



Impact of Big Five Personality Traits on Four Dimensions of Well-Being:

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Abstract

Personality is the set of those attributes that underlie a comparatively stable pattern of behaviour in response to ideas, people and objects. Traits are distinguishing a personal characteristic that makes an individual's unique personality. Today's many researchers believe that there are five core personality traits which are mentioned as the "Big Five" personality traits. These five broad personality traits are- Extroversion, Agreeableness, openness, Conscientiousness and Neuroticism. Well-being of a person is- what is ultimately good for a person. Well-being may be both either positive or negative. Hence, there are so many aspects of well-being. However, only four core dimensions of well-being have been taken in this review - Physical well-being, Mental well-being, Social well-being and Financial or Economic well-being. All these four dimensions are often called four pillars of well-being as they contribute to an overall feeling of well-being. In this backdrop, the present review article pertains to discuss the big five personality traits and its impact on four core dimensions of well-being. The articles have been retrieved from Google scholar, Research Gate and PubMed etc. database. The result is obtained after synthesizing the literature. This review focus on detail description of personality and big five personality traits, well-being and its four main dimensions, objective, methodology, result, discussion and conclusion.

Key words- 1. Attribute 2. Big –Five 3. Dimensions 4. Personality 5. trait 6. Well-being

Introduction

Personality is the amalgamation of behavior, motivation, emotion and thought processes that explain an individual. Study of personality started with Hippocrates theory of humourism, which argued that personality traits are based on four separate temperament associated with four fluids of the body. Modern personality theories are heavily influenced by these early philosophical roots. There are many approaches to the modern psychological study of personality including Psycho-dynamic, Neo-Freudian, learning theories, humanistic, biological, trait and culture perspective. There are number of theories of personality which are influenced by different thought of schools of psychology. Some major perspective on personality are given below-

i-Type Theories- Type theories are the early view point on personality. According to type theories, there are limited number of 'Personality types' that are related to biological factors which includes-

1-Type A- Perfectionist, work obsessed, aggressive and achievement oriented.

2-Type B- creative, adaptable to change and flexible.

3-Type c-Perfectionist, highly conscientious and struggle to reveal emotions (positive or negative).

4-Type D- Pessimistic, feeling of worry, negative self -talk.

ii- Trait Theories-According to Trait Theories, personality is the result of internal characteristic that are genetically based, which includes-

1-Agreeableness-Enjoy happiness with others, feels empathy, cares about others.

2-Conscientiousness-Goal directed behavior, good impulse control, high level of thoughtfulness.

3-Eager-to-please- Confirming passive and accommodating.

4- Extraversion- Talkativeness, sociability, excitability, assertiveness.

5-Introversion- Reserved and quiet.

6-Neuroticism- Gets upset easily, worries about different things, feels anxious, stress and dramatic shifts in mood.

7-Openness- focuses on to tackle new challenges, trying new things.

iii-Psychodynamic Theories-Psychodynamic theories of personality are influenced by the work of Sigmund Freud who indicated the effect of the unconscious mind on personality. Psychodynamic theories include psychosexual stage theory of Freud and Psycho-social development theory of Erik Erikson.

iv-Behavioral Theories-Behavioral theory are heavily influenced by the work of B.F. skinner and John B. Watson. They emphasized that personality is an outcome of relationship between individual and environment. Behaviorists' main focus on study of observable and measurable behaviors and ignore the role of internal thoughts and feelings.

v-Humanist Theories- Humanist theories suggest that personality is the result of free will and individuals' experience. Humanist theorist includes the name of carl Rogers and Abraham Maslow.

What is Big Five Personality Traits

The big five model came to existence from the contribution of many independents researchers i.e. Gordon Allport and Henry Odbert. They formed a list of 4500 personality related traits in 1936 (Viney,2018:1). Their work motivated other Psychologist to start determine the basic aspects of personality. Raymond Cattell and his associates

(1940) restricted sixteen traits of Allport's list by the method of Factor Analysis. Even, so many psychologists scrutinized the Cattell's list and found that it could be further curtailed to five traits. These psychologists were Goldberg, Donald, Norman, Fiske, Smith, McCrae & Costa (Cherry, 2019:2). Particularly, Lewis Goldberg was a big supporter of five primary factors of personality (Ackerman, 2017:3). McCrae & Costa confirmed the validity of this model. These five factors are – conscientiousness, agreeableness, neuroticism, openness and extraversion. Each trait represents a continuum for each trait. Individuals may fall anywhere on the continuum for each trait. These traits are permanent in most of the one's life time and a result of both genes and environment with an estimated heritability of 50%. These factors successfully predict certain important life outcomes such as education and health. These five core factors known by the acronym CANOE or OCEAN. The big five model focuses on that each personality trait is a spectrum. For example, when measuring introversion, individuals may not be classified entirely on introverted but placed on a scale for determining level of introversion. It acknowledged that most individuals are not on the polar ends of the spectrum but rather somewhere in between. Each of big five personality traits constitute very comprehensive categories, under which many personality related terms come and each trait cover a multitude of other facets. Short description of big five personality traits are being given in the following lines-

1-Conscientiousness- Those who possess high score on conscientiousness can be described as disciplined, organized, thoughtful, detail oriented, and careful while low score indicates leading to difficulty in completing tasks and achieved goals.

2-Agreeableness- High score can be described as soft hearted, trusting and well-liked and sensitive to the needs of others and are helpful and cooperative. Low score exhibits suspicious, manipulative and uncooperative.

3-Extraversion- Those who possess high score on extraversion are generally, sociable, assertive, outgoing and fun loving. Low score indicates find to be quieter and reserved.

4-Openness- Openness, refers to one's readiness to try new things as well as engage in creative and mental activities. Low score on openness, possess uncomfortable with change and new things.

5-Neuroticism- Those who score high on neuroticism often feel anxious, insecure, self-pitying. They are vulnerable to excessive feeling of sadness and low self-esteem. Low score on neuroticism are most likely to have high self-esteem and persist resilient.

What is Well- being

Well-being is described as the state of being happy, comfortable and healthy. It can be positive as well as negative well-being. Positive well-being is when an individual is glee with positive mood and energy whereas negative well-being includes distress, irritable and unhappiness. According to World Health organization (WHO), well-being is defined as "A state of complete physical, mental and social well-being and not merely the absence of disease or infirmity". Well-being integrates physical health and mental health which result in more holistic approaches to disease prevention and health encouragement which gives individuals the strength flexibility to survive the challenges of life.

Four Core Types of Well-Being- Hence, there are so many dimensions of well-being viz. social well-being, physical well-being, work place well-being, emotional well-being, financial well-being and mental well-being etc. However, only four aspects of well-being will be discussed here as they are core aspects of well-being and are also called four pillars of well-being because they are responsible for an overall feeling of well-being.

1-Physical well-being- Skill to improve the body functions by healthy living and good physical exercises practices.

2-Mental well-being- It affects our thought and feelings. It also helps to how we handle ups and downs of everyday life.

3-Social Well-Being- Social well-being could be a sense of belonging and concerning the position of individuals or community and maintaining positive relationship with others and actively participate in a social gathering, culture and environment.

4-Financial or Economic well-being- Generally finance are common factor of stress in people. So, financial well-being is a feeling of fulfillment about financial situation.

Objective- To identify and assess the researches to investigate the relationship of big five personality factors and four dimension of well-being viz. physical, mental, social and financial well-being on the basis of literature review.

Methodology-The present article is a review, which intention to relate the big five personality traits with four dimensions of well-being (physical, Mental, Social and financial Well-being) on the basis of available literature. For this purpose, a search on Google scholar, Research gate and PubMed etc. database was taken. Formal websites were also used for this purpose. various literatures were retrieved. After reviewing these citations, only those research papers were taken which were conducted on big five personality traits and different dimensions of well-being.

Result and Discussion-a systematic review was conducted by briefly summarizing the salient themes from the selected database. These broad themes were identified in the review- (1) Empirical studied reporting impact of big five personality traits on different dimensions of well-being particularly four dimensions viz. physical, mental, social and financial well-being (2) Literature addressing 'Personality' 'Big five personality' 'well-being' and 'dimensions of well-being' etc. Big Five Personality Traits and physical Well-being-

Big Five Personality Traits and physical Well-being-

Certain peoples are prone to certain health issues based on their personality. Researches on big five personality traits and physical well-being is relevant because of possible impact on the maintenance of health, onset of illness and its progress (Uchino, Vaughn and Matwin,2008:4). Marshall et.al. (1994:5) found in their study that most dimensions of physical well-being are a complex mixture of big five personality traits, specially extraversion, agreeableness and neuroticism while they are much less connected to conscientiousness and openness. Neuroticism, openness and extraversion have the highest overlap with physical well-being while agreeableness and conscientiousness showed less overlap. The effect of agreeableness and conscientiousness on physical well-being is well known and their long lasting effect on physical well-being Friedman et.al. 2010:6). So, agreeableness and conscientiousness are often considered to have beneficial effect on physical well-being. Marshall et.al. (1994:5) found relatively weak relationship between big five model and physical well-being. The five factor model of personality has been found as foundational in personality and physical functioning researches as it is a particularly well established classified with validated measures (Smith 2006:7). There is an important link was seen between big five traits to various measures of physical health. It was found on a study of African, American adults, that higher level of neuroticism is associated with poor self-rated general health and cardiovascular health and higher extraversion produce better self-rated general health and better cardiovascular health beside its higher level of agreeableness and conscientiousness are significantly related to better general health (Aiken-Morgan et.al.,2014:8). It was also found in further documentation, a correlation between big five models of personality and health. A study was conducted on older people, result indicates that mixture of low conscientiousness, low extraversion, low agreeableness and high neuroticism were related to poor self-reported general health. (Chapman et.al 2007:9). openness and Conscientiousness are capable to predict subsequent increase in physical activity, while agreeableness

predicted decreases in physical activity in a sample of Australian adults (Allen et.al. 2017:10]. In another study which was performed on chronic kidney diseases patient, higher extraversion was related to better physical related quality of life (Ebrahim et.al.,2015:11). Lockenhoff et.al. (2011:12) conducted a study on sample of informal care givers and reported that better physical health is reported in these individuals who possess higher score in openness, conscientiousness and extraversion and lower in neuroticism and did not find any association between agreeableness and subjective physical health. Some researchers reported after 4 years' longitudinal study that increased conscientiousness, increased extraversion and decreased neuroticism were positively associated with improved physical health (Heaven & Muller, 2013:13). After reviewed several researches, it is substantiating the relationship of the big five model and to health. All big five personality traits were related to physical health through their influence on immune function (Cohen, Janick,2012:14). Smith (2006 :7) found evidence of personality and physical well-being. He reviewed several researches and found confirmed connection between in these two variables. Conscientiousness and optimism were related to being resilient to illness. He has further advised neuroticism and negative affectivity are associated to reduced longevity and an increased incidence of objectively diagnosed serious illness. Strickhouser et.al. (2017: 15) used 36 meta-analyses in their study and reported the big five personality traits related to physical health. In this way, larger effects were found for neuroticism, conscientiousness and agreeableness and weaker impact of openness and extraversion.

Big five Personality Traits and Mental well-being-

Mental well-being affects how we think, feel and act as we cope with life. It also determines how we handle stressful situations. Mental well-being is important at every stage of life from childhood to adolescence through adulthood to old age. Recent years have witnessed an exhilarating shift in the research material from an emphasis on disorder and dysfunction to a focus on mental well-being. Mental well-being consists of our psychological, emotional and social well-being. It influences one's thinking behavior and feeling in our daily life. For that reason, interest in mental well-being has been increasing. Conceptualization of complete mental well-being are embedded with three components viz. emotional, psychological and social well-being (Keys, 2005:16). De Neve and Cooper (1998:17) concluded on the basis of meta-analysis of 197 samples that neuroticism was the most consistently associated with emotional well-being. It is responsible to low life satisfaction and happiness with high negative affectivity. Steel, Schmidt and Schultz (2008: 18) also found in their study that the role of the big five personality traits in emotional well-being is very important. Neuroticism was such a variable which linked negatively with emotional well-being. Extraversion was also positively related with emotional well-being. Remaining three personality traits conscientiousness, agreeableness and openness have some meagre significant correlation with emotional well-being. Psychological well-being is used to describe an individual's emotional health and overall functioning. Some prior researches have been performed on the relationship of big five model and psychological well-being (schmutte and Ryff,1997:19). Siegler and Brummett (2000:20) found positive relationship with extraversion, openness and neuroticism, less correlation with conscientiousness and agreeableness. In other studies, Colling and Hicks (2007: 21) exhibited close association between big five personality variables viz. openness, extraversion and neuroticism. A study was conducted on the relationship of big five personality traits and psychological well-being and emotional intelligence in undergraduate students. Result exhibited that low score on neuroticism and a high score on extraversion are the such dimensions of personality which are highly correlated with all aspects of psychological well-being (Augusto et.al. 2010:22). In another study, it was found that extraversion and openness have unique association with mental well-being. Low neuroticism and high extraversion strongly correlated with high psychological well-being (Batoool & Hanif, 2018:23). Mobarakeh along fellow researchers (2015:24) studied the correlation of big five personality traits with psychological well-being. Result showed that there was a negative relationship between neuroticism trait and psychological well-being. However, extraversion and agreeableness have positive correlation with psychological well-being whereas openness and conscientiousness do not significantly correlate with psychological well-being.

Big Five Personality Traits and Social well-being-

Social well-being emphasizes individuals' perception and attitudes towards the whole society. According to Keyes (1998:25) 'Social well-being which indicates to what degree individuals are functioning well in the social world they are embedded in'. Social well-being includes various dimensions viz. social contribution, social integration, social coherence, social acceptance and social actualization etc. some researchers found the outcomes of social well-being such as anxiety problems (Keyes,2002:26), general mental and physical health (Zhang et.al, 2011:27) and prosocial behaviors (Keyes and Ryff,1998:28). Hill et.al (2012:29) have shown social well-being positively associated with extraversion, agreeableness, conscientiousness, emotional stability and openness. Previous researches focused on the social well-being from the perspective of interpersonal factors such as sense of community (Sohi et.al.2017:30) and civic management (Albanesi et.al.2010:31). However, there is a paucity of researches focusing on the relationship between big five personality traits and social well-being (Hill et.al., 2012:29, Joshanloo et.al. 2012:32). Different countries have its own culture. So, personality is constituted by the process of enculturation (Hofstede and McCrae, 2004:33). Interaction of personality and culture was found to predict significantly residents' well-being (Diener and Dinner, 1995:34).

Big Five Personality traits and Financial well-being-

The contentment of an individual experience with his or her financial position refers to financial well-being, it includes money management, spending, saving and investment behavior. Not Many attempt have been done to find the direct link between personality and financial well-being. Recent studies exhibited that financial well-being works as a behavioral finance variable that explains balance in people's individual financial attitude. Many empirical researches exhibited significant relationship between personality traits and financial management (Bruggen et.al.,2017:35). A study was conducted by Wookjae. et.al.(2018:36) find significant correlation between big five personality traits and financial well-being. Respondents who possess high score on extraversion, conscientiousness and openness were more likely to have a positive well-being score. Agreeableness and neurotic personality characteristics showed a negative relationship with financial well-being. All the big five personality traits are able to predict salary (Robert et.al.,2011:37) It was found in a meta- analysis of prospective longitudinal studies, conscientiousness, extraversion and openness predicted high salaries, neuroticism and agreeableness predicted lower salaries (Heineck,2011:38). It was found in the Health Retirement related study that conscientiousness was associated with higher levels of wealth accumulation (Duck Worth et.al., 2012:39). On the contrary, some correlation was seen in the pattern of unemployment and big five personality. Consciousness was associated to find job faster after becoming unemployed while neuroticism predicted opposite (Usayal Pohlmeier,2011:40).

Findings revealed that all the big five domains are related to the physical well-being (14). The relation of big five and physical well-being is very important as it has strong impact on health maintenance, onset of illness and its progress (4). All the big five variables strongly associated with physical well-being and have long lasting effect on personality. Neuroticism, openness and extraversion are highly imbricated with physical well-being whereas agreeableness and consciousness lesser imbricated with physical well-being (6). A quick review of researches showed that higher level of neuroticism is associated with poor general health with cardiovascular problems (8) increased incidence of serious illness and reduced longevity (7). In another study, it was found that decreased neuroticism is positively associated with physical health (12,13). Some of the studies that examined the association between big five personality domains and physical well-being clearly indicated that extraversion produced better general health with good cardiovascular health, along with extraversion, higher level of agreeableness and consciousness significantly associated for better general health (8). A study was conducted on older people. Result exhibited that low level of consciousness, low extraversion low agreeableness and higher level of neuroticism yield poor general health (9). A study was carried out on patients of kidney related diseases, result

showed better physical well-being due to higher score on extraversion (11). Those individuals who possess high score on openness, conscientiousness and extraversion exhibited better physical health and did not find any association between agreeableness with physical well-being (12,13). Contrary to these studies Marshall et.al (1994:5) found relatively weak relationship between big five model and physical well-being.

Neuroticism is also responsible for low life satisfaction and happiness with high negative affectivity (17,18). Extraversion was also found positively related with emotional well-being (18) while conscientiousness, agreeableness and openness have some meagre significant correlation with emotional well-being (18). Personality variables such as extraversion, openness have positive relationship with psychological well-being and less correlation with conscientiousness and agreeableness (20). In another study, close association was found between openness, extraversion and neuroticism (21). In further investigation, it was seen that low neuroticism and high extraversion, agreeableness were positively correlated with psychological well-being (23,24).

There is a paucity of researches focusing on the relationship between big five personality traits and social well-being (29,32). However, social well-being is responsible factor for stress problems, general mental health, physical health and pro-social behaviour (26,27,28). Some studies were carried out to determine the impact of big five model on social well-being. Result exhibited that social well-being positively associated with extraversion, agreeableness, conscientiousness, emotional stability and openness (29).

Many attempt have been done to find out the direct link between personality and financial well-being. Many empirical researches have focused on the significant relationship between big five model and financial management (35). In another study, it was observed that respondents who possess high score on extraversion, conscientiousness and openness were more likely to have a positive well-being score, agreeableness and neurotic personality showed negatively relationship with financial well-being (36). It was found in the Health retirement related study that conscientiousness is associated with higher level of wealth accumulation (39).

Conclusion-The review has successfully shown and established the significance of big five personality factors (extraversion, conscientiousness, openness, agreeableness and neuroticism) and expand and enrich our understanding of the role of personality traits play in pathways towards good life. Focusing exclusively, researches on the relationship of big five personality traits and four dimensions of well-being (physical, mental, social and financial well-being), larger correlation was seen between neuroticism with negative effect and extraversion with positive effect and then conscientiousness, openness and agreeableness. Most powerful predictor of psychological dysfunction is neuroticism. Costa and Mc Crae (1980: 41) argued that satisfaction of life associated to high level of extraversion and low level of neuroticism. Future studies could concentrate on more distinct facet involve in various dimensions of well-being.

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