CONCLUSIONS

The present investigation was aimed at finding out the personality correlates of well-being. The major findings are as under and following conclusions may be drawn:

- It was observed that outgoing people experience high levels of general well-being - positive affect, expectation-achievement congruence, confidence in coping, transcendence, and life satisfaction. Furthermore, reserved people seem to experience inadequate mental mastery, perceived ill-health, deficiency in social contacts, general well-being - negative affect, and psychological problems.

- Intelligence was found to be correlated with some of well-being dimensions and not with others. It was observed that more intelligent people experience more general well-being - positive affect, expectation-achievement congruence, and transcendence. However, less intelligent people experience inadequate mental mastery, and perceived ill-health.

- Emotionally stable individuals experience general well-being - positive affect, expectation-achievement congruence, confidence in coping, transcendence, and life satisfaction. Whereas, emotionally less stable people tend to perceive ill-health, experience general well-being- negative affect, and psychological problems.

- Assertive people were found to experience more perceived ill-health, deficiency in social contacts, and general well-being-negative affect. Humble people were found to experience general
People with surgency trait were found to experience more levels of general well-being-positive affect, expectation-achievement congruence, primary group concern, and life satisfaction. Furthermore, people with desurgency trait experience inadequate mental mastery, deficiency in social contacts, general well-being-negative affect, and psychological problems.

People with conscientiousness trait were observed to experience general well-being-positive affect, expectation-achievement congruence, transcendence, and life satisfaction. Whereas expedient people perceive ill-health, experience deficiency in social contacts, and general well-being-negative affect.

Socially bold people were found to experience general well-being-positive affect, expectation-achievement congruence, transcendence, and life satisfaction. However, shy people tend to experience inadequate mental mastery, perceived ill-health, deficiency in social contacts, general well-being-negative affect, and psychological problems.

Tender-minded people experience less degree of general well-being-positive affect, expectation-achievement congruence, transcendence, and life satisfaction in comparison to tough-minded people, and experience high degree of inadequate mental mastery, perceived ill-health, general well-being-negative affect, and psychological problems.

Suspicious people perceive ill-health, experience deficiency in social contacts, general well-being-negative affect, and
psychological problems whereas trusting people experience general well-being-positive affect, and expectation-achievement congruence.

- People who are imaginative and absent-minded tend to experience inadequate mental mastery, perceived ill-health, general well-being-negative affect, and psychological problems whereas practical people were found to experience general well-being-positive affect, expectation-achievement congruence, confidence in coping, transcendence, primary group concern, and life satisfaction.

- Shrewdness, as could be expected, was found to be negatively correlated with general well-being-positive affect, expectation-achievement congruence, and primary group concern. Whereas, it was found to be positively correlated with inadequate mental mastery, perceived ill-health, and general well-being-negative affect.

- Guilt prone people tend to experience deficiency in social contacts, general well-being-negative affect, and psychological problems whereas placid people experience general well-being-positive affect, expectation-achievement congruence, confidence in coping, transcendence, and life satisfaction.

- Experimenting people experience general well-being-positive affect and life satisfaction, whereas, conservative people experience inadequate mental mastery, perceived ill-health, general well-being-negative affect, and psychological problems.

- Self-sufficiency was found to correlate negatively with general well-being-positive affect, and primary group concern; and found
to be correlated positively with inadequate mental mastery, perceived ill-health, and deficiency in social contacts.

- Controlled people tend to experience general well-being-positive affect, expectation-achievement congruence, and transcendence. Whereas, people with undisciplined self-conflict trait experience inadequate mental mastery, perceived ill-health, deficiency in social contacts, and general well-being-negative affect.

- People who are tense were found to experience primary group concern, deficiency in social contacts, general well-being-negative affect, and psychological problems. Whereas, relaxed people experience general well-being-positive affect, expectation-achievement congruence, transcendence, and life satisfaction.

- Extraverts were found to experience general well-being-positive affect, expectation-achievement congruence, confidence in coping, transcendence, primary group concern, and life satisfaction. However, introverts tend to experience inadequate mental mastery, perceived ill-health, deficiency in social contacts, general well-being-negative affect, and psychological problems.

- Anxiety was found to be negatively correlated with general well-being-positive affect, expectation-achievement congruence, transcendence, and life satisfaction. However, it has been found to be positively correlated with perceived ill-health, deficiency in social contacts, general well-being-negative affect, and psychological problems.

- People with tough poise trait tend to experience primary group concern, whereas people with tenderminded emotionality experience transcendence.
• Independence trait was found to be correlated with only two well-being dimensions. It was negatively correlated with expectation-achievement congruence, and positively with perceived ill-health.

• Self-esteem was found to be related positively and significantly to general well-being - positive affect, expectation-achievement congruence, confidence in coping, family group support, social support, primary group concern, and life satisfaction whereas negatively correlated with inadequate mental mastery, deficiency in social contacts, and psychological health.

The overall results of the present study are, more or less, in accordance with previous researches (Costa and McCrae, 1980; Emmons and Diener, 1985) which postulated that different personality traits influence positive and negative affect separately. However, in the present study, some extra well-being dimensions were also examined which were not found to be correlated with personality traits in previous studies. However, the direction of obtained relationships, in this study, between traits and these dimensions seem to be as expected. Furthermore, these data were subjected to multiple regressions to find out possible predictors of well-being. Major findings were as follows:

It is highly interesting to note that when the data were subjected to stepwise multiple regression analysis, out of 13 well-being dimensions, 8 have been found to be most significantly predicted by "self-esteem."

• Self-esteem significantly and positively correlated with general well-being - positive affect, expectation-achievement congruence, confidence in coping, family group support, social support, and life
satisfaction whereas significantly but negatively correlated with deficiency in social contacts and psychological problems (GHQ).

- Results further reveal that out of 16 personality factors, only 5 traits significantly contributed and predicted 5 well-being dimensions. Firstly, factor G (*Conscientiousness*) of the 16 PF test predictd *transcendence*. People who were exacting in character, dominated by sense of duty and responsibility, were conscientious and moralistic, tended to feel well-being derived from transcendence and values of a spiritual quality.

- Secondly, positive relationship between factor F (*Surgency*) and *primary group concern* revealed that people who were cheerful, expressive, talkative and active tended to experience well-being through good relations with primary family members (children and spouse).

- Thirdly, people who scored high on factor I (*tender-minded*) of 16 PF test tended to experience *inadequate mental mastery*. Findings revealed that these people tend to feel upset by unexpected things, sad without any particular reason, irritability, anxiety and tension, lose temper over minor and avoidable things, and easily upset over criticism.

- Next, people who were found to be assertive tended to experience *perceived ill-health*. These people were found, in the present research, to generally worry over health, feel pains in various parts of the body, palpitations, giddiness, get tired too easily and experience disturbed sleep.

- Lastly, the negative relationship between factor H (*Social - Boldness*) of 16 PF test and *general well-being - negative affect* revealed that people who were shy, withdrawing, restrained, timid
and suffering from inferiority feelings tend to experience more levels of negative affect. They find their lives boring, uninteresting, useless and they generally worry about future.

- Out of 04 secondary order factors, none could "predict family group support", and "social support" dimensions of well-being.
- Seven well-being dimensions (out of eleven) were most significantly predicted by extraversion trait, three by anxiety, and the remaining one by tough poise.
- Extraversion positively predicted confidence in coping, primary group concern, and life satisfaction whereas negatively correlated to inadequate mental mastery, perceived ill-health, deficiency in social contacts, and negative affect. These findings imply that extraverts possess confidence of managing unexpected situations, confidence in facing crisis situations, and confidence in coping with future. Furthermore, extraverts enjoy well-being derived through primary group concern, and life satisfaction. The results further reveal that introverts are found generally upset by unexpected things, feel sad without any particular reason, generally experience irritability, anxiety, and tension. They easily lose temper and feel upset over minor things and be upset over criticisms. Secondly, introverts worry over health, feel pains in various parts of the body, giddiness, and disturbed sleep. It is also but natural that introverts generally feel lack of and deficiency in social contacts due to their shy and inhibitory nature. Above all, the results show, introverts experience negative affect and find their lives boring, uninteresting, and useless. They generally worry about their future. So, their outlook on life is generally depressed one.
Anxiety was negatively related to two dimensions of well-being: positive affect and expectation-achievement congruence, and positively related to psychological problems (GHQ). Obviously, more anxious people find their lives less interesting and less happy. Further, they find that the standard of living, social status, and success have not been achieved by them as they expected. Also, being highly anxious, they face many types of psychological problems. All this becomes the major cause of their ill-being.

Lastly, it was found that tough poise is negatively related to transcendence. Or in simple words, people who are enterprising, decisive, and resilient personality tended to believe less in spiritual values, whereas people who were troubled by pervasive emotionality, were of a discouraged and frustrated type tended to move toward moral, ethical, and spiritual issues and derived a sense of well-being through these.

On the basis of present findings, the personological profiles of individuals can be formed indicating who seem to be happier and experiencing more levels of well-being as Wilson (1967) did. Individuals who are extraverts, outgoing, emotionally stable, happy-go-lucky, conscientious, venturesome, experimenting, controlled, and having high self-esteem seem to experience more high levels of well-being. On the other hand, tender-minded, suspicious, assertive, imaginative and absent-minded, shrewd, apprehensive, self-sufficient, tense, and anxious people seem to experience low levels of well-being and happiness.
SUGGESTIONS

1. Although single-occasion self-reports of subjective well-being have an adequate degree of validity and reliability, ordering of items, socially desirability, situational factors and other artifacts could influence reports of subjective well-being. The artifacts mentioned suggest caution. For this reason, in the future researchers should more frequently combine other types of measures with one-time scales. Although based on self-report, the naturalistic experience-sampling method (ESM) can circumvent some memory and other biases that occur in more global reports. Additional methods, such as physiological measures, reports by informants, facial expressions, memory and reaction-time measures, and electrophysiological measures such as electroencephalograms and electromyographic facial recordings also should be included in complete assessments of well-being. Because different methods of measuring well-being can produce different scores, a battery of diverse measures will produce the most informative and reliable composite.

2. Since a single score is likely to over-simplify the complex and multifaceted phenomenon of well-being, multiple measures capturing multiple aspects of well-being must be used. This might prove highly useful in the development of sophisticated theories and understanding of the phenomenon.

3. It is evident from the research findings that objective conditions also have an immense impact on the people's evaluations of their lives. A thorough understanding of well-being is required to study
these objective indicators (e.g., gross national product or per capita income figures, physician's ratings, etc.) and conditions.

4. Environmental factors may also have some strong influence on well-being. Thus, more research should be directed toward the interactional effects of personality and environmental factors. However, various studies have separately investigated the relationship between personality and well-being, and environmental factors and well-being, but very little has been done about their interactional effects on well-being.

5. The nature of global and specific self-esteem should be studied in details since global self-esteem is relevant to well-being whereas specific self-esteem determines specific attitudes and behaviour. So, educators and policymakers should correctly take up the right type of self-esteem, i.e. specific self-esteem (for example, academic self-esteem) if they want to improve students' (academic) performance in the school and college.

6. As anxiety, the underlying significant characteristic of neuroticism, has been found to effect well-being significantly, further research should be conducted to verify the proposition that state anxiety would be significantly associated with short term and trait anxiety would be significantly associated with long term well-being.

7. Much of our knowledge about well-being comes from highly westernized nations. Thus, a great need is there not only to replicate but also to extend these researches and research findings to other cultures also. India has a very rich cultural heritage. Hence, more studies on well-being in different cultural, religious, and disadvantaged groups will help in greater understanding of this phenomenon.