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## Relationships between trait emotional intelligence and the Big Five in the Netherlands

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### ABSTRACT

We investigated the relationships between trait emotional intelligence (trait EI; TEIQue-SF) and the Big Five personality dimensions (NEO-FFI) in two Dutch samples. Results were consistent with studies conducted with the full forms of the inventories in North America and Britain. Neuroticism was the strongest correlate of trait EI in both samples, followed by Extraversion, Conscientiousness, Agreeableness, and Openness. Regression analyses confirmed that the overlap between trait EI and the higher-order personality dimensions exceeds 50%, even when the constructs are operationalized via shortened assessments. These results are not only fully in line with trait EI theory, but also support the cross-cultural validity of the TEIQue-SF, and its suitability for the rapid assessment of global trait EI and its four constituent factors.

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### 1. Introduction

Trait emotional intelligence (*trait EI* or *trait emotional self-efficacy*) is defined as a constellation of emotional self-perceptions located at the lower levels of personality hierarchies (Petrides, Pita & Kokkinaki, 2007). The construct provides a comprehensive operationalization of the affect-related aspects of personality and lies wholly outside the taxonomy of human cognitive ability (Carroll, 1993). Trait EI essentially concerns individual differences in people's self-perceptions of their emotional abilities.

Conceptually, an important advantage of trait EI theory is that it links the construct to mainstream scientific models in differential psychology, such as the Big Five and the Giant Three. These links are particularly useful when tackling novel research questions for which there is no prior empirical literature (e.g., Sánchez-Ruiz, Pérez-González, & Petrides, *in press*). Psychometrically, the Trait Emotional Intelligence Questionnaire (TEIQue), as the main operationalization vehicle of trait EI theory, provides superior criterion and predictive validity relative to other EI questionnaires (see Freudenthaler, Neubauer, Gabler, & Scherl, 2008; Gardner & Qualter, *in press*).

Numerous studies have been conducted with the short form of the TEIQue showing that it correlates positively with orgasmic fre-

quency in women (Burri, Cherkas, & Spector, 2009), general well-being and job satisfaction (Singh & Woods, 2008), relationship satisfaction (Smith, Heaven, & Ciarrochi, 2008), and adaptive styles of humor (Vernon et al., 2009), and negatively with communicative anxiety (Dewaele, Petrides, & Furnham, 2008), Machiavellianism (Alia, Amorima, & Chamorro-Premuzic, 2009), and maladaptive styles of humor (Vernon et al., 2009). It has also been suggested that the TEIQue-SF has an inverted U relationship with reaction time (Austin, 2009) and that it mediates many of the links between personality and general health (Johnson, Batey, & Holdsworth, 2009).

The aim of this report is to examine the relationships between trait EI and the Big Five using the Dutch adaptation of the short form of the TEIQue. The study is important both from a psychometric perspective, given that there have been few systematic investigations of the TEIQue-SF and the Big Five, as well as from a cross-cultural perspective, since this is the first investigation of the TEIQue-SF in a Dutch sample. More particularly, we will be focusing on the zero-order correlations between the five trait EI scores (global trait EI, plus scores on the four factors of Emotionality, Self-control, Sociability, and Well-being) and the Big Five, as well as on multiple regression analyses aiming to determine the overall extent to which the Big Five can predict each of the trait EI variables. We expected that the strongest correlates of trait EI would be Neuroticism, followed by Extraversion and Conscientiousness and that over 50% of the variance in global trait EI scores would be accounted for by a linear combination of the Big Five factors.

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## 2. Method

### 2.1. Participants

Because the data were collected as part of a behavioral genetic study and there were several kinships in the data, we randomly selected one member from each kinship and allocated them into one sample, with their kin-pair allocated into a second sample. Sample 1 comprised 377 participants (108 males) with a mean age of 44.98 years ( $SD = 11.97$ , range 20–77), while sample 2 comprised 383 participants (104 males) with a mean age of 47.00 years ( $SD = 13.49$ , range 19–87).

### 2.2. Measures

*Trait Emotional Intelligence Questionnaire-Short Form* (TEIQue-SF; Petrides, 2009; Sevdalis, Petrides, & Harvey, 2007). This is a 30-item questionnaire designed to measure global trait EI. A priori factor scores can also be derived by applying the scoring key of the full form, although these tend to have lower reliabilities. The TEI-

Que-SF does not yield scores on the 15 trait EI facets. For a detailed psychometric investigation of the TEIQue-SF via Generalized Graded Unfolding, see Zampetakis (under review). The internal consistencies of the global trait EI score and the four factors across the two samples are given, respectively, in Tables 2 and 3.

*NEO-FFI* (Costa & McCrae, 1992; Hoekstra, Ormel, & de Fruyt, 1996). The NEO-FFI is a shortened version of the NEO Personality Inventory-Revised. It comprises 60 items, 12 for each of the five dimensions of adult personality: Neuroticism, Extraversion, Openness to Experience, Agreeableness, and Conscientiousness. The internal consistencies of the five factors across the two samples are given in Table 1.

### 2.3. Procedure

Participants were volunteer members of the Netherlands Twin Registry (NTR). The NTR collects data from Dutch twins, their families, and their partners in the context of a longitudinal study on health, lifestyle, and personality. All adult members of the NTR receive mailed questionnaires on health, personality and lifestyle

**Table 1**

Correlations between the TEIQue-SF and NEO-FFI for the two study samples.

	Global trait EI	Well-being	Self-control	Emotionality	Sociability
Neuroticism (.85 and .85)	-.59**	-.66**	-.51**	-.53**	-.60**
Extraversion (.74 and .75)	.54**	.52**	.50**	.45**	.33**
Openness (.69 and .66)	.24**	.24**	.15**	.19**	.13*
Agreeableness (.74 and .70)	.36**	.34**	.26**	.21**	.17**
Conscientiousness (.76 and .75)	.45**	.48**	.35**	.33**	.30**

Note.  $N = 377$  and  $N = 383$ . Numbers in parentheses are internal consistency coefficients for sample 1 and sample 2, respectively.

\*  $p < .05$ , two-tailed.

\*\*  $p < .01$ , two-tailed.

**Table 2**

Regressions of the global and four factor scores of the TEIQue-SF on the Big Five (sample 1).

Dependent variable	$R$	$R^2$	Adjusted $R^2$	$F$ (df)	NEO-FFI	$\beta$	$t$
Global trait EI (.87)	.715	.511	.503	70.32** (5, 337)	N	-.39	8.85**
					E	.22	4.73**
					O	.15	3.86**
					A	.13	3.15**
					C	.18	4.08**
Well-being (.74)	.605	.366	.357	42.83** (5, 371)	N	-.33	6.90**
					E	.30	5.93**
					O	.06	1.41
					A	.05	1.03
					C	.08	1.66
Self-control (.59)	.615	.378	.369	40.94** (5, 337)	N	-.55	11.17**
					E	.03	.64
					O	.09	2.00*
					A	-.01	.18
					C	.08	1.59
Emotionality (.66)	.520	.270	.261	27.50** (5, 371)	N	-.06	1.25
					E	.11	2.08*
					O	.24	5.28**
					A	.25	5.16**
					C	.17	3.28**
Sociability (.60)	.550	.302	.293	32.22** (5, 372)	N	-.26	5.12**
					E	.26	4.88**
					O	.14	3.21**
					A	-.04	.90
					C	.15	3.05**

Note. In column 1, numbers in parentheses are internal consistency coefficients. N = Neuroticism, E = Extraversion, O = Openness, A = Agreeableness, C = Conscientiousness.

\*  $p < .05$ , two-tailed.

\*\*  $p < .01$ , two-tailed.

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