

Research Paper

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

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ABSTRACT

This study, Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals, examines the relationship between the personality traits and grit, having an impact on work life and family dynamics. This study is aimed to understand how work life balance among Indian working professionals is existing and how well they can handle the stress and be resilient towards it. Personality defined by Allport (1937) which was further studied and explored through HEXACO personality inventory tool to assess individual personality traits and patterns of behaviour that could give rise to individuals response towards workplace and family demands. Grit, defined by (Duckworth et al. 2007) as perseverance and passion for long-term goals comes as an important aspect of success which has a direct influence on professional career and persistent nature of the job and role that one has opted which would again has a reflection on one's personal resilience. This work-family dynamics understands the conflict and interactions, enlightening the balance one have between work-family dynamics and the roles they are assigned to. This research uses validated tools, including the HEXACO-60, the Grit-S scale, and the work-family scale to be added, to explore how personality traits and grit influence an individual's ability to manage both professional and personal lives and establish a work-life balance. This study helps us understand how addressing personality, perseverance, and work family balance well were we can work with our hands full and still manage to achieve professional success and establish healthy relationships with ourselves and others around us. interventions addressing personality, perseverance, and work-family balance. (Work-family scale to be added and related content wherever it is required)

Keywords: *Work-Family Conflict, Grit, HEXACO, Personality, Goal Perseverance*

In a global population of over 8 billion, the majority are engaged in some form of labor, contributing directly or indirectly to societal development. This underscores the importance of consistent effort, motivation, and engagement in one's chosen career to achieve personal and professional growth. Humans strive to pursue their interests, develop skills, and select occupations aligned with their preferences, which allows them to enjoy their work while earning a livelihood (Ashton & Lee, 2009; Di Fabio et al., 2014; Wang et

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Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

al., 2006). Such dynamics provide fertile ground for research into the role of personality in career selection, goal achievement, and overall work satisfaction.

Job roles require individuals to fulfill assigned responsibilities effectively. When there is a misalignment between an individual's personality and their job, performance and satisfaction are compromised (Iqbal et al., 2012; Salsabila Trysantika et al., 2024). Personality traits guide behavior, influence goal-setting, and shape career-related motivation, allowing individuals to thrive in roles aligned with their interests. Consequently, personality is an important determinant of job satisfaction, work performance, and professional engagement.

Alongside personality, **Grit** that is defined as perseverance and passion for long-term goals, has emerged as a critical predictor of success. Individuals with high Grit demonstrate self-discipline, resilience, and the ability to overcome obstacles, which enhances their motivation and sustained effort in professional settings (**Baruch-Feldman, 2023; Duckworth et al., 2007; Suzuki et al., 2015**). Research indicates that Grit is associated with reduced burnout and improved well-being, further influencing performance and goal attainment (**Schimschal et al., 2020**).

Personality and Grit are interrelated in shaping career trajectories. Individuals choose professions consistent with their traits, which fosters engagement, resilience, and satisfaction while mitigating work-related stress (**Hussain, 2012**). However, the achievement of career goals is not solely dependent on individual attributes; **family dynamics** play a crucial role. Supportive families provide emotional backing and motivation, facilitating a balance between personal and professional responsibilities. Conversely, poor family support can exacerbate work-family conflicts and reduce job satisfaction (Boles et al., 2001).

Impact of Personality

Personality is a unique constellation of traits and behavioral patterns shaped by genetic, environmental, and social factors (Caspi & Roberts, 2001). Its influence spans multiple domains:

- 1. Social Behavior and Cultural Influence:** Early socialization in schools fosters cooperation, responsibility, and discipline, shaping children's emotional, psychological, and academic development (Saryanto et al., 2023).
- 2. Leadership and Emotional Stability:** Transformational and proactive leadership styles are associated with positive work engagement, adaptability, and innovation (Mubarak et al., 2021; Li et al., 2020).
- 3. Genetic Influence:** Genetic factors contribute to variability in traits such as Extraversion, Agreeableness, and Openness, while experiences refine these traits over time (Kandler et al., 2020).
- 4. Parenting Style Influence:** Children model behaviors observed in parents and caregivers, which significantly shape personality development and social competencies (Pierce & Bandura, 1977; Sugiarti et al., 2022).
- 5. Personality and Health:** Personality traits influence health behaviors and lifestyle choices, with conscientious individuals displaying healthier patterns across the lifespan (Luo et al., 2023).

Importance of Goal Setting

Goal-setting provides direction and purpose, facilitating both short-term and long-term achievements. The SMART framework—Specific, Measurable, Achievable, Relevant, and

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

Time-bound—optimizes goal attainment and promotes work-life balance (Damon, 2024). Teachers' goal-setting enhances student performance and indirectly promotes work-family harmony (Boden et al., 2019). Similarly, job satisfaction motivates employees to pursue objectives aligned with career aspirations (Steers, 1976; Fuchs & Fuchs, 1986; Kitsantas et al., 2004).

Goal Setting and Grit

While goal-setting establishes objectives, Grit ensures sustained effort and perseverance to achieve them, even amidst challenges (Duckworth et al., 2007; Latham & Locke, 2007). The combination of clear goals and Grit facilitates long-term professional success.

Work-Family Dynamics

Work-family interactions significantly influence well-being, particularly in demanding professions such as healthcare. Supportive environments, flexible work arrangements, and family backing reduce burnout and enhance job satisfaction (Blanco-Donoso et al., 2021; Olasehinde & Obafemi Awolowo University, 2024). Parents of children with special needs benefit from flexible work schedules and structured goal-setting to manage caregiving responsibilities effectively.

Relating Personality, Goal Setting, and Work-Family Dynamics

Personality shapes goal-setting strategies and influences the capacity to balance professional and familial responsibilities. Individuals with adaptable, proactive, and goal-oriented personalities exhibit enhanced perseverance, reduced work-family conflicts, and greater well-being (Caspi & Roberts, 2001; Damon, 2024; Meyer et al., 2020). These insights underscore the interplay between personality, Grit, and work-family interactions in achieving professional and personal fulfillment. Some of the literature reviews are as follows:

Athota et al. (2019) conducted a Cross-National Study that examined the relationship between personality traits, moral values, and their impacts on employee well-being, resilience, and performance, which were the variables that were studied in the research. The researchers collected data from two different cultural contexts, Australia and India, by using a quantitative survey of a total of 195 Australian citizens and 257 Indian citizens who responded to the questionnaire. The study revealed that extraversion influences self-enhancement values, such as power and achievement, while benevolence and universalism support resilience and overall well-being. These findings highlight how moral values and personality traits interact, offering practical and theoretical insights for enhancing employee well-being and performance across diverse cultural and organizational contexts.

Dosajh and Gandhi (2008), using the Big Five Personality Model, conducted a study that examined the relationship between personality qualities and work performance in the banking business. The data was collected using questionnaires, and responses were obtained from 155 people. The results indicated that extraversion and openness are favourably correlated with work performance, but conscientiousness and neuroticism are negatively correlated. However, agreeableness revealed a weak positive link. The results suggested that individual personality and assessments done before hiring can enhance hiring and placement strategies in banking, this helps employers to regulate appropriate roles that fit different employees. This study was done with the help of SPSS which was used for statistical

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

analysis, including correlation and frequency tests, to gain a comprehensive understanding of the dynamics under investigation.

Gridwichai et al. (2020) conducted a study on how personality factors influence work performance in Thailand's pharmaceutical business. The NEO Five-Factor Inventory (NEO-FFI) was used in the study to assess qualities such as conscientiousness, agreeability, and openness. The independent variables are the personality traits assessed using the NEO Five-Factor Inventory (NEO-FFI), including conscientiousness, agreeableness, and openness, dependent variable is job performance. The study included 300 participants from diverse pharmaceutical businesses, and the findings revealed that conscientiousness had the most beneficial impact on job performance among responders, followed by agreeableness and openness among employees. These findings emphasize the relevance of personality traits and evaluations in recruiting and employee development, demonstrating how certain characteristics might improve workplace performance in the pharmaceutical industry.

Masood et al. (2017) investigated the relationship between personality factors and work performance in law enforcement. The **independent variables** are the **personality traits** assessed using the Big Five Personality Inventory (BFI) and the Minnesota Multiphasic Personality Inventory (MMPI), specifically **conscientiousness, emotional stability, and extraversion**. They collected data from 300 Law Enforcement police officers, mostly from mid-career positions to ensure practical relevance to assess qualities such as conscientiousness, emotional stability, and extraversion. The study found that conscientiousness had the strongest link to job success (0.45), followed by emotional stability (0.37). These traits were essential for job performance, with conscientiousness emphasizing the importance of reliability and diligence, while emotional stability was crucial for handling stress and making decisions under pressure. Extraversion showed moderate importance, particularly in team-based tasks.

Mourelatos et al. (2020) investigated the influence of personality factors on tasks that are performed on online labour markets, otherwise also known as crowdsourcing platforms. They used a quasi-experimental methodology to analyse the impact of the Big Five personality characteristics, gender, human capital, experience, and job effort. The results obtained from the study was that extraversion and agreeableness were positively connected to task accomplishment, especially for available microtasks. While the sample size was not disclosed by the researchers, however, the findings found that these characteristics were connected with better completion rates, particularly for jobs involving social contact and teamwork. These findings indicate that personality qualities have a great role in providing success rate of tasks that are more inclined towards each trait and related tasks that can be done at its best such as extraversion and agreeableness, play an important role in improving task allocation and worker performance on online labour platforms, emphasizing the importance of personality evaluations in such situations.

Carvalho et al. (2024) in their research explored the impact of work-family conflict (WFC) and work-family facilitation (WFF) on job engagement across diverse industries. The research involved a survey method and with this, they surveyed 400 employees using validated tools to measure these dynamics and their effect on engagement. Results obtained in the study indicated that individuals who experienced the least amount of conflict and high support demonstrated the strongest levels of work engagement. At the same time, those facing high conflict and limited facilitation reported diminished engagement. The study

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

concluded by recommending that employers improve participation by employing supporting measures such as flexible scheduling and family-friendly programs, which promote greater work-life integration.

Khateeb (2023) conducted a study on how doctors in India deal with the challenges of balancing their demanding work and home life or personal life. Their study reflected various points where they included 200 doctors from both public and private healthcare settings. The researchers wanted to know how a supportive work environment, personal resilience, and family support may help reduce stress and enhance work-family harmony and productivity in doctors. The researchers also observed that though the medical profession can place a lot of burden on doctors due to their demanding roles, individuals with strong support networks at home and work were better able to cope with it.

Priya et al. (2023) studied the factors that influence work-family dynamics among construction professionals in India. The study used an approach of surveying and interviewing the 250 professionals who volunteered for the study from diverse occupations. The results obtained using standardized questionnaires revealed how workplace stress and demanding work hours harmed work-life balance. On the contrary it was found in the study that family assistance and flexible work regulations were critical in minimizing these issues. The findings also highlight how introducing supportive organizational practices such as flexible hours and family-friendly rules may help promote employee well-being and productivity in high-pressure industries like construction.

Subhani et al. (2023) explored the relationship between how demographic factors influence the balance of work and family responsibilities among Muslim women in India. The study was done on 250 women from various sectors to see how age, education, and marital status influenced their experiences. The study showed how younger, more educated women commonly reported greater work-family conflict as a result of job demands and societal expectations. At the same time in contrast the older women reported more smooth integration of work and family duties. The study discovered that supportive family structures and flexible employment arrangements had a positive impact on conflict resolution. Finally, the study argued for culturally appropriate workplace policies to help Muslim women achieve in both their professional and personal lives.

Flinkman et al. (2023) study understood how psychological capital, grit, and organizational justice are the most important characteristics for those who are registered nurses. This data was taken from 514 nurses which included the Psychological Capital Questionnaire, they concluded on how these characteristics promote work engagement and decrease burnout among them. Their research discovered that more psychological capital boosts resilience and job satisfaction, whereas organizational justice fosters a fair and supportive workplace.

Prasetya et al. (2023) study greatly looked into the experiences of rural teachers, providing insights into how they deal with unique challenges such as low resources, isolation, and professional detachment. The researchers looked at how these teachers develop grit, a quality that describes persistence, passion, and resilience in the face of adversity. The findings indicate that grit is crucial in assisting teachers in overcoming these hurdles, benefiting both their teaching performance and personal well-being. Furthermore, the study highlights the importance of external support networks. Teachers in rural areas can better

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

manage the challenges they face by connecting with communities and institutions, ensuring that their teaching duties are sustainable and meaningful.

Rusdi et al. (2023) studied how grit, defined as persistent excitement and determination for long-term objectives, influences millennial's professional engagement with a sample size of 401 participants. Their findings challenge common wisdom about millennials, implying that when people in this age group demonstrate grit, they also demonstrate high levels of dedication and passion for their jobs. Organizations that foster these characteristics can boost productivity and job satisfaction, resulting in a more engaged and motivated younger workforce.

Terry et al. (2024) explored the influence through their research on early-career nurses in rural settings and discovered that confident, self-efficacy, and persistent nurses are more likely to pursue long-term careers in rural healthcare. The sample size was 280 participants who were early career nurses. The research used a questionnaire that included measures of self-efficacy, grit, and rural career aspirations. They also indicated greater resilience and a strong sense of purpose in their employment, which influenced their career objectives and desire to stay in rural locations. The study emphasises the need to include and promote self-efficacy and grit development into nursing education programs to improve nurse retention and alleviate nurse shortages in rural healthcare settings.

Hypotheses

- **H1:** There will be a significant relationship between personality traits and work-family interaction among working professionals.
- **H2:** There will be a significant relationship between Grit and work-family interaction among working professionals.
- **H3:** There will be a significant relationship between the work-family relationship and any or all subsets of the personality traits using HEXACO-PI.

METHODOLOGY

Sample

The sample comprised of 100 working professionals between the ages of 18 and 60 years who were currently employed in various occupational sectors.

Instruments

The measures used in the study are:

1. **HEXACO-PI-R (HEXACO-60 Personality Inventory):** The HEXACO-60 Personality Inventory was developed by M. C. Ashton and Lee (2007) is a self-report questionnaire that is designed to evaluate the personality with six major dimensions namely Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience, this questionnaire is an addition to the classic OCEAN Theory that only evaluated the five dimensions Openness to Experience Conscientiousness, Emotionality, Agreeableness, and Neuroticism. Each dimension in HEXACO is represented by ten items each making a total of 60 items. The questionnaire consists of a 5-point Likert scale ranging from "strongly disagree" to "strongly agree." The scale is standardized and can be used in multiple social groups and cross-cultural applications are possible without affecting the ethical standards (Ashton & Lee, 2007). The HEXACO-60 demonstrates a strong internal consistency, with Cronbach's alpha values typically above .70 across dimensions

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

(Lee & Ashton, 2009). This questionnaire can be used in various workplace and clinical settings.

- 2. Short Grit Scale (Grit-S):** The Short Grit Scale (Grit-S) was developed by Duckworth and Quinns (2009) which is an 8-item self-report questionnaire which is dedicated to evaluate individuals' perseverance and sustained passion for their long-term goals. The questionnaire consists of two major subscales i.e. Consistency of Interests and Perseverance of Efforts as each dimension consist of four items and these questions are measured using a 5-point Likert scale ranging from "not at all like me" to "very much like me." Those items which are marked as negative need to be reverse-coded prior to scoring. This instrument has shown good internal consistency, with Cronbach's alpha coefficients typically ranging from .73 to .83 (Duckworth & Quinn, 2009).
- 3. Work-Family Conflict Scale (WAFCS):** The Work-Family Conflict Scale (WAFCS), developed by Haslam, Filus, Morawska, Sanders, and Fletcher (2014) is a self-report scale which is designed to measure individual's bidirectional interference between work and family roles and duties, this scale has 10-items which has three major dimensions i.e. time-based conflict, strain-based conflict, and behavioural-based conflict. Each item has a 7-point Likert scale from "strongly disagree" to "strongly agree." This questionnaire is best used to administer on working parents and professionals for accurate results, this questionnaire also has excellent internal reliability, with Cronbach's alpha values around .90 (Haslam et al., 2014). This makes it an effective tool to be used in assessing and understanding how occupational demands have an impact on family responsibilities in various organizational and counselling sectors for understanding work-family balance.

Procedure

The participants were selected using a non-random convenience sampling technique. Both male and female participants from diverse occupational backgrounds, including corporate, healthcare, education, and service industries, were included. The data were collected through an online survey using Google Forms. Participants voluntarily responded after providing informed consent, and confidentiality of all responses was strictly maintained. Incomplete or invalid responses were excluded from the final dataset. The total sample consisted of 100 valid responses, representing a cross-section of working professionals who balance occupational and familial roles. A single-group correlational design was adopted. Relationships among variables were examined using Pearson's correlation coefficient. Comparative analyses were conducted via independent-samples t-tests and ANOVA.

RESULTS

The results represent the Grit, Work-Family Interactions and Personality of working professionals

Table 01: Descriptive Statistics of Variables WAFCS, GRIT, and HEXACO

| Descriptive(s) | WAFCS | GRIT | HEXACO |
|--------------------|-------|-------|--------|
| N | 100 | 100 | 100 |
| Missing | 0 | 0 | 0 |
| Mean | 31.8 | 3.53 | 202 |
| Median | 32.0 | 4.00 | 202 |
| Mode | 25.0 | 3.00 | 203 |
| Standard Deviation | 9.63 | 0.577 | 13.9 |

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

| Descriptive(s) | WAFCS | GRIT | HEXACO |
|-----------------------|--------------|-------------|---------------|
| Variance | 92.7 | 0.332 | 194 |
| Shapiro-Wilk W | 0.989 | 0.743 | 0.990 |
| Shapiro-Wilk p | 0.553 | <.001 | 0.647 |

Descriptive statistics were computed for N = 100 working professionals. The mean scores were M = 31.8 (WAFCS), M = 3.53 (Grit), and M = 202 (HEXACO), indicating moderate-to-high work-family conflict levels alongside a notable perseverance (Grit) and average personality trait scores. Median and mode values were consistent with the mean, confirming central tendency. Standard deviations (SD = 9.63, 0.577, 13.9) and variances (92.7, 0.332, 194) suggest moderate variability in work-family conflict and HEXACO, with low variability for Grit. Shapiro-Wilk tests indicated normality for WAFCS (W = 0.989, p = 0.553) and HEXACO (W = 0.990, p = 0.647), while Grit distribution deviated from normality (W = 0.743, p < .001). These descriptive results provide preliminary insight into the intensity of work-family conflicts, perseverance, and personality profiles among the participants.

Table 02: Correlation Matrix with variables WAFCS and GRIT

| | | WAFCS | GRIT |
|--------------|-------------|--------------|-------------|
| WAFCS | Pearson's r | — | |
| | df | — | |
| | p-value | — | |
| GRIT | Pearson's r | -0.139 | — |
| | df | 98 | — |
| | p-value | 0.168 | — |

Pearson correlation indicated a weak negative relationship between Grit and WAFCS ($r = -0.139$, $p = 0.168$), suggesting that higher perseverance may slightly reduce work-family conflict. However, the relationship was not statistically significant, indicating that Grit alone does not substantially predict conflict levels in this sample.

Table 03: Correlation Matrix with variables WAFCS and HEXACO

| | | WAFCS | HEXACO |
|---------------|-------------|--------------|---------------|
| WAFCS | Pearson's r | — | |
| | df | — | |
| | p-value | — | |
| HEXACO | Pearson's r | -0.073 | — |
| | df | 98 | — |
| | p-value | 0.469 | — |

Overall HEXACO scores demonstrated a very weak negative correlation with WAFCS ($r = -0.073$, $p = 0.469$), indicating no significant association between global personality traits and work-family conflict. Individual HEXACO dimensions were analyzed to determine whether specific traits may relate more strongly to work-family interactions.

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

Table 04: Correlation Matrix with variables WAFCS and HEXACO Individual Subsets

| | | H | Em | Ex | A | C | O | WAFCS |
|--------------|-------------|--------|---------|----------|-------|-------|-------|-------|
| H | Pearson's r | — | | | | | | |
| | df | — | | | | | | |
| | p-value | — | | | | | | |
| Em | Pearson's r | 0.136 | — | | | | | |
| | df | 98 | — | | | | | |
| | p-value | 0.178 | — | | | | | |
| Ex | Pearson's r | 0.101 | -0.093 | — | | | | |
| | df | 98 | 98 | — | | | | |
| | p-value | 0.320 | 0.358 | — | | | | |
| A | Pearson's r | 0.069 | -0.103 | 0.159 | — | | | |
| | df | 98 | 98 | 98 | — | | | |
| | p-value | 0.494 | 0.310 | 0.113 | — | | | |
| C | Pearson's r | 0.233* | -0.039 | 0.402*** | 0.177 | — | | |
| | df | 98 | 98 | 98 | 98 | — | | |
| | p-value | 0.020 | 0.702 | <.001 | 0.078 | — | | |
| O | Pearson's r | 0.004 | -0.026 | 0.191 | - | 0.192 | — | |
| | df | 98 | 98 | 98 | 98 | 98 | — | |
| | p-value | 0.965 | 0.797 | 0.057 | 0.618 | 0.055 | — | |
| WAFCS | Pearson's r | -0.169 | 0.282** | -0.096 | - | - | - | — |
| | df | 98 | 98 | 98 | 98 | 98 | 98 | — |
| | p-value | 0.093 | 0.004 | 0.342 | 0.387 | 0.158 | 0.948 | — |

Conscientiousness correlated significantly with Honesty-Humility ($r = 0.233$, $p = 0.020$), Extraversion ($r = 0.402$, $p < .001$), and marginally with Openness ($r = 0.192$, $p = 0.055$), suggesting it serves as a central trait linking behavioral, social, and cognitive domains.

Emotionality positively correlated with WAFCS ($r = 0.282$, $p = 0.004$), indicating that individuals higher in emotionality reported greater work-family conflict. Other HEXACO dimensions (H, Ex, A, O) did not significantly correlate with WAFCS.

DISCUSSION

In the first Hypothesis (H1) we proposed that there would be a significant relationship between personality traits and work-family interactions among working professionals, when Pearson's correlation was conducted between the variables HEXACO and WAFCS the overall scores suggested that the results were not statistically significant as the values were -0.079 with the p-value of 0.469 and hence with lack of threshold of 0.05 the relationship between the overall personality traits and work-family interactions proved wrong and was rejected as HEXACO as an overall personality trait model does not comply with the concept of how individuals are able to manage their work and family related responsibilities.

Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

Similarly, when Hypothesis (H2) was tested using Pearson's model and the relationship between Grit and WAFCS scored -0.139 with p -value as 0.168 showed a negative relationship meaning that the more the level of Grit it presents the lower the work-family conflict will exist. Therefore, the H2 was also rejected and proved that grit alone does not significantly associate with work-family interactions. This deviance can be explained with individual differences, family dynamics, personal goals and passion.

Lastly, Hypothesis (H3) examined the relationship between individual HEXACO personality subsets (Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, Openness to Experience) with WAFCS where the correlation values supported the hypotheses where few of the subsets have shown significant statistical correlation. This allows us to conclude that though maybe overall HEXACO as an individual variable may not show a significant output but independent subsets from HEXACO model can have meaningful relationships such as Emotionality and Conscientiousness which showed some correlation with WAFCS and hence we accept H3 Hypothesis for its association with WAFCS.

The current study "Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals" allows us to explore the relationship between the different personality traits listed in HEXACO model along with GRIT and Work-Family Conflict. The study was successful in investigating the subsets of personality traits using HEXACO-PI namely Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience and how these were individually correlated with work-family relationship. In our findings we were able to conclude that neither overall personality traits nor GRIT has any statistical effect on WAFCS. It was only possible that at the end when we individually looked into the subsets of HEXACO we were able to find some level of statistical significance and relationship between subsets of personality traits such as emotionality and conscientiousness which were higher with work-family interactions implying that among the various personality traits these were capable enough to indicate that if these variables are studied further extensively we will be able to promote wellbeing among self, family and work and the roles each has within the same areas.

This study concludes by highlighting the core elements of our research that though work-family relationships are a complex variable when paired with personality and level of perseverance an individual has, it allows us to focus on trait specific therapy approaches at organizational level that would help and promote individual's performance and satisfaction of job, along with them maintaining healthy boundaries and relations with both work-family and self. Though the study lacked a large sample size it still managed to educate us with very valuable insights in promoting work-life balance. This study can be explored more with different variables and large data sets and help us establish a foundation for further research and create few interventions and therapies in prioritizing individuals personal, social and professional goals.

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Exploring Personality, Grit, and Work-Family Interactions: A Comparative Analysis among Working Professionals

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