

## The Role of Personality Characteristics in Life Expectancy, Quality of Work Life, and Work-Life Balance: A Systematic Review

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### ABSTRACT

Personality as an individual factor is one way of describing human characteristics, usually referred to as a number of relatively stable behavioral traits or characteristics. This systematic review reviewed all related Iranian studies in international databases, including Google Scholar, PubMed, PsycINFO, Web of Science (ISI), Scopus, and national databases, including the Scientific Information Database (SID) and Magiran which was published between 2002 and 2024. The following keywords and combinations of them were used to search the databases: "personality characteristics", "life expectancy", "quality of work life", and "work-life balance". Personality characteristics significantly influence various aspects of life, including life expectancy, quality of work life, and work-life balance. Research indicates that traits such as conscientiousness, neuroticism, and overall personality profiles can contribute to both individual and organizational outcomes. Personality traits, such as conscientiousness and emotional stability, significantly impact life expectancy, job satisfaction, and work-life balance by promoting healthier lifestyles and well-being. Understanding these influences can inform interventions to improve health outcomes and workplace dynamics.

### Introduction

McCrae and Costa (1997), who claim that personality traits are typically defined as descriptions of people in terms of relatively stable patterns of behavior, emotions, and thoughts, constructed five-dimensional model of personality. The Five-Factor Model (FFM) is the most broadly researched taxonomy of traits world-wide; within this model, a large number of traits are combined into five broad trait dimensions that load onto orthogonal factors (McCrae & Costa Jr, 1997).

Personality, as a personal attribute, is a method of depicting human traits, often identified as a set of fairly consistent behavioral characteristics or traits. Personality factors, traits, and types comprise the (Big Five) model. Currently, numerous specialists and personality psychologists think that there are five fundamental and primary traits in human personality. The Big Five traits include neuroticism (N), often referred to as emotional stability, extraversion (E), agreeableness (A), openness to experience (O), and conscientiousness (C) (Beygi Harchegani et al., 2024) (Costa, 1992).

Costa and McCrae (1992) have introduced the five big personality factors as follows:



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1. Conscientiousness includes being reliable, responsible, hardworking, and punctual, which often leads to performing a job role better than others, preventing impulses, disorganization, and delay in doing things, and controlling immediate impulses ([Peabody & De Raad, 2002](#)).
2. Agreeableness includes being gentle and gentle, tolerant, patient, peace-loving, and good-natured as opposed to being irritable, confrontational, aggressive, and hot-tempered while also being conscientious or conscientious ([Ashton et al., 2004](#)).
3. Extraversion includes being sociable, outgoing, and energetic as opposed to being quiet, shy, passive, and withdrawn. Extraverts have a high tendency to establish social relationships with others, self-confidence, a sense of calm in various social situations, participation in group activities, enjoyment of social events and connections, cheerfulness, high energy and optimism
4. Neuroticism includes antisocial attitudes, delinquent behaviors, lawbreaking, family and marital conflicts, disregard for others, lack of personality maturity, exaggerated emphasis on masculine characteristics, hostility and irritability, irresponsibility, superficial social relationships, self-centeredness and conflict with legal authorities ([Clarke & T Robertson, 2005](#))
5. Experientialism includes creativity, intellect, philosophizing, talent, culture, humor, unconventionality versus conformity and obedience ([Ashton et al., 2004](#)).

Hope for life is defined as an internal force that can enrich life. The lack of hope for life and its purpose leads to a decrease in the quality of life and the creation of pessimistic beliefs. Future orientation, positive expectations, purposefulness, realism, goal setting, and internal connections are important characteristics of hope for life ([Johnson et al., 2010](#)). Hope and optimism hold a unique significance in both mental and physical health and, as a result, personal development, being recognized as a key factor indicative of individuals' positive well-being ([Pekrun et al., 2002](#)). An individual filled with hope for life is someone who possesses the drive and determination to reach realistic objectives and is aware of their desires in life. He is aware of how and through which methods he can reach his objectives ([Vidwans & Raghvendra, 2016](#)). Hope guides an individual toward a brighter future, assists in tackling difficult challenges when confronted with them, and provides the strength to persevere. An individual who is optimistic and persistent believes that experiences and occurrences can be anticipated, and by remaining adaptable and open to experiences, even the most undesirable situations can be acknowledged and assessed positively ([Ruiz-Rodríguez et al., 2022](#)).

Experts consider the quality of work life to be the set of actual working conditions in an organization and believe that the quality of work life reflects the attitude and feelings of employees towards their work in a specific way ([Beaudoin & Edgar, 2003](#)). The authors consider the quality of work life to be a method that leads to enhanced employee satisfaction and performance ([Rose et al., 2006](#)). The quality of work life is one of the methods of attracting and retaining talented employees to achieve higher performance and productivity ([Cullen et al., 2003](#)).

Grasping how personality traits affect life expectancy, quality of work-life, and work-life balance can assist organizations in creating customized interventions that improve employee performance and satisfaction ([Shiwen & Ahn, 2023](#)). Employers have the ability to develop initiatives that foster healthy habits among workers, support the development of favorable characteristics, and cater to the specific requirements of individuals according to their personality profiles ([Ruvalcaba et al., 2022](#)). personality traits play a crucial role in determining life span, quality of work life, and balance between work and personal life ([Pelly, 2023](#)). Their influence calls for continuous investigation and real-world applications in organizational environments to enhance comprehensive employee growth and wellness ([Khairi et al., 2023](#)).

Life expectancy, quality of work life, and work-life balance are among the vital topics in psychology, social sciences, and human resource management that have profound effects on individuals' mental and physical health. In today's world, with increasing work pressures and rapid changes in work environments, balancing personal and professional life has become one of the greatest challenges for individuals. One of the most important factors influencing this area is the personality traits of individuals. Therefore, understanding and examining the relationship between these traits and key variables such as life expectancy, quality of work life, and work-life balance can help improve human resource management policies and practices, design healthier work environments, and promote individual well-being. Given the

rapid changes in workplaces, research on the relationship between personality traits and various aspects of personal and professional life can not only help develop theories in psychology and human resource management, but also help employers and managers to provide effective strategies to improve working conditions and employee well-being. Therefore, this research can be of particular importance in clarifying how personality traits affect individuals' personal and professional health, especially in the modern world.

This study seeks to identify and analyze the relationship between personality traits and life expectancy, especially in psychological and social aspects, quality of work life in professional environments, and also the ability of individuals to achieve work-life balance. Finally, the aim of this systematic review is to present scientific evidence and results from past research in order to gain a better understanding of how personality traits affect individuals' mental and physical health in and outside of work environments. Also, the results of this research can help improve strategies and policies related to human resource management and employee well-being.

## Method

This systematic review comprehensively examined all relevant Iranian studies published between 2002 and 2024, utilizing both international and national databases. The international databases searched included Google Scholar, PubMed, PsycINFO, Web of Science (ISI), and Scopus, while the national databases consisted of the Scientific Information Database (SID) and Magiran. A broad search strategy was employed using specific keywords and their combinations, such as "personality characteristics," "life expectancy," "quality of work life," and "work-life balance." The objective of this review was to synthesize the existing body of literature to provide a clear understanding of the interplay between personality traits and various dimensions of work and life. The aim of this study is to systematically examine and analyze the role of personality traits in life expectancy, quality of work life, and work-life balance. The quality of the articles was reviewed based on the Prisma checklist, which is attached to the relevant table at the end of the study. This review article aims to provide a comprehensive and integrated view of the relationship between personality traits and different dimensions of individuals' personal and professional lives. In this regard, relevant articles and research are collected and analyzed to examine the potential effects of different personality traits such as extraversion, introversion, agreeableness, neuroticism, and other psychological traits on these three key factors. By incorporating studies from multiple databases, this review offers a comprehensive overview of the current research landscape in these domains.

The criteria for inclusion of articles in the research were studies related to the study objectives and studies published in Persian and English.

### Quality of Work Life and personality characteristics

Personality traits have a considerable impact on the quality of work life (QWL). Studies show that people who possess positive personality traits, like emotional stability and extraversion, frequently express greater job satisfaction and engagement ([Mamić et al., 2024](#)). These characteristics foster improved interpersonal relationships and coping strategies in high-stress work settings, thereby increasing their QWL ([Tangchitnusorn & Prachuabmoh, 2023](#)). Additionally, organizations that promote nurturing environments can aid in ensuring that employees with diverse personality traits can prosper, resulting in enhanced performance and satisfaction ([Johansen & Cadmus, 2016](#)). The quality of work life includes multiple elements, such as job contentment, work-related pressure, and general wellness in the work environment. Studies show that specific personality characteristics, like agreeableness and emotional stability, notably influence people's experiences in their workplaces ([Bui, 2017](#)). People who are agreeable tend to be more cooperative, supportive, and empathetic, resulting in better workplace relationships and lower levels of conflict. This characteristic has been linked to higher job satisfaction since agreeable workers frequently contribute to a more favorable organizational atmosphere ([Ayub et al., 2017](#)). Moreover, conscientiousness is crucial for improving work-life quality. Workers who rank high in conscientiousness tend to be superior performers, are more systematic, and display greater commitment to

their responsibilities ([Yeti, 2024](#)). This quality not only aids personal achievement but also enhances team interactions and boosts overall productivity within the organization. Additionally, emotional stability, marked by low stress and anxiety, enables individuals to manage workplace pressures more effectively, thus improving their overall work experience ([Huo & Jiang, 2023](#)).

### **Work-Life Balance and Personality Characteristics**

A balance between work and personal life is becoming progressively recognized as essential for employee health and effectiveness ([Ahamad et al., 2022](#)). Traits like agreeableness and emotional stability are linked to improved work-life balance results, enabling individuals to manage conflicts between their professional and personal lives more efficiently ([Barber et al., 2019](#)). Workers with elevated scores in these characteristics frequently demonstrate enhanced coping mechanisms and increased resilience to stressors, promoting a more seamless balance between their work and personal obligations ([Udeh et al., 2022](#)).

Work-life balance pertains to the capacity to sustain a harmonious connection between job obligations and personal life, encompassing family, recreation, and self-care ([Shirmohammadi et al., 2022](#)). Personality characteristics greatly impact how individuals navigate their way to achieving this equilibrium. For example, elevated conscientiousness levels may cause people to place their work responsibilities ahead of their personal health, occasionally leading to unbalanced life patterns. Nonetheless, individuals who create efficient organizational strategies can utilize this characteristic to attain a fulfilling work-life balance through establishing boundaries and managing time effectively ([Li et al., 2023](#)).

Conversely, those who score high in extraversion typically have an easier time participating in social events beyond their job, potentially improving their personal connections and overall happiness ([Ivantchev & Stoyanova, 2021](#)). These individuals might also be more likely to support flexible work setups, thus encouraging a better balance between work and personal life. Moreover, agreeableness significantly influences work-life balance; individuals with agreeable traits often pursue collaborative solutions and might negotiate work arrangements that permit personal time, resulting in greater satisfaction both professionally and personally ([Clausen, 2020](#); [Hudson, 2023](#); [Huo & Jiang, 2023](#); [Newhook, 2016](#); [Reynoso, 2010](#); [Shirmohammadi et al., 2022](#); [Yeung & Petrosyan, 2014](#)).

### **Life Expectancy and Personality Characteristics**

Life expectancy is a vital public health statistic which serves as a readily identifiable indicator of general mortality in a specified population followed up for a certain period of time ([Fok et al., 2012](#)). Personality traits also affect life expectancy in the elderly. Life expectancy is a statistical indicator that shows how long the average lifespan in a society is, in other words, how many years each member of that society can expect to live ([Mackenbach et al., 2013](#)). Research results show that extraversion and openness to experience can increase life expectancy ([Mahshid et al., 1393](#)), while neuroticism can decrease life expectancy ([Hosseinsabet et al., 2013](#)). A study conducted by Jafari and colleagues (2023) concluded that neuroticism can be expected to be associated with low life expectancy ([Jafari et al., 1401](#)). Fouladi and Shahidi (2017) conducted a study entitled *The Role of Personality Traits and Life Expectancy in Predicting Psychological Hardiness among Students*. In terms of similarity with the present study, this study can be said to be similar only in the variables of personality traits, life expectancy and hardiness. The results of this study showed that there is a significant positive relationship between life expectancy, extraversion, agreeableness, and conscientiousness with hardiness, and a significant negative relationship between neuroticism, openness to experience, and hardiness. Regression analysis also indicated that the variables of life expectancy and, among the five personality factors, high extraversion, agreeableness, and conscientiousness, and low neuroticism and openness to experience predict psychological hardiness. The results generally showed that personality traits and life expectancy play an important role in the psychological hardiness of students.



## Conclusion

This systematic review examined the role of personality traits in three key factors: life expectancy, quality of work life, and work-life balance. Existing research suggests that personality traits have significant effects on various aspects of a person's personal and professional lives. Specifically, traits such as extraversion, agreeableness, conscientiousness, and emotional stability are positively associated with quality of work life and work-life balance, while traits such as neuroticism and experientialism can have negative effects on these dimensions. In the context of life expectancy, existing evidence suggests that traits such as extraversion and openness to experience positively influence life expectancy, while traits such as neuroticism are associated with reduced life expectancy and increased mental and physical problems. Human resources are crucial to the success of an organization. A collection of principles asserts that individuals are the organization's most vital asset, dependable, accountable, and able to offer significant contributions, thus they ought to be treated with honor and esteem (Lazega, 2016). Suitable human resources can enhance the capabilities and dedication of employees; therefore, improving the quality of work life plays a significant role in bolstering this capability and commitment in conjunction with selecting suitable human resources (Rachmawati et al., 2021). Numerous studies have shown that specific personality traits can greatly impact life expectancy (Jokela et al., 2020).

In conclusion, personality traits have a crucial impact on life expectancy, work life quality, and balance between work and life. Qualities like conscientiousness, extraversion, agreeableness, and emotional stability lead to healthier living, improved job satisfaction, and a better balance between work and personal life. By understanding the significance of personality in these areas, individuals and organizations can more effectively create settings that promote healthy lifestyles and satisfying work experiences. Future studies should persist in investigating these connections to enhance our comprehension of how personality affects well-being and productivity in both personal and work environments. These insights may result in focused strategies designed to enhance personal health results and workplace relationships, thereby fostering a more harmonious and content society.

Given that personality traits can have a great impact on work-life balance, training programs tailored to personality traits can be helpful. Organizations should create cultures that promote work-life balance. This can include policies such as flexible working hours, the ability to work remotely, and creating opportunities for rest and recreation. These changes can help employees achieve an improved quality of work life and ultimately increase life expectancy. Given the complex relationship between personality traits and life expectancy, further research in this area could help identify new ways to promote life expectancy among employees. This research could help organizations pay more attention to the psychological needs of their employees.

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**Figure 1- Steps for selecting articles to enter the analytical phase according to Prisma guidelines.**

