



# NURSE MANAGERS' EMOTIONAL INTELLIGENCE AND LEADERSHIP STYLES

Authors: Goda Barzdienė, MSN (stud)  
Prof. Olga Riklikienė, RN, PhD

Lithuanian University of Health Sciences, Faculty of Nursing, Nursing department

## INTRODUCTION

Effective leadership of nurse managers is important for nurses' performance and educational, organizational, staff and patient outcomes [1]. Emotional intelligence refers to the ability to perceive, control, and evaluate emotions. Emotional intelligence is one of the predictors of nursing leadership and successful nursing management [2]. The concept of emotional intelligence might be an important factor for effective leadership in the nursing professions, especially in nursing management, and requires further exploration.

## AIM

To assess the relationship between emotional intelligence and leadership styles of nurse managers.

## METHODS

The quantitative survey was conducted. The Profile of Emotional Competence (PEC) [3, 4] and Multifactor Leadership Questionnaire (MLQ) Form 5X [5] tools were applied with the Likert scale format used for the items.

The study was conducted with nurse managers (N=149) at the Hospital of Lithuanian University of Health Sciences Kaunas clinics with the response rate of 67.7 %.

## ETHICAL CONSIDERATIONS

Ethical permission to conduct the study was granted by Committee on Bioethics at the Lithuanian University of Health Sciences (No. BEC-SL(M)-12).

## RESULTS

*Transformative* leadership style positively correlated with *global* ( $r=0.643$ ), *intrapersonal* ( $r=0.609$ ) and *interpersonal* ( $r=0.592$ ) emotional intelligence.

Transactional leadership dimension *contingent reward* positively correlated with *global* ( $r=0.531$ ) and *interpersonal* emotional intelligence ( $r=0.513$ ).

*Laissez-faire* negatively correlated with *intrapersonal identification of emotions* ( $r=-0.229$ ), *interpersonal identification of emotions* ( $r=-0.216$ ) and *interpersonal expression of emotions* ( $r=-0.265$ ).

## CONCLUSIONS

Emotional intelligence improves with the development of transformative leadership style and reduces with the development of laissez-faire leadership style.

Nurse managers should focus on professional behavior based on leadership and emotional intelligence to improve better nursing management performance.

## REFERENCES:

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