

Proactive Personality Disposition among Staff Nurses and Its Relation to their Creativity

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Abstract

Background: Proactive personality is an important personal trait that influences nurses' adaptability, innovation, and creative performance within dynamic healthcare environments. The study aimed to assess proactive personality disposition among staff nurses and its relation to their creativity. **Research Design:** A descriptive correlational design was utilized. **Setting:** The study was conducted in all inpatient units at medical and surgical buildings at Benha University Hospital. **Subjects:** Consisted of simple random sample of 359 staff nurses selected from a total population of 3443 staff nurses was recruited. **Tools of data collection:** Two tools were used: Proactive Personality Disposition Questionnaire and Nurses Creativity Questionnaire. **Results:** Showed that about half (47.6% and 46.0%) of studied staff nurses demonstrated a moderate level of proactive personality disposition as well as a moderate level of creativity respectively. **Conclusion:** The study concluded that there was highly statistically significant positive correlation between total proactive personality disposition and total creativity among the studied staff nurses **Recommendation:** The study recommended that healthcare administrators should cultivate a supportive work environment, provide recognition for proactive behaviors, and offer training programs that promote both initiative-taking and creative problem-solving. Further research is recommended to explore how organizational climate and leadership styles influence the interplay between proactivity and creativity among nurses.

Keywords: Creativity, Proactive personality disposition, Staff nurses.

Introduction

Staff nurses are licensed registered nurses who provide direct patient care across diverse healthcare settings such as hospitals, clinics, and long-term care facilities. They play a significant role in ensuring quality healthcare through monitoring patients, administering treatments, and coordinating with interdisciplinary teams. Their role continues to evolve with advances in healthcare delivery, changing patient demographics, and increasing reliance on technology (Kane, 2024; Brom, 2025).

A proactive personality refers to a stable disposition characterized by the ability to identify opportunities, initiate action, and

challenge the status quo to create positive changes. Individuals with this trait anticipate challenges, persist in overcoming obstacles, and actively shape their environment rather than merely responding to it. For nurses, such qualities promote goal-oriented and self-starting behaviors that are particularly valuable in dynamic hospital environments (Sharma & Kaur, 2024; Chen, 2024).

Research indicates that proactive personality disposition is linked to numerous positive outcomes in nursing practice, including personal growth initiatives, readiness for change, and greater creativity. It also contributes to enhanced job performance,

higher job satisfaction, and reduced turnover intentions among staff nurses (Aung, 2023).

Proactive personality disposition can be understood through three dimensions: (1) Perception, the ability to recognize opportunities for change; (2) Implementation, the capacity to initiate action based on internal goals or external expectations; and (3) Perseverance, sustained effort despite obstacles. These dimensions not only shape how effectively nurses drive change but also foster creativity by enabling them to generate and apply novel solutions in clinical practice (Kim et al., 2022).

Creativity in nursing is defined as the ability to generate novel and useful ideas, approaches, or solutions within clinical practice. It enables nurses to adapt to complex situations, develop innovative care strategies, and contribute to the continuous improvement of healthcare services (El-Gazar, 2024).

Creativity encompasses several dimensions: intellectual fluency (ability to produce multiple ideas), flexibility (adapting approaches to unexpected challenges), originality (developing unique solutions), analytical ability (critical evaluation of clinical problems), and risk-taking (willingness to adopt new methods when safe and appropriate) (Harris et al., 2024).

Proactive personality and creativity are closely interrelated. Proactive nurses anticipate problems and take initiative, encouraging innovative solutions to patient care challenges. By challenging the status quo, they engage in creative thinking and apply original approaches to improve healthcare processes (Yan, 2024; Awad, 2024).

Significance of the study

One of the most crucial members in a healthcare institution is the staff nurse. Staff nurses are always looking for new

possibilities to further their own growth; staff nurses with proactive personalities are therefore more motivated to pursue self-improvement, taking personal initiative for their own growth and are also more likely to proactively share what they have learned with other colleagues. Thus, a collaborative work environment supported by proactive staff nurses may encourage creativity on both an individual and group level (Major et al., 2022).

Through the researchers's contact with staff nurses in the hospital, it was observed that staff nurses in the work setting may suffer from hindrance stress, lack of autonomy, excessive work requirement and other factors that affect their proactive personality. So, this study was concerned with assessing proactive personality disposition among staff nurses and its relation to their creativity

Aim of the study:

Assess proactive personality disposition among staff nurses and its relation to their creativity.

Research Questions:

- 1- What are the levels of proactive personality disposition among staff nurses?
- 2- What are the levels of creativity among staff nurses?
- 3- Is there a relation between proactive personality disposition among staff nurses and their creativity?

Subjects and methods:

Research design:

A descriptive correlational design was utilized to conduct this study.

Study setting:

The study was conducted in all inpatients' units at medical and surgical buildings at Benha University Hospital and distributed as follow: medical department

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include (16) units and surgical department include (13) units.

Study subjects:

It included a simple random sample of nurses at previously mentioned study settings with at least three years' experience, accepted to participate in the study and was available at the time of data collection. The total number of nurses 3443 and the sample size was 359 calculated according to the following formula:

$$n = \frac{N}{1 + N(e)^2}$$

n → The required sample size

n = 359

N → Total number of nurses

N = 3443

E → is coefficient factor \ Error tolerance (0.05)

1 = constant value

(Tejada&Punzalan, 2012)

Tools of data collection:

Data of the present study was collected by using two tools namely.

Tool (I): Proactive Personality Disposition Questionnaire It consisted of two parts:

Part (1): It included personal data of staff nurses including (age, sex, marital status, educational qualification, years of experience)

Part (2): A questionnaire was developed by the researchers after reviewing the related literatures (Crant, 2001; Souri et al., 2018; Valls et al., 2020) to assess the levels of proactive personality disposition among staff nurses.

It included 17 items grouped under three dimensions as the following Perception (4) items, implementation (5 internally motivated and 3 externally motivated items), and perseverance (5) items.

Scoring system:

Proactive personality disposition scored based on a three-point Likert Scale as follows: Agree = (3). Neutral = (2) and Disagree = (1) the scores of each dimension were summed

and converted into percent score. The total level of proactive personality disposition was determined as the following:

-High level of proactive personality disposition if the total score was $\geq 75\%$ that equals 38-51 scores.

-Moderate level of proactive personality disposition if the total score was range from 60% to 75% that equals 31-37 scores

- Low perception level of proactive personality disposition if the total score was $<60\%$ that equals 17-30 scores

Tool (II): Nurses Creativity Questionnaire

A questionnaire was developed by researchers based on reviewing related literature (Hornberg&Reiter, 2017; Freiberg-Hoffmann, 2019; Taylor&Kaufman, 2021) to assess the level of staff nurses' creativity. It included twenty-four items grouped under five main dimensions as the following: Intellectual Fluency (5 items), Flexibility (5 items), Originality (5 items), Ability to analyze (5 items), and the Risk Taking (4 items).

Scoring system:

Responses of the staff nurses were measured by using a three-point Likert Scale as follows: Agree = (3). Neutral = (2) and Disagree = (1). The scores of each Dimension were summed and converted into percent scores. The total level of staff nurses creativity was determined as the following:

-High level of staff nurses' creativity if the total score was $\geq 75\%$ that equals 54- 72 scores

-Moderate level of staff nurses' creativity if the total score was range from 60 % to 75% that equals 43-53 scores

-Low level of staff nurses' creativity if the total score was $<60\%$ that equals 24-42 scores

Validity of the tools:

Validity of study tools was done by jury committee consisting of five experts in nursing administration department. Three assistant professors from Benha University and two professors from Menoufia University. The validity of the tools aimed to judge its clarity, comprehensiveness, relevance, simplicity and accuracy. All of their modifications were taken into consideration some modification in Arabic statements were done in tools based on comment of jury experts such as modifying some words in some statement to give the right meaning for the phrase which did not understand clearly. Example of modification, (Looks for good opportunities to change things for the better) after modified to (Looks for good opportunities in hospital to change nursing service for the better) .To arrive at the final version of the tools. The tools were regarded as valid from the experts' point of view. It took one month in in September 2024.

Reliability of the tools:

Reliability of the developed tools was estimated by using Cronbach's alpha coefficient test to measure the internal consistency of the study tools. Reliability for proactive personality disposition questionnaire was 0.869 and Nurses' creativity questionnaire was 0.899.

Ethical considerations:

Before conducting the study an official written acceptance was obtained from Scientific Research Ethics Committee at Benha faculty of nursing to conduct this study with code NO (REC-NA-M12). The respondents' rights were protected by ensure voluntary participation, an informed oral consent obtained from each participant after explaining the aim of the study, its potential benefits, methods for filling data collection tools and expected outcomes. The respondents' rights to withdraw from the

study at any time were assured. Confidentiality of data obtained was protected by allocation code number to the questionnaire sheets. Subjects were informed that the content of the tools used for the study purpose only

Pilot study:

A pilot study was conducted in October 2024 to test the sequence of items feasibility, practicability and applicability of the study tools, clarity of the language and to estimate the time needed for filling each tool. The time ranged between 10-15 minutes for proactive personality disposition questionnaire by nurses and between 10-15 minutes for staff nurse's creativity questionnaire it was done on 10% of staff nurses (36) from total study subjects. No modification was needed so this sample was included in the study.

Field work:

Data collection took about two months, starting from November 2024 to December 2024. The researchers met staff nurses and explained the aim, the nature of the study, the method of filling questionnaire and this was done individually or through group meetings. The researchers distributed the questionnaire sheets to the participated staff nurses to fill it at their suitable times in morning and afternoon shifts. The number of collected questionnaire from staff nurses per day ranged from 14 to 15 sheets. Data were collected three days per week in the presence of the researchers to clarify any ambiguity. The filling forms were revised by the researchers to check their completeness and to avoid any missing data

Statistical analysis:

Data were collected, tabulated and statistically analysed using an IBM personal computer with statistical package of social science (SPSS) version 25 where the following statistics were applied

Descriptive statistics: in which quantitative data were present in the form of mean,

standard deviation (SD), frequency, and percentage distribution

Analytical statistics: used to find out possible association between studied variables. In addition, correlation coefficient (r) test was used to estimate the closeness association between variables.

A significance level value was considered when $p\text{-value} \leq 0.05$ and a highly significance level was considered when $p\text{-value} < 0.001$, while $p\text{-value} > 0.05$ indicated non-significance results.

Results:

Table (1) shows that slightly more than half of the studied staff nurses (51.3%) were aged 30 to <40 years, with a mean age of 33.38 ± 6.60 years. The majority were female (68.2%) and married (69.9%). Regarding work units, 61.1% were employed in medical units, while 38.9% worked in surgical units. In terms of educational qualifications, the largest proportion (45.7%) held a Bachelor's degree in Nursing Science, followed by 42.3% with an associate technical degree. A smaller percentage had a nursing school diploma (7.8%) or postgraduate studies (4.2%). Concerning years of experience, more than half (51.8%) had 10 to <20 years of experience, with a mean of 12.06 ± 5.97 years.

Figure (1) demonstrates that nearly half of the staff nurses (47.6%) exhibited a moderate level of proactive personality disposition, while 41.2% had a high level and only 11.2% had a low level.

Table (2) illustrates that the total mean and standard deviation of total proactive personality disposition was (36.71 ± 4.97) .

The first ranking was related to perception dimension with mean \pm SD (9.09 ± 2.34) and mean percent (75.7%). While the last ranking was related to perseverance dimension with mean \pm SD (10.31 ± 3.18) and mean percent (68.7%).

Figure (2) shows that almost half of the staff nurses (46.0%) reported a moderate level of creativity, whereas 43.4% demonstrated a high level and only 10.6% a low level.

Table (3) illustrates that the total mean and standard deviation of total creativity was (45.96 ± 12.00) . The first ranking was related to intellectual fluency dimension and mean percent (69.2%), while the last ranking was related to risk taking dimension and mean percent (57.9%).

Table (4) clarifies that, there was highly statistical significant positive correlation between total proactive personality disposition and total creativity among the studied staff nurses ($P \leq 0.001$)

Table (1): Frequency distribution of studied staff nurses regarding their personal data (n=359)

Personal data	No.	%
Age (years)		
< 30 years	130	36.2
30: < 40 years	184	51.3
≥ 40 years	45	12.5
Mean ±SD	33.38±6.60	
Sex		
Male	114	31.8
Female	245	68.2
Unit		
Medical	219	61.1
Surgical	140	38.9
Marital status		
Married	251	69.9
Unmarried	108	30.1
Educational qualification		
Nursing School diploma	28	7.8
Associate technical Degree in Nursing	152	42.3
Bachelor’s Degree in Nursing Science	164	45.7
Post-graduation studies	15	4.2
Years of experience		
< 10 years.	132	36.8
10: < 20 years.	186	51.8
≥20 years	41	11.4
Mean ±SD	12.06±5.97	

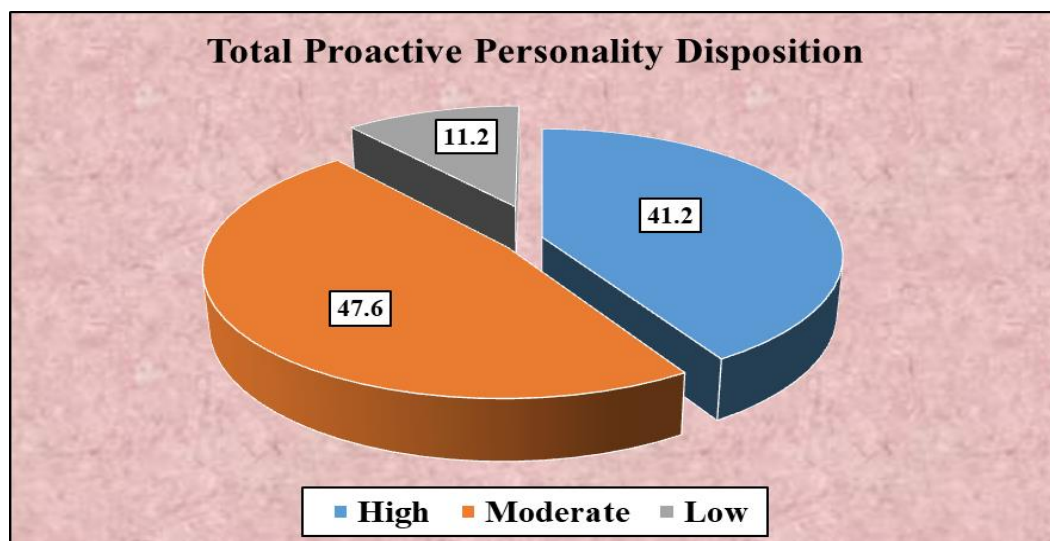


Figure (1): Total levels of proactive personality disposition among studied staff nurses

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Table (2): Mean scores and ranking of proactive personality disposition dimensions among the studied staff nurses.

Proactive Personality disposition dimensions	Minimum	Maximum	Mean \pm SD	Mean %	Ranking
Perception	4	12	9.09 \pm 2.34	75.7 %	1
Implementation	11	24	17.18 \pm 4.86	71.5 %	2
Internally Motivated	6	15	10.54 \pm 3.10	70.2 %	-
Externally Motivated	5	9	6.31 \pm 1.45	70.1 %	-
Perseverance	5	15	10.31 \pm 3.18	68.7 %	3
Total Proactive Personality disposition	27	46	36.71 \pm 4.97		

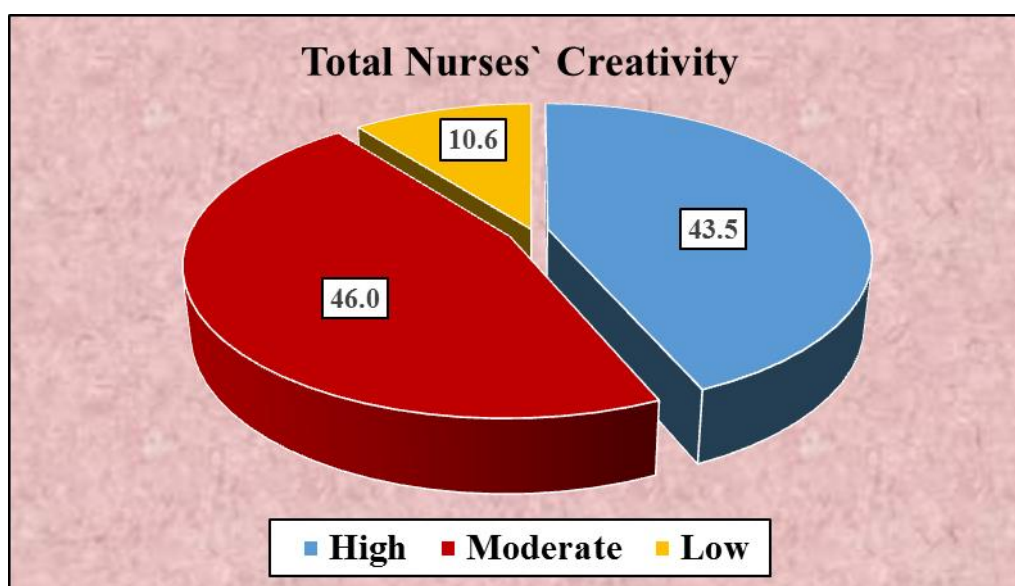


Figure (2): Total levels of creativity among studied staff nurses

Table (3): Mean scores and ranking of creativity dimensions among the studied staff nurses

Creativity dimensions	Minimum	Maximum	Mean \pm SD	Mean%	Ranking	Creativity dimensions
Intellectual fluency	7	15	10.39 \pm 2.35	69.2%	1	Intellectual fluency
Flexibility	6	14	10.02 \pm 2.63	66.8%	2	Flexibility
Originality	5	15	9.30 \pm 2.99	62.0%	3	Originality
Ability to analyze	5	14	9.28 \pm 3.01	61.8%	4	

Table (4): Correlation between total proactive personality disposition and total creativity among the studied staff nurses

Total proactive personality disposition	Total creativity	
	r	p-value
	0.489	0.000**

**** Highly statistically significant at $p < 0.00$**

Discussion:

Proactive personality disposition is a central construct in organizational behavior, particularly in healthcare, where it strongly influences creativity among staff nurses. Individuals with proactive personalities are characterized by initiative-taking, self-starting behavior, and a change-oriented mindset. In clinical contexts, such traits contribute to creative practices that enhance patient care quality and organizational outcomes (**Teng & Lu, 2021**). Nurses with proactive dispositions are more likely to engage in creative problem-solving, adapt effectively to new challenges, and implement innovative approaches that improve efficiency and care delivery. Encouraging proactivity within nursing teams can therefore foster an organizational climate that values creativity, benefiting both patients and healthcare institutions (**Zhao & Zhang, 2021**).

The present study aimed to assess proactive personality disposition among staff nurses and its relation to their creativity. The results of the present study covered fifth main areas as follow, Firstly; Personal data of the nursing staff, secondly; Proactive personality disposition among studied staff nurses, thirdly; Creativity among studied nurses, fourthly , Correlation between proactive personality disposition and total creativity

Regarding to personal data of the studied staff nurses, the findings of the present study revealed that more than half of studied staff nurses aged had from 30 to less than 40 years old As far as their sex and marital status, more than two thirds of the studied staff nurses were female and married; respectively. Also, more than three fifths of studied staff nurses working in medical units. Additionally, the highest percentage of studied staff nurses held a Bachelor's degree

in Nursing Science, and more than half of them had between 10 to less than 20 years of experience.

As regard to total levels of proactive personality disposition among studied staff nurses, the results of this study showed that the highest percentage of studied staff nurses had moderate level of proactive personality disposition, while the lowest percent of them had low proactive personality disposition level. From the researchers point of view this finding could be due to nursing profession and caring for patients require to anticipate patient needs, prevent complication before they arise, handle stress effectively and take initiative in solving problems without waiting for instruction. Despite this, nurses must adhere to established rules, procedures and protocols which can strict their proactive behavior.

This result was supported by the findings of **Yang et al., (2022)**, who conducted a study about "The influence of proactive personality on job performance and work engagement among hospital nurses" and reported that a moderate to high level of proactive personality was common among hospital nurses, particularly in settings that encouraged autonomy and problem-solving. Similarly, a study conducted by **Lee and Kim, (2021)** about "The role of proactive personality in nurses' adaptation to workplace change and engagement in professional development" indicated that nurses had moderate proactive personality disposition and demonstrated better adaptation to workplace changes and higher engagement in professional development activities.

On the other hand, these findings were in disagreement with **Ahmed et al. ,(2020)**,who conducted a study about "The impact of workplace stressors and organizational support on proactive personality traits among hospital nurses" and founded that a higher prevalence of low proactive personality traits

among nurses working in high-stress environments with limited organizational support.

Regarding mean scores and ranking of proactive personality disposition dimensions among the studied staff nurses, the results of this study Clarified that the perception dimension received the first ranking, with the highest mean score, while the perseverance dimension was ranked the last, with the lowest mean score. From the researchers point of view, this result could be due to that nurses are particularly aware of their work environment and actively look for opportunities to improve nursing services. Such heightened perception is essential as it forms the foundation for recognizing areas that require change and innovation. However, they may face challenges in maintaining sustained effort (perseverance) due to factors such as high workload, emotional exhaustion, This result in the same line with **Hu et al. (2021)**, in their study about “The mediating role of work engagement between proactive personality and job performance among nurses” and reported that proactive personality had a positive impact on work engagement and job performance. The study highlighted that proactive individuals were more engaged and effective in their roles, aligning with the high perception scores observed in the current study. However, sustained engagement representing perseverance depended heavily on emotional and psychological support.

Moreover, **Yan et al., (2025)**, who conduct a study about “The influence of proactive personality on nurses’ sense of social responsibility: the mediating role of professional identity” and founded that proactive personality positively influenced nurses' sense of social responsibility. However, this relationship was mediated by factors such as motivation and workplace

climate. Although nurses demonstrated high perception of their roles, their ability to sustain action (perseverance) declined in less supportive settings.

As regard to total levels of creativity among studied staff nurses, the results of this study displayed that the highest percentage of studied staff nurses had moderate level of creativity, while the lowest percent of them had low creativity level. From the researchers point of view, staff nurses may prioritize task completion over creative approaches due to pressure to meet deadlines and ensure patient safety. Also, compliance with established protocols and procedures, hierarchical decision making and high patient to nurse ratios can limit nurses to propose creative ideas.

This finding was supported by several studies, For instance, **Zhou and George, (2022)** who conducted a study about "Workplace climate and employee creativity: balancing safety and structure in organizational contexts" and founded that a supportive work environment fosters moderate levels of creativity, especially when staff feel safe to express new ideas but are still bound by institutional guidelines. Also, **Karwowski and Lebuda, (2019)** who conducted a study about "Creativity in structured professions: constraints and expression in the nursing field" and stated that in structured professions like nursing, creativity often manifests at a moderate level due to procedural constraints and hierarchical decision-making. Additionally, **De Vos et al., (2022)** who conducted a study about "The interaction of extrinsic motivation, autonomy, and organizational support in enhancing creativity in healthcare professionals" and founded that when extrinsic motivators (like performance targets or rewards) are combined with autonomy and perceived organizational support, they enhance

proactive and creative behaviors among healthcare professionals.

Conversely, some studies were not aligned with these findings, **Cummings et al., (2020)** who conducted a study about "The impact of organizational culture and leadership style on creativity among hospital nurses" reported that creativity among staff nurses tends to be low when organizational culture is overly rigid or when leadership does not promote innovation. Similarly, **Lu et al., (2025)** who conduct a study "The role of head nurse empowerment in enhancing nurses' autonomy and innovative behavior" found that empowering head nurses enhances staff nurses autonomy and organizational climate, substantially boosting nurses' innovative behavior. Also, **Smith, (2019)** who conducted a study about "Barriers to creative expression in nursing practice: fear, feedback, and leadership gaps" founded that nurses often suppress creative ideas due to fear of criticism or lack of support from management.

Regarding ranking with mean scores of creativity dimensions among the studied staff nurses, the result showed that the first ranking with the highest mean score was related to intellectual fluency. This might be due to staff nurses regularly face a variety of patient cases which encourage them to think quickly and flexibly. Also, staff nurses learn to develop care plans based on patient needs which enhance their idea generation. Conversely, the last ranking with the lowest mean score was related to risk-taking dimension. From the researchers point of view nurses may be less willing to take bold or unconventional actions that could involve uncertainty or potential failure. This reluctance to take risks may be influenced by organizational culture, fear of criticism, or the high-stakes nature of healthcare environments, where patient safety is paramount.

This finding was supported by **Moussa et al., (2022)** who conducted a study about "Creative Thinking Abilities among Critical Care Nurses" revealed that nurses frequently demonstrate strong intellectual fluency due to the diverse and unpredictable nature of patient care, especially in high-demand settings. The authors explained that such environments constantly require nurses to think rapidly and adaptively, leading to enhanced idea generation. Similarly, **Salem and Ebrahim, (2021)** who conducted a study about "Assessment of Nurses' Creativity and Related Factors in Clinical Settings" founded that intellectual fluency scored highest among creativity dimensions. They attributed this to nurses' routine engagement in individualized patient care planning, which stimulates continuous mental flexibility and innovation.

Correlation between total proactive personality disposition and total creativity among the studied staff nurses, the current study result clarified that there was highly statistical significant positive correlation between total proactive personality disposition and total creativity among the studied staff nurses. From the researchers point of view this could be attributed to the fact that nurses with stronger proactive personality traits are more likely to take initiative, seek improvements, and challenge routine practices, behaviors that are inherently linked to creative thinking and problem-solving in clinical settings.

This result is supported by **Farooq et al. (2020)** who conducted a study about "Proactive personality, motivation and employee creativity in the public sector hospitals of Peshawar city" and demonstrated that nurses with proactive personalities displayed significantly higher levels of creativity. The study highlighted that proactive individuals tend to anticipate challenges and develop novel solutions, thereby contributing positively to creative performance in healthcare

environments. Similarly, **Song et al. (2024)** who conducted a study about “Proactive personality and caring behavior of clinical nurses: A moderated mediation model of emotional intelligence and disgust sensitivity” founded that proactive personality traits in clinical nurses were associated with enhanced caring behaviors, which often required creative approaches to patient care.

Conclusion:

Based on the findings of the present study, it can be concluded that. The highest percentage of the studied staff nurses had moderate level of proactive personality disposition. Also the highest percentage the studied staff nurses had moderate level of creativity. In addition, there was highly statistical significant positive correlation between total proactive personality disposition and total creativity among studied staff nurses.

Recommendations:

Based on the results of the current study, the following recommendations were suggested.

For Hospital Administration:

1. Promote a supportive work environment that encourages nurses to take initiative and express creative ideas without fear of criticism.
2. Establish reward and recognition systems to reinforce proactive behaviors and creative contributions among staff nurses.
3. Offer regular workshops and training programs focusing on enhancing proactive personality traits and creative problem-solving skills among nurses.
4. Open communication channel; encourage nurses to voice concerns and ideas through regular meetings

For staff nurses

1. Develop self-awareness to recognize and strengthen proactive personality traits, such as

initiative-taking, persistence, and responsibility for change.

2. Seek continuous education and training opportunities to enhance creativity and critical thinking skills in clinical practice.

3. Actively identify workplace problems and propose or implement creative solutions without waiting for external direction.

4. Engaging in teamwork and sharing creative ideas with colleagues can stimulate collective innovation and improve care quality.

For further researches

1. Further researchers should explore how different organizational climates either facilitate or hinder proactive personality and creativity among nurses.

2. Further researchers needed to evaluate the effectiveness of training programs designed to enhance proactivity and creativity among nursing staff.

3. Further studies should be conducted for exploring the relation between creativity and communication skills among nurses.

4. Further studies should be conducted for exploring the relation between proactive personality disposition and work engagement among nurses.

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الاستعداد للشخصية الاستباقية بين الممرضين وعلاقته بإبداعهم

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الشخصية الاستباقية هي سمة شخصية مهمة تؤثر على قدرة الممرضين على التكيف والابتكار والابداع في بيئة الرعاية الصحية. **الهدف:** هدفت هذه الدراسة إلى تقييم الاستعداد للشخصية الاستباقية بين الممرضين وعلاقته بإبداعهم . **التصميم:** استُخدمت دراسة ارتباطية وصفية. **البيئة:** أُجريت الدراسة في جميع الأقسام الطبية والجراحية بمستشفى بنها الجامعي. **الموضوع:** عينة عشوائية بسيطة من الممرضين العاملين في البيئة المذكورة أعلاه، وبلغ عددهم (٣٥٩). **أدوات جمع البيانات:** استُخدمت أداتان لجمع البيانات، وهما: (١) استبيان الاستعداد للشخصية الاستباقية ، (٢) استبيان الابداع بين الممرضين. **النتائج:** أظهرت أن أكثر من خمسي (٤٧,٦٪) الممرضين اظهروا مستوى متوسطا من الاستعداد للشخصية الاستباقية، وأن أكثر من خمسي (٤٦,٠٪) الممرضين اظهروا مستوى متوسطا من الابداع. **الاستنتاج:** وُجدت علاقة إيجابية ذات دلالة إحصائية عالية بين الاستعداد للشخصية الاستباقية واجمالى الابداع للممرضين. **التوصيات:** تعزيز بيئة عمل داعمة تشجع الممرضين على اتخاذ المبادرة . إنشاء نظم للمكافآت لتعزيز السلوكيات الاستباقية والمساهمات الابداعية بين الممرضين