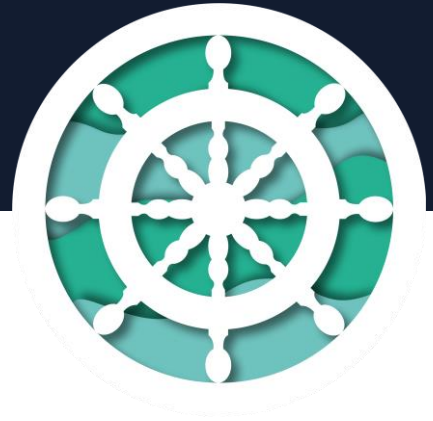


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## WISDOM

**Wise people stand for a thriving organisation. How can they be recognised?**

The problem with wisdom lies mainly in the belief that it stems from intelligence and education. But is this enough to lead teams in a thoughtful and optimal way? Does wisdom come with age? Or do you have to learn it?

**Wise, meaning like what?**

The knowledge and education mentioned are helpful in the formation of wisdom, but they do not guarantee it. Think about it, do you know a person who graduated from university and yet the term „wise” does not necessarily fit them? Intelligent, educated people – as opposed to wise people – are not always able to grasp the deeper meaning of what is generally known to them. Moreover, very often they do not try to understand the limitations of their knowledge.

So wisdom is more than just processing information based on logic. Knowledge is the product needed to shape wisdom. Proper knowledge management can become wisdom if we can properly assess the state of our knowledge and then apply it in practice (or sometimes the opposite, not apply it). In addition to these skills, wise people are also characterised by sincerity and authenticity, i.e. saying what they mean and not pretending to be someone they are not.

Wisdom is also humility in the face of the limitations of one's own knowledge. This involves accepting that there are things we have not yet got to know and that it is impossible to know everything. A wise person has no problem accepting their own fallibility. They know when their actions make sense and when they are insufficient. What is more, such awareness is an incentive for them to change effectively.

**The older, the wiser?**

It depends on how we use our time. Becoming wise is a personal task for each individual, and only they can decide if they want to do something about it. We are shaped by our experiences and by whether we learn anything of value from them.

Wisdom does not come automatically with the passing of time. It is true that older people may be a bit wiser, but many fail to make good use of their life experience. Sometimes others can support us in shaping our reflectiveness, e.g. mentors, coaches, psychotherapists. They will help us deal with difficult past experiences and show us how to work on our own emotional awareness, self-regulation and mindfulness.



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### What does wisdom give us?

We can see wisdom from two perspectives: cognitive and emotional. Cognitive wisdom describes the ability to see the picture as a whole, to look at things from the right position. In addition, it is the ability to observe and evaluate an issue from many angles, beyond one's personal point of view. This helps to avoid simplistic black and white thinking.

From an emotional perspective, wise people are characterised by reflectiveness, deepened insight into their inner experiences and tolerance of ambiguity. They are able to cope with unpleasant emotions and have developed empathy and compassion.

Wisdom allows you to live well regardless of your success or wealth. Wise people are driven to make their lives meaningful, they know how to plan and manage themselves, and consistently act in accordance with their values. They develop self-knowledge and take responsibility for themselves.

### What does wisdom give us in the context of an organisation?

- It encourages foresight, i.e. thinking prudently before acting,
- It instils the need to learn (including learning from mistakes) and to be open to change,
- It helps in dealing with the uncertainty, ambiguity and complexity of many situations that arise in a business environment,
- It makes people more authentic and allows them to act in accordance with their values,
- It leads to taking responsibility for one's actions.

And that is exactly what every organisation needs. Wisdom... Wise people...



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