

# Seven Steps with Individual Wisdom Development

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**Abstract**—Twenty first century is the one full of flourishing and arduous competition in general, that is to mention that learning is the method for self –development. Inevitably, learning is acquiring, modifying or reinforcing the existing or new knowledge, and involves synthesizing experience, spirit, and passion leads to individual wisdom. This article described evolution of information, knowledge, and wisdom. Although wisdom is considered to be the highest form of knowledge, it is still a sophisticated concept with no consensual definition. Moreover, it explains what the individual wisdom is, how to generate individual wisdom for active learning. In addition, this article lists on seven steps for individual wisdom development, and as your awareness; it also contains the scope of each step individual wisdom development.

**Index Terms**—Individual wisdom, self-development, passion, spirituality, and experience.

## I. INTRODUCTION

In the past, the return from investment came predominantly from physical assets like physical products, or equipment. However, many factors such as market or production's globalization, higher customer's need, competitive pressure, and rapid technology change and so on led to redefined knowledge as the main vital strategy for innovation and competitive advantage [1]. Absolutely, wisdom provides creativity and leads to innovation and tangible change take place. It is same as the viewing of [2] that the complexity of innovation in competitive situation has been increased by growth in the amount of talented people available to organization as basis of innovation.

Currently, it's the dynamic globalization climate, the capacity of the business to adapt is considered to be the main factor in its survival and competitive situations. Yet, adaptation to contingency is unlikely to prove sufficient, it is now suggested that organization attempt to meditated individual wisdom, build culture of sharing or knowledge diffusion so that future trends and conditions can be predictors and continuous modifications made.

Whiles, [3] mentioned that *"the traditional factors of production-land, labor, and capital have not disappeared, but they have become secondary, and knowledge is becoming the only meaningful resource"*. The accumulation of intellectual capital asset of the organization with the learning process has intrigued increasingly in the mankind, and knowledge based society presently.

In fact, the importance of wisdom has been well-established [4] there has been a concern in recent times with the efficacy of wisdom management, It is widely accept

that both commercial and public organizations that consciously aware in the significance of being the innovated business which initially invest largely in their people through self development as a basic requirement.

## II. EVOLUTION OF DATA, INFORMATION, KNOWLEDGE, AND WISDOM

Ref. [5] specified the definition of data, information, knowledge, and wisdom (DIKW) in Fig. 1 as following:



Source: Suliman Al-Hawamdeh, 2003.

Fig. 1. Knowledge management-cultivating knowledge professionals.

Data is a set of particular and objectives facts about an event or simply the structured record of transaction, raw number and facts. [6] agreed that data represent facts or observations out of context that not directly meaningful.

Information is process or organized data, as a resulted of replacing data within some meaningful content, often in a form of a message. [6], [7] defined the meaning of information as the data endowed with relevance and purpose. Its root for informing meant something that change or shapes the person who gets it.

Knowledge is categorized data, sorted based on clear or implied relationships, or something more than information, as meaningful and authenticated information. [8], [9] agreed that knowledge is closer to action, or actionable information, and increased through interaction with information from people. Whiles [5] cited that knowledge is the purposeful coordination of action. It implies the capacity of coordinated actions toward some goals and objectives and coordinated action is the test of possessing knowledge.

Ref. [10] mentioned that knowledge, unlike information, is about beliefs and commitment. In addition, knowledge is the full utilization of information and data, couple with the potential of peoples' skills, competencies, ideas, intuitions, commitments, and motivations. Shortly, knowledge is understandings the cognitive system posses.

Subsequently, the next stage of evolution beyond knowledge is wisdom. According from table 1, it is distinct between data, information, knowledge and wisdom. It is still a debatable and complicated issue. If we draw a parallel between knowledge and wisdom, knowledge is resource, and

wisdom is a method how to get and utilize these resources. An underlying assumption of the word “wisdom” is the application of knowledge to make individual or organizational choices; a deep understanding of people; things; events or situations; empowering the ability to choose or act to consistently produce the optimum results with a minimum of time and energy [9].

TABLE I: DISTINCTION BETWEEN DATA, INFORMATION, KNOWLEDGE, AND WISDOM

| Level       | Definition                         | Result                   | Answer of Question |
|-------------|------------------------------------|--------------------------|--------------------|
| Data        | Raw facts                          | Memorization             | Know-None          |
| Information | Meaningful data                    | Comprehension            | Know-What          |
| Knowledge   | Understanding of information       | Understanding            | Know-How           |
| Wisdom      | Using knowledge to achieve goal(s) | Improvement, Development | Know-Why           |

Source: Adjusted from Bierly *et al.*, 2000.

On the other hand, [11] simply cited that wisdom coordinates knowledge and judgments about the “pragmatics of life” as the following are strategies and goals involving conduct of life, limits of knowledge and uncertainties of the world, excellence of judgment and advice, knowledge with extraordinary balance and scope, search for a perfect synergy of mind and character, and balancing the well-being of oneself and that of others. Thus, the viewing of author summarized that wisdom is a capability of logic judgment, or a comprehension of what is right through learning from past experiences, pure spirit, and intensive passion with optimum judgment as to action.

### III. WHAT THE INDIVIDUAL WISDOM IS

Wisdom has a significant impact both individual and organizational level. Whilst useful, pathway to individual wisdom, it consists of three paths toward individual wisdom, associated with experience, spirituality and passion [12]. Generally, experience comprises knowledge of or skill of something or some event gained through involvement in or exposure to that thing or event. Experience is the accumulation of knowledge or skill that results from direct participation in events or activities, or the content of direct observation or participation in an event.

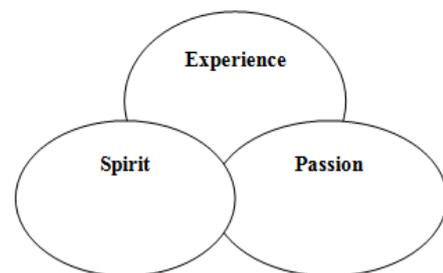
Individual wisdom with experiences aspect, well, wisdom is learned or developed in everyday of life through trial and error [13]. The study interactions between the self and the environment can lead to learning and ultimately wiser actions. So far experience provides individuals an intuitive to assess the situation, detect changing circumstance, or judges the important innovation, or makes the right decision however, time is not related between learning with experiences. To show that more learning it is not indicate that more experiences. Therefore, learning from experience bounded with individual need to go beyond description and reflect on the experiences one acquires. [13] implied that wisdom is synthetic and subjective, and knowledge is separate and objective. Thus, wisdom, which is the ability to use knowledge for action, also requires experience.

Ref. [13] implied that wisdom is the science of the spirit; knowledge is the science of matter. Spirituality is moral and emotional in nature and involves an understanding and appreciation of one’s position in the universe. [12] argued that spirituality can enhance wisdom in two ways; first, wisdom is gained through a self-reflection on experiences and a formulation of deeper goals, thereby prompts a strong sense of integrity. Basically, spirituality facilitates wisdom and clarifies goals by giving a core belief in self’s purpose. Second, spirituality gives faith, courage, and facilitates right decision making and actions. Not only spirits is the result of rational analysis, but is a strong sense of truth as well.

According to, superior with his own decision making is based on the bounded rationality many time he make unsuitable judgement because of details or bounded emotion disregarding. Furthermore, [14] found that superior uses intuition in five ways: namely; problem solving, behaviour learned well, scatter data synthesize, reality check, and solutions creation.

Thus, spirituality support relationship between superior and subordinate by guidance, empathy, and intuition providing, finally which can lead to high commitment to their vision with harmony.

Passion is the strength of belief to make things happen, and is essential to the action aspect of wisdom [12]. Passion ought to be elicited from intense energy, believe in one’s idea and powerful doing. Indeed, passion inspires people to overcome obstacles, or manage challenged task wisely, according to [15] cited that passion is the process becoming wise includes a looking-within-oneself component so that a person can direct his motivation toward greater values. Passion is related to motivation. Consistently, to be motivated is to arouse and direct action toward a goal in a persistent manner [12]. Motivation is a term that refers to a group of phenomena which affect the nature of an individual’s elicits controls, sustain strength of behavior, and persist of the certain behavior. Furthermore, passion must conceal inside individual mind and push it to strive beyond present understanding; it is unlocked from intellectual stimulation and making a contribution as individual wisdom.



Source: Adjusted from Bierly *et al.*, 2000.

Fig. 2. Components of individual wisdom.

From Fig. 2, [12] defined a simple representative individual wisdom in the following as: experiences and spirituality with passion. Briefly, I therefore recapitulate that individual wisdom to make sound judgments, learn from common experiences, and embrace spirituality, spirituality also needs to be complimented by passion, and passion that benefit one and others are considered wise.

IV. SEVEN STEPS FOR INDIVIDUAL WISDOM DEVELOPMENT

In parallel with self-development, the fundamentally requirement of learning should take place in rewarded learning for motivation, so the crucial role for the superior needs to set up such environment and subordinate has to be recognized in self-developed. Inasmuch as develop of the image of self by viewing self as part of a larger system. Certainly, the author believed that many people desire to make them better however; they don't know how to do, or what start to deal with.

First, individual should be able to step back from routine jobs and devote more attention to self reflection and time recognition. To start with, a wise person is the person who is acutely aware of self limitations, dare to accept to learn from mistakes or failure, and ready for self reflection. Approach uses these practices to diagnose strength and weakness on current behaviour. [15] cited that failure is a shortfall, evident of the gap between vision and current reality.

Second, individual should be able to adapt feature of complex to simple issue through experience, spirituality, and passion. Make impossible to be possible. I personally believe that a wise person should be able to recognize how different between urgent and crisis problem is, how the consequence of each factor is, and how to make proper decision. [16] mentioned that a prudent man knows how to act appropriately in particular cases, in those situations in which there are no formula. It is really difficult to deal with uncontrolled factor (s), and also impact to others in the organization, or community.

Third, individual should be the creative innovator, views outside to inside rather than think about oneself as standard, sees things differently, thinks different things, and also can change minor problem to be innovative result or better solution(s) before others such first mover advantage. Briefly, survival and success require one to explore new ideas for changing.

Fourth, individual should be the person ready to share his knowledge, insight, and vision to others, or ask useful inquiry for best practices. [15] defined "Vision is a vivid mental image in the future". Generating vision should answer these 3 questions: What, Why, and How? What's the picture one want to see in the future? Why does one run this job? And how does one do his job to success toward shared visions of the organization? The approach to implement required "the best practices" person has to develop new knowledge about the way to improve to the best practice then evaluated and utilized of his resources for one's life better. Furthermore, wisdom creation need a full process required the meditation together in trust and no any level of the performances or innovations can success by individual efforts with a high level of motivation and systematical disciplines for utilized wisdom's current best knowledge and business best practice models. In addition, the best practices' sharing was an excellent way to foster the wisdom creation, and also build mindset in learning and contribution to others.

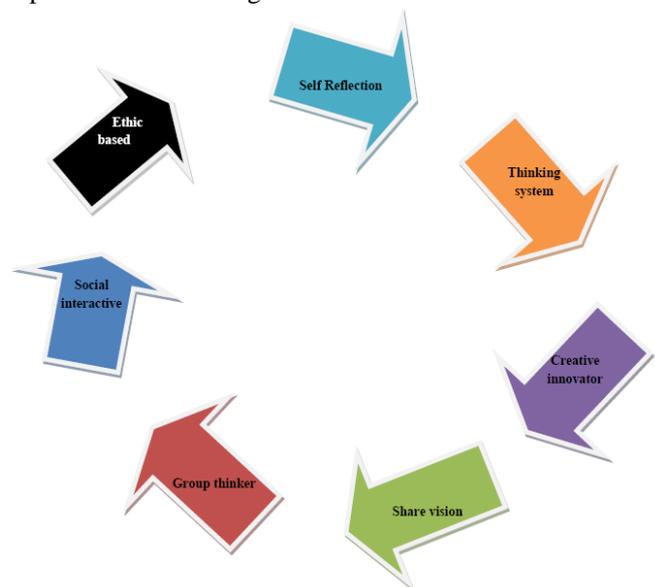
Fifth, acting as group thinker or "A" player, team playing is one of the fundamental element leads to learning organization. According to [17] noted team is "people doing something together". Team is "the process of aligning and developing the capacities of a team to create the results its

member truly desire" [15]. In the viewing of author, group thinker should be the person who can interpret the unseen problem(s), view problem same as the challenged query, enjoy how to solve, and make it better therefore group thinker will have more opportunities for reflection with coping problem(s), addressing the goal, gaining new competences, guiding and sustainability.

Sixth, according to [18] devised that Theory Y is a participative style of management which assumes that people will exercise self-direction and self-control while as Theory X assumes that individuals are base, work-controlling and constantly in need of incentives. Actually, capability of stimulation with theory X subordinate is quite challenged exam for talented player. A revealing result of the survey indicated that an inert subordinate always received negative feedback without any useful recommendations or encouragement, and another pitfall of inactive perform is lack of time and comment from superior because these subordinates are isolated relationship between self management with others. Thus, social interaction for exchange materials and courageous action is a must for self development.

Seventh, in line with individual wisdom must pay attention to values and virtues, as well as morally responsible for one own decision. Managerial decision-making is a type of action, and practice of decision making become a source of moral learning.

Ref. [16] defined that moral learning is a process by which one shapes oneself morally in the action is rely on the ambiguous, specific situation, including moral individual configuration. According to [16], ambiguous situation forces manager to assume personal decision and constitute experience and learning.



Source: Adjusted from Bierly et al., 200.

Fig. 3. The 7 steps to individual wisdom development.

From above Fig. 3, one can exercise individual wisdom autonomously; it is possible to have responsibility for his own conduct. In addition, crisis situation forces superior stimulates their people aware of how to change for flexibility. Last but not least, moral individual configuration should be

inherent nature and characteristics of IQ and EQ balancing.

Assuming a core value of individual wisdom is virtues. Hence, it is widely accepted that develop emotional common sense plays an essential role for living. The long recognition of the importance of the notion of individual wisdom is self development.

## V. CONCLUSION

This article has revealed on evolution of data, information, and knowledge, wisdom, including individual wisdom. Basically, wisdom is a concept with no consensual definition; nevertheless, it has been the subject of significant work in management. It is evident that individual wisdom associated with experience, spirituality and passion. So far, there are seven steps for higher levels of individual wisdom are the following: develop self and time management, innovative creator, change complex to simple issue, share vision, act group thinker, activate inert employees with virtues basis.

Finally, the role of individual wisdom with application is the capability to act wisely such as makes sophisticated use of knowledge, use proper decision making that accommodates multiples realities, takes into social and ethical considerations, exercise wisdom for better life of living.

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