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OPEN PEER REVIEW

The Relationship Between Personality Traits and Clinical Competence in Psychiatric Nurses

Reza Zeyghami, Najmeh Chegini, Kourosh Amini, Mehdi Ranjbaran

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Contents

1 **Original submission** Pezhman Hadinezhad, Referee 1 2
2 **Revision 1** Referee 1 3
Authors' reply to reviewers 4
Reviewer and editor comments 18

1 Original submission

2 comments · 30 Dec 2024 – 22 Jan 2025

Pezhman Hadinezhad Reviewer

MAJOR REVISION 30 Dec 2024

See the attached file, please!

Referee 1 Reviewer

MAJOR REVISION 22 Jan 2025

Dear Author,
Thank you for submitting your manuscript to JNMS for publication. Following the initial review process, areas needing revision were identified, and suggestions were provided on how to improve your work.
The attached manuscript includes the reviewers' comments, which highlight the suggested revisions. We encourage you to carefully review and address these comments, ensuring coherence and providing additional supporting evidence as needed.
Thank you for your valuable research contribution.

Sincerely,

2

Revision 1

AUTHORS' RESPONSE TO REVIEWERS

Authors' reply to reviewers

The next pages contain the authors' point-by-point reply to the comments of this revision round, as submitted with the revised manuscript. It is published as the authors wrote it.

Response to Refree Comments:

	Comment	Response of Author
1	revise the title as: "The Relationship Between Personality Traits and Clinical Competence in Psychiatric Nurses"	Corrected as stated: **The Relationship Between Personality Traits and Clinical Competence in Psychiatric Nurses**
2	please separate objectives from methods	:Corrected as stated **Objectives:** This study is a descriptive corrrelational study. The present study was conducted to determine the predictive role of personality traits in psychiatric nursing clinical competence in psychiatric nurses. **Methods:** The study samples included 271 nurses working in psychiatric departments of Qazvin and Zanjan province. Qazvin province has two psychiatric hospitals. Qazvin 22 Bahman Specialized Psychiatric Hospital of Medical Sciences has 3 clinical departments for men, women, and emergency, and Qods Specialized Children's Hospital has a pediatric psychiatric department. Zanjan province also has two psychiatric hospitals. The dedicated psychiatric hospital of Zanjan Medical Sciences, Dr. Shahid Beheshti, has four clinical departments for men, women, emergency, and neurotic patients, and Abhar Emdadi Hospital has clinical departments for men, women, and emergency. Data was collected using demographic tools, a self-assessment questionnaire of psychiatric nurses' clinical qualifications, and Hexaco's personality traits questionnaire. The data was also analyzed using SPSS version 25.
3	write number of psychiatric wards in each province.	:Corrected as stated Qazvin province has two psychiatric hospitals. Qazvin 22 Bahman Specialized . Psychiatric Hospital of Medical Sciences has 3 clinical departments for men, women, and emergency, and Qods Specialized Children's Hospital has a pediatric psychiatric department. Zanjan province also has two psychiatric hospitals. The dedicated psychiatric hospital of Zanjan Medical Sciences, Dr. Shahid Beheshti, has four clinical departments for men, women, emergency, and neurotic patients, and Abhar Emdadi Hospital has clinical departments for men, women, and .emergency
4	write briefly about other demographics such as nurses' gender and work experience mean.	:Corrected as stated were male and the rest were female.The mean work experience of (38.7%) 105 nurses was 10.82 ± 6.91, with the mean work experience in the psychiatric ward .reported as 4.183 ± 3.83
5	revise Background section as: "Nursing is the most vital basis of providing health services (1), which constitutes the most human force among the medical staff and plays the main role in patient care	:Corrected as stated Nursing is the most vital basis of providing health services (1) , which constitutes the most human force among the medical staff and plays the main role in patient care (2). Nursing is a dynamic, caring, and supportive relationship in which nurses help the patient and family to regain optimal health (3). Considering the common clinical duties of nurses, it is expected that they all have skills such as technical skills, communication skills, and critical thinking towards each unique patient (4). Psychiatric nursing is the diagnosis and treatment of human reactions to potential and actual mental health problems.(5) Psychiatrists, in addition to the role of therapeutic care, are also responsible for the special competence of psychiatric nurses, which often includes anger management care, and calming down

	(2). Nursing is a dynamic, caring, and supportive relationship in which nurses help the patient and family to regain optimal health (3). Considering the common clinical duties of nurses, it is expected that they all have skills such as technical skills, communication skills, and critical thinking towards each unique patient (4). Psychiatric nursing is the diagnosis and treatment of human reactions to potential and actual mental health problems (5). Psychiatrists, in addition to the role of therapeutic care, are also responsible for the special competence of psychiatric nurses, which often includes anger management care, and calming down aggressive patients with suicidal thoughts (5). According to the research conducted in Japan on psychiatric nurses, these personnel face many challenges such as aggressive behavior of inpatients, special psychiatric treatment relationships, providing psychiatric nursing care, and evaluating the psychological issues of patients (6), which management of these challenges, in addition to performing specific clinical tasks of psychiatric nurses, requires clinical competency (7).	aggressive patients with suicidal thoughts.(5) According to the research conducted in Japan on psychiatric nurses, these personnel face many challenges such as aggressive behavior of inpatients, special psychiatric treatment relationships, providing psychiatric nursing care, and evaluating the psychological issues of patients (6) , which management of these challenges, in addition to performing specific clinical tasks of psychiatric nurses, requires clinical competency .(7) Clinical competence is a series of necessary and essential abilities to fulfill the role of people in the designated position(5). It is described as the ability to combine skills, knowledge, and attitude in specific performance situations(8). In nursing, clinical competence involves the application of ethics and beliefs about the knowledge and skills learned in the university and the critical application of technical and communication skills and clinical reasoning in the clinical environment (4). Nurses should apply the main competencies of bedside nursing, which include professional roles, responsibility, and accountability, in all clinical competency issues (3). Clinical competence is a complex concept and its recognition requires understanding its dimensions and factors (5). Personality traits of individuals significantly influence their clinical professional behaviors and values. If there is a fit between personality and occupational and organizational characteristics, one can expect more job satisfaction, critical thinking in the workplace, increased efficiency, and improved morale(2). Conversely, a lack of fit can lead to job dissatisfaction, decreased quality of nursing care, and reduced professional commitment (9). Studies have shown that factors such as sex, education level, work experience, and personality characteristics affect nurses' clinical competence and quality improvement(8). Therefore, it is crucial to evaluate clinical competence because high-quality nursing care leads to increased safety and prevention of medical errors, such as medication errors, and in the psychiatric department, reducing frequent recurrences of the disease phase(10). Evaluation of nurses' clinical competence is essential in identifying areas that need improvement and determining the academic and clinical educational needs of nurses. This evaluation can reflect the skill and cognitive deficiencies of nurses, especially psychiatric nurses (4). Evaluation of clinical competence helps managers understand the quality of care services, skills, and cognitive problems to provide opportunities for development, improvement of the nursing profession, and elimination of deficiencies (5). In general, there is a close relationship between the clinical competence of psychiatric nurses and the quality of care provided. However, there have been no recent studies on the factors affecting the clinical competence of nurses in psychiatric wards (11). For this reason, this study aims to determine the relationship between personality traits and clinical competence of nurses working in the psychiatric department of Qazvin and Zanjan province in 2023.

	Clinical competence is a series of necessary and essential abilities to fulfill the role of people in the designated position (5). It is described as the ability to combine skills, knowledge, and attitude in specific performance situations (8). In nursing, clinical competence involves the application of ethics and beliefs about the knowledge and skills learned in the university and the critical application of technical and communication skills and clinical reasoning in the clinical environment (4). Nurses should apply the main competencies of bedside nursing, which include professional roles, responsibility, and accountability, in all clinical competency issues (3). Clinical competence is a complex concept and its recognition requires understanding its dimensions and factors (5). Personality traits of individuals significantly influence their clinical professional behaviors and values. If there is a fit between personality and occupational and organizational characteristics, one can expect more job satisfaction, critical thinking in the workplace, increased efficiency, and improved morale (2).	

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6	write the total number of the nurses	:Corrected as stated totaling 271 participants
7	write the number of psychiatric departments and number of hospital in Qazvin and Zanjan	:Corrected as stated Qazvin province has two psychiatric hospitals. Qazvin 22 Bahman Specialized . Psychiatric Hospital of Medical Sciences has 3 clinical departments for men, women, and emergency, and Qods Specialized Children's Hospital has a pediatric psychiatric department. Zanjan province also has two psychiatric hospitals. The dedicated psychiatric hospital of Zanjan Medical Sciences, Dr. Shahid Beheshti, has four clinical departments for men, women, emergency, and neurotic patients, and Abhar Emdadi Hospital has clinical departments for men, women, and .emergency
8	according to the title, this research is a correlational study and it is not cross-sectional one. Please revise it.	:Corrected as stated The current correlational study was conducted in 2023 among the nurses of the .psychiatric departments of the hospitals of Qazvin and Zanjan provinces of Iran
9	write criteria instead of criterion	:Corrected as stated The criteria for entering the study was a willingness to participate in it and work in the psychiatry department. Incomplete questionnaires were excluded.
10	write about sampling method and justify the sample size formula.	:Corrected as stated After obtaining the necessary permits from the relevant authorities and coordinating with the hospital management, the questionnaire was provided to the nurses in printed form. In order to increase the participation rate, sufficient

		explanations were provided about the objectives of the study, the confidentiality of the information, and the importance of their participation. The nurses were also assured that their responses would be used solely for research purposes and would not have any impact on their job status. Then, the questionnaires were provided to them in person and directly during the nurses' breaks and were requested to answer all the questions in the framework of the confidentiality of all information. The sampling model was census and the sample size formula was calculated as follows: The following formula was used based on the minimum correlation between personality type dimension scores and cognitive tools, which was estimated for 191 people (r:0.2)(α:0.05)(β:0.80). $n=\frac{(Z_{1-\alpha/2}+Z_{1-\beta})^2}{C(r)^2}+3$ Where: $C(r)=\frac{1}{2}\ln\frac{1+r}{1-r}$ In order to estimate the clinical psychiatric nursing competency of working nurses, according to the results of a similar study (SD = 14.47) and (Z = 1.96) and (d = 2.2), a minimum of 167 samples were required using the following formula. $n=\frac{Z^2.SD^2}{d^2}$ Therefore, in the present study, the minimum sample required was 191 people, of which 271 were included due to the availability of samples.
11	write in detail on how the psychiatric nurses were approached in the hospitals.	:Corrected as stated After obtaining the necessary permits from the relevant authorities and coordinating with the hospital management, the questionnaire was provided to the nurses in printed form. In order to increase the participation rate, sufficient explanations were provided about the objectives of the study, the confidentiality of the information, and the importance of their participation. The nurses were also assured that their responses would be used solely for research purposes and would not have any impact on their job status. Then, the questionnaires were provided to them in person and directly during the nurses' breaks and were requested to answer all the questions in the framework of the confidentiality of all information.
12	delete this: "This study is not clinical trial so clinical trial is not applicable."	.Deleted as stated
13	revise Data collection tools as: "Data Collection Tools First Part: Demographic Questionnaire The first part consists of a demographic questionnaire that includes a checklist of questions	:Corrected as stated **Data Collection Tools:** First Part: Demographic Questionnaire The first part consists of a demographic questionnaire that includes a checklist of questions regarding personal, educational, and occupational characteristics. This includes: Personal Characteristics: Sex, age, and marital status. Educational Background: Level of education, field of study, and any specialized courses completed related to psychiatry or unrelated to psychiatric nursing.

	regarding personal, educational, and occupational characteristics. This includes: Personal Characteristics: Sex, age, and marital status. Educational Background: Level of education, field of study, and any specialized courses completed related to psychiatry or unrelated to psychiatric nursing. Occupational Information: General work experience, work experience in the psychiatric department, employment status, job position, type of shift, department of employment, and the amount of overtime and multitasking involved. Second Part: Self-Assessment Questionnaire of Psychiatric Nursing Clinical Competency This questionnaire was developed by Mohtashami and colleagues, demonstrating proven validity and reliability (13). For this study, the researcher confirmed its validity and reliability. The content validity index (CVI) was 85.0, and the content validity ratio (CVR) was 87.0, indicating strong content validity. The Cronbach's alpha was 0.821, and the intra-class correlation coefficient	Occupational Information: General work experience, work experience in the psychiatric department, employment status, job position, type of shift, department of employment, and the amount of overtime and multitasking involved. Second Part: Self-Assessment Questionnaire of Psychiatric Nursing Clinical Competency This questionnaire was developed by Mohtashami and colleagues, demonstrating proven validity and reliability(1) . For this study, the researcher confirmed its validity and reliability. The content validity index (CVI) was 85.0, and the content validity ratio (CVR) was 87.0, indicating strong content validity. The Cronbach's alpha was 0.821, and the intra-class correlation coefficient (ICC) for repeated assessments of the self-assessment questionnaire was 0.992, confirming its reliability. The questionnaire comprises 36 statements scored on a five-point Likert scale. The first 8 questions are related to the examination of general clinical competence and the next 26 questions are related to specific clinical competence.The minimum score is 36, while the maximum score is 180. Nurses scoring between 36-72 (0-25% of the maximum score) are classified as having a low or weak level of clinical competence; those scoring between 73-108 (25-50% of the maximum) are at a medium level; scores between 109-144 (50-75% of the maximum) indicate a good level; and scores between 145-180 (75-100% of the maximum) reflect a very good level of clinical competence(1, 10, 12). Third Part: HEXACO Personality Traits Questionnaire: The HEXACO personality traits questionnaire was developed by Ashton and Lee in 2000. It consists of 24 trait scales across six personality factors and have 60 questions(13). In subsequent research in 2004, Ashton and Lee introduced the term "HEXACO," an acronym representing Honesty-Humility, Emotionality, Extraversion, Agreeableness (versus Anger), Conscientiousness, and Openness to Experience (13, 14). Each factor comprises four scales or sub-dimensions for a total of 24 sections; each scale contains eight questions. One advantage of this model is its suitability for organizational processes such as recruitment, retention, and development due to its well-defined factors and explanatory power. The breakdown of questions for each factor is as follows: Honesty-Humility: Questions 6, 12, 18, 24, 30, 36, 42, 48, 54, 60 Emotionality: Questions 5, 11, 17, 23, 29, 35, 41, 47, 53, 59 Extraversion: Questions 4, 10, 16, 22, 28, 34, 40, 46, 52, 58 Agreeableness: Questions 3, 9, 15, 21, 27, 33, 39, 45, 51, 57 Conscientiousness: Questions 2, 8, 14, 20, 26, 32, 38, 44, 50, 56 Openness to Experience: Questions 1, 7, 13, 19, 25, 31, 37,43 ,49 ,55 To calculate the score for each subscale and the overall score for the questionnaire: The scores for each item related to a specific subscale are summed. The total score for the questionnaire is obtained by summing all item scores. The scoring range for this questionnaire is between 60 and 300. Studies conducted in Iran have also standardized this tool; notable research includes that by Palahang et al., as well as work by Rahmani Malekabad et al., Farrokhi et al., and Aghabeigi (15) (16).

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14	the questionnaire from Mohtashami has 72 items that vliadated for nursing students, but your research questionnaire has 36 items for nursing staff. they are different, explain why they are different.	There was a problem in the End Note that was .corrected This questionnaire was developed by Mohtashami and colleagues, demonstrating .proven validity and reliability(1) Mohtashami J, Rahnama H, Farzinfard F, Talebi A,.1 Atashzadeh-Shoorideh F, Ghalenoee M. A survey of correlation between professional identity and clinical competency of psychiatric nurses. Open Journal of Nursing. .2015;5(09):765
15	write about subscale of Self-assessment questionnaire of psychiatric nursing clinical competency questionnaire.	:Corrected as stated Second Part: Self-Assessment Questionnaire of Psychiatric Nursing Clinical Competency This questionnaire was developed by Mohtashami and colleagues, demonstrating proven validity and reliability(1) . For this study, the researcher confirmed its validity and reliability. The content validity index (CVI) was 85.0, and the content validity ratio (CVR) was 87.0, indicating strong content validity. The Cronbach's alpha was 0.821, and the intra-class correlation coefficient (ICC) for repeated assessments of the self-assessment questionnaire was 0.992, confirming its reliability. The questionnaire comprises 36 statements scored on a five-point Likert scale. The first 8 questions are related to the examination of general clinical competence and the next 26 questions are related to specific clinical competence.The minimum score is 36, while the maximum score is 180. Nurses scoring between 36-72 (0-25% of the maximum score) are classified as having a low or weak level of clinical competence; those scoring between 73-108 (25-50% of the maximum) are at a medium level; scores between 109-144 (50-75% of the maximum) indicate a good level; and scores between 145-180 (75-100% of the maximum) reflect a very good level of clinical competence(1, 10, 12).
16	write about the total number of questions in the Hexaco personality traits questionnaire and number of questions in each its subscales.	:Corrected as stated Third Part: HEXACO Personality Traits Questionnaire: The HEXACO personality traits questionnaire was developed by Ashton and Lee in 2000. It consists of 24 trait scales across six personality factors and have 60 questions(13). In subsequent research in 2004, Ashton and Lee introduced the term "HEXACO," an acronym representing Honesty-Humility, Emotionality, Extraversion, Agreeableness (versus Anger), Conscientiousness, and Openness to Experience (13, 14). Each factor comprises four scales or sub-dimensions for a

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17	write about ethical consideration and ethical code, here. under Ethical consideration:	:Corrected as stated **Ethical consideration:** The process of conducting the study, taken from the master's thesis in psychiatry, began with the review and approval of the ethics committee of Qazvin University of Medical Sciences IR.QUMS.REC.1401.300. Full explanations about the purpose, method of conducting the study, and confidentiality of information were given to the participants. Written informed consent was obtained from all students. All the steps of the research were by the Helsinki Declaration.
18	the Discussion section needs revisions, there is no need to repeat findings again. and write the mean score of the questionnaires.	:Corrected as stated **Discussion:** The present study conducted to determine the predictive role of personality characteristics in the clinical competence of psychiatric nurses in the provinces of Qazvin and Zanjan, Iran .According to the results of the present study, the mean score of general clinical competency was 26.40+3.13 with a range of (14-32) and specific clinical competency was 90.08+9.60 with a range of (58-112) and the total score of clinical competency was 11.80+ 116/49 with a range (73-144) which was good. According to the classification of 59 people, 21.8% had average clinical competence, and 212 people, 78.2% had good clinical competence. In Karaminia's study, the clinical competence of nurses working in the psychiatric departments of the selected hospital of the University of Welfare and Rehabilitation Sciences was studied. The results of the study showed that the overall level of clinical competency of the research units is at a good level(10), the results of these studies were also consistent with the present study. In a study conducted by Cheng, the results showed a high level of clinical competency in nurses(17). The study by Mahdavi Saeb showed that the clinical competence of nurses is excellent both in the self-evaluation method and in the evaluation method by supervisors in most areas(18). In Haji Bagheri's study, the clinical competency of nurses was expressed from the point of view of nurses with a mean of 67.08 at a good level, and by supervisors with a mean of 78.24 at an excellent level(19). The results obtained from the aforementioned studies are

		consistent with the results of the present study. Also results show that the mean personality characteristics score was 174.20 + 22.4 with a range of (106-228), which was in the average range. The component of openness to new experiences had the highest score with a mean of 29.98, and the component of honesty and humility had the lowest score with an overall mean of 27.15. In Ravandi et al.'s study, using the NEO[1] questionnaire, among the personality characteristics, the mean conscientiousness trait is 28.80 and the standard deviation is 3.84. Among coping styles, problem-oriented style and emotion-oriented style have the highest mean and the maximum score. Also, the perceived physical stress had the highest mean and maximum score(20), which is in line with this study in terms of the conscientiousness factor. Also, other things that are not consistent with this study can be caused by a different questionnaire that was used. In the study of Khorashadizadeh et al. in 2018 titled "Reviewing the clinical competence of nurses at Imam Hassan Hospital (Bojnord) using the Asci test: a case study, they found that clinical competence had a significant relationship with increasing years of service, nurses' sex, and the university where they studied. Also, variables such as the place of employment (clinical department), and the type of employment have no significant relationship with clinical competence(21), which was not consistent with the results of the present study, which may be attributed to the difference in time and the type of test used. Also, this result has been achieved, given the non-psychiatric target population and the non-use of a specific questionnaire to assess their clinical competence. In Ahari's study, there was a significant difference between clinical competences in both sexes, the possible reason for this dimension of clinical competence being high in female nurses in this study may be their attitude towards the nursing profession, which affects the better care of patients. In Ahari's study, none of the independent variables of age, academic grade point average, total nursing experience, psychiatric nursing experience (with dependent variables), self-evaluation of clinical qualifications, and assessment of clinical qualifications by the supervisor had any significant relationship(22). According to the results, the clinical competence of all supervisors and matrons of psychiatric hospitals with a score of 128.40±11.32 was significantly higher than the rest of the personnel. On the other hand, the project staff, night work, and three shifts have scored the lowest clinical competence score with 115.13±12.81, 103.0±8.19, and 113.13±7.97, respectively, but the difference between the groups was not significant. The clinical competence of emergency department nurses was higher than other departments, which was a considerable difference. The results show a significant relationship between quantitative variables such as age, work experience, and the overall clinical competency score. On the other hand, there is a significant inverse relationship between overtime hours and clinical competence score, so the more overtime hours increase, the clinical competence score decreases. The results obtained from this study indicate that with increasing age and overtime hours, the average moral/emotional competence decreases significantly. Due to the fact that long working hours can endanger a person's health and safety, it also causes a decrease in alertness, competence, and productivity on the job. In such a way people who had an average total personality score and the dimensions of honesty and humility, agreement-seeking, and conscientiousness, had a higher clinical competence score than nurses whose overall personality score was good; according to the results of the regression test, people who had a higher score in the dimension of openness to new experiences had significantly

[1] Neuroticism, Extraversion, Oppenness to Experience

<table>
<tr><td></td><td></td><td>higher clinical competence.
In general, it seems that clinical competence is not only influenced by personality, organizational, cultural and environmental factors also play a significant role in this field. Therefore, it is suggested that future research examine the interaction between personality traits and environmental factors simultaneously to provide more practical solutions for improving the clinical competence of psychiatric nurses.</td></tr>
<tr><td>19</td><td>what is NEO? write the full name.</td><td>:Corrected as stated
Neuroticism, Extraversion, Oppenness to Experience</td></tr>
<tr><td>20</td><td>Conclusion needs revisions. please do not repeat the findings, write about the application of findings in nursing.</td><td>:Corrected as stated
According to the results of the present study, there was a significant relationship between the clinical competence and the personality of the nurses. The results of these assessments can be helpful in assessing the educational needs of psychiatric nurses, and can also help nursing managers gain knowledge about the level of clinical competence of nurses working in psychiatric wards in order to classify nurses based on their level of clinical competence and with the aim of more appropriate distribution in different wards.</td></tr>
<tr><td>21</td><td>revise table 1 title as: Demographic Characteristics of Psychiatric Nurses</td><td>:Corrected as stated
Table 1. Demographic Characteristics of Psychiatric Nurses</td></tr>
<tr><td>22</td><td>Change: "Average" to "Mean"
merge table 1 with 2.</td><td>:Corrected as stated
Mean
And it is impossible to merge table 1 with 2.</td></tr>
<tr><td>23</td><td>delete: Meddle, Minimum and Maximum columns.</td><td>.Deleted as stated</td></tr>
<tr><td>24</td><td>change: "qualification" to "competency"</td><td>:Corrected as stated
competency</td></tr>
<tr><td>25</td><td>revise title of table 3 as: General and Specific Clinical competence of Nurses in the Psychiatric Departments.</td><td>:Corrected as stated
Table 3. General and Specific Clinical competence of .Nurses in the Psychiatric Departments</td></tr>
<tr><td>26</td><td>delete: maximum and minimum columns.
write about the mean and SD of personality characteristics</td><td>:Corrected as stated
<table>
<tr><th>Variable</th><th>mean</th><th>Standard deviation</th></tr>
<tr><td>General clinical competency</td><td>26.40</td><td>3.13</td></tr>
<tr><td>Specific clinical competency</td><td>90.08
174.2</td><td>9.60
22.74</td></tr>
</table></td></tr>
</table>

		Personality characteristics	0	
		Total score	290/69	35.47

2 Revision 1

1 comment · 3 Feb 2025

Referee 1 Reviewer

ACCEPT 3 Feb 2025

Dear Author,
Thank you for sending the revised manuscript. I am writing to thank you for your invaluable contribution to the scientific community.
sincerely,