

Personality and Psychological Well-Being: A Comprehensive Review of Theoretical Frameworks, Empirical Evidence, and Future Directions

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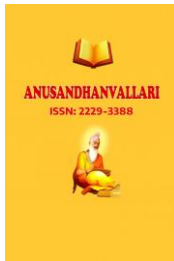
Abstract

The interplay between personality and psychological well-being has emerged as one of the most consequential areas of inquiry in contemporary psychological science. This comprehensive review paper examines the multifaceted relationship between enduring personality dispositions and the subjective and objective dimensions of psychological well-being. Drawing upon a wide range of theoretical traditions—including psychoanalytic theory, trait psychology, humanistic frameworks, and the positive psychology movement—this paper synthesizes decades of empirical research to elucidate how stable personality characteristics shape mental health outcomes, emotional regulation, life satisfaction, resilience, and overall quality of life. The Five Factor Model of personality (encompassing openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism) serves as the primary taxonomic framework, supplemented by analyses of additional personality constructs such as optimism, self-esteem, locus of control, and the Dark Triad traits. The review further integrates Carol Ryff's multidimensional model of psychological well-being and Martin Seligman's PERMA framework to provide a holistic understanding of the construct. Moderating and mediating factors—including culture, gender, age, socioeconomic status, and environmental context—are examined in detail. Methodological considerations in the field are critically assessed, and emerging trends including digital phenotyping and neurobiological integration are discussed. The paper concludes by discussing implications for clinical practice, educational programming, and preventive mental health strategies, while identifying critical gaps in the existing literature and proposing directions for future longitudinal, cross-cultural, and neurobiological research.

Keywords: Personality, Psychological Well-Being, Five Factor Model, Ryff's Model, PERMA, Positive Psychology, Resilience, Mental Health, Neuroticism, Extraversion, Dark Triad, Life, Satisfaction, Coping, Cultural Psychology, Emotion Regulation

1. Introduction

The question of what makes individuals thrive psychologically has captivated thinkers for centuries, from ancient philosophical traditions to modern empirical science. At the heart of this inquiry lies a deceptively simple observation: individuals respond to similar life circumstances in strikingly different ways. Some people navigate adversity with remarkable equanimity, while others struggle profoundly under comparatively modest pressures. These differences in psychological response patterns are not random; they are substantially rooted in personality—the relatively stable constellation of thoughts, feelings, and behavioural tendencies that define each person's characteristic mode of engaging with the world.



Personality, understood as the dynamic yet enduring organization of an individual's psychological systems, serves as a lens through which life experiences are interpreted, processed, and responded to. It is not merely a descriptive label but a functional architecture that shapes how people regulate emotions, form relationships, pursue goals, cope with setbacks, and construct meaning from their experiences. The study of personality has a long and rich intellectual history, spanning from the psychoanalytic insights of Freud and Jung to the empirically grounded taxonomies of contemporary trait theorists. What has remained constant across these theoretical evolutions is the recognition that personality exerts a profound and pervasive influence on the quality of human psychological functioning.

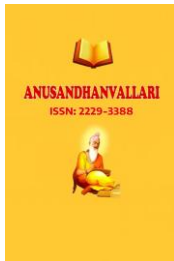
Psychological well-being, on the other hand, represents the positive pole of mental health—extending far beyond the mere absence of psychopathology to encompass a sense of purpose, personal growth, autonomy, meaningful relationships, environmental competence, and self-acceptance. The conceptualization of well-being has itself undergone significant transformation. Early approaches focused primarily on hedonic indicators such as happiness and life satisfaction. Over time, eudaimonic perspectives have introduced a richer understanding that incorporates optimal psychological functioning, self-realization, and the pursuit of meaning.

Carol Ryff's six-dimensional model and Martin Seligman's PERMA framework represent landmark contributions that have broadened the scholarly and clinical understanding of what it means to flourish psychologically.

The intersection of personality and psychological well-being constitutes a particularly fertile area of research because it addresses a fundamental question: to what extent are wellbeing outcomes determined by who a person is, rather than by what happens to that person? Decades of empirical work have converged on a compelling answer—personality traits are among the strongest and most consistent predictors of well-being, often rivalling or exceeding the predictive power of objective life circumstances such as income, marital status, or occupational prestige. This finding carries significant implications for both theoretical models of well-being and practical strategies aimed at promoting mental health across populations.

The relevance of this area of inquiry has become particularly pressing in the current global context. Mental health challenges have escalated across virtually every demographic group and geographic region, driven by factors ranging from economic uncertainty and social fragmentation to the psychological impacts of digital technology and global health crises. Understanding the dispositional foundations of well-being—and identifying the mechanisms through which personality shapes psychological health—is not merely an academic exercise. It is a practical necessity for developing effective, scalable, and sustainable approaches to mental health promotion and prevention.

The present review paper undertakes a comprehensive examination of the existing literature on the personality–well-being relationship. It begins by tracing the theoretical foundations of personality research, from classical psychoanalytic and humanistic traditions to the contemporary dominance of the Five Factor Model. It then examines the major conceptual frameworks for understanding psychological well-being, including hedonic, eudaimonic, and integrative perspectives. The core of the paper synthesizes empirical findings on the relationships between specific personality traits—both adaptive and maladaptive—and various dimensions of psychological well-being. Contextual moderators including culture, developmental stage, gender, and socioeconomic factors are addressed. Methodological considerations are critically evaluated, and the paper concludes by discussing the practical implications of these findings for clinical interventions, educational programming, and public health strategy, while also identifying critical gaps that warrant future investigation.



2. Theoretical Foundations Of Personality

2.1 Psychoanalytic Perspectives

The formal study of personality in Western psychology begins, in many respects, with Sigmund Freud's psychoanalytic theory. Freud proposed that personality is structured around the dynamic interplay of three psychic agencies: the id, which operates according to the pleasure principle and houses instinctual drives; the ego, which mediates between internal impulses and external reality; and the superego, which internalizes societal norms and moral standards. In this framework, psychological well-being is understood as a function of the ego's capacity to balance the competing demands of these agencies—excessive conflict produces neurosis, anxiety, and diminished functioning, while effective ego management facilitates adaptive behaviour and a subjective sense of satisfaction (Freud, 1923/1961).

Carl Jung extended and departed from Freudian thought by introducing the concepts of introversion and extraversion as fundamental orientations of psychic energy, along with the notion of individuation—the lifelong process through which an individual integrates disparate aspects of the psyche into a coherent whole. For Jung, psychological well-being was intimately connected to the individuation process, suggesting an early recognition that personality development and well-being are not merely correlated but fundamentally intertwined processes.

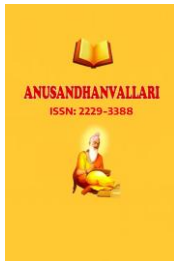
Jung's emphasis on the integration of conscious and unconscious elements foreshadowed contemporary research on self-concordance and authenticity as contributors to well-being.

While psychoanalytic theories have been critiqued for their limited empirical testability, they established several enduring insights: that personality has depth beyond surface behaviour, that unconscious processes shape conscious experience, and that early developmental experiences exert lasting influences on personality functioning. These ideas continue to inform contemporary attachment theory and psychodynamic research on well-being. The recognition that personality is shaped by early relational experiences—particularly the quality of caregiver–child attachment—remains a vital area of research that bridges psychoanalytic and empirical traditions.

Attachment theory, originally developed by John Bowlby and elaborated by Mary Ainsworth, provides a particularly compelling bridge between early psychoanalytic insights and contemporary empirical research on personality and well-being. Secure attachment—formed through consistent, responsive caregiving in infancy and early childhood—is associated with the development of a positive internal working model of self and others, which serves as a foundation for later personality functioning. Securely attached individuals tend to score higher on agreeableness and lower on neuroticism, and they report higher levels of psychological wellbeing across the lifespan. Insecure attachment patterns, whether anxious or avoidant, are associated with personality profiles that place individuals at greater risk for diminished wellbeing, including heightened neuroticism, interpersonal difficulty, and reduced self-acceptance. This developmental perspective reminds us that the personality traits measured in adulthood have origins in early relational experiences, and that interventions addressing attachment security may have cascading benefits for both personality functioning and well-being.

2.2 Trait Theory and the Five Factor Model

The trait approach to personality represents a fundamental shift from the depthpsychological focus on internal dynamics to an empirically driven emphasis on observable, measurable, and relatively stable individual differences. Gordon Allport was among the first to systematically catalogue personality traits, distinguishing between cardinal traits that dominate an individual's entire orientation, central traits that form the core of personality description, and secondary traits that are more situation-specific. Raymond Cattell subsequently



employed factor analysis to distill personality into sixteen primary factors, advancing the quantitative study of personality and establishing factor-analytic methodology as the standard approach to personality taxonomy.

The most significant development in trait psychology, however, was the emergence of the Five Factor Model, often referred to by the acronym OCEAN. This model, consolidated through the work of Costa and McCrae (1992), Digman (1990), and Goldberg, identifies five broad dimensions that capture the major axes of personality variation across cultures and assessment methods. Openness to Experience reflects intellectual curiosity, aesthetic sensitivity, and a preference for novelty and variety. Conscientiousness encompasses self-discipline, orderliness, goal-directed behaviour, and a sense of duty. Extraversion captures sociability, assertiveness, positive emotionality, and energy. Agreeableness involves compassion, cooperativeness, trust, and prosocial orientation. Neuroticism, sometimes inversely framed as emotional stability, reflects the tendency to experience negative emotional states such as anxiety, sadness, irritability, and vulnerability to stress.

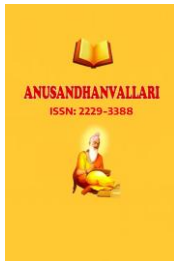
The Five Factor Model has achieved near-universal acceptance in personality psychology due to its replicability across languages, cultures, and age groups (McCrae and Costa, 1997). Its capacity to predict a wide range of life outcomes—including academic performance, occupational success, relationship quality, physical health, and, critically, psychological wellbeing—has made it the dominant framework for investigating personality–well-being relationships. The model’s hierarchical structure, with broad domains decomposable into narrower facets, also allows researchers to examine well-being associations at varying levels of specificity, which has proven valuable for identifying the precise personality features most relevant to particular well-being dimensions.

2.3 Humanistic and Positive Psychology Perspectives

The humanistic tradition introduced a fundamentally different lens for understanding personality and well-being—one centred not on pathology or statistical description, but on human potential, growth, and self-realization. Abraham Maslow’s hierarchy of needs (1968) proposed that human motivation operates across a spectrum from basic physiological and safety needs through belongingness and esteem to the pinnacle of self-actualization—the realization of one’s fullest capacities and potential. Self-actualized individuals, in Maslow’s view, exemplify the highest form of psychological health, characterized by creativity, autonomy, deep interpersonal connections, and peak experiences.

Carl Rogers contributed the concept of the fully functioning person, emphasizing the importance of congruence between one’s actual experience and self-concept. Rogers argued that psychological well-being emerges when individuals are free to grow in an environment of unconditional positive regard, empathic understanding, and genuineness. His client-centred therapeutic approach was explicitly designed to foster conditions that support personality integration and well-being enhancement. The Rogerian emphasis on authenticity and selfcongruence has experienced a significant resurgence in contemporary research, with studies demonstrating that the degree to which individuals act in accordance with their genuine values and dispositions is a meaningful predictor of well-being independent of specific personality traits.

The positive psychology movement, inaugurated by Martin Seligman in the late 1990s, can be understood as a contemporary evolution of humanistic concerns within an empirical framework. Seligman’s PERMA model identifies five pillars of well-being: Positive Emotions, Engagement, Relationships, Meaning, and Accomplishment. This framework has become influential in both research and applied settings, informing interventions that target personality-related strengths such as gratitude, optimism, resilience, and character virtues to enhance psychological well-being (Seligman, 2011, 2018; Peterson and Seligman, 2004). The Character Strengths and Virtues classification developed by Peterson and Seligman represents a deliberate effort to catalogue



the positive personality characteristics that contribute to human flourishing, paralleling but complementing the descriptive focus of the Five Factor Model.

3. Conceptualizing Psychological Well-Being

3.1 Hedonic and Eudaimonic Perspectives

The scholarly understanding of psychological well-being is anchored in two broad philosophical traditions. The hedonic perspective, with roots in Epicurean philosophy, equates well-being with the experience of pleasure and the avoidance of pain. In psychological research, this translates into the study of subjective well-being, typically operationalized through measures of life satisfaction, positive affect, and the absence of negative affect. Ed Diener's (1984) foundational work on subjective well-being established this as a rigorous area of empirical inquiry, demonstrating that people's evaluations of their own lives constitute meaningful and measurable indicators of well-being. Subsequent work by Diener and colleagues (2006) challenged the notion of a fixed hedonic set-point, demonstrating that life events can produce lasting changes in subjective well-being and that adaptation is neither universal nor complete.

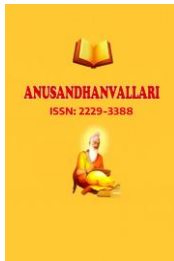
The eudaimonic perspective, drawing on Aristotelian philosophy, contends that wellbeing is not reducible to pleasure but involves the realization of one's true nature and the pursuit of what is inherently worthwhile. Ryan and Deci (2001) articulated this distinction in their influential review, arguing that hedonic and eudaimonic well-being, while correlated, represent distinguishable constructs with different antecedents and consequences. Self-determination theory, developed by Ryan and Deci, further proposed that well-being depends on the satisfaction of three basic psychological needs: autonomy, competence, and relatedness. When these needs are met, individuals experience vitality, integration, and psychological health; when they are thwarted, the result is diminished functioning and ill-being. This needs-based framework has proven particularly valuable for understanding how environmental and social conditions interact with personality dispositions to shape well-being outcomes.

Contemporary researchers increasingly recognize that a comprehensive understanding of well-being requires integrating both hedonic and eudaimonic perspectives. Keyes (2002) proposed a mental health continuum ranging from languishing to flourishing, where flourishing represents the combination of high emotional well-being (hedonic) and high psychological and social functioning (eudaimonic). This integrative approach acknowledges that a person may experience frequent positive emotions yet lack purpose, or may find deep meaning in life while experiencing considerable emotional difficulty. The distinction has practical implications: personality traits may differentially predict hedonic versus eudaimonic well-being, and interventions that target one dimension may not necessarily enhance the other.

3.2 Ryff's Multidimensional Model

Carol D. Ryff's (1989) multidimensional model of psychological well-being represents perhaps the most comprehensive and widely used eudaimonic framework. Developed as a corrective to what Ryff viewed as the overly narrow focus on happiness and life satisfaction in prior well-being research, the model identifies six core dimensions that together constitute optimal psychological functioning.

Self-acceptance involves holding a positive yet realistic attitude toward oneself, including acknowledgment of both personal strengths and limitations. It reflects a mature relationship with one's own history and identity that goes beyond mere self-esteem to encompass genuine selfknowledge and self-compassion. Personal growth captures the sense of continued development, openness to new experiences, and the realization of one's potential over time; it reflects a dynamic view of the self as an evolving rather than static entity. Purpose



in life refers to the presence of goals, intentions, and a sense of directedness that gives meaning to one's existence, providing a framework for making decisions and prioritizing actions. Positive relations with others encompasses the capacity for warm, trusting, and empathic interpersonal connections that provide mutual support and enrichment. Environmental mastery reflects competence in managing the surrounding environment and making effective use of available opportunities, indicating an active rather than passive relationship with one's circumstances. Autonomy involves self-determination, independence of thought, and the regulation of behaviour from within rather than through external pressures (Ryff, 1989; Ryff and Singer, 2008).

This model has proven exceptionally valuable in both research and clinical contexts because it provides a differentiated picture of well-being that can identify specific areas of strength and vulnerability. A person may score highly on environmental mastery but poorly on purpose in life, for instance, and this differentiated profile provides more actionable information for intervention than a single global well-being score. The model has also demonstrated sensitivity to developmental, cultural, and gender differences in well-being, making it a versatile tool for diverse research applications.

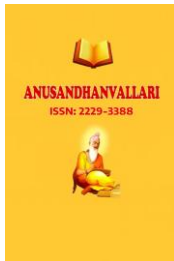
3.3 The PERMA Framework

Martin Seligman's PERMA model offers an alternative but complementary framework that integrates hedonic and eudaimonic elements. The five pillars—Positive Emotions, Engagement, Relationships, Meaning, and Accomplishment—are conceived as independently contributing to flourishing rather than being reducible to a single underlying dimension. Positive emotions capture the hedonic dimension, while meaning and engagement reflect eudaimonic concerns. Relationships and accomplishment add social and agentic components that are underrepresented in purely hedonic or purely eudaimonic models (Seligman, 2011, 2018).

The practical significance of the PERMA framework lies in its direct applicability to intervention design. Each pillar suggests specific strategies—gratitude exercises to enhance positive emotions, strengths-based engagement activities, social connection programmes, meaning-making practices, and goal-setting protocols. By linking well-being dimensions to personality-related strengths, the PERMA framework bridges the gap between personality science and applied positive psychology. It also offers a language that is accessible to practitioners, educators, and the general public, facilitating the translation of research findings into actionable well-being programmes.

The convergence of these multiple frameworks—Ryff's six dimensions, the PERMA model, self-determination theory, and the hedonic–eudaimonic distinction—provides a rich and multifaceted understanding of psychological well-being that goes far beyond simple happiness or the absence of distress. Each framework illuminates different aspects of the well-being construct and suggests different pathways through which personality traits may exert their influence. Taken together, they paint a picture of well-being as a complex, multidimensional state that encompasses emotional satisfaction, psychological functioning, social connection, personal growth, and purposeful engagement with life. This comprehensiveness is precisely what makes the personality–well-being relationship so robust and theoretically interesting: personality traits, by virtue of their pervasive influence on cognition, emotion, behaviour, and social functioning, touch upon virtually every dimension of well-being that has been identified in the literature.

It is also worth noting that these frameworks are not merely academic abstractions. They have been operationalized through validated measurement instruments that are used in clinical practice, organizational assessment, educational evaluation, and public health monitoring. The Ryff Scales of Psychological Well-Being, the PERMA Profiler, the Satisfaction with Life Scale, and other standardized measures provide the empirical tools necessary for quantifying well-being and examining its relationships with personality in rigorous, replicable ways.



The availability of such instruments has been essential for the accumulation of the large body of evidence reviewed in this paper.

4. The Five Factor Model And Psychological Well-Being

The empirical literature examining the relationship between the Big Five personality traits and psychological well-being is extensive, methodologically diverse, and remarkably consistent in its core findings. Meta-analytic syntheses have repeatedly confirmed that personality traits account for a substantial proportion of variance in well-being outcomes, often exceeding the explanatory power of demographic and situational variables (Anglim et al., 2020; Steel et al., 2018). Some estimates suggest that personality traits collectively explain between 35 and 50 percent of the variance in subjective well-being measures, a figure that underscores the centrality of personality to the well-being equation. The following subsections examine each trait dimension in detail.

4.1 Extraversion and Psychological Well-Being

Extraversion is consistently identified as one of the strongest positive predictors of psychological well-being across studies, cultures, and assessment methodologies. Individuals scoring high on extraversion tend to experience more frequent and intense positive emotions, engage more actively in social interactions, report higher levels of life satisfaction, and exhibit greater vitality and energy in their daily lives. The mechanisms linking extraversion to wellbeing are multiple and mutually reinforcing.

At the affective level, extraverts demonstrate a temperamental predisposition toward positive emotionality. They are more sensitive to rewarding stimuli and more likely to experience pleasure, enthusiasm, and excitement in response to everyday events. This affective positivity not only contributes directly to hedonic well-being but also facilitates approach behaviours that expose extraverts to a wider range of potentially rewarding social and professional opportunities (Lyubomirsky et al., 2005). The broaden-and-build theory of positive emotions further suggests that the frequent positive affect experienced by extraverts broadens their attention, cognition, and behavioural repertoires, building enduring personal resources that support long-term well-being.

At the interpersonal level, extraversion supports the development and maintenance of extensive social networks, which serve as critical resources for emotional support, practical assistance, and a sense of belonging. The quality and quantity of social relationships are among the most robust predictors of well-being, and extraverts' natural sociability positions them advantageously in this regard. Furthermore, extraverts tend to be perceived more positively by others, which generates favourable social feedback that reinforces self-esteem and interpersonal confidence. This social advantage creates a positive feedback loop: social engagement enhances well-being, which in turn fuels further social engagement.

Within Ryff's framework, extraversion shows particularly strong associations with positive relations with others, environmental mastery, and purpose in life. Extraverts' proactive social engagement and goal-directed energy facilitate both relational satisfaction and a sense of competence in navigating life's demands. Recent longitudinal work by Anglim and colleagues (2020) has further demonstrated that the extraversion–well-being association holds when controlling for other personality traits, suggesting that extraversion exerts independent effects on well-being beyond shared variance with other dimensions.

4.2 Conscientiousness and Psychological Well-Being

Conscientiousness represents the tendency toward self-discipline, organization, goal-directed behaviour, and reliability. Its relationship with psychological well-being, while perhaps less immediately intuitive than that

of extraversion, is nonetheless robust and practically significant. Conscientious individuals tend to experience higher life satisfaction, better emotional regulation, lower levels of perceived stress, and greater overall psychological adjustment (Soto, 2015).

Several mechanisms account for this association. First, conscientious individuals are more effective at pursuing and achieving personal goals, which directly contributes to the sense of accomplishment that is central to both the PERMA model and Ryff's dimension of purpose in life. The capacity to set realistic objectives, plan systematically, persist in the face of obstacles, and delay gratification enables conscientious people to build cumulative records of achievement that reinforce self-efficacy and life satisfaction. The satisfaction derived from goal attainment is not merely a momentary pleasure but a source of enduring meaning and identity.

Second, conscientiousness is associated with more effective stress management and health-related behaviours. Conscientious individuals are more likely to maintain regular exercise routines, follow medical advice, avoid substance abuse, and manage their finances prudently—all of which reduce exposure to stressors and their psychological consequences. The resultant physical health benefits further contribute to well-being through reduced somatic complaints and greater functional capacity. Longitudinal research has demonstrated that conscientiousness in early adulthood predicts better health outcomes decades later, suggesting that the well-being benefits of this trait accumulate over the lifespan.

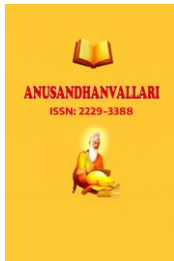
Third, within Ryff's model, conscientiousness shows particularly strong links to environmental mastery and personal growth. The ability to organize one's life effectively, manage time and resources, and maintain a structured approach to challenges reflects the environmental competence that Ryff identifies as a core dimension of well-being (Ryff and Singer, 2017). The goal-oriented nature of conscientious individuals also supports continuous self-improvement and the pursuit of excellence, fostering personal growth.

4.3 Agreeableness and Psychological Well-Being

Agreeableness encompasses compassion, cooperativeness, trust, altruism, and a general prosocial orientation toward others. While its relationship with well-being is somewhat more modest in magnitude compared to extraversion and neuroticism, agreeableness makes meaningful contributions to psychological health, particularly through its effects on interpersonal functioning and social harmony.

Agreeable individuals tend to form and maintain higher-quality relationships characterized by mutual trust, reciprocity, and emotional support. Given that positive social relationships are among the most powerful predictors of both hedonic and eudaimonic wellbeing, the relational advantages conferred by agreeableness translate into tangible well-being benefits. Within Ryff's framework, agreeableness is most strongly associated with positive relations with others, reflecting the capacity for warmth, empathy, and genuine concern for others' welfare (Fonagy et al., 2017). Agreeable individuals also tend to engage in more prosocial behaviour, which generates a sense of meaning and purpose that further enhances wellbeing.

Furthermore, agreeable individuals experience fewer interpersonal conflicts, which reduces a major source of stress and negative affect. Their cooperative disposition facilitates compromise, forgiveness, and constructive conflict resolution, creating more stable and satisfying social environments. However, it is worth noting that extreme agreeableness can sometimes be associated with self-sacrificing tendencies, difficulty in asserting personal boundaries, and vulnerability to exploitation—patterns that may, in certain contexts, undermine aspects of autonomy and self-acceptance. This curvilinear relationship suggests that moderate levels of agreeableness may be most conducive to overall well-being.



4.4 Openness to Experience and Psychological Well-Being

Openness to experience reflects intellectual curiosity, aesthetic sensitivity, imaginative richness, preference for novelty, and a willingness to entertain unconventional ideas. Its relationship with well-being is nuanced and somewhat domain-specific. In general, openness is positively associated with personal growth, creativity, and a sense of engagement with life, but its effects on emotional well-being are more mixed than those of extraversion or conscientiousness.

The strongest well-being associations of openness are found within the eudaimonic domain. Open individuals tend to score particularly high on Ryff's personal growth dimension, reflecting their orientation toward continuous learning, self-exploration, and the expansion of horizons (Joseph and Murphy, 2019). They are more likely to seek out novel experiences, engage with diverse perspectives, and pursue creative endeavours that provide a sense of vitality and meaning. This growth-oriented disposition also supports adaptability in the face of changing circumstances, which can serve as a protective factor during life transitions and periods of uncertainty.

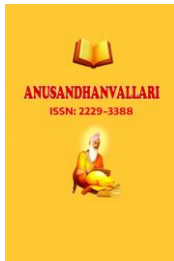
However, the relationship between openness and hedonic well-being is more complex. High openness may predispose individuals to greater emotional intensity—including both positive and negative emotions—and to existential questioning that can produce discomfort alongside growth. Open individuals may be more sensitive to injustice, more troubled by ambiguity, and more prone to the kind of deep reflection that, while ultimately enriching, may not always feel pleasant in the moment. Thus, openness appears to contribute more consistently to a life that is meaningful and growth-oriented than to one that is uniformly happy. This distinction has important implications for how well-being is measured and what kinds of interventions are most appropriate for individuals high in openness.

4.5 Neuroticism and Psychological Well-Being

Neuroticism stands as the single most potent personality predictor of diminished psychological well-being, consistently demonstrating strong negative associations with virtually every measured dimension of positive functioning. Individuals high in neuroticism are characterized by a heightened tendency to experience negative emotional states—anxiety, depression, irritability, self-consciousness, vulnerability, and emotional lability—that permeate their experience of daily life and substantially erode well-being (Anglim et al., 2020). The effect sizes linking neuroticism to reduced well-being are among the largest in personality psychology, with meta-analyses typically reporting correlations in the range of negative 0.40 to negative 0.60 with global well-being measures.

The mechanisms through which neuroticism undermines well-being are pervasive and multifaceted. At the cognitive level, neurotic individuals tend to engage in rumination, catastrophizing, and negative cognitive appraisals that amplify the subjective impact of stressors. Minor setbacks that a low-neuroticism individual might process as temporary inconveniences are interpreted by neurotic individuals as evidence of personal inadequacy or impending disaster. This cognitive negativity bias creates a self-reinforcing cycle in which negative expectations generate negative experiences, which in turn confirm and strengthen negative expectations.

At the emotional level, neuroticism is associated with deficits in emotion regulation—the ability to modulate the intensity, duration, and expression of emotional responses. Neurotic individuals may rely more heavily on maladaptive regulation strategies such as suppression, avoidance, and emotional eating, rather than adaptive strategies like cognitive reappraisal and problem-solving. These regulatory difficulties leave neurotic individuals chronically exposed to the full force of negative emotional experiences, leading to emotional exhaustion and diminished psychological resilience over time.



At the interpersonal level, neuroticism can undermine relationship quality through excessive reassurance-seeking, jealousy, emotional volatility, and withdrawal during conflict. These interpersonal patterns generate friction that erodes social support—the very resource that could buffer against the emotional difficulties associated with neuroticism. Within Ryff’s model, neuroticism shows the strongest negative associations with self-acceptance and autonomy, reflecting the self-doubt, self-criticism, and susceptibility to external evaluation that characterize neurotic functioning. The pervasive nature of neuroticism’s impact across cognitive, emotional, interpersonal, and motivational domains explains why it is consistently the strongest personality predictor of reduced well-being.

5. Beyond The Big Five: Additional Personality Constructs And Well-Being

5.1 Optimism and Resilience

Beyond the broad dimensions of the Five Factor Model, several more specific personality-related constructs have demonstrated significant associations with psychological well-being. Dispositional optimism—the generalized expectation that good outcomes will occur—has been consistently linked to higher life satisfaction, better physical health, more effective coping strategies, and greater resilience in the face of adversity. Optimistic individuals tend to employ active, problem-focused coping approaches rather than avoidant or emotion-focused strategies, which leads to more effective resolution of challenges and a reduced accumulation of stress over time. The mechanism appears to operate through both cognitive and behavioural pathways: optimists interpret setbacks as temporary and specific rather than permanent and pervasive, and they take more proactive steps to address problems because they believe their efforts will be effective.

Resilience, understood as the capacity to adapt successfully to significant adversity, loss, or trauma, represents another personality-adjacent construct with profound implications for wellbeing. While resilience is partly a function of environmental supports and resources, there is substantial evidence that certain personality characteristics—including emotional stability, self-efficacy, cognitive flexibility, and social competence—constitute dispositional foundations for resilient responding. Resilient individuals do not merely recover from setbacks; they often demonstrate post-traumatic growth, emerging from difficult experiences with enhanced psychological resources, deeper wisdom, and a more nuanced appreciation for life. The study of resilience has expanded the understanding of well-being beyond a static state to encompass the dynamic process of maintaining or regaining psychological health in the face of challenge.

5.2 Self-Esteem and Locus of Control

Self-esteem, defined as the global evaluative attitude toward the self, is one of the most extensively studied correlates of well-being. High self-esteem is associated with greater happiness, more satisfying relationships, better occupational performance, and greater resilience to stress. However, the self-esteem–well-being relationship is more complex than it initially appears. Not all forms of self-esteem are equally beneficial; researchers have distinguished between secure self-esteem, which is stable and non-contingent, and fragile self-esteem, which depends on external validation and can paradoxically generate anxiety and defensiveness. Individuals with fragile high self-esteem may report high life satisfaction on standard measures but remain vulnerable to precipitous drops in well-being when their self-image is threatened.

Locus of control—the extent to which individuals believe that events in their lives are determined by their own actions (internal locus) versus external forces (external locus)—also demonstrates robust associations with well-being. An internal locus of control is generally associated with greater psychological adjustment, higher

motivation, more effective coping, and greater life satisfaction. People who believe they can influence their circumstances tend to take more proactive steps to improve their situations, experience greater self-efficacy, and feel more empowered in their daily lives. However, the well-being benefits of internal locus of control may be moderated by the actual controllability of the situation; believing in personal control when circumstances are genuinely uncontrollable can generate frustration and self-blame.

5.3 The Dark Triad and Psychological Well-Being

The Dark Triad—comprising narcissism, Machiavellianism, and psychopathy—represents a cluster of socially aversive personality traits that have attracted considerable research attention in relation to well-being. These traits are characterized by a common core of callousness, manipulation, and self-serving behaviour, though each possesses distinctive features (Paulhus and Williams, 2002).

Narcissism involves grandiosity, entitlement, and a need for admiration. Its relationship with well-being is complex and somewhat paradoxical. Grandiose narcissism, in particular, has been associated in some studies with higher self-esteem and even higher reported life satisfaction, potentially because narcissistic individuals maintain inflated self-views that buffer against negative self-evaluations. However, this apparent well-being benefit comes at a cost: narcissistic individuals tend to experience more interpersonal conflicts, less stable self-esteem, and vulnerability to narcissistic injury—sharp decreases in well-being when their grandiose selfimage is threatened (Jonason and Krause, 2016). Vulnerable narcissism, in contrast to grandiose narcissism, is consistently associated with lower well-being, as it involves hypersensitivity, shame, and social withdrawal.

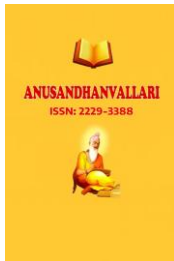
Machiavellianism, characterized by cynicism, strategic manipulation, and a pragmatic approach to social interactions, is generally associated with lower well-being. Machiavellian individuals' distrust of others undermines the formation of genuine, supportive relationships, and their manipulative interpersonal strategies tend to produce short-term gains but long-term relational deterioration. Psychopathy, marked by impulsivity, callousness, and antisocial behaviour, shows the most consistently negative association with well-being, particularly when assessed through indicators that capture the quality of interpersonal relationships and emotional depth rather than superficial life satisfaction. The Dark Triad research highlights an important caveat: not all personality traits that appear beneficial on surface measures truly contribute to deep, sustainable well-being.

6. Moderating And Mediating Factors

6.1 Cultural Considerations

The relationship between personality and well-being does not operate in a cultural vacuum. Cross-cultural research has revealed that while the basic structure of personality traits—as captured by the Five Factor Model—appears to be largely universal, the specific ways in which these traits influence well-being can vary across cultural contexts. Individualistic cultures, which prioritize personal autonomy, self-expression, and individual achievement, tend to reward the assertiveness and sociability of extraversion more strongly, amplifying its association with well-being. In collectivistic cultures, where interpersonal harmony, group loyalty, and relational interdependence are emphasized, agreeableness and social conformity may play relatively larger roles in determining well-being (Steel et al., 2018).

Cultural norms also shape the very definition and experience of well-being. In some cultural traditions, well-being is conceived less in terms of individual happiness and more in terms of social harmony, relational fulfilment, or spiritual alignment. These differing conceptions mean that the personality traits that predict well-being in one cultural context may be somewhat different from those that predict well-being in another. For



example, emotional restraint—which might be classified as low extraversion in Western frameworks—may be valued and associated with well-being in cultures that prize equanimity and emotional moderation. Similarly, the relationship between autonomy and well-being may be weaker in cultures where interdependence rather than independence is the valued norm.

The interplay between cultural values and personality expression underscores the importance of conducting cross-cultural research that avoids imposing Western conceptualizations of both personality and well-being as universal standards. Culturally sensitive approaches to measurement and intervention are essential for ensuring that research findings and practical applications are relevant and appropriate across diverse populations. The development of indigenous personality and well-being frameworks represents an important direction for expanding the global applicability of this research.

6.2 Developmental and Lifespan Perspectives

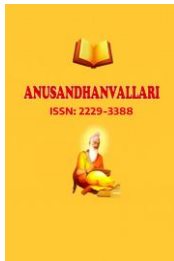
Personality traits, though relatively stable over time, are not entirely fixed. Research on personality development has documented meaningful patterns of change across the lifespan, a phenomenon often referred to as personality maturation. In general, individuals tend to become more conscientious, more agreeable, and less neurotic as they age—a pattern that has been observed across cultures and cohorts (Roberts et al., 2006). These normative changes align with increases in well-being that are commonly observed across the adult lifespan, suggesting that personality maturation may be one mechanism through which ageing contributes to improved psychological functioning.

Adolescence represents a particularly critical period for understanding the personality–well-being nexus. During this developmental stage, personality traits are in a state of heightened flux as individuals navigate identity formation, peer relationship dynamics, and increasing autonomy from parental figures. Kumar (2024) The emotional turbulence associated with adolescent neuroticism can be especially impactful during this period, when individuals are developing the cognitive and emotional resources they will rely on throughout adulthood. Interventions targeting personality-related skills during adolescence—such as emotion regulation, social competence, and goal-setting—may therefore have disproportionately large effects on long-term well-being trajectories (Roberts et al., 2017).

At the other end of the lifespan, older adults tend to report higher levels of well-being despite facing objective declines in physical health, social networks, and occupational engagement. This paradox of ageing may be partly explained by age-related increases in conscientiousness and emotional stability, as well as by the development of more effective emotion regulation strategies that allow older adults to maximize positive and minimize negative emotional experiences. The socioemotional selectivity theory suggests that as people perceive their remaining time as limited, they prioritize emotionally meaningful goals and relationships, which may further contribute to enhanced well-being in later life.

6.3 Gender Differences

Gender introduces additional nuance into the personality–well-being relationship. Metaanalytic research has documented small but consistent gender differences in personality: women tend to score higher on neuroticism, agreeableness, and warmth facets of extraversion, while men tend to score higher on assertiveness facets of extraversion. These differences have implications for gender-specific pathways to well-being. For instance, women's higher average neuroticism may contribute to their greater vulnerability to anxiety and depressive disorders, while their higher agreeableness may provide relational resources that support well-being through social connection.



However, it is essential to approach gender differences with considerable caution. The magnitude of these differences is typically small relative to within-gender variability, and they are substantially influenced by cultural norms and socialization processes. Gender roles, expectations, and structural inequalities may moderate the expression of personality traits and their consequences for well-being in ways that are better attributed to social context than to personality per se. Research that examines the interaction between gender and personality in predicting well-being should therefore attend carefully to the cultural and structural contexts in which these interactions unfold.

6.4 Socioeconomic and Environmental Context

Socioeconomic factors represent an important but often underexamined moderator of the personality–well-being relationship. Economic resources provide a foundation of material security, access to education and healthcare, and opportunities for personal development that can either amplify or constrain the expression of personality traits in ways that affect well-being. For example, the well-being benefits of conscientiousness may be particularly pronounced in environments where hard work and discipline are rewarded with tangible advancement, whereas they may be attenuated in contexts where structural barriers prevent even the most disciplined individuals from achieving their goals.

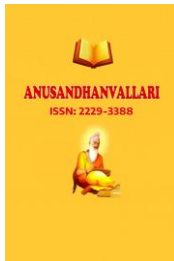
Environmental stressors such as poverty, discrimination, violence, and environmental degradation can overwhelm the protective capacities of even the most adaptive personality profiles. Conversely, supportive environments that provide safety, autonomy, social connection, and opportunities for growth can help individuals with less adaptive personality profiles to achieve higher levels of well-being than their trait dispositions alone would predict. This interactionist perspective—emphasizing the dynamic interplay between personality and environment—is essential for a complete understanding of well-being and for designing interventions that address both dispositional and contextual determinants of psychological health.

6.5 Technology, Digital Life, and the Contemporary Context

The rapid proliferation of digital technologies and social media platforms has introduced a new and increasingly important contextual factor in the personality–well-being relationship. The ways in which individuals engage with digital environments are substantially shaped by personality traits, and these engagement patterns in turn influence psychological outcomes. Extraverted individuals, for example, tend to use social media more actively for social connection and self-expression, which may amplify the positive social experiences that contribute to their well-being. Neurotic individuals, however, may be more prone to social comparison, cyberbullying victimization, and compulsive checking behaviours that exacerbate anxiety and reduce well-being.

The phenomenon of online social comparison is particularly relevant. Social media platforms present curated versions of others' lives that can trigger upward social comparisons—the perception that others are doing better than oneself—which are associated with decreased life satisfaction and self-esteem. Individuals high in neuroticism may be especially susceptible to these comparison effects, given their pre-existing tendencies toward negative self-evaluation and sensitivity to social evaluation. Conversely, individuals high in emotional stability and self-acceptance may be more resilient to the potentially harmful effects of social comparison, maintaining a balanced perspective on the selective self-presentation that characterizes social media content.

The interface between personality, technology use, and well-being also extends to the workplace, where digital communication tools, remote work arrangements, and algorithmic management systems create new demands that interact with personality traits in complex ways. Introverted individuals may thrive in remote work settings that reduce the social demands of open-plan offices, while extraverted individuals may experience well-being declines when deprived of face-to-face social interaction. Conscientious individuals may adapt effectively



to the self-regulation demands of remote work, while those lower in conscientiousness may struggle with the reduced external structure. Understanding these personality–technology interactions is becoming increasingly critical as digital environments play an ever-larger role in daily life.

Furthermore, the increasing availability of mental health applications and digital therapeutic tools creates opportunities for personality-informed intervention delivery. Apps that tailor their content and approach to users' personality profiles—offering cognitive restructuring exercises to neurotic users, social engagement prompts to introverted users, or mindfulness practices to stress-prone users—represent a promising frontier for scalable, personalized wellbeing promotion. The integration of personality science with digital health technology holds considerable potential for reaching populations that may not access traditional therapeutic services.

7. Mechanisms And Pathways Linking Personality To Well-Being

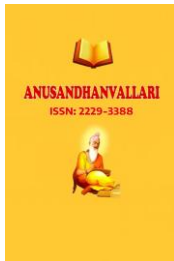
Understanding the mechanisms through which personality traits influence well-being is essential for both theoretical completeness and practical intervention design. Several key pathways have been identified in the empirical literature, each representing a distinct route through which stable personality dispositions translate into day-to-day well-being experiences.

Cognitive appraisal processes represent a primary mechanism. Personality traits shape how individuals interpret events, evaluate their circumstances, and construct narratives about their lives. Extraverts tend to attend to and remember positive experiences more readily; neurotic individuals are biased toward threat detection and negative interpretation; open individuals seek meaning and growth in ambiguous situations. These cognitive filters determine the subjective quality of experience, which is the proximal determinant of well-being. Cognitive reappraisal—the ability to reinterpret a situation in a way that changes its emotional impact—has been identified as a particularly important mediator, with individuals high in emotional stability and openness tending to employ this strategy more effectively.

Emotion regulation constitutes a second critical pathway. Personality traits are associated with characteristic patterns of emotion regulation that either support or undermine well-being. Conscientious individuals tend to employ planful, proactive strategies that prevent emotional difficulties from escalating. Neurotic individuals tend to rely on rumination and avoidance, which paradoxically amplify negative emotions. Agreeable individuals benefit from social emotion regulation—the process of managing emotions through interpersonal connection and support. The cumulative effect of these regulatory patterns across thousands of daily emotional episodes creates substantial divergences in long-term well-being.

Coping strategies represent a third pathway. Personality traits influence the repertoire of coping responses that individuals deploy in the face of stress. Active, problem-focused coping is associated with extraversion and conscientiousness and tends to produce better well-being outcomes. Avoidant and disengaged coping is more common among individuals high in neuroticism and is associated with poorer outcomes. The cumulative effects of these habitual coping patterns over time contribute substantially to long-term well-being trajectories, with adaptive coping building psychological resources and maladaptive coping depleting them.

Social relationship quality serves as a fourth pathway. Personality traits shape the formation, maintenance, and quality of interpersonal relationships, which in turn are among the most powerful determinants of well-being. Extraversion and agreeableness facilitate the creation of supportive social networks; neuroticism and Dark Triad traits tend to generate conflict and erode social support. The recursive nature of these social



processes means that personality effects on relationships are amplified over time, creating increasingly divergent well-being trajectories as individuals either accumulate social capital or deplete it.

Goal pursuit and achievement represents a fifth pathway. Conscientious individuals' disciplined approach to goal-setting and follow-through generates a steady accumulation of accomplishments that reinforce self-efficacy and life satisfaction. Open individuals' pursuit of novel experiences and personal development contributes to growth and meaning. The alignment between personality-driven goals and environmental opportunities determines the extent to which goal pursuit translates into actual well-being enhancement. When person-environment fit is high, personality traits can be fully expressed in ways that generate well-being; when fit is poor, even adaptive traits may fail to confer their usual benefits.

8. Methodological Considerations

A critical evaluation of the personality-well-being literature must acknowledge several methodological considerations that bear on the interpretation and generalizability of findings. First, the predominance of cross-sectional designs in this field limits the capacity to draw causal inferences. While the theoretical framing typically positions personality as an antecedent of wellbeing, cross-sectional data cannot rule out reverse causation—the possibility that well-being experiences influence personality trait reports—or the influence of unmeasured third variables that affect both personality and well-being simultaneously.

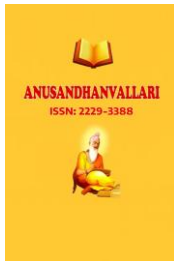
Second, the heavy reliance on self-report measures raises concerns about shared method variance. When both personality and well-being are assessed through self-report questionnaires, correlations between them may be inflated by common response biases, including social desirability, acquiescence, and mood-congruent responding. Some studies have addressed this concern by incorporating informant reports, experience sampling methods, or behavioural indicators, and the core findings generally hold across these alternative methodologies, albeit sometimes with smaller effect sizes.

Third, the majority of studies in this area have been conducted with Western, educated, industrialized, rich, and democratic samples, raising questions about the generalizability of findings to the global population. While the structure of the Five Factor Model appears to be broadly cross-cultural, the specific magnitudes and patterns of personality-well-being associations may vary across cultural contexts in ways that have not been fully explored. Expanding the cultural diversity of samples is essential for establishing the boundaries of current findings.

Fourth, the treatment of personality traits as stable, fixed predictors may oversimplify a more dynamic reality. Growing evidence suggests that personality traits change in response to life experiences, therapeutic interventions, and intentional effort. If personality is partially malleable, then the relationship between personality and well-being becomes bidirectional and dynamic, with implications for both theory and intervention. Longitudinal designs with multiple assessment points are needed to capture these dynamic processes and to identify the conditions under which personality change occurs and translates into well-being change.

9. Implications For Clinical Practice, Education, And Public Health

The robust and well-documented relationship between personality and psychological well-being carries significant implications for multiple domains of professional practice. In clinical psychology and psychotherapy, personality-informed approaches to treatment can enhance therapeutic effectiveness. Understanding a client's



personality profile allows therapists to anticipate characteristic patterns of emotional response, interpersonal behaviour, and coping strategy, and to tailor interventions accordingly. For clients high in neuroticism, cognitivebehavioural strategies targeting rumination, catastrophizing, and negative self-evaluation may be particularly effective. For clients low in conscientiousness, interventions focusing on goalsetting, self-regulation, and behavioural activation may address key barriers to well-being. For clients low in extraversion, social skills training and graduated exposure to social situations may help build the interpersonal resources that support well-being.

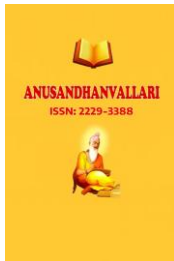
In educational settings, personality-informed programming can support students' development of adaptive traits and well-being-enhancing skills. Social-emotional learning curricula that explicitly target emotion regulation, self-discipline, empathy, and growth mindset align well with the personality dimensions that most strongly predict well-being. Such programmes are particularly valuable during adolescence, when personality traits are still developing and interventions may have lasting effects on adult functioning. Educators who understand the role of personality in well-being can also create classroom environments that accommodate diverse personality profiles, providing both the structure that conscientious students thrive in and the novelty and autonomy that open and extraverted students need.

At the public health level, personality-informed approaches can contribute to more effective mental health promotion and prevention strategies. Population-level interventions that foster resilience, social connection, and purposeful engagement address the personality-related pathways through which well-being is most strongly influenced. Mental health literacy campaigns that help individuals understand their own personality profiles and their implications for emotional health can empower people to take proactive steps toward well-being enhancement. Furthermore, policy interventions that create supportive social environments—reducing poverty, discrimination, and social isolation—can help offset the well-being disadvantages associated with less adaptive personality profiles.

Workplace applications also merit significant consideration. Organizational psychologists have long recognized that personality traits influence job satisfaction, occupational performance, and workplace well-being. Person–environment fit models suggest that well-being is maximized when the demands and characteristics of a work environment align with an individual's personality profile. Organizations that attend to personality-based job matching, provide autonomy to employees who need it, and create opportunities for growth and social connection can meaningfully enhance the well-being of their workforce. Employee assistance programmes and workplace mental health initiatives can also benefit from personality-informed approaches that recognize the different support needs of individuals with different dispositional profiles.

The integration of personality assessment into preventive mental health screening represents another promising application. By identifying individuals whose personality profiles place them at elevated risk for well-being difficulties—particularly those high in neuroticism—practitioners can implement early interventions before clinical-level problems develop. This proactive approach is consistent with the broader shift in mental health care from reactive treatment to prevention and early intervention, and personality assessment provides a scientifically validated tool for identifying at-risk individuals in educational, occupational, and community settings.

Finally, the relationship between personality and well-being has implications for how societies conceptualize and measure progress. Traditional economic indicators such as gross domestic product capture material prosperity but are imperfect proxies for human flourishing. A personality-informed understanding of well-being suggests that policies which support the development of adaptive personality traits and create environments conducive to their expression—through investments in education, healthcare, social infrastructure,



and cultural enrichment—may contribute more to genuine human prosperity than narrowly economic interventions alone.

10. Future Directions For Research

Despite the substantial body of research examining personality and psychological wellbeing, several important gaps remain that offer opportunities for significant advancement. First, the vast majority of existing studies are cross-sectional in design, limiting the ability to draw causal inferences about the direction of effects. While personality traits are generally conceptualized as relatively stable antecedents of well-being, there is growing evidence for bidirectional influence: well-being experiences may, over time, contribute to personality change. Longitudinal studies with repeated assessments of both personality and well-being are needed to disentangle these reciprocal dynamics and to identify the temporal sequences through which personality and well-being influence each other.

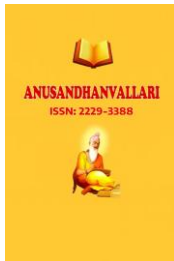
Second, the integration of neurobiological perspectives offers a promising frontier. Advances in neuroscience have begun to identify the neural substrates of personality traits—such as the relationship between amygdala reactivity and neuroticism or between reward system sensitivity and extraversion—that may help explain why these traits are associated with particular well-being outcomes. Brain imaging studies that simultaneously assess personality, neural functioning, and well-being indicators can provide a more mechanistic understanding of how personality shapes psychological health at the biological level.

Third, the genetic architecture of the personality–well-being relationship remains underexplored. Twin studies have established that both personality traits and well-being have substantial heritable components, and there is evidence for shared genetic variance between the two. Molecular genetic approaches, including genome-wide association studies, can identify specific genetic variants that contribute to both personality and well-being, potentially revealing shared biological pathways and informing the development of genetically informed interventions.

Fourth, cross-cultural research needs to move beyond simply replicating Western findings in non-Western populations to developing truly culturally grounded theories of personality and well-being. Indigenous personality constructs that may not map neatly onto the Five Factor Model—such as concepts of face, filial piety, or dharmic duty—deserve systematic investigation in relation to well-being outcomes that are culturally appropriate and meaningful. Such research would not only expand the global applicability of personality–well-being science but potentially reveal new personality dimensions relevant to well-being that the current Western-centric frameworks miss.

Fifth, intervention research should focus on identifying the most effective strategies for modifying personality-related processes that influence well-being. While personality traits themselves are relatively stable, the cognitive, emotional, and behavioural processes through which they affect well-being are more amenable to intervention. Randomized controlled trials examining the long-term effects of personality-targeted interventions on well-being are needed to establish an evidence base for clinical and educational practice (Roberts et al., 2017). Particular attention should be given to interventions that target neuroticism-related processes, given that this trait is the strongest personality risk factor for poor well-being.

Sixth, the emerging field of digital phenotyping offers new opportunities for studying personality–well-being relationships in naturalistic settings. Smartphone-based sensing can provide continuous, ecologically valid measures of social behaviour, physical activity, sleep patterns, and emotional expression that complement



traditional self-report assessments and potentially reveal fine-grained temporal dynamics in the personality–well-being association. Machine learning approaches applied to digital phenotyping data may uncover subtle patterns in the personality–well-being relationship that are difficult to detect through conventional statistical methods.

Seventh, future research should attend more carefully to the role of personality facets—the narrower traits that constitute each of the Big Five domains—in predicting specific wellbeing outcomes. While domain-level analyses have established the broad contours of the personality–well-being relationship, facet-level analyses can provide greater precision and practical utility. For instance, the extraversion domain encompasses facets as diverse as warmth, gregariousness, assertiveness, activity, excitement-seeking, and positive emotions, and these facets may have quite different relationships with different dimensions of well-being. Facet-level research can identify the specific personality features that are most relevant to particular wellbeing outcomes, thereby informing more targeted and effective interventions.

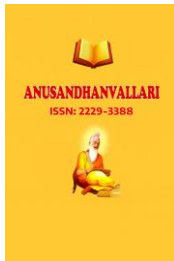
Finally, interdisciplinary collaboration represents an essential direction for advancing the field. The personality–well-being relationship sits at the intersection of personality psychology, clinical psychology, positive psychology, neuroscience, genetics, public health, education, and organizational science. Progress in understanding this relationship—and in translating that understanding into practical benefits—requires the integration of methods, theories, and perspectives from across these disciplines. Collaborative research teams that bring together diverse expertise are best positioned to address the complex, multilevel questions that remain in this field and to develop comprehensive, evidence-based approaches to promoting well-being through personality-informed strategies.

11. Conclusion

The relationship between personality and psychological well-being represents one of the most robust and consequential findings in contemporary psychological science. Decades of theoretical development and empirical research have converged on a clear set of conclusions: personality traits are among the strongest and most consistent predictors of well-being; certain traits—particularly extraversion and conscientiousness—are associated with enhanced wellbeing, while neuroticism is the most potent personality risk factor for diminished psychological health; and the mechanisms linking personality to well-being include cognitive appraisal, emotion regulation, coping strategy, social relationship quality, and goal pursuit.

The comprehensiveness of this relationship is underscored by its consistency across multiple theoretical frameworks for understanding well-being—from Diener’s subjective wellbeing model through Ryff’s multidimensional eudaimonic framework to Seligman’s PERMA model. Regardless of how well-being is conceptualized and measured, personality traits emerge as significant predictors. This consistency provides strong evidence that the personality–wellbeing association reflects genuine, deep-rooted connections between who people are and how they experience their lives, rather than artefacts of measurement or methodology.

At the same time, the relationship between personality and well-being is neither deterministic nor immutable. Contextual factors—including culture, developmental stage, gender, socioeconomic resources, and environmental quality—moderate the strength and nature of personality–well-being associations. Personality traits themselves undergo meaningful development across the lifespan, and the cognitive and behavioural processes through which they influence well-being are, to a significant extent, amenable to intervention. These moderating and dynamic factors provide grounds for optimism that well-being can be enhanced through thoughtfully designed clinical, educational, and public health interventions that take personality into account.

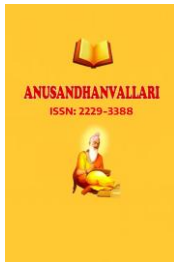


The review also highlights important methodological considerations that should guide future research, including the need for longitudinal designs, diverse cultural samples, multimethod assessments, and attention to the dynamic and bidirectional nature of personality–well-being relationships. As the field progresses, the integration of neurobiological, genetic, and digital phenotyping approaches promises to deepen understanding of the mechanisms through which personality shapes well-being at multiple levels of analysis.

Moving forward, the field will benefit from research that is both theoretically ambitious and practically grounded. The ultimate goal is not merely to document personality–well-being associations but to leverage this knowledge in service of human flourishing. In an era of rising global mental health challenges, the insight that personality provides a powerful lens for understanding and promoting well-being is not merely an academic finding—it is a practical imperative for improving the human condition. By developing interventions that are sensitive to individual personality differences, responsive to cultural and contextual variation, and informed by the latest scientific understanding of well-being mechanisms, researchers and practitioners can make meaningful contributions to the psychological health of individuals and communities worldwide.

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