



# NOVICE NURSES' PERSONALITY TRAITS AND PERCEIVED PRECEPTORS' PROFESSIONAL BEHAVIOR IN SELECTED HOSPITALS IN TAGUM CITY

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**Abstract:** The critical relationship between novice nurses and preceptors provides opportunities to encourage and guide novice nurses to cope with new roles and responsibilities, enhance knowledge and fundamental skills, develop confidence, and integrate acceptable behavior. This study determined the novice nurses' personality traits and preceptors' professional behavior in selected hospitals in Tagum City. The study utilized the quantitative predictive-correlational research design. A total of 106 novice nurses purposively selected were the respondents of the study. The study used a researcher made and adapted questionnaire from King (2023), which was validated, and reliability tested, with Cronbach alpha results of 0.733 for personality traits and 0.987 preceptor's professional behavior, respectively. Results revealed that novice nurses have exceptional personality traits and outstanding preceptor's professional behavior. Further, there is a strong positive correlation exists between novice nurses' personality traits and preceptor's professional behavior. This suggests that the better the respondents' personality traits regarding openness to experience, conscientiousness, extraversion, and agreeableness the more positive preceptors' professional behavior would become. Furthermore, novice nurses' personality traits in terms of agreeableness have significantly influenced the level of preceptors' professional behavior, implying that increase in agreeableness would result in a higher level of preceptors' professional behavior.

**Keywords:** *Novice Nurses' Personality Traits and Preceptors' Behavior, Social Science, Predictive-correlational, Tagum City, Philippines*

## INTRODUCTION

Nurses play a vital role in identifying, interpreting, and deciding on the proper action to follow when providing acute patient care. However, research indicates that novice nurses often feel unqualified to provide appropriate care in emergency situations. (Sterner, 2019). Novice nurses have difficulty adapting to their new role because of the overwhelming work-related experiences from lack of appropriate support, stress, fatigue, anxiety, and burnout (Naylor, 2020); these practices in their first few years in a clinical setting develop a negative impact and personality trait changes. Meanwhile, it is the duty of nurse preceptors to assist inexperienced nurses in adjusting to novel clinical settings (Sherrod et al., 2020). Nevertheless, preceptors have faced many challenges, including balancing their responsibilities and keeping their knowledge current that led to sentiments of dissatisfaction and tension between their duties as preceptors and nurses. (Smith & Sweet).

It was emphasized that the preceptor role is essential in teaching and complex jobs for developing skills, as well as in guiding, training, role modeling, counseling, assessing, motivating, and supporting growth for professional competence and development, especially for new graduate nurses who have no previous experience working as registered nurses (Rani et al., 2019). Numerous studies have shown that nurse education through preceptors positively affects patient outcomes and the retention of novice nurses (Choi & Yu, 2022). Studies were conducted among preceptorship and revealed that the importance of the relationship between novice nurses and preceptors is beneficial to provide opportunities to encourage and guide novice nurses to cope with new

roles and responsibilities, enhance knowledge and fundamental skills, develop confidence as part of their personality trait and integrate acceptable behavior (Alindato, 2019). Therefore, effective preceptorships are necessary to ease the newly licensed registered nurse's transition to practice (Arnett, 2021). Importantly, besides having expertise in nursing practice, an effective and successful preceptor should be able to play an essential role in helping the organization move toward its vision and goals and exert influence on people to motivate them and bring about change (Sherrod et al., 2020), significantly mentoring plays a vital role in transforming novice nurses into professional ones (Bryan & Cicciu, 2020).

In the study of Baharum et al. (2023), it was cited that a nurse's personality should be taken into consideration while evaluating transition aspects that are successful or effective, and institutions are encouraged to cultivate and reinforce the positive personalities of recently graduated nurses. Further, there have been many studies about how personality traits affect the individual's behavior and how they are relevant to novice nurses' work performance. However, findings cannot be generalized since no specific research studies have shown the relationship between personality traits and the perceived preceptors' professional behavior of new nursing staff in the clinical workplace.

Furthermore, preceptors are integral to the transition process of becoming competent, ethical, and safe nurses. Therefore, the researcher finds it timely to recognize the novice nurses' personality traits and preceptors' professional behavior, hoping to describe and gain a deeper comprehension of the internal and external variables that may affect and improve patient care.

## THEORETICAL FRAMEWORK

The following section briefly describes each theory and why it is included in this study.

This study is anchored on Sigmund Freud's theory of personality; he emphasized that the id, the ego, and the superego work together to shape an individual's personality and human behaviors. Each component contributes uniquely to personality, and the three interact in ways that powerfully influence an individual (Cherry, 2022). Character traits, specifically inherent feelings, actions, and thoughts, describe a person's behavior. Thus, Freud's personality theory will help us understand why novice nurses possess different personality traits, where such personalities are observations about a natural person's thoughts and emotions, possibly influenced by internal or external factors.

Moreover, this study is also based on Benner's (1982) nursing education theory, which proposes that nurses gain knowledge and proficiency in patient care over time through appropriate educational preparation and many experiences. This theory focuses not on nursing practice but on how nurses learn to nurse; one could learn skills and information. The view allows for developing knowledge and skills from novice to expert nurse's safe, quality nursing practice (Murray et al., 2018). The theory is relevant in this research since the respondents are novice nurses who are beginners with no experience and are taught general rules to help perform tasks; they make innovative changes in how knowledge is acquired and developed and act as a basis for the development and enhancement of nursing abilities through experience.

## RESEARCH METHODOLOGY

This chapter presents the methods used in the study. It includes details about the research design, locale, participants, measures, ethical considerations, data analysis, procedures, and data analysis.

### Design

This study utilized a quantitative predictive-correlational design. This focused on describing the personality traits of novice nurses and the perceived preceptors' professional behavior. This also determined the relationship between novice nurses' personality traits and perceived preceptors' professional behavior. The study was predictive since it forecasted outcomes and predicted the variance of one or more variables. It was also correlational since it found the relationship between the personality traits and perceived preceptors' professional behavior.

According to Eteng (2022), quantitative research relies on statistical methods for data analysis, emphasizing objectivity and the quantification of variables. Additionally, Ahmed et al. (2022) assert that quantitative research employs structured instruments, such as surveys and experiments, to gather standardized data, facilitating the examination of broad trends and generalizability. This method also revealed the relationship of the variables. The study is quantitative insofar as the collected data described, explained, and predicted the novice nurses' personality traits and perceived preceptors' professional behavior, gathering and examining numerical data to find trends and connections (Hamaker et al., 2020).

On the other hand, predictive research concentrates on using data to predict trends or upcoming events. Forecasting consumer behavior and healthcare-related sickness patterns is possible with predictive research. In this study personality traits and preceptor's behavior is predicted. Additionally, the study employed a correlational design because it was integral to investigate and understand the relationships between variables. Correlation entails investigating relationships between variables and the direction of association between two or more variables (Eckel, 2023). In this study, we investigated the relationship between the variables of personality traits and professional behavior.

This research design allows the researchers to identify patterns and connections between various factors without manipulating them. Moreover, it highlights the significance of correlational research in exploring the strength and directionality of relationships, providing insights into potential causal connections that may warrant further investigation (Bhandari, 2021). In this context, the researcher sought to know the novice nurses' personality traits and preceptors' professional behavior.

### Setting

The study was conducted in Tagum City, Davao Del Norte, Philippines, strategically located in the northern portion of Southern Mindanao. The city is 55 kilometers north of Davao City, serving as Region XI's principal administrative and commercial hub. Hospital A is located at Christ the King Road, Maguppo East, Tagum City; it is a Level 2 100-bed capacity hospital that offers the following services: outpatient department, emergency, clinical wards, intensive care unit, delivery room, operating room, and renal dialysis unit. Further, Hospital B is located on Highway 54, Rabe Subdivision, Tagum City; it is a tertiary-level medical facility that offers all the basic and specialized areas, such as cosmetic and neurosurgery. Furthermore, Hospital C is located at Purok Café, Visayan Village, National Highway, Tagum City, the newest and most expansive private health institution in Davao

del Norte's bustling capital city. Boasting 50 beds on a spanking 5,000 sq.m. property along Tagum's iconic palm-tree-lined national highway, they offer state-of-the-art facilities to cater to the medical needs of the residents of Davao Region and beyond. The researcher has chosen this location to facilitate a smooth and easy data-gathering flow.

### Participants

The respondents were novice nurses employed for less than one year in selected hospitals in Tagum City. Hospital A has 54 novice nurses, Hospital B employs 28 novice nurses, and Hospital C has 50 novice nurses. Twenty-six of the respondents were subjected to pilot testing. A total of one hundred and six novice nurses were selected to participate in the study from a selection of Tagum City hospitals using the quota sampling technique utilized for the research. The researcher used quota sampling to create a convenience sample involving individuals representing a population (Nikolopoulou, 2023). Due to the nonprobability nature of quota sampling, the researcher did not employ any tools to compute the sample.

Hospitals	Hospital A	Hospital B	Hospital C	Total
Respondents	54	28	50	132

### Measure

To gather the pertinent data and reliable information, the researcher utilized an adapted questionnaire for novice nurses' personality traits adapted from The Big 5 Personality Test (King, 2023) and a self-made survey questionnaire for preceptors' professional behavior, which served as the research instrument in the solicitation of the valid and scientific data. Before distribution, the questionnaires have gone series of validations by subject matter experts to ensure neutrality, content, and clarity. They were sent for a pilot testing process with a Cronbach's Alpha of 0.733 and 0.987, respectively. The values were reliable since the rating yielded good to exceptional results.

The first part of the questionnaire determined the personality traits of novice nurses, which were gathered using a set of questionnaires adapted from The Big 5 Personality Test (King, 2023). The 14-item survey tool was grouped into five categories: openness, conscientiousness, extraversion, agreeableness, and neuroticism. Since validity and internal consistency were supported, this scale can be used for self-assessment and discussion.

The questionnaire focused on evaluating the nurse's personality in terms of curiosity and open-mindedness, this means that the nurse is open to learning opportunities that could help increase the quality of care, conscientiousness which means being organized and dependable where the nurse is expected to be highly efficient with the job description and ensure that the task is orderly, extraversion where the nurse has the willingness to interact with people where the nurse is seen and heard because of their remarkable interpersonal skills, agreeableness means the nurse is generally compassionate and forgiving to colleagues and clients. Lastly, neuroticism, where the nurse has the ability to deal with emotions despite the different situations that may involve anger, stress, sadness, and burnout. The questionnaire used the Five-point Likert Scale to determine the personality traits of novice nurses.

RATING	VERBAL DESCRIPTION	VERBAL INTERPRETATION
5	Very Often	This means that personality traits are very high.
4	Oftentimes	This means that personality traits are high.
3	Sometimes	This means that personality traits are moderate.
2	Rarely	This means that personality traits are low.
1	Not at all	This means that personality traits are very low.

The second part determined the preceptors' professional behavior. Before distribution, the questionnaire underwent reliability and validity testing.

The 54-item survey tool was grouped into five categories: professionalism, which measures the competence, effectiveness, and ability to produce desired results; collaboration, the ability to work harmoniously with others; communicative, the ability to convey a message briefly and transparently; and responsible, the ability to show accountability. collaboration, communicative, agreeableness, and responsible. The questionnaire used the Five-point Likert Scale with the following verbal description and interpretation.

RATING	VERBAL DESCRIPTION	VERBAL INTERPRETATION
5	Strongly Agree	This means that the preceptor's professional behavior is very high.
4	Agree	This means that the preceptor's professional behavior is high.
3	Neither agree nor disagree	This means that the preceptor's professional behavior is moderate.
2	Disagree	This means that the preceptor's professional behavior is low.
1	Strongly Disagree	This means that the preceptor's professional behavior is very low.

### Procedures

The researcher observed the following step-by-step process in conducting this study:

1. Permission to conduct the study was obtained by writing a letter of intent from the program chairperson of the Master of Arts in Nursing program at Davao Doctors College, Inc.
2. After permission was granted, the research tool was formulated to determine the novice nurses' personality skills and preceptors' professional behaviour.
3. The research tool was sent to the research experts for content validation.
4. Its dependability was investigated through a pilot study after the tool was validated.
5. After establishing the research tool's validity and reliability, the investigator received approval to conduct the investigation from the participating institution and the selected respondents.

6. The researcher sent the questionnaires to the participating nurses.
7. To ensure a favourable and dependable outcome, the researcher oversaw the dissemination of the research instrument to the participants, giving them ample time to complete the questionnaires.
8. The results then were gathered, analysed, and interpreted.

### Data Analysis

The following statistical techniques were utilized in the analysis of the data gathered:

**Mean & SD.** The mean was utilized to determine the level of personality traits of novice nurses.

**Spearman-rho.** This was used to measure the significant relationship between personality traits and preceptors' professional behavior.

**Kernel Regression** is a non-parametric technique for estimating the conditional expectation of a random variable. This was used to determine if the independent variables have significantly influenced the dependent variables.

### SCOPE AND LIMITATIONS OF THE STUDY

The researcher studied the personality traits of novice nurses and perceived preceptors' professional behavior in selected hospitals in Tagum City. The participants were novice nurses who recently passed the nursing licensure examination and had less than one year of experience. The study was intended to assess the personality traits of novice nurses in five domains: openness, conscientiousness, extraversion, agreeableness, and neuroticism.

Moreover, the study assessed the preceptors' professional behavior, including professionalism, effectiveness, collaboration, communication, and responsibility. The method used in this research was a quantitative, predictive correlational design. This focused on describing and analyzing the personality traits of novice nurses and the preceptors' professional behavior. The study did not include nurses working for more than one year in a clinical setting.

The research employed a quota sampling technique to ensure the representation of diverse perspectives of 106 target respondents, who were assessed using both adapted and researcher-made questionnaires accessible online using Google Forms. These questionnaires underwent a validity and reliability test followed by pilot testing. After that, all data gathered were evaluated for analysis and interpretation. The duration of the study would take about three to six months. The results of the study were the basis for conclusions and recommendations.

### Ethical Consideration

Conducting research involves ethical considerations, one of the most significant elements indicated in this protocol concerning the researcher's values in conducting studies.

**Social Value.** The study aimed to determine the novice nurses' personality traits and perceived preceptors' professional behavior. The results provided knowledge and understanding to novice nurses who continually provide quality nursing care despite their lack of experience. The findings helped preceptors evaluate their behavior and assess where they can improve mentorship.

**Risks and Benefits.** The study carries a risk during data gathering where the questionnaire inquired about the participants' personal experiences, which involves introspective thoughts that could give rise to anxiety, uncertainty, or reluctance, but rest assured that the study was used for research purposes only. The benefit of this study is that this research served as a foundation for understanding individual differences, understanding personality features enables us to comprehend why people respond differently in comparable circumstances. Through examining characteristics, researchers can spot behavioral trends and forecast people's reactions to different stimuli.

**Voluntary Participation.** The respondents' participation in this study was voluntary. They had the right to refuse to participate if they did not feel comfortable in any way. Moreover, even if they initially decided to participate, they could withdraw from the study without penalty. If the respondents withdraw from the study, all information they had provided would not be included in the data collected.

**Privacy and Confidentiality.** In the gathering, retaining, and processing personal data, researchers followed the criteria of transparency, legitimate purpose, and proportionality (Data Privacy Act of 2012). In terms of privacy and confidentiality, the respondents were given the freedom to stay anonymous. Even if the respondents indicated their names and other identifying information, it would not be associated with any part of the written report of the research. The data gathered in this study was kept confidential. If this research study is published in the future, any information indicated in the material will not reveal the respondent's identity in any way.

Moreover, the researcher only accepted people connected with the study who asked for information about the data gathered. All collected data was treated with the utmost confidentiality and accessible only to the researchers. After the study, the participants may receive a copy of the results if they ask for it. Lastly, all the raw data was disposed of after the study.

## RESULTS AND DISCUSSION

This chapter presents, analyzes, and interprets the collected, collated, and statistically treated data on novice nurses' personality traits and perceived preceptors' professional behavior.

### 1. What is the level of the Novice Nurses' Personality Traits in terms of openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism?

**Table 1. The Respondents' Level of Personality Traits.**

Indicators	Mean	SD	Interpretation
Openness to experience	4.43	0.60	Very High
Conscientiousness	4.47	0.59	Very High
Extraversion	3.53	0.96	High
Agreeableness	4.50	0.64	Very High
Neuroticism	3.30	0.95	High
<b>Overall</b>	<b>4.05</b>	<b>0.75</b>	<b>High</b>

*Note:* 4.21-5.00---Very High ;3.41-4.20---High; 2.61-3.40---Moderate; 1.81-2.60---Low; 1.00-1.80---Very Low; M-Mean; SD- Standard Deviation.

Table 1 shows the level of the novice nurses' personality traits in terms of openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism. As shown in the table, the overall mean was 4.05, with a standard deviation of 0.75 and a descriptive level of high. This implies an overall jovial personality trait among novice nurses. Further suggests that novice nurses in the caring profession feel good about themselves, have a passion for people, and are genuinely interested in helping others.

In addition, out of the five indicators, agreeableness obtained the highest rating of 4.50, which was described as very high, while neuroticism had the lowest, having a 3.30 rating or high description. This suggests that novice nurses generally appear kind, friendly, and cooperative, as may be expected for beginners in the hospital setting. This result is congruent with the study of Kamali et al. (2023), who mentioned that agreeableness traits were the highest mean score of personality traits and elaborated that most personality traits are emotionally affected by the hospital environment more than anything else.

Another study involving nurses' personality traits showed that agreeableness obtained a high mean, positively affecting nursing care competency (Okumura et al., 2022). In addition, Sterner et al. (2019) emphasized that throughout nursing education and the first year as a nurse, personality traits are one of the factors that develop the ability to provide appropriate care in acute situations. Nurses' personality traits facilitate teamwork and socialization (Baharum et al., 2023). Furthermore, as agreeableness is a primary dimension of interpersonal behavior and social functioning, it positively corresponds with prosocial behaviors in general and at the workplace, as this is a solid predictor of well-being, happiness, and positive emotions (Reizer et al., 2023). As novice nurses focus their first years on growth toward the nursing culture, Hostetter (2020) mentioned that personality traits are important factors that help prepare them for the transition to competent practice.

On the other hand, neuroticism obtained the lowest mean rating of 3.30 and a standard deviation of 0.95, described as high, this implies that nurses may have experienced stress in the workplace. This result is congruent to the study Vachhrajani et al. (2022) who mentioned that individual with neuroticism may have undergone stressful experiences and as a result, they are likely to disengage from stressful situations. Further, Kalokerinos (2020) mentioned in his study that neuroticism is the personality trait most closely linked with mental health challenges.

### 2. As perceived by the respondents, what is the Level of Preceptors' Professional Behavior in terms of: Professional, Effective, Collaborative, Communicative, and Responsible?

**Table 2. Level of Preceptors' Professional Behavior as Perceived by the Respondents.**

Indicators	Mean	SD	Interpretation
Professionalism	4.48	0.58	Very High
Effective	4.48	0.59	Very High
Collaborative	4.52	0.57	Very High
Communicative	4.49	0.58	Very High
Responsible	4.38	0.65	Very High
<b>Overall</b>	<b>4.47</b>	<b>0.59</b>	<b>Very High</b>

*Note:* 4.21-5.00---Very High ;3.41-4.20---High; 2.61-3.40---Moderate; 1.81-2.60---Low; 1.00-1.80---Very Low; M-Mean; SD- Standard Deviation.

The table shows the level of preceptors' professional behavior perceived by novice nurses in terms of professionalism, effective, collaborative, communicative, and responsible. As reflected in the tabulated data, the overall mean was 4.47, with a standard deviation of 0.59 and a descriptive level of very high. The result implies that, as perceived by novice nurses, the preceptors demonstrated a high level of professional behavior in the clinical area, providing them with knowledge and assistance to help build their clinical competence.

This result is congruent with the study of Kurniawan et al. (2019), who mentioned that the caring behavior of the preceptor establishes the relationship between the preceptor and the new nurse. The caring of the preceptor can increase the job satisfaction, quality of work, and patient safety of the new nurse, as good relationships will increase the confidence and competence of new nurses. In addition, Hong & Yoon (2021) emphasized that training for the enhancement and experience of preceptors can improve clinical teaching behaviors; thus, creating programs for preceptors that will help them become better clinical teachers is encouraged, and there is a need for plans to increase nurses' awareness of specific professional responsibilities and enhance their overall effectiveness in the workplace in addition to their caregiving tasks (Bijani et al., 2019).

Among the five indicators, the collaborative has the highest mean of 4.52, with standard deviations of 0.57 and a descriptive level of very high. This implies that the preceptor has effective teamwork and professional partnerships within their respective scopes of practice as perceived by the novice nurses. In recent studies, Jomaa et al. (2021) stated that nursing staff need to work together to secure patient safety; this may also increase job satisfaction and prevent turnover and shortage of nurses and staff (Al Sabei et al., 2022). Moreover, increasing the teaching-learning process to expand their professional assets is vital, ensuring teamwork and collaborative interprofessional practices in primary health care (Moreira et al., 2022).

On the other hand, the indicator with the lowest mean was responsible with 4.38, a standard deviation of 0.65, and a verbal description of very high. This implies that preceptors are encouraged to display a high sense of responsibility in the workplace by showing accountability for actions.

In the study of Atieno (2019), he stated that being responsible means understanding your job responsibilities and taking pride in your work because the root and strengths of professional responsibilities are in philosophical understanding about what constitutes good human action, why and under which circumstances (Grace & Uveges, 2022). The skill of selflessness through responsibility is an essential component of the preceptors' role as an informal leader (Bodine, 2019).

### 3. Is there a significant relationship between the Respondents' Personality Traits and the Perceived Preceptors' Professional Behavior among the Respondents?

**Table 3: The Test of Relationship between the Respondents' Personality Traits and Perceived Preceptors' Professional Behavior.**

Personality Traits	Professional Behavior		Decision	Remarks
	$r_s$	p-value		
Openness to experience	.351	.01	$H_{01}$	
Conscientiousness	.304	.02	$H_{01}$	
Extraversion	.213	.09	$H_{01}$	
Agreeableness	.550	.01	$H_{01}$	
Neuroticism	.130	.5	$t H_{01}$	

Note:  $p < 0.05$ ; S-Significant; NS- Not Significant;  $r_s = \rho$ ; IV- Personality Traits; DV-Professional Behavior

Table 3 shows the relationship between the level of personality traits and perceived preceptors' professional behavior. The results revealed that there is a significant, positive relationship between respondents' personality traits in terms of openness to experience ( $r_s = .351$ ,  $p < .001$ ), conscientiousness ( $r_s = .304$ ,  $p = .002$ ), extraversion ( $r_s = .213$ ,  $p = .029$ ), agreeableness ( $r_s = .550$ ,  $p < .001$ ), and perceived preceptors' professional behavior. This further suggests that an increase in respondents' personality traits regarding openness to experience, conscientiousness, extraversion, and agreeableness is correlated with an increase in perceived preceptors' professional behavior. Conversely, neuroticism ( $r_s = .130$ ,  $p = .185$ ) was the only indicator of personality traits that did not correlate with the perceived preceptors' professional behavior among the respondents.

In current literature, personality traits such as high openness to experience, agreeableness, high empathy and helpfulness, and high novelty-seeking are introduced as desirable characteristics for a successful relationship (Maghbouli et al., 2020). This may be linked to the study conducted by Birt (2023) about openness to an experience wherein the author stated that developing the relationship the mentors and mentees can help them learn new things; this also can build networks and grow as professionals, as this can also provide and create new learning opportunities (Gamez, 2022).

Similarly, about conscientiousness to the preceptors, Herold (2019) stated that leading by example is the most important thing to teach employees how to become responsible and help them by keeping them accountable for doing what they said they would (Carruthers, 2023). Thus, the personality trait of a novice nurse shows a sense of responsibility, which comes from the preceptor leading by example. Furthermore, the result of extraversion is aligned with the study of Park and Johnson (2019), who explained that the quality of the leader-employee relationship influences the latter, who are more likely to be content and comfortable when they feel supported by their leaders.

A recent study conducted by Coventry & Rusell (2021) shows the relationship of agreeableness emphasized their new function required the clinical sympathy that the clinical nurse educator supplied nurses, impacting their provision of high-quality patient care and as a workable way to support the longevity of graduating nurses in the nursing industry. Lastly, only neuroticism is not correlated with preceptors' professional behavior; this result is supported by the study of Varghese et al. (2023) that preceptors also face challenges, including experiencing high levels of exhaustion from the dual responsibilities of training new staff while also performing their regular care duties, this implies that the novice personality traits will not affect the professional behavior of preceptors since both of them may experience stressed and burnout.

#### 4. Do personality Traits significantly influence the Preceptors' Professional Behaviors among the Respondents?

**Table 4. The Influence of Personality Traits on Preceptors' Professional Behavior.**

IWP	Observed Estimate	Bootstrap SE	Z	P-value	Decision	Remarks
Mean						
PB	4.468	0.053	84.55	0.000		
Effect						
OTHER	0.110	0.116	1.94	0.345	Accept H <sub>02</sub>	Not Significant
CONS	-0.088	0.088	-1.01	0.314	Accept H <sub>02</sub>	Not Significant
EXT	-0.007	0.079	-0.09	0.932	Accept H <sub>02</sub>	Not Significant
AGR	0.504	0.093	5.40	0.000	Reject H <sub>02</sub>	Significant
NEU	0.071	0.071	1.00	0.317	Accept H <sub>02</sub>	Not Significant

Note: Significant if p-value <.05; R<sup>2</sup>= 0.8379; IV-OTE, CONS, EXT, AGR, & NEU; DV-PB.

Table 4 shows that among the five indicators of personality traits, only the agreeableness indicator (p=.000) significantly influenced the preceptors' professional behavior level. With the marginal effects noted in agreeableness (0.504), an increase in agreeableness would result in a higher level of the preceptors' professional behavior. Furthermore, the findings were apparent in the results of nonparametric regression analysis, in which 83.79% of the variance of professional behavior can be explained by personality traits in terms of agreeableness, as indicated by an r-square of 0.8379. This would mean that 16.21% of the variation can be ascribed to variables other than the personality traits.

The findings are consistent with Sharma's (2023) study, which shows that agreeableness affects behavior. It can mend strained relationships, create a positive environment, help one approach interactions with empathy, consider other people's perspectives, and be the person who enjoys working in a team. It can also positively affect preceptors by encouraging them to act more professionally, which is now well-received by novice nurses. Cobb (2023) also supports this trend, stating that when you are pleasant to others, they tend to return the favor. Lastly, Blake (2022) stated that being pleasant or agreeable is detrimental to effective leadership since it can affect process and outcome.

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