

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

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2

Recruitment center

Name of recruitment center

2st Health region of Greece - scientific council of

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

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Name of recruitment center
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Sponsors / Funding sources

1

Sponsor

Name of organization / entity
University of West Attica
Full name of responsible person
Prof. Fasoi Georgia (supervisor)
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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
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Person responsible for scientific inquiries

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Person responsible for updating data

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Maria Fragkaki

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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