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### Mediating role of trust between emotional intelligence and positive functioning of personality

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This paper presents the theoretical justification and empirical confirmation of the hypothesis that trust mediates the relationship between emotional intelligence and positive personality functioning. The positive functioning is regarded as association of psychological wellbeing and hardiness. One of the important problems for researchers is what factors influence and predict positive functioning. One of the frequently regarded predictors of wellbeing is emotional intelligence (EI). However, the results of the studies of connection between emotional intelligence and wellbeing are controversial. Such scatter may point to a mediated character of connection between these indexes. The most commonly factors that are examined as mediators between EI and wellbeing are affects and social support. Some studies pay attention to trust as an important factor related to wellbeing, but mostly social trust is regarded, which is connected to the issue of social support. Our suggestion is that EI, trust and wellbeing have intrapersonal interrelations. Wherein we regard trust as a kind of attitude, which provides a certain way of perception and comprehension of the life events. Together with general trust, we take into account trust to the world, trust to other people and self-trust.

The research was held on the sample of 213 students of different specialties to confirm the hypothesis that trust fulfills the mediating role between EI and indexes of positive functioning of a personality. We used ability-based EI test (MSCEIT), which is rather new for Ukraine, C. Ryff's Psychological Well-being Scale and S. Maddi's Hardiness Survey to examine positive functioning, Kupreichenko's 'Methodic of examining trust/distrust to the world, to other people and to oneself' and Skripkina's 'Reflexive questionnaire of level of self-trust' to measure trust. Data processing included correlation analysis, hierarchical regression analysis, and structural equation modeling (SEM). By the results of regression analysis, general trust and self-trust are significant and rather strong predictors of positive functioning. According to our hypothesis there were developed structural models describing the interrelations between indexes of EI, trust and positive functioning. The models with trust as mediator between EI and positive functioning showed good accordance to the outgoing data. We also received confirmation of the assumption that psychological wellbeing and hardiness may be associated in the framework of the positive functioning construct. Wherein trust performs as a separate phenomenon, one of the important conditions of positive functioning, in refraction through which the "positive potential" of personality's dispositions and abilities may be realized.

Besides, we received empirical confirmation of theoretical grounding for association of hardiness and psychological wellbeing in a framework of positive functioning construct.

*Key words: trust; positive functioning of a personality; emotional intelligence; mediator.*

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## Introduction

The issue of wellbeing is one of the highest interests of psychologists nowadays. Since Ed Diener (Diener, 1984) has described this phenomenon in 1984 as a multidimensional formation that describes a person's feeling of wellness and which may be independent on person's economic and social state, scientists try to define wellbeing, explore and examine its antecedent factors. The multiple investigations showed that high wellbeing leads to somatic health, longevity, performance at the workplace. [1; 5; 7; 27]

There are two main approaches to understanding wellbeing. Diener's Subjective Well-being (SBW) is described in terms of happiness, life satisfaction and positive affects, that's why it is known as hedonistic approach to wellbeing. It has both cognitive and affective components [6-8].

Another approach is eudemonistic one, developed by C. Ryff (Ryff, 1995) who provided the model of Psychological Well-being (PWB) including six factors: Self-Acceptance, Environmental Mastery, Purpose in Life, Positive Relations with Others, Personal Growth and Autonomy. The latter conception is based on the humanistic understanding of the self-actualizing personality and the idea that a person is possible to experience PWB regardless the circumstances. The PWB theory outcomes of the idea of positive functioning personality including "Maslow's conception of self-actualization, Allport's formulation of maturity, Rogers' depiction of fully functioning person, and Jung's account of individuation" (Ryff, 1995, p. 720) [39].

Probably one of the most important questions is what factors influence the PWB. Different factors and traits are examined and supposed to be antecedents of wellbeing, such as locus of control, optimism, perfectionism, self-esteem, self-efficacy and others [28; 49]. One of the traits that is often regarded as a predictor of wellbeing is emotional intelligence (EI) [1; 3; 9; 15; 16; 29; 31].

EI is understood as an ability to perceive, understand and manage emotions. There are two main models of EI. J. Mayer and P. Salovey first regarded it as a type of social intelligence, which allows to receive information from emotions and to use them for adjustment and coping with stress. Later together with D. R. Caruso they continued investigations and confirmed that EI corresponds to the criteria of traditional intelligence: it is a set of cognitive abilities and can be operationalized in that way; it shows correlations with other types of intelligence but doesn't coincides with them; it develops with age – from childhood to adulthood [23; 30; 40]. Their four-factor model includes: 1) perceiving, evaluation and expressing emotions; 2) aware managing emotions; 3) understanding and analysis of emotions; 4) utilizing emotions for increasing effectiveness of thinking and activity. In this way J. Mayer, P. Salovey and D. R. Caruso developed the ability model of EI. The ability-based measurement is a set of tasks dealing with emotional life to solve with 'wright' and 'wrong' answers.

From the other hand, there is a trait model or mixed model of EI. D. Goleman, Bar-On and other researchers view EI as a set of personality dispositions and capacity to manage emotions. Such models often have overlaps with different personal traits such as optimism, stress-management, adaptability, etc. [9; 17; 43]. The trait-model

measurement instruments of EI are self-report questionnaires. The weak place of such tests is that social desirability may influence the results.

There were held multiple researches investigating the connection between EI and wellbeing [15; 16; 18; 29; 35; 36; 41; 44; 50]. It is important that they show different, sometimes controversial results. Some of them show direct connection between EI and wellbeing, other don't find any confirmation of existing relations between these phenomena. In general the meta-analysis of the theme show that there are more significant relations between self-reported EI and SWB than between performance ability-based EI and SWB [9; 41], and the relations of self-reported EI measures are closer to cognitive component of SWB than to affective component [9; 14]. The data on ability-based EI and its influence on wellbeing are more inconsistent. N. Extremera and L. Rey show the positive connection between ability EI and life satisfaction [9; 13], in another study scientists find positive association between ability EI and wellbeing and negative – with depression [14]. At the same time, some recent studies show low connection between ability EI and life satisfaction [14]. The relations between ability-based EI and PWB are less examined. So, the problem of relations between EI and wellbeing needs further investigation because of different models and instruments used for measurement and therefore different results of multiple studies of this question.

Probably the key issue of relations between EI and wellbeing is the problem of mechanisms that provide these relations. It is important not only to clear the fact if high EI provides high wellbeing and what models of EI are more efficient, but it is necessary to understand in what way EI influences wellbeing. Zeidner et al. notes in the study that the ability to manage own emotions help to avoid negative emotions, to cope the stressful events and in that way to perceive life as more happy. So the role of EI is to reduce the effect of negative emotions and to make feeling positive emotions more frequent and long-termed, so that in sum it raises the common wellbeing. [22; 27; 50]. N. Extremera and L. Rey found that positive and negative affects played a mediating role between EI and life satisfaction [13]

From the other hand, understanding other people's emotions help to build social connections and to receive support in difficult life situations. Social support has been regarded as a significant factor of subjective wellbeing or other sides of person wellness in a raw of studies [9; 14; 34-37; 45; 50]

In this way two main factors regarded as mediators between EI and wellbeing are affects and social support. Also other factors are found to have mediating role, such as gender, using positive coping strategies, self-esteem and self-efficacy [14]

Some few studies pay attention to trust as a predictor of wellbeing [20; 24; 25]. Helliwell and Wang refer to several studies of links between social trust and life satisfaction in USA and China, social trust and happiness in Taiwan, trust and measures of SWB in USA and provide their own results, which confirm the close connectedness of social trust and SWB, social trust and life satisfaction [20]. It should be mentioned, that though an important view on trust as a predictor of wellbeing was realized, it is limited with one side of phenomenon of trust. Only social trust in its different

faces was regarded: trust to co-workers, to neighborhood, to a stranger etc. Christie and Kryazh et al. while examining relations between trust and wellbeing take into regard a wider understanding of trust: trust to the world, trust to other people and trust to oneself [4; 24; 25].

The issue of relations between EI and trust is widely examined in organizational and business psychology and the studies show their relatedness [2; 4; 10; 11; 12; 21; 23; 32; 38; 48]. But these studies mostly demonstrate the influence of leader's EI to level of his employees' trust to him, so the EI and trust belong to different people and, in that way, this is a problem of interpersonal relations [2; 4; 10; 21; 23; 38; 48]. Some researches are focused on the issue of trust's and EI's influence on some third quality, and the relations of EI and trust are not regarded [11; 19;].

Our suggestion is that EI, trust and wellbeing have intrapersonal interrelations. In previous studies, we already regarded the possible models of trust mediating EI and PWB, and also trust mediating EI and SWB and hardiness [24; 25]. In this study, we are going to check the results obtained earlier on a more representative sample, which includes students of different specialties. As we already mentioned before there is plenty of approaches to the variables we examine. Therefore, we should determine the terms, which we use in our study. We chose ability-based EI test to avoid social desirability influence on the results. Besides, in spite of wide use of MSCEIT in the studies worldwide, it is not circulated in post-soviet space enough, and we are lack of data on ability EI in Ukraine. We regard the wellbeing of a personality not only through its emotional state and mood, but also we're eager to take into consideration the features of positive functioning personality, such as sense, self-realization and making value of any experience. It means that a person may stand difficulties and go on developing due to inner, intrapersonal resources, even in the situation of lack of external support and resources. It seems that the conceptions of PWB and hardiness meet these requirements most of all other approaches. We also view trust as an important inner resource that will help the personality to function optimally in imperfect world: trust to the world, trust to other people and trust to myself. We regard the phenomena of trust after T. Skripkina as a kind of attitude, the essence of which consists in the interrelation of trust to the world and trust to myself. Any interaction requires some measure of trust from the person to have meaning and to be fulfilled [46].

**Goals of the article**

This article offers a theoretical justification and an empirical test of the hypothesis that trust mediates the

relationship between emotional intelligence and positive personality functioning.

The goals of the current empirical study are:

- 1) to investigate the links between the indicators of emotional intelligence, trust and positive functioning of personality,
- 2) to check structural models with trust as a mediator between EI and OFP.

**Materials and Methods**

We used MSCEIT v.2.0 Russian version, adapted by Sergiyenko and Vetrova to measure the level of EI [43]. Russian version has total EI score and four factors like the original test: Perceiving Emotions, Facilitating Thought, Understanding Emotions and Managing Emotions. Besides, there are two domains: Experience Domain (corresponds to factors of abilities to perceive, evaluate and express emotions and to emotional facilitation of thinking) and Strategy Domain (corresponds to factors of ability to understand and analyze emotional information and ability for reflexive regulation of emotions).

Positive functioning of a personality was measured by C.Ryff's Psychological Well-being Scale and S. Maddi's Hardiness Survey in modification of E. Osin and E. Rasskazova, 24 points version [33].

To measure trust we used two tests: Kupreichenko's 'Methodic of examining trust/distrust to the world, to other people and to oneself' and Skripkina's 'Reflexive questionnaire of level of self-trust' [26].

Statistical analysis was carried out in the program Statistica 6. Data processing included correlation analysis, hierarchical regression analysis, and structural equation modeling (SEM). The verification of the structural models was provided in the module SEPATH by method of estimation ADF Gramian, as far as this method is recommended in cases of data deviation from normal distribution [42; 47]. The evaluation of standardized model at the base of correlation matrix was provided.

**Sample and procedure**

The students of N. V. Karazin Kharkiv National University (KNU) and Kharkiv National Pharmaceutical University (KNPU) took part in the research. The age of the students was from 17 to 25 years (the median was 22). The research was held at four different faculties: Faculty of Psychology, Historical Faculty, Faculty of Physics and Energetics (KNU) and Faculty of Laboratory Diagnostics (KNPU). More detailed characteristics of the sample are represented in Table 1.

Table 1

| Characteristics of sample         |             |            |            |
|-----------------------------------|-------------|------------|------------|
| Specialty                         | Female      | Male       | General    |
| Faculty of Psychology             | 85 (39,9%)  | 11 (5,2%)  | 96 (45,1%) |
| Faculty of Physics and Energetics | 8 (3,8%)    | 24 (11,3%) | 32 (15%)   |
| Historical Faculty                | 20 (9,4%)   | 13 (6,1%)  | 33 (15,5%) |
| Faculty of Laboratory Diagnostics | 44 (20,7%)  | 8 (3,7%)   | 52 (24,4)  |
| Σ                                 | 157 (73,7%) | 56 (26,3%) | 213        |

The students were tested in groups up to 15 persons.

**Results**

The descriptive statistics for all examined indexes including median, mean and standard deviation is given in the Table 2. The analysis of distribution showed that the scales of Identification, Facilitating and Understanding of

emotions, also index of trust to the world and both indexes of self-trust significantly dismiss the normal distribution. Based on this, insensitive to violations of normal distribution methods were used for the further data analysis.

Table 2

**Descriptive statistics (medians, means, standard deviations)**

| Parameters                                      | Valid N | Median | Mean  | Std.Dev. |
|---|---------|--------|-------|----------|
| Perceiving Emotions                             | 213     | 104,4  | 101,6 | 12,31    |
| Facilitating Thought                            | 213     | 101,8  | 98,6  | 13,35    |
| Understanding Emotions                          | 213     | 104,3  | 101,3 | 12,33    |
| Managing Emotions                               | 213     | 103,5  | 102,4 | 12,76    |
| Experience Domain                               | 213     | 104,2  | 101,2 | 13,50    |
| Strategy Domain                                 | 213     | 103,2  | 100,5 | 12,57    |
| General EI                                      | 213     | 101,4  | 99,6  | 11,18    |
| General Trust                                   | 213     | 16,0   | 15,9  | 6,28     |
| Trust to other people                           | 213     | -4,0   | -3,8  | 3,15     |
| Trust to the world                              | 213     | -4,0   | -3,9  | 2,52     |
| Self-trust                                      | 213     | 24,0   | 23,6  | 3,03     |
| ST (self-trust after Skriprina's questionnaire) | 213     | 5,0    | 4,9   | 0,60     |
| Hardiness                                       | 213     | 44,0   | 43,5  | 11,91    |
| PWB   | 213     | 360,0  | 357,3 | 43,83    |

**Results of correlation analysis**

In tables 3 and 4 the results of correlation analysis are provided. We should pay attention that all the EI indexes are significantly related to General Trust, wherein the closest connection is found between Trust and General EI, Trust and Strategy Domain. Herewith General EI index and Experience Domain index are related to all indexes of trust. The weakest

connections for the EI with indexes of trust are stated for the subscales Trust to the world and Self-trust.

In relation of regarded indexes of positive functioning personality we should mention that none of the EI indexes is significantly connected to Hardiness, but almost all EI indexes, except Perceiving Emotions, are significantly related to general index of Ryff's SWB Scale.

Table 3

**Spearman rank order correlations between indexes of Positive functioning and Trust and Emotional Intelligence**

| Indicators             | Trust   | Trust to other people | Trust to the world | Self-trust | ST      | Hardiness | SWB     |
|------------------------|---------|-----------------------|--------------------|------------|---------|-----------|---------|
| Perceiving Emotions    | 0,17*   | 0,15*                 | 0,08               | 0,11       | 0,20*** | 0,11      | 0,11    |
| Facilitating Thought   | 0,20**  | 0,13                  | 0,19**             | 0,16*      | 0,12    | 0,09      | 0,24*** |
| Understanding Emotions | 0,28*** | 0,23***               | 0,11               | 0,22**     | 0,07    | 0,10      | 0,16*   |
| Managing Emotions      | 0,20**  | 0,14*                 | 0,07               | 0,18*      | 0,06    | 0,10      | 0,16*   |
| Experience Domain      | 0,20**  | 0,16*                 | 0,15*              | 0,15*      | 0,16*   | 0,10      | 0,19**  |
| Strategy Domain        | 0,30*** | 0,23***               | 0,12               | 0,25***    | 0,06    | 0,10      | 0,17*   |
| EI                     | 0,30*** | 0,23***               | 0,18**             | 0,23***    | 0,14*   | 0,13      | 0,22*** |

\* $p < 0,05$ , \*\* $p < 0,01$ , \*\*\* $p < 0,001$

All regarded in the study trust indexes are significantly related to both indexes of positive functioning – Hardiness and Psychological Well-being. Wherein the highest

correlation coefficients are stated for the scale of Self-trust and general Trust, and the weakest – for the subscale Trust to other people.

Table 4

**Spearman rank order correlations between indexes of Trust and Positive functioning (all the correlations are significant with  $p < 0,001$ )**

| Indicators            | Hardiness | PWB  |
|-----------------------|-----------|------|
| Trust                 | 0,53      | 0,51 |
| Trust to other people | 0,37      | 0,29 |
| Trust to the world    | 0,37      | 0,39 |
| Self-trust            | 0,41      | 0,47 |
| ST                    | 0,65      | 0,58 |

**Hierarchical regression analysis of data**

The correlation analysis allows to judge on the availability and severity of the connection between two indexes, but it doesn't give any information about causal of such connections. The methods of multiple regression allow to receive more information. Multiple regression allows to evaluate the measure of connection of more than two variables, and also to identify partial correlations, i.e. the correlation of dependable variable with on of the predictors with the condition of fixed meanings of other variables-predictors. In our case this gives us an opportunity to get closer to understanding of cause-and-effect relationships, existing between EI, Trust and examined indexes of Positive functioning.

We successively checked several types of regression models, built for hardiness, psychological wellbeing and general trust. For each of these three dependable varieties it was checked, how effectively they can be explained by four scales of EI. Two other types of regression models were designed for hardiness and PWB, and included as predictors the general trust and the scale of self-trust - in one case, the same indexes of trust together with four scales of EI - in another case. One more regression model was developed separately for the general index of trust and included both indexes of positive functioning and four scales of EI. The verification of these regression models was held by the Forward stepwise method, when the selection of the strongest predictors is fulfilled in series till 'the best' regression model is obtained. The results of regression analysis are provided in table 5.

Table 5

**Summary of regression analysis for variables predicting indicators of trust and positive functioning**

| Variables-predictors, put to the analysis           | Dependent  |   |  |  |   |  |
|---|--|---|--|--|---|--|
|   | Trust  |   | Hardiness  |  | Psychological well-being                                    |  |
|   | Predictors with $\beta$ -coefficients, left in the model   | R <sup>2</sup> and R <sup>2</sup> adj             | Predictors with $\beta$ -coefficients, left in the model | R <sup>2</sup> and R <sup>2</sup> adj          | Predictors with $\beta$ -coefficients, left in the model    | R <sup>2</sup> and R <sup>2</sup> adj              |
| 4 scales of EI                                      | Understanding of emotions 0,21**<br><i>Perceiving emotions 0,09</i><br><i>Managing emotions 0,09</i> | R <sup>2</sup> 0,09*<br>R <sup>2</sup> adj 0,073* | -  | -  | Facilitating thought 0,12†<br><i>Managing emotions 0,11</i> | R <sup>2</sup> 0,036*<br>R <sup>2</sup> adj 0,026* |
| General trust and Self-trust                        |  |   | Self-trust 0,51<br>General trust 0,31                    | R <sup>2</sup> 0,50<br>R <sup>2</sup> adj 0,50 | Self-trust 0,46<br>General trust 0,33                       | R <sup>2</sup> 0,46<br>R <sup>2</sup> adj 0,46     |
| 4 scales of EI, general trust and self-trust        |  |   | Self-trust 0,51<br>General trust 0,31                    | R <sup>2</sup> 0,50<br>R <sup>2</sup> adj 0,50 | Self-trust 0,46<br>General trust 0,32                       | R <sup>2</sup> 0,46<br>R <sup>2</sup> adj 0,46     |
| 4 scales of EI, psychological well-being, hardiness | psychological well-being 0,28<br>hardiness 0,33<br>Understanding of emotions 0,2*                    | R <sup>2</sup> 0,39<br>R <sup>2</sup> adj 0,38    |  |  |   |  |

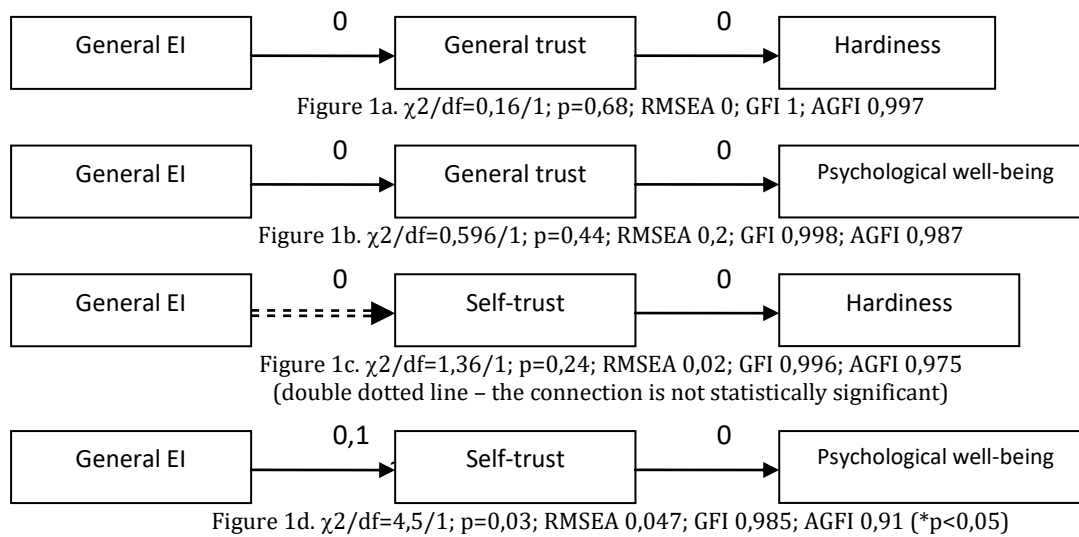
The indexes are significant at the level  $p < 0,001$ , besides † $p < 0,1$ , \*  $p < 0,05$  and \*\*  $p < 0,01$ ; and also with italics statistically not significant predictors, left in the model, are marked.

First of all we'd like to mark that EI doesn't explain hardiness, and it was expectable, taking into account the results of correlation analysis. EI in a very weak measure explains general Trust - only 7% of common dispersion, which is provided mostly by the scale Understanding emotions. (We should mention that additional verification showed that EI doesn't explain the indexes of self-trust of the respondents). Even less EI explains the psychological wellbeing - about 3 %, which are provided by the index of Facilitating Thought. Almost identical results were received while examining as predictors of two domains of EI.

Both indexes of trust are enough strong predictors for hardiness and psychological wellbeing, explaining respectively 50% and 46% of total dispersion. Wherein more strong predictor is self-trust. These results practically didn't change in case of adding to the model of EI indexes, which were rejected as unimportant while stepwise analysis. Separately one more modification of this model was tested - with one index of EI, and the results were the same, as we described earlier.

**Verification of structural models**

Regarding the hypothesis about the mediated character of connection between EI and indexes of positive functioning, first of all, four basic models, which include general trust or self-trust scale as a mediating launch between general EI index and one of two indexes of positive functioning, were verified by path analysis method (Figure 1a-d). Of these four models, excellent fitness indicators received models 1a and 1b with general trust as a mediating launch. The models received confirmation by all fitness indicators, calculated in module SEPATH by method of estimation ADF Gramian (as we mentioned earlier, this method is recommended in cases of deviation of the data from normal distribution), we provide five of them - statistics  $\chi^2$ , RMSEA, GFI and AGFI. Verification by method of estimation GLS -> ML, that was provided additionally, totally confirmed these results. However, though the given models well correspond to our data, a low grade of connection between EI and general trust points to a weak determination of trust by EI, which fact has already been found by the results of regression analysis.

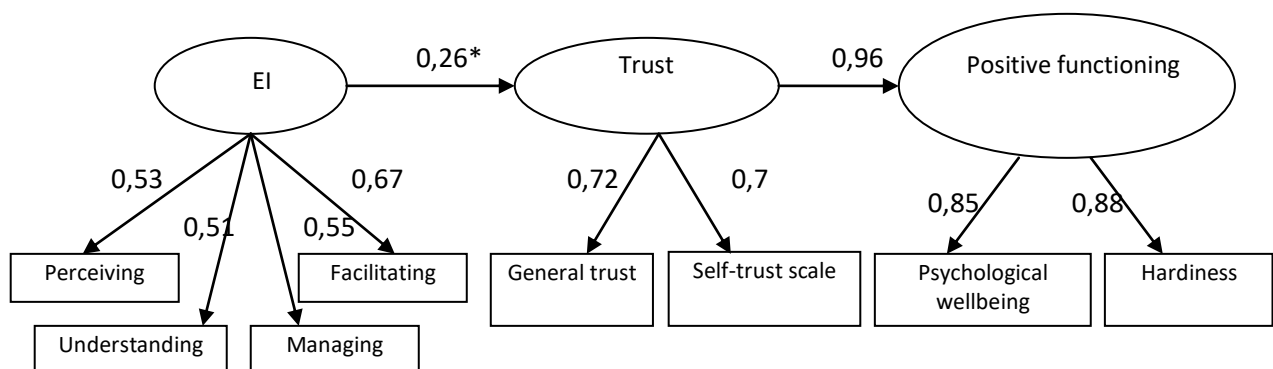


**Figure 1. Path models, explaining the connection between EI, trust and positive functioning (all connections are significant with  $p<0.001$ , except \* $p<0.05$ ; double dotted line points at the absence of significant connection)**

The models with self-trust as a mediator (1c and 1d) received lower fitness indexes. Wherein the model 1d, which describes psychological wellbeing and didn't receive confirmation by statistics  $\chi^2$ , points to a significant, but very weak relation of EI and self-trust. And according to the model 1c, including hardiness and having good fitness

indexes, there is no significant connection between EI and self-trust.

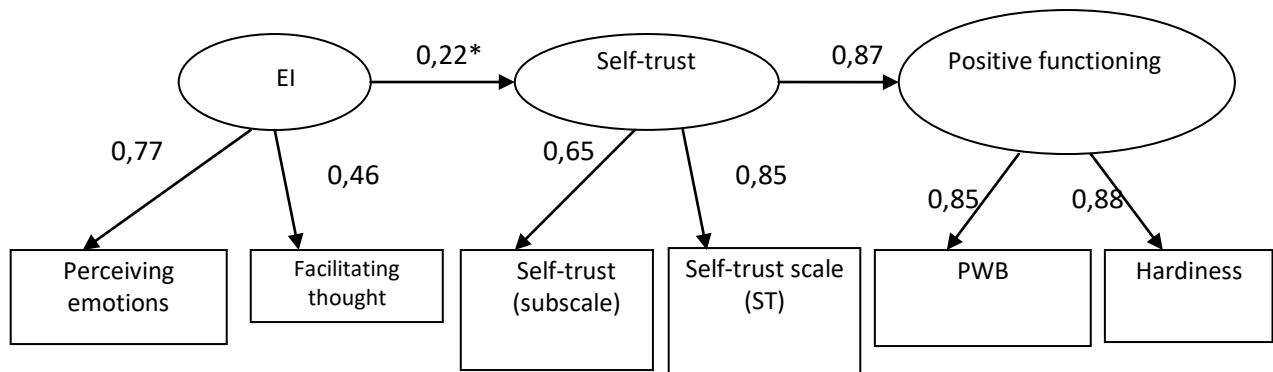
Separately a model with latent variables was verified. It joint the indexes of EI, trust and positive functioning (pic.2). Generally the model was affirmed – only one of five indexes is at the critical or a little bit lower mark (AGFI 0,9).



**Picture 2. Structural model, describing connections of EI, self-trust and PWB (relations are significant with  $p<0.001$ , except \* $p<0.01$ ). Fitness indexes:  $\chi^2/df=7,7/7$ ;  $p=0,36$ ; RMSEA 0,03; GFI 0,95; AGFI 0,9**

Through adjustment of the model, provided with including of subscales and excluding separate scales of EI, there was received a model, presented at the pic.3. According to this model, well corresponding to all our data by all fitness indexes, self-trust appears to be a mediator

between EI (presented by Perceiving of Emotions and Facilitating Thought factors) and positive functioning of a personality. Such model is as close as possible to the positive model, which we performed earlier by the data of the pilot study with students-psychologists [24].



Picture 3. Structural model, describing relations of EI, self-trust and positive functioning (connections are significant with  $p < 0.001$ , except  $*p < 0.01$ ). Fitness indexes:  $\chi^2/df=7,7/7$ ;  $p=0,36$ ; RMSEA 0,03; GFI 0,99; AGFI 0,956

## Discussions

The provided multidimensional statistical analysis of the data of our research in general confirms our hypothesis about mediating role of trust between EI and indexes of positive functioning of a personality. The results of regression analysis show it, and the structural equation modeling confirmed it. At the same time we should consider that the accordance of the structural model to the initial data doesn't mean that the examined phenomenology cannot have another explanation. Therefore, we need to discuss separately controversial or ambiguous aspects of the results of the provided data analysis.

According to received results, if we regard EI as some generalized ability to cognitive conversion of the information, relevant to emotional functioning in the whole, EI in some degree is connected with general trust of a personality. General trust appears here as a certain readiness to receiving of new experience in different contexts of interaction – with oneself, with other people, with the world in general. We also can say that it is a certain inner setting for comprehension of the situation in terms of safety – potential threat. Detected indexes of relations between general EI and general trust though are not high, but quite robust. In this sense, we can state that the EI is one of the factors, influencing the general trust of the person. We underline – one of many, and not the decisive one.

The written above cannot be spread to separate spheres of trusting relations of a personality, in particular – to self-trust. This kind of trust in our study appeared to be independent on EI, regarded in general. At the same time, when we speak about separate indexes of EI, such as Perceiving emotions, general setting to self-trust also 'joins the game' (pic.3).

Hardiness and psychological wellbeing after Ryff's model, which we joint in the context of positive functioning of a personality, occurred not to be connected with EI. Multiple regression analysis confirmed, that a weak connection between EI and PWB is explained by mediating role of general trust. This version is supported by the fact that in case of including of EI and trust indexes in one regression model, none of the EI indexes appears in the raw of significant predictors.

By the results of regression analysis, general trust and self-trust are significant and quite strong predictors of positive functioning. Structural modeling confirmed that the indexes of trust may be explained by latent variable, i.e. we can speak about trust as a general semantic setting, which appears also in self-trust. Also we received empirical confirmation for theoretical grounding for association of hardiness and psychological wellbeing in a framework of positive functioning construct. Wherein we regard two connected but separate variables – trust and positive functioning. Trust appears to be independent phenomenon, one of the important conditions of positive functioning, through which a 'positive potential' of dispositions and capabilities of personality can be realized.

The limitations of received results are connected, first of all, with age and social specificities of the sample, which mostly consists of young people – students in the age of 20-22 years. From the other side, there are limitations, connected to the used research instruments – methods of studying trust and EI.

*Implications.* The problem of wellbeing and its predictors is important in the light of its providing of high quality of life, not only on objective, but also on subjective level. If we know what factors influence high wellbeing and form positive functioning of personality, we can create trainings and programs to develop and support the needed traits. There already exist such trainings, which have as a goal increasing wellbeing [28], they are based on different frameworks. But for the moment we don't have a full enough image of wellbeing fulfilling. Including one more strong predictor of wellbeing – trust and self-trust as its kind – we can use this knowledge in practical therapy, training programs and in developmental clue: what should parents and society do to contribute to developing of positive functioning personality.

## Conclusions

The held empirical study was based on several theoretical assumptions, which relay to the problem of positive functioning of a personality and factors that conduce it. The contradictory results of described in scientific literature researches of connection between EI and indexes of positive functioning invited us to suppose the mediated character of the connection, and the mediator to

be trust as a basic personal formation. Wherein we regarded trust as a separate phenomenon, not identified with positive functioning, but influencing on it.

The results of empirical study testify in favor of integration of psychological wellbeing and hardiness as indexes of positive functioning of personality, weighty predictor of which is trust.

In the whole, the hypothesis about trust as a mediator between EI and positive functioning was confirmed. In addition, according to the results of our empirical study, the meaning of EI for positive functioning is small. However, in the condition that the ability to conversion of emotional information is realized in the context of trustful relationships, EI appears to be one of the factors of positive functioning.

A weak relation of trust with EI stimulates to put the question about the nature and character of this relation, which gives a perspective for future researches.

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