

A study on relationship between personality and emotional intelligence of creative writers

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ABSTRACT

The study was undertaken to study the relationship between the factors of personality and Emotional Intelligence of Creative writers of Jammu & Kashmir. The sample of the study comprised of 80 creative writers (Sahitya Akademi Award nominees and Selectees). Big Five Personality inventory by McCrae and Costa (1992) (to measure personality) and Emotional Intelligence Scale (2011) by Hyde, Pathe and Dhar were the tools used for the collection of Data. Correlation was computed by employing Pearson's Product Moment Coefficient of Correlation on Personality and Emotional Intelligence of Creative writers (N=80) at dimension level. The study revealed that significant Negative relationship existed between the factors of Personality: Extraversion and factors C (Self-motivation) and H (Value Orientation); (O)Openness to Experience and factor E (Managing relations) of Emotional Intelligence. However no significant relationship was found between the rest of the factors.

Keywords: *Creative Writers, Personality, Neuroticism, Extraversion, Openness to experience, Conscientiousness Agreeableness, Emotional Intelligence, Emotional Stability, Managing relations, Integrity, Commitment, Self-motivation*

Originality and relevance as two necessary ingredients of Creativity aid people in their unique and rare expressions. Individuals, beset with the skill of creativity are capable of finding new solutions, seeing things in a different perspective and generating and evaluating new ideas. Creativity assists in gratifying the need to express oneself in a unique way. The process of creativity involves the forming of associative elements into new combinations that are meaningful, appropriate, or meet some needs. Since creativity is expressed in many different forms, it can take the form of a discovery, creation or improvement. Although Creativity is a universal quality that exists in all people, it goes on differing from individual to individual with respect to its level or amount. A number of studies recognize that the potential of creativity can be realized, developed, enhanced and cultivated. The studies concerning to the identification of personality characteristics of highly creative and eminent people provided a better initiation to the fertile research on creativity. Numerous intellectual characteristics have been located to comprise attributes that foster creativity.

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A lot of Research on Personality factors: Intelligence, self-concept, achievement motivation, locus of control, frustration, aspiration level, Emotional Intelligence, Values, Self-actualization and need achievement etc in relation to Creativity have been conducted. Some investigations on creativity in relation to the personal traits and intellectual abilities of eminent individuals, associate creativity with trait intelligence (Albert and Runco, 1999, or with knowledge (Weisberg, 1999). It gives the notion that intellectuals enjoy unique creative skill and ability. From the study of Goyal, R. P. (1972), it was revealed that high creative children were more introverted, energetic, independent and open-minded, and tolerant than the low creative subjects. The findings of the study of (Tiwana, M. (1982) showed that, (i) Creative writers emerged as introvert, neurotic, psychotic, and socially conforming. (ii) Creative writers were found alienated. (iii) Creative writers perceived themselves as less aggressive, less sociable, less emotionally stable, less socially adaptable, and less socially intelligent. (iv) Creative writers were identified to be theoretical, aesthetic and social in their association and lower on political, religious and economic values. (iiv) Creative writers reported themselves to be quite well adjusted. Parveen, S. and Ramzan, S. (2013) in their study did not find any significant relationship between creativity of extrovert and introvert subjects. The findings of the investigation by Singh, T.K., & Kaushik, S. (2015) revealed a significant correlation between creativity and extraversion showing that more creative artists expressed more extraversion than the less creative artists. The findings revealed a positive relationship of Creativity with Personality type A whereas a negative relationship was found between creativity and personality type B in the study by Sameen, S. & Burhan, M. (2014). Hoseinifar. J. et al (2011) in their study revealed that openness to experience; extraversion, agreeableness and conscientiousness have a positive significant relation with creativity and neurosis a negative one. Marta M. Maslej et al (2014) found that Individuals with higher scores on Agreeableness, stability and assertiveness were less likely to be aspiring writers. The findings revealed that aspiring creative writers differ from non-writers so far as trait personality is concerned, with differences emerging on all levels of the personality hierarchy. The findings put forth by Agarwal, S., & Bohra, S.P. (1982) indicated that Students with high creativity were more outgoing, cooperative, attentive to others, adaptable, quick to learn, emotionally mature, submissive, and spontaneous. In contrast Low creative Students were found more reserved, rigid, slow to learn, unstable, assertive, and shy. The researchers Parveen, S. and Ramzan, S. (2013) did not find any significant relationship between creativity of extroverts and introvert subjects. While investigating the relation between creativity and big five personality in students Jafar Hoseinifar, (2011) declared a positive association of creativity with openness to experience, extraversion, agreeableness and conscientiousness while a negative association of neurosis with creativity.

Emotional Intelligence involves competencies enabling people to demonstrate intelligent use of their emotions in managing themselves as well as working effectively with others (Boyatzis 1892, Goleman 1996, Goleman, Boyatzis and Mckee2002). The study by Wang, L. (2018) revealed that the high schizotypal group outperformed the low schizotypal group in the creativity tasks. John, D. Mayer (2001) found subjects with higher emotional intelligence better able to identify their own and others' emotions in situations, use that information to guide their actions, and resist peer pressure than subjects with lower emotional intelligence. The study by Sanchez, M.J. (2011) identified a strong relationship between personality traits, including trait EI, and creativity. The investigation by Pavitra, K. et al (2007) revealed that there was no difference between creative and non-creative groups so far as their mental illness and stress profile was considered. The findings also indicated that in comparison to the non-creative group, the two creative groups (Writers and

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musicians) did not differ in their personality characteristics. For Flaherty (20011), Creativity is related to brains that have an appropriate capacity for goal oriented motivation, novelty seeking, flexible associative works, and lower inhibition. The findings of the study by Stein (1974) indicate that the creative person is curious, self-assertive, high achiever, self-critical, self-sufficient, intuitive and empathic. Fiest (1999) in his study found creative possessing the traits impulsivity, anxiety, emotional sensitivity, imagination, ambition, hostility, unfriendliness, lack of warmth, autonomy, arrogance and dominance when compared to Non-creative. The findings of the study by Felfe, J (2002) revealed that persons higher in “emotional efficacy” factor produced more creative performances than persons low in this domain.

Research review is witness to the fact that a good number of studies have been undertaken on creative students, teachers, employees, and a less number of studies are confined to real creative of specific domains like music, designing, painting etc. Certain personality traits have been investigated that covers a small number of studies on creative scientists, artists and musicians etc, but in case of creative writers it is very little. It is evident from the literature that a few studies have been undertaken on writers with respect to their adjustment, stress, mental health, coping strategy, alienation etc. No study on writers of Jammu and Kashmir has been conducted covering the factors of personality and emotional intelligence. The present investigation aims to study the relationship between the factors of Personality traits and Emotional Intelligence of Creative writers.

Hence the proposed problem for the present investigation reads as:

Objectives of the study

1. To identify the Creative Writers (Sahitya Academy Awardees and Award nominees)
2. To study the relationship between the factors of Personality and Emotional Intelligence of Creative writers

Null Hypothesis

There is no significant relationship between Personality and Emotional Intelligence of creative writers.

Operational definition of the variables

Personality Traits

Personality Traits in this study will refer to the scores obtained by the sample subjects on the NEO FFI (Five Factor Inventory) Scale by McCrae and Costa (1992).

Emotional Intelligence

Emotional Intelligence will refer to the scores gained by the sample subjects on Hyde, et al Emotional Intelligence Scale (EIS) (2011).

Creative Writers

Creative Writers in this study will refer to the writers (Kashmiri and Dogri) who were conferred the main Sahitya Akademi Award or were short listed for the same Award for their creative writing since 1955.

METHODOLOGY AND PROCEDURE

Sampling Frame (Quasi-Randomization)

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“Quasi- Randomization” Technique’ has been used by the investigator which has helped this piece of research to adopt some measures to compute the quantitative data based upon the administration of some psychological tests.

Procedure

Sahitya Akademi confers awards to creative writers in 22 established languages of India since 1955. Coverage of such a big population was a difficult task, so the study was delimited to the state of Jammu and Kashmir.

Since this research provides for the inclusion of new units while the study is in progress , the total Awardees list of 86 in 2015 rose up to 94(47 kashmiri, 46 Dogri, 1 Urdu) with 46 live subjects (22 kashmiri, 24 Dogri) at the end of 2018.

The available list of 89 Award Nominees (41 Kashmiri, 48 Dogri), short listed for the final stage , provided by Sahitya Akademy was also considered for the study.

Forty Awardees (20 Kashmiri, 20 Dogri) Along with 40 Nominees (20 Kashmiri, 20 Dogri) completed the psychological tests till the study reached to the saturation point (i.e until no new data are produced through inclusion and analysis of new units), i.e the end of 2018.

So 80 Creative writers 40 Awardees and 40 Award Nominees form the final sample for the study.

Tools Used

For making an assessment of the Personality of Creative Writers NEO Five Factor Inventory (NEO-FFI)(1991) by McCrae & Costa was used.

For making an assessment of the Emotional Intelligence of Creative Writers, Emotional Intelligence Scale (2011) by Hyde, Pathe and Dhar was administered.

Data Analysis

Correlation was computed by employing Pearson’s Product Moment Coefficient of Correlation on Personality and Emotional Intelligence of Creative writers (N=80), at dimension level.

Table 1. Coefficient of Correlation between Personality and Emotional intelligence of Creative Writers (N=80).

Factors	A	B	C	D	E	F	G	H	I	J
Neuroticism	.057	.081	.062	-.014	.094	-.019	.050	.191	-.003	-.021
Extraversion	-.097	-.080	-.332**	-.202	-.057	.119	-.054	-.300**	-.164	-.098
Openness to experience	.140	-.036	.041	.011	-.241*	.191	-.035	.214	.100	.182
Agreeableness	-.086	-.066	.148	.032	-.005	.001	.045	.116	-.134	.021
Conscientiousness	.169	.031	.000	.157	-.156	-.002	.042	-.055	.173	.070

**significant at 0.01 Level *Significant at 0.05 level

Coefficient of Correlation between Five Factor Inventory (NEO-FFI) and Emotional Intelligence

The perusal of table 1. clarifies that Coefficient of correlation between factor **Neuroticism** and factors A(Self-awareness), B(Empathy), C(Self-motivation, E(Managing relations), G(self-development), and H(Value Orientation) , is .057, .081, .062, .094, 050, and .191, respectively. This indicates a positive but insignificant relationship. Instead Correlation between factor Neuroticism and factors D (Emotional Stability), F(Integrity), I(Commitment), and J (Altruistic behavior) is -.014, -.019, -.003, -.021 respectively. It shows a negative and insignificant correlation. Hence no conclusion can be drawn with respect to factor N (Neuroticism) in relation to the dimensions of Emotional Intelligence.

The coefficient of correlation between factor **Extraversion** and factors A (Self Awareness, B (Empathy), D (Emotional stability), E(Managing relations), F(Integrity), G(Self-development), I(Commitment), and J(Altruistic behavior) is -.097, -.080, -.202, -.057, -.119, -.054, -.164, and -.089, respectively. This shows a negative and insignificant relationship. The table also envisages that co-efficient of correlation between factor Extraversion and factors C (Self-motivation) and H(Value Orientation) is -.332 and -.300** respectively. Correlation between factor Extraversion and factor C (Self-motivation) depicts a negative and significant correlation at 0.01 level. It means the factors don't go in the same direction. Creative writers high on extraversion score equally low on self-motivation. Reverse too is possible. Creative writers who are internally motivated, self-directed and self-controlled are poor at extraversion. Correlation between factor Extraversion and factor H(Value Orientation) depicts a negative and significant correlation at 0.01 level, implying that the factors go in the opposite direction. Creative writers high in extraversion score equally low on Value Orientation. It can be inferred that creative writers who exhibit more sociability, gregariousness, assertiveness, excitement, optimism etc, are care free about maintaining the standards of honesty and integrity. Reverse too is possible. Creative writers higher on value orientation are equally lower on Extraversion.

The coefficient of correlation between factor **openness to experience** and factors A(Self-awareness, C(Self-motivation), D(Emotional stability),F(Integrity), H(Value Orientation), I(Commitment), and J(Altruistic behavior), is .140, .041, .011,.191, .214,.100, and .182 respectively. It indicates a positive but an insignificant relationship. The coefficient of correlation between (O)(Openness to Experience) and the factors B(Empathy), and G(Self-development, is -.036 and -.035 respectively which indicates a negative but insignificant relationship. The table also envisages that coefficient of correlation between (O)Openness to Experience and factor E(Managing relations) as -.241 which indicates a negative but significant relation at 0.05 level. It means factor (O) Openness to experience and factor (E) Managing relations, go in the opposite directions. Creative writers who score high on Openness to experience score equally low on managing relations. It can be said that SAAS, who appear more open, cannot restrict themselves to mere resolutions and negotiations but go beyond such limitations.

The coefficient of correlation between Factor **Agreeableness** and factors, C(Self-motivation), D(Emotional stability), F(Integrity), G(Self-development), H (Value Orientation), and J (Altruistic behavior), is .148, .032, .001, .045, .116, and .021 , respectively. This indicates a positive but an insignificant relationship. The coefficient of correlation between factor A (Agreeableness), and factors A (Self-awareness), B(Empathy), E (Managing relations), and I(Commitment), is -.086, -.066, -.005, and -.134 respectively.

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This shows a negative and an insignificant relationship. In both the cases, no conclusions are possible.

The coefficient of correlation between **Conscientiousness** and factors A (Self-awareness), B (Empathy), C (Self-motivation), D (Emotional stability), G (Self-development), I (commitment), and J (Altruistic behavior), is .169, .031, .000, .157, .042, .173, and .070 respectively. It indicates a positive and insignificant relationship. Again, the coefficient of correlation between C (conscientiousness) and factors E (Managing relations), F (Integrity), and I (Commitment), is -.156, -.002, -.055 respectively which shows a negative insignificant correlation. Hence in both the cases no conclusions can be drawn.

Taking into consideration the above discussion regarding the different factors of NEO-FFI and Emotional Intelligence of creative writers, it is concluded that negative and significant relationship exists between the factors 'Extraversion and Self-motivation', and 'Openness to experience and Managing relations'. However no significant relationship was found between the rest of the factors.

The results discussed and analyzed in the above paragraphs, are in line with Nawal, G. et al (2017), Ravi Kant (2014),

The findings put forth by Nawal, G. et al (2017) revealed that conscientiousness and neuroticism have no impact on EI (Emotional Intelligence). Ravi Kant (2014) found emotional intelligence not related to personality factor A (Reserved vs. Outgoing), E (Humble vs. Assertive), F (Sober vs. Happy-go-Lucky), I (Tough minded vs. Tender minded), L: Trusting vs. Suspicious), N (Forthright vs. Shrewd) Q1 (Conservative vs. Experimenting) among secondary school teachers.

Therefore, in the light of the above findings and with the support of above studies, it can be said with confidence that there exists a significant relationship (Negative) between the factors Extraversion and self-Motivation, and Openness to experience and Managing relations of Creative writers and the hypothesis which reads as;

There is no significant relationship between the factors of Personality and emotional Intelligence of Creative writers is partially accepted.

CONCLUSION

The study revealed that significant Negative relationship existed between the factors of Personality: Extraversion and factors C (Self-motivation) and H (Value Orientation); (O) Openness to Experience and factor E (Managing relations) of Emotional Intelligence.

Positive but insignificant relationship existed between factor Neuroticism and factors A (Self-awareness), B (Empathy), C (Self-motivation), E (Managing relations), G (self-development), and H (Value Orientation). Negative insignificant correlation existed between factor Neuroticism and factors D (Emotional Stability), F (Integrity), I (Commitment), and J (Altruistic behavior).

Negative and insignificant relationship existed between factor Extraversion and factors A (Self Awareness), B (Empathy), D (Emotional stability), E (Managing relations), F (Integrity), G (Self-development), I (Commitment), and J (Altruistic behavior).

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Positive insignificant relationship existed between openness to experience and factors A (Self-awareness), C (Self-motivation), D (Emotional stability), F (Integrity), H (Value Orientation), I (Commitment), and J (Altruistic behavior). Negative insignificant relationship existed between (O)(Openness to Experience) and the factors B (Empathy), and G (Self-development).

Positive but an insignificant relationship existed between Factor Agreeableness and factors, C(Self-motivation), D (Emotional stability), F(Integrity), G(Self-development), H (Value Orientation), and J (Altruistic behavior). A negative and an insignificant relationship existed between factor A (Agreeableness), and factors A (Self-awareness), B(Empathy), E (Managing relations), and I(Commitment).

A positive and insignificant relationship existed between Conscientiousness and factors A (Self-awareness), B (Empathy), C (Self-motivation), D (Emotional stability), G (Self-development), I (commitment), and J (Altruistic behavior). Negative insignificant correlation was identified between C (conscientiousness) and factors E (Managing relations), F (Integrity), and I (Commitment).

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Conflict of Interest

The author declared no conflict of interest.

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