

Relationship between emotional intelligence, personality and work performance: A cross-sectional study

Background

The background of this study was to observe if people with high trait emotional intelligence (EI) perform well at work and how personality interacts with trait EI.

Aims

The further aims with this study was to validate the Trait Emotional Intelligence Questionnaire Short Form (TEIQue-SF) by:

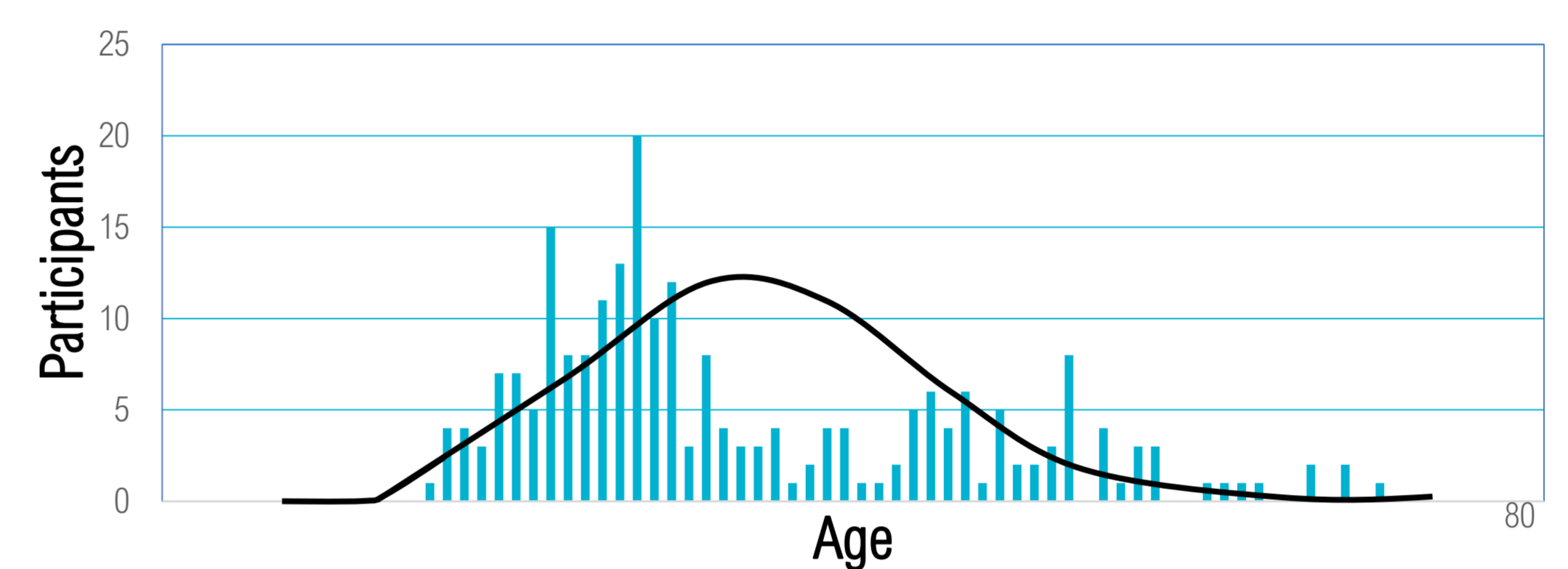
- investigate its relationships with Mini-IPIP6, SD3, and IWPQ
- Identify which personality traits best explain variations in trait EI
- investigate whether trait EI can predict variations in each dimension (Task Performance, Contextual Performance, and Counterproductive Work Behavior, CWB) of self-perceived work performance

Participants

The study was done with

228 Swedish participants

($M = 34$ years, $SD = 12.6$, range 16–71 years, 66% women), with an average work experience of 14 years ($SD = 11.5$)



Results

All dimension of trait EI correlated positively with:

- Extraversion
- Agreeableness
- Conscientiousness
- Openness to Experience
- Narcissism
- Task Performance
- Conceptual Performance

... and negatively with:

- Neuroticism
- Machiavellianism
- Psychopathy

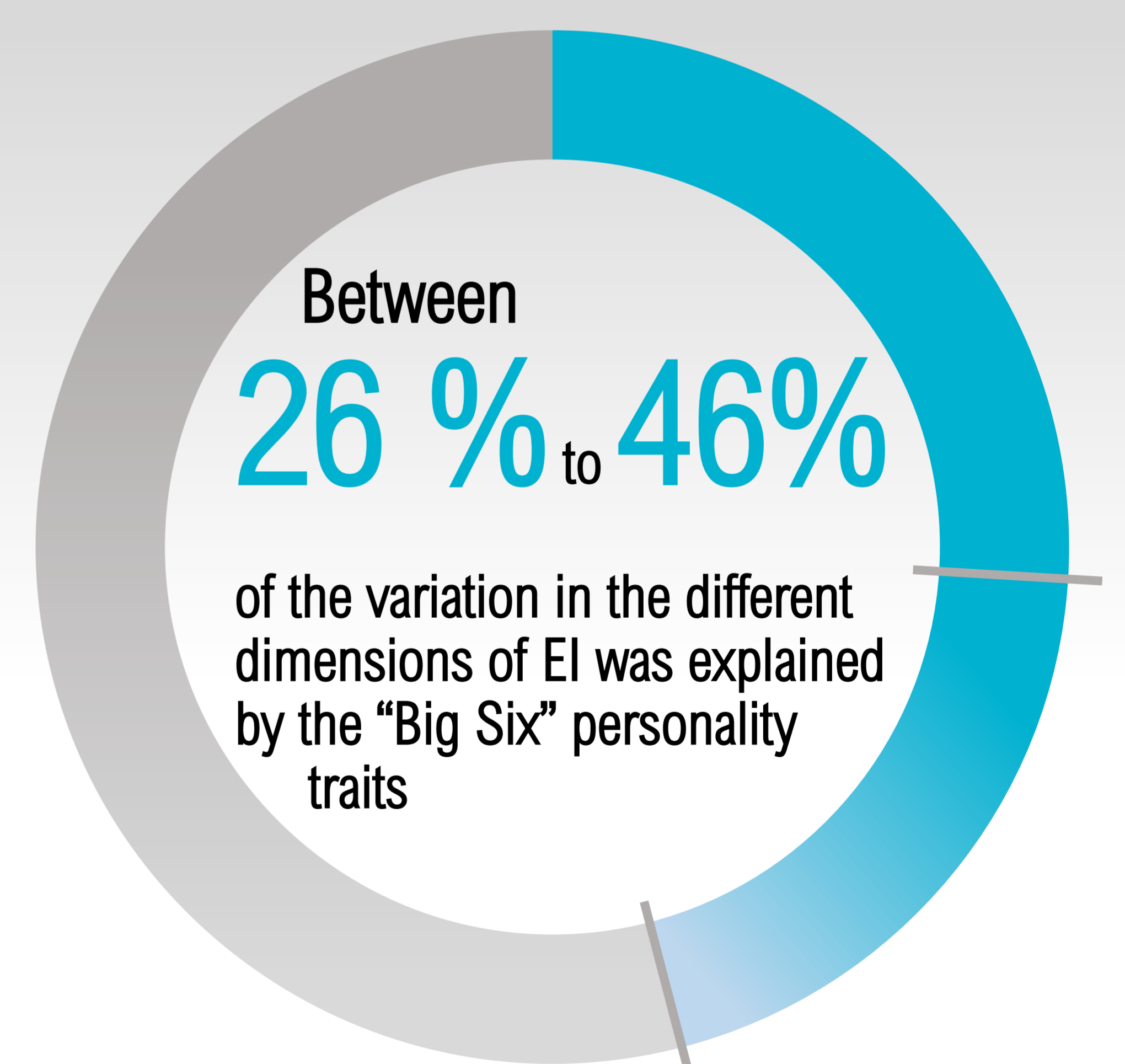
Trait EI explained an additional

17%

of the variation in **Conceptual Performance** when controlling for gender and age, and an additional

6%

of the variation in **Task Performance** when controlling for gender, age, Neuroticism and Conscientiousness.



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