



Sociability: Is it the most important quality of a physician? A correlation between the Multiple Mini-Interview (MMI) scores of matriculating students and their emotional intelligence as measured by the Emotional Quotient Inventory (EQ-i 2.0®).

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Introduction

- Emotional Intelligence (EI) is associated with physician success and patient satisfaction^{1, 2}
- EI is defined as the ability to recognize one's own and other's emotions, discriminate and label feelings appropriately, and to use emotional information to guide thinking and behavior
- This study examines how the interviewee characteristic "sociability" compares with a range of self-reported matriculant attributes of EI

Methods

POPULATION

- 2015 matriculating class
- 96 students (51%) voluntarily participated
- Participants were representative of entire class based on
 - Sex
 - Age
 - Underrepresented in Medicine

INSTRUMENTS

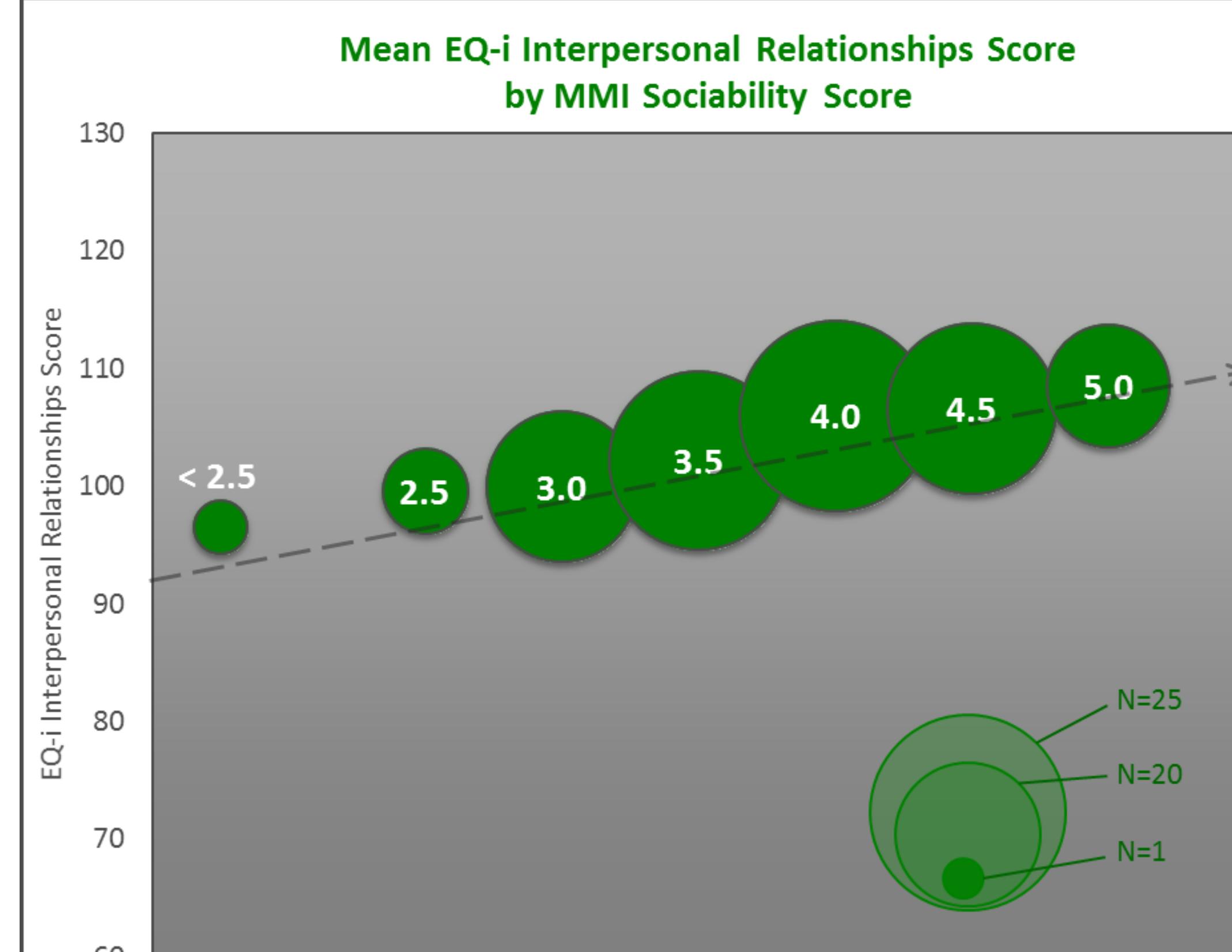
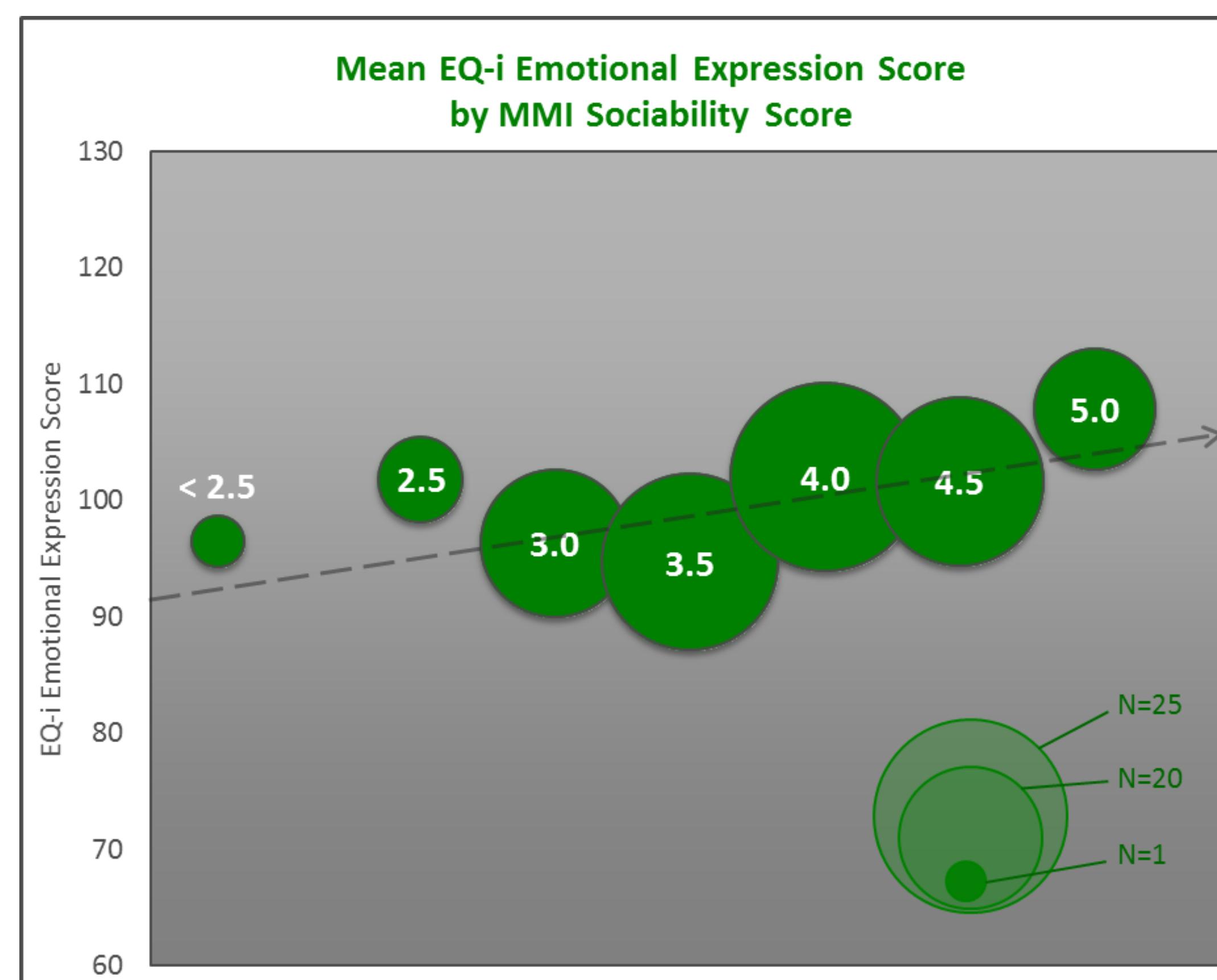
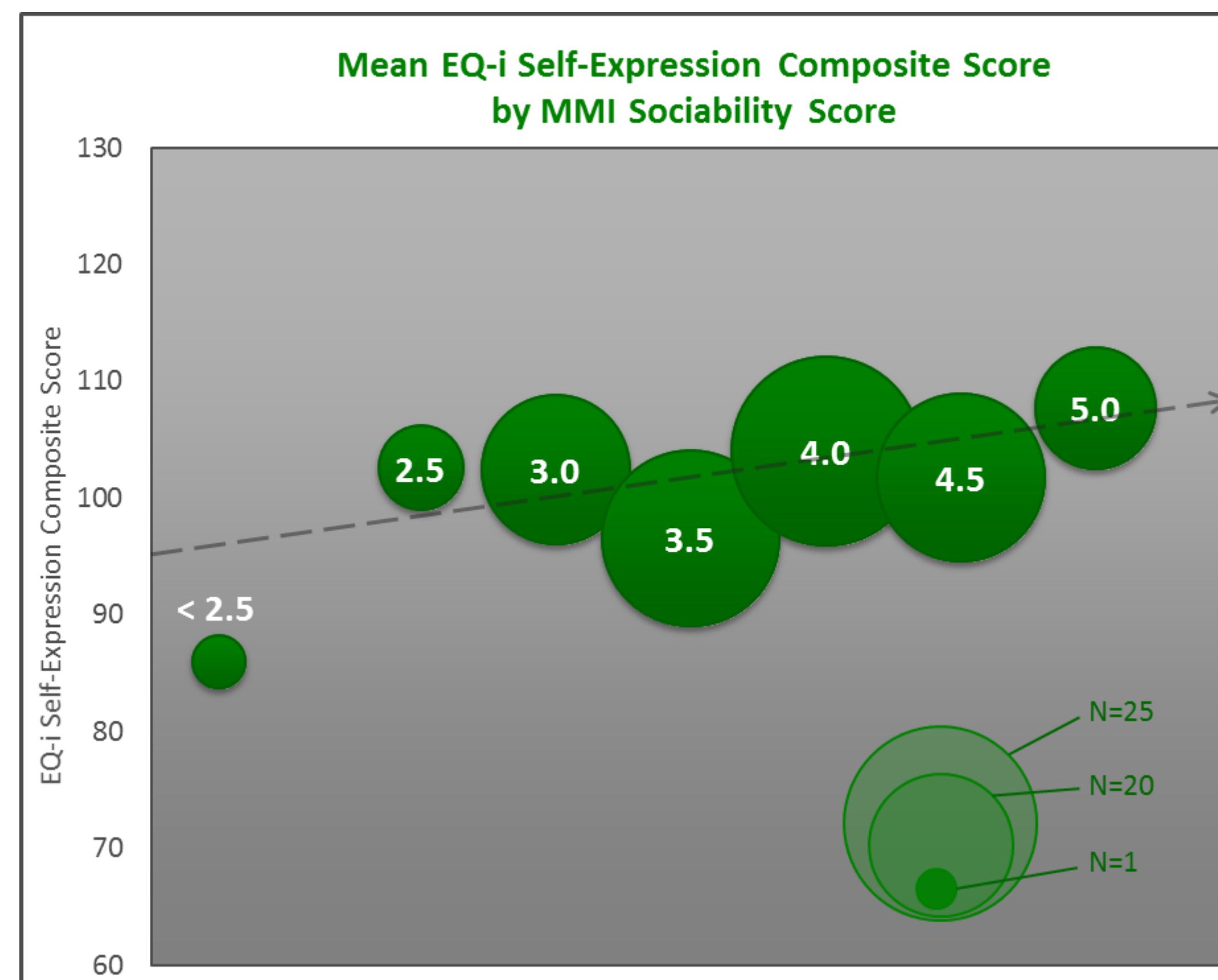
- Multiple Mini-Interview (MMI) - Observer ratings of all interviewees
 - Calm disposition
 - Compassion
 - Cultural competency
 - Maturity
 - Morals and ethics
 - Self-awareness
 - Sociability (one's inclination, by nature, towards companionship, which is marked by or conducive to friendliness or pleasant social relations)
- Emotional Quotient Inventory (EQ-i 2.0®)
 - Validated self-report with five composite scores
 - Self-perception
 - Self-expression
 - Interpersonal
 - Decision making
 - Stress management
 - Each composite has three categorical subscores (see below)



STATISTICS

Pearson Correlation Coefficient was used to test the association between observed MMI characteristics and EQ-i 2.0® data.

Results : MMI Sociability Compared to EQ-i 2.0® Scores



Results

All MMI characteristics were compared to all EQ-i 2.0® characteristics.

Modest positive correlations were found only between MMI-determined sociability and:

- The EQ-i 2.0® Self-expression Composite ($r = .207$; $p = .043$)
- The EQ-i 2.0® Emotional Expression Subscore of the Self-expression Composite ($r = .205$; $p = .045$), and
- The EQ-i 2.0® Interpersonal Relationships Subscore of the Interpersonal Composite ($r = .274$; $p = .007$)

Discussion

- As medical education becomes more collaborative, mirroring the medical team model, we may need to reevaluate which applicant qualities are most desirable
- Measuring the emotional intelligence of interviewees may help in determining desirable characteristics in applicants
- If students who report high EI are desirable matriculants, sociability may be the strongest surrogate in an MMI setting^{3, 4} as emotional expression, communication skills and interpersonal relationships are important in working well with patients as well as in a team dynamic with colleagues

References

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