. On the other hand, positive intelligence can be developed and improved through appropriate strategies and interventions. By practising positive skills and developing healthy mindsets, a person can increase the level of positive intelligence.

It is important to note that positive intelligence and IQ are not necessarily in opposition or competition with each other. They can coexist and influence each other's performance and success. For example, a high IQ can facilitate learning and problem-solving, while positive intelligence skills can enhance social relationships and emotional well-being. IQ is a measure of cognitive capabilities, while positive intelligence refers to the skills and traits that contribute to success and happiness in life.

Both concepts are relevant in human assessment and development, and an integrated approach that harnesses both can be beneficial for a balanced and fulfilling life.

2.2. Proposals for specific approaches to practising gratitude and cultivating positive relationships

Further, I will provide some examples of specific approaches to practising gratitude, developing optimism, cultivating positive relationships, and discovering personal meaning at work:

- Practising gratitude at work:
 - Organise a regular team or individual achievement recognition session where you focus on the positives and appreciate the contributions of colleagues.
- Development of optimism at work:
 - Try to see challenges or failures as an opportunity for learning and growth. Think about possible solutions and how you can approach these situations in a positive way;
 - Get involved in projects or activities that excite you and allow you to showcase your creativity and talents. Focus on the positive aspects of your work and identify reasons why you are grateful for your career and job.
- Cultivating positive relationships at work:
 - Be kind and respectful to colleagues and collaborators. Listen carefully and show interest in their perspective and experience;
 - Get involved in team activities and spend time socialising with colleagues outside of work hours. Organise events or activities that foster strong bonds and strengthen relationships among colleagues.
- Discovering personal meaning at work:
 - Find a purpose or mission in your work. Identify personal values and interests that can be integrated into your work responsibilities;
 - Get involved in projects or activities that allow you to manifest your talents and skills. Look for professional development and career growth opportunities that help you achieve your personal goals.

These approaches can help improve job satisfaction and engagement, promoting a positive and constructive atmosphere. Try to integrate them into your daily routine and apply them to your relationships and activities from work.

Trying to support the above information, I've conducted a questionnaire with 15 coherently formulated statements. Further, I've used a Likert scale¹⁵, a popular method in social and psychological research to measure attitudes or perceptions. These statements were analysed by a total of 90 people, active from a professional point of view. At the same time, the interpretation of the results of this questionnaire supports the conclusions of this paper and argues them, as follows:

STATEMENT NO. 1: I find that being able to find positives in difficult situations improves my performance at work. A large majority (71.4%) strongly agree with this statement, which suggests that this mentality is valued and can be considered as having a strong impact on professional performance. However, a small fraction of respondents (10.7%) feels moderately inclined towards this idea, which could indicate either scepticism about the impact of positivism on job performance or perhaps a different interpretation of what „difficult situations” or „performance at work” means. The above results tend to confirm the hypothesis that there is a widespread perception about the benefits of optimism and positive thinking on professional efficiency.

STATEMENT NO. 2: My ability to remain calm and focused under pressure contributes to my professional success. The majority of respondents (72.5%) completely agree with the statement that their ability to remain calm and focused under pressure greatly contributes to their professional success. A significantly smaller, but still notable proportion (27.6%) almost completely agree with this statement, suggesting that they recognize the importance of this capability. Most respondents believe that the ability to remain calm and focused under pressure is crucial to their professional success. This may reflect a widespread recognition of the importance of emotional resilience and stress management in the work environment. The fact that such a large proportion choose the highest option suggests that many professionals have confidence in their ability to handle stressful situations effectively. The difference between the percentages of those who chose options 4 and 5 could indicate variations in individual perception of their own competence or different experiences of pressure and stress at work. I choose to highlight here a strong conviction among participants about the importance and prevalence of stress management skills and self-control as key factors of professional success.

STATEMENT NO. 3: Positive intelligence helps me cope with constructive criticism without feeling discouraged. Most of the respondents (65.5%) indicated that they feel very capable of dealing with constructive criticism by selecting the most positive option available (option 5). This shows a clear trend that most people surveyed believe they have a good ability to handle constructive feedback without feeling discouraged. A significant percentage of respondents (31%) choose option 4, indicating that they feel quite well equipped to deal with constructive criticism, but perhaps not with the same confidence or comfort as those who chose option 5. This group can see the value of constructive feedback and is likely open to improvement, even though there is room for increased confidence in their own criticism management capabilities. Only a small percentage (3.4%) of all respondents choose option 3, suggesting they feel relatively insecure or uncomfortable with dealing with constructive criticism. This minority group may need additional support to develop effective strategies and see constructive criticism as an opportunity for personal and professional growth.

STATEMENT NO. 4: Effectively managing negative emotions positively influences my relationships at work. In this case, 6.9% of respondents chose option 3 on the Likert scale, suggesting that a relatively small minority believe that effectively managing negative emotions has a moderate impact on workplace relationships. They are neither neutral nor very convinced that there is a strong correlation, possibly indicating scepticism or personally varied experiences. Further, 20.7% chose option 4, which indicates a greater recognition of the importance of managing negative emotions for improving professional relationships. These participants tend to agree with the statement, but not absolutely. This may suggest that they see the value of good emotion management, but they also recognize that other factors may play a role in relational dynamics in the workplace. The majority, 72.4%, chose option 5, showing strong agreement with the idea that effectively managing negative emotions is crucial to maintaining or improving workplace relationships. This response suggests that most participants consider emotional competencies to be extremely important and beneficial in a professional context. The results indicate a clearly positive trend: most respondents firmly believe in the importance and benefits of effectively managing negative emotions for improving professional relationships. This strong consensus highlights the value people place on emotional intelligence and the ability to effectively navigate emotional challenges in the workplace to create a more harmonious and productive work environment.

¹⁵ See L.J. Robert, B.M. Grant, *Survey Scales, A Guide to Development, Analysis and Reporting*, Guilford Publications, 2016.

STATEMENT NO. 5: Practising gratitude helps me maintain a positive attitude, which improves the quality of my work. This time, 17.2% of respondents chose option 3, suggesting that a relatively small portion of the group surveyed believe there is a moderate connection between practising gratitude and improving positive attitude/increasing the quality of work. Of the total respondents, 13.8% chose option 4, indicating that there is an even smaller segment that feels a strong connection between these aspects, but not necessarily a complete agreement. An overwhelming majority of 69% opted for option 5, showing that most respondents firmly believe in the benefits of practising gratitude over positive attitude and quality of their work. These results clearly show that most people involved in the survey believe that practising gratitude has a significant positive impact on their attitude and the quality of the work they do. It emphasises the importance of a positive mindset in the work environment and the beneficial effects of gratitude on professional performance.

STATEMENT NO. 6: The ability to stay motivated in the face of obstacles has a direct impact on my professional effectiveness. To this statement, 10.3% of respondents chose option 3 on the Likert scale. This suggests that a relatively small number of people consider themselves moderately able to maintain motivation in the face of obstacles. In the context of professional effectiveness, they might be seen as having moderate confidence in their ability to stay motivated when encountering difficulties. Further, 17.2% chose Option 4 on the Likert scale and this indicates that a larger portion of respondents feel quite able to keep their motivation when faced with challenges, suggesting greater professional effectiveness compared to those who chose option 3. Most of the respondents, namely 72.4% chose Option 5 on the Likert scale. This significant proportion indicates that most respondents consider themselves very capable of maintaining motivation in the face of obstacles. This high level of confidence in one's ability to remain motivated under pressure suggests that these individuals perceive their professional effectiveness as very high. In essence, the results suggest that most people involved in the survey feel very capable of maintaining their motivation in the face of obstacles, which is perceived to have a positive impact on their professional effectiveness. A smaller percentage feel this to a moderate or quite large degree, indicating variations in their perception of their own resilience and professional effectiveness.

STATEMENT NO. 7: Using humour in tense workplace situations helps create a more enjoyable and productive environment. Only 10.3% of respondents chose Option 3 on the Likert scale, suggesting a neutral or moderate stance towards the claim that using humour in tense workplace situations helps create a more enjoyable and productive environment. As for option 4, it was chosen by a proportion of 20.7% indicating an agreement, but not the strongest possible, with the statement. These respondents are probably convinced that humour has a positive impact, but perhaps with some reservations. Option 5 was chosen by 69%, showing strong agreement with the idea that humour can improve atmosphere and productivity in the workplace. This significant percentage suggests that most respondents firmly believe in the benefits of humour in the professional context. These findings underscore the perceived value of humour as a stress management tool and facilitator of a positive and productive organisational culture. In practice, this could encourage leaders and employees to integrate humour more into their daily interactions, while being sensitive to the diversity of individual reactions to humour.

STATEMENT NO. 8: Cultivating empathy improves my professional and personal relationships. To this statement, 10.3% chose option 3 on the Likert scale, and suggest that a small fraction of respondents believe that cultivating empathy improves their professional and personal relationships at an average level. These individuals may see the benefits of empathy, may not be completely convinced, or have experienced these benefits to a limited extent. Option 4 on the Likert scale was chosen by 20.7%, and we can note that a higher proportion of respondents recognize the positive effects of empathy on their relationships compared to those who chose option 3. They probably perceive empathy as important and helpful in improving their interactions with others, but perhaps not at the highest level possible. A majority of 69% strongly agreed with the statement that cultivating empathy significantly improves professional and personal relationships. This group sees empathy not only as beneficial, but essential for developing and maintaining healthy, productive relationships. There is a clear recognition of the importance of empathy as a social-emotional skill that helps create a more harmonious environment and develop strong interpersonal bonds. These results underscore the importance of cultivating empathy not only for individual well-being, but also for qualitatively improving our daily interactions. It is a strong indication that investing in personal and professional development by practising and encouraging empathy can have profound and lasting effects on our society.

STATEMENT NO. 9: The ability to see failures as learning opportunities contributes to my ongoing professional development. In terms of the ability to see failures as opportunities, 3.4% of respondents chose

option 3 on the Likert scale. This suggests that a minority of participants see failures as opportunities to learn in a neutral or moderate way, which could indicate uncertainty or a lack of a strong belief that this process contributes significantly to their professional development. Option 4 was chosen by 34.5%, indicating a higher level of agreement with the statement. This significant percentage suggests that one-third of the group believe that the ability to see failures as valuable lessons is important for their professional growth and development. Of the total respondents, 62.1% chose option 5, indicating a strong agreement with the idea that recognizing and valuing failures as learning moments is essential for continuous professional development. This is the overwhelming number of respondents and highlights a clearly positive trend towards capitalising on failures as tools for learning and growth. In conclusion, the survey results show a predominantly positive attitude towards the importance of recognizing failures as learning opportunities in the context of continuous professional development. Most participants recognize the value of this perspective for professional growth, which may indicate an organisational or professional culture that encourages resilience and learning from mistakes.

STATEMENT NO. 10: Setting positive and achievable goals increases my professional and personal satisfaction. This time, only a small fraction of respondents (3.4%) position themselves neutrally towards the statement, suggesting that most have a clear opinion (either positive or negative) about the impact of goal setting on their professional and personal satisfaction. A significant percentage (31%) agree that setting positive and achievable goals increases their job and personal satisfaction. This indicates that many see clear value in goal setting as a means of improving satisfaction in their lives. The majority of respondents (65.5%) strongly agree with the statement, which suggests that there is a strong belief among participants that setting positive and achievable goals is extremely beneficial for increasing their professional and personal satisfaction. In conclusion, the results indicate a strong consensus among respondents on the importance and value of setting positive and achievable goals for improving professional and personal satisfaction. This positive trend could be used to emphasise the importance of goal setting in personal and professional development, within organisations, coaching programs, or individual self-improvement initiatives.

STATEMENT NO. 11: Positive intelligence helps me manage stress and anxiety better, thus influencing my overall well-being. Option 3, on the Likert scale, indicates a neutral or moderate level of agreement with the statement and was chosen by 6.9% of respondents. Further, 13.8% chose option 4, suggesting a stronger agreement and in the end, 79.3% chose option 5, showing total or very strong agreement with the statement that positive intelligence helps them better manage stress and anxiety. Interpreting these results suggests that the most people surveyed firmly believe that positive intelligence has a significant impact on their ability to manage stress and anxiety, thereby helping to improve their overall well-being. These results could be used to argue for the importance of developing positive intelligence as an integral part of wellness and mental health programs, given the obvious perceived impact on stress and anxiety management.

STATEMENT NO. 12: I can inspire and motivate others with my positive and energetic attitude. To this statement, 3.4% of respondents chose option 2 on the Likert scale, which indicates a low level of confidence or ability to inspire and motivate other people through their positive and energetic attitude. Further, 17.2% chose option 3, suggesting a moderate or neutral level of the same ability, and option 4 was chosen by 17.2%, indicating a high level of ability to inspire and motivate. Option 5 shows a very high confidence in their ability to inspire and motivate others through their attitude and was chosen by 62.1% of respondents. Interpretation of these results suggests that most people involved (62.1%) consider themselves extremely capable of inspiring and motivating others through their positive and energetic attitude. This could indicate an overall positive perception of one's own interpersonal abilities and personal influence among respondents. Compared to the lower percentages for lower options on the Likert scale (3.4% for option 2 and about 17.2% for each of options 3 and 4), it can be inferred that there is a clear tendency towards positive self-assessment in terms of the ability to have a motivating impact on others. This distribution suggests optimism and confidence among participants regarding their own social skills and their effect on others. It is important, however, to consider the specific context of the group responding to the survey (*e.g.*, background, age, experience) for a more precise and relevant interpretation of the data.

STATEMENT NO. 13: Regular exercise and meditation help maintain a positive mental state, which is reflected in my professional and personal performance. A very small percentage of respondents strongly disagree that regular exercise and meditation help improve their mental state and performance (3.4%). This suggests that almost all participants see value in these practices. A larger minority than the first category, but still a relatively small percentage of participants are neutral on this topic (10.3%). This could indicate that some

of them may not have personally experienced the benefits of exercise and meditation, or perhaps they have not practised them enough to notice an impact on their mental state or performance. About a quarter of respondents agree that regular exercise and meditation have a positive impact on their mental state and performance (24.1%). This is a significant proportion that recognizes the benefits of these practices. The majority of participants (62.1%,) completely agree with the statement that regular exercise and meditation contribute positively to their mental state and professional and personal performance. This indicates a widespread recognition of the importance and effectiveness of these activities in improving overall well-being.

STATEMENT NO. 14: My relationships are richer and more satisfying when I apply the principles of positive intelligence in my interactions with others. In this case, 10.3% of respondents chose option 3 on the Likert scale. This suggests that a relatively small proportion of participants believe that applying positive intelligence principles in interactions with others has a moderate impact on enrichment and satisfaction in their relationships. These individuals may still be undecided about the full impact of positive intelligence or have varied experiences. Further, option 4 has been chosen by a proportion of 17.2%, indicating a higher level of agreement (but not completely) that applying the principles of positive intelligence contributes significantly to improving the quality of their relationships. This suggests that a larger portion of respondents recognize the benefits of positive intelligence, but there may be room for even stronger conviction or even more positive outcomes. The majority of 72.4% chose option 5, which indicates strong agreement with the statement that their relationships are richer and more satisfying when they apply the principles of positive intelligence. This is an overwhelming majority and suggests that most participants experienced significant improvements in the quality of their relationships by applying these principles. The results indicate a predominantly positive perception of the impact of positive intelligence on the quality of interpersonal relationships. Most of the respondents (72.4%) are firmly convinced of its benefits, while the rest remain moderately optimistic or possibly require more evidence or personal experience to be completely convinced.

STATEMENT NO. 15: I believe that the continuous development of positive intelligence is essential for long-term success both in career and personal life. To this last statement, 7.2% of respondents chose option 4 on the Likert scale, which suggests that they agree on the importance of continuously developing positive intelligence for long-term success. As for option 5, it was chosen by 82.8% indicating full and unreserved agreement with the proposed statement. This suggests that a large majority consider developing positive intelligence essential for career and personal life success, showing not only a generalised consensus on the subject, but also a widespread recognition of the value of positive intelligence as a key factor in achieving personal success and fulfilment.

3. Conclusions

In conclusion, increasing professional efficiency through positive intelligence can be achieved through several methods and practices, among which I will specify the following: developing self-awareness, practising mindfulness, stress management techniques, cultivating empathy and positive relationships, setting realistic goals, continuous learning and practising gratitude.

Developing self-awareness can be achieved by understanding your own thoughts, emotions and reactions is essential. This helps you recognize when you're in a negative or limiting mental state and change direction toward a more positive and constructive approach. Further, mindfulness techniques help you stay anchored in the present, reducing stress and anxiety. This can improve focus and productivity, allowing you to work more efficiently. If we talk about stress management techniques, learning effective ways to cope with stress can reduce its impact on your professional efficiency. Cultivating empathy and positive relationships can increase job satisfaction and facilitate effective collaboration. Empathy helps you understand and value the perspective of others, which can lead to a more harmonious and productive work environment. I will continue to mention setting realistic goals, having in mind that setting clear but flexible goals can guide your efforts and keep you motivated. Celebrating small victories along the way can foster a positive attitude. Also, adopting an open mindset and dedication to lifelong learning can enrich your skills and competences, making you more adaptable and prepared for various professional challenges. Least but not last, taking time to reflect on what you're grateful for can change your perspective on your professional and personal life, promoting an overall sense of well-being.

By implementing these practices into your professional life, you can not only increase your professional efficiency, but also improve your overall quality of life.

Positive intelligence isn't just about being happy, it's about consciously using positive emotions and thoughts to build resilience and effectively navigate the complexity of the modern professional world.

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