



Personality Traits and Job Status as Predictors of Psychological Wellbeing among Health Workers during Covid-19 Pandemic

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ABSTRACT

This study investigated personality traits and job status as predictors of psychological wellbeing among health care workers during covid-19 pandemic, the objective of the study includes; to determine predictive roles of personality traits on psychological wellbeing among health care workers during covid-19 pandemic and to assess the predictive roles of job status on psychological wellbeing among health care workers during covid-19 pandemic. A total of 220 health workers participants in the study. Two instruments were used for data collection Ryff's psychological wellbeing scale and big five personality inventory. Step wise multiple regression was employed for statistical analysis. Results indicated that personality traits of extraversion ($\beta = .20$, $t = 1.67$, $p < .05$), and openness to experience ($\beta = .14$, $t = 3.10$, $p < .05$) significantly predicted psychological wellbeing of health workers. Also, job status ($\beta = .17$, $t = -.47$, $p < .05$) statistically and significantly predict psychological wellbeing well-being of health workers. during covid-19 pandemic. The study contributed to the understanding of how personality traits and job status relates with pandemics and other major population-level events to influence psychological well-being well-being of health workers. In particular, the finding that the psychological wellbeing benefits of extraversion and open to experiences are reduced during sustained lockdown is particularly interesting and seek more attention.

Introduction

The outbreak of COVID-19 pandemic in 2020 greatly altered the way people live their lives and experience in the global community. The collective effects of the virus and the approaches to control its spread have caused increased loneliness, social isolation, financial insecurity, low economic productivity and uncertainty about the future (Van Bavel et al., 2020). Various reviewers have expressed concerns that the pandemic may induce elevated levels of anxiety, depression, loneliness, and suicide (Courtet et al., 2020), high level of psychological levels of distress (Xiong et al., 2020). Studies indicated that during early-stage lockdown of COVID-19 pandemic suggest that psychological well-being may have remained relatively stable (Sibley et al., 2020) and that it is mostly viral spread rather than lockdown that causes psychological distress (Foa et al., 2020).

More broadly, studies on psychological well-being shows that psychological well-being (i) is relatively stable over time (Anglim et al., 2015; Xiong et al., 2020), (ii) has a hereditary component (Røysamb et al., 2018; Van Bavel et al., 2020), (iii) is influenced by homeostatic processes (Cummins, 2015), and (iv) is driven substantially by broad personality traits such as neuroticism, extraversion, and conscientiousness (Anglim et al., 2020; Xiong et al., 2020). Nonetheless, life events do influence well-being (Luhmann et al., 2012) and the effect of a modern global pandemic on well-being is not yet well understood. It is unclear whether the personality traits that thrives under normal circumstances also thrives during a pandemic. As such it is particularly significant to understand how the COVID-19 pandemic is affecting psychological well-being and what kinds of people are most psychologically susceptible to its negative effects especially among healthcare workers (Van Bavel et al., 2020).

Studies have observed changes in psychological well-being employ had look into well-being in relation to humanistic conceptions of well-being related to meaning, purpose, and social connection (Ryff & Keyes, 1995). Although a few studies have looked at the relationship between personality and psychological well-being in the COVID-19 context, very little research has yet compared the predictive roles of personality and job status on psychological well-being of healthcare workers before and after

onset of the COVID-19 pandemic. Understanding whether the COVID-19 pandemic predict personality traits and job status on well-being has theoretical, empirical and practical implications for knowing how to assist personality traits processed by and individual or people during the COVID-19 pandemic. It also provides a powerful natural experiment to assess theoretical expectations for how personality and job status interact during pandemic.

Personality is one of the important psychological variables in this research to understand this variable that predict well-being during COVID-19 pandemic. Studies on relationship between personality traits and psychological well-being has exploded in recent years (Anglim et al., 2020). Recently, Anglim et al. (2020) conducted a meta-analysis showing how robust the relationship is between Big Five personality (i.e., neuroticism, extraversion, openness, agreeableness, and conscientiousness) and SWB and PWB. Their result revealed that neuroticism, extraversion, and conscientious are strong correlates of psychological well-being. This research also consolidates evidence from primary studies (Meléndez et al., 2019; Sun et al., 2018) showing how certain pairs of personality traits and well-being dimensions correlate more than would be expected from their respective average correlations (e.g., see decomposition of cross correlations in Anglim and Grant (2016)).

In particular, these include neuroticism with negative affect, extraversion with positive affect and positive relations, openness with personal growth, agreeableness with positive relations, and conscientiousness with environmental mastery and purpose in life. Other studies related to the presents studies includes Lekka et al. (2021) examined the effect of personality traits on the quality of life of health professionals in COVID19 reference hospital using 400 healthcare workers, in Thoracic Diseases General Hospital Sotiria. Two instruments were used for data collection which includes Participants WHOQOL-BREF and the NEO-FFI inventory. Data were analysed to obtained the means of descriptive statistics, T-test, ANOVA, Pearson's correlation and regression. Results indicated that younger healthcare professionals had a better quality of life and with regard to gender differences, males reported higher scores of physical and psychological health compared to females. Also, personality dimensions, neuroticism and extroversion have a statistically significant effect

on the quality of life. In contrast, education level, work area and specialty did not appear to affect the quality of life of hospital staff. Rossi et al., (2021) investigate psychological traits in the Italian Population. A total of 2103 participants (64% female & 36% male) completed an online survey that included the Psychological General Wellbeing Index (PGWBI), the Italian Short Personality Inventory (ITAPI), and a general questionnaire. Descriptive statistics and hierarchical regressions were performed using SPSS 25.0.

The findings showed poor psychological wellbeing in the Italian population. Young people reported the lowest scores. Vulnerability traits negatively influenced some PGWBI domains, such as the total score ($\beta = -0.62$), anxiety ($\beta = -0.55$), depression ($\beta = -0.46$), positivity and wellbeing ($\beta = -0.51$), vitality ($\beta = -0.45$) general health ($\beta = -0.12$), and self-control ($\beta = -0.52$). On the other hand, dynamism trait positively affected vitality ($\beta = 0.12$) and positivity and wellbeing ($\beta = 0.14$). In other words, personality factors related to vulnerability in particular created risk, whereas dynamism offered protection. The results highlight how COVID-19 helped to trigger anxious and depressive states. People feel helpless and vulnerable when facing new, unexpected conditions caused by the virus. These findings may assist mental healthcare professionals in safeguarding psychological wellbeing during emergencies such as the pandemic. Anglim et al., (2021) assessed the effect of the COVID-19 (coronavirus) pandemic on subjective well-being (SWB) and psychological well-being (PWB) and whether the pandemic moderated the effect of personality on well-being. Measures of Big Five personality, SWB (life satisfaction, positive affect, negative affect) and PWB (positive relations, autonomy, environmental mastery, personal growth, purpose in life, self-acceptance) were obtained from a sample of young adults in Melbourne, Australia ($n = 1132$) during a second wave of viral transmission and lockdown, and an identically recruited Pre-COVID sample ($n = 547$).

Psychological well-being was lower in the COVID sample and differences were largest for positive affect ($d = -0.48$) and negative affect ($d = 0.70$). While the effect of personality on well-being was relatively robust, the effect of personality on well-being was slightly reduced and the effect of extraversion on positive affect was particularly

attenuated during the pandemic. Nikčević et al. (2020) revealed that extraversion, agreeableness, conscientiousness, and openness were negatively related with generalized anxiety and depressive symptoms. Moreover, neuroticism health anxiety, and psychological distress caused by COVID-19 were positively associated with generalized anxiety and depressive symptoms in the American population. A German study Modersitzki, et al. (2020)

Job status is also implicated in this study. Job status refers to the level of success that an employee performs in line with all his/her efforts to do the given job. If the employee is rewarded when he/she reaches his/her job goal, his/her psychological well-being and mental health level increases during the pandemic. Besides, the effective and productive working of the employees within the organization depends largely on their high psychological wellbeing and job satisfaction. Employees with elevated job statuses may feel more engaged in their work during the pandemic, leading to increased productivity and better performance which usually entail more significant responsibilities. This can push employees to be more accountable and perform at a higher level, with greater recognition and rewards, which can serve as performance incentives. The job status of an employee's attracts more recognition and rewards, both tangible (promotions and bonuses) and intangible (respect and admiration). These rewards can serve as performance incentives. job statuses often include leadership and management positions (Yıldız et al., 2014; Ay et al., 2017).

Job status of employment and its working conditions may have both positive and negative impact on the health and psychological well-being of health care workers during covid-19 pandemic. Job status play a vital role in understanding gender inequalities in mental health and psychological well-being. This type of employment and its working conditions may be important determinants of workers' mental health and psychological well-being. Previous studies have explored gender inequalities in mental health and well-being in terms of the type of flexible employment. However, very little research has addressed the impact of job status work on people's mental health and psychological well-being among health care workers especially during covid-19 pandemic.

Statement of the Problem

Despite an emerging literature on the effect of the COVID-19 pandemic on psychological wellbeing through personality and job types remain unclarified in the field of psychological research furthermore, studies examining personality on psychological wellbeing during COVID-19 was a cross-sectional surveys conducted during the pandemic that lack a meaningful Pre-COVID comparison group. Also, a few studies have looked at the relationship between personality and well-being in the COVID-19 context, very little research has yet compared the relationship of personality and job type on psychological well-being before and after onset of the pandemic.

Understanding whether the COVID-19 pandemic correlate with personality, job type on psychological well-being has practical implications for knowing how to assist different types of individuals during the pandemic. It also provides a powerful natural experiment to assess theoretical expectations for how personality trait, job types and environment interact.

Thus, the present study aimed to investigated personality type and job status as predictors of psychological wellbeing among health workers during covid-19 pandemic. Specifically, it sought to examined the degree to which different aspects of personality traits and job types predict psychological wellbeing of health workers during the COVID-19 pandemic

This study intends to find answers to the following problems;

1. Would there be a significant predictor of personality type in psychological wellbeing of health care workers during covid19 pandemic?
2. Would there be a significant predictor of job status in psychological well-being of health care workers during the covid19 pandemic?

Objective of the Study

The broad objective of the study is to examine the effect of personality type and job status as predicators of psychological wellbeing among health care workers during covid-19 pandemic, however the specifically the study aimed to;

1. Determine the predictor of personality type on psychological well-being among health care workers during the covid19. Access the predictor of job status

on psychological wellbeing among health care workers {HCW} during covid19 pandemic

Hypotheses

There will be no significant predictor of personality type in psychological well-being among health care workers during covid-19 pandemic.

There will be no significant predictor of job status in psychological will-being among health care workers during covid-19 pandemic.

Method

Participants

A total of two hundred and twenty (220) participants, comprising of 100 males and 120 females, ages ranges from 20-69 years were involved in this study. They were selected using simple random sampling technique from Fetha 1, Fetha 2 Hospital Abakaliki and General Hospital Iziagbo all in Ebonyi State Nigeria.

Instruments

Two instruments were used for data collection.

Ryff'S Psychological Well-being Scale (PWB).

It is a standardized psychological instrument with a 42-item scale which comprises six sub-dimensions of well-being: autonomy, environmental mastery, positive relations with others, purpose in life, personal growth and self-acceptance (Ryffet al., 1995). Respondents are asked to indicate their level of agreement or disagreement with the 42 self-descriptive statements based on a six-point Likert scale ranging from 1 = strongly disagree to 6 = strongly agree. The range of scores for the total scale was 42-252. There are 7 items per dimension. Examples of items in the scale include:I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people (Autonomy dimension); In general, I feel I am in charge of the

situation in which I live (Environmental Mastery dimension); I am not interested in activities that will expand my horizons (Personal Growth dimension); Most people see me as loving and affectionate (Positive Relations with others dimension); I live life one day at a time and don't really think about the future (Purpose in Life dimension); When I look at the story of my life, I am pleased with how things have turned out (Self-Acceptance dimension). The internal consistency reliability coefficients as reported by Ryff (1989) ranged from .86 to .93 for the six sub-scales. Onyedibe et al., (2015) conducted a pilot study with 42 final-year psychology students of University of Nigeria Nsukka and found the internal consistency reliability coefficient to be .63 for the entire scale.

Big Five Inventory (John et al., 1991).

This is a 44-item inventory developed by John, Donahue & Kentle (1990). It assesses personality from five distinct dimensions: Extraversion (8 items), Agreeableness (9 items), Conscientiousness (9 items), Neuroticism (8 items) and Openness to experience (10 items). According to Omoluabi (2002), BFI was adapted for the use of professionals in Nigeria after several years of research at standardizing it, in order to enhance its suitability and relevance for Nigerian. Using a Nigerian sample, Umeh (2004) obtained the following divergent validity coefficients with University Maladjustment Scale (Kleinmontz, 1961): Extraversion = .05, Agreeableness = .13, Conscientiousness = .11, Neuroticism = .39 and Openness to Experience = .24. According to Umeh (2004), the low correlation coefficients obtained when the scores of the participating students on the BFI was correlated with their scores on the Maladjustment Scale shows the divergent nature of the two instruments. Thus, it is an evidence of BFI's cross-cultural validity. Sample items in the BFI includes I see myself as: Someone who is full of energy (extraversion), someone who has a forgiving

nature (agreeableness); someone who is a reliable worker (conscientiousness); someone who gets nervous easily (neuroticism); someone who is inventive (openness to experience).

Procedure

The researcher obtained a letter from the management of Federal teaching hospital 1, 2 and General Hospital Iziagbo all in Ebonyi State Nigeria for the research. Before administering the questionnaire, the researcher created rapport with the participants, in which case the participants were told that the exercise is purely for academic research purpose. Participants equally assured that their responses will be treated with utmost confidentiality and that participation in the study will be voluntary participation and can withdraw at any time. Afterwards, the researcher and the trained research assistants administer the questionnaire to the participants.

The two instruments were distributed to the participants through a luck dip containing "YES", and "NO". Yes, means that the participants will be administered questionnaire, while "NO" means exclusion of the participant in the study. A total of A total of 220 copies of the questionnaires were distributed within a period of three weeks on the target population. 205 copies were collected out of the number distributed and 200 copies that are correctly filled were scored and analyzed to test the hypothesis.

Design/Statistics

The design of the study was cross-sectional survey design and stepwise multiple regression was also used for data analysis with the aid of Statistical Package for the Social Science (SPSS) version 25.

Result

Table 1: Correlations of demographic variables (gender, age and education qualification), personality traits (extraversion, agreeableness, conscientiousness, neuroticism, & openness), job status and psychological well-being.

Variables	M	SD	1	2	3	4	5	6	7	8	9	10
1 Gender	1.62	.49	-									
2 Age	3.55	6.89	.04	-								
3 Education Qualification	1.17	1.21	-.01	.01								
4 Extraversion	37.82	5.41	.07	.10*	-.12*							
5 Agreeableness	37.55	6.48	.06	.02	-.16**	.51***						
6 Conscientiousness	48.81	6.53	.20	.06	-.19***	.32***	.28***					
7 Neuroticism	37.74	7.17	.08	.14**	-.16**	.33***	.22***	.29***				
8 Openness	46.02	7.74	.07	.02	-.13**	.35***	.27***	.25***	.52***			
9 Job Status	52.67	7.69	.04	.07	-.03	.20***	.21***	.10	.17***	.30***		
10 Psychological well-being	32.13	3.24	.30***	.09	.06	.19***	.14	.07	.06	.06**	.02*	-

*** $p < .001$; ** $p < .01$, * $p < .05$

Result of table one above showed that the gender significantly predicts psychological well-being ($r = .30$, $p < .001$), extraversion ($r = .19$, $p < .001$), openness to experience ($r = .06$, $p < .01$) and job status ($r = .02$, $p < .05$). While agreeableness ($r = .14$, $p > .05$), conscientiousness ($r = .07$, $p > .05$), and neuroticism ($r = .07$, $p > .05$). Also, age ($r = .09$, $p > .05$), education qualification ($r = -.12$, $p < .05$), was not a significant predictor of psychological well-being among health workers

Table 2: Showing the prediction of academic engagement from control variables, dimensions of domestic violence and dimensions of peer pressure.

	R	R ²	R ² Δ	B	Beta(β)	T
Model 1	.46**	.12**	.12**			
Gender				-1.01	-.04	-.34
Age				-.28	-.12	-.86
Level of Education				-2.33	.18*	2.40
Model 2	.45*	.18*	.06*			
Extraversion				.50	.20*	1.67
Agreeableness				.12	.03	.41
Conscientiousness				.17	.06	.66
Neuroticism				.28	.08	.92
Openness to Experience				.65	.14*	3.10
Model 3	.36*	.12				
Job Status				-.74	.17*	.47

Note. $N = 220$, * = $p < .05$ (two-tailed), ** = $p < .01$ (two-tailed), *** = $p < .001$ (two-tailed). Gender was coded 1 = male, 2 = female; Age was coded in years.

Regression result in table 2 above indicated that amongst the control variables only level of education ($\beta = .18$, $t = 2.40$, $p < .05$) significantly predicted psychological wellbeing of health workers. The control variables jointly

accounted for less than 46% variance in predicting psychological wellbeing ($R = .46$, $p < .05$). In model 2 dimensions of personality, extraversion ($\beta = .20$, $t = 1.67$, $p < .05$), and openness to experience ($\beta = .14$, $t = 3.10$, $p < .05$) significantly predicted psychological wellbeing of health workers. The dimensions jointly accounted for 45% significant difference as predictors of psychological wellbeing. Hence, individuals with extraversion personality attribute and those open to experience indicate more psychological wellbeing. In model 3, job status ($\beta = .17$, $t = -47$, $p < .05$) statistically and significantly predict psychological wellbeing well-being of health workers.

Discussion

The study investigated Personality Traits and Job Status as Predictors of Psychological Wellbeing among Health Workers during Covid-19 Pandemic. The findings of this study showed that personality traits of extraversion and openness to experience significantly predicted psychological wellbeing of health workers and inconsistency with the hypotheses which stated that there will be no significant predictors of personality traits on psychological wellbeing among health care workers during covid-19 pandemic. This result is consistent with the findings of Anglim et al. (2020) conducted a meta-analysis showing how robust the relationship is between Big Five personality (i.e., neuroticism, extraversion, openness, agreeableness, and conscientiousness) and SWB and PWB. Their result revealed that neuroticism, extraversion, and conscientious are strong correlates of psychological well-being. This research also consolidates evidence from primary studies (Meléndez et al., 2019; Sun et al., 2018) showing how certain pairs of personality traits and well-being dimensions correlate more than would be expected from their respective average correlations (e.g., see decomposition of cross correlations in Anglim and Grant (2016)). In particular, these include neuroticism with negative affect, extraversion with positive affect and positive relations, openness with personal growth, agreeableness with positive relations, and conscientiousness with environmental mastery and purpose in life.

The findings of this study showed that job status significantly predicted psychological wellbeing of health workers and inconsistency with the hypotheses which stated that there will be no significant predictors of job status on psychological well-being among health care workers during covid-19 pandemic. This result is consistent with the findings of Price Liu (2020). shows that unemployment leads to a substantial decrease of psychological well-being among healthcare workers. Also, Kawohl et al., (2020) indicated that paid employment increases individuals' well-being because it provides an income

and fulfils various psychological needs. This implies during unemployment; a person lacks both these pecuniary and non-pecuniary benefits lead to lower psychological well-being.

Conclusion

This research has dealt with the study of personality types and job status on psychological well-being among health care workers during covid-19 pandemic, a number of theoretical approaches to incorporating individual differences and job status in literatures of psychological wellbeing have been presented, ranging from the review which stated that the big five personality trait have been found to be highly inter-correlated and factor-analytically alienated to predict psychological well-being of health care workers during covid-19 pandemic, owing to the years of marriage, level of education, years in job, present health state, extraversion and openness to experience.

Organizational and employment aspects have a considerable impact on psychological health, especially in the context of a global pandemic. The workplace therefore represents an important target towards which efforts should be directed to manage mental health issues related to the COVID-19 pandemic. Mental issues related to the health emergency, such as anxiety, depression, PTSD, suicidal ideas, sleep disorders, and drugs and alcohol addiction are more likely to affect healthcare workers, especially those on the frontline, migrant workers and workers in contact with the public, like the law enforcement. These issues are variously related to the high level of job strain, the fear of being infected and being a vector of the disease towards the family, the discrimination and stigma that may arise. Moreover, job insecurity, adverse employment environment, long periods of quarantine and isolation, work rights exploitations, and uncertainty of the future worsen the psychological condition, especially in younger people and in those with a higher educational background.

Recommendation

The health and psychological wellbeing of health care providers should always be scrutinized to ensure the best outcome for better patients' experience. For these reasons, the public health response must address the issue of this so-called psychological pandemic, including support for psychological health, especially for higher risk populations and for those with pre-existing psychological disorders who are particularly vulnerable to pandemic stress.

Possible actions to mitigate the impact of the pandemic on the mental health of workers are the improvement of the infrastructures of workplace, the adoption of correct and shared anti-contagion measures, including regular PPE supply, the implementation of resilience training programs especially for workers with leadership roles. Monitoring mental health in different populations (onset and persistence of symptoms), understanding the different needs, and planning specific actions are also fundamental public health interventions.

Promoting the development of reliable preventive approaches is essential. For example, the use of coaching psychology can be considered a valid strategy to lower burnout levels and create a safe environment in which individuals can feel free to discuss their professional development and understand how to improve their resources to overcome obstacles, such as the new challenges caused by the COVID-19 pandemic.

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