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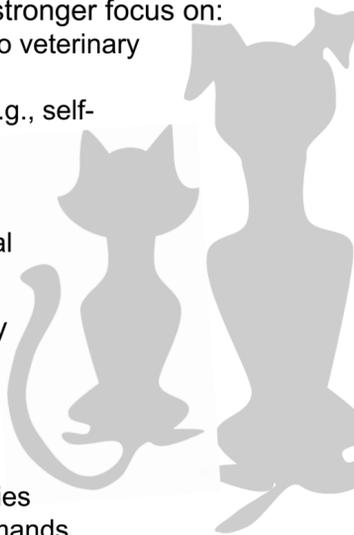
Introduction

Veterinary Profession is in a “Clinical Crisis”

- Suicide rate is four times higher than general population and twice the rate of other health care professionals
- Personal losses of friends and colleagues has significant impact
- There is speculation of the causes of veterinary suicide, but limited empirical research

Efforts to Address the Crisis

- Many have called for a stronger focus on:
 - Adding of “soft skills” to veterinary training
 - Veterinary wellness (e.g., self-awareness, work-life balance)
 - Greater psychological flexibility and emotional intelligence
- A focus on wellness may be associated with:
 - Increased job performance and satisfaction
 - Improved coping abilities with emotional job demands
 - Decreased distress, depression, suicide



Gaps in the Literature

- Little is known about the impact of these interventions to date
- Personality factors and how those interact with other relevant variable including emotional intelligence and psychological

Study Objective

- The purpose of the present study was to investigate how the trait of extraversion-introversion impacted the relationship between emotional intelligence and psychological flexibility in veterinary students and professionals

Method – Participants

- 51 veterinary students (71%) and 21 professionals (29%) were assessed at a experiential leadership camp, *Veterinary Leadership Experience* (N=72)
 - Participants ranged in age from 21 to 59 (M=29.7, SD=9.2)

Method – Participants

Extroversion-Introversion (E-I)

- Reported by participants based on previous Myers-Briggs Type Indicator (MBTI)

Trait Emotional Intelligence Questionnaire (TEIQue-SF)

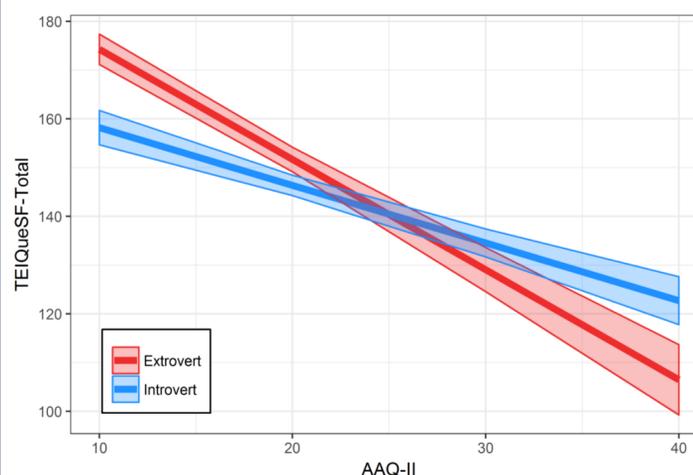
- 30-item self-report measure assessing multiple domains: Well Being, Self-Control, Emotionality, and Sociability
- Higher scores indicates greater emotional intelligence

Acceptance and Action Questionnaire-II (AAQ-II)

- 7-item self-report measure assessing psychological flexibility
- Higher scores indicates greater inflexibility

Results

- E-I moderated the relationship between psychological flexibility and emotional intelligence (total score)
 - Extroverts had a greater decrease in emotional intelligence as their psychological *inflexibility* increased compared to introverts

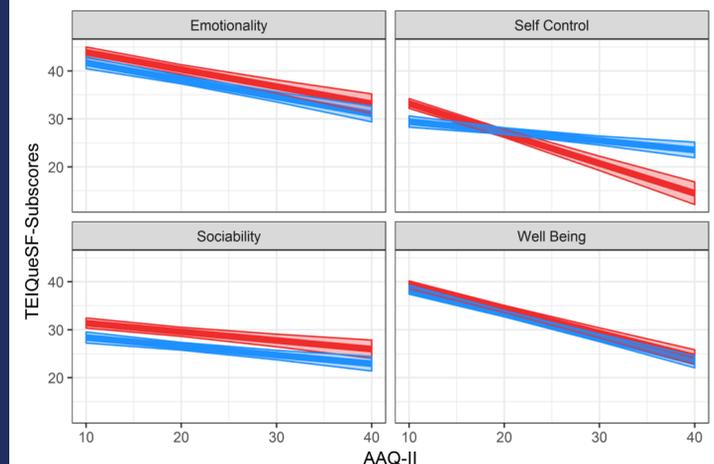


Model Summary (Beta Weights)

Emotional Intelligence (TEIQueSF)					
	Total	Well Being	Self-Control	Emotionality	Sociability
Intercept	170.02*** (5.64)	43.36*** (1.39)	31.42*** (1.85)	45.28*** (1.86)	30.21*** (1.74)
E-I	26.83** (7.82)	1.03 (0.99)	8.04** (2.57)	2.15 (1.33)	3.02* (1.24)
AAQ-II	-1.18*** (0.24)	-0.50*** (0.06)	-0.20* (0.08)	-0.36*** (0.08)	-0.18* (0.07)
Interaction	-1.08** (0.38)	--	-0.43** (0.12)	--	--
R ² (Adj R ²)	0.61 (0.59)	0.57 (0.56)	0.43 (0.41)	0.31 (0.29)	0.20 (0.18)

Results – Subscales

- E-I moderated the relationship between AAQ and TEIQue for the self control scale
 - Extroverts had a greater decrease in self control as their psychological *inflexibility* increased compared to introverts
 - Introvert’s self control was minimally impacted by psychological flexibility
- None of the other interactions was statistically significant



- For Emotionality, Sociability, and Well Being, TEIQue scores decreased as AAQ-II scores increased
 - The relationship was the same for extroverts and introverts, although extroverts generally had higher emotional intelligence scores

Conclusions

- This is the first investigation of how personality may impact constructs relevant to veterinary well-being
 - Psychological flexibility is an important construct to consider in fostering veterinary wellness
 - With only E-I and psychological flexibility, 61% of the variance in self-reported emotional intelligence can be accounted for
- Focused, brief interventions targeting psychological flexibility may be beneficial for early intervention
 - Interventions for veterinary health professional should be modified based on E-I, as this will moderate the impact of stress
- Implications for veterinary training, early intervention, and prevention are discussed in to the increased suicide rates in the profession