

Personality Traits as Predictors of Psychological Well-Being Among Health Workers in Gboko Local Government Area, Benue State, Nigeria

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Abstract

This study investigated personality traits as predictors of psychological well-being among health workers in Gboko Local Government Area of Benue state, Nigeria. The study adopted a cross-sectional survey design where 184 participants, 34 males (18.5%) and 150 females (81.5%) were selected for the study through simple random sampling technique. The Ryff's Psychological Well-being scale and the Big Five Personality Inventory were used for data collection. Two research questions were raised to guide the study. Two hypotheses were formulated and tested. Data analysis involved the use of the Pearson Product Moment Correlation and Multiple Linear Regression. Results revealed that, there was a significant relationship between personality traits, and psychological well-being among health workers in Gboko Local Government Area. Result also indicated that, there was a significant influence of personality traits on psychological well-being among health workers in Gboko Local Government Area. The study concluded that, personality traits are strong determinants of psychological well-being among health workers in Gboko Local Government Area. It was therefore recommended that; periodic assessment of personality traits of health workers should be a priority of psychologists and employers in the health institutions (hospitals and clinics) with a view to improving the psychological well-being of health workers. Also, the government and private health sector should provide adequate medical equipments, conducive working environment, and welfare packages for health workers. They should also be employment of health workers on a quarterly basis of the year to boost manpower in the hospitals and clinics.

Keywords: *Personality traits, psychological well-being, health workers.*

Introduction

Psychological well-being can simply be defined as a model of positive functioning, not just the absence of illness, that involves subjective feelings of life satisfaction, purpose, and happiness, plus effective functioning in areas like personal growth, positive relationships, and autonomy. It is a multifaceted concept focusing on thriving, encompassing positive emotions, fulfilling life meaning, strong social connections, and managing life's challenges, as studied in research on psychotherapy, and overall mental health (APA, 2024). Psychological well-being has a globally accepted core definition, while its specific expressions and the factors influencing it vary significantly from a global (cross-cultural) to a local (community/individual) perspective.

Psychological well-being is a phenomenon of concern among most groups of professional workers. Healthcare giving is seen as a highly stressful profession, perhaps more stressful than some callings (Bamfort et al., 2023). At a global level, psychological well-being is understood as a multidimensional construct essential for overall health, defined by World Health Organization (WHO, 2021), as a state of well-being in which the individual realizes his or her own abilities, can cope with normal stresses of life, can work productively and fulfilling, and is able to make a contribution to his or her community. While the core components are universal, the emphasis and expression of these components are heavily influenced by local cultural norms, beliefs, and socio-economic contexts. Cultural contexts significantly shape how psychological well-being is defined and experienced across different societies. While Western individualistic cultures highlight personal autonomy, self-esteem, and positive emotions, Eastern collectivistic societies prioritize moral values, social harmony, and interdependence. Similarly, local factors heavily dictate mental health perceptions; for instance, rural Chinese communities rely on village harmony, whereas traditional spiritual beliefs deeply influence psychological well-being and help-seeking behaviours in sub-Saharan nations like Nigeria. Within Nigeria, health workers particularly in Gboko face immense systemic pressures that jeopardise their mental health. Local healthcare facilities often suffer from severe underfunding, overcrowded conditions, poor sanitation, low remuneration, and critical shortages of staff and medical equipment. Despite these daunting challenges, the psychological well-being of health workers in Gboko Local Government Area is largely neglected, driven by a widespread but erroneous assumption that as healthcare givers, they are naturally shielded from survival anxieties and institutional strain. Addressing this neglect is vital, as a health worker's personality traits directly regulate how they handle workplace pressure, interact with others, and execute tasks. Guilford (2000) viewed personality as a person's unique pattern of traits. Traits are propensities of an individual to behave in a consistent and constructive manner. Recognizing the indispensable role health workers play in societal well-being underscores the need to support their psychological well-being. By understanding how individual personality dynamics interact with environmental stressors, healthcare systems can implement better workload allocations, effective placement, and targeted coping strategies to enhance the psychological well-being of health workers in Gboko and beyond.

Statement of the Problem

Health workers in Gboko Local Government Area face widespread neglect regarding their psychological well-being, as society falsely assumes, they are well-off despite severe workplace challenges: poor remuneration, excessive workloads, chronic sleep deprivation, and inadequate facilities. This continuous strain erodes their operational capacity and fuels the "japa syndrome," where Nigerian health workers migrate abroad for better conditions, undermining local patient care. Because psychological well-being is shaped by both systemic stressors and individual personality traits such as conscientiousness, extraversion, neuroticism, openness to experience, and agreeableness, understanding this interplay is critical. There is no doubt personality traits regulate task execution, interpersonal relationships, and stress management, healthcare institutions that can optimize staff placement, and refine workload allocation to protect health workers' mental health and ensure optimal healthcare delivery will be paramount for the enhancement of health worker's psychological well-being. It is on this basis that this research is designed to determine whether personality traits predict the psychological well-being of health workers in Gboko Local Government Area of Benue state.

Empirical Review

Orru et al. (2025) conducted a research on the relationship between personality traits, locus of control, and psychological well-being. The aim of the study was to examine the relationship between personality traits, locus of control, and psychological well-being outcomes. 67 Italian undergraduate students (19.45 ± 1.62) years were evaluated to assess the connections between personality traits, locus of control, and key psychological outcomes including depression, anxiety, sleep disturbances, and subjective memory complains. Results by analyses of the collected variables revealed a strong interrelationship between stress, anxiety, depression, and insomnia, contributing to a general construct termed psychological well-being disturbances (PWBD). Crepaldi et al. (2024) conducted a study on “predictors of psychological well-being and quality of life in patients with hypertension”. They aimed to investigate the relationships between psychological variables (Type A and B personality, locus of control, low self-esteem, and trait anxiety) with subjective well-being and HrQoL in patients with hypertension and comorbid metabolic syndrome. The study consisted of 185 volunteer patients (130 males, 70.3%, mean age of 54 ± 10.93) were enrolled. Patients filled out measures of HrQoL and PWB, LOC and self-esteem at three time points-Type A and B behaviours and anxiety were measured only at baseline. Analyses were run through two-level hierarchical mixed models with repeated measures (Level 1) nested within participants (Level 2), controlling for socio-demographic and clinical confounders. Neither HrQoL, nor PWB changed over time. Patients with greater self-esteem and internal LOC (and lower external LOC) increased their PWB and HrQoL up to a year follow-up. A greater Type A behaviour and trait anxiety at baseline predicted a longitudinal increase in most of the dependent variables. Results suggested that it could be useful to tailor interventions targeting specific variables to increase HrQoL and PWB among hypertensive patients. Missaye (2024) examined the psychological well-being of healthcare workers with its implications for policy and practice. The study examined the work life and psychological well-being of healthcare workers in the Amahara region of Ethiopia. This study used quantitative research methods with a cross sectional survey design whereby three hundred and eight healthcare workers filled out Ryff’s psychological well-being scale, work and family conflict scale (AFSC), this has measured psychological well-being and work life balance respectively. The mean, standard deviation, one sample t-test, independent sample t-test, one-way ANOVA, and MANOVA were used to analyse data. Healthcare workers reported a low score of overall psychological well-being. There was a positive relationship between work-life balance and psychological well-being, which was significant. A significant difference in psychological well-being across marital status was noted, but there was no significant difference based on gender and marital status. The overall psychological well-being of healthcare workers in Amahara region of Ethiopia was poor. Work-life balance and educational levels have significant influence on psychological well-being, while gender has not. Therefore, there is an implication for policy uptake to promote psychological well-being of healthcare workers in low-income countries including Ethiopia, Nigeria etcetera. The study by Missaye is relevant to this study as it also examined psychological well-being among health workers with the view to providing cues to enhancing psychological well-being of health workers while giving quality healthcare delivery. However, the study did not give clear pathways of improving psychological well-being of health workers which this current study has filled the gap. Udeckukwu et al. (2024) conducted a research on personality traits and job status as predictors of psychological well-being among health workers in Ebonyi state during the covid-19 pandemic. The aim of the study was to determine predictive roles of personality traits on psychological well-being among health workers during COVID-19 and assess the predictive roles of job status on psychological well-being among health workers during COVID-19 pandemic. A total of 220 health workers participated in the study. Two instruments

were used for data collection; Ryff's psychological well-being 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 well-being of health workers. Also, job status ($\beta=.17$, $t= -47$, $P<.05$) statistically and significantly predicted psychological well-being of health workers during COVID-19 pandemic. Apedzi and Kwame (2024) conducted a study on traits and productivity among 1,753 health workers in three hospitals in Ghana with the aim to determine if personality traits of health workers predict work productivity. Data was collected through the questionnaire developed on five Likert Scale. The questionnaire collated the views and opinions of health workers related to performance and patient satisfaction. Data analysis was the use of mean score, relative importance index, exploratory and confirmatory factor analysis, and step wise multiple regression analysis. The mean score and relative importance index were used to answer questions 1-4. Exploratory and confirmatory factor analysis and step wise regression analysis were used to answer research question 5. Findings were that, personality traits and performance in the hospital's understudy are strongly linked. Carefulness, commitment, positive emotion, work ethic, altruism, and friendliness are the basic traits every health worker should possess, to achieve job satisfaction, good performance, and good patient satisfaction. These characteristics are embedded in conscientiousness, agreeableness, and extraversion traits. The study is relevant to this study because it serves as a yardstick to support measures to boost health workers productivity base on their personality traits particularly in Gboko and Nigeria in general.

From the foregoing, one sees that having reviewed the studies, it becomes evident that all have attempted to discuss the positive and negative dimensions of the predicting variables; personality traits and psychological well-being. Though, the reviewed studies have content that touches on same variables including their approaches, they are distinct. The researcher wishes to build upon these views in discussing personality traits as predictors of psychological well-being among health workers in Gboko Local Government Area of Benue State.

Hypotheses

The following hypotheses were postulated to address the research questions:

- i. There will be a significant relationship between personality traits and psychological well-being among health workers in Gboko Local Government Area.
- ii. Personality traits will significantly predict psychological well-being among health workers in Gboko Local Government Area.

Method

Design

The researcher used the cross-sectional survey research design. A cross-sectional survey design involves the collection of data from a population or a representative subset at a single point in time, with the primary aim of examining relationships between variables and identifying patterns or prevalence of specific features. This design is particularly suitable for the study titled, "personality traits, as predictors of psychological well-being among health workers in Gboko Local Government Area because it allows the researcher to assess the current level of personality traits and psychological well-being simultaneously within the same group of health workers.

Participants

Participants for this study were one hundred and eighty-four (184) health workers (nurses, doctors, pharmacists, laboratory scientists, and community health workers) who were

randomly selected among the population of three hundred and forty-one (341) health workers. Their age ranges from 18-65 years, mean age of 1.05(SD=.02) Participants within the age range of 18-34, were 176 (95.7%) and participants between 35-65 age range were 8 (4.3%). In terms of qualification, 9 were doctors (4.9%), 46 nurses (25.0%), 19 laboratory scientists (10.3), 97 community health workers (52.7%), 13 pharmacists (7.1). The participants were 34 males (18.5%) and 150 females (81.5%). The participants were from different ethnic groups which include; 107 (58.2%) Tiv, 46 (25.0%) Idoma, 12 (6.5%) Igede, 11 (6.0%) Igbo and 8 (4.3%) others. The years in service of participants were; 1-10 years, 40 (21.7%), 11-20 years, 57 (31.0%), 21-30 years, 55 (29.9%), and 31 years above, 32 (17.4%) respectively.

Sampling

This study used the simple random sampling technique to select participants, ensuring that every participant has an equal chance of being selected. Simple random sampling is the procedure which ensures that every participant has equal chance of being selected (Meng, 2013). For example, in order to ensure that everybody has an equal chance of being selected, participants who agreed to be part of the study were allowed to choose a ballot which was inscribed "Yes" or "No". Choosing "Yes" gave one an authentic qualification to participate in the study. The sample size was however, estimated based on this frame of reference.

Sample Size Determination

This study used Taro Yamene formula for sample size. Yamene (1967) (as cited by Shindi, 2017) provided a simplified formula to calculate sample size. This formula is presented below;

$$n = \frac{N}{1 + N(e)^2}$$

$$N = 341$$

$$n = \frac{341}{1 + 341 \times (0.05)^2}$$

$$n = \frac{341}{1 + 0.85} = 1.85$$

$$n = \frac{341}{1.85} = 184$$

Therefore, the participants for this study were 184 health workers in Gboko Local Government Area.

Instruments:

Ryff's Psychological well-being scale (PWB): The instrument was development by Ryff (1986) comprising forty-two (42) items and the Big Five Personality Inventory of (44) items. The respondents were expected to indicate by ticking strongly agree, somewhat agree, neither agree nor disagree, a little disagree, somewhat disagree, and strongly disagree using a score ranging from 1-7 on the Ryff's psychological well-being scale, disagree strongly, disagree a little, neither agree nor disagree, agree a little, and agree strongly using a score ranging from 1-5 on the Big Five Personality Inventory. The Psychological well-being Scale was developed in 1989 by Carol. The test is meant for adults and can be administered within the duration of 3 to 5 minutes (18-items) to 8 minutes (42-items). The reading level is between 6th - 8th grades. The test was developed to measure aspects of well-being and happiness; autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance (Ryff et al., 2007). Researchers have used both the 42-item PWB scale and a shortened 18-item version (Ryff & Keyes, 1995) with adults of all ages including those from

low-income background (Ryff & Keyes, 1995, Curhan et al., 2014). The 18-item has also been used with Latinx College students (Gloria, Castellanos, Scull & Villegas, 2009), African-Americans living in New York, and Mexicans- Americans living in Chicago (Ryff, Keyes & Hughes, 2003). Psychological well-being scale was used in Nigeria by Mabekoje (2003) of Olabisi Onabanjo University of Ogun state to test how the well-being of today's teachers affects the society tomorrow. Analysis by discrimination function revealed self-esteem, social support, and agreeableness, were significant predictors of teachers' psychological well-being. ($X = .412$; $F(3,262) = 125.065$; $p < .05$). Neither extraversion nor self-efficacy was predictive. Over 90% of cases were correctly classified, 97.7% of teachers with low psychological well-being and 87.7% of teachers with high psychological well-being were correctly classified.

Big Five Personality Inventory: Big Five Personality Inventory is a 44-item inventory that measures an individual on the Big Five-Factors (dimensions) of personality (Goldberg, 1993). Each of the factors is then further divided into personality facets. The Big Five-Factors are (chart recreated from John & Srivastava, 1999). The personality questionnaire used was developed by John and Srivastava, 1999). The scale has forty-four items with an overall reliability coefficient of .84 Cronbach alpha with Likert response scale. The first three of the Big Five (Extraversion, Agreeableness, and Conscientiousness) showed mean validities clearly exceeding .90, suggesting virtual equivalence among the instruments. Neuroticism (.88) and openness (.83) were lower. It can be measured on a 5-Likert Scale ranging from 1=Agree strongly, 2=Disagree a little, 3=Neither agree nor disagree, 4=Agree a little, and 5=Agree strongly. Some of the items read: Is talkative, tends to be lazy, tends to find fault with others, 24. Is emotionally stable, not easily upset, does a thorough job, is ventive, is depressed, blue, has an assertive personality and is original, comes up with new idea.

Procedure: The researcher obtained a letter of introduction from the Head of the Department of psychology, Fr Moses Orshio Adasu University, Makurdi. The researcher proceeded to Hospitals Management Board, Makurdi, and Gboko Local Government Area Health Authority and got approvals for data collection on this study. Ethical approval was also obtained. One hundred and fifty-six (156) items questionnaire were administered individually to the participants by the researcher and two research assistants face to face. The purpose of the study was explained to the participants and informed consent obtained. Anonymity and confidentiality were guaranteed. A total of one hundred and eighty-four (184) copies of the questionnaire were distributed to the participants with the instruction to tick the best answer that sought to describe their feelings. The entire questionnaire was collected after the period stated. Participants were approached in offices (hospitals and clinics) for the administration of the questionnaire. The questionnaire was then scored and the data generated was subjected to statistical analysis. The same procedure was adopted for pilot study.

Data Analysis: The Pearson product moment correlation was used to test hypothesis one, while the multiple linear regression was used to test hypotheses two. Descriptive statistics such as mean, range and standard deviation were used to describe the demographic characteristics of participants. Also, frequencies and percentages were used to give the data a meaning.

Results

This section presents results of the analysis that was performed from the data collected. The data were analyzed to test the hypotheses of this study and the results obtained are presented.

Hypothesis I: This hypothesis stated that, there will be a significant relationship between personality traits and psychological well-being among health workers in Gboko Local

Government Area. Pearson product moment correlation was used to test for the significance of this hypothesis and the result is presented in Table 1.

Table 1 Summary of Pearson Product Moment Correlation Showing relationship between Personality Traits and Psychological Well-being among Health Workers in Gboko Local Government Area.

S/N Variables	1	2	3	4	5	6
1. Psychological Well-being -						
2. Extraversion	.631**	-				
3. Neuroticism	.632**	.987**	-			
4. Conscientiousness	.656**	.989**	.997**	-		
5. Openness	.647**	.996**	.985**	.987**	-	
6. Agreeableness	.621**	.992**	.991**	.992**	.993**	-

Note: $p < .01$, $*p < .05$

Table 1 presents the Pearson Product Moment Correlation analysis showing the relationships between personality traits and psychological well-being among health workers in Gboko Local Government Area. The result revealed that, psychological well-being had significant positive relationships with all the Big Five personality traits. Specifically, Psychological well-being correlated positively with extraversion ($r = .631$, $p < .01$), neuroticism ($r = .632$, $p < .01$), conscientiousness ($r = .656$, $p < .01$), openness to experience ($r = .647$, $p < .01$), and agreeableness ($r = .621$, $p < .01$). This implies that higher levels of personality traits were associated with higher psychological well-being scores among health workers in Gboko Local Government Area. The personality traits were found to be highly and positively interrelated. Extraversion showed very strong positive relationships with neuroticism ($r = .987$, $p < .01$), conscientiousness ($r = .989$, $p < .01$), openness to experience ($r = .996$, $p < .01$), and agreeableness ($r = .992$, $p < .01$). Similarly, neuroticism also had very strong positive relationships with conscientiousness ($r = .997$, $p < .01$), openness ($r = .985$, $p < .01$), and agreeableness ($r = .991$, $p < .01$). This pattern suggests a high level of overlap among the personality traits measured in this study. The findings revealed that, the study variable was significantly interrelated either positively or weakly, suggesting that personality traits and psychological well-being are strongly interconnected psychological constructs among the health workers in Gboko Local Government Area. However, the extremely high correlations observed among some personality traits suggest possible multicollinearity, indicating that future studies may need to further refine measurement scales to ensure discriminate validity. Based on this result the hypothesis is therefore confirmed.

Hypothesis II: Stated that, personality traits (agreeableness, neuroticism, openness to experience, conscientiousness and extraversion) will significantly predict psychological well-being among health workers in Gboko Local Government Area. Multiple linear regression was used to test for the significance of this hypothesis and the results is presented in Table 2.

Table 2: Summary of Multiple Linear Regression Showing influence of Personality Traits (agreeableness, neuroticism, openness to experience, conscientiousness and extraversion) on Psychological Well-being Among Health Workers In Gboko Local Government Area of Benue State.

Predictor Variable	R	R ²	F	β	T	Sig
Constant	.717	.514	37.202		6.131	.000
Extraversion				-.191	-.250	.000
Neuroticism				-3.717	-5.479	.000
Conscientiousness				4.045	-.279	.000
Openness to experience				-.177	.049	.781
Agreeableness				.686	1.068	.287

The results presented in Table 2 showed that there was a significant influence of Personality Traits (Agreeableness, neuroticism, openness to experience, conscientiousness and extraversion) on psychological well-being among health workers in Gboko Local Area of Benue State, $R = .717$, $R^2 = .514$, $F(1, 183) = 37.202$, $P < .01$. This result showed that personality traits (agreeableness, neuroticism, openness to experience, conscientiousness and extraversion) made a contribution of 51.4% to the total variance in psychological well-being of health workers in Gboko Local Government Area. This implied that health workers who scored high on personality traits of (agreeableness, conscientiousness, extraversion, openness to experience and neuroticism) had higher psychological well-being, while those who scored low on personality traits had low psychological well-being. The implication is that, measures of personality enhancement of health workers like becoming a better listener a better conversationalist, treating people with care, forgiving others, meeting new people, developing leadership skills should be taught by psychologists and embrace by health workers to enable the psychological well-being of health workers. Also, supporting introverts, addressing workplace factors like job demand control and supervisor support to reduce anxiety and burnout. Furthermore, the result indicated that independently, conscientiousness ($\beta = 4.045$, $P > .01$) made a significant positive contribution to psychological well-being among health workers in Gboko Local Government Area. Neuroticism ($\beta = -3.717$, $P > .01$) made a significant negative contribution to psychological well-being of health workers in Gboko Local Government Area followed by extraversion ($\beta = -.191$, $P < .01$) while agreeableness ($\beta = .686$, $P > .01$) and openness to experience ($\beta = -.177$, $P > .01$), did not make significant contribution to psychological well-being at individual levels among health workers in Gboko Local Government Area. Based on this result the hypothesis was therefore confirmed.

Discussion

Hypothesis one of the studies sought to find out if there would be a significant relationship between personality traits and psychological well-being among health workers in Gboko Local Government Area. Findings showed a significant relationship between personality traits and psychological well-being among health workers in Gboko Local Government Area. This implies that higher levels of personality traits were associated with higher psychological well-being scores among health workers in Gboko Local Government Area. The personality traits were found to be highly and positively interrelated. Extraversion showed very strong positive relationships with neuroticism, conscientiousness, openness, and agreeableness. Similarly, neuroticism also had very strong positive relationships with conscientiousness, openness, and agreeableness. This pattern suggests a high level of overlap among the personality traits measured in this study. The result of this study is in line with other studies related to the variables under study in this research. Personality traits act as the foundational lens for how

individuals perceive stress determining overall psychological well-being (Orru et al., 2025). Personality is the primary predictor of how people experience the world and evaluate potential stressors. The widely accepted Five Factor Model (Big Five) outlines how these traits align with well-being. Hypothesis two sought to find out if personality traits would significantly predict psychological well-being among health workers in Gboko Local Government Area. Findings showed a significant influence or prediction of personality traits on psychological well-being, $R=.717$, $R^2=.514$, $F(1, 183)=37.202$, $P<.01$]. This finding implied that, health workers should be given more enlightenment on how to improve their psychological well-being based on their personality traits. This is contrary to studies by DeYuong, (2015), who asserted that, extraversion is a meta-trait called plasticity which is driven by a desire for positivity, novelty, and pleasure rather than an aversion to pain and threat is in line with the independent result of extraversion in this study which showed extraversion as a positive contributor to the psychological well-being of health workers in Gboko Local Government Area. The finding of this study is consistent with Soto (2015) who found significant correlations between baseline levels and rates of change in subjective/hedonic well-being and rates of change in personality traits. Thus, there is evidence that changes in well-being in general, can lead to trait overtime. Given that all aspects of mental well-being are interrelated. Orru et al. (2025) found that the Big five personality traits have significant positive association with internal control and mindfulness was observed both for extraversion and conscientiousness, while neuroticism was associated with increased external control and subjective memory complaints. The implication is that, health institutions (hospitals and clinics) should consider incorporating personality traits-based approaches into their social support systems, as fostering traits linked to better psychological well-being, such as extraversion, conscientiousness, and agreeableness, may help mitigate the impact of stress and anxiety commonly experienced in the health settings. Similarly, Udeckukwu et al., (2024) found that, personality traits of extraversion and openness to experience significantly predicted psychological well-being of health workers. Also, job status statistically and significantly predicted psychological 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 populations-level events to influence psychological well-being among health workers in Gboko Local Government Area. The implication is that, Nigerian health workers' psychological well-being requires strategies that consider their personality traits (example, supporting introverts) and addressing workplace factors like job demands control and supervisor support to reduce anxiety, stress and burnout.

Conclusion

This study established that the predictor variable of personality traits has independent influence on psychological well-being among health workers in Gboko Local Government Area. Therefore, it is expedient to state that, government, stakeholders in the health sector, guidance counsellors, therapists, psychologists, social workers and researcher's health workers etcetera, should understand that personality traits are significant predictors of psychological well-being among health workers in Gboko Local Government Area of Benue State.

Recommendations

The following recommendations were made based on the findings of the study.

- i. Periodic assessment of personality traits of health workers should be a priority of concerned psychologists with a view to ensuring their positive psychological well-being. Employers in the health sector should make it a routine for the personality assessment of health workers.
- ii. Family members, and spouses should be supportive, appreciative, and complement the

efforts of health workers in ensuring health care provision for the teaming population of patients in Gboko Local Government Area so as to facilitate their peace, happiness, self-actualization and psychological well-being.

iii. The government and private health sector should provide adequate medical equipment, conducive working environment, and welfare packages for health workers. Continuous research should be encouraged to monitor trends in personality traits and psychological well-being development among health workers. This would help in designing evidence-based interventions and updating preventive strategies.

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