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

Background
Personality traits interact with emotional intelligence (EI). People with high EI perform well at work. But it is not known if these relationships are valid in Swedish people.

Aims
To validate the Swedish version of 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 within each dimension (Task Performance, Contextual Performance, and Counterproductive Work Behavior, CWB) of self-perceived individual work performance

Participants
The study was conducted on 228 Swedish people* (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 Contextual 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.

Between 26% and 46% of the variation in the different dimensions of EI was explained by the "Big Six" personality traits

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