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## Personality Traits in the Workplace: Examining the Light Triad and its Relationship with Job Satisfaction

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Murray State University Honors College

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Personality Traits in the Workplace: Examining the Light Triad and its Relationship with Job Satisfaction

Sarah Overton  
December 2022

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requirements of HON 437

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Dr. Daniel Wann, Professor  
Department of Psychology

Approved to fulfill the  
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Personality Traits in the Workplace: Examining the Light Triad and its Relationship with Job Satisfaction

Submitted in partial fulfillment  
of the requirements  
for the Murray State University Honors Diploma

Sarah Overton

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## **Abstract**

The expanding psychological research into several “dark traits” of one’s personality (Moshagen et al., 2018) has presented a void in examining more positive characteristics. In recent years, Kaufman and colleagues (2019) developed the “Light Triad” to provide a more holistic perspective on humankind. The Light Triad is a construct encompassing benevolent personality traits, including humanism, faith in humanity, and Kantianism. Most relevant to the current study, Kaufman and colleagues (2019) found a significant relationship between the Light Triad and life satisfaction. Furthermore, life satisfaction is also positively correlated with job satisfaction (Rice et al., 1980). Given these relationships, it was hypothesized that the Light Triad will be positively correlated with job satisfaction, and that life satisfaction will serve as a mediator of this relationship. An association was found between the Light Triad and job satisfaction, such that the higher one was in Light Triad traits, the greater their job satisfaction. Life satisfaction did not serve as a significant mediator between the Light Triad and job satisfaction.

*Keywords:* Light Triad, Dark Triad, life satisfaction, job satisfaction

## **Introduction**

Over the past two decades, the field of psychology has focused on several “dark traits” of one’s personality (Moshagen et al., 2018). These traits include Machiavellianism, psychopathy, and narcissism, which have been termed the “Dark Triad” of personality (Paulhus & Williams, 2002). To elaborate, Machiavellianism is the tendency for individuals to be cunning, manipulative, and use any means necessary to accomplish desired goals. Psychopathy is expressed as antisocial activity, such as physical violence, and the absence of empathy. Narcissism is characterized by those who are self-centered and seek admiration from others (Paulhus & Williams, 2002). The Dark Triad has consistently predicted various socially aversive outcomes. For example, Barlett (2016) found that the Dark Triad positively predicted aggression. In a related study, data collected by Knight and colleagues (2018) indicated that psychopathy and narcissism can predict relational aggression (i.e., the purposeful intent to inflict harm on another within a social relationship). Additionally, counterproductive behaviors in the workplace, such as bullying and employee theft, have been noted to be associated with all three Dark Triad traits (Forsyth et al., 2012).

However, the ever-expanding research into humanity’s viler tendencies presents a void in also examining more positive, beneficent traits. That is, historically, psychology as a discipline has been more interested in examining the negative sides of human existence (such as the Dark Triad) while placing less emphasis on positive traits and behaviors (Gable & Haidt, 2005; Paulhus & Williams, 2002). This tendency to generally ignore the positive qualities of human life has been corrected in recent years as there has been a greater inclination in the field to examine positive psychology. Seligman and Csikszentmihayli (2000) describe positive psychology as the study of positive character, positive intuition, and positive emotional experiences. Positive psychology is designed to focus on the flourishing of people and educate

about efficient routes to enhance well-being such as positive psychotherapy (Seligman, 2011). Researchers in this area have analyzed various character traits that have been somewhat empirically neglected in the past, including intrinsic motivation, curiosity, emotional intelligence, gratitude, love, and forgiveness (Gable & Haidt, 2005).

Consistent with the positive psychology movement, Kaufman and colleagues (2019) conceptualized the “Light Triad” to provide a more holistic perspective on humankind. The Light Triad is a construct that encompasses benevolent personality traits, including humanism, faith in humanity, and Kantianism. As Kaufman and colleagues (2019) describe, humanism entails recognizing the worthiness of every individual. For instance, one who continuously applauds the successes of others around him/her would be viewed as having high levels of humanism. Faith in humanity comprises the belief that humanity is inherently good (Kaufman et al., 2019). For example, one who quickly forgives those who have wronged him/her would be viewed as having high levels of faith in humanity. Kantianism is based upon the philosophies of Immanuel Kant, and it involves refraining from treating others as a means to an end, but rather as their own end (Kaufman et al., 2019). To elaborate, one who rarely thinks about ulterior motives when speaking to another person, such as if this individual could grant him/her access to a job, would be viewed as having high levels of Kantianism. It is important to note that this trio of personality traits is not simply the opposite of the Dark Triad; rather, it is a distinct measure that can serve to contrast it if needed (Kaufman et al., 2019).

Since its development, the Light Triad has been documented to relate to other favorable traits of one’s character as well as a number of growth-oriented outcomes. This is exemplified through the findings of Kaufman and colleagues (2019), with positive correlations established between the Light Triad and a large array of factors. For instance, the Light Triad is positively

associated with the Honesty-Humility dimension of HEXACO model of personality. The HEXACO model describes human personality through six dimensions: Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to experience (Ashton et al., 2004). Each dimension encompasses traits that depict high or low levels of the dimension. The Honesty-Humility dimension specifically demonstrates one's sense of willingness/unwillingness to be manipulative, show dishonesty, and believe they are better than others (Ashton & Lee, 2007). Additionally, the Light Triad is positively associated with self-transcendence, defined as one's ability to expand upon the boundaries of their individual identity and understand that they may be a part of something larger than the self. Another factor with a noted positive correlation with the Light Triad is the Cognitive Triad, which entails a positive view of self, positive view of the world, and positive view of the future (Beckham et al., 1986).

The Light Triad has conversely been shown to negatively correlate with the personality characteristics of conspicuous consumption (i.e., buying goods or services that are unpractical primarily to display wealth), reactive and proactive aggression, and selfishness (Kaufman et al., 2019). As for more broad demographic factors, the Light Triad was found to be negatively correlated with childhood unpredictability and positively correlated with older age, the female gender, and higher income (Kaufman et al., 2019).

The concept of the Light Triad being associated with a myriad of fulfilling life trajectories has been further established by researchers beyond the Light Triad scale's creation. For example, Neumann and colleagues (2020) found that the Light Triad is linked with empathy and positive worldviews, with the addition of success in collaborative governance (i.e., senator co-sponsorship on originated bills in Congress). The Light Triad was additionally only a small predictor of disadvantageous psychosocial outcomes (Lukić & Živanović, 2021). Furthermore,



this premise has even been reviewed specifically in workplace settings. For instance, Malik and colleagues (2020) noted that those who score highly on the Light Triad scale are less likely to exhibit malevolently creative behavior (e.g., theft, lying, etc.) in reaction to continued hostility by supervisors. Additionally, Khan and colleagues (2021) found that the existence of Light Triad traits in company leaders was positively correlated with innovative performances by subordinates. Innovative performance can be defined as recognizing problems and initiating novel ideas in the workplace (Khan et al., 2021).

### **The Light Triad and Life Satisfaction**

Life satisfaction is a significant, multifaceted construct that has been heavily investigated. Originally, this construct was typically viewed through a more philosophical lens. However, psychologists later began to empirically investigate this construct, as it can have a notable impact on how one experiences emotion and chooses to behave (Pavot & Diener, 2008). Shin and Johnson (1978) defined life satisfaction as “a global assessment of a person’s quality of life according to [his or her] chosen criteria” (p. 478). In more recent years, it has been considered a component of Subjective Well-Being, which delineates the cognitive and affective factors of happiness (Diener et al., 1999). Life satisfaction can also be seen as a character strength in that, at its core, it reflects one’s ability to experience life in ways that are worthwhile and fulfilling (Suldo & Huebner, 2004). Research on this concept has further revealed that one’s satisfaction with his or her existence is a significant contributor to various successful life outcomes related to one’s interpersonal relationships, health, and career (Frisch, 1999).

Kaufman and colleagues (2019) sought to determine whether there was a relationship between the Light Triad and life satisfaction. They found that life satisfaction served as one of the many potential positive outcomes related to the Light Triad. Importantly, this relationship

stayed statistically significant when controlling for the strong Light Triad correlates of the Big Five personality trait of Agreeableness and the Honesty-Humility dimension of the HEXACO model of personality. Neumann and colleagues (2020) replicated and extended these findings by documenting that individuals possessing greater levels of Light Triad traits than Dark Triad traits reported higher life satisfaction compared to those with greater levels of Dark Triad traits than Light Triad traits.

### **Life Satisfaction and Job Satisfaction**

Individuals often spend a large portion of their time at work, and one's occupation and feelings about it can be a crucial component of an individual's identity (Judge et al., 2020). Therefore, it is vital to examine one's perceptions and relationships with his or her job, that is, the individual's level of job satisfaction. Specifically, job satisfaction is defined as a positive affect stemming from how one appraises their job experience (Locke, 1976). Most researchers consider job satisfaction as a global assessment that can be broken down or influenced by numerous facets such as working conditions, promotions, supervision, coworkers, recognition, and pay (Locke et al., 1964).

The causes of job satisfaction are multifaceted and complex. Judge and colleagues (2020) suggest that the antecedents can best be grouped into three categories. The first category includes situational theories, which describe job satisfaction deriving from the job's overall environment (Judge et al., 2020). As an illustration, one can think of an employee who is pleased with his or her job due to the presence of supportive management, flexibility, and opportunities for growth within the company (Tracey et al., 2001). The second category (Judge et al., 2020) comprises dispositional approaches, which entail job satisfaction stemming from one's inherent tendencies of personality. An example of this component would be employees who are happy in their choice

of occupation because they possess an overall positive affect. The last category encompasses interactive theories, which demonstrate job satisfaction resulting from the combination of both situational and personal factors (Judge et al., 2020), for example, an employee achieving job satisfaction from both a nurturing work environment and a predisposed positive attitude about life in general.

The effects of job satisfaction have also been examined. For instance, individuals with higher levels of job satisfaction are often physically and psychologically healthier (Faragher et al., 2013). The hallmark effect of job satisfaction, however, pertains to life satisfaction. Researchers have established a positive correlation between life satisfaction and job satisfaction; that is, those who are content with their job are more likely to be content with their life as a whole (Rice et al., 1980). This can be explained by what is referred to as the Spillover Hypothesis (Rain et al., 1991), when an emotion that occurs in one domain carries over to another domain. Therefore, satisfaction in the overarching domain of life can “spill over” to an occupational domain, and vice versa.

### **The Current Study**

As previously discussed, the Light Triad of personality traits has been shown to positively relate to life satisfaction. Additionally, life satisfaction is positively associated with job satisfaction. Therefore, it can be argued that the Light Triad should also be related to job satisfaction. Based on the aforementioned literature, the following hypotheses were tested:

1. The composite (i.e., total) Light Triad score will be positively associated with job satisfaction, in that the higher one is in Light Triad traits, the greater his/her job satisfaction will be.

2. Life satisfaction will mediate the relationship between the Light Triad and job satisfaction, in that greater Light Triad (total scale) scores will be related to higher life satisfaction, which will in turn predict higher job satisfaction.

In addition to the hypotheses to be tested, the extent to which each of the three individual components of the Light Triad are correlated with job satisfaction was also explored as a research question. The extent to which each of the three individual components of the Dark Triad are correlated with job satisfaction was explored as another research question

## **Method**

### **Participants**

Participants were 73 Murray State University students receiving course credit in a psychology class in exchange for participation. 10 participants were removed due to unemployed statuses, leaving a final sample of 63 participants (19 male; 44 female). 39 of these participants were currently employed, and 24 were employed in the past year. An ANOVA test indicated that there was not a significant difference in job satisfaction between these two groups ( $F(1, 61) = 0.18, p = 0.675$ ). Participants were predominantly white (94%), with a mean age of 19.70 ( $SD = 1.48$ ).

### **Procedure**

Upon entering the testing room and providing their consent, participants (tested in small groups) completed a questionnaire packet containing five sections. The order of the sections was randomized through a Latin Square design. The first section contained demographic items assessing age, ethnicity/race, and gender.

The second section contained the *Light Triad Scale*, a twelve-item instrument assessing level of Light Triad traits (Kaufman et al., 2019). This instrument is comprised of three subscales

(Faith in Humanity, Kantianism, and Humanism), with four questions pertaining to each of the three Light Triad factors. The subscale scores are summed to acquire a total Light Triad scale score. Response options for the Light Triad questionnaire items range from 1 (*low in Light Triad traits*) to 5 (*high in Light Triad traits*). Thus, higher numbers indicate greater levels of Light Triad traits. Kaufman and colleagues (2019) established reliability via the strong internal consistency for the total scale ( $\alpha = 0.84$ ). In this sample, the internal consistency was weaker ( $\alpha = 0.68$ ).

The third section contained the *Dark Triad Scale*, a twelve-item instrument assessing level of Dark Triad traits (Jonason & Webster, 2010). This instrument is comprised of three subscales (Psychopathy, Narcissism, and Machiavellianism), with four questions pertaining to each of the three Dark Triad factors. The subscale scores are summed to acquire a total Dark Triad scale score. Response options for the Dark Triad questionnaire items range from 1 (*low in Dark Triad traits*) to 5 (*high in Dark Triad traits*). Thus, higher numbers indicate greater levels of Dark Triad traits. Jonason and Webster (2010) established reliability via the strong internal consistency for the total scale ( $\alpha = 0.83$ ). In this sample, the internal consistency remained the same.

The fourth section contained the *Satisfaction with Life Scale* (Diener et al., 1985). This inventory contains five Likert scale format items that assess level of life satisfaction. Response options range from 1 (*low life satisfaction*) to 7 (*high life satisfaction*). Therefore, higher numbers indicate greater levels of life satisfaction. Diener and colleagues (1985) established the reliability of this scale via the measure's strong internal consistency ( $\alpha = 0.87$ ). In this sample, the internal consistency was slightly weaker ( $\alpha = 0.83$ ).

The fifth section contained the *Job Satisfaction Scale*, a ten-item instrument that assesses level of job satisfaction (Macdonald & MacIntyre, 1997). Response options for the Job Satisfaction questionnaire range from 1 (*low job satisfaction*) to 5 (*high job satisfaction*). Thus, higher numbers indicate greater levels of job satisfaction. Macdonald and MacIntyre (1997) established reliability via the internal consistency found among the items ( $\alpha = 0.77$ ). In this sample, the internal consistency was stronger ( $\alpha = 0.87$ ).

After the participants completed their questionnaire packet, they returned it to the researcher who handed them a debriefing statement. This statement disclosed the purpose and hypotheses of the study and contained information on contacting the author for a report of the research. Once each participant received the debriefing statement, the participants were excused from the testing session. Sessions lasted approximately 15 minutes.

## **Results**

Data frequencies and descriptive statistics for the sample were calculated using SPSS (see Table 1).

### **Hypothesis 1**

Hypothesis 1, which predicted that the composite Light Triad score would be positively correlated with job satisfaction, was analyzed through a Pearson correlation. The results indicated that, consistent with Hypothesis 1, the composite Light Triad score was indeed significantly correlated with job satisfaction ( $r = 0.42, p < 0.001$ ; see Table 2).

### **Hypothesis 2**

A mediation model in the SPSS PROCESS macro was used to test Hypothesis 2, which predicted that life satisfaction would mediate the relationship between the Light Triad and job satisfaction (see Figure 1). The Composite Light Triad score served as the predictor variable, job

satisfaction served as the outcome variable, and life satisfaction served as the mediator. Overall, the model accounted for 18.65% of the variance in job satisfaction ( $F(2, 60) = 6.88; p < 0.001$ ). The Light Triad had a significant direct effect on job satisfaction ( $r = 0.63, p < 0.001$ ). However, life satisfaction did not significantly mediate the relationship between the Light Triad and job satisfaction ( $r = -0.12, p = 0.438$ ), which contradicts Hypothesis 2. The Light Triad did not have an indirect effect through life satisfaction onto job satisfaction ( $r = 0.21, p = 0.133$ ).

Exploratory mediation analyses were also conducted to examine if life satisfaction would mediate the relationships between job satisfaction and the Light Triad subscales of faith in humanity and humanism. Faith in humanity had a significant direct effect on job satisfaction ( $r = 0.92, p = 0.013$ ); however, faith in humanity did not have an indirect effect through life satisfaction onto job satisfaction ( $r = 0.45, p = 0.116$ ). Humanism also had a significant direct effect on job satisfaction ( $r = 0.76, p = 0.001$ ); however, humanism did not have an indirect effect through life satisfaction onto job satisfaction ( $r = 0.09, p = 0.767$ ).

### **Research Questions**

The extent to which each of the three individual components of the Light Triad was correlated with job satisfaction was analyzed through Pearson correlations (see Table 2). In the first analysis, faith in humanity was positively associated with job satisfaction ( $r = 0.31, p = 0.007$ ). In the second analysis, humanism was also positively related to job satisfaction ( $r = 0.48, p < 0.001$ ). In the third analysis, however, Kantianism was not significantly associated with job satisfaction ( $r = 0.14, p = 0.131$ ).

The extent to which each of the three individual components of the Dark Triad was correlated with job satisfaction was analyzed through Pearson correlations (see Table 2). The first analysis, used to identify the general relationship between the Dark Triad and job

satisfaction, indicated that the Dark Triad was not significantly associated with job satisfaction ( $r = -0.13, p = 0.149$ ). Additional analyses indicated that neither the Narcissism Subscale ( $r = 0.12, p = 0.191$ ), nor the Psychopathy Subscale ( $r = -0.16, p = 0.108$ ) were significantly associated with job satisfaction. However, the Machiavellianism Subscale was negatively associated with job satisfaction ( $r = -0.31, p = 0.007$ ).

## Discussion

The various literatures targeting the Dark Triad, job satisfaction, and life satisfaction are quite extensive. However, the Light Triad is a more recent concept that has not been thoroughly examined. Merging the existing literature on these constructs suggests that because life satisfaction has shown a positive association with job satisfaction (Rain et al., 1991; Rice et al., 1980), the Light Triad may also be positively associated with job satisfaction since it is correlated with life satisfaction (Kaufman et al., 2019). When assessing these relationships in our sample, the results indicated a significant association between the composite Light Triad score and job satisfaction. That is, the higher one scores in Light Triad traits, the greater his/her job satisfaction. One explanation for this could be that possessing Light Triad traits is correlated with innovative performance (Khan et al., 2021). Innovative (and thus, likely better) performance at work, in turn, could lead one to be more satisfied with his/her occupation (Judge et al., 2020). Additionally, the Light Triad is correlated with several other character traits that can positively skew how one views their job, such as satisfaction for the needs of competence and autonomy (Kaufman et al., 2019).

Interestingly, however, Hypothesis 2 was not supported. That is, life satisfaction failed to mediate the relationship between the Light Triad and job satisfaction. This null finding could stem from the fact that life satisfaction was not significantly associated with job satisfaction –



therefore, it seems reasonable that there was also not a significant mediating effect. This interestingly contradicts the aforementioned studies performed by Rain and colleagues (1991) and Rice and colleagues (1980), which found a significant association between life satisfaction and job satisfaction. This could be due to the Light Triad having a stronger influence on job satisfaction than life satisfaction, or the relatively small sample size of this study.

In examining the extent to which each Light Triad trait was correlated with job satisfaction, both humanism and faith in humanity were significantly associated with job satisfaction, while Kantianism was not. Therefore, it appears as though humanism and faith in humanity are the traits driving the overall Light Triad score's relationship with job satisfaction. This is reasonable because these traits are somewhat overlapping in definition, with both ultimately encouraging cooperative behavior (Kaufman et al., 2019). In a work setting, cooperation has been shown to relate to greater job satisfaction (Scott et al., 2003).

The lack of association between Kantianism and job satisfaction was a surprising find in that this component was designed to directly contrast the Dark Triad trait of Machiavellianism (Kaufman et al., 2019), and past work has found that Machiavellianism is found to be negatively correlated with job satisfaction (Gemmill & Heisler, 2017; Valentine & Fleischman, 2018). Given this, one might have reasonably expected a positive association between Kantianism and job satisfaction. This null finding could again be due to the relatively small study sample size.

In an additional examination of the extent to which each Dark Triad trait was correlated with job satisfaction, neither narcissism nor psychopathy were found to be significantly associated with job satisfaction. It is reasonable that most (i.e., 2/3) Dark Triad traits did not depict a significant relationship because the composite Dark Triad itself was not significantly associated with job satisfaction. However, Machiavellianism was significantly associated with

job satisfaction. This is consistent with aforementioned literature, in that cynicism and lack of trust that comes from this trait produce lower satisfaction with one's occupation (Gemmill & Heisler, 2017).

### **Limitations**

As previously mentioned, the modest sample size of this study could have impacted the results; different patterns of effects may have emerged with a larger sample. Additionally, these results may not be generalizable in that the sample was highly homogenous with respect to age, educational experience, and geographic locale, having consisted entirely of college students from one university. Jobs may not be a large enough portion of college students' lives to reveal a mediation in that many students may have part-time jobs as opposed to full-time jobs. Future research may benefit from continuing to examine these associations in a larger and more diverse samples, with participants ideally drawn from workplace settings. This sampling parameter may render more accurate results, as this study pertains to job satisfaction. A final limitation is that this study did not examine other possible variables that could impact job satisfaction and the relationship with the Light Triad. For example, it may also be relevant to assess both the Light Triad and situational variables, such as improved wages, relating to job satisfaction (Tracey et al., 2001). Nonetheless, this study is important to the field in that it adds to our knowledge of emerging personality models and their relationship with various growth-oriented outcomes (e.g., job satisfaction and life satisfaction).

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## Tables

**Table 1**

*Means, Standard Deviations, and Cronbach's Alphas for the Dependent Measures for the Entire Sample*

Scale	Potential Range	<i>M</i>	<i>SD</i>	<i>α</i>
DTS	12–108	37.97	13.01	.826
DTS Narc	4–36	16.57	6.645	.818
DTS Mach	4–36	8.82	5.06	.700
DTS Psych	4–36	12.57	6.64	.816
LTS	12–60	46.63	5.48	.677
LTS Faith	4–20	13.89	2.73	.527
LTS Kant	4–20	15.97	2.56	.466
LTS Hum	4–20	16.78	2.32	.683
SWLS	5–35	23.46	6.09	.831
JSS	10–50	36.16	7.83	.865

*Note: DTS = Dark Triad Scale, DTS Narc = Dark Triad Scale – Narcissism Subscale, DTS Mach = Dark Triad Scale – Machiavellianism Subscale, DTS Psych = Dark Triad Scale – Psychopathy Subscale, LTS = Light Triad Scale, LTS Faith = Light Triad Scale – Faith in Humanity Subscale, LTS Kant = Light Triad Scale – Kantianism Subscale, LTS Hum = Light Triad Scale – Humanism Subscale, SWLS = Satisfaction With Life Scale, JSS = Job Satisfaction Scale.*

**Table 2***Simple Correlations among the Scales*

	JSS	SWLS	DTS	DTS Narc	DTS Mach	DTS Psych	LTS	LTS Faith	LTS Kant	LTS Hum
JSS	--									
SWLS	-.01	--								
DTS	-.13	-.14	--							
DTS	.11	.00	.72***	--						
Narc										
DTS	-.31**	-.13	.85***	.38**	--					
Mach										
DTS	-.16	-.23	.71***	.14	0.59***	--				
Psych										
LTS	.42***	.19	-.43***	-.16	-.41***	-.47***	--			
LTS	.31**	.20	-.37**	-.13	-.36**	-.39**	.77***	--		
Faith										
LTS	.14	.16	-.30*	-.14	-.35**	-.20	.72***	.33**	--	
Kant										
LTS	.48***	.04	-.27*	-.08	-.17	-.41***	.66***	.27*	.22	--
Hum										

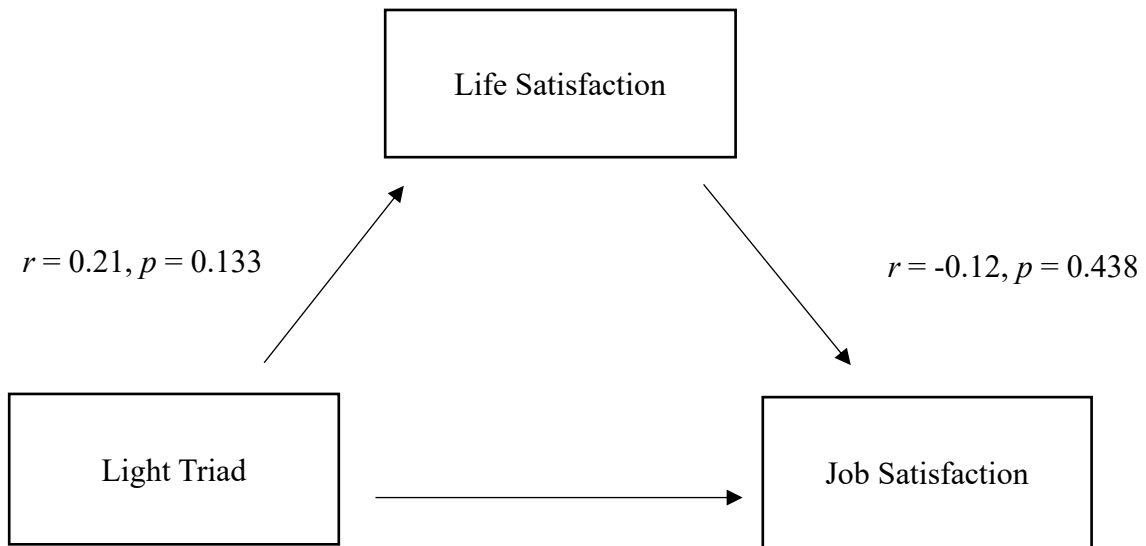
*Note:* DTS = *Dark Triad Scale*, DTS Narc = *Dark Triad Scale – Narcissism Subscale*, DTS Mach = *Dark Triad Scale – Machiavellianism Subscale*, DTS Psych = *Dark Triad Scale – Psychopathy Subscale*, LTS = *Light Triad Scale*, LTS Faith = *Light Triad Scale – Faith in Humanity Subscale*, LTS Kant = *Light Triad Scale – Kantianism Subscale*, LTS Hum = *Light Triad Scale – Humanism Subscale*, SWLS = *Satisfaction With Life Scale*, JSS = *Job Satisfaction Scale*. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$ .



## Figures

**Figure 1**

*Hypothesis 2 Results*



Direct effect,  $r = 0.63, p < 0.001$

Indirect effect,  $r = -0.03, 95\% \text{ BCa CI } [-0.1445, 0.0476]$

## Appendix A: Cover Letter

Study Title: Personality traits and job satisfaction (2022)

Principal Investigators: Sarah Overton and Daniel L. Wann, PhD;

Department of Psychology, 201 Wells Hall, 270-809-2860.

You are being asked to participate in a survey research project. As such, we would like you to have an understanding of the following:

1. Your participation is strictly voluntary and you may discontinue your participation at any time.
2. All of your responses will remain anonymous.
3. The purpose of this study is to gain a better understanding of personality traits and job behaviors and attitudes. Thus, you will be asked to answer a series of questions about your past or present jobs and various components of personality.
4. Although your individual responses will not be made public (i.e., they will remain anonymous), your data may be combined with the data of others and submitted for presentation at conventions and/or publication in scholarly journals.
5. You must be 18 years or older to participate.
6. Your completion of items indicates your consent to participate.
7. There are no direct benefits to you for your participation in this research. A general benefit will be that you will receive first-hand experience of psychological research and you will add to our knowledge of the research subject.
8. There are no known risks involved with this research.
9. Completion of this study will require approximately 15 minutes.

Your continued participation indicates that this study has been explained to you, that your questions have been answered, and that you agree to take part in this study.

THIS PROJECT HAS BEEN REVIEWED AND APPROVED BY THE MURRAY STATE UNIVERSITY INSTITUTIONAL REVIEW BOARD (IRB) FOR THE PROTECTION OF HUMAN SUBJECTS. ANY QUESTIONS PERTAINING TO YOUR RIGHTS AS A PARTICIPANT, OR ACTIVITY-RELATED INJURY SHOULD BE BROUGHT TO THE ATTENTION OF THE IRB ADMINISTRATOR AT (270) 809-2916. ANY QUESTIONS ABOUT THE CONDUCT OF THIS RESEARCH PROJECT SHOULD BE BROUGHT TO THE ATTENTION OF DANIEL L. WANN, Ph.D., IN THE PSYCHOLOGY DEPT., AT (270) 809-2860.

## Appendix B: Survey

### Demographics

Instructions: Please answer each of the following demographic questions, being completely honest in your responses.

1. Age \_\_\_\_\_

2. Sex (circle one)      MALE      FEMALE

3. Ethnicity/Race (circle one):

Caucasian      African American      Native American      Asian/Pacific Islander

Hispanic      Bi-racial      Other (please specify):

### *Light Triad Scale*

Instructions: Please answer each of the following items, by circling the response that best describes you. Please use the scale below when choosing your response.

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, 5 = Strongly Agree

1. I tend to see the best in people.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
2. I tend to trust that other people will deal fairly with me.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
3. I think people are mostly good.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
4. I'm quick to forgive people who have hurt me.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
5. I tend to admire others.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
6. I tend to applaud the successes of other people.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
7. I tend to treat others as valuable.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
8. I enjoy listening to people from all walks of life.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
9. I prefer honesty over charm.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
10. I don't feel comfortable overtly manipulating people to do something I want.  
Strongly Disagree    1    2    3    4    5    Strongly Agree
  
11. I would like to be authentic even if it may damage my reputation.  
Strongly Disagree    1    2    3    4    5    Strongly Agree

12. When I talk to people, I am rarely thinking about what I want from them.  
Strongly Disagree    1       2       3       4       5       Strongly Agree

***Dark Triad Scale***

**Instructions:** Please be completely honest and rate the degree to which you agree with the following statements by circling a response number for each item.

1. I tend to manipulate others to get my way.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
2. I have used deceit or lied to get my way.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
3. I have use flattery to get my way.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
4. I tend to exploit others towards my own end.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
5. I tend to lack remorse.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
6. I tend to not be too concerned with morality or the morality of my actions.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
7. I tend to be callous or insensitive.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
8. I tend to be cynical.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
9. I tend to want others to admire me.  
Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree
10. I tend to want others to pay attention to me.

Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree

11. I tend to seek prestige or status.

Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree

12. I tend to expect special favors from others.

Strongly Disagree    1    2    3    4    5    6    7    8    9  
Strongly Agree

### *Satisfaction with Life Scale*

Instructions: Below are five statements about ***your personal life*** with which you may agree or disagree. Using the 1-7 scale below, indicate your agreement with each item by placing the appropriate number on the line preceding that item. Please be open and honest in your responses. The 7-point scale is:

1	=	strongly disagree
2	=	disagree
3	=	slightly disagree
4	=	neither agree nor disagree
5	=	slightly agree
6	=	agree
7	=	strongly agree

- \_\_\_\_ 1. In most ways my personal life is close to my ideal.
- \_\_\_\_ 2. The conditions of my personal life are excellent.
- \_\_\_\_ 3. I am satisfied with my personal life.
- \_\_\_\_ 4. So far, I have gotten the important things I want in my personal life.
- \_\_\_\_ 5. If I could live my personal life over, I would change almost nothing.



### *Job Satisfaction Scale*

Instructions: Please answer the questions below by circling the responses that best describe you. If you answer **NO** to both questions, please skip the remaining items on this packet and wait for further instructions. If you answer **YES** to either question, please complete the remaining items in the questionnaire.

I am currently employed.

YES            NO

I have held a job in the past year.

YES            NO

As you are thinking about the remaining items, please remember to target your thoughts and behaviors about your current or recent job. Please circle the appropriate number.

1.     I receive/received recognition for a job well done.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
2.     I feel/felt close to the people at work.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
3.     I feel/felt good about working at this company.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
4.     I feel/felt secure about my job.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
5.     I believe/believed management is concerned about me.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
6.     On the whole, I believe/believed work is good for my physical health.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
7.     My wages are/were good.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree
8.     All of my talents and skills are/were used at work.  
         Strongly Disagree    1     2     3     4     5     Strongly Agree

9. I get/got along with my supervisors.

Strongly Disagree    1    2    3    4    5    Strongly Agree

10. I feel/felt good about my job.

Strongly Disagree    1    2    3    4    5    Strongly Agree

## **Appendix C: Debriefing**

We would like to thank you for your participation in this research. The purpose of this study is to gain a better understanding of work-life and psychological traits. Specifically, we are investigating the relationship between job satisfaction and the three light triad traits (humanism, Kantianism, and faith in humanity). If you would like a final copy of the research findings, please contact, after December 31, 2023, Daniel L. Wann, Ph.D. at (270) 809-2860 or at the Dept. of Psychology, Murray State University, Murray, KY 42071.