

Holistic Quotient (HQ): An Inclusive Model for Assessing Complete Human Intelligence**Pradip D. Garole**

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Abstract

*Traditional intelligence assessments, such as IQ, EQ, and other quotients, often measure isolated human capabilities, overlooking ethical, social, and practical dimensions essential for effective functioning. The Holistic Quotient (HQ) framework integrates Cognitive Intelligence (CI), Affective Intelligence (AI), and Practical Intelligence (PI), with ethical and moral **guidance** intrinsically embedded within each domain. HQ provides a comprehensive metric for evaluating complete human intelligence, emphasizing moral, ethical, and effective performance at the individual level, which subsequently ripples up to influence organizational, societal, and global outcomes. This paper outlines the theoretical foundation, competency framework, practical applications, and implications of HQ, proposing a paradigm shift in intelligence assessment and human development.*

Keywords : Holistic Quotient, Cognitive Intelligence, Generic-administrative, Affective Intelligence, Personal-social, Practical Intelligence, Domain-departmental, Moral-Ethical Guidance

1. Introduction

Traditional intelligence assessments emphasize cognitive abilities through IQ tests, offering insight into analytical reasoning but overlooking emotional intelligence (EQ), practical skills (PQ), and ethical reasoning. Similarly, EQ and PQ models often function in isolation, lacking integration with moral-ethical principles. The **Holistic Quotient (HQ)** framework addresses these gaps by uniting three core intelligences:

1. **Cognitive Intelligence (CI):** Analytical and functional reasoning
2. **Affective Intelligence (AI):** Emotional and interpersonal competence
3. **Practical Intelligence (PI):** Operational and domain-specific skills

Ethical-moral guidance is embedded within each, ensuring decisions, actions, and behaviours remain morally and ethically responsible. HQ highlights that true intelligence is three-dimensional, ethically grounded, and performance-oriented, bridging the shortcomings of conventional models.

2. Review of Literature:

Goleman (1995) highlighted that success depends not only on cognitive ability but also on self-awareness, empathy, motivation, and social skills,

often outweighing IQ in leadership, relationships, and personal growth.

3. Methodology:

The development of the **Holistic Intelligence (HQ) framework** employs a metacognitive and metasearch-based approach to capture both depth and breadth. It begins with **metacognitive reflection**, fostering self-awareness, critical thinking, and integrative moral reasoning throughout the conceptualization, design, and validation of HQ dimensions. A **systematic literature review** was conducted, analysing scholarly publications, institutional frameworks, and globally recognized models of intelligence to benchmark HQ against existing cognitive, affective, and practical paradigms. In addition, **curated web-based research** incorporated applied insights and best practices from international organizations, policy documents, and ethical guidelines to ensure contextual relevance. By combining reflective inquiry, extensive literature analysis, and applied digital research, the methodology ensures that the **HQ framework** is rigorously grounded, evidence-based, and adaptable to evolving **cognitive, behavioural, and domain-specific challenges**. This integrative process establishes HQ as a dynamic construct capable of guiding decision-making and ethical practice at **individual, organizational, and global levels**.

4. Result:**4.1 Core Intelligences and Competency Framework**

Garole, P. D. (2024). "Identified three competency clusters, or latent factors, through factor analysis as part of a competency framework: (1) Generic-Administrative / Vertical / Functional, (2) Domain-Departmental / Horizontal / Domain, and (3) Personal-Social / Spherical / Behavioural. Collectively, these were termed the Three-Dimensional (3D) Competency Model.

4.1.1 Cognitive Intelligence and Generic-administrative Competency Cluster

Definition: Cognitive Intelligence (CI) refers to the analytical, logical, and functional reasoning capabilities of an individual, particularly in administrative and structured environments. CI is intrinsically guided by ethical-moral principles to ensure responsible and principled decision-making.

Generic-Administrative / Vertical / Functional Competency Cluster focuses on:

- **Generic-Administrative:** Strategic planning, policy analysis, organizational governance
- **Functional:** Process optimization, problem-solving, task execution
- **Vertical:** Decision-making across hierarchical levels with responsibility and accountability

Cluster-specific Competencies: Competencies include organizational awareness and systematic management, ethical administration with stakeholder trust, techno-savviness, resource literacy and optimal utilization, commitment to equitable and sustainable development, project formulation and management, accounting and record-keeping, research capability, and implementing administrative and financial reforms.

Cluster-specific Ethical-Moral Competencies: Competencies include Integrity, honesty, accountability, transparency, fairness, confidentiality, compliance, impartiality, stewardship, ethical leadership, justice, sustainability, foresight, and responsiveness.

Practical Applications: Formulating ethical strategies, solving complex administrative problems with integrity, and aligning decision-making with moral principles.

4.1.2 Affective Intelligence and Personal-social Competency Cluster

Definition: AI represents the individual's emotional and interpersonal capacities, encompassing self-awareness, empathy, and behavioural adjustment. Ethical-moral principles are embedded to guide interactions and social behaviour.

Personal-Social / Behavioural / Spherical Competency Cluster focuses on:

- **Personal-Social:** Self-regulation, emotional stability, moral awareness
- **Behavioural:** Ethical conduct, personal responsibility, adaptive behaviour
- **Spherical:** Self-to-universal interactions with ethical and moral integrity

Cluster-specific Competencies: Competencies include Self-awareness, resilience, positive work attitude, quality management, effective communication, physical endurance, politico-legal empathy, social visioning, teamwork, leadership, value orientation, conflict handling, group adaptation, balancing ambition with norms, and global citizenship.

Cluster-specific Ethical-Moral Competencies: Competencies include Empathy, Setting relational boundaries, respect for diversity, humility, moral courage, resilience, accountability, conflict resolution, civic responsibility, collaboration, inclusivity, and justice.

Practical Applications: Leading teams ethically with empathy, managing emotions responsibly, and fostering inclusive, respectful interactions.

4.1.3 Practical Intelligence and Domain-departmental Competency Cluster

Definition: PI encompasses the application of knowledge, skills, and competencies to real-world contexts, particularly within domain-specific, departmental, or horizontal contexts. Ethical-moral guidance ensures responsible and sustainable outcomes.

Domain-Departmental / Domain / Horizontal Competency Cluster focuses on:

- **Domain-Departmental:** Applying operational skills within specific organizational or professional areas
- **Domain:** Leveraging expertise for problem-solving in specialized fields

- **Horizontal:** Cross-functional application of knowledge across departments or projects

Cluster-specific Competencies: Competencies include Professional ethics, conceptual clarity, practice-level role execution, methodological choice, interpersonal skills, participatory tools, PESTEL analysis, interdisciplinary collaboration, diagnosing problems, strategic decision-making, monitoring and evaluation.

Cluster-specific Ethical-Moral Competencies: These include professional ethics, informed consent, data ethics, competence and diligence, boundary management, ethical risk assessment, social accountability, continuous learning, interdisciplinary collaboration, patient-centred ethics, academic integrity, inclusive pedagogy, fiscal responsibility, legal integrity, environmental ethics, security ethics, tech ethics, cultural ethics, and mentoring and training ethics.

Practical Applications: Implementing projects ethically, solving operational problems with moral awareness, and ensuring stakeholder-beneficial outcomes with integrity.

4.3 From Core Intelligences to Holistic Intelligence

Integrating CI, AI, and PI, each internally guided by ethical-moral principles, produces Holistic Intelligence (HI):

$HI = 2CI + AI + PI$ (all with embedded ethical-moral guidance)

Key Features of Holistic Intelligence:

- Three-dimensional and morally grounded
- Encourages comprehensive personal, professional, and societal development
- Supports ethical decision-making across complex real-world scenarios

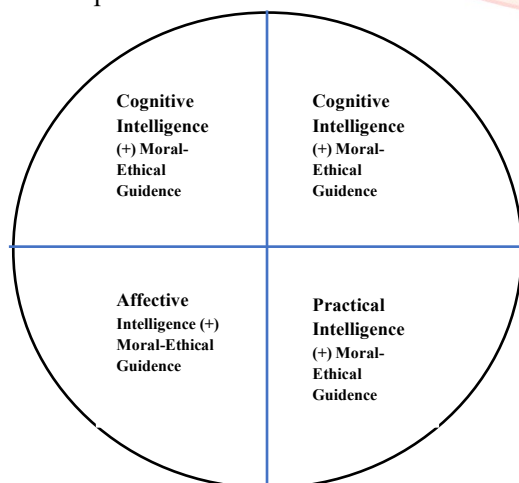


Fig. 1.1: Holistic Intelligence Model

4.4 Holistic Quotient (HQ)

The Holistic Quotient (HQ) translates Holistic Intelligence into measurable outcomes emphasizing moral, ethical, and effective performance:

$$HQ = 2CQ + AQ + PQ$$

Where:

- CQ = Cognitive Quotient (analytical reasoning with moral guidance)
- AQ = Affective Quotient (emotional and behavioural competence with ethical awareness)
- PQ = Practical Quotient (domain-specific operational effectiveness guided by ethics)

HQ is a complete measure of human intelligence, integrating thinking, feeling, and doing, all guided by intrinsic ethical-moral principles.

Table 1.1 Comparison with Traditional Models

Model	Focus	Limitation	HQ Advantage
IQ	Cognitive reasoning	Ignores ethics & emotions	Integrates ethics, emotions, and practical skills
EQ	Emotional & social skills	Lacks cognitive/practical integration	Unified with CI & PI under HQ
PQ	Operational skills	Detached from ethics/emotions	Ethical, holistic application ensured

5. Discussion

5.1 Application of Holistic Quotient in Personal Development:

HQ fosters holistic growth by integrating cognition, emotional intelligence, and practical skills with ethical responsibility. *Examples: Ethical career choices, responsible emotion management in complex situations, and effective knowledge use without compromising integrity.*

5.2 Organizational Effectiveness:

HQ provides a framework for employee evaluation, ethical leadership, and operational efficiency. *Examples: Performance appraisals using HQ, leadership development with moral-ethical integration, and decisions balancing efficiency with ethics.*

5.3 Societal Impact: HQ strengthens responsible citizenship, social trust, fairness, and cohesion. *Examples: Ethical public service and policy execution, community leadership rooted in moral integrity, and promotion of inclusive, fair practices.*

6. Conclusion

The Holistic Quotient (HQ) provides a comprehensive, ethically grounded framework for assessing human intelligence. By integrating moral-ethical reasoning within the Cognitive, Affective, and Practical domains, HQ moves beyond traditional IQ, EQ, and PQ measures. It emphasizes moral, ethical, and effective performance, fostering personal growth, organizational effectiveness, and societal well-being. HQ demonstrates that true intelligence is holistic, combining thinking, feeling, and doing with intrinsic ethical responsibility. Adoption of HQ supports the development of morally aware, competent, and impactful individuals, extending from the individual to organizational, societal, and global levels.

References

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