

The Usage of FIKR (Facet, Insight, Knowledge and Resilience) Personality Assessment Tool for Biomedical Personnels (Doctors and Nurses): A Literature Review and Synthesis

Chee Kong Yap^{1*}, Chee Seng Leow² and Wing Sum Vincent Leong²

¹Department of Biology, Faculty of Science, Universiti Putra Malaysia, Malaysia

²Humanology Sdn Bhd, Malaysia

*Corresponding author: Chee Kong Yap, Department of Biology, Faculty of Science, Universiti Putra Malaysia, 43400 UPM Serdang, Selangor, Malaysia

ARTICLE INFO

Received: 📅 May 14, 2024

Published: 📅 June 07, 2024

Citation: Chee Kong Yap, Chee Seng Leow and Wing Sum Vincent Leong. The Usage of FIKR (Facet, Insight, Knowledge and Resilience) Personality Assessment Tool for Biomedical Personnels (Doctors and Nurses): A Literature Review and Synthesis . Biomed J Sci & Tech Res 56(5)-2024. BJSTR. MS.ID.008925.

ABSTRACT

This short note aims to review all the available literature using the keywords 'Personality Doctor' and 'Personality Nurse' in the Scopus database and identify the personality traits used in FIKR (Facet, Insight, Knowledge and Resilience) personality profiling (PP) for medical doctors and nurses. Our research, conducted on 10 May 2024, was a comprehensive exploration using the Scopus database and the keywords 'Personality doctor' and 'Personality nurse' in the article title. We performed bibliometric analyses using VOSviewer, a tool that generates clear graphical representations of bibliometric maps, to ensure the comprehensiveness and accuracy of our findings. Using the Scopus database search (which had high relevancy), a total of 77 papers with the keywords 'Personality doctor' from 1953-2024, was reached, while there was a total of 333 papers with the keywords 'Personality nurse' from 1927-2024 were reached. Based on the bibliometric analyses using VOS viewer on the visualization of the publication network, with the keywords 'Personality Doctor', a total of 115 items with 8 clusters is found, identifying self-concept and extraversion as two important personality traits. Meanwhile, with the keywords 'Personality nurse', a total of 155 items with 6 clusters is found, identifying extraversion, empathy and resilience, competence, and self-concept. However, it is argued that there has been a lack of studies on other personality traits for medical doctors and nurses, and thus, this has become a knowledge gap for future studies. Therefore, the present study highlights the 20 personality traits as important PTs that hold a reasonable novelty in the Humanology FIKR PP inventory for selecting suitable medical doctors and nurses. Hence, there is a rationale to propose and highlight the use of personality traits in medical doctors and nurses. Therefore, this has become a novelty in the present paper.

Keywords: FIKR Tool; Personal Traits; Doctors; Nurses; Helping Occupations

Introduction

The personality profilings (PPs) have also been identified for social or helping occupations such as medical officials, nurses, medical doctors, and physical therapists (Cattell, et al. [1-4]). People in helping occupations tend to be above average in Extraversion. They also tend to be below average in Tough-Mindedness (in the Receptive/open direction) – above average in Sensitivity and Open-to-Change. They also tend to be below average on Anxiety and Emotionally Stable; and

above average on Self-Control traits of Perfectionism and Rule-Consciousness. These results have been validated in various international samples, such as British counsellors of adolescents (Lee, [5]), and customer service personnel (Williams, [6]). In social and helping occupations, such as those in the biomedical field, professionals must possess technical skills and strong personal qualities such as empathy, emotional intelligence, and resilience (Arora, et al. [7]). These personal qualities are essential for building strong doctor-patient rela-

tionships, effective teamwork, and navigating challenging situations. Additionally, the FIKR ((Facet, Insight, Knowledge and Resilience) (Humanology, 2024) assessment tool can be a valuable resource for evaluating and developing these personal qualities in biomedical personnel. By using the FIKR assessment tool, biomedical personnel can better understand their strengths and weaknesses in facets such as empathy, emotional intelligence, knowledge, and resilience.

This understanding can help them improve their professional practice, enhance patient care, and ensure overall job effectiveness. Furthermore, the FIKR assessment tool can also aid in identifying areas where additional training or support may benefit biomedical personnel (Giesler, et al. [8-10]). Hence, this paper aims to review all the available literature using the keywords 'Personality Doctor' and 'Personality Nurse' in the Scopus database and identify the personal traits in FIKR PP for medical doctors and nurses.

Methodology

On 10 May 2024, the keywords 'Personality Doctor' and 'Personality Nurse' were used for the relevant publications in the article title. Later, bibliometric analyses using VOS viewer software (VOS stands for visualization of similarities – see www.vosviewer.com) were used to generate a clear graphical representation of bibliometric maps, especially for extensive datasets (Ellegaard, et al. [11-12]). Scopus comprises many significant research papers and offers integrated analysis

tools for creating informative visual representations (Guz, et al. [13]). VOS viewer was employed to analyze each keyword, calculate links, calculate total link strengths, and compare co-occurrences with other keywords.

Results

The Scopus database had a high relevancy, and 77 papers were reached. To highlight the trends of studies conducted on the topic of 'Personality Doctor' from 1953 to 2024 (based on 77 papers from the Scopus database), a bibliometric analysis is performed using the VOSviewer software, as shown in Figure 1. Figure 1 gives a holistic overview of the past research based on keywords' co-occurrences with 'Personality Doctor'. The analysis reveals a discernible prominence reflecting seven significant clusters that can be identified based on visualization in Figure 1. A total of 115 items with 8 clusters is found (Figure 1). Interestingly, the personality traits identified are Neurosis and reliability (Cluster 1), self-concept (Cluster 2), and extraversion (Cluster 7). To highlight the trends of studies conducted on the topic of 'Personality Nurse' from 1927 to 2024 (based on 333 papers from the Scopus database), a bibliometric analysis is performed using the VOS viewer software, as shown in Figure 2. Figure 2 gives a holistic overview of the past research based on keywords' co-occurrences with 'Personality Nurse'. The analysis reveals a discernible prominence reflecting seven significant clusters that can be identified based on visualization in Figure 2.

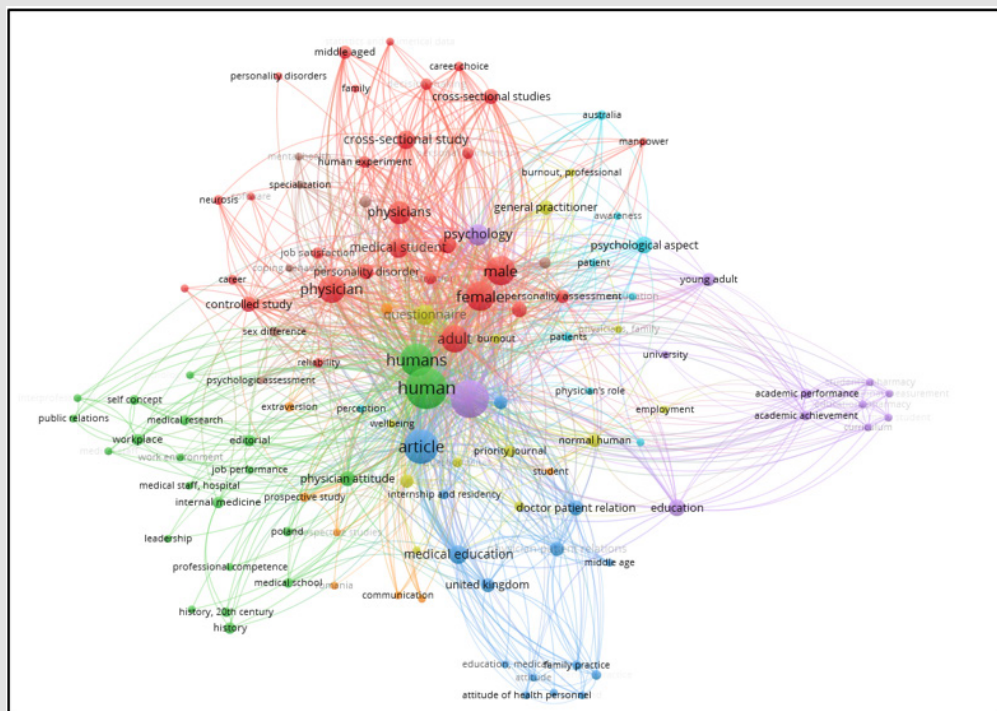


Figure 1: A bibliometric analysis of research themes on 'Personality Doctor'. Visualization of the paper network confirming the main themes of research, from 1953 and 2024 based on the Scopus database. A 333 papers on 'Personality nurses' from 1927-2024, searched on 10 May 2024.

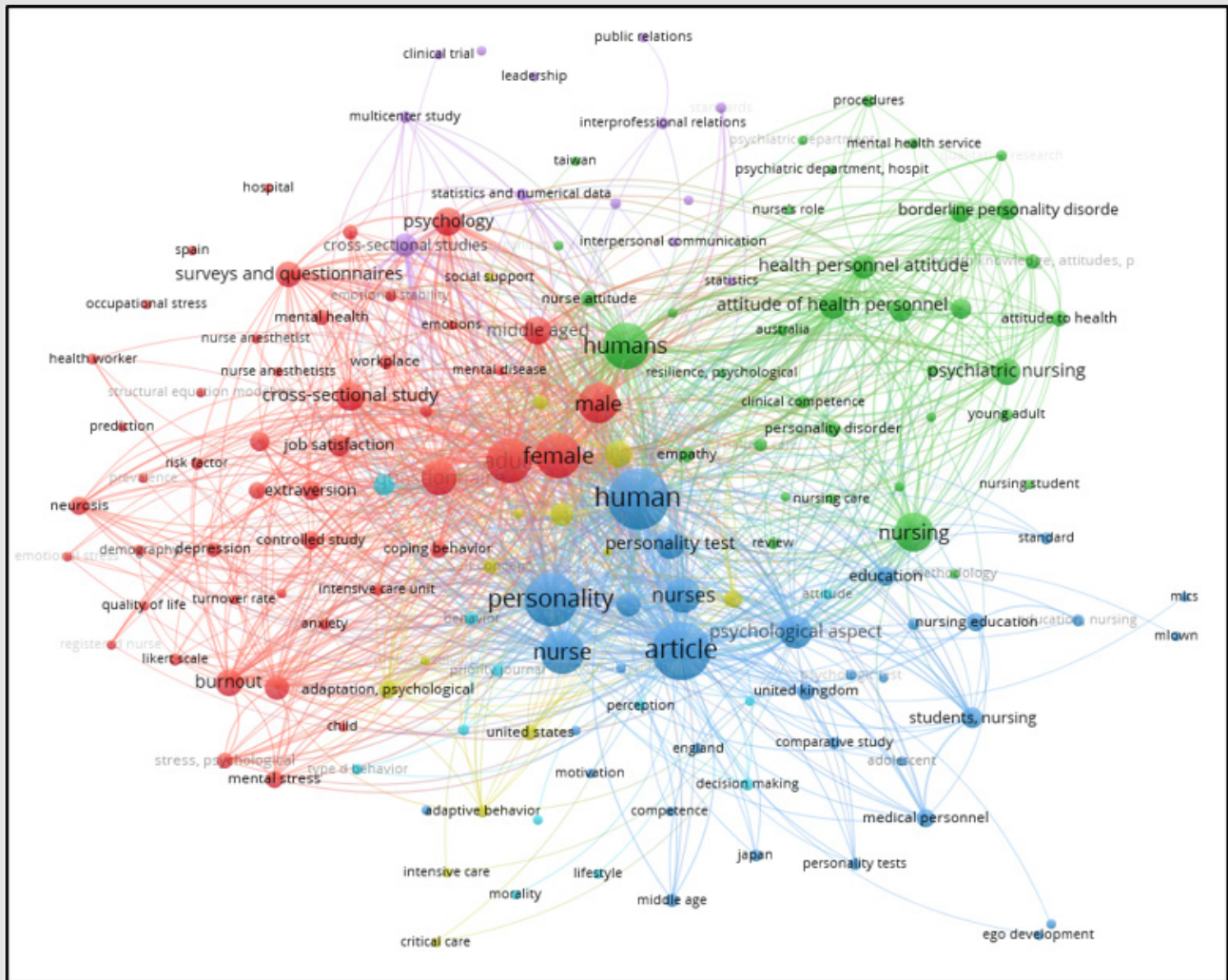


Figure 2: A bibliometric analysis of research themes on 'Personality Nurse'. Visualization of the paper network confirming the main themes of research, from 1927 and 2024 based on the Scopus database.

A total of 155 items with 6 clusters are found (Figure 2). Interestingly, the personality traits identified are Extraversion (Cluster 1), empathy and resilience (Cluster 2), competence (Cluster 3), and self-concept (Cluster 4). However, it is argued that there has been a lack of studies on other personality traits for medical doctors and nurses (Figures 1 & 2), and thus, this has become a knowledge gap for

future studies. Therefore, the present study highlights the 20 personality traits as an important PT that holds a reasonable novelty in the Humanology FIKR PP inventory in selecting the suitable medical doctors and nurses. Hence, there is a rationale to propose and highlight the use of personality traits in medical doctors and nurses. Therefore, this has become a novelty in this present paper (Figure 3).

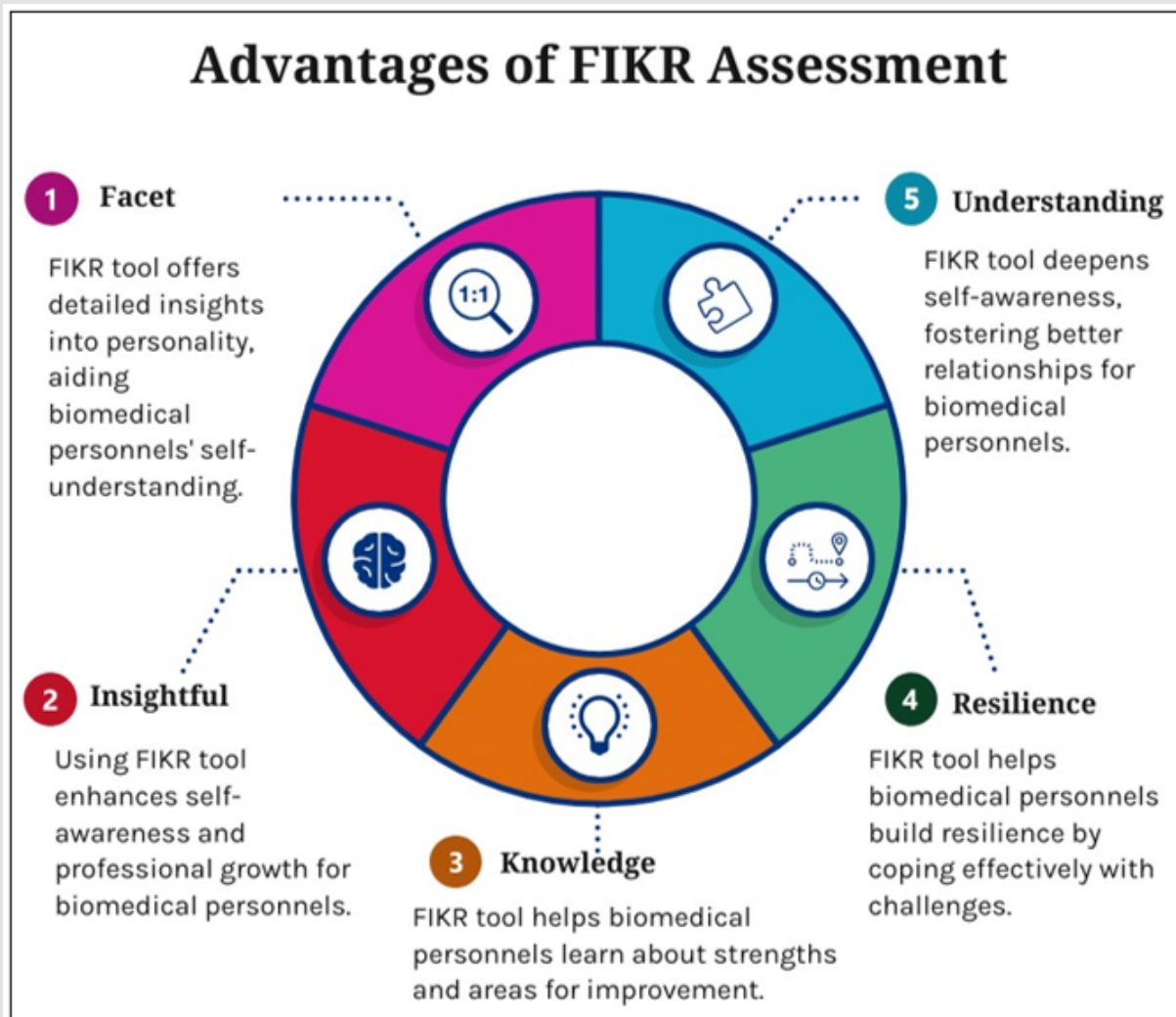


Figure 3: The advantages of using FIKR profiling assessment tool for biomedical personnels.

Discussion

With the keywords 'Personality Doctor', two important personality traits (self-concept and extraversion) are identified. With the keywords 'Personality nurse', the personality traits including Extraversion, empathy and resilience, competence, and self-concept are identified. Since the two PTs namely self-concept and extraversion are found as important traits in both medical doctors and nurses, the following discussion are focussed on the two traits in this paper.

The Importance of Self-Concept

The field of healthcare is demanding and stressful, requiring doctors and nurses to constantly face challenging situations and high levels of responsibility. Therefore, the importance of self-concept and personality traits among doctors and nurses cannot be underestimated. Self-concept refers to how individuals perceive and evaluate them-

selves, including their beliefs, values, abilities, and overall self-image. Having a positive self-concept can greatly impact the job performance and well-being of healthcare professionals. Research has shown that healthcare professionals with high self-concept tend to have higher levels of job satisfaction, motivation, and engagement (Karaniola, et al. [14-17]). Additionally, personality traits play a crucial role in shaping the behaviour and performance of doctors and nurses. For example, doctors and nurses who possess empathy, patience, and compassion traits are more likely to establish strong patient relationships, effectively communicate with patients, and provide high-quality care. Furthermore, personality traits like conscientiousness and agreeableness are positively associated with job performance in the healthcare field. Hence, it is vital for healthcare organizations to emphasize the development and nurturing of positive self-concept and the desired personality traits among doctors and nurses.

The Importance of Extraversion

Among healthcare professionals such as doctors and nurses, extraversion is an important personality trait that can greatly impact their job performance and overall well-being. Research studies have shown that individuals with higher levels of extraversion tend to be more outgoing, sociable, and energetic. This can be particularly beneficial in healthcare settings where effective communication and teamwork are crucial (Kourkouta, et al. [18-21]). In addition, extroverted individuals are often more comfortable in social interactions, making building rapport with patients and colleagues easier. This can improve patient satisfaction and outcomes and enhance teamwork among healthcare professionals. Furthermore, extraversion can also contribute to better stress management and resilience in healthcare professionals. Overall, the importance of extraversion personality traits among doctors and nurses is evident in their ability to communicate effectively, collaborate effectively, and thrive in demanding healthcare environments. In sum, extraversion is a valuable personality trait among doctors and nurses as it enhances communication skills, fosters positive relationships with patients and colleagues, and improves stress management and resilience.

Advantages of FIKR Assessment

The advantages of using FIKR PP assessment too for biomedical personnels are presented in (Figure 1).

Facet

FIKR tool offers detailed insights into personality, aiding biomedical personnels' self-understanding. Good medical personnel possess certain personality traits that contribute to their effectiveness in providing quality care to patients. These traits include empathy, compassion, good communication skills, adaptability, and a strong work ethic (Arora, et al. [7]). These traits enable medical professionals to establish strong doctor-patient relationships, work effectively in teams, and handle difficult situations with professionalism and emotional intelligence. They are able to connect with patients on a deeper level, understanding their emotions and perspectives, and provide care with empathy and compassion.

Insight

Using FIKR tool enhances self-awareness and professional growth for biomedical personnels. Healthcare is a field that requires individuals with insightful personalities to excel in providing quality care to patients. These individuals possess a deep understanding and perception of the needs and concerns of their patients, allowing them to make informed decisions and provide effective treatment. They are able to empathize with patients, listen attentively, and ask relevant questions to gather important information (Arora, et al. [7]). Additionally, individuals with insightful personalities in the medical field are able to think critically and problem solve effectively. They are able

to analyze complex medical conditions and situations, identify patterns and trends, and come up with innovative solutions.

Knowledge

FIKR tool helps biomedical personnels learn about strengths and areas for improvement. A knowledgeable personality is crucial for a good medical personnel. They need to possess a deep understanding of medical concepts, procedures, and treatments in order to provide the best possible care for their patients. Furthermore, a knowledgeable medical personnel will stay updated on the latest research and advancements in their field, allowing them to provide evidence-based care that is both effective and safe. Their knowledge will also enable them to accurately diagnose and treat medical conditions, as well as educate their patients on preventative measures and healthy lifestyle habits. In addition, a knowledgeable medical personnel will be able to effectively communicate complex medical information to patients in a way that is easy to understand (Kourkouta, et al. [18,22-23]).

Resilience

FIKR tool helps biomedical personnels build resilience by coping effectively with challenges. Resilience is an essential trait for medical personnel to possess in order to effectively navigate the challenges and pressures of their profession. Nurses, in particular, face numerous modern-day problems that can impact their ability to remain resilient. These challenges include increasing workloads, dealing with complex patients and medical conditions, facing ethical dilemmas, and maintaining a healthy work-life balance. Having a resilient personality allows medical personnel to face adversity, remain focused, and maintain an optimistic outlook for the future. By developing resilience, medical personnel are better equipped to cope with stress, handle difficult situations, and bounce back from setbacks. Resilience enables medical personnel to continue providing high-quality care to patients, despite facing adverse circumstances. To develop resilience, medical personnel can benefit from intrapersonal characteristics such as hope, self-efficacy, and coping mechanisms (Turner, et al. [24-29]).

Understanding

FIKR tool deepens self-awareness, fostering better relationships for biomedical personnels. Overall, the FIKR assessment tool's potential to enhance personal qualities such as empathy, emotional intelligence, and resilience among biomedical personnel aligns with the ever-increasing focus on patient-centered care and interprofessional collaboration in the biomedical field. Its comprehensive approach can contribute to improved patient outcomes, job satisfaction, and the overall effectiveness of social and helping occupations in the biomedical field. For nurses, the FIKR assessment tool can help assess and develop their empathy, emotional intelligence, knowledge, and resilience. This tool can aid nurses in understanding their strengths and areas for improvement. It can provide valuable insights into enhancing patient interactions, teamwork, and overall job performance. Furthermore, for other biomedical personnel such as medical laboratory

workers and pharmacists, the FIKR tool can assess and develop their personal qualities, allowing them to provide better patient support and care. For doctors, developing strong personal qualities such as empathy and emotional intelligence can contribute to better doctor-patient relationships, improved communication, and ultimately better patient outcomes (Arora, et al. [7]). Utilizing the FIKR assessment tool in the biomedical field can help doctors and other medical professionals enhance their emotional understanding, improve professionalism, and strengthen their ability to navigate complex and challenging situations in the healthcare setting.

This tool can also assist in identifying biomedical personnel who may be more inclined to engage in counterproductive behaviour, allowing for proactive interventions and support to prevent such behaviours. Therefore, for biomedical personnel, such as nurses and medical doctors, the FIKR tool can be valuable in assessing and developing their personal qualities for success in their social/helping occupations. The FIKR assessment tool can provide valuable insights into biomedical personnel's strengths and areas for improvement, helping them enhance their empathy, emotional intelligence and resilience. This can lead to improved patient care, better teamwork, and increased job satisfaction in the biomedical field. In the biomedical field, the FIKR assessment tool can be used to evaluate and strengthen the personal qualities of empathy, emotional intelligence, and resilience among biomedical personnel (Magnier, et al. [30-31]). The FIKR assessment tool holds significant potential in the biomedical field. It offers a comprehensive approach to evaluating and developing the personal qualities necessary for success in social and helping occupations. The tool's focus on empathy, emotional intelligence, knowledge, and resilience aligns well with the demands of the healthcare environment (Millis, et al. [32-34]).

Conclusion

The FIKR assessment tool has the potential to significantly contribute to the success and effectiveness of biomedical personnel, especially medical doctors and nurses working in hospitals. Its ability to assess and enhance important personal qualities such as cultural empathy, open-mindedness, emotional stability, social initiative, and flexibility makes it valuable for fostering strong doctor-patient relationships, promoting teamwork, and supporting professionalism and systems-based practice. Hence, the use of the FIKR personality inventory can be an effective assessment tool, especially for medical doctors and nurses.

References

- Cattell RB, Eber HW, Tatsuoka MM (1970) Handbook for the Sixteen Personality Factor Questionnaire. Champaign, IL: Institute for Personality and Ability Testing.
- Cattell RB, Cattell AK, Cattell HEP, Russell MT, Bedwell S, et al. (2003) The PsychEval Personality Questionnaire. Champaign, IL: Institute for Personality and Ability Testing.
- Schuerger JM, Watterson DG (1998) Occupational Interpretation of the 16PF Questionnaire. Cleveland, OH: Watterson and Associates.
- Walter V (2000) 16PF Personal Career Development Profile Technical and Interpretive Manual. Champaign, IL: Institute for Personality and Ability Testing.
- Lee R E (1994) Personality characteristics of very desirable and undesirable childcare workers in a residential setting. *Psychological Reports* 74: 579-584.
- Williams R (1999) 16PF5: Profiling Personality for Potential – A Data Supplement to the UK Edition. Champaign, IL: Institute for Personality and Ability Testing.
- Arora S, Ashrafian H, Davis R, Athanasiou T, Darzi A, et al. (2010). Emotional intelligence in medicine: a systematic review through the context of the ACGME competencies. *Wiley-Blackwell* 44(8): 749-764.
- Giesler M, Förster J, Biller S, Fabry G (2011). Development of a questionnaire to assess medical competencies: Reliability and validity of the Questionnaire. *PubMed* 28(2): 31.
- Singh M, Ogrinc G, Cox K, Dolansky M A, Brandt J, et al. (2014). The Quality Improvement Knowledge Application Tool Revised (QIKAT-R). *Academic medicine* 89(10): 1386-1391.
- Ahmed A, Khan FA, Ismail S (2016). Reliability and validity of a tool to assess airway management skills in anesthesia trainees. *Journal of anaesthesiology clinical pharmacology* 32(3): 333-338.
- Ellegaard O, Wallin JA (2018). The bibliometric analysis of scholarly production: how great is the impact? *Scientometrics* 105: 1809-1831.
- Van Eck N, Waltman L (2010). Software survey: VOSviewer, a computer program for bibliometric mapping. *Scientometrics* 84(2): 523-538.
- Guz AN, Rushchitsky JJ (2009). Scopus: A system for the evaluation of scientific journals. *Int Appl Mechan* 45: 351-362.
- Karanikola M, Doulougeri K, Koutrouba A, Giannakopoulou M, Papatheanassoglou E, et al. (2018). A Phenomenological Investigation of the Interplay Among Professional Worth Appraisal, Self-Esteem and Self-Perception in Nurses: The Revelation of an Internal and External Criteria System. *Front Psychol* 9: 1805.
- Aydoğmuş C, Camgöz S M, Ergeneli A, Ekmekci Ö T (2016) Perceptions of transformational leadership and job satisfaction: The roles of personality traits and psychological empowerment. *Journal of Management & Organization* 24(1) :81-107
- Karagkounis C, Manomenidis G, Platis C, Minasidou E, Bellali T, et al. (2020). The Impact of Self-Efficacy and Work Engagement on Healthcare Professionals' Proactive Behavior. *Health* 12(4).
- Alessandri G, Borgogni L, Schaufeli W B, Caprara G V, Consiglio C, et al. (2014). From Positive Orientation to Job performance: The Role of Work Engagement and Self-efficacy Beliefs. *J Happiness Stud* 16: 767-788.
- Kourkouta L, Papathanasiou IV (2014). Communication in Nursing Practice. *Materia socio-medica* 26(1): 65-65.
- Kennedy B, Curtis K, Waters D (2014). The personality of emergency nurses: Is it unique?. *Australas Emerg Nurs J* 17(4): 139-145.
- Cooley LA (2020) Trust and Communication: Responding to Uncertainty. *J Patient Exp* 7(3): 277-278.
- Scheepers RA, Lombarts KMJMH, Aken MAGV, Heineman MJ, Arah OA, et al. (2014). Personality Traits Affect Teaching Performance of Attending Physicians: Results of a Multi-Center Observational Study. *PLoS One* 9(5): e98107.
- Dingley C, Daugherty K, Dierig MK, Persing R (2008). Improving Patient Safety Through Provider Communication Strategy Enhancements.
- Vermeir P, Vandijck D, Degroote S, Peleman R, Verhaeghe R, et al. (2015).

- Communication in healthcare: a narrative review of the literature and practical recommendations. *Int J Clin Pract* 69(11): 1257-1267.
24. Turner SB (2014) The Resilient Nurse: An Emerging Concept. *12(6)*: 71-73.
 25. Peñacoba C, Catalá P, Velasco L, Monge FJC, García-Hedrerera FJ, et al. (2021). Stress and quality of life of intensive care nurses during the COVID-19 pandemic: Self-efficacy and resilience as resources. *26(6)*: 493-500.
 26. Mcallister M, Mckinnon J (2009). The importance of teaching and learning resilience in the health disciplines: a critical review of the literature. *Nurse Education Today* 29(4): 371-379.
 27. Epstein RM, Krasner MS (2013) Physician Resilience. *Academic medicine* 88(3): 301-303.
 28. Ripp J, Peccoraro L, Charney DS (2020) Attending to the Emotional Well-Being of the Health Care Workforce in a New York City Health System During the COVID-19 Pandemic. *Acad Med* 95(8): 1136-1139.
 29. Hart PL, Brannan J, Chesnay MD (2012). Resilience in nurses: an integrative review. *J Nurs Manag* 22(6): 720-734.
 30. Magnier K, Dale V, Pead MJ (2012) Workplace-Based Assessment Instruments in the Health Sciences. *Journal of veterinary medical education* 39(4): 389-395.
 31. Fricke J, Unsworth C, Worrell D (1993) Reliability of the Functional Independence Measure with Occupational Therapists. *Australian occupational therapy journal* 40(1): 7-15.
 32. Millis B J (2004) 8: A Versatile Interactive Focus Group Protocol for Qualitative Assessments.
 33. (2024) Humanology. Humanology Sdn Bhd.
 34. Roslan NS, Yusoff MSB, Morgan K, Razak AA, Shaiki NIA, et al. (2022). What Are the Common Themes of Physician Resilience? A Meta-Synthesis of Qualitative Studies. *International journal of environmental research and public health* 19(1): 469-469.

ISSN: 2574-1241

DOI: 10.26717/BJSTR.2024.56.008925

Chee Kong Yap. Biomed J Sci & Tech Res



This work is licensed under Creative Commons Attribution 4.0 License

Submission Link: <https://biomedres.us/submit-manuscript.php>



Assets of Publishing with us

- Global archiving of articles
- Immediate, unrestricted online access
- Rigorous Peer Review Process
- Authors Retain Copyrights
- Unique DOI for all articles

<https://biomedres.us/>