

## Genesis, Antecedents and Outcome of Personality and Life Gratification : Review and Outlook

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### Abstract

The study explores the relationship between personality and life gratification among young aspiring professionals. Personality is shaped by innate traits, self-monitoring and socialization, which can impact an individual's approach to personal and professional life. Life gratification is defined as the overall sense of fulfillment and satisfaction in various domains of life, such as work, relationships and personal growth. The paper discusses the genesis, and antecedents of life gratification, including psychological and social factors and highlights the importance of understanding the impact of personality on life gratification. The paper reviews the existing literature on the topic and identifies the most relevant personality dimensions that impact life gratification among students. The study also provides a structured approach to identify, select, evaluate and synthesize existing literature on a specific topic to achieve the outcome. This literature review study is practically useful for academicians and all working in this direction and it draws research gaps and provides future research directions.

### Key Words

Life Gratification, Personality, Self-Monitoring, Socialisation

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### INTRODUCTION

Life satisfaction is important for young entrepreneurs to consider in

their personal and professional lives. The concept of satisfaction is found in different areas of life, such as work, relationships and personal growth (Carl Quist *et al.*, 2017). Prioritizing life satisfaction can positively impact individual and professional well-being, ultimately leading to greater success in all areas of life (Russo-Netzer & Tarrasch, 2024). Due to its increasing practical importance in recent years, the concept is of great interest to researchers working in the field of human resource management. It has been studied in a variety of contexts and found to have multiple causes and more profound effects & consequences. One of the most important determinants of an individual's life satisfaction is personality. There is a significant relationship between life satisfaction and personality, which can influence how young entrepreneurs approach their personal and professional lives. Personality has been studied with implicit methods and scales and is not accepted by scholars in any combined form for the same. Research has shown that personality traits such as self-evaluation and sociability influence both life satisfaction and perceived happiness (Genner & Süss, 2017). Personality always affects how we think we think about life and is shaped not only by genetic traits but also by environmental factors such as self-evaluation and association. Introspection refers to the ability to change behaviour in response to life situations (Snyder, 1974). Individuals who score high on self-monitoring tend to change their behaviour according to the expectations of others, whereas those who score low on self-monitoring tend to behave consistently in situations (Moody, 2024). They have been found that self-care affects personality development in many ways. For example, high self-monitors may adopt a "fake it till you make it" approach to behaviours, which may change their underlying personality traits over time (Robbins *et al.*, 2002) period while low self-monitors are more likely to respond to social feedback, leading to more stable identities over time. Socialization also plays an important role in personality formation. During childhood and adolescence, individuals are exposed to a variety of socialization resources, including parents, peers and cultural norms (Cervantes *et al.*, 2024). These experiences can shape an individual's values, beliefs and behaviours, which in turn can influence his or her personality type (Bandura, 1977). For example, children who grow up in authoritarian homes may have characteristics such as low internal openness which may lead to more depression, as they may be discouraged from seeking new experiences and expressing themselves freely in the 1980s (Maccoby & Martin, 1983). Increased and decreased neuroticism (Johnson *et al.*, 2005) In conclusion, personality is shaped by genetic predisposition, introspection and complex associations. Understanding these effects can help young entrepreneurs

become more aware of their personality traits and adaptability to life situations and ultimately become more successful in their personal and working lives. This research paper aims to investigate the relationship between self-examination, socialization, identity, and life satisfaction and its impact on young people's career aspirations. Variability in these variables is important in shaping an individual's work life and many variables may be relevant to understanding career success for prospective entrepreneurs that affect their values, relationships and health impact. This paper will include current research on these variables article and emphasize the importance for young entrepreneurs. The rise of this practice of customer retention and customer relationship management also fuelled academic research. This has resulted in disparate knowledge that has not been systematically organized to arrive at meaningful conclusions. The foregoing understanding will be of real value to marketers and scholars working in this direction. A good literature review addresses research gaps and provides directions for future research.

## **RESEARCH METHODOLOGY**

A complete and comprehensive literature review study involves a structured approach to identify, select, evaluate and synthesize existing literature on a specific topic to achieve the research objectives. The search for relevant literature was conducted using academic databases like Scopus and Google Scholar, based on the research questions and objectives. A set of keywords related to life gratification including life gratification, personality, self-monitoring and the like, were used with OR and AND operators as necessary. The inclusion criteria for the articles were limited to peer-reviewed articles published in English. After the initial search, the articles were screened based on their relevance to the research objectives and duplicates were removed. A total of 87 articles met the inclusion criteria and were selected for further analysis. The selected articles were critically evaluated based on their relevance, quality and methodological soundness. Finally, 43 articles were fully read to obtain objective-based information and form a usable and interesting literature review study on the topic of life gratification among young aspiring professionals affected by personality factors. Our selection criteria were restricted to include only those studies that focus upon the context selected by us, i.e. the role of personality-based factors in the formation of life gratification among students or young aspiring professionals.

We examined valid definitions of life gratification and personality, their underlying assumptions and diversity for conceptual purposes. Many factors

influence the life satisfaction of young entrepreneurs or students and identity is an important overall factor considering its relevance to context. All relevant background information, underlying assumptions, hypotheses, outcomes, consequences, implications and key findings were thoroughly examined and followed by an interval analysis examining the most relevant personality factors affecting students' life gratification.

## PERSONALITY GENESIS

Personality is a part of almost all domains and academic disciplines that involve studying human and human nature. It is a complex and multifaceted process that encompasses individual characteristics, behavioural patterns, thoughts, and emotions. Personality is a term used to refer to the unique and enduring characteristics that determine an individual's thoughts, feelings and behaviour in diverse unique situations and circumstances (Zayas *et al.*, 2002; Jayawickreme *et al.*, 2021). Personality has been under study by scholars in fields such as psychology, sociology, anthropology, management, organizational behaviour and human resources for many years. Differentiated from these diverse perspectives and different levels of abstraction, some agreed personality comprises enduring and relatively stable traits, tendencies and characteristics that predispose a person to behave in a particular way. Personality is influenced mainly by genetic and environmental variants that are modulated by the biological, experiential and social complexities of an individual (Krause *et al.*, 2010). Several theoretical frameworks are developed to analyse personality, but the most frequently utilized framework is the trait theory in determining and measuring personality. The Trait Theory suggests that personality can be easily described and predicted by measuring and defining specific traits or propensities (Steyer *et al.*, 1999). This perspective is centered on spotting consistent trend lines of activities and traits that remain unchanging over time and various situations. This theory is also known as the Big Five Model including Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism as broad dimensions that are used to capture the fundamental aspects of personality (Kwang & Rodrigues, 2002). Another way of describing and evaluating basic personality components is Psychodynamic Components Based on Freud's psychoanalysis, proposes three main components of personality: The "Id" represents the basic and derived components of personality instinctive, driven by primal desires and seeking immediate gratification, "ego" represents the rational reality of personality (Kayani *et al.*, 2023). The aspect relating between id and superego

balances innate desires and social values and the “Superego” represents the moral and ethical side of the personality, embodying social norms and values (Rennison, 2015). The third major measure is the social-cognitive perspective that highlights the role of cognitive processes and social factors in shaping personality. Table 1 earmarks the scientific development of the concept of personality. Notable dimensions within this framework include Learned Helplessness, Self-efficacy, and Locus of control.

**Table 1**  
**Development of Personality Throughout**

Researcher(s)	Contributions
(Freud, 1900)	Introduced the concept of the unconscious mind and its impact on personality, emphasizing the roles of id, ego and superego in shaping personality traits.
(Allport, 1937)	Proposed the Trait Theory, which categorizes personality traits into cardinal, central and secondary traits, emphasizing individual differences.
(Erikson, 1963)	Developed the Psychosocial Development Theory, highlighting eight stages of personality development from infancy to adulthood, each characterized by specific conflicts.
(Costa Jr & McCrae, 2008)	Developed the Five-Factor Model (Big Five) of personality, identifying five broad dimensions: openness, conscientiousness, extraversion, agreeableness and neuroticism.
(Collinger, 1987)	Proposed the Temperament and Character Inventory (TCI), suggesting that personality is composed of both temperament (biologically based) and character (influenced by environment).
(McAdams, 1996)	Developed the Life Story Model, which views personality as a narrative that individuals construct about their lives, integrating past experiences and future goals.
(Roberts & Del Vecchio, 2000)	Conducted meta-analyses showing that personality traits are relatively stable over time, with consistency increasing with age
(Terracciano <i>et al.</i> , 2006)	Studied personality changes across the lifespan, showing how traits like agreeableness and conscientiousness tend to increase with age.
(Shiner <i>et al.</i> , 2012)	Explored the development of personality in childhood and adolescence, focusing on the role of temperament and early life experiences.
(Soto & John, 2017)	Investigated personality trait development in children and adolescents, emphasizing the role of parental influence and peer relationships

**Continued Table 1**

(Bleidorn <i>et al.</i> , 2021)	Studied personality trait change and stability, highlighting the dynamic nature of personality across the lifespan and the impact of major life events.
(Haehner <i>et al.</i> , 2023)	Explored the perception of major life events and their impact on personality trait changes, particularly focusing on how the perceived impact and valence of events are associated with changes in traits like neuroticism and agreeableness over time.
(Olaru <i>et al.</i> , 2023)	Investigated the link between Big Five personality traits and satisfaction across the adult lifespan, focusing on correlations between personality traits and satisfaction with life, work and social contacts in a large longitudinal sample from the Netherlands.
(Larivière <i>et al.</i> , 2024)	Examined gender differences in personality disorders, particularly borderline personality disorder, emphasizing the need to account for these differences in diagnosis and treatment, thus enriching the understanding of personality development in clinical settings.

Understanding and assessing the different dimensions of personality have significant implications for personal development. It facilitates personal growth and self-awareness, aiding individuals in managing their emotions, relationships and overall well-being. In our context, personality holds significant importance and it can impact the overall sense of life gratification among students or young aspiring professionals. While analysing all the available literature in this direction, it was observed that studying personality via the theoretical lens of traits theory has been saturated and we need to observe it from varied contexts and newer theoretical frameworks. In the case of life gratification, social-cognitive factors are more important.

## **ANTECEDENTS OF PERSONALITY**

Examining personality antecedents is critical to understanding the factors that shape individuals' unique patterns of thought, emotion and behaviour. Among these factors, genetic antecedents have shown an important role in personality traits developmentally (Ebstein *et al.*, 2000). Studies of twins and families have consistently demonstrated heritable personality, focusing on the contribution of genetic variation to differences in traits such as extraversion, neuroticism and openness (Eysenck, 1990; Penke & Jokela, 2016). Table 2 lists the antecedents studied to the concept of personality as per the past studies. The past environmental factors contribute significantly to the development of personality (Wang *et al.*, 2023). Considerable research has focused on childhood

experiences, parenting styles and family dynamics as influential environmental factors. Studies show that supportive, warm and responsive parents foster positive social and emotional outcomes and contribute to transformative personality traits. In addition, personality is shaped by cultural and social influences. The values, norms and practices of a culture contribute to the development of distinctive personality traits. For example, individualistic cultures tend to encourage autonomy, independence and self-expression, while collectivist cultures emphasize interdependence, conformity and social solidarity (Helwig, 2006.) In those cultures, these differences influence individuals' values, beliefs and behaviours and affect their personality development. Sociocultural factors play an important role in identity formation (Mei & Symaco, 2022).

**Table 2**  
**Antecedents of Personality**

Antecedent	Description	Key References
Genetic Factors	Hereditary traits are passed down from parents, influencing aspects like temperament, intelligence and predispositions to certain behaviours.	(Caspi <i>et al.</i> , 2005; McGue & Bouchard Jr, 1998)
Early Childhood Experiences	Early interactions with caregivers, attachment styles and childhood trauma can significantly shape personality traits and emotional patterns.	(Caspi <i>et al.</i> , 2005; Freud, 1900)
Socialization	The process by which individuals learn and internalize the norms, values and behaviours appropriate to their culture and social group.	(Soto & John, 2017)
Parenting	The behaviours and strategies used by parents in raising their children, can affect the development of personality traits such as openness and conscientiousness.	(Cox <i>et al.</i> , 2018)
Cultural Influences	Significant life experiences such as marriage, career changes, or loss, can lead to personality changes and development.	(Luhmann <i>et al.</i> , 2014; Schwaba <i>et al.</i> , 2018)
Self-Monitoring	The influence of digital and social media on personality traits, particularly in younger generations.	(Przybylski <i>et al.</i> , 2013)
Identity and Self-Concept	Hereditary traits are passed down from parents, influencing aspects like temperament, intelligence and predispositions to certain behaviours.	(Back <i>et al.</i> , 2009; Crescentini & Capurso, 2015)

Besides, peer groups, educational and other social institutions, as well as broader social networks offer individuals networking, learning and identity formation opportunities (Eccles *et al.*, 2003). Socially, people acquire social skills, values and various behaviours that are building blocks for personality traits. Additionally, SES affects personality development peculiarities. For instance, Jonassaint *et al.*, (2011) found through empirical evidence that individuals from low SES families exhibited more neuroticism and less conscientiousness compared to high SES fellows. Economic endowments, social support and practical experiences shape personality traits. Personality is understood across various genetic, environmental, social and cultural factors. Specifically, genetic predisposition results in personality traits, while the environment, including specific parenting styles and childhood events, helps to shape the individual personality (Fraley *et al.*, 2013). Sociocultural factors, such as cultural norms and social networks, also contribute to the formation of one's identity (Li & Gong, 2023). In this regard, recognizing the multidimensionality of early personality is vital in promoting individual diversity and improving individual wellness in various settings.

## OUTCOMES OF PERSONALITY

Personality is a complex and multi-dimensional concept, which has attracted much research in psychology. This article aimed to explore the causes and consequences of personality in more detail from the perspective of research. By utilizing empirical evidence, theoretical knowledge and scholarly work, this paper endeavoured to investigate how personality impacts an individual's life in terms of mental health, social, and at the workplace. Table 3 lists the outcome variables studied to the concept of personality as per the past studies. Research has shown an association between personality and psychiatric outcomes. Particularly, people who have high scores in neuroticism are prone to have greater anxiety, depression and emotional distress.

On the other hand, individuals high in extraversion and emotional stability report higher levels of psychological health and adaptive coping (Uliaszek *et al.*, 2010). In psychiatric outcomes, personality is further redefined into attribute subscales of anxiety and depression, emotional distress, or adaptive coping strategies (Garnefski *et al.*, 2001). A wide range of evidence has proven that personality traits play a significant role in attraction, relationship satisfaction and conflict resolution in the context of romantic relationships (Furler *et al.*, 2014). For instance, and agreeable individuals, emotionally stable are likely to have more harmonious social interactions and their counterparts tend to be more

**Table 3**  
**Outcomes of Personality**

Outcome	Description	Key References
Life Satisfaction	Overall evaluation of one's life as fulfilling and satisfying. Personality traits like extraversion and emotional stability are strongly linked to higher life satisfaction.	(Jovanovic, 2019; Soto, 2015)
Job Performance	Effectiveness in work tasks and achieving organizational goals. Traits such as conscientiousness and emotional stability positively impact job performance.	(Judge <i>et al.</i> , 2001)
Interpersonal Relationships	Quality and stability of relationships with family, friends and romantic partners. Traits like agreeableness and extraversion enhance relationship quality.	(Neyer & Asendorpf, 2001; Robins <i>et al.</i> , 2000)
Academic Achievement	Success in educational settings, including grades and completion of degrees. Conscientiousness and openness to experience are key predictors.	(Poropat, 2014)
Coping Mechanisms	Strategies used to manage stress and adversity. Personality traits like emotional stability and conscientiousness contribute to coping strategies.	(Carver, 1997; Nielsen & Knardahl, 2014)
Self-Regulation	Capacity to manage and control one's behaviour, emotions, and thoughts. Conscientiousness and emotional stability are crucial for effective self-regulation.	(De Ridder <i>et al.</i> , 2012)
Prosocial Behavior	Actions intended to benefit others, such as helping, sharing and cooperating. Agreeableness and empathy are key predictors of prosocial behaviour.	(Habashi <i>et al.</i> , 2016)
Self-Esteem	Overall evaluation of one's worth and abilities. Traits like extraversion and low neuroticism are associated with higher self-esteem.	(Orth <i>et al.</i> , 2016)

socially unstable and less satisfied in such interactions. Furthermore, personality extends to broader social affiliations beyond romantic pairings. Personality attributes such as Extraversion Orientation, Openness to experience and Agreeableness significantly contribute to friendship formation, effective teamwork and assimilation by societies (Curseu *et al.*, 2019).

Moreover, personality is also linked to several specific generators. For example, people with high emotional intelligence, a necessary portion of personality, are better at communicating and dealing with interpersonal disagreements (Vashishtha *et al.*, 2018). Generators in close relationships contain relationship pleasure, attraction, connection instability, friendship initiation, teamwork and social adaptation. The next branch to which personality is linked is job-oriented. As noted previously, a large number of studies demonstrate the impact of personality characteristics on occupational outcomes. Conscientiousness is always connected to better outcomes. Specifically, it has been connected to successful accomplishment, organizational citizenship conduct and career achievement. (Ilies *et al.*, 2006). On the contrary, neuroticism and low agreeableness are commonly associated with high levels of job stress and a desire to quit the job. All these sub-factors belong to the occupational domain (Lazarus, 2006). As one can see, the described research outlines the influence of personality and the mediated consequences on the given dimensions. Personality determines mental health effects, interpersonal relationships and professional development (Punia, 2005). The overall understanding of personality within these areas can be applied to change clinical practice, increase performance in social relationships and change the life and professional environments.

## **LIFE GRATIFICATION**

Life gratification is a psychological factor that has been studied by scholars from multiple contexts and academic disciplines including Psychology, Sociology, Management and Organisational Behaviour. It is defined as an overall sense of contentment and fulfillment in life. Life gratification is the subjective experience of satisfaction, contentment and fulfillment in various domains of life (Diener *et al.*, 2002). Life gratification and life satisfaction are terms often used interchangeably in psychological and well-being research. Both concepts refer to an individual's overall assessment of their life quality, encompassing both emotional and cognitive evaluations. Life satisfaction typically involves a cognitive judgment, where individuals compare their current life circumstances with a self-imposed standard or expectation. Life gratification, invariably emphasizes emotional fulfillment which essentially overlaps with life satisfaction

in the theory. This inter-variableness is supported by several studies that do not distinguish between the two concepts and treat them as equal indicators of subjective well-being (Diener *et al.*, 1985; Pavot & Diener, 1993). In fine, life gratification or satisfaction can be well understood as a comprehensive measure of how much the individuals are contented with their lives, taking note of various domains such as relationships, work and personal achievements. It is a notion within the field of subjective well-being and encompasses an individual's cognitive and affective evaluation of their own life, as well as various domains such as work, relationships, health and personal achievements (Ring *et al.*, 2007).

Table 4 earmarks the scientific development of the concept of life gratification. Life gratification is often measured through self-report measures, where individuals rate their level of satisfaction or happiness with different aspects of their life on a scale. Researchers use these measures to assess and understand the factors that contribute to individuals' overall life satisfaction. From a research perspective, life gratification is considered a multidimensional construct, influenced by various personal, social and environmental factors (Fatima & Rehna, 2024). It has garnered considerable attention in the field of human resource management and encompasses various cognitive and affective dimensions. Understanding the factors that contribute to life gratification is crucial for organizations seeking to enhance employee well-being and optimize performance. Researchers have found that life gratification can depend upon personal achievements, social interaction, and orientation toward enjoyment (Pavot *et al.*, 1991). Pondering over the extant definitions and typologies, it is found that gratification has three major sub-domains: hedonic gratification, utilitarian gratification and social gratification. Hedonic gratification can include sub-dimensions such as enjoyment, fantasy and escapism and all these relate to cognitive processes and therefore cannot be seen as directly linked to the personality of an individual (Duman & Mattila, 2005). Utilitarian gratification on the other hand includes achievement and self-presentation and these relate to the perception of self-status (Osei-Frimpong *et al.*, 2022). Social gratification is based on social interaction and social presence (Li *et al.*, 2015). Social gratification and parts of utilitarian gratification depend on the personality and life experiences of individuals because their achievements in terms of career are significantly lower than their aspirations, primarily because their careers are yet to be established in practical terms. Overall, life gratification is found to be affected by the personality of an individual as personality influences our thought patterns, habits, and overall orientation toward life. In the context of

students, life gratification is mostly out of social relationships and interactions. Social relationships are a vital component of life gratification, as they contribute to individuals' feelings of belongingness, support and emotional connectedness (Lin *et al.*, 2014). Positive social interactions, such as nurturing friendships, intimate partnerships and familial bonds, are known to enhance life gratification (Brown, 2004). The quality and quantity of social connections influence individuals' overall satisfaction with their interpersonal experiences and contribute to their overall well-being (Girme *et al.*, 2023). It can be said that social relationships are affected by the personality factors of an individual (Back *et al.*, 2023).

**Table 4**  
**Development of Life Gratification**

Researcher(s)	Concept of Life Gratification	Key Contributions
(Maslow, 1958)	Hierarchy of Needs	Introduced the idea that self-actualization is key to life satisfaction.
(Diener, 1984)	Subjective Well-Being	Developed scales to measure life satisfaction and happiness.
(Seligman, 2002)	Positive Psychology	Identified positive emotions, engagement, relationships, meaning and accomplishment (PERMA) as crucial for life satisfaction.
(Cummins <i>et al.</i> , 2002)	Homeostatic Theory of Subjective Well-Being	Proposed that well-being is maintained within a set range by psychological and physiological mechanisms.
(Diener & Seligman, 2004)	Beyond Money : Toward an Economy of Well-Being	Argued that economic indicators alone do not capture life satisfaction; emphasized the role of social relationships and personal fulfillment.
(Lyubomirsky <i>et al.</i> , 2005)	Sustainable Happiness Model	Suggested that life satisfaction is influenced by intentional activities, circumstances and a genetic set point.
(Huppert, 2009)	Psychological Well-Being	Identified key components such as positive relationships, personal mastery, autonomy and a sense of purpose.
(Tay & Diener, 2011)	Needs and Subjective Well-Being Around the World	Investigated the fulfillment of needs like respect, social support and autonomy across cultures and their impact on life satisfaction.

## ANTECEDENTS OF LIFE GRATIFICATION

In the sphere of research, the antecedents of life gratification connote the various factors which are believed to exert an influence over an individual's overall evaluation of life and also the level of satisfaction they derive from it. Though the specific antecedents explored here may vary according to different research studies, certain common factors have emerged as noteworthy determinants of life gratification. Table 5 lays down the antecedents studied to the concept of life gratification as per past studies.

**Table 5**

**Antecedents of Life Gratification**

Researcher(s)	Antecedents of Life Gratification	Key Contributions
(Ryan & Deci, 2001)	Autonomy, Competence, Relatedness	Emphasized that fulfilling basic psychological needs is essential for life satisfaction.
(Seligman, 2002)	Positive Emotions, Engagement, Relationships, Meaning, Accomplishment (PERMA)	Identified five essential elements that contribute to life satisfaction.
(Diener, 1984)	Subjective Well-Being	Developed scales to measure life satisfaction, happiness and overall well-being.
(Cummins <i>et al.</i> , 2002)	Homeostatic Mechanisms	Proposed that well-being is maintained within a stable range by psychological and physiological mechanisms.
(Lyubomirsky <i>et al.</i> , 2005)	Intentional Activities, Circumstances, Genetic Set Point	Suggested that life satisfaction is influenced by a combination of deliberate actions, life circumstances and genetic factors.
(Huppert, 2009)	Positive Relationships, Personal Mastery, Autonomy, Purpose	Identified key components of psychological well-being essential for achieving life gratification.
(Tay & Diener, 2011)	Fulfillment of Needs (Respect, Social Support, Autonomy)	Investigated the impact of need fulfillment on life satisfaction across different cultures.
(Vittersø, 2013)	Personal Growth, Goal Achievement	Proposed that fulfilling one's potential and achieving goals are critical to life satisfaction.

Psychological factors comprise one critical category of the antecedents. These factors cover the elements like positive effect, which necessitate the experiencing of positive emotions and self-esteem and also pertain to an individual's perception of their self-worth (Blatt & Maroudas, 1992). Optimism, as characterized by a positive outlook on life and self-efficacy, involving the belief in one's capacity to achieve goals, can also be considered quite an influential psychological factor. In addition, the related sub-factors like self-esteem, resilience, emotional intelligence and optimism do contribute to the overall evaluation of life satisfaction (Martínez-Martí & Ruch, 2017). Social relationships are another pivotal aspect impacting life gratification. The quality and quantity of an individual's social connections exert a significant influence on their overall life satisfaction. The relationships that are too positive with family, friends and romantic partners, along with the presence of vigorous social support networks, contribute to an elevated sense of life satisfaction (Gow, 2007). Among the sub-factors associated with social relationships, factors such as social support networks, social integration and the absence of loneliness and social isolation play notable roles. Personal characteristics, including various individual attributes, can also significantly shape life gratification (Sowmya et al., 2024; Wang et al., 2023). Personality traits, for instance, are connected to life satisfaction. Individuals who exhibit high levels of extraversion, openness to experience and introversion tend to report high levels of life satisfaction (Boyce et al., 2013). This category includes other relevant practical personality traits, self-acceptance, self-efficacy, autonomy, control mindfulness, and self-awareness, and does not ignore the influence of the effect of income, and socioeconomic status on life satisfaction. Although, the relationship between income and life satisfaction is multidimensional, research shows that there is a positive relationship between higher income and greater life satisfaction, up to a certain threshold (Georgellis et al., 2009). Other socioeconomic factors such as education and occupational status also play a role in determining life satisfaction. Benefits related to income and socioeconomic status include income, economic stability, education and development, income inequality, social comparisons, material resources, and living standards. Also, culture and resources in an environment that has a significant impact on one's life satisfaction. Cultural values, norms and environmental conditions can determine one's overall perception of life satisfaction (Rizqullah et al., 2022). Factors such as social support systems, community involvement and cultural perceptions of well-being and happiness all contribute to the evaluation of overall life satisfaction. Factors in this area include

cultural norms and values diversity, community involvement, social capital, cultural expectations and social security are also safeguards (Alorani & Alradaydeh, 2018). The predictors of life satisfaction include a wide range of factors that together influence an individual's appraisal of life and level of satisfaction. Psychological factors, social relationships, personal characteristics, income, and socioeconomic status, as well as cultural and environmental factors, all contribute to the complex fabric of life satisfaction (Vemuri *et al.*, 2011; Pinquart & Sørensen, 2000; Reyes *et al.*, 2020). Understanding these predictors provides valuable insights for researchers and practitioners aiming to enhance individual well-being and improve life satisfaction.

## OUTCOMES OF LIFE GRATIFICATION

Life satisfaction involves a thorough examination and perception of one's life. Examining the consequences and research implications of life satisfaction provides valuable insights into aspects of human behaviour, psychology and overall well-being mental well-being continues to be positively associated with life satisfaction (Freire & Ferreira, 2020). Table 6 lists the outcome variables studied to the concept of life gratification as per past studies.

Furthermore, life satisfaction plays an important role in fostering healthy interpersonal relationships. Research shows that individuals with high life satisfaction tend to have satisfying and supportive relationships, including romantic partnerships, friendships and family relationships (Reis & Gable 2003). This dimension is manifested by benefactors such as satisfying and supportive interpersonal relationships, empathy and social behaviour. The studies on the implications of life satisfaction, which also extend to work outcomes explored that individuals who are satisfied with their lives tend to display higher levels of job satisfaction, motivation, and engagement. Further, there is an additional likelihood to achieve career success, maintain work-life balance and increase productivity and creativity (Bonebright *et al.*, 2000; Chummar *et al.*, 2019). The sub-factors related to work outcomes involve job satisfaction, work engagement, work-life balance, productivity and career success. Life gratification also exerts extra influence over an individual's decision-making and future orientation and those with higher life satisfaction are inclined to engage in long-term planning, set meaningful goals, making decisions aligned with their values and overall well-being (Russo-Netzer & Shoshani, 2020). The supporting factors such as long-term planning and goal setting, decisions consistent with values and well-being and a sense of purpose and direction in life are also the key contributions

**Table 6**  
**Outcomes of Life Gratification**

Researcher(s)	Outcomes of Life Gratification	Key Contributions
(Lyubomirsky et al., 2005)	Positive Relationships	Suggested that life satisfaction leads to stronger social connections and improved relationships.
(Diener & Seligman, 2004)	Psychological Well-Being	Demonstrated that life satisfaction is closely linked to positive emotions and overall psychological well-being.
(Huppert, 2009)	Reduced Stress, Enhanced Coping	Identified that life satisfaction contributes to lower stress levels and better coping mechanisms.
(Ryff, 1985)	Personal Growth, Purpose in Life	Found that individuals with higher life satisfaction tend to have a greater sense of personal growth and purpose.
(Veenhoven, 2011)	Social Cohesion	Suggested that higher life satisfaction contributes to greater social cohesion and community engagement.
(Boehm et al., 2012)	Healthier Lifestyle Choices	Found that individuals with higher life satisfaction are more likely to engage in healthy behaviours and lifestyle choices.
(Vittersø, 2013)	Goal Achievement, Satisfaction with Life's Progress	Proposed that life satisfaction leads to greater goal achievement and a positive assessment of life's progress.

here; and life satisfaction acts as a protective factor in times of suffering (Song et al., 2022). People with high life satisfaction reveal greater resilience and coping ability with challenges and obstacles and often have been found assuming adaptive coping strategies, seeking social support and effectiveness in stressful situations (Sagone and De Caroli 2014). The dimensions of resilience include the allies like satisfaction, adjustment and social support. Examining the effects of life satisfaction through research provided a comprehensive understanding of the multiple benefits of psychological well-being to its impact on the different areas of people's lives. This knowledge provides insight into how individuals can enhance their well-being to make informed choices and live fulfilling lives.

## THE LINKAGE BETWEEN PERSONALITY AND LIFE GRATIFICATION

The multifaceted relationships between personality traits and life satisfaction have attracted considerable scholarly interest, thus highlighting the significant influence that individual differences can put forth on a person's overall well-being and life gratification (Kaur *et al.*, 2023; Heller *et al.*, 2004; Pavot and Diener, 2008). The personality as such encompasses the enduring patterns of thoughts, feelings and behaviors that set individuals apart and also plays a crucial role in shaping how people perceive their surroundings and interact with them, thereby impacting their life satisfaction.

The Five-Factor Model (FFM) of personality, also known as the Big Five, which includes the traits of openness, conscientiousness, extraversion, agreeableness and neuroticism normally, is considered at the center. Research demonstrated that the traits are closely linked to diverse aspects of life satisfaction and common well-being (Mõttus *et al.*, 2024). Costa and McCrae (2000) highlighted that extraversion and neuroticism are the key predictors of life satisfaction. Extraverts are known for their sociability, assertiveness and tendency toward positive emotions and generally experience elevated levels of life satisfaction due to their energetic engagement with the world and also their inclination to pursue gratifying social interactions. In contrast to it, individuals with high levels of neuroticism are more susceptible to negative emotions like anxiety, depression and emotional instability and often report lower life satisfaction. This inverse correlation between neuroticism and life satisfaction has been supported by plentiful studies, exemplifying how personality traits can shape emotional experiences and, consequently, overall life contentment.

An additional key personality trait associated with life satisfaction is conscientiousness and individuals with a high level of conscientiousness, are characterized by organization, responsibility and goal orientation. They often experience greater life satisfaction due to their ability to set and achieve personal goals, maintain self-discipline and manage their lives effectively. These traits not only add to better mental health but also lead to successful professional and personal lives, which are considerable contributors to overall life satisfaction. Research by Terracciano *et al.* (2006) has revealed that conscientiousness is linked to positive life outcomes, career success, and stable relationships both of which are essential components of life satisfaction.

Openness to experience, another dimension of the Big Five, also has implications for life satisfaction, though the relationship is more nuanced. Openness, which is associated with intellectual curiosity, creativity and a

preference for novelty, may lead individuals to find satisfaction in engaging with creative and intellectually stimulating activities, thereby enhancing their sense of purpose and fulfillment (Forgeard, 2022). However, the impact of openness on life satisfaction can vary depending on the context and specific life domains. For instance, while openness may enhance satisfaction in areas related to personal growth and intellectual achievements, it might have a lesser effect on satisfaction in more routine or structured aspects of life.

Beyond the Big Five, other personality theories offer additional insights into the relationship between personality and life satisfaction. Erikson's (1963) Psychosocial Development Theory, for example, emphasizes the importance of successfully navigating psychosocial crises at each stage of life to achieve satisfaction. According to Erikson, developing a coherent and positive identity, along with the ability to form intimate relationships and contribute to society, is crucial for attaining a sense of life satisfaction. This theory highlights the dynamic nature of personality development and its impact on life satisfaction over the lifespan.

The Life Story Model of identity, proposed by McAdams (1996), further illustrates how personality influences life satisfaction by shaping the narratives individuals construct about their lives. According to this model, people create and internalize life stories that provide their lives with meaning, purpose and coherence. These narratives are shaped by personality traits, particularly openness, which affects how individuals interpret their experiences and incorporate them into a broader life story. A coherent and positive life narrative is associated with higher life satisfaction because it allows individuals to perceive their lives as meaningful and fulfilling (van Doeselaar & Reitz, 2023).

Recent studies have also explored the role of life events in the relationship between personality and life satisfaction. Haehner *et al.* (2022) examined how the perception of major life events influences changes in personality traits and, consequently, life satisfaction. Their findings suggest that how individuals perceive and react to significant life events can lead to changes in personality traits, which then affect life satisfaction. For instance, a positive life event perceived as impactful can increase traits such as extraversion and agreeableness, which are linked to higher life satisfaction. Conversely, negative life events that increase neuroticism can diminish life satisfaction. This research underscores the dynamic interplay between personality, life events and life satisfaction, suggesting that personality traits are not only predictors of life satisfaction but are also shaped by life experiences (Wang *et al.*, 2024).

Moreover, research by Bleidorn *et al.* (2021) has demonstrated that major

life events, such as marriage, career changes, or health-related issues, can significantly impact both personality traits and life satisfaction. These findings reinforce the idea that personality development is a lifelong process influenced by internal dispositions and external circumstances. The ability to adapt to life changes and maintain a positive outlook — traits often associated with emotional stability and resilience — is crucial for sustaining life satisfaction in the face of challenges. Thus, the relationship between personality and life satisfaction is complex and multifaceted, involving the interplay of stable personality traits, life experiences and individual perceptions of those experiences. Personality traits such as extraversion, neuroticism, conscientiousness and openness play critical roles in shaping an individual's life satisfaction. Additionally, life events and how they are perceived can lead to changes in personality, further influencing life satisfaction. Understanding this relationship is essential for developing interventions and strategies to enhance life satisfaction and overall well-being. Ongoing research in this field continues to provide valuable insights into how personality and life experiences contribute to living a satisfying and meaningful life.

## **GAP ANALYSIS and FUTURE RESEARCH DIRECTIONS**

We conducted a gap analysis on studies related to the relationship between personality and life gratification to identify the current gaps in research and propose a new research model to guide future studies in this area. Through an extensive literature review, the gaps in understanding the relationship between personality, self-monitoring, socialization and life gratification were identified, highlighting the need for further investigation. The literature review found that previous research on the impact of personality on the life satisfaction of young entrepreneurs/students is limited. Most studies have focused on the personality traits of particular populations or occupational groups, ignoring the unique experiences and challenges faced by these particular populations (Allmon *et al.*, 2000; Gjurkovic *et al.*, 2000; Elleman *et al.*, 2020). Furthermore, the role of self-evaluation and socialization in the relationship between personality and life satisfaction has received little research based on the observed differences propose a new research design to guide future research in that this place way. The purpose of the model is to examine the complex interplay between personality, self-evaluation, socialization, and life satisfaction among young entrepreneurial / students. It suggests that personality traits influence self-evaluative tendencies and life experiences, which in turn influence one's life satisfaction. The proposed research model aims to investigate the complex

relationships between personality, self-evaluation, socialization and life satisfaction among young entrepreneurial/students. This model provides a conceptual framework to guide future studies in this area, emphasizing the need for empirical investigations and a comprehensive understanding of the underlying mechanisms. Despite the importance of introspection and interaction in identity formation, it should be noted that these factors have not been thoroughly examined in the broader field of identity research. One possible explanation is the underexplored nature of the methodological challenges in measuring and studying these parameters. For example, self-monitoring is based on self-report measures that may be susceptible to bias and problems of social desirability have occurred. Capturing complex self-relevant behaviour in social contexts presents considerable challenges, as it requires biologically valid and real-time. As in life assessments of individual behavioural variability communication, social interaction is a complex and multifaceted social and environmental process. Studying the effects of socialization on personality requires a comprehensive design that takes into account the dynamics of social interactions and their cumulative effects over time. Such research requires extensive data collection and analysis, making it resource-intensive and procedurally complex.

Moreover, the focus on individual differences and its trait-based approaches is another reason that explanations that are related to individual-level traits tend to be generalized to account for the states and broader contexts and social influences that defined these traits above. However, recent research achieved substantial progress in this area. It is important to note that “the role of self-monitoring in social interaction has long been a topic of scientific study” and, similarly, the “role of interpersonal communication” are essential aspects that are numerous new methodological approaches to investigate (Kudret, *et al.*, 2019). In addition, advances in technology—for example, mobile search techniques and social network analysis—provide exciting ways to study self-management and socialization in situ. Thus, research on self-monitoring and socialization may provide a more comprehensive understanding of personality by linking the personality traits at the level of the individual with the social context in which they are manifested. Specifically, examining self-monitoring tendencies' interaction with socialization allows for the identification of the processes through which social factors contribute to the development of identity and its expression. However, recent efforts are being made to bridge these gaps and explore the role of self-monitoring and socialization in identity formation. Advances in research methods and the discovery of contextual issues in personality more broadly provide promising avenues for further research in this important area of study.

## OUTLOOK and IMPLICATIONS

The results of our comprehensive literature review on the personality—life gratification relationship indicate several theories that form the basis of linking personality with life gratification research. Trait theory focuses on the link between the direct relationship between personality traits like extraversion, agreeableness emotional stability life satisfaction (Allport, 1927). Self-determination theory emphasizes the importance of autonomy competence and relatedness in ascertaining whether life will gratification be experienced (Diefendorff *et al.*, 2018). Positive psychology theory is based on cultivating positive factors such as optimism, resilience, gratitude and self-efficacy in eliciting well-being and life satisfaction (Song & Xu-Qun, 2017). The three theories offer frameworks for understanding the underlying issues of the personality-life gratification link. By drawing upon these theories, researchers can develop hypotheses and explore the underlying mechanisms that link personality traits, emotions, autonomy, social connections and positive psychological factors to individuals' subjective evaluation of their overall life satisfaction.

Through a comprehensive literature review, we found that research on the relationship between personality and life satisfaction tends to use a variety of methods including longitudinal, cross-sectional, experimental studies, mediation & moderation analyses and survey research. Longitudinal studies allow researchers to follow individuals over time, examining how changes in personality traits relate to changes in life satisfaction. Cross-sectional studies reveal the relationship between personality and life satisfaction within a certain period of time. Surveys and questionnaires provide self-report data on personality traits and life satisfaction, capturing all assessments of individual life. Experimental designs include interventions or treatments that specifically target personality traits to assess their impact on life satisfaction. Mediation and moderation analyses examine the underlying mechanisms and the boundary conditions of the relationship. These comprehensive approaches contribute to our understanding of how personality traits affect a person's satisfaction with life and help to identify strategies for enhancing overall well-being.

## LIMITATIONS and CONCLUSIONS

The study regarding the significance of personality on life satisfaction among young and future professionals is beneficial and insightful. The findings and suggested analytical framework have significant implications, although there are limitations. The main limitation of the study is that it is limited to a specific

population of young and future professionals' and the academic setting. Therefore, generalization to the other professionals' or age groups should be undertaken with great caution. Similarly, the literature review was constrained by the published research only and unpublished relevant studies or those in other languages should have been excluded. This could create a bias in identifying gaps and specific findings. Moreover, publication bias could have affected the interpretation of the existing literature and the suggested research model since studies with significant or positive findings are more likely to be published. It is important to recognize that the study did not involve primary data collection but relied on existing studies, which restricts the ability to establish causal relationships or draw definitive conclusions. To address these limitations, future empirical studies following the proposed research model are necessary to validate the relationships and mechanisms proposed. Despite these limitations, the study contributes by identifying significant gaps in the literature, recognizing the importance of self-monitoring and socialization and highlighting the need for further research to deepen the understanding of the dynamics of personality and life gratification.

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