

1 **Emotional Intelligence and Indian Wellness Traditions: Building Healthy Work Culture** 2 **for Sustainable Entrepreneurial Growth.**

4 **Abstract:**

5 The present integrative review focuses on the relevance of emotional intelligence to the
6 creation of sustainable and social entrepreneurship and its value of promoting healthy work
7 cultures specifically. Using the multidisciplinary literature, the review summarizes the
8 evidence showing that emotional intelligence is a paramount psychological process by which
9 sustainability consciousness and cognitive awareness are converted into the entrepreneurial
10 intention and performance. Being more resilient, adaptive, and efficient in decision-making
11 and networking, as well as more creative, strong-emotion entrepreneurs are able to work
12 efficiently in the atmosphere of uncertainty and contribute to the long-term sustainability of
13 the organization. The review also examines Indian wellness culture such as mindfulness and
14 yoga as complementary measures to enhance emotional regulation, self-awareness and
15 psychological wellbeing in organizational setting. The current evidence shows that such
16 practices not only improve emotional competencies but also decrease work-related stress and
17 ensure comprehensive health of an employee, which facilitates sustainable productivity and
18 innovation. The research will offer a culturally oriented framework to connect the well-being
19 of an individual with the functioning of an organization by combining emotional intelligence
20 and wellness-based interventions.

21 **Keywords:** Emotional intelligence, Sustainable entrepreneurship, Mindfulness, Workplace
22 well-being, Organisational culture, Indian wellness traditions

25 **1. Introduction**

26 The outcomes show that sustainability consciousness indirectly increases the social
27 entrepreneurship intention via emotional intelligence, which puts emotional competencies in
28 the role of transforming pro-sustainability awareness to entrepreneurial motivation. The
29 research paper makes a contribution to the theoretical concept of the interaction between
30 cognitive and emotional variables to define socially oriented entrepreneurial intentions and
31 emphasizes the importance of integrating emotional intelligence into the sustainable and

32 social entrepreneurship model(Baysak, Bilgetürk, and Berber 2026). This review investigates
33 emotional intelligence as an important skill of an entrepreneur focusing on its role in
34 providing psychological well-being and developing healthy workplaces. Emotional
35 intelligence helps in proper emotion regulation and interpersonal functioning, and in this
36 respect, the entrepreneurs will be able to overcome occupational stress and contribute to
37 positive organizational climates. Making conceptual analogies with best practices in care-
38 based professional environments, the discussion demonstrates that emotionally intelligent
39 practices can contribute to achieving better sustainability plans, highlighting their
40 applicability towards the promotion of health, well-being, and productive working
41 frameworks(da Silva 2025). The present review examines the trends in patterns of
42 entrepreneurial intention using the prism of multiple intelligences, which have a different
43 impact on the evolution of entrepreneurial motivation. The results suggest that linguistic
44 verbal, intrapersonal and interpersonal intelligences have the most powerful influence on
45 entrepreneurial intention with other intelligences having less significant correlations. The
46 research enriches the theoretical knowledge of the effect of cognitive and socio-emotional
47 abilities in entrepreneurial behavior and highlights the significance of interdisciplinary
48 learning in fostering entrepreneurial potentials in the early stage and enhancing the
49 sustainability and innovation-driven driven business (López-Leyva et al. 2022). This is an
50 integrative review that explores how emotional intelligence and entrepreneurial performance
51 are dynamically related in different contextual conditions. According to the analysis,
52 emotionally intelligent entrepreneurs will be in a better position to deal with uncertainty and
53 maintain competitive advantage(Pathinettampadiyan and Thavaraj 2025a). Emotional
54 intelligence is a key factor in successful networking, information sharing, social support and
55 an opportunity to learn. Professional networks become crucial processes that help
56 entrepreneurs to improve capability and performance. The analysis brings forth the
57 conceptual connection of emotional intelligence and network formation as a source of
58 entrepreneurial success and proposes finer structures to describe the interaction of the
59 constructs in various entrepreneurial ecosystem(Mutoko and Nzonzo 2016;
60 Pathinettampadiyan 2025). The conceptualization of the review defines family businesses as
61 a significant area in sustainable entrepreneurship and its contribution to long-term continuity
62 and intergenerational value creation. The analysis combines the major themes of the literature
63 review regarding sustainable entrepreneurship and comes up with the new viewpoints that
64 place family businesses and community-based types of businesses at the same level. The
65 results indicate that family firms promote sustainability with the help of stewardship, long

66 term orientation and embedded social responsibility(Woodfield, Woods, and Shepherd 2017).
67 This paper reviews the antecedents and consequences of sustainability entrepreneurship in
68 existing organisations from the perspectives that show that technical orientation and
69 environmental collaboration enhance green entrepreneurship orientation and firm resilience,
70 which, in combination, enable sustainable innovation. The analysis extends the notion of
71 entrepreneurial orientation to sustainable environments in order to explain how companies
72 can work out resilience and environmentally friendly initiatives. Study contributes to
73 theoretical insights of corporate entrepreneurship because it connects the strategic orientation,
74 resilience, and innovation to the sustainability-based systems (Ameer and Khan 2023). This
75 research paper highlights the importance of emotional intelligence and Indian philosophies
76 for good health practices in the workplace and entrepreneurial sustainability(K and Haorei
77 2026). This paper examines the association between emotional intelligence and the creative
78 output of employees and the process through which emotional abilities are related to creative
79 output. Analysis also indicates that emotional intelligence can have a greater impact on
80 creativity outcomes when reinforced by cognitive and contextual variables. The study helps
81 in explaining how affective and cognitive resources in their combination influence
82 performance in an organisational context, as it explains the interaction between emotional
83 competencies, uncertainty, and performance (Darvishmotevali, Altinay, and De Vita 2018).

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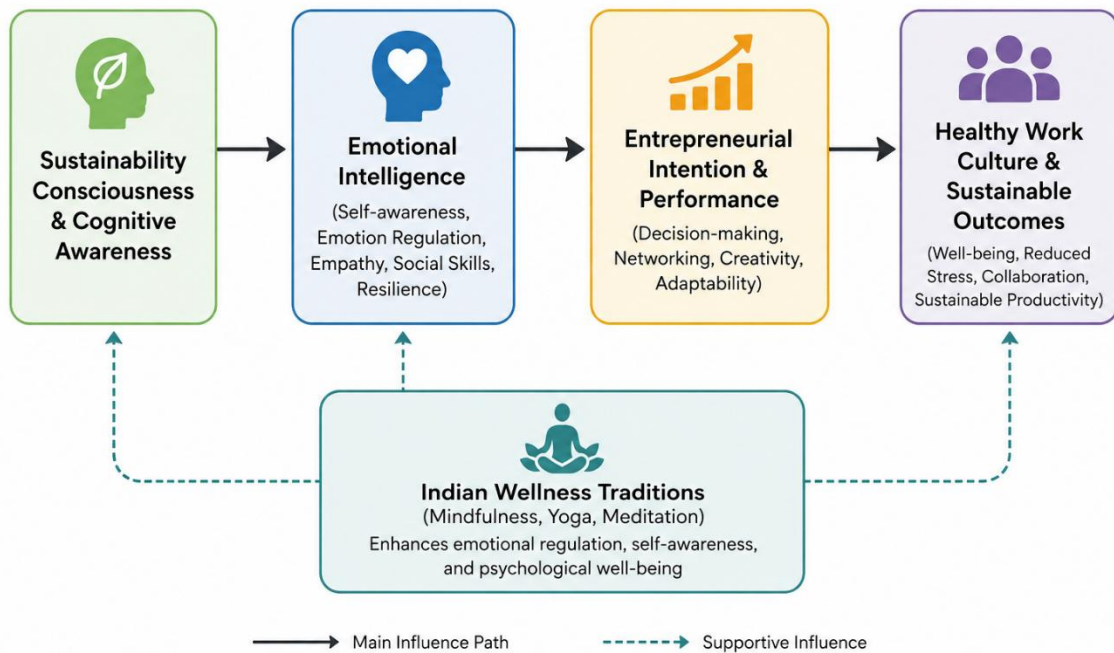
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89 **Figure 1. Integrative Framework of Emotional Intelligence, Indian Wellness Traditions,**
90 **and Sustainable Entrepreneurship**



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92 **Source:** Developed by the authors based on the reviewed literature

93 **2. Emotional Intelligence**

94 The intrapersonal skills have an indirect effect only to the extent that they determine the
 95 relational and functional processes. The two aspects of emotional intelligence have a positive
 96 impact on performance in terms of their influence on teamwork and internal organisational
 97 processes. The discussion contributes to the theoretical knowledge in the field of interaction
 98 of specific emotional skills with interpersonal processes to entrepreneurial performance and
 99 identifies future research opportunities(Ingram et al. 2019).This review is a synthesis of
 100 theoretical as well as empirical views on the role played by emotional intelligence in
 101 entrepreneurial decision-making. It emphasizes the interaction of core dimensions of
 102 emotional intelligence with cognitive processes to influence the process of opportunity
 103 evaluation, strategic judgment, and reactions to uncertainty. Emotionally intelligent
 104 entrepreneurs exhibit greater self-control, less cognitive bias, better communication, and
 105 resilience, which promote high-quality decision-making(Pathinettampadiyan and Thavaraj
 106 2025b). The paper will focus on how emotional intelligence influences the performance of
 107 venture among female entrepreneurs with the focus on networking competence as the
 108 mediating variable. The networking ability becomes a crucial tool whereby emotional skills

109 are converted into better entrepreneurial results. The discussion is related to the body of
110 theoretical understanding about gender and entrepreneurship by making clear that emotional
111 and relational competencies are mutually helpful to the success of the venture and long-term
112 business development (Singh and Kovid 2023). The study discusses employee management
113 in cooperative societies, particularly focusing on hiring procedures, cadre management, and
114 discipline management. The importance of human resources management, which makes the
115 organization effective and improves its performance (Ravichandran, Chandirasekaran, and
116 Vigneshwaran 2026). The evidence shows that positive affect always correlates with improved
117 performance, the negative affect has a more complicated correlation with the results with
118 specific forms associated with worse performance. The discussion also provides the role of
119 the conceptual and contextual moderators that determine the effect performance relationship.
120 The combination of disjointed evidence makes the study contribute to the theoretical
121 knowledge of the emotional basis of entrepreneurship and define the main directions of
122 further investigation (Fodor and Pinteá 2017). This paper discusses the significance of
123 emotional intelligence and Indian holistic practices in promoting healthy corporate culture
124 and entrepreneurship sustainability. The article demonstrates the importance of emotional
125 awareness and mind-body integration in achieving sustainable business development and
126 promoting entrepreneurial sustainability (Vanessa.KA, Kingsly, and Thavaraj 2026). This
127 integrative review redefines entrepreneurial emotions through the concept of emotion
128 management and compiles work on personal skills, dispositional personality, and context-
129 dependent approaches that shape how entrepreneurs handle emotional experiences. It points
130 out the effects of the multilevel contextual factors, individual antecedents and the
131 consequences of performances on the maintenance of entrepreneurial activity. Through
132 recognition of conceptual fracturing and the lack of theory, the review proceeds to a unified
133 theory of emotion management and provides direction for future research in the field of
134 entrepreneurship (Schmöde. (Boohene, Gyimah, and Osei 2020).

135 **3. Indian Wellness Traditions**

136 This review summarizes the evidence of mindfulness interventions and its impact on
137 physical, psychological, cognitive, affective and interpersonal outcomes, and specifically on
138 workplace applications. The results show that mindfulness practices are widely linked with
139 better well-being and performance in various areas, which justifies its applicability to
140 organizational health and performance. The review helps reveal the increasing popularity of
141 mindfulness programs in the professional environment and presents the areas of their

142 promising application. Through an amalgamation of scattered evidence, the review educates
143 both theoretical and practical understanding of the efficacy of mindfulness in improving
144 employee health and workplace performance (Hilton et al. 2019). This review discusses yoga
145 as an intervention to improve workplace well-being and cope with occupational stress in the
146 realization of the bigger picture of sustainability and health and breathing performs become
147 one of the key processes, which attach yoga to better health. The discussion highlights yoga
148 potentiality as a comprehensive strategy to building resilience and helping to create healthier
149 organizational settings(Hagen and Hagen 2024). The paper examines the understanding of
150 happiness and well-being by mental health workers, where happiness is discussed as a
151 multidimensional concept encompassing personal, interpersonal, social and environmental
152 levels. The results indicate that happiness is linked close to contentment and subjective
153 satisfaction influenced by personal interpretations and experiences. The interaction of
154 personal and professional roles determines well-being, and such protective factors as self-
155 awareness, positive relations, and the ability to manage time and emotions effectively
156 influence well-being(Aggarwal and Sriram 2018). The paper explores the perceived views of
157 stakeholders regarding the organisational and psychological concepts that influence the
158 behaviour of seeking help. The results reveal the significant obstacles, namely stigmatisation,
159 lack of awareness and low self-efficacy, as well as facilitating factors such as psychological
160 safety and social support. Both advocacy of leadership and well-organized wellness programs
161 become critical strategies of promoting open communication and resilience within an
162 organization((Poddar and Chhajer 2024). This scoping review summarizes the available
163 research on workplace mental intervention interventions with regards to their conceptual
164 scope and organizational implications. The results have shown that the current programs
165 mainly focus on curative programs, including counseling services, and few programs
166 incorporate preventive and promotive programs. There are inadequate comprehensive needs
167 assessments, impact assessments and policy alignment. The discussion reinforces the
168 significance of comprehensive models that incorporate the organizational policies with the
169 mental health promotion(Pandya, Khanal, and Upadhyaya 2022). The results indicate that
170 such practices are connected with low anxiety and ruminative thinking as well as better
171 perceived mental health. Mind-body treatments seem to help in emotional regulation and
172 reducing stress, leading to healthy behavioural and psychological functioning. The discussion
173 demonstrates the importance of implementing reflective movement interventions in the
174 workplace well-being models to address and reduce occupational stress to ensure a

175 sustainable overall employee health (Dhanasekaran and Thavaraj 2024; Valdesalici et al.
176 2024).

177 **4. Integrating Emotional Intelligence and Indian Wellness for a Healthy Work Culture**

178 The review critically analyzes the way in which mindfulness can be used to supplement
179 emotional intelligence interventions when applied in an organizational context. It brings to
180 the limelight the conceptual synthesis of mindfulness techniques and emotional intelligence
181 maturity to enhance self awareness, regulation and interpersonal effectiveness. The synthesis
182 of practitioner-informed insights presented by the analysis is aimed at identifying the
183 practical frameworks of making and realizing the mindfulness-based emotional intelligence
184 programs(Chapman-Clarke 2017). Emotional intelligence abilities, especially emotion
185 regulation, awareness, and acceptance, and also lower emotional exhaustion. Mindfulness-
186 based training helps in emotional homeostasis and adaptive emotional expression, which lead
187 to enhanced professional well-being. The discussion elucidates the synergistic nature of
188 mindfulness and emotional intelligence as a basis of psychological resilience and holistic
189 functioning in healthcare settings and it guides future studies on the well-being- focused
190 professional growth(Jiménez-Picón et al. 2021). The synthesis shows that the two constructs
191 have a strong positive relational connection in various conceptualisations of emotional
192 intelligence. The analysis also indicates that such a relationship changes with regard to
193 personal traits and methods of measurement, which underlines the impact of developmental
194 and methodological aspects(Miao, Humphrey, and Qian 2018). Based on conceptual insights
195 from care-based professional practice, the analysis highlights the importance of promoting
196 mental and physical health at the team level through emotionally intelligent approaches. The
197 discussion also links emotional intelligence to global sustainability strategies, highlighting its
198 applicability to health, well-being and effective working systems in the entrepreneurial
199 circles(da Silva 2025). This review paper attempts to evaluate the importance of emotional
200 intelligence and Indian healing techniques on building strong work culture and
201 entrepreneurship sustainability. This research demonstrates the benefits of emotional
202 regulation, mindfulness, resilience, and Indian health practices on creativity,
203 teamwork(Ramesh, Pathinettampadiyan, and Sridhar 2025). The implications are that
204 organizational performance can only be maintained through proper alignment of the dynamic
205 environmental conditions and internal workplace climates.The proposed framework is a
206 conceptualisation of Organisations as adaptive systems where structural and cultural forces
207 are made to interact with the forces of society and economy, providing a diagnostic tool to

208 balance the well-being of employees with the constant changes in an organisation(Sopow
209 2020).

210 **5. Discussion**

211 It is emphasized that Indian wellness traditions and emotional intelligence can help establish
212 a robust platform upon which a healthy work culture could be formulated that can sustain the
213 entrepreneurial growth. Previous studies demonstrate that emotional intelligence is a
214 psychological mediator between the sustainability perception and entrepreneurial
215 motivation((Baysak, Bilgetürk, and Berber 2026). There is an increased resiliency,
216 interpersonal effectiveness, and adaptive decision-making in entrepreneurs of higher
217 emotional intelligence which are critical in maintaining performance in uncertain
218 environments(Ingram et al. 2019; Pathinettampadiyan and Thavaraj 2025a). Some of the
219 studies underline that emotional intelligence boosts networking competence, creativity, and
220 organizational performance, which in turn leads to a stronger entrepreneurial
221 ecosystem(Darvishmotevali, Altinay, and De Vita 2018; Singh and Kovid 2023). The fact that
222 emotional intelligence has a moderating influence on the use of social capital also supports
223 the strategic value of this factor in entrepreneurship(Boohene, Gyimah, and Osei 2020). Such
224 discoveries imply that emotional competencies are not personal traits alone, but also
225 determine group organizational performance. Mindfulness and yoga are components of
226 Indian wellness, and they offer you alternative avenues to the development of these emotional
227 competencies. It has been shown that mindfulness training positively affects psychological
228 health and work performance(Hilton et al. 2019). This mindfulness and emotional
229 intelligence is not a new idea and has been proven to have a positive relationship and thus
230 forms synergistic relationships that enhance professional resilience and well- being(Jiménez-
231 Picón et al. 2021; Miao, Humphrey, and Qian 2018).

232 **6. Conclusion**

233 Emotional intelligence is identified in this integrative review as a core competence in the
234 development of sustainable entrepreneurship and healthy work cultures. In a variety of
235 theoretical and empirical views, emotional intelligence is established as one of the key
236 processes by which cognitive awareness, sustainability consciousness and social values are
237 transformed into entrepreneurial intention and performance. The entrepreneurs that exhibit
238 greater levels of emotional competencies show greater levels of resilience, adaptive decision
239 making processes, networking abilities and creative output and can deal with uncertainty and

240 maintain a competitive advantage. Such results confirm the opinion that emotional
241 intelligence is not a personal characteristic and a shared asset that shapes the organizational
242 climate, cooperation, and sustainability. The review also highlights the applicability of the
243 Indian wellness tradition especially mindfulness and yoga as the alternative avenues towards
244 developing emotional control, self knowledge, and mental health in the workplace. There is
245 always evidence that these practices help build emotional competencies, alleviate work stress,
246 and achieve holistic health, which preconditions long-term productivity and innovation.
247 Emotional intelligence, as a conceptual construct, when combined with wellness-based
248 interventions can provide a culturally informed and strategically useful framework of
249 boosting workplace resilience. It emphasizes the need to integrate emotional intelligence and
250 wellness-based practices in the development of entrepreneurs, organizational policies and
251 leadership frameworks. It could be beneficial that in future studies, the integrated frameworks
252 should be empirically validated in cultural and sectoral settings to enhance even more the
253 theory and practice of sustainable entrepreneurship and organizational well-being.

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