



# Neuroticism Moderates of the Benefits of Authenticity on Well-being

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## Introduction & Hypothesis

- Authenticity, or being true to one's self, predicts well-being (Robinson et al., 2012).
- Neuroticism involves unstable emotion, impulsivity, vulnerability, and self-doubt. If one's "true self" involves these characteristics, is it equally beneficial to well-being to express them authentically?
- We expected that the answer is no: Neuroticism should moderate the link between authenticity and well-being, such that they would be less strongly related among the highly neurotic.

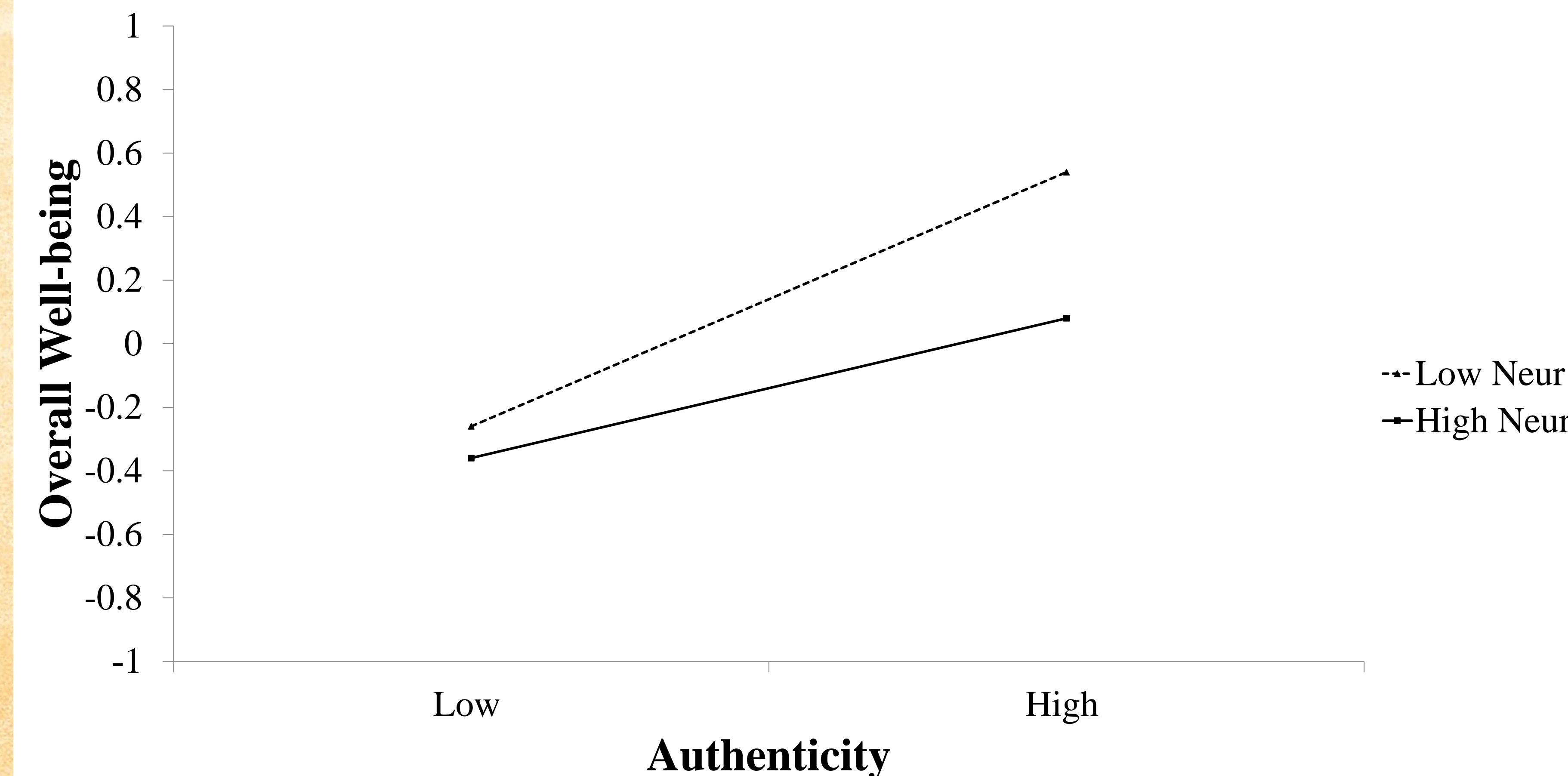
## Methods

- Participants ( $N = 844$ ):
  - Gender: 42% cis-male, 47% cis-female, 7% trans-spectrum
  - Age:  $M(SD)=38.41(12.25)$
  - Race: 69% white, 17% black, 6.1% Asian, 5.3% Latinx

Overall well-being, was a unit-weighted composite ( $M=0$ ,  $SD=1$ ) created from standardized measures of meaning in life, life satisfaction, positive affect, and self-esteem.

Neuroticism was a composite, created using the same method, with items from the Five Factor Inventory, and the NEO-PI-R (allowing us the ability to examine facets).

Authenticity was measuring using 12 items,  $M(SD) = 4.98(1.12)$



## Conclusion & Discussion

- Although authenticity is clearly important to well-being there may be people for whom being oneself is not as optimal. The present research indicates that being true to oneself is less strongly related to well-being for those who are highly neurotic.
- Further research should examine causal mechanisms, and whether the same patterns holds using peer-report methodology.

## Results

- As expected, authenticity and well-being were positively related, and neuroticism was negatively related to these
- To test for the predicted pattern of moderation, we constructed a hierarchical regression model
- Neuroticism (main effect  $\beta=-.57$ ,  $p<.001$ ) significantly moderated the relationship between authenticity (main effect  $\beta=.23$ ,  $p<.001$ ; first step  $\Delta R^2 = .53$ ,  $p<.001$ ) and well-being. Main effects were qualified by an interaction  $\beta=-.07$ ,  $p=.006$  (second step  $\Delta R^2 = .004$ ,  $p = .006$ ).

## Correlations

	Well-being	Neuroticism
Authenticity	.57*	-.61*
Well-being		-.70*

\* $p < .001$