

# Clinical Trial Protocol

## Iranian Registry of Clinical Trials

09 Jun 2026

### Emotional intelligence and nursing leadership: a randomized controlled trial in nurses in primary health care

#### Protocol summary

##### Study aim

The purpose of this study was to investigate, evaluate, and correlate the level of Emotional Intelligence and leadership models of primary health care nurses using a questionnaire and after an educational intervention or not.

##### Design

A longitudinal, stratified and randomized, controlled clinical trial with a parallel group design of 101 primary health care nurses, enrolled between May 2022 and December 2022.

##### Settings and conduct

The intervention group included a sample of 50 people, while the sample for the control group was 51 people. The sample included primary care nurses from various geographical areas of Greece and from various types of Primary Health Care facilities, such as Health centers, Local Health Groups, Mental Health Centers, etc.

##### Participants/Inclusion and exclusion criteria

Inclusion criteria. The nurses should: speak the Greek language, have a tertiary (four-year) education in nursing, consent to their participation in this research, work in Primary Health Care institutions. Exclusion criteria: Other paramedical staff or supervisors, who practice nursing work, without holding a nursing diploma or degree (e.g., midwives) and nursing assistants, who have two years of nursing training.

##### Intervention groups

Regarding the research sample, two groups were created, the control group and the intervention group. The intervention group nurses initially completed the questionnaire (pre-test), then immediately after the educational intervention, within one week, they completed the questionnaire again (post-test). In contrast to the intervention group, the nurses who made up the control group completed the questionnaire in the first phase, there was no educational intervention, and they immediately afterwards in a second phase within one month completed the questionnaire again.

#### Main outcome variables

Emotional intelligence and leadership

#### General information

##### Reason for update

##### Acronym

##### IRCT registration information

IRCT registration number: **IRCT20240126060816N1**

Registration date: **2024-01-30, 1402/11/10**

Registration timing: **retrospective**

Last update: **2024-01-30, 1402/11/10**

Update count: **0**

##### Registration date

2024-01-30, 1402/11/10

##### Registrant information

##### Name

Maria Fragkaki

##### Name of organization / entity

University of West Attica

##### Country

Greece

##### Phone

+30 21 0538 5616

##### Email address

mmfragkaki@gmail.com

##### Recruitment status

**Recruitment complete**

##### Funding source

##### Expected recruitment start date

2022-05-01, 1401/02/11

##### Expected recruitment end date

2022-12-31, 1401/10/10

##### Actual recruitment start date

2022-05-01, 1401/02/11

##### Actual recruitment end date

2022-12-31, 1401/10/10

**Trial completion date**

2022-12-31, 1401/10/10

**Scientific title**

Emotional intelligence and nursing leadership: a randomized controlled trial in nurses in primary health care

**Public title**

Emotional intelligence and nursing leadership: a study in nurses in primary health care

**Purpose**

Education/Guidance

**Inclusion/Exclusion criteria**

**Inclusion criteria:**

The nurses should: speak the Greek language. Have a tertiary (four-year) education in nursing. Consent to their participation in this research. Work in Primary Health Care institutions.

**Exclusion criteria:**

Other paramedical staff or supervisors, who practice nursing work, without holding a nursing diploma or degree (e.g., midwives). Nursing assistants, who have two years of nursing training.

**Age**

From **22 years** old to **67 years** old

**Gender**

Both

**Phase**

N/A

**Groups that have been masked**

*No information*

**Sample size**

Target sample size: **100**

Actual sample size reached: **101**

**Randomization (investigator's opinion)**

Randomized

**Randomization description**

In order to create a more representative sample, proportional stratified and simple random sampling was used to select the studied population. This included primary care nurses from various geographical areas of Greece. With regard to our research study, upon request, the conduct of the research was approved by the scientific councils of all the health districts of Greece. They sent us a list of all primary health care units (name, address, telephone, email). We selected the health centers according to the geographical area by lottery and then we contacted with each health center that had been selected. Nurses who worked in the 1st health center were assigned to the intervention group and nurses who worked in the 2nd health center were assigned to the control group. Then we continued in this way until the sample size was at least 50 nurses in both groups.

**Blinding (investigator's opinion)**

Not blinded

**Blinding description**

**Placebo**

Not used

**Assignment**

Parallel

**Other design features**

**Secondary Ids**

empty

**Ethics committees**

**1**

**Ethics committee**

**Name of ethics committee**

Research Ethics Committee of the University of West Attica

**Street address**

No. 28 Ag. Spiridonos

**City**

Athens

**Postal code**

12243

**Approval date**

2022-02-15, 1400/11/26

**Ethics committee reference number**

12758

**Health conditions studied**

**1**

**Description of health condition studied**

Emotional intelligence and leadership models

**ICD-10 code**

R45.89

**ICD-10 code description**

Other symptoms and signs involving emotional state

**Primary outcomes**

**1**

**Description**

Emotional intelligence

**Timepoint**

For the intervention group before and one week after the intervention. For the control group before and after one month without intervention.

**Method of measurement**

Questionnaire: Wong & Law Emotional Intelligence Scale.

**2**

**Description**

Leadership models

**Timepoint**

For the intervention group before and one week after the intervention. For the control group before and after one month without intervention.

**Method of measurement**

Questionnaire: Multifactor Leadership Questionnaire (5x short).

## Secondary outcomes

empty

## Intervention groups

### 1

#### Description

Intervention group: The intervention group nurses initially completed the questionnaire (pre-test), then immediately after the educational intervention, within one week, they completed the questionnaire again (post-test). The educational intervention theme, which was implemented utilizing recommendations, was the significance, advantages, and problems associated with Emotional intelligence and leadership. Case studies were given at the conclusion of the lecture, providing an opportunity for debate and introspection. The intervention group included a sample of 50 primary health care nurses.

#### Category

Other

### 2

#### Description

Control group: The nurses who made up the control group completed the questionnaire (pre-test) in the first phase, there was no educational intervention, and they immediately afterwards in a second phase within one month completed the questionnaire (post-test) again. The sample for the control group was 51 primary health care nurses.

#### Category

N/A

## Recruitment centers

### 1

#### Recruitment center

##### Name of recruitment center

1st Health region of Greece - scientific council of health district

##### Full name of responsible person

Panagiotis Stathis

##### Street address

No 2 Makedonon

##### City

Athens

##### Postal code

11521

##### Phone

+30 21 0644 1166

##### Email

ekpedeysi@dype1.gov.gr

### 2

#### Recruitment center

##### Name of recruitment center

2st Health region of Greece - scientific council of

health district

##### Full name of responsible person

Periklis Alevizos

##### Street address

No 196-198 Thivon

##### City

Athens

##### Postal code

18233

##### Phone

+30 21 3200 4200

##### Email

nikita@2dype.gov.gr

### 3

#### Recruitment center

##### Name of recruitment center

3st Health region of Greece - scientific council of health district

##### Full name of responsible person

Panagiotis Mpogiatzidis

##### Street address

No 16 Aristotelous

##### City

Thessaloniki

##### Postal code

54623

##### Phone

+30 231 330 5224

##### Email

tmaurea@3ype.gov.gr

### 4

#### Recruitment center

##### Name of recruitment center

4st Health region of Greece - scientific council of health district

##### Full name of responsible person

Eirini Xatzopoulou

##### Street address

No 16 Aristotelous

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##### Postal code

54623

##### Phone

+30 231 332 7897

##### Email

drousaki@4ype.gr

### 5

#### Recruitment center

##### Name of recruitment center

5st Health region of Greece - scientific council of health district

##### Full name of responsible person

Kiriaki Droggoudi

##### Street address

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##### City

Larissa  
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41110  
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## 6

### Recruitment center

**Name of recruitment center**  
6st Health region of Greece - scientific council of health district  
**Full name of responsible person**  
Giannis Karbelis  
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## 7

### Recruitment center

**Name of recruitment center**  
7st Health region of Greece - scientific council of health district  
**Full name of responsible person**  
Eleni Mpormpoudaki  
**Street address**  
No 3st km Ethniki Odos Irakleiou-Moiron  
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Heraklion Crete  
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dprogram@hc-crete.gr

## Sponsors / Funding sources

### 1

#### Sponsor

**Name of organization / entity**  
University of West Attica  
**Full name of responsible person**  
Prof. Fasoi Georgia (supervisor)  
**Street address**  
No 28 Ag. Spiridonos  
**City**  
Athens  
**Postal code**  
12243  
**Phone**

+30 21 0538 5616  
**Email**  
nurs@uniwa.gr  
**Web page address**  
https://nurs.uniwa.gr/

#### Grant name

There is not exist grant

#### Grant code / Reference number

**Is the source of funding the same sponsor organization/entity?**

No

#### Title of funding source

There is not exist grant

#### Proportion provided by this source

100

#### Public or private sector

Public

#### Domestic or foreign origin

Domestic

#### Category of foreign source of funding

empty

#### Country of origin

#### Type of organization providing the funding

Academic

## Person responsible for general inquiries

### Contact

**Name of organization / entity**  
University of West Attica  
**Full name of responsible person**  
Georgia Fasoi  
**Position**  
Professor  
**Latest degree**  
Ph.D.  
**Other areas of specialty/work**  
Public Health/Community Medicine  
**Street address**  
No. 28, Ag. Spiridonos  
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**Province**  
Egaleo  
**Postal code**  
12243  
**Phone**  
+30 21 0538 5699  
**Email**  
gfasoi@uniwa.gr

## Person responsible for scientific inquiries

### Contact

**Name of organization / entity**  
University of West Attica  
**Full name of responsible person**  
Georgia Fasoi  
**Position**  
Professor  
**Latest degree**

Ph.D.

**Other areas of specialty/work**

Public Health/Community Medicine

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**Person responsible for updating data**

**Contact**

**Name of organization / entity**

University of West Attica

**Full name of responsible person**

Maria Fragkaki

**Position**

Ph.D candidate

**Latest degree**

Master

**Other areas of specialty/work**

Public Health/Community Medicine

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**Sharing plan**

**Deidentified Individual Participant Data Set (IPD)**

Yes - There is a plan to make this available

**Study Protocol**

Undecided - It is not yet known if there will be a plan to make this available

**Statistical Analysis Plan**

Undecided - It is not yet known if there will be a plan to make this available

**Informed Consent Form**

Undecided - It is not yet known if there will be a plan to make this available

**Clinical Study Report**

Undecided - It is not yet known if there will be a plan to make this available

**Analytic Code**

Undecided - It is not yet known if there will be a plan to make this available

**Data Dictionary**

No - There is not a plan to make this available

**Title and more details about the data/document**

In the form of thesis, article

**When the data will become available and for how long**

6 months after the results are published

**To whom data/document is available**

Researchers working in academic

**Under which criteria data/document could be used**

Research on improving emotional intelligence and leadership skills

**From where data/document is obtainable**

The applicant could get the documents from the University of West Attica (Address: Ag. Spiridonos, No.28, Athens, Greece) or alternatively from the researchers Maria Fragkaki (Email: mmfragkaki@gmail.com) and Prof. Georgia Fasoi (Email: gfasoi@uniwa.gr).

**What processes are involved for a request to access data/document**

The process of getting the documents will not be time-consuming. We believe that within two weeks you will have the necessary documents. We could communicate via email: mmfragkaki@gmail.com

**Comments**