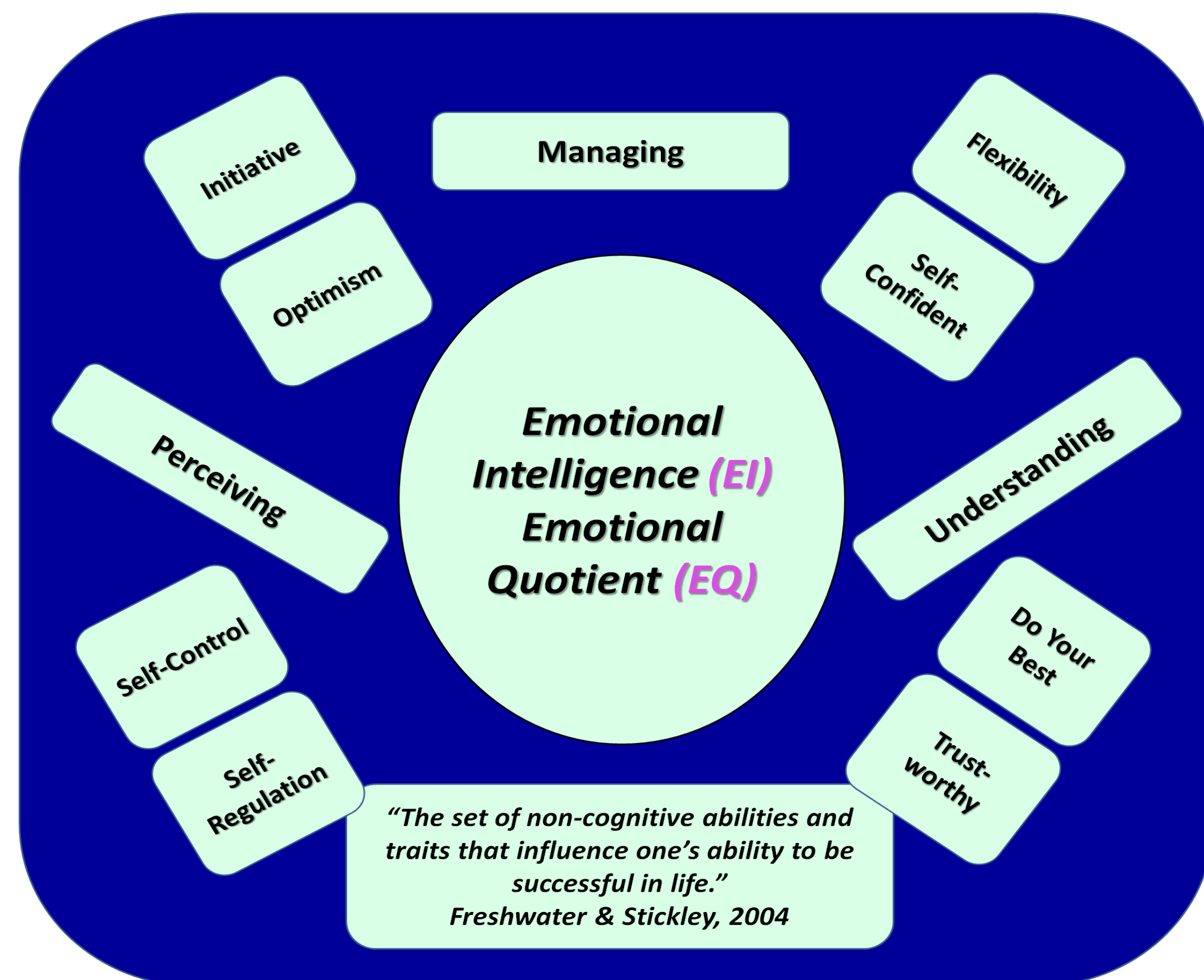


# Increasing Emotional Intelligence in Nursing Leaders Through a Dedicated Training Program

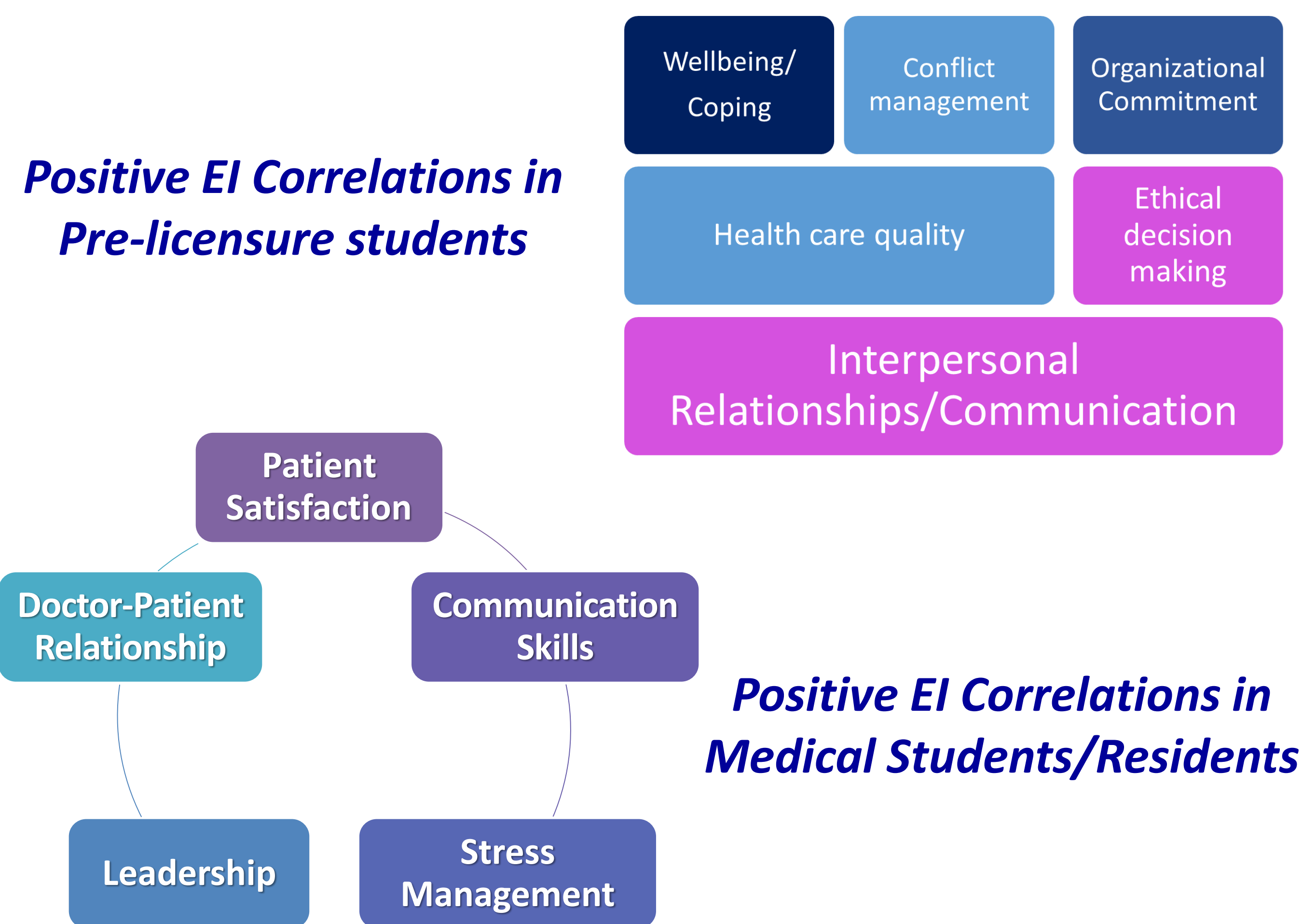
**Kathryn Evans Kreider, DNP, APRN, FNP-BC**

kathryn.evans@duke.edu

## What is Emotional Intelligence?



## Literature Review: Emotional Intelligence in Health Professions



## The Problem

- Nurses are expected to lead change and manage teams
- Most nursing schools do not equip students adequately with formal education training to prepare them to meet these leadership demands
- Nurses often graduate from BSN and MSN programs and must learn "on the job" how to cope with leadership demands and challenges

## Methods

- Nurse Practitioner students at Duke University School of Nursing were evaluated for, and trained in, emotional intelligence
- Faculty member was certified in EI assessment using EQ-I inventory (EQ-I 2.0)
- Institutional IRB approval and student informed consent
- Baseline EI assessment (3<sup>rd</sup> semester of MSN program) of NP students across programs
- Emotional Quotient Inventory (EQ-I 2.0) completed
- Student received 20 page report regarding strengths and weaknesses and attended session on how to interpret results
- EI training incorporated throughout NP program: Role Transitions course and On-campus intensives
- External EI Consultant assisted with content implementation into courses
- EQ-I 2.0 repeated during the last semester of the program + student received results
- EI results compared to pre-test scores as well as academic and clinical evaluations

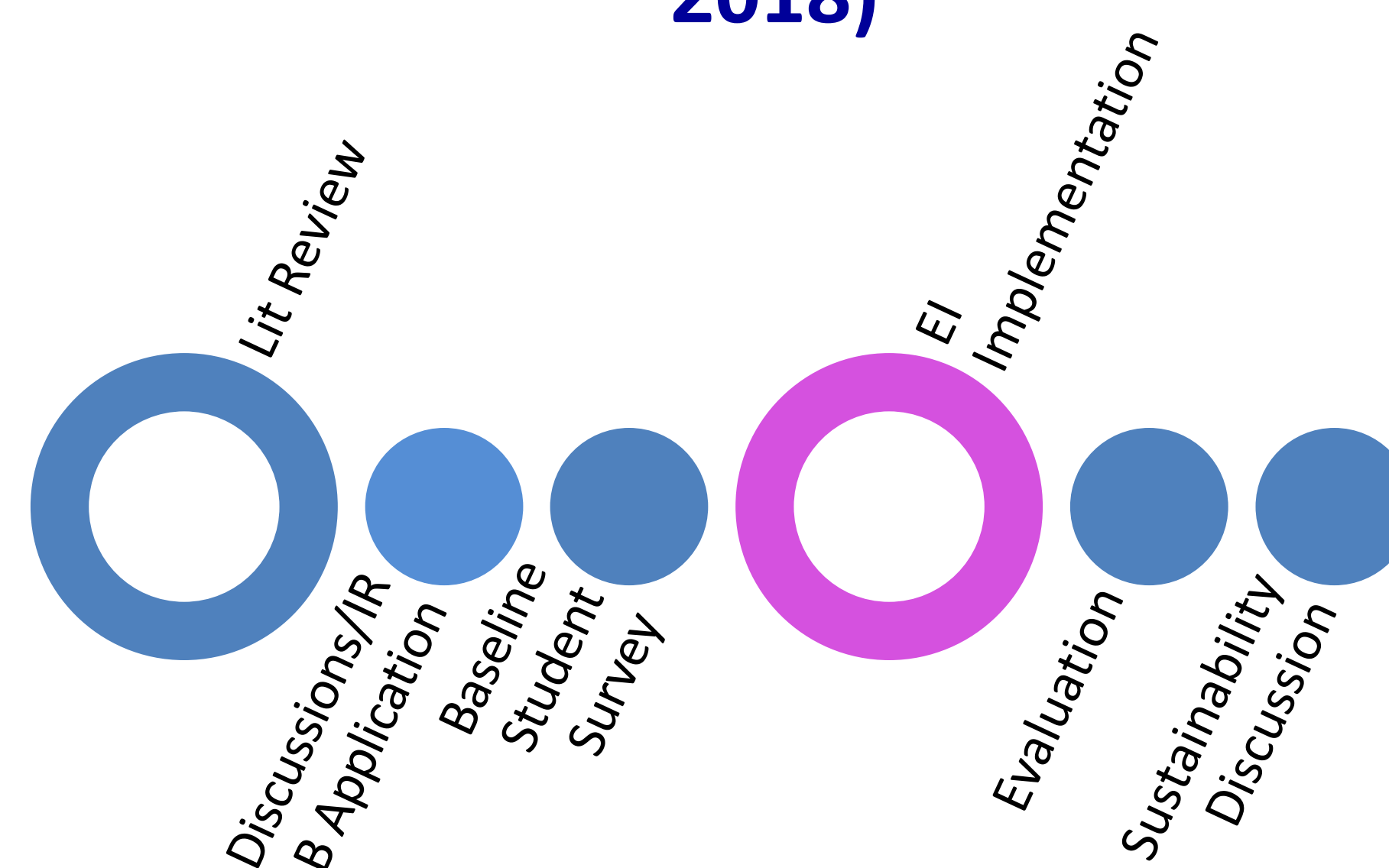
## What is the EQ-I 2.0?

- Inventory that measures: **Self-perception, Interpersonal skills, Decision Making, Self-expression and stress management**
- 133 questions, 20-30 min to complete
- Internal Consistency (Total EI) : 0.97; Test-Retest (8 weeks) 0.81

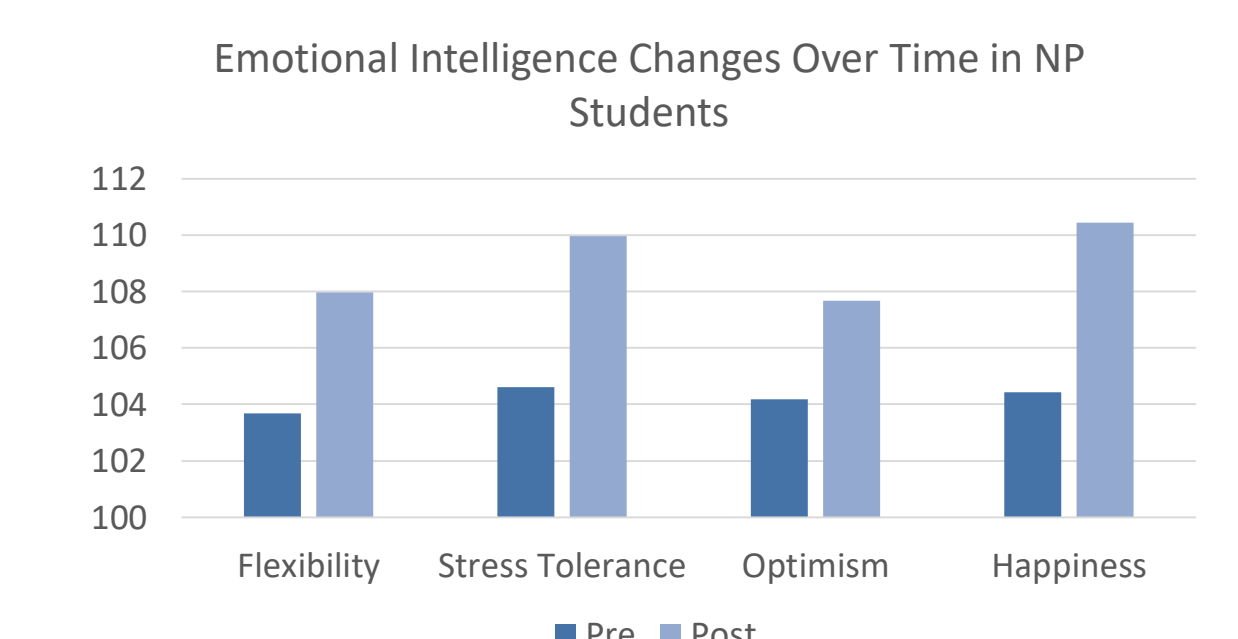
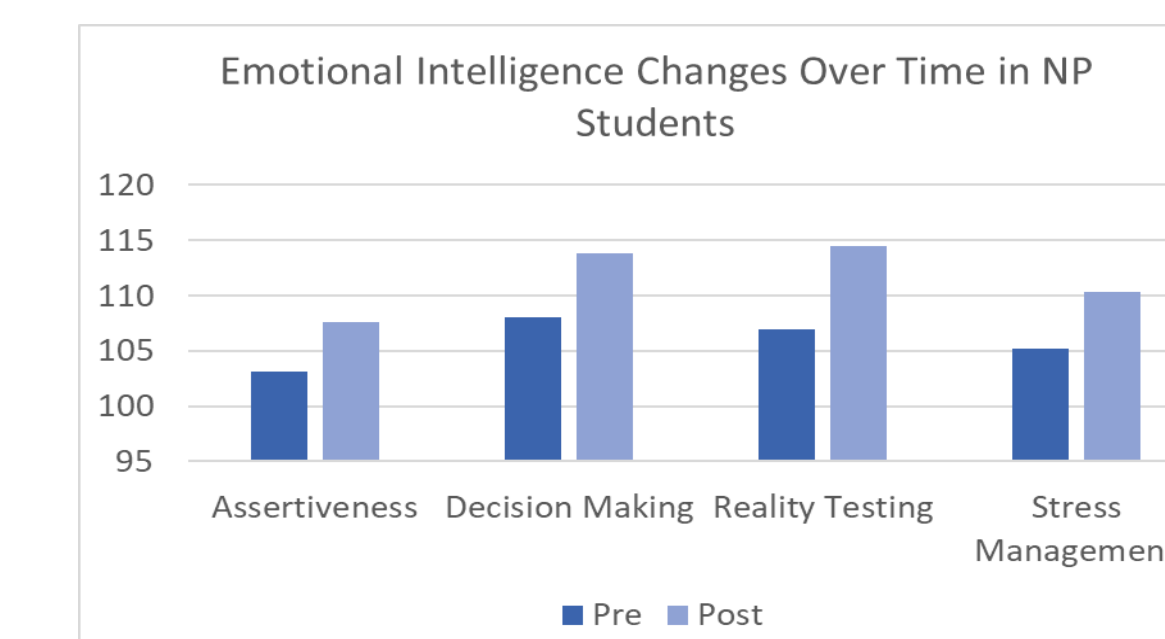
## Course Content and Activities

Initial EI Assessment	Guided journaling
Group discussions	Individual reflection
Discussion Forums	Incorporation of EI into other course materials
Self-assessment	

## Project Timeline (Summer 2017-Summer 2018)



## Results



\*all results showed statistically significant improvement over time  
\*The average emotional intelligence for early career professionals is 100

- N= 45 students participated in the pre-survey
- N= 32 students participated in the post-survey
- Emotional intelligence increased significantly in multiple categories of E.I. ( $p < 0.05$ )
- There was no difference in E.I. in students enrolled in DNP programs vs. not enrolled in DNP program
- There was no difference in E.I. across different majors (FNP, WHNP, AGNP, etc)
- There was no relationship between baseline E.I. score and final GPA
- There was no relationship between baseline E.I. score and clinical evaluation scores

## Discussion

- Emotional intelligence is regarded as an essential characteristic of effective leaders
- Emotional intelligence training is done routinely in the business/leadership world - why is nursing behind?
- Formal training is needed to ensure that NP students are prepared to lead in the current health care environment
- This pilot study suggests that emotional intelligence can be trained in NP students and can improve over time
- Limitations: One private institution in the Southeast, small cohort, no control group

## Implications

- Schools of nursing should consider leadership training for all students in order to prepare them for leadership expectations in practice
- Emotional intelligence training is one method of instilling and reinforcing characteristics that are essential for effective leaders
- This method was relatively easy to incorporate into existing NP curriculum

## Selected References

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