

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:

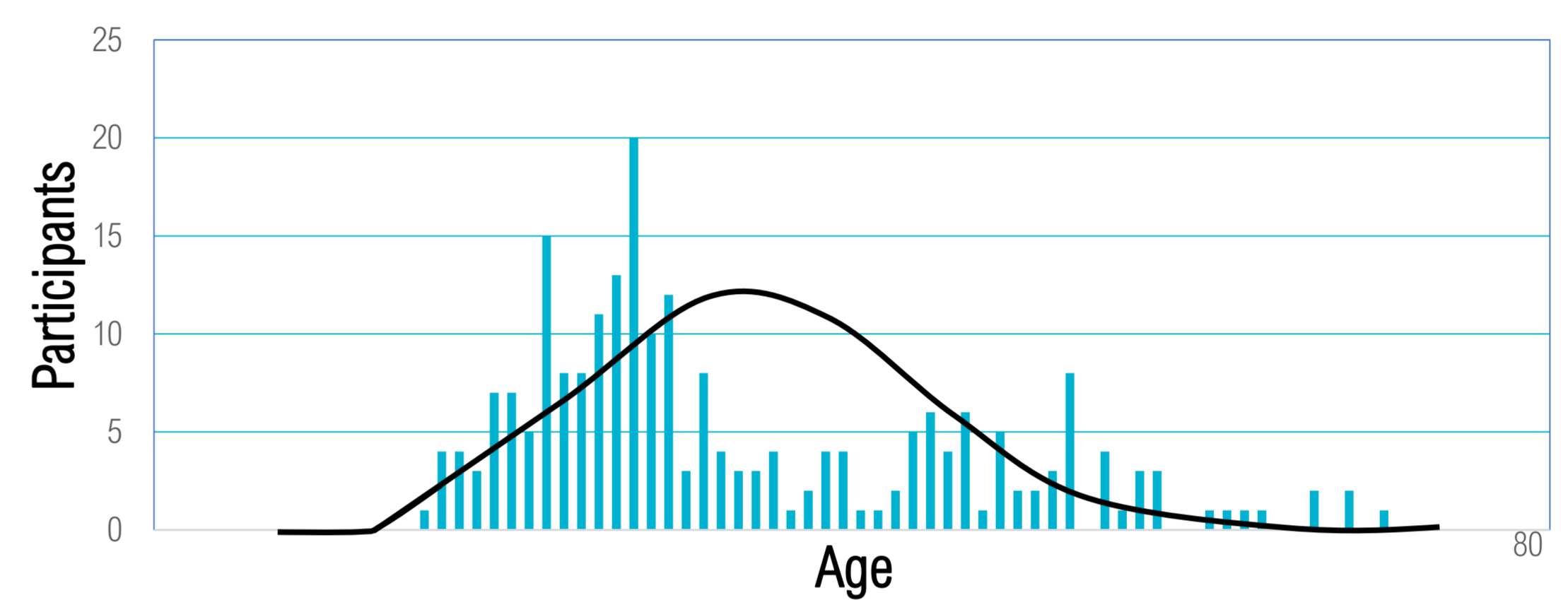
- Investigate its relationships with Mini-IPIP6, SD3, and IWPQ
- Identify which personality traits best explain variations in trait EI
- Investigate whether trait EI can predict variations within each dimension (Task Performance, Contextual Performance, and Counterproductive Work Behavior, CWB) of self-perceived 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 ($SD = 11.5$)



* mixed students and working professionals

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

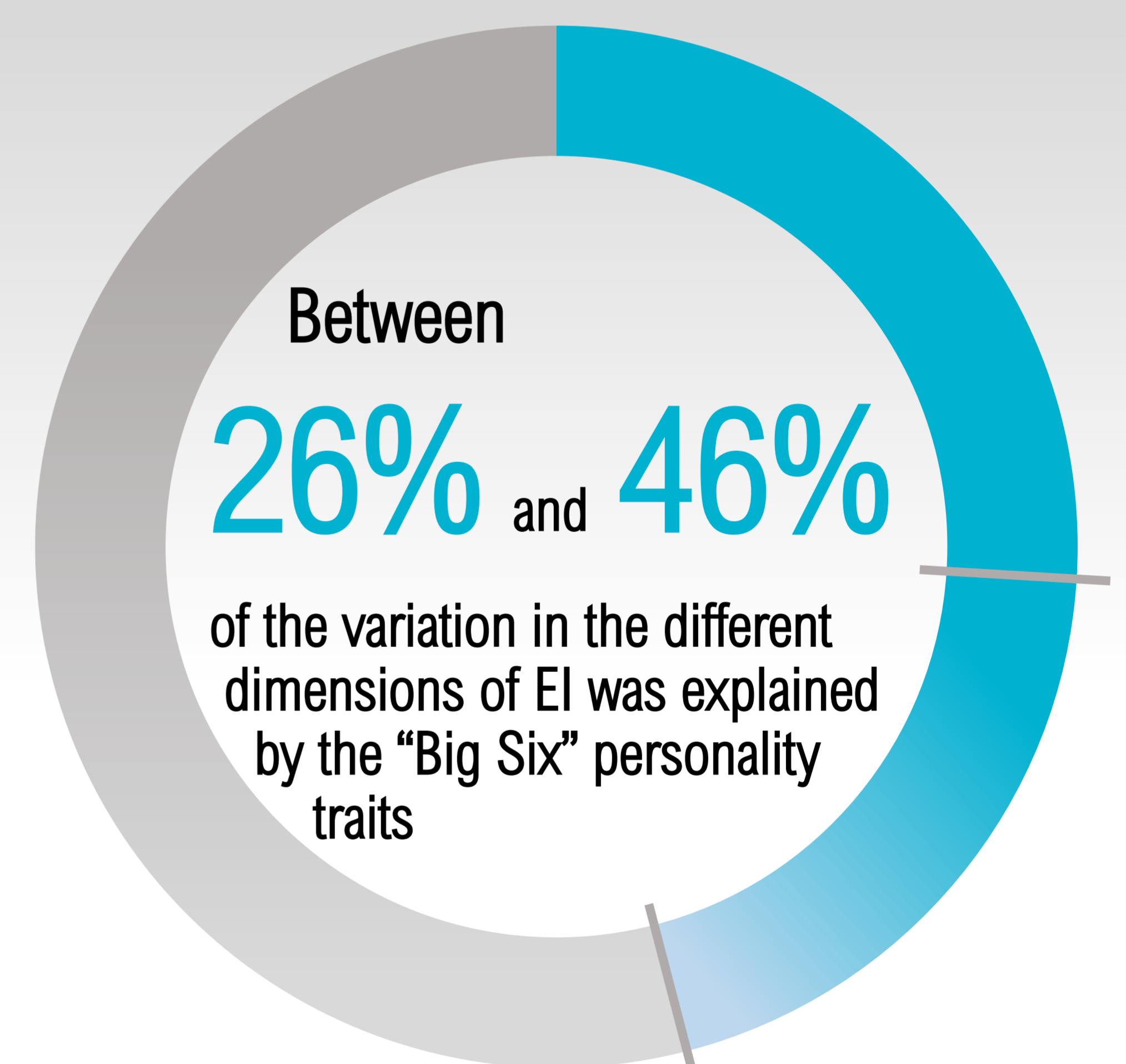
Trait EI explained an additional

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.



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