

Investigating the Relationship between Emotional Intelligence and Personality Types among Nursing Candidates in Ardebil University, IRAN

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Abstract. Personality characteristics of each people are unique. It seems this features of personality has an impact on emotional intelligence and Ability to interact with people in a social environment. This study was conducted to investigate the relationship between emotional intelligence and personality types of nursing students. The research was descriptive and correlative. The study Population consisted of Ardabil University of senior nursing candidates in 2011-2012. The study sample included 125 people. Assessment tools were the Bar-On Emotional Intelligence Inventory and MBTI personality type questionnaire. The data were analyzed by SPSS₂₀, (t test, analysis of variance, Pearson correlation and multiple regression with significant level $P < 0.05$). Pearson correlation coefficients showed there are a significant inverse between variables extroversion-introversion and emotional intelligence with level of 0.01 ($r = -0.522$). Therefore Personality characteristics impacts on emotional intelligence of students. Thus more research of emotional intelligence and Personality characteristics are necessary at different levels to selection for nursing profession.

1- Introduction

GOLEMAN calls EQ as a potential ability in self-inspiring, having inter-personal skills, impulse control, self-organizing, stability while defeated, self-gratification or delaying it as well controlling social relations which lead to vocational promotions. Also he believes that EQ can be regarded as one of the important and effective factors on performance and operation, so we can grow it up inside and strengthen it. The people owning higher EQ could easier cope with disappointment and frustration feelings, for this reason they could act better. In fact the thing that can predict psych

success and health in the future is EQ ability [1]._Emotional intelligence is the capacity to understand and control their emotions and others [2].

A glance at personality definitions reveals that all these cannot be inserted in a unique theory. For example, Carl Rogers defines it as a permanent self-organized phenomenon which was the center of all entity experiences. Or Gordon Allport considered it an inner factors set which conducts all personal activities. J.B.Watson imagined personality as organized habits. However Sigmund Freud believed it is made of ID, Ego and Super ego [3]._Recognizing personality, characteristics, and how they are formed, can be on one hand the effective factors in forming personality as well as satisfying curiosity and fact seeking tendency in a human-being. This kind of recognition leads to a sort of classification, it means the person can see himself in one of personality types or as owing some unique personality traits [4]. The researches and professionals working on personality want to realize why people react differently at the same situations. Some experts believe in biological and genetic factors for it, some others consider life experiences, and some others believe that the way of thinking and behaving is so vital in personality recognition [5].

Today in academic division, the value of a good nurse can be measured as important as a good physicians. Whereas a nurse has a therapeutic, supportive, pedagogical and consultative role facing a patient, therefore s/he must be completely healthy physically, mentally, and spiritually. Moreover a nurse has to be a careful, interested and patient one to have enough control on his/her personal feelings. Noticing their special sort of occupation, and work place, while the Nurses face with different kinds of diseases, wounds, fatalities and different cultures during long working hours, they could be under family, social and economical pressures. The students who choose this field of study must have special abilities. To do it identifying their emotional intelligence also its relation to their personality characteristics could be the base for their successes in university, workplace and attending in different social layers. It can also help medical directors and authorities to secure suitable personnel. Therefore here comes a salient question: Is there a relationship between emotional intelligence and personality types of nursing candidates in ARDEBIL University? (The main hypothesis)

The present survey has been done in descriptive and correlation form. The statistical population consists of all senior nursing candidates studying in ARDEBIL during education year 2012-2013. Among them, 125 students (60% females and 40% males) were voluntarily picked up as samples. When they were informed of research objectives, some questionnaires about personality type and EQ must be filled out.

2-Methods

In this project it has been investigated the relationship between EQ and personality types among Nursing students in ARDEBIL University. To collect data there were used two methods: scope and library. In the former one there were utilized two kinds of questionnaires: 1) Bar-on EQ questionnaire and 2) MBTI. After performing and scoring, analyzing data can be done in accordance with descriptive and inferential statistics through a prepared pack for social sciences (SPSS20). In descriptive method there were used abundance, mean amount, variance, Standard deviation, diagram and percentage distribution. But in inferential statistics there were picked multi-

variable regression in Enter as well as assigning Pearson correlation to investigate the link between MBTI and EQ. Moreover to consider the significant relation between personality types among males and females it was used independent T-test, also to assign MBTI roles in EQ we used square root R as well as to identify predicted factors in EQ we had step-by-step regression.

3-Results

To infer the general link between emotional intelligence as well its elements and MBTI personality type, all their correlation coefficient are ready in table 1. EQ shows a direct relation to its five indexes however it reveals a revert correlation (-0.522) to introvert-extrovert axis in personality type. Therefore moving further toward introversion, EQ would decrease.

EQ scores and its elements went under descriptive analysis which in brief it is reported in table 2. In the table it is seen that total average of EQ scores is 309.10 which varies in different indices. The total mean in intra-person intelligence was 106.16; inter-person intelligence as 67.47; concord ability 59.17; stress management 38.18 and public temper was recorded as 38.13 as well. On the next step, the scores in MBTI had to be described statistically which the results are recorded in table 3. In gained indices means in personality, the most amount (102.27) belongs to females' axis of thoughtful-sensitive as well the least one (95.95) was recorded for being introvert-extrovert among women. Among the observed deviations, the least standard deviation was 6.934 which related to being judgmental-perceptive among females and the most one (11.018) belongs to introversion-extroversion in men. According to mean results in table 2, we can group all female participants in the research as ESFP type (extrovert, sensitive, emotional perceptive) and ENFP type for male as (extrovert, intuitive, emotional perceptive), therefore all the students can be classified as ENFP as (extrovert, intuitive, emotional perceptive).

To analyze better and identify more careful the relation between personality types and emotional intelligence among the nursing candidates (hypothesis-1) it was used multi-variable regression analysis. As you can see in table 4 the gained regression coefficient significant level for introvert-extrovert type was smaller than test error ($p < 0.05$), it means the beta means can predict students EQ significantly with 0.95 reliability. Besides the identified coefficient shows that personality types could only assign 0.291 out of whole EQ distributions. Finally F significance level was 12.306 which was smaller than $P < 0.05$. It reveals that the whole regression model is significant.

In second hypothesis (the relationship between Myers-Briggs personality types and intra-personal intelligence) noticing the gained significant level for "Z" amounts for each group we could realize that there is a significant relation between two types (being thoughtful-emotional; introvert-extrovert) and intra-personal intelligence ($P < 0.05$). Moreover the identified coefficient shows that personality types can only assign 0.232 out of whole EQ distributions. In general the significant level in F is 9.075 revealing that the whole regression model is meaningful.

In third hypothesis (the relationship between Myers-Briggs personality types and inter-personal intelligence), noticing the resulted significant level for "Z" amounts belong to each personality types, we could conclude that there is a significant relationship between introvert-extrovert and inter-personal intelligence ($P < 0.05$). Furthermore the setting coefficient shows that personality

types only include 0.258 out of EQ distributions. Finally F assigned as 10.458 which shows the significance of total regression model.

In fourth hypothesis (the relationship between Myers-Briggs personality types and Adaptability), considering the significance level for “Z” for each group we can get that there is a meaningful relationship between introvert-extrovert and concord ability types ($P < 0.05$). Besides the setting coefficient shows that personality types only include 0.163 out of EQ distributions. Ultimately F assigned as 5.852 which reveals the whole regression model significance.

In fifth hypothesis (the relationship between Myers-Briggs personality types and Stress management), noticing the significance levels for “Zs”, we can conclude that there is a significant link between introvert-extrovert and stress management if $P < 0.05$. Moreover the setting coefficient shows that personality types just have 0.101 out of EQ distributions. Finally the F significance level assigned as 3.386 that shows total regression model significance.

For the sixth hypothesis (the relationship between Myers-Briggs personality types and Mood General), considering this fact that Zs are significant then it is concluded that there is a significant link between introvert-extrovert and Mood General ($p < 0.05$), furthermore the setting coefficient shows that personality type has only 0.045 out of EQ distributions. Ultimately F significance level assigned as 1.421 which reveals total regression model insignificance.

In seventh hypothesis, to consider the significant differences among EQs, it was used independent t-tests between two groups: males and females. Noticing the results in table-5 we can see that there is not any significant difference in accordance with emotional intelligence between females and males.

Table 1. Correlation of emotional intelligence and MBTI personality types

	Intelligence Intrapersonal	Intelligence Interpersonal	Adaptability	Stress management	Mood General	Emotional intelligence
Extraversion-Introversion	**-.438	**-.496	**-.391	**-.279	-0.173	**-.522
Judging-Perception	0.136	0.158	0.122	0.080	0.041	0.145
Sensing-Intuition	-0.006	0.029	-0.086	-0.093	0.078	-0.016
Thinking-Feeling	-0.119	0.031	0.003	-0.053	0.038	-0.043

** $P < .01$.

Table 2. Statistical description of EQ scores and its components

	Index name	mean (Men)	Std. Deviation	N	mean (women)	Std. Deviation	N	mean (total)	Std. Deviation	N
1	Intelligence Intrapersonal	105.68	15.750	50	106.48	11.615	75	106.16	13.367	125
2	Intelligence Interpersonal	66.72	8.730	50	67.97	9.784	75	67.47	9.361	125
3	Adaptability	60.28	8.182	50	58.43	7.961	75	59.17	8.069	125
4	Stress management	38.48	4.841	50	37.97	4.380	75	38.18	4.558	125
5	Mood General	37.12	4.574	50	38.80	6.054	75	38.13	5.552	125
6	EQ	308.28	31.636	50	309.65	29.809	75	309.10	30.434	125

Table 3. Statistical description of MBTI personality type scores

	Index name	Symbol	mean (Men)	Std. Deviation	N	mean (women)	Std. Deviation	N	mean (total)	Std. Deviation	N
1	Extraversion–Introversion	I-E	97.84	11.018	50	95.95	10.635	75	96.70	10.786	125
2	Judging–Perception	J-P	101.52	7.072	50	101.31	6.934	75	101.39	6.962	125
3	Sensing–Intuition	S-N	100.30	9.535	50	99.89	9.204	75	100.06	9.302	125
4	Thinking–Feeling	T-F	101.02	8.145	50	102.27	8.749	75	101.77	8.502	125
5	Personality	total	400.68	16.355	50	399.41	11.569	75	399.92	13.637	125

Table 4. EQ regression analysis results

Regression variables	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	497,345	76,713		6,483	.000
Thinking–Feeling	-.487	.312	-.136	-1,559	.122
Sensing–Intuition	-.026	.286	-.008	-.090	.928
Judging–Perception	0.108	.355	.025	.305	.761
Extraversion–Introversion	-1,521	.226	-.539	-6,743	**0.000
R	0.539				
R Square	0.291				
F	12.306				0.000

Table-5: independent t-test results (total EQ)

variables	F	Sig.	t	df	Sig. (2-tailed)
EQ(total)	.517	.474	.246	123	.806

4-Discussion and conclusion

The results of the present research revealed that the gained results correspond to the proposed hypothesis, as well the results attained by SHAKIBA et.al (2008); JAMSHIDI (2010); and AHMADI (2012). Moreover the results are in agreement with the surveys done by: THOMSON-2006; MEDOX,2004; RATMAN et.al,2002; NEWSOME et.al,2000; DAVID VIHART,2000; and CEPSMA et.al 2002 as reported by SHAKIBA et.al,2008. However in some researches there were not seen any significant relationship between EQ and personality characteristics such as the results attained by BRACKETT,2004; BASTIAN,2005 and LOPES,2003. In the results as well as the ones gained by SHAKIBA there has been a significant relation between being extrovert-introvert and EQ. in AHMADI’s study in which he had used the questionnaire in New personality and Bar-On EQ, although it was reported a sort of significant relation between being extrovert and EQ

($P < 0.01$). While JAMSHIDI got a meaningful relationship between being sensitive-intuitive and judgmental-perceptive ($P < 0.05$). It seems whereas extrovert people are social and happy as well as get their energy through outer world in connection with others and society then they show higher EQ. Our results besides other studies achievements confirm it.

Studying EQ in both male and female groups show that EQ mean score in female group is a little higher than males. The results correspond to the ones obtained by AHMADI-2012, AGHAYOUSEFI2008, BRACKETT et.al, 2004; PETRIDES&FURNHAM2003; and VAN ROOY2005. However they were not in agreement with the results of the studies done by CIARROCHI&FORGAS2001;SCHULTE,REE&CARRETTA2004;WARWICK&NETTELBECK 2004;MAYER&SALOVI2000;PETRIDES&FURNHAM2001.

According to the results obtained in the present research we can conclude that there is not any significant distinct between two sex groups in accordance with EQ.

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