The influence of personality traits relating to how people react to events is suspected to be a potential factor in job resignation. Based on personality traits, it may be possible to develop advanced measures to prevent job resignation by interfering with the chain of events leading to resignation. The present study clarifies a relation of personality traits, nursing skill competence, and psychological anxiety to intention to resign. A total of 199 newly graduated nurses were surveyed 6 months after obtaining employment. Questionnaires: their intention to resign, the self-rated nursing skill personality profile: Tokyo University Egogram-II [TEG-II]. competence, state and trait anxiety [STAI]. Subjects were classified as AC-dominant or non-AC-dominant based on the TEG-II results. The relationship between the above variables were assessed by regression analysis.

Prior to data collection, ethical approval was obtained from the participating hospital. The major personality traits of the graduates were as follows: AC-dominant 42.1%, FC-dominant 7.9%, NP-dominant 7.2%. AC pattern: AC-dominant 42.3%, non-AC-dominant 57.7.

An AC-dominant personality trait moderated the relationship between nursing skill competence and psychological anxiety of newly graduated nurses. An AC-dominant person tends to possess such characteristics as prioritizing others, Because of the good relationship with others, their intention to resign was considered low. Considering that AC-dominant graduate nurses comprised 42.1% of our study population, helping them to establish a good collegial relationship is an effective way to reduce their early exit from nursing. Of the good relationship with others, their intention to resign was considered low.