

Chapter #2

THE RELATIONSHIP BETWEEN EMOTIONAL AND PERSONAL WELL-BEING AND PSYCHOLOGICAL WELL-BEING, EXTROVERSION-INTROVERSION, BURNOUT AND ADAPTATION

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ABSTRACT

The theoretical construct “emotional and personal well-being” and the interrelations between parameters of the research tool “Self-assessment of Emotional and Personal Well-Being” (Glotova & Karapetyan, 2009) and various personal qualities are considered. The participants had to assess themselves on a seven-point scale, using the following parameters: “happy”, “lucky”, “optimist” (positive emotional component A); “successful”, “competent”, “reliable” (positive personal component B); “pessimistic”, “unhappy”, “envious” (negative component C). The results for each of the nine parameters were analyzed and the general index of self-assessment of emotional and personal well-being (A+B-C) was calculated. The following research instruments were used too: Myers-Briggs Type Indicator; Maslach Burnout Inventory; Rogers-Diamond Test of Social-Psychological Adaptation; Ryff Scales of Psychological Well-Being. The five studies were conducted among adults aged 18-65 years. It was revealed that people that scored highly in the general index of emotional and personal well-being are characterized by extroversion, high scores of adaptation, self-acceptance and acceptance of others, emotional comfort, internality, need to dominate and, on the contrary, low scores of burnout. In the correlation study many statistically significant correlations were obtained between the parameters of the “Self-assessment of Emotional and Personal Well-Being” research method and the six factors of “The Ryff Scales of Psychological Well-Being”.

Keywords: well-being, extroversion-introversion, burnout, adaptation.

1. INTRODUCTION

The concept “well-being” was studied in psychology in the context of analyzing concepts such as “happiness”, “life satisfaction”, “quality of life”, “psychological well-being”, “subjective well-being”. The theoretical base for understanding “psychological well-being” was put forward by Bradburn (1969), who formulated this concept and delimited it from the term “mental health” (Bradburn, 1969). After Bradburn’s book “The structure of psychological well-being” (1969), several areas of research into well-being appeared around the same time (Diener, 1984; Ryff, 1995; etc.), in which two different concepts were accurately defined: psychological well-being and subjective well-being.

Bradburn (1969) has developed the model of psychological well-being in terms of finding balance between positive and negative affects, and everyday life events reflected in consciousness lead to the accumulation of the affect (joy or disappointment). Respectively, an indicator of psychological well-being and general feeling of satisfaction with life is, according to Bradburn, the divergence between positive and negative affects. The person

feels happy and satisfied when the positive affect outweighs the negative, and has a high level of psychological well-being. On the contrary, when the sum of negative experiences outweighs the positive, the person experiences dissatisfaction and feels unhappy, indicating a low level of psychological well-being. At the same time, according to Bradburn, positive and negative affects do not depend on each other: perhaps both prevalence of this or that of them, and their equality (Bradburn, 1969, p. 5). With the concept of “psychological well-being”, Bradburn (1969) nonetheless described a phenomenon that consequently received the name “subjective well-being”.

The term “subjective well-being” appears thanks to Diener (1984), who has made a significant contribution to understanding the phenomenon of well-being. According to Diener, apart from pleasant and unpleasant emotions, there is a third component at the structure of subjective well-being – life satisfaction. The components taken together form a uniform indicator of subjective well-being (Diener, 1984, 1994). Diener, Suh, Lucas, & Smith (1999), after analyzing data from various authors and using their own empirical researches, have shown which intra personal determinants and objective factors of subjective well-being exist. The authors have analyzed the influence of factors such as gender, age, race, employment, education level, income, religious preferences, matrimonial relations, life experiences, psychological type of the person and their conditions of health (Campbell, Converse, & Rodgers, 1976; Diener, 1984; Diener, Suh, Lucas, & Smith, 1999). People with the raised neuroticism are more often inclined to show negative emotions, and those who are more extrovert show negative emotions less often (Costa, & McCrae, 1980). Wilson (1967) has revealed the positive correlation between a positive attitude to life and high self-esteem, and a more optimistic perception of events.

Ryff also set the task to develop the theoretical concept of psychological well-being, and then test this using research. She discovered that psychology always dealt with a person’s psychological well-being or problems, and not only theoretically (though without using the term “psychological well-being”), but also practically (in psychotherapy) (Ryff, 1989, 1995). The short characteristic of theories which have been used during the creation of the theoretical model of psychological well-being was given (Ryff & Keyes, 1995, p. 720), including Ericsson’s “stages of psychosocial development”, Jahoda’s “mental health”, Birren’s “mental health at late age”, Jung’s “individuation”, Maslow’s “self-actualization”, Rogers’s “full human functioning”, Allport’s “maturity”, Neugarten’s “executive processes of the personality”, and Buhler’s “the main vital tendencies”.

Ryff’s theory led to a new method of psychotherapy, “well-being therapy”, for which she has developed the original questionnaire, “The Ryff Scale of Psychological Well-Being” (Ryff, 1989, 1995), which was widely adopted in psychology and also adapted for the Russian sample (Shevelenkova & Fesenko, 2005). In the US, this questionnaire revealed certain regularities of psychological well-being. As a person gets older, the assessment of components of psychological well-being such as “autonomy” and “environmental mastery” increases. Appreciation of the components “personal growth” and “purpose in life” are more characteristic of young people, and goes down with age (Ryff, & Keyes, 1995, p. 720).

In later research, which was also conducted on the basis of Ryff’s six-factor model (Keyes, Shmotkin, & Ryff, 2002), there is an interesting attempt to overcome the ambiguities that take place when using this model in empirical research. In particular, only two scales show highly reliable correlations with indicators of scales “happiness”, “life satisfaction”, “depression” (Ryff, & Keyes, 1995). Authors suggest distinguishing between two types of well-being – subjective well-being (SWB) and psychological well-being (PWB). Subjective well-being is understood as life assessment in terms of satisfaction (“life

satisfaction”) and a balance between positive and negative affects. That it, in fact, the understanding of well-being that developed in earlier research (Bradburn, 1969; Diener, 1984; Diener, Larsen, Levine, & Emmons, 1985; Watson, Clark, & Tellegen, 1988), which preceded researches of Ryff and her six-factor model of psychological well-being. Psychological well-being, according to authors, includes obligations under the solution of existential challenges of life. Authors have assumed that these two areas are conceptually connected, but are empirically various and differently connected with social and demographic and personal features. The ambiguity in defining the concept of subjective well-being is noted by Busseri (2015). He gives an empirical assessment of the competing structural approaches in which subjective well-being and its structure is understood differently: as a set of three independent components, as a hierarchical design or a system of relationships of cause and effect. Gallagher, Lopez, and Preacher (2009) suggest considering the structure of subjective well-being proceeding from hedonistic, eudemonistic and social and psychological approaches to studying of this phenomenon. In analyzing modern approaches to research of subjective well-being, authors have allocated three types of well-being: hedonic well-being, which is identified with subjective well-being (Bradburn, 1969; Diener, 1984); eudemonic well-being, or psychological, well-being (Ryff, 1989; Ryan, Huta, & Deci, 2006); social well-being described in the research of Keyes (1998) and Ryff & Singer (2006). As a result of research, the authors have come to an empirical model of well-being in which there are levels of three main structures: hedonic, eudemonic and social. As a result of the confirmatory factor analysis, three factors were allocated. Positive, negative affects and life satisfaction have got to the first factor (“hedonic well-being”) with high loadings. Social acceptance, updating, coordination, cooperation, integration and positive relations with other people have got to the second factor (“social well-being”). Scales such as autonomy, environmental mastery, personal growth, purpose in life, and self-acceptance have got to the third factor (“eudemonic well-being”) (Gallagher, Lopez, & Preacher, 2009).

With use of the factor analysis, the connected but differing status of subjective (SWB) and psychological well-being (PWB) has been confirmed among a group of 3032 Americans between the ages of 25-74. The probability of optimum well-being (high SWB and PWB) increased with increase in age, education level, indicators on “extroversion” (E) and “consciousness/conscientiousness” (C) scales, and reduction of indicators on the “neuroticism” (N) scale. Subjects with higher rates of subjective well-being (SWB>PWB) were younger, had a higher education level, and indicators on the scale “openness to experience”(O) were higher than among subjects with higher rates of psychological well-being (PWB>SWB) (Keyes, Shmotkin, & Ryff, 2002).

According to Sandvik, Diener, and Seidlitz (1993), ordinary tools of the self-report (use of “self-assessment”) have confirmed the validity: the data obtained by means of the self-report highly correlate with the results received by means of the research equipment “non-self-report measures” when the subjective well-being of examinees was estimated by their family and friends. Today, questionnaires remain the most widespread form of gathering data on the psychology of the personality. Diener, Suh, Lucas, and Smith (1999); Ryff (1989, 1995) give the greatest value in development of subjective and psychological well-being as not so much objective (gender, age, income level, professional employment), but as related to many subjective, intra personal factors. The psychological correlates of subjective and psychological well-being are now being actively studied abroad.

According to Archontaki, Lewis, and Bates (2013), psychological well-being is influenced by genetics, influencing self-checking and psychological predisposition to

choose the purpose, personal growth and forming of positive social communications. The existence of genetic determination in psychological well-being suggests that psychological well-being is connected with basic personality characteristics such as, for example, extroversion and neuroticism.

Schutte and Ryff (1997) studied interrelations between indicators of the personality using "The big five" (NEO Five-Factor Inventory, Costa & McCrae, 1992) and indicators of psychological well-being using the Ryff's Psychological Well-Being inventory (PWB) (Ryff, 1989) in adults of middle age. In research, it has been revealed that indicators on such scales as "self-acceptance", "environmental mastery" and "purpose in life" are authentically connected with "neuroticism" (N), "extroversion" (E) and "consciousness/conscientiousness" (C). The scale "personal growth" is connected with "openness to experience" (O) and "extroversion" (E); the scale "positive relations with others" is connected with "conscientiousness" (C) and "extroversion" (E); the scale "autonomy" is connected with "neuroticism" (N). Authors draw a conclusion about existence of difficult interrelations between psychological well-being and features of the personality.

As a result of longitudinal research, Soto (2015) has found that in emotionally stable extroverts with expressed indicators of goodwill and conscientiousness, the level of subjective well-being increases over time. Moreover, subjects who had an initially high level of subjective well-being became more focused on the inner world, more benevolent and balanced over time. The data obtained demonstrates that the level of subjective well-being is a correct predictor of development of personality traits such as conscientiousness, goodwill and emotional stability. Friedman, Kern, and Reynolds (2010) conducted longitudinal research. It was discovered that neuroticism at a young age is a correct indicator of a low level of subjective well-being and poor physical health later on in life. Both for men and women, extroversion in youth has been connected with high social competence later on in life.

Campbell (1976, 1981); Inglehart and Rabier (1986), pointing the connections of quality of life with "internal health" or the individual's degree of satisfaction with different spheres of life, emphasize that feelings of happiness and life satisfaction are different, but their crossings are possible. Some research gives reason to claim that the person's social environment has an essential but not exhaustive influence on life satisfaction. For example, Campbell, Converse, and Rodgers (1976) show extremely weak correlations between the indicators of life satisfaction and variables of a social environment.

Ryan and Deci's theory of self-determination contributes to studying psychological well-being, including in the structure of basic psychological needs of the person the needs for autonomy, competence and communication with others. If society helps to satisfy these requirements, the level of subjective well-being increases (Ryan, & Deci, 2000, p. 68).

According to Fava and Tomba (2009), despite difficult life situations, psychological well-being promotes positive self-assessment, finding a sense of continuous growth and development, belief that life is filled with meaning, qualitative relations with other people, the ability to deal with life effectively and self-determination. According to Drigotas (2000), a person's psychological well-being is influenced by a certain relation of the loved one, namely when the relation of the loved one is congruent to an ideal image of the person.

Hofmann, Luhmann, Fisher, Vohs, and Baumeister (2014) have shown that the locus of control is an important factor of emotional well-being and life satisfaction. Self-checking can promote increase in psychological well-being, helping people to avoid motivational conflicts, preferring more worthy though more difficult purpose. According to King, Richards, and Stemmerich (1998), a decrease in level of subjective well-being is connected to the strategy of avoiding fears. At the same time, the existence of the daily purposes

which are connected with the global vital purposes poorly predicted the subjective well-being of subjects.

King and Raspin (2004) studied the influence of perception of a divorce in the past on the level of relevant subjective well-being of women. It was found out that the importance lost had a negative effect on the level of subjective well-being in divorced women. Authors come to a conclusion that the regret of what “could have been” negatively effects subjective well-being.

In the article of Branscombe, Schmitt and Harvey (1999), the influence of prejudice on the subjective well-being of the Afro-Americans concerning the fact that they are the victims of racism is discussed. In analyzing aspects of Asian mentality in the context of subjective well-being, Suh (2007) comes to a conclusion that the strong need to belong and highly context-sensitive Self influence decrease in the level of subjective well-being is mediated through a set of behavioral, cognitive and emotional personal dispositions. Such behavioral dispositions are: avoidance orientation, prevention-focused orientation, less pressure to be happy and less capitalization. Among cognitive predictors of decrease in subjective well-being, the author points out social comparison and excessive reliance on external, social information. Emotional factors such as less value placed on happiness and less savoring have a negative effect on the level of subjective well-being (Suh, 2007, p. 1328).

2. BACKGROUND

The study of human well-being has a long history. Since ancient times, this subject has been reviewed from the angle of two research traditions: the hedonistic and the eudemonistic one (Lopez & Snyder, 2009). Nowadays, these traditions are represented by the constructs of “subjective well-being” (Diener & Larsen, 1993; Diener, Suh, Lucas, & Smith, 1999) and “psychological well-being” (Ryff, 1989; Ryff & Keyes, 1995). These constructs are considered relatively autonomous, though both of them are related to people perceiving their well-being (Keyes, Shmotkin, & Ryff, 2002). Thus, “subjective well-being” and “psychological well-being” can be experienced simultaneously by one person, and though combinations differ depending on the individual, both types of well-being can be developed at the same level (high, medium or low), or one of them can be more pronounced than the other (Keyes, Shmotkin and Ryff, 2002). The components of “subjective well-being” are significantly different from the components of psychological well-being. “Subjective well-being” includes components such as “satisfaction with life” and “balance of positive and negative affects” (Diener & Suh, 1997), whereas “psychological well-being” includes six integral constructs (“self-acceptance”, “personal growth”, “purpose in life”, “positive relations with others”, “environmental mastery”, “autonomy”) (Ryff & Keyes, 1995, p. 720). Subjective well-being can be described as emotional well-being due to its integral constructs, while psychological well-being can be described as the well-being of human personality. Ryff & Keyes (1995) have shown that psychological well-being is something more “than feeling happy and satisfied with life” (p. 725). Thus, two important oppositions emerge from the study of human well-being: a) opposition of subjective (emotional) to psychological (personal) well-being; b) opposition of the positive affect to the negative affect. These two parameters were used as a basis for the development of a new construct: “emotional and personal well-being” (Glotova & Karapetyan, 2009, 2017).

The construct “emotional and personal well-being” includes two positive components: “emotional” (A), and “personal” (B), and one negative component (C). The theoretically

selected components were expanded with the content of the nine integral constructs based on empirical data and on philosophical and psychological literature. Happiness, luck and optimism were identified as the three elements of the “positive emotional component” (A). Success, competence and reliability were identified as the three elements of the “positive personal component” (B). Pessimism, unhappiness (emotional elements), and envy (personal element) were identified as the three elements of the “negative component” (C). The “Self-Assessment of Emotional and Personal Well-Being” research instrument including nine mono-scales was developed on the basis of this construct. In psychological research that studies individual’s perception of well-being based on any constructs and using different research instruments, the question of a specific psychological correlation always comes up. It was indicated that subjective well-being is closely correlated with personality traits (Gutiérrez, Jiménez, Hernandez, & Puente, 2005; Hayes & Joseph, 2003; Lucas, 2008; Lucas & Fujita, 2000). For example, correlation was identified between some components of both subjective and psychological well-being and extroversion (Lucas & Fujita, 2000; Schmutte & Ryff, 1997), and also depression (Ryff & Keyes, 1995). In this study, the task was to explore some of the psychological correlates of the new construct, “emotional and personal well-being” (EPWB), and to compare them with the psychological correlates of the constructs “subjective well-being” and “psychological well-being”.

3. OBJECTIVES

The first objective of the research was to explore how adults evaluate their own emotional and personal well-being. The second objective was to explore the correlations between self-assessment of emotional and personal well-being with extroversion-introversion, burnout, adaptation and the factors of C. Ryff’s psychological well-being.

4. DESIGN

A quasi-experimental study was conducted. The correlation analysis (by Spearman) has been applied to the data obtained in researches 1-5 for studying connections between parameters of the tool "Self-assessment of Emotional and Personal Well-Being" with results of other tools of psychological diagnostics. The factor analysis by the principal component method with Varimax rotation and normalization according to Kaiser was applied to the data obtained in study 5 for more detailed research of connections between parameters of the "Self-assessment of Emotional and Personal Well-being" tool and factors of Riff’s tool.

5. METHODS

The “Self-Assessment of Emotional and Personal Well-Being” research instrument (Glotova & Karapetyan, 2009) includes nine mono-scales that are integrated into three components: a positive emotional component (A), a positive personality component (B), and a negative component (C). The study was conducted among adults aged 18-65, whereby participants had to assess themselves on a seven-point scale, using the following parameters: “happy”, “lucky”, “optimist” (positive emotional component A); “successful”, “competent”, “reliable” (positive personal component B); “pessimistic”, “unhappy”, “envious” (negative component C) (Study 1, n=2229). The results for each of the nine

parameters were analyzed and the general index of self-assessment of emotional and personal well-being was calculated using this formula: A+B-C. In addition, the sum of positive components A+B, as well as their difference A-B, which characterizes the dominance of one or the other of the positive component in the structure of the respondent's emotional and personal well-being, can be calculated.

The following research instruments were also used: Myers-Briggs Type Indicator (MBTI, F; EI scale) (Myers & McCaulley, 1985) (Study 2, n=857); Maslach Burnout Inventory (MBI) (Maslach, Jackson, & Leiter, 1996) (Study 3, n=381);

Rogers-Diamond Test of Social-Psychological Adaptation (SPA) (Raygorodsky, 2000) (Study 4, n=1201); Ryff Scales of Psychological Well-Being (Shevelenkova & Fesenko, 2005) (Study 5, n=55).

6. RESULTS

Study 1 was conducted using the "Self-Assessment of Emotional and Personal Well-Being" research instrument for adults aged 18-65 (n=2229). The descriptive statistics were obtained for each of the nine parameters and for the general index of self-assessment of emotional and personal well-being (A+B-C). The scores for the general index ranged between -9.00 to 39.00, M=23.67, SD=7.92, Me=25.

Study 2 explored the correlations between the parameters and the index of self-assessment of emotional and personal well-being and the continuous "extroversion-introversion" (EI) scale of the Myers-Briggs (MBTI, F) research tool (high scores on the EI scale correlate with introversion, and low scores correlate with extroversion).

Spearman's correlation coefficient of the general index of self-assessment of personal and emotional well-being (A+B-C) with the continuous "extroversion-introversion" (EI) Myers-Briggs (MBTI, F) scale, is negative, weak and statistically significant ($r = -0.280$; $p \leq 0.001$).

Table 1 shows Spearman's coefficients of correlation between nine parameters of the "Self-Assessment of Emotional and Personal Well-Being" research instrument and the continuous scale "extroversion-introversion" (EI).

Table 1.
Correlations between the parameters of the "Self-Assessment of Emotional and Personal Well-Being" research instrument and the scores of the continuous scale EI (MBTI, F) (n = 857).

A	EI	B	EI	C	EI
Happy	-0.206***	Successful	-0.198***	Pessimistic	0.127***
Lucky	-0.218***	Competent	-0.162***	Unhappy	0.053
Optimist	-0.248***	Reliable	-0.172***	Envious	0.083*

Note: *** $p \leq 0.001$; ** $p \leq 0.01$; * $p \leq 0.05$

As is shown in table 1, all six positive parameters of the "Self-Assessment of Emotional and Personal Well-Being" research instrument showed negative correlation (at $p \leq 0.001$) with the EI scale. The negative parameters, on the contrary, had shown positive correlations with the EI scale: the parameter "pessimistic" at $p \leq 0.001$; "envious" at $p \leq 0.05$ (it is significant though not meaningful); for "unhappy" the correlation is non-significant. The above stated means that people who assess themselves highly in parameters "happy",

“lucky”, “optimist”, “successful”, “competent” and “reliable”, and assess themselves lowly in parameters “pessimistic” and “envious”, tend to be extroverts.

Study 3 (n=381) used the Maslach Burnout Inventory (MBI) to explore the correlations between the nine parameters and the general index of self-assessment of emotional and personal well-being and the burnout indicators. The presence of burnout is indicated by high scores on the scale of “emotional exhaustion” and “depersonalization”, and low scores on the scale of “personal achievements”.

The general index showed statistically significant negative correlations with the indicators of “emotional exhaustion” ($r = -0.307, p \leq 0.001$), “depersonalization” ($r = -0.275, p \leq 0.001$), and significant positive correlation with the “personal achievements” indicator ($r = 0.259, p \leq 0.001$).

For nine parameters of the “Self-Assessment of Personal and Emotional Well-Being” research instrument, 24 out of 27 possible correlations are significant, with 15 of them being significant at $p \leq 0.001$, 7 - at $p \leq 0.01$ and 3 - at $p \leq 0.05$ (Table 2).

Table 2.

Spearman’s correlations between the parameters of the “Self-Assessment of Personal and Emotional Well-Being” research instrument and the MBI burnout indicators (n = 381).

Nine parameters	Emotional exhaustion	Depersonalization	Personal achievements
Happy	-0.226***	-0.186***	0.185***
Lucky	-0.212***	-0.167**	0.176***
Optimist	-0.202***	-0.190***	0.212***
Successful	-0.251***	-0.220***	0.260***
Competent	-0.115*	-0.158**	0.182***
Reliable	-0.178***	-0.177***	0.152**
Pessimistic	0.223***	0.160**	-0.122*
Unhappy	0.150**	0.103	-0.095
Envious	0.157**	0.152**	-0.041

Note: *** $p \leq 0.001$; ** $p \leq 0.01$; * $p \leq 0.05$

As can be seen in Table 2, the six positive parameters of self-assessment of personal and emotional well-being had shown weak negative statistically significant correlations with “emotional exhaustion”, and the three negative parameters correlated positively. The six positive parameters showed weak negative statistically significant correlations with “depersonalization”, and two of the negative three showed weak positive significant correlation with “depersonalization”, and the parameter “unhappy” tended towards positive correlation. In other words, the higher the scores of the negative parameters of self-assessment of emotional and personal well-being, the higher the indicators of burnout on the scale of “emotional exhaustion” and “depersonalization”. In contrast, the six positive parameters of self-assessment of emotional and personal well-being correlated weak positively with the scale of “personal achievements”, while the negative parameters correlated weak negatively (or statistically significantly – the “pessimistic” parameter or in

tendency – the “unhappy” parameter, or, else, no significant correlation was indicated as in the case of the “envious” parameter).

Thus, the higher the scores of the positive parameters of self-assessment of emotional and personal well-being, the higher the scores on the scale of “personal achievements”, and the lower the scores are the indicators of burnout on this scale.

Table 2 shows that the closest correlation with the scales of the MBI was shown by three parameters – “happy”, “lucky”, and “optimist”, characterizing the positive emotional component of well-being (A), where 8 of 9 possible correlations are significant at $p \leq 0.001$ and only 1 (the correlation between the “lucky” parameter and “depersonalization”) is significant at $p \leq 0.01$.

For “successful”, “competent”, and “reliable”, the three parameters that characterize the positive personal component (B) of well-being, 6 of 9 possible correlations are significant at $p \leq 0.001$, 2 - at $p \leq 0.01$; and 1 correlation (the correlation between the parameters “competent” and “emotional exhaustion”) is significant at $p \leq 0.05$.

For the three parameters “happy”, “optimist” and “successful”, the correlations on three scales of MBI are statistically significant at $p \leq 0.001$.

Three parameters characterizing the negative component of well-being (C) have fewer significant correlations - 6 out of the possible 9. Table 2 shows that all three negative parameters of self-assessment of emotional and personal well-being are positively significant correlated with “emotional exhaustion”, two with “depersonalization”, and “personal achievements” are only significantly negatively correlated with the “pessimistic” parameter.

Thus, the higher the scores for the emotional (A) and personal (B) parameters of the positive components of self-assessment of emotional and personal well-being, and the lower the scores for the parameters of the negative component (C), the less exhaustion is indicated in tendency, and vice versa.

In Study 4, multiple correlations were revealed, using Spearman’s correlation analysis, between the nine parameters and the general index of self-assessment of emotional and personal well-being and the integral indicators of the Rogers-Diamond Test of Social-Psychological Adaptation (SPA) research instrument ($n = 1201$).

The general index of self-assessment of emotional and personal well-being (A+B-C) significantly correlated with all six integral indicators of SPA: with “adaptation” ($r = 0.422$, $p \leq 0.001$), “self-acceptance” ($r = 0.401$, $p \leq 0.001$), “acceptance of others” ($r = 0.360$, $p \leq 0.001$), “emotional comfort” ($r = 0.428$, $p \leq 0.001$), “internality” ($r = 0.349$, $p \leq 0.001$), “need to dominate” ($r = 0.244$, $p \leq 0.001$).

Using Spearman’s correlation analysis of nine parameters of the “Self-Assessment of Emotional and Personal Well-Being” research instrument with the integral coefficients of the SPA ($n = 1201$), 52 out of 54 possible statistically significant correlations were obtained, and, moreover, all 52 had a high level of significance ($p \leq 0.001$). The positive parameters “happy”, “lucky”, “optimist”, “successful” and “competent” revealed six out of six possible significant positive correlations with the integral coefficients of SPA, and the parameter “reliable” revealed five significant positive correlations. The negative parameters “pessimistic” and “unhappy” revealed six significant negative correlations out of the possible six, with the integral coefficients of SPA, and the parameter “envious” demonstrated five significant negative correlations out of six (no significant correlation was found with the integral coefficient “need to dominate”). The parameter “optimist” has shown moderate positive correlations with the integral coefficients of the SPA, such as “adaptation”, “self-acceptance”, “acceptance of others” and “emotional comfort”. The parameter “lucky” has shown moderate positive correlation with integral coefficient of the

SPA “emotional comfort”. Parameters “pessimistic” and “unhappy” have shown moderate negative correlations with the integral coefficients of the SPA, such as “adaptation”, “self-acceptance” and “emotional comfort”. Furthermore, the parameter “pessimist” has shown moderate negative correlation with the integral coefficient of the SPA “acceptance of others”. Other statistically significant correlations were weak.

In the correlation study 5 conducted on a sample of 55 respondents, multiple statistically significant relations were found (according to Spearman) between the integrative parameters of the “Self-assessment of emotional and personal well-being” research instrument and the factors of C. Ryff’s instrument, translated and adapted to the Russian sample (Shevelenkova & Fesenko, 2005). The results are shown in Table 3.

Table 3.
Correlations of the parameters of the “Self-assessment of Emotional and Personal Well-Being” research instrument with the factors of Ryff’s instrument (n=55).

C. Ryff EPWB	Positive relations with others	Autonomy	Environmental mastery	Personal growth	Purpose in life	Self- acceptance
A	.670***	.511***	.614***	.596***	.692***	.653***
B	.521***	.342*	.593***	.415**	.420***	.498***
A+B	.740***	.552***	.733***	.633***	.686***	.695***
C	-.270*	-.355**	-.289*	-.370**	-.462***	-.325*
A+B-C	.715***	.551***	.709***	.672***	.718***	.702***

Note: *** $p \leq 0,001$; ** $p \leq 0,01$; * $p \leq 0,05$

One can see in Table 3 that all 30 correlations are statistically significant. Moreover, the parameters A, A+B and the index A+B-C are connected with all six factors of Ryff’s tool only by strong positive correlations at a high level of significance ($p \leq 0,001$). In total, out of 30 possible relations between the five integrative parameters of the “Self-assessment of Emotional and Personal Well-Being” research instrument and six factors of Ryff’s tool, 23 are statistically significant at $p \leq 0,001$, 3 ones are at $p \leq 0,01$, and 4 ones are at $p \leq 0,05$. At the same time, positive parameters (A, B, A+B) correlate with the factors of Ryff’s tool positively (14 correlations are strong, 4 ones are moderate), and the negative parameter (C) correlates negatively (4 correlations are moderate, and 2 ones are weak). In addition, the correlations of the emotional component of well-being (A) are stronger than the correlations of the personal component of well-being (B).

As for the nine mono-scales, three positive mono-scales of the emotional component of well-being (A) “happy”, “lucky”, “optimist” have statistically significant positive correlations with all six factors of Ryff’s tool (18 significant correlations out of 18 possible ones). The personal component of well-being (B) has 15 statistically significant positive correlations: the mono-scale “successful” correlates with all six factors of Ryff’s tool; the mono-scale “competent” showed 5 significant correlations (there is no correlation with the “autonomy” factor); the mono-scale “reliable” has 4 significant correlations (there are no correlations to the factors “autonomy” and “purpose in life”). Out of the negative components of well-being (C), the mono-scale “unhappy” has statistically significant negative correlation with all six factors of Ryff’s tool; the mono-scale “pessimist” has shown 3 negative significant correlations, and the mono-scale “envious” has shown 2

negative significant correlations. It should be noted that in Ryff's instrument all six factors are positive, there are no negative factors.

The factor analysis has been carried out for verification of the assumption that the "Self-assessment of Emotional and Personal Well-Being" research instrument and Ryff's instrument are intended for studying the same psychological phenomenon – a person's experiences of internal well-being. To carry out the factor analysis, we used six factors that make up Ryff's theory, five integrative parameters of the "Self-assessment of Emotional and Personal Well-Being" such as A, B, C, A+B, A+B-C, and also the sixth parameter A-B. The factors were extracted through the principal component method with Varimax rotation and normalization according to Kaiser.

The first factor (the explained variance of 57.86%) can be considered as a "generalized factor of the inner well-being experienced by a person" (Table 4).

Table 4.
Results of factor analysis of six parameters of the "Self-evaluation of Emotional and Personal Well-Being" research instrument and the six parameters of Ryff's instrument.

Parameters	Factors	
	Factor 1	Factor 2
General index of emotional and personal well-being (A+B-C)	.939	
Positive components of well-being (A+B)	.918	
Environmental mastery, C. Ryff	.865	
Emotional component of well-being (A)	.853	
Self-acceptance, C. Ryff	.826	
Purpose in life, C. Ryff	.819	
Personal growth, C. Ryff	.750	
Positive relations with others, C. Ryff	.744	
Personal component of well-being (B)	.694	-.692
Autonomy, C. Ryff	.689	
Negative component of well-being (C)	-.522	
Difference between the emotional and the personal components of well-being (A-B)		.939
Percentage of explained variance	57.86%	13.73%

The second factor is a balance between two positive components of well-being, i.e. emotional and personal ones. The second factor includes "the difference between the emotional and personal components of well-being (A-B)" with a positive factor load. "The personal component of well-being (B)" is presented in both factors. It is present at the first factor with a positive factor load because it is one of components of internal well-being. It is present at the second factor with a negative factor load because increase in an indicator of "the personal component of well-being (B)" leads to a reduced difference between the A and B components, and at B>A, the difference becomes negative. The A-B parameter allows to analyze the balance between personal and emotional components of well-being (equality or prevalence of one of them) in each participant of the study.

7. DISCUSSION

When considering the results of the studies conducted, it is noted that a person's sense of inner well-being is a complex multidimensional phenomenon that can be studied using

various constructs. Along with constructs of “subjective well-being” and “psychological well-being”, new constructs can also be created. There may be certain overlap between the new and old constructs in terms of content, but they have some defined differences nonetheless. One of these new constructs is “emotional and personal well-being”. This construct was formed with the aim of integrating hedonistic and eudemonistic aspects in the understanding of well-being within a single construct and instrument, as well as taking into account the balance of positive and negative affects. Accordingly, the instrument for “Self-assessment of Emotional and Personal Well-Being” consists of three components: the “positive emotional component (A)”, the “positive personal component (B)”, and the “negative component (C)”.

In our research, the correlations were examined between the parameters of the “Self-assessment of Emotional and Personal Well-Being” instrument and those in Ryff’s tool, as well as the indicators of psychological tests for studying extroversion-introversion, adaptation and burnout.

Strong correlations for positive parameters (A, A+B) and general index (A+B-C), as well as two strong and four moderate correlations for positive parameter (B) were found between these parameters of “Self-assessment of Emotional and Personal Well-Being” and those of the Ryff’s tool. The presence of these statistically significant positive correlations can be considered as an indicator that both constructs and both research tools are related to the study of the same psychological phenomenon: the experience of a person’s inner well-being. Six statistically significant negative correlations were found between the negative parameters (C) and the factors of Ryff’s tool, four of which were moderate and two of which were weak, which can be explained by the fact that there are no negative indicators in Ryff’s tool.

Correlations were identified between higher scores of the parameters of “Self-Assessment of Emotional and Personal Well-Being” and extroversion, and between lower scores of these parameters and introversion, which corresponds to the results obtained using other constructs of well-being and other research instruments. Thus, in the research by Schmutte and Ryff (1997), five of the six parameters of “psychological well-being”, as described in the Psychological Well-Being Inventory (Ryff, 1989) (“self-acceptance”, “personal growth”, “purpose in life”, “positive relations with others”, “environmental mastery”), showed statistically significant correlations with the scale “extroversion” (E) of NEO Five-Factor Inventory (Costa & McCrae, 1992). The research of Keyes, Shmotkin, and Ryff (2002) showed that the probability of optimal well-being (high levels both of subjective well-being and psychological well-being) increased together with increasing indicators on the scale of “extroversion” (E). In our study, a similar trend was seen (weak statistically significant correlations) for eight mono-scales of “Self-assessment of Emotional and Personal Well-Being”, with a continuous scale of “extroversion-introversion” as in the Myers-Briggs (MBTI, F) instrument.

The correlations between nine parameters and the general index of “Self-Assessment of Emotional and Personal Well-Being” instrument and the integral indicators of the SPA are of interest to us because the six integral indicators of SPA represent the six integral constructs constituting the content of the generalized construct “social and psychological adaptation”. These integral SPA constructs have certain similarities with the integral constructs that constitute the generalized constructs of “subjective well-being” and “psychological well-being”. The integral indicator “emotional comfort” is similar in meaning to “balance of positive and negative affects”, which is used in the study of “subjective well-being”. The integral indicator of “self-acceptance” in the SPA research instrument corresponds to the factor of “self-acceptance” in Ryff’s theory.

Part of the remaining integral indicators of the SPA research instrument, although named differently, has a certain semantic similarity to the factors of “psychological well-being” identified by Ryff (1989). Thus, the integral indicator of “acceptance of others” is similar in meaning to the factor “positive relations with others”; the integral indicator of “adaptation” may be related to the factors “environmental mastery” and “personal growth”; and the integral indicator of “internality” can be compared with the factors “autonomy” and “purpose in life”. The correlations obtained as a result of our study between the parameters and the general index of the “Self-Assessment of Emotional and Personal Well-Being” research tool and the integral indicators of the “Social and psychological adaptation” (SPA) research tool indicate that the generalized construct of “social and psychological adaptation” consists of integral constructs, which by their nature are associated with an individual’s perception of various aspects of well-being – whether subjective, psychological, or emotional and personal.

In our study, a trend was seen whereby weak statistically significant correlations were found between the parameters of “Self-assessment of Emotional and Personal Well-Being” and the indicators of burnout. This confirms the correlation between self-assessment of emotional and personal well-being and the individual aspects of a person’s emotions. This study has revealed the correlations between the individual’s perception of a specific extent of well-being and manifestations of burnout, whereas the study of Schmutte and Ryff (1997), where the research instrument of NEO Five-Factor Inventory (Costa & McCrae, 1992) explored the correlation between four of the six parameters of “psychological well-being”, as described in Psychological Well-Being Inventory (Ryff, 1989) (“self-acceptance”, “purpose in life”, “environmental mastery”, “autonomy”), showed statistically significant correlations with “neuroticism” (N). It was also indicated that six parameters of “psychological well-being” showed statistically significant negative correlations with the scale “depression” and the “negative affect” scale, and statistically significant positive correlations with “positive affect” and “balance of positive and negative affects” (Ryff & Keyes, 1995, p. 724). In addition, the emotions in the form of balance of positive and negative affects and satisfaction with life is the essence of the construct “subjective well-being”, also called “emotional well-being” (Diener, 1984; Diener et al., 1999).

The obtained data confirm the possibility of using the construct of “emotional and personal well-being” for research and practical purposes just as the constructs of “subjective well-being” and “psychological well-being” are used.

8. CONCLUSIONS

1. Along with constructs such as “subjective well-being” and “psychological well-being”, the phenomenon of an individual’s perception of their well-being can be studied using the construct of “emotional and personal well-being” as provided in our studies.

2. Parameters of the “Self-assessment of Emotional and Personal Well-Being” research instrument revealed a lot of correlations with the parameters of “The Ryff Scales of Psychological Well-Being”.

3. Nine parameters and the general index of self-assessment of emotional and personal well-being have revealed a lot of statistically significant correlations with the indicators of extroversion-introversion, burnout and adaptation.

4. People with an appreciation of positive parameters and high general index of self-assessment of emotional and personal well-being tend to be more extrovert, have

higher levels of adaptation, self-acceptance and acceptance of others, emotional comfort, internality and need to dominate. On the other hand, they demonstrate lower levels of burnout.

9. FUTURE RESEARCH DIRECTIONS

The main limitation of the research considered is related to the use of the new construct and research instrument “Self-assessment of Emotional and Personal Well-Being”, which wasn’t used in research done by other authors. Therefore, the results received in this research were compared with the results received on the basis of other constructs and other research tools which have been described in the scientific literature devoted to the study of a person’s inner well-being. The construct “Emotional and Personal Well-being” demands further studying and accumulation of the empirical data with regard to its heuristic opportunities. As one of the areas for future research, it is necessary to carry out studies of interrelations of the construct of “emotional and personal well-being” with a wider range of constructs concerning an individual’s experience of well-being. In addition, it is necessary to expand the list of personality features for studying interrelations with emotional and personal well-being. One more area of further research is the study of age dynamics in emotional and personal well-being and its interrelations with the individual’s professional activity. Other important areas are the study of an individual’s implicit representations of well-being, and the development of technology for optimization of emotional and personal well-being.

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KEY TERMS & DEFINITIONS

Subjective well-being is a kind of well-being characterized by parameters such as satisfaction with life and balance of negative and positive affects.

Psychological well-being is a kind of well-being determined on the basis of the degree of expression of six factors, i.e.: Positive relations with others; Autonomy; Environmental mastery; Personal growth; Purpose in life; Self-acceptance.

Emotional and personal well-being is a kind of well-being defined on the basis of six positive and three negative mono-scales with the calculation of the general index of emotional and personal well-being.

Extroversion is a personality trait characterized by orientation of mental activity towards the outer world.

Introversion is a personality trait characterized by orientation of mental activity towards the inner world.

Adaptation is the ability to respond adequately to various influences of the natural or social environment in both usual and unusual situations.

Social and psychological adaptation is the person's ability to respond adequately to social and psychological factors.

Emotional burnout is the negative mental phenomenon described as the accruing emotional exhaustion under the influence of professional stress that can lead to personal changes in situations involving communication with people.

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