The Relationship between Happiness, Creativity, Personality and Locus of Control in Ireland for Those who are Employed and Unemployed

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Abstract

ABSTRACT

The study provided a quantitative review of the relationship among measures of happiness, creativity and locus of control, personality and emotional intelligence, for both employed and unemployed also age. A total of (N= 131) participants took part. The inclusion criteria was over 18 able to understand instructions to 52 years of age, people with severe learning difficulties were excluded. Assessment included the Oxford Happiness Inventory, The Runco Ideation Behavior Scale, Rotter's Locus of Control, Trait Emotional Intelligence Questionnaire and The Big Five Taxonomy. Results showed a weak relationship between happiness and locus of control, A non-significant relationship between creativity and locus of control. Extraversion correlated with happiness while Neuroticism was not. No significant difference between groups on LOC. A significant difference between groups in personality. There was a strong significant relationship between trait emotional intelligence and happiness.

INTRODUCTION

The study of personality has evolved during the past two decades, shifting the focus from assessing personality traits or thought processes associated with unacceptable or negative behaviors to studying related more productive or positive behavoirs. Positive personality characteristics happiness, creativity and locus of control (Pannells & Claxton, 2008). For many years, the topic of happiness remained neglected. Recently, however, many studies use the term subjective well-being (SWB) as a synonym for happiness (Furnham & Christoforou, 2007). Subjective well-being is a fundamental human concern since the sixth century B.C. which was explored by the Classic Greeks under the name "eudaemonia", human flourishing, followed by the Hellenistic Greeks and Romans. This concept is still explored to the present day under a variety of terms and methodologies (Diener, Eunkook, Lucas & Smith, 1999; Lyubomirsky, Sheldon & Schkade, 2005).

A current review of literature on happiness indicated a general consensus of the operational definition that included three basic components a relatively stable feeling of positive affect, the absence of negative affect and an ongoing average level of personal satisfaction (Argyle, Martin & Crossland, 1989; Ben-Zur, 2003; Furr, 2005; Lewis, Francis & Ziebertz, 2002; Mahon, Qvarnstrom, 2003). Argyle (2001) and Myers (2002) suggested that characteristics such as self-esteem, optimism, personal control, extraversion, and life-satisfaction were found to be associated with happiness. Self-esteem, optimism, life satisfaction, and control are so highly correlated with happiness as a result considered components of happiness, also referred to as cognitive aspects of personality (Pannells & Claxton, 2008).

Defining Subjective Well-Being

The feature of SWB is that it is subjective in nature Diener (1984), a characteristic recognized by Marcus Aurelius asserting that well being is a personal experience independent of the views of others (Boston & Ptacek, 2001). Similarly, Furnham and Christoforou (2007), found positive psychology to be dedicated to the understanding of human happiness (Diener, 1984; Eysenck, 1990; Seligman & Cskizentmihalyi, 2000; Vitterso & Nilsen, 2004). Undoubtefully, many environmental factors have been shown to have strong effect on happiness such as money and leisure activities. However, personality has been found to be a greater determinant of happiness than race, social class, money, social relationships, work, leisure, religion (Dienar et al., 1999). Indeed, enduring features of the person can have a strong impact, affecting happiness from the inside rather than the outside (Eysenck, 1983). Diener and Larsen (1984) found that positive and negative affect in various work and leisure situations was more due to persons (52%) than to (23%) situations (Furnham & Christoforou, 2007).

Personality Factors

Personality is defined as a more or less stable and enduring organization of a person's character, temperament and intellect that determines his unique adjustment to the environment (Dijkstra & Barelds, 2009). The Five Factor Model of personality of Costa & McCrae (1995) is the most accepted theory of personality with five dimensions Neuroticism vs. Emotional Stability; Extraversion vs. Introversion; Agreeable vs. Hostility; Conscientiousness vs. Lack of Consciousness; Openness vs. a Lack of Openness. Neuroticism referring to the tendency to experience negative, distressful emotions and engage in maladaptive styles. While extraversion being characterised by a tendency to be self-confident, dominant, active, and excitement seeking. Altruism, nurturance, and caring as opposed to hostility, indifference to others, self-centeredness, and non-compliance characterizes Agreeableness. Conscientiousness refers to individuals' degree of organization, persistence, self-discipline and motivation in goal-directed behaviour. Openness referring to the active seeking and appreciation of experiences for their own sake (Dijkstra & Barelds, 2009).

Extraversion and Neuroticism have been found to be strongest predictors of happiness accounting for up to half of the total variance in various measures (Argyle & Lu, 1990; Brebner, 1998; Francis, 1999; Francis et al., 1998; Myers & Diener, 1995). Eysenck (1983) proposed that "Happiness is a stable extraversion, thus associated with extraversion. Similarly, worries and anxieties made up of negative affect, instability and neuroticism are also connected to unhappiness" (p.67). Extraversion, Conscientiousness and Openness were found to have positive relations with life satisfaction (Lounsbury, Park, Sundstrom, Williamson & DeNeve and Cooper's, 1998). They summarized the correlations of SWB with 137 traits, cited close to 200 times in fields ranging from economics to gerontology demonstrating that personality is one of the foremost predictors of SWB (Steel, Schmidt & Shultz, 2008).

SUBJECTIVE WELL-BEING

Situational Strength and SWB

Although long-term SWB is largely determined by genetic influence, the environment may at times mediate the relationship. Meta-analytic SWB research indicated that job satisfaction (Judge, Heller & Mount, 2002) is better predicted by personality traits than SWB (DeNeve & Cooper, 1998). For the Big Five personality traits, all except for Openness to experience correlate more strongly with job satisfaction than overall SWB. Neuroticism because of their negative nature experience more negative life events than other individuals (Magnus, Diener, Fujita & Pavot, 1992), in part because they select themselves in situations that foster negative affect (Emmons, Diener & Larsen, 1985), thus, have been described as the primary source of negative affect (NA), and the link between NA and job satisfaction was documented in Connolly and Viswesvaran's (2000) meta-analysis (Judge, Heller & Mount, 2002).

Whereas Neuroticism is related to negative events, extraverts are predisposed to experience positive emotions (Costa & McCrae, 1992) which are likely to generalize to job satisfaction as demonstrated in the positive affect (PA) by Connolly and Viswesvaran (2000). Extraverts spend more time in social situations than introverts. Conversely, however, Openness to Experience is related to artistic creativity, divergent thinking, low religiosity and political liberalism and not related to job satisfaction. This is a sharp contrast to what was found by Rego,Machado, Leal and Cunha (2009) who proposed creative employees are not constrained by ideas of others, therefore one would expect a strong relationship between Openness and job satisfaction. Furthermore, DeNeve and Cooper (1998) noted that Openness to experience is a "double-edged sword" that predisposes individuals to feel both the good and bad more deeply" (p.199) making its directional influence on affective reactions like subjective well-being or job satisfaction unclear (Judge, Heller & Mount, 2002).

Similarly, Shjoedt, Balkin, and Baron (2005) examined the role of dispositional and situational variables in predicting job satisfaction. Their results demonstrated that situational variables account for more variance than dispositional variables in job satisfaction. It appears that job satisfaction is more specific to situation than other forms of SWB. However, although the results linking the Big Five traits to job satisfaction are impressive, other frameworks could explain the dispositional source of job satisfaction. Connolly and Viswevaran's (2000) results indicated that (PA) and (NA) display moderately strong correlations with job satisfaction. However, factors argue in favour of the five- factor analysis suggesting that PA represents Extraversion and NA Neuroticism. According to Watson (2000, p. 15), PA-NA are quasi-dispositional in that their assessment of mood or affective traits are less stable than other dispositional measures and may be confounded with life satisfaction (Steel et al., 2008).

Stability and Heritability of SWB

Lyubomirsky et al. (2005) argued that SWB over a long-term tends to be stable based on the studies of adoption and twin research by Lykken and Tellegen (1996) and Nes, Rϕysamb, Tambs, Harris, and Reichborn-Kjennerud (2006) who indicated that genes account for about 80% of stability. Environmental influences are still important, but they primarily affect only the present mood having little lasting impact in the long term. Excluding other individual characteristics, such as demographics, substantial portion of stable SWB is due to personality (Diener & Lucas, 1999, p. 214). Similarly, Lyumbomirsky et al. (2005) noted that "the set point probably reflects relatively immutable intrapersonal, temperamental, and affective personality traits, such as extraversion, arousability, and negative affectivity that are rooted in neurobiology" (p.117). Also, Nes et al. (2006) indicated that the long term stability of SWB may "reflect stable and heritable personality traits, such as neuroticism and extraversion" (pp. 1038-1039) as stated in Steel et al. (2008).

Steel et al. (2008) held previous studies of positive psychology (Seligman & Csikszentmihalyi, 2000)'s earlier investigation of the personality trait Psychoticism's relationship with SWB was based on five samples, whereas they obtain 43 samples for their analysis. They proposed personality is one of the strongest predictors of SWB than previously established. Comparable analysis produced correlations of greater magnitude relative to what DeNeve and Cooper (1998) found that Extraversion accounted for approximately 4% of the variance for positive affect, whereas Steel et al. (2008) indicated a high 19%. Similarly, the NEO Neuroticism scale accounted for 29% of variance in negative affect or 41% disattentuated whereas previous findings suggested 5%. Furthermore, with the multivariate meta-analytic regression, findings reached as high as 39% of the variance or 63% disattenuated, between the NEO and quality of life measures.

Theoretical Linkages

Steel et al. (2008) on their review focused on the major direct and indirect paths the temperamental, and instrumental, external or bottom-up perspectives (Diener & Emmons, 1984; McCrae & Costa, 1991). Though there are several theories that indicated biological components of personality (Cloninger, Svrakic & Przbeck, 1993; Eysenck, 1967). Gray's (1987) reinforcement sensitivity theory is relevant for its indication of two systems, a behavioral activation system (BAS) and a behavioral inhibition system (BIS) which are connected to both personality and SWB. The BAS is linked to Extraversion and regulates behavior by signaling the presents of rewards through the promotion of positive affect. By contrast, BIS is linked to Neuroticism and regulates avoidance behavior by signaling the presence of punishers through the promotion of negative affect. Consequently, extraverts are more likely to attend to rewards and find them more positive, whereas neurotic individuals are more likely to attend to punishers and find them more negative (Steele et al., 2008).

Although there is evidence to support Gray's (1987) theory, much of it has been relatively circumstantial and not entirely definitive. There is some evidence to suggest that personality traits are related to mood induction and that extraverts attend more to rewards (Carver, 2004; Matthews & Gilliland, 1999; Smits & Boeck, 2006). However, in recent years advances have been made in psychobiology of both SWB and personality demonstrating that the two constructs share common physical underpinnings (Schnika, Busch & Robichau-Keene, 2004) of meta-analyses, which directly connects the neurotransmitter serotonin to the Neuroticism scale of the Neuroticism-Extraversion-Openness Personality Inventory (NEO; Costa & McCrae, 1992); and the other that connects it to depression and affective disorders (Lasky-Su, Faraone, Glatt & Tsuang, 2005).

Similarly, Depue and Collins (1999) reviewed evidence of dopamine involvement in Extraversion, whereas Rolls (2000) reviewed how it facilitates the experience of rewards. Davidson's (2005) recent review of neural substrates of well being, proposed that the amygdala, the prefrontal cortex and the anterior cingulated cortex can explain well-being and affective style. Personality may help create life events that influence SWB indirectly. Consequently it has been suggested that extraverts have more fulfilling social interactions, which also leads to greater levels of happiness (Argyle & Lu, 1990a; Hills, Argyle & Reeves, 2000).

Construct Variation in SWB

Although there have been support for the previous SWB literature, however, mostly has been cross-sectional and devoted to describing the correlates of the construct (Costa & McCrae, 1980; Costa et al., 1987, Diener & Fujita,1995; Diener et al., 1992; Emmons & Diener, 1985). Given the individual subject nature of the construct, the study of SWB had neglected to study changes in SWB through time as they relate to individual differences. The cross sectional trait-like research bias that has dominated inquiry about SWB had contributed to the neglect of certain

properties of the construct. One aspect of SWB that received limited attention is its stability over the short and long-term. Headey and Wearing (1989) argued that SWB is stable, by contrast, McFarlane et al., (1988) suggested that the components of SWB fluctuates daily or even hourly (Bostic & Ptacek, 2001).

Further, although, the Five factor model had significant advantages compared to Freud, Jung or Rogers, however, the trait model has been criticized for factor analyzing studies to identify personality structures, where theorists relied on intuition which can be faulty, while trait theorists rely on an objective statistical procedure, identifying the degree to which things covary. Yet, the use of factor analysis is not entirely objective for it does not answer the question of why responses covary. The researcher is using his or her knowledge of psychology which is also partly intuitive and relying on the theoretical beliefs inferring the existence of some common entity and comes up with the label to describe the factor. Thus, the result of factor analytic study, partly hinge on decisions and interpretations made by the researcher which are intuitive. Also different researchers using similar correlational and factor-analytic methods tend to reach different conclusions for example Lucas et al. (2000) found that the core of extraversion is reward sensitivity where they are highly motivated to attain positive-goal-related rewards (Pervin, 2008).

Conversely, however, Ashton, Lee & Paunomen (2002), using similar correlational and factor analytic methods, disagree, concluding instead that the core of extraversion is social attention enjoying to be the object of attention. Similarly, Mischel (1968) criticized the trait theorist for stressing the universality of trait disposition and its stability. For he argued that if people vary their behavior from situation to situation, there cannot be such a thing as a stable trait (Pervin, 2005). Conversely, however, Bostic and Ptacek (2001) found that there are both long-term consistencies in average mood and fair amount fluctuations in short term mood. Similarly,

personality-related constructs have demonstrated short-term variability but relative stability over long-term (Epstein, 1979).

The World Database of Happiness listed hundreds of correlated findings of happiness. However, many of the findings are controversial, but for some predictors there is unanimous recognition of their importance. There is a wealth of evidence and little disagreement about the fact that unemployment and poor health tend to reduce happiness while marriage increases it. Individuals or countries with a higher income tend to be happier. On the contrary, longitudinal studies did not find a strong positive association between happiness and income. Easterlin (2001) noticed that income and happiness did not move together over the life-cycle. People tend to recall that they were worse off in the past and generally forecast that they will be better off in the future while in fact reporting the same level of happiness at different times during their lifetime. People are more optimistic about the future and pessimistic about the past (Verme, 2007).

According to research, unemployment and poor health tend to reduce happiness while marriage increases it (Wilson, 1967, Veenhoven, 1996, Diener et al., 1997). Individuals with higher income tend to be happier. The inconsistency relation between happiness and income in longitudinal studies is explained in theories of relative deprivation. Unemployment which is a strong predictor of life satisfaction is non significant in the freedom equation. Unemployed people are less happy but not necessarily less free (Verme, 2007). These according to Judge et al. (2002) employees who are emotionally stable, extraverted, and conscientious may be happier at work because they are more likely to achieve satisfying results at work. Conscientious employees perform better and are more satisfied of the intrinsic and extrinsic rewards that high performance provides. In part may operate through situation selection such that extraverted employees are likely to spend time in situations that make them happy such as social interactions.

Locus of Control

Research held that there are differences in the creative ideation of individuals with internal locus of control and those with external locus. Torrance (1971) found that creative individuals tended to function more effectively when external reinforcement was not prevalent an indication of locus of control. Argyle (2001) and Myers (2001) found a direct relationship between internal locus of control and happiness. Similarly, longitudinal study Lu (1999) suggested that a significant correlation between happiness and internal locus of control to strengthen over time. Creative ideation is influenced by cognitive attributes, specific personality traits and knowledge in the field of interest which requires individuals to accept a chaos of life; yet be able to make order by finding solutions to problems and have the ability to derive pleasure from the process of problem-solving. Cognitive processes used in identifying a need for a solution are dependent upon the creative person's perception of the amount of personal control (Pannells & Claxton, 2008).

Glover and Sautter (1976) found that individuals with internal locus of control scored higher on flexibility and originality subscales of creativity tests. Richmond and De La Serna (1980) and Chadha (1989) found a significant relationship between creativity and internal locus of control. On the other hand, Glover and Sautter (1976) indicated that individuals possessing external locus of control excelled in verbal feedback and scored higher on elaboration subscales of creativity tests. Rotter (1966) suggested that locus of control be best explained as a degree to which an individual develops the expectancy that his or her behavior is associated with either internal or external reinforcements. Those possessing an internal locus of control more likely to believe that they controlled their behavioral outcomes having control in most situations (Pannells & Claxton, 2008).

Emotional Intelligence

Furnham and Christoforou (2007), however, looked at the relationship between happiness and emotional intelligence (EI). Trait EI which is a constellation of emotion-related, self-perceived abilities and dispositions located at the lower levels of personality hierarchies. Petrides and Furnham (2003) identified 15 facets which have provided the basis for the Trait Emotional Intelligence Questionnaire (TEIQue) including adaptability, assertiveness, emotion perception, expression, regulation, relationship skills and social competence. People high in trait EI scores believe that they are in touch with their emotions and that they regulate them in a way that promotes well-being. Emotional intelligence was a positive predictor of happiness explaining over 50% of its total variance. Whilst extraversion, openness and stability were also correlated with happiness in the regression; emotional intelligence was the most significant predictor.

Furnham (2007) found that four of the Big Five factors positively correlated with both happiness and trait EI, which explained 18% of the unique variance in happiness. Further, a significant amount of shared variance between happiness and the Big Five was explained by trait EI, which partly mediated the paths from stability and conscientiousness to happiness and fully mediated the link between agreeableness and happiness. Previous studies tended to look at happiness as a unidimensional variable using the Oxford Happiness Inventory (OHI) as a trait measure (Argyle, Martin & Crossland, 1989). The 29-item questionnaire being designed to measure happiness as a whole; however, Furnham and Brewin (1990) factor analyzed the OHI and found three main components of happiness. Morris (2004) held happiness is a multidimensional concept not unlike that advanced by researchers who discovered multiple intelligence (Gardner, 1999). Some of Morris' ideas regarding multiple happiness could be challenged for it seems difficult to establish the evolutionary basis of some of his happiness categories (Furnham & Chrisoforou, 2007).

Creativity

Rego, Machado, Leal and Cunha (2009) argued that creativity in the workplace can be defined as the production of novel and useful ideas or solutions concerning products, services and processes. Research on employee creativity examined contextual and organizational factors that facilitate or inhibit creativity and found that hope have received little attention which is a "positive motivational state" based on a successful goal-directed energy and pathways. Willpower, makes people capable of setting realistic but challenging goals and expectations, and then focuses on those aims with determination, energy and perception of internalized control. Waypower, make people capable of generating alternative paths to reach their aims if the original paths become blocked. Neither agency nor pathways per se are sufficient to give rise to high hope, both being "functionally inseparable".

Hope is important for creativity at work because creativity requires challenging the status quo and a willingness to try and possibly fail (Staw, 1995; Zhou & George, 2003); it requires some level of internal sustaining force that pushes individuals to persevere in the face of challenges inherent to creative work; high-versus low-hope individuals seem to be more able to face those challenges in a successful way. Luthans, Youssef, and Avolio (2007, p.74) argued that hopeful employees tended to be creative and resourceful, even with tight bugets. However, no research has been carried out testing such a relationship. They suggested that hopeful employees tend to be independent thinkers. Thus, it is likely that they feel less constrained/conformed by the ideas of others and leaders, thus being more prone to see outside the box and to propose creative ideas for solving problems and taking advantage of opportunities. They tend to be more open to different kinds of information and look at problems at different angles. Being more resolute in pursuing goals, hopeful employees tend to be risk-takers and look for alternative pathways when old ones are blocked (Synder, 1994, 2002).

On the contrary, low-open people tend to be less prone to produce alternative routes for solving problems and taking advantage of opportunities (Snyder, 1994, 2002). Their lower level of agency energy makes them less motivated for goal pursuit, thus less energized to look for creative ways and more likely to conform to organizational rules and obedient to their supervisors. Happy individuals tend to interpret failure more as a temporary setback caused by situational as opposed to individual-based circumstances, thus having less fear of failing and being more prone to face problems and opportunities with creative ideas. Due to their proactive nature and their ability to persevere under stress, psychologically healthy individuals will demonstrate heightened levels of inventiveness and the tendency to be creative (Rego, Machado, Leal & Cunha, 2009).

Similarly, Charyton et al., (2009) argued factors associated with positive psychological states include positive emotions, distinct personality traits, and association with positive organizations and individuals. Furthermore, overall life satisfaction has been associated with high levels of creativity, modesty, appreciation of beauty, judgement and love of learning (Peterson, Park & Seligman, 2006). Meaning in life can also be found through adversity and loss. Individuals who had recovered from a psychological disorder had higher levels of creativity, curiosity, gratitude, love of learning, and appreciation of beauty. Creative flow, another aspect of positive psychology, defined as being fully absorbed in the present moment and enjoying activities for its own intrinsic rewards (Nakamura & Csikzentmihalyi, 2002), plays an important role. Thus activities that produce flow tend to enhance mood and reduce anxiety.

Amabile, Barsade, Mueller, and Staw (2005) investigated how positive and negative affective states are related to creativity in work settings. By generating an idea or solving a difficult problem, individuals may experience beneficial emotions and may begin a cycle of enhanced creativity and enjoyment. According to Amabile et al. (2005) when a person's ideas

were positive, that person felt positive, whereas negative reactions led to feelings of anger or disappointment (p. 394). Thus, it could be argued that creativity and affective states may interact in cyclical manner, recursively influencing one another. From these interactions, distinct behaviors and self-perceptions may be explored (Charyton et al., 2009).

Consistent with the above, Isen and Reeve (2005) investigated positive affect on intrinsic motivation. Participants with positive affect derived greater satisfaction and showed higher levels of motivation on task completion. They also spent more time on interesting and enjoyable tasks and worked on tasks earlier than the control group. In addition, emotional states are related to behaviors of the world. When individuals interact with negative affect or maladaptive ways, they may disconnect from others, give up on tasks. Conversely, when individuals engage in self-care, positive and optimistic thinking, and connecting with others in authentic ways, they tend to feel energetic, creative, and friendly and seek to reach out to others. Furthermore, Ludwig (1989) and Rothenberg (2001) have suggested that creativity is a healthy and adaptive response to unhealthy conditions. However, mood states may impact an individual's ability to respond in creative ways. According to Jamison (1995), creative productivity varies with mood; creativity can be high during manic episodes and low during depressive episodes of bipolar disorder (Charyton et al., 2009).

Charyton et al. (2009) found that both positive and negative affect contribute to creative personality characteristics. Human beings experience a wide range of emotions. Although some negative emotions detract from creativity, others can actually contribute to creativity. Two negative mood states scared and nervous decreased creativity supporting the literature (Amabile et al., 2005; Clapham, 2000, 2001) that anxiety can detract from creativity. However, those reporting feeling of distressed and guilty demonstrated more creative personality characteristics.

Likewise, pessimism enhanced creativity but optimism did not have a significant effect. These findings were contrary to the hypothesis that optimism enhances creativity.

Furthermore, however, persons who are interested in a task demonstrated more creativity (Csikszentmihalyi, 1990; Isen & Reeve, 2005; Karwoski et al., 2006). Positive affect did not significantly impede creativity, interest, strength and usual happiness all contributed to creativity. Demographic variables were also found to predict creativity. Gender, age and class level affected creativity. Contrary to other studies (Charyton, Basham & Elliot, 2008; Charyton & Snelbecker, 2007) found that males tended to display higher creative personality characteristics. Younger students and students with higher class levels significantly demonstrated more creative personality. It is possible that age and class level are somewhat related; however, there was a contrast in this findings (Charyton et al., 2009).

Conversely, Berger (2008) found that creative intelligence is prized if life circumstances change and new challenges arise and is much more valued in some cultures and eras. In times of upheaval, creativity is a better predictor of accomplishment than are traditional measures which tend to be too narrow. Creativity allows people to find a better match to one's skills, values, or desires. However, creativity can be so innovative and out of touch with mainstream that creative people are scorned or ignored. The creative impulse did not arise in late adulthood but was present although infrequently expressed in early years due to deferment.

THE OBJECYIVE OF THIS STUDY

The purpose of this study is to provide a quantitative review of the relationship among measures of happiness, creativity, locus of control (LOC), personality and emotional intelligence (EMI) for both employed and unemployed and the demographic variable age. Previous research mostly saw individuals as passive in their environment having no control over what happens in their lives and only a few being characterized, or as "endowed", with both internal locus of control and creativity. This study agrees with Seligman (1975) that helplessness is learned leading people to think they have no control over their lives similar to the "Bad Faith" of Sartre in "Being and Nothingness (1958)" where a waiter is discarding his real nature as "for-itself" to adopt the "in-itself" where his freedom to decide for himself is shifted (Barnes, 1958). Taking George Kelly's (1958) view that constructs are not things that existed rather things in a theorists head (Pervin, 2005, p. 385). People are externals or introverted, "that being in the researcher's head and nothing else" and people shifting responsibilities. Kelly (1958) held people do not passively respond to the environment instead think actively about it (p. 387).

First, the aim of this study is to get rid of the stereotypic view and to arose a genius in each and every individual and to demonstrate that creativity is not only found in people with internal LOC, but universal even to those thought of as having external locus of control for during hard times, people tap into that inner being to find ideas to solve problems irrespective of external factors. Also to re-examine the predictors of happiness as measured by the Oxford Happiness Inventory, Emotional Intelligence and personality. In demonstrating the universality of LOC and showing that the construct is only dormant, for every human being faces challenges in life which are unique and novel and yet manage to face them genuinely with wisdom that surprises himself/herself and people around irrespective of what personality he/she might be categorize as and irrespective of situational factors.

What is it in an individual that conquer and cope so effectively that the individual herself/himself looks at the event and be surprise at the geniuosity and creativity with which that person had mustered that challenge and was happy? Previous studies revealed several relations between personality and subjective well being, but mostly did not look at the link between personality, creativity, locus control, emotional intelligence (EMI), demographic variables employed and unemployed, including age, in predicting happiness. Although there are good reasons to believe that four of the Big Five traits are related to happiness, the exception being Openness several moderators of the relationship exist. This study sought to find out what are those moderators, focusing on ecological settings.

The first research objective hypothesis (H1) is to first explore the association between the criterion variable happiness and the predictor variable internal locus of control using the Oxford Happiness Inventory (OHI, Argyle, 2001). It was hypothesized that happiness would be significantly correlated with locus of control. The second one (H2) to explore the relationship between the criterion variable creativity and the predictor variable locus of control on the Runco Ideation Behavior Scale (RIBS, Runco, Plucker & Lim, 2001). The prediction being that creativity and internal locus of control would also be significantly correlated. Third to explore (H3) the correlation between the criterion happiness and creativity on the OHI and RIBS. The hypothesis being there would be a significant positive correlation between happiness and creativity.

The fourth objective being to explore (H4) of association between the two criterions happiness and creativity using the predictor variable locus of control (LOC) on the Rotter's (1966). The prediction being there would be a significant correlation between the variables. Fifth to test for the hypothesis (H5) that Extraversion of the Big Five Trait Taxonomy (John & Srivastava, 1999) would be positively related while Neuroticism would be negatively correlated

with happiness on the OHI. It was hypothesized that extraversion would be strongly associated with the Big Five Inventory, while Neuroticism would be negatively associated.

The sixth research objective (H6) to test that Emotional Intelligence would be a positive predictor of happiness using the (TEIQue-SF) of Petrides & Furnham (2003). It was hypothesized that happiness would be strongly associated with emotional intelligence. To test the seventh hypothesis (H7) if there is any association between the Personality Big Five Trait Taxonomy (John & Srivastava, 1999) and continuous demographic measure of age. Predicted that there would be a strong relationship between age and personality. The eighth hypothesis (H8) was tested using an analysis of variance to compare the variance between the demographic variables of those who are employed and unemployed which is believed to be due to the independent variable LOC and the variability within each of the groups believed to be due to chance. The hypothesis being both employed and unemployed would not show any difference on LOC.

To examine the relationship between the continuous variable personality and two nominal different groups employed and unemployed the (H9). The prediction being there would be a significant difference between those who are employed and unemployed on personality scale. The second aim was tested using the one-way ANOVA to compare the means of employed and unemployed using happiness, creativity, LOC, personality and emotional intelligence as a dependent variable. It was hypothesized that the two groups unemployed and employed would not show any significant difference on the different scales.

METHOD

Participants

A total of one hundred and thirty-one participants (N= 131) completed the questionnaire some employed and some not, some from the researcher's work, school teachers and residents nearby the researcher's place as the questionnaire needed response from different groups. Snowball sampling method was used where individuals with the necessary characteristics were asked to fill the questionnaire with informed consent. The inclusion criteria were over 18 participants who were able to understand instructions to 52 years of age, and people with severe learning difficulties were excluded.

Design

The quantitative independent sample correlational Questionnaire design to describe the strength and direction of the monotonic linear relationship between the various variables the criterions and predictors which are continuous was used to test the first aim with eight hypotheses. As there are a group of variables a Pearson Correlation Coefficient Matrix was used to explore the first objective which was to explore the relationship among the variables, the first hypothesis (H1) that the criterion happiness and the predictor locus of control would be related using the Oxford Happiness Inventory (OHI, Argyle, 2001). Second to explore (H2) the association between the criterion variable creativity and predictor variable locus of control on the Runco Ideation Behavior Scale (RIBS) of Runco, Plucker and Lim (2001). Third to explore (H3) the correlation between the criterion happiness and creativity on the OHI and RIBS. The Pearson Correlation Coefficient was used to test (H4) of association between the two criterions happiness and creativity using the predictor variable locus of control (LOC) on the Rotter's (1966).

Fifth to test for the hypothesis (H5) that Extraversion of the Big Five Trait Taxonomy (John & Srivastava, 1999) would be positively related while Neuroticism would be negatively correlated with happiness on the OHI. Hypothesis six (H6) that Emotional Intelligence would be positive predictors of happiness using the (TEIQue-SF) of Petrides & Furnham (2003). To test the seventh (H7) if there is any association between the Personality Big Five Trait Taxonomy (John & Srivastava, 1999) and continuous demographic measure of age as being assessed by the Pearson Correlation Coefficient.

The test for significance of a correlation the coefficient presupposes that the data have the property of bivariate normality, that any value of either variable has a normal distribution. If that requirement is met, the test of the null hypothesis that in the bivariate normal population the correlation is zero is made with the statistic t. One variable is said to be linearly related to the other (Kinnear & Gray, 2009). Preliminary analyses were performed as described in Pallant (2007) to ensure no violation of the assumptions of normality and homoscedasticity. The assumption for the Pearson Correlation is that the r values for the different groups were obtained from a random sample and that the cases are independent.

The eighth hypothesis (H8) was tested using an analysis of variance to compare the means between the demographic variables of those who are employed and unemployed which is believed to be due to the independent variable LOC and the variability within each of the groups believed to be due to chance. An F ratio was calculated representing the variance between the groups those who are employed and unemployed, divided by the variance within the groups. A large F ratio indicated that there was no variability between the groups caused by the independent variable LOC. A non-significant F test indicated that the null hypothesis of no difference is accepted as was found in this analysis. However, a significant one indicates the

rejection of the null hypothesis, however, it does not tell which of the groups differ and thus, a post-hoc test is conducted after a significant *F* test (Pallant, 2007).

To examine the relationship between the continuous variable personality and two nominal different groups employed and unemployed the (H9), an independent - sample design was used to compare the mean scores of two different groups employed and unemployed using a *t*-distribution and assuming to have come from normal distribution and equal variances. This tested whether the two groups were the same using the Levene's test of homogeneity of variance. Making the researcher to decide whether to make decision about the null hypothesis on the basis of pooled *t*-test or heterogeneous variance *t* test. In the Levene's test, the test statistic is *F,* only the p-value of *F*, which is .33, greater than .05 allows for the homogeneity of variance line of values.

The second aim was tested using the one-way ANOVA to compare the means of employed and unemployed using happiness, creativity, LOC, personality and emotional intelligence as dependent variables. Similar to the *t* test, ANOVA carries the assumption of homogeneity there was a significant difference only between those who are employed and unemployed on personality dependent variable the Sig. Value is less than .05 which did not tell which group is different from which group and thus the Multiple Comparisons was looked at. The *F* allows for the rejection of the null hypothesis.

Measures

OHI. The Oxford Happiness Inventory was originally designed by Argyle in 2001 consisting of 29 self-report statements based on 5-point Likert-type scale on which 1= *least true* and 5 = *most true.* High scores on the instrument indicated a high level of happiness. Argyle (2001) reported Cronbach's alpha of .85 for internal consistency. Research indicated that test-retest over six months was .67 (Argyle, 2001).

RIBS. The Runco Ideation Behavior Scale was designed by Runco, Plucker, and Lim in 2001, consisting of 63 self-report items that are measured on a 5-point Likert-type scale. Initial data gathered by the authors of the instrument indicated that Cronbach's alpha was .92 for internal consistency. Item analysis indicated a discriminate validity ranging from .30 to .72 (Runco, Plucker & Lim, 2001).

Rotter's LOC. Rotter's Locus of Control was originally designed by Rotter in 1966, consisting of 29 pairs of statements. Participants indicated which statement of each pair they believe to be true. The lower the score, the more likely the participant is to possess internal locus of control. Test-retest reliability ranged from .55 to .83 and internal consistency ranged from .65 to 79 (Rotter, 1966).

TEIQue-SF. Trait Emotional Intelligence Questionnaire-Short Form which is a 30-item questionnaire designed to measure global trait emotional intelligence (trait EI), based on the full form of TEIQue (Petrides & Furnham, 2003), which covers the trait EI sampling domain comprehensively. The TEIQue-SF provides highly reliable global trait EI scores that correlate meaningfully with a wide range of diverse criteria, including coping styles, life satisfaction, personality disorders, perceived job control, and job satisfaction (Petrides et al., 2003). Items are responded to on a 7-point Likert scale, from 1(disagree completely) to 7(agree completely).

Demographic variables. Demographic variables were measured on an ordinal scale employed coded as 1, 2, and 3. Age was also measured on an ordinal scale under 25 coded as 1. ; 26-35 coded as 2; 36-45 as 3, and 4. for over 55.

The Big5. The Big Five Taxonomy of (John & Srivastava,1999) consisting of 44-items and are on prototypical trait adjectives related to each construct (John & Srivastava,1999) and are rated on a 5-point scale (1=disagree strongly, 5= agree strongly). The five subscales are Extraversion (8 items), Agreeableness (9 items), Conscientiousness (9 items), Neuroticism (8 items), and Openness (10 items). All items consist of short phrases (e.g., is talkative; is depressed, blue; tends to be lazy). Subscale are created by reverse scoring specified items, summing the ratings for the items on each subscale, and dividing by the total number of items to obtain the ratings for the items on each subscale, and diving by the total number of items to obtain a mean score. John and Srivastava reported alpha reliabilities from .75 to .80 for subscales and 3-month test-reliabilities from .80 to .90. Validity coefficients with the NEO-FF (Costa & McCrae, 1992) and TDA (Goldberg, 1992) that were corrected for attenuation averaged .91 for Extraversion, Agreeableness and Conscientiousness, .88 for Neuroticism and .83 for Openness (John & Srivastava, 1999).

Procedure

All the participants were recruited from the researcher's contacts in Ireland from a wide range of settings. Participants were contacted face to face by the researcher and informed about the nature of the study and no specific details of the hypothesis were mentioned that could bias the results in any way. They were asked to fill in the questionnaires in their free time. The researcher distributed 150 questionnaires of which ten were not returned and nine were excluded from analysis due to incomplete data. Most questionnaires were returned by hand and only eleven by post. Each participant received a questionnaire consisting of the informed consent giving the participant a choice to withdraw at anytime. Assurance of no wrong or right answer and complete anonymity was guaranteed. With the demographic variables questionnaire requesting for employment status by ticking in one of the three boxes including employed, unemployed and other. They were also asked for their age range under 25 coded as 1; 26-35 coded as 2; 36-45 as 3, and over 55 as 4.

Results

In regards to the first aim of the study a Pearson Correlation Coefficient was used to explore the first hypothesis that there would be a significant association between the criterion variable happiness and the predictor variable locus of control using the Oxford Happiness Inventory (Argyle, 2001) and locus of control as measured by Rotter's LOC (Rotter,1966). The means and standard deviations of the scores are described in Table1. Preliminary analyses were performed to ensure no violation of the assumptions of normality, linearity and homoscedasticity (Pallant, 2007). There was a weak negative non-significant correlation between the two variables ($r=-.109$, $n =123$, $p>0.05$, 2-tailed). Based on the results, the hypothesis that happiness and internal LOC are significantly correlated cannot be accepted. The association between the different variables is displayed in Table 2.

Using the Pearson Correlation the relationship between the criterion variable creativity and the predictor variable locus of control on the Runco Ideation Behavior Scale RIBS (Runco, Plucker & Lim, 2001) was assessed. A non-significant negative weak relationship between the variables ($r=-126$, $n =122$, $p>0.05$, 2-tailed) was found. Similarly, the hypothesis that creativity and LOC are significantly correlated cannot be accepted. To test the third hypotheses, that there would be a significant positive correlation between the two criterion variables happiness and creativity a Pearson's *r* was used, using both the Rotter's LOC (Rotter, 1966) and RIBS (Runco, Plucker & Lim, 2001). Data indicated that there was a non-significant negative zero relationship between the variables ($r=-0.03$, $n=121$, $p>0.05$, 2-tailed). Based on the results the hypothesis of association between the criterions is untenable.

The hypothesis that extraversion would be positively related while neuroticism be negatively correlated with happiness on the OHI was tested using a Pearson's Correlation Coefficient. A moderately strong positive significant relationship between Extraversion and happiness ($r=.326$, $n=119$, $p<0.01$, 2-tailed) was found. While neuroticism was negatively

correlated with no relationship with happiness disproving the hypothesis (r=-024, n= 121, p>0.05, 2-tailed). Thus the hypothesis can be partially accepted. The relationship between emotional intelligence as measured by the Trait Emotional Intelligence TEIQue (Petrides & Furnham, 2003), was very strong showing a strong positive significant relationship between happiness and emotional intelligence (r=.643, n= 115, p<0.01, 2-tailed) supporting previous research and therefore the hypothesis is upheld. The Pearson Correlation was also used to test the association between personality and age. A non-significant negative zero relationship between personality and age has been found (r=-.015, n=115, p>0.05, 2-tailed). The hypothesis that there is any relationship between happiness and age cannot be accepted.

Table 1. **Means and Standard Deviations of Happiness, Locus of Control, Creativity, Extraversion, Neuroticism, Trait Emotional Intelligence, Big5 and Age**

	Statistics		
	Mean	Std. Deviation	N
Happiness	116.0817	16.36081	125
Locus	10.2946	3.93979	129
Creativity	68.6694	13.65291	124
Extraversion	26.8640	4.21660	125
Neuroticism	24.5118	3.51836	127
Emotional	135.0000	19.88665	120
TBig5	145.0331	17.06748	121
Age	2.32	.897	131

Table 2. **Correlations of Happiness, Locus of Control, Creativity, Extraversion, Neuroticism, Trait Emotional, Big5 and Age**

	Happiness	Locus	Creativity	Extraversion	Neuroticism	Emotional	TBig5	Age
Happiness	1	-.109	-.003	.326**	-.024	.643**	.445**	-.056
Locus		1	-.126	-.031	.086	-.317**	-.105	-.053
Creativity			1	.127	.086	-.098	-.102	-.093
Extraversion				1	.188*	.186*	.613**	-.093
Neuroticism					1	-.040	.202*	.206*
Emotional						1	.274**	.110
TBig5							1	-.015
Age								1

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

In regards to the eighth (H8) hypotheses, a One-way between-groups analysis of variance was conducted to explore if locus of control is a feature of those who are employment or unemployment as measured by Locus of Control Scale of Rotter (1966). A One-Way analysis of variance showed locus of control is not a feature of those who are employed than unemployed. Using the Tukey HSD test, indicated that the mean scores for the three groups was statistically not significantly different (F (2, 126) = .20, p>0.05.) with no significant difference between means scores (M=10.16, SD = 3.94) for employed (M= 10. 50, SD = 4.35) for unemployed and (M = 10.74, SD = 3.65) for other category. For significance and degrees of freedom (see Table 3) and for the means and standard deviations (see Table 4). The means for the different groups are illustrated in Figure 1.

Table 3 **ANOVA Table Displaying Sum of Squares Degrees of Freedom and Mean Squares of LOC**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6.300	2	3.150	.200	.819
Within Groups	1980.506	126	15.718		

Table 4. **Means and Standard Deviations of the Three Groups on LOC**

Locus

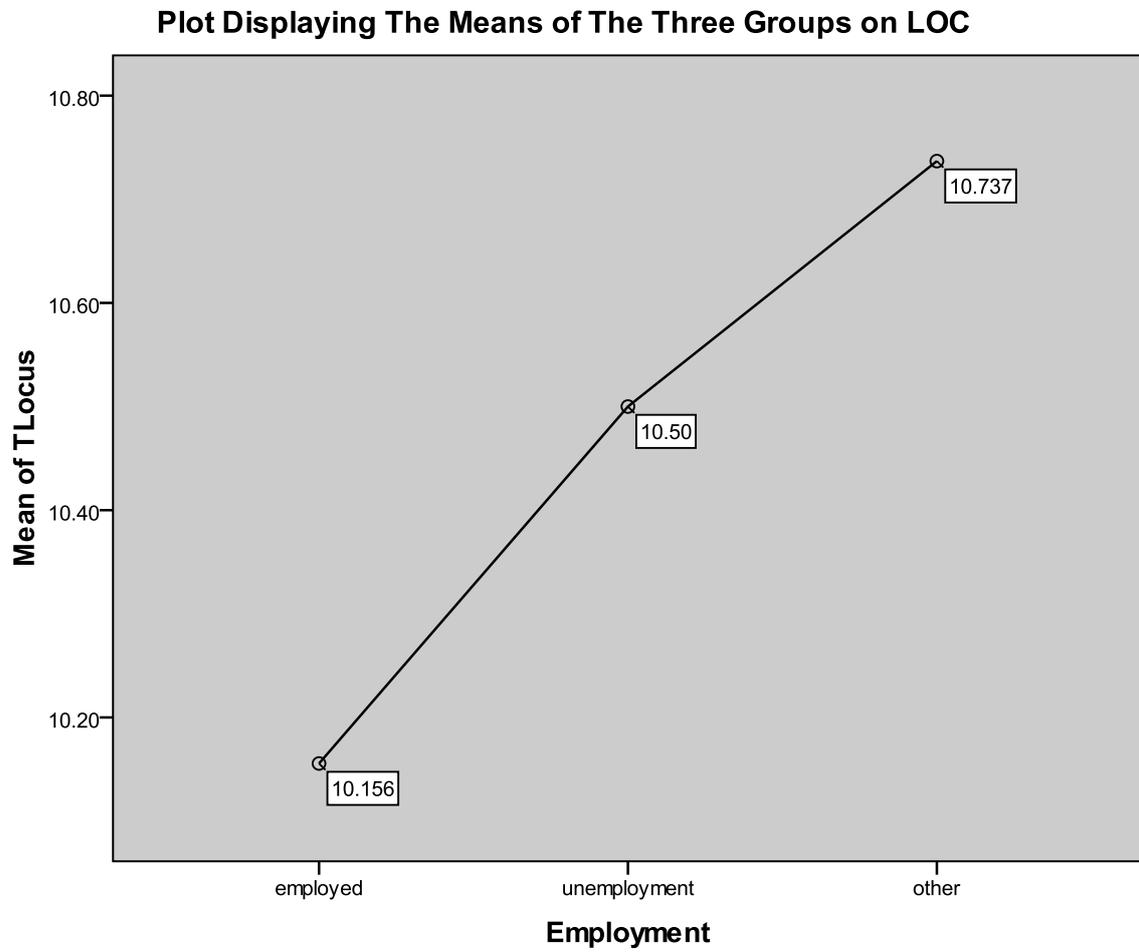|	N	Mean	Std. Deviation
employed	90	10.1556	3.94032
unemployment	20	10.5000	4.34681
other	19	10.7368	3.64908
Total	129	10.2946	3.93979

Figure 1. The Means Plot Showing The Means of the different Groups on LOC

In regards to the ninth hypothesis (H9) an independent samples *t*-test showed that there was a

significant difference in scores for those who are employed and those who are unemployed on

personality (*t* (102) =2.89, p<0.05, 2-tailed). Employed results were slightly higher (M=147. 61,

SD = 14.41) than for those who are unemployed (M = 134. 88, SD= 25.32). The magnitude of

the differences (12.73, 95% CI: 3.99 to 21.46). The *t*-test rejects the null hypothesis and confirms

the scientific hypothesis that the two groups would differ in personality as illustrated in Table 5.

The interval did not include a zero and thus making it possible for a significant result.

Table 5. **Mean and Standard Deviations on Personality f or Employed and Unemployed**

	Employment	N	Mean	Std. Deviation
TBig5	employed	87	147.6092	14.41281
	unemployment	17	134.8824	25.31769

The second aim was tested using the one-way ANOVA to compare the means of employed and

unemployed using happiness, creativity, LOC, personality and emotional intelligence as a

dependent variable. Looking at the ANOVA table no significant difference was found between

the groups employed and unemployed on the other scales except for the personality scale. A One-

way between groups analysis of variance showed a statistically significant difference (F (2,118) =

4.52, p<0.05) for personality. Post-hoc comparisons using Tukey HSD test indicated that the

mean score for employed (M= 147.61, SD= 14.41) was significantly different from unemployed

(M=134. 88, SD= 25.32) and the other group no significant difference in their means (M=

142.00, SD=16.49) see (Table 6). Although the ANOVA (see Table 7), was able to tell of a

significance difference, but it did not state where the difference was, so the Multiple

Comparisons table was able to show where the significance difference was between each pair of

groups, giving the results in post-hoc tests as (described below Table 8.). Despite reaching

statistical significance, the actual difference in mean scores was moderate. The effect size,

calculated using eta squared, was 0.7. See (Figure 2.) for better illustration.

Table 6. **Means and Standard Deviations of the Three Groups in Happiness,**
Creativity, Locus of Control, Personality and Trait Emotional.

		N	Mean	Std. Deviation	Std. Error
Happiness	employed	89	117.9729	16.86114	1.78728
	unemployment	18	111.0345	16.86881	3.97602
	other	18	111.7778	11.44267	2.69706
Creativity	employed	88	68.1364	13.87645	1.47923
	unemployment	17	68.9412	13.49755	3.27364
	other	19	70.8947	13.20730	3.02996
Locus	employed	90	10.1556	3.94032	.41535
	unemployment	20	10.5000	4.34681	.97198
	other	19	10.7368	3.64908	.83716
TBig5	employed	87	147.6092	14.41281	1.54522
	unemployment	17	134.8824	25.31769	6.14044
	other	17	142.0000	16.48863	3.99908
Emotional	employed	86	136.2558	21.24213	2.29060
	unemployment	16	134.8750	16.76455	4.19114
	other	18	129.1111	14.81608	3.49218

Table 7. **ANOVA Showing The Three Groups in Happiness, Creativity, LOC, Personality and Emotional Intelligence.**

		Sum of Squares	df	Mean Square	F	Sig.
Happiness	Between Groups	1110.280	2	555.140	2.111	.126
	Within Groups	32081.574	122	262.964		
	Total	33191.854	124			
Creativity	Between Groups	120.349	2	60.175	.319	.727
	Within Groups	22807.094	121	188.488		
	Total	22927.444	123			
Locus	Between Groups	6.300	2	3.150	.200	.819
	Within Groups	1980.506	126	15.718		
	Total	1986.806	128			
TBig5	Between Groups	2485.390	2	1242.695	4.516	.013
	Within Groups	32470.477	118	275.174		
	Total	34955.868	120			
Emotional	Between Groups	760.100	2	380.050	.960	.386
	Within Groups	46301.900	117	395.743		
	Total	47062.000	119			

Table 8. **Multiple Comparisons Showing a Significant Difference of Employed and Unemployed in Personality.**

Dependent Variable	(I) Employment	(J) Employment	Std. Error	Sig.
Happiness	employed	6.93840	4.19091	.227
	unemployment	-6.93840	4.19091	.227
	other	-6.19510	4.19091	.305
Creativity	employed	-.80481	3.63723	.973
	unemployment	.80481	3.63723	.973
	other	2.75837	3.47309	.707
Locus	employed	-.34444	.98008	.934
	unemployment	.34444	.98008	.934
	other	.58129	1.00096	.831
TBig5	employed	12.72684*	4.39882	.013
	unemployment	-12.72684*	4.39882	.013
	other	-5.60920	4.39882	.412
Emotional	employed	1.38081	5.41623	.965
	unemployment	-1.38081	5.41623	.965
	other	-7.14470	5.15629	.352

*. The mean difference is significant at the 0.05 level.

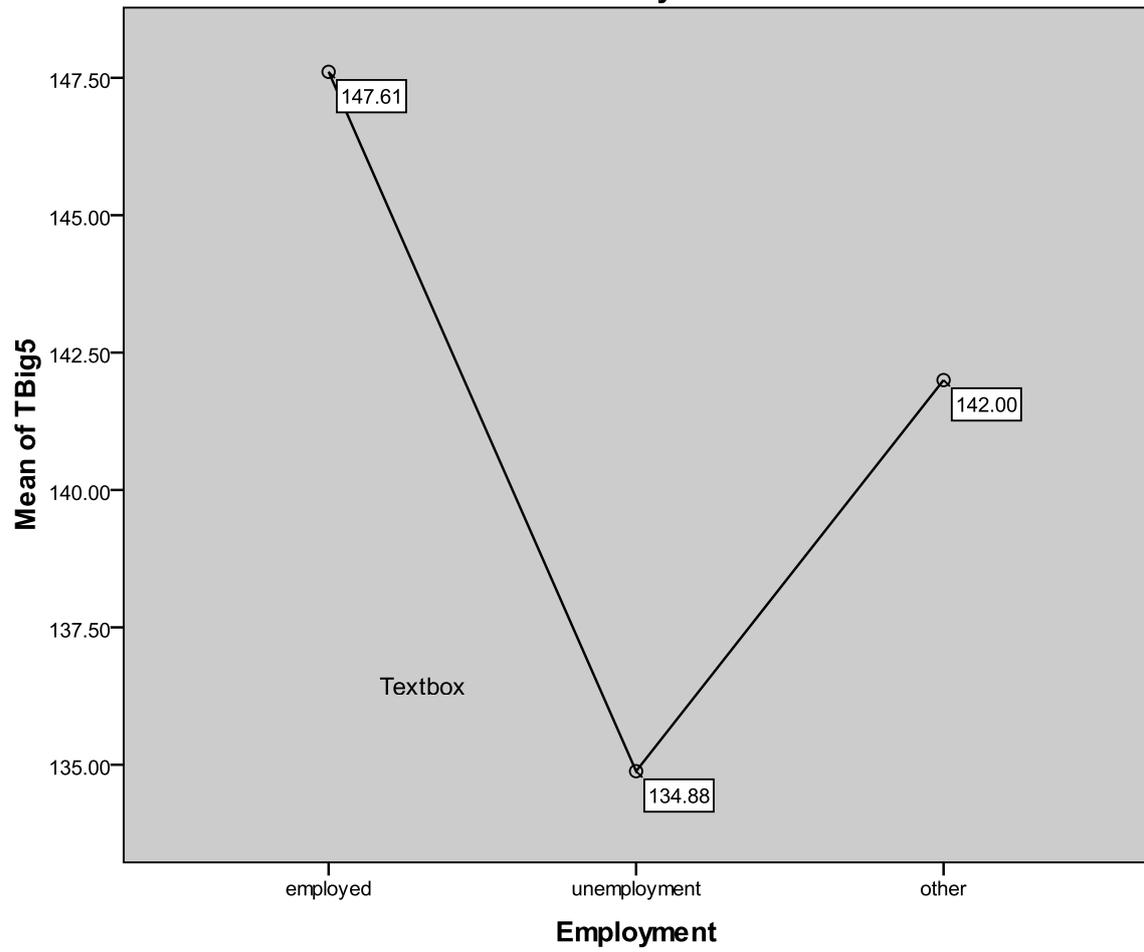**Plot Showing The Difference Between Those who are Working and not Working in Personality**

Figure 2. The Plot Displaying the Means of the Different Groups on Personality.

DISCUSSION

The purpose of this study was to provide a quantitative review of the relationship among measures of happiness, creativity, locus of control (LOC), personality and emotional intelligence (EMI) for both employed and unemployed and demographic variable age. There is an abundance of research linking each of the variables which provided a foundation for the hypothesis that have been adopted. The first research objective was first to explore the association between the criterion variable happiness and the predictor variable internal locus of control using the Oxford Happiness Inventory (OHI, Argyle, 2001). Pearson Correlation Coefficient was used to describe the strength of association between the scores of the two variables. There was a weak negative non-significant correlation between the two variables ($r=-.109$, n =123, $p>0.05$, 2-tailed).

The findings for happiness and locus of control were inconsistent with the literature. Research has suggested that individuals with internal LOC are happier because of the way they choose to view their experiences as they tend to repress their failures and remember successes, while those with external LOC demonstrated less need to repress because they attributed their failures to external forces Rotter (1966). Similarly, Argyle (2001) argued that individuals with internal LOC perceived their control over events and paid less attention to negative events while externals tend to attribute negative events to fate. Perhaps the reason for the inconsistency can be linked to Cummins and Nistico (2000) and Lu (1999), who suggested that experiences or age is an important factor in the relationship between happiness and internal locus of control and personality which was contradicted by this study as age was insignificant too (Pannells & Claxton, 2008).

The second hypothesis (H2) to explore the relationship between the criterion variable creativity and the predictive variable locus of control on the Runco Ideation Behavior Scale (RIBS, Runco, Plucker & Lim, 2001). A non-significant negative weak relationship between the

variables (r=-126, n= 122, p>0.05, 2-tailed) was found. This finding did not align with previous studies as the studies themselves were contradictory, for Chadha (1989) indicated that individuals with internal LOC were more creative overall. In contrast, Bolen and Torrance (1978) found that individuals with LOC were more likely to score higher on flexibility and originality, yet individuals with external LOC were more likely to score higher on fluency. For this research the reason for non-significant results may be explain by the differences in tasks performed and which aspect of creativity was being assessed (Pannells & Claxton, 2008).

Third to explore (H3) the correlation between the criterion happiness and creativity on the OHI and RIBS. Data indicated that there was a non-significant negative zero relationship between the variables (r=-0.03, n=121, p>0.05, 2-tailed). Perhaps the reason for the study not to be consistent with previous studies is because, positive affect did not significantly impede creativity, interest, strength and usual happiness all contributed to creativity (Charyton et al., 2009). Other variables like situational factors may be responsible for the non-significant results. Berger's (2008) assertion that creativity maybe out of touch with what is happening as a result people may be scorned as being impractical, also in times of upheaval, creativity is a better predictor of accomplishment than are traditional measures which tend to be too narrow may be the preferred reason for the non-alignment. The study itself had narrow measure that could not tap on the constructs.

The fourth objective (H4) of association between the two criterions happiness and creativity using the predictor variable locus of control (LOC) on the Rotter's (1966). A non-significant negative weak relationship between the variables (r=-126, n= 122, p>0.05, 2-tailed). Based on the findings and previous ones, it might be possible to suggest that individuals with internal LOC are not likely to find happiness and be creative anymore than external LOC, for they possess nothing superior than others, only learned helplessness affecting the other group

which can be addressed by re-learning the truth. Also the labelling of people as externals is the very reason that makes them incapable of being in control.

Charyton et al. (2009) found that both positive and negative affect contributed to creative personality characteristics. Human beings experience a wide range of emotions. Although some negative emotions detract from creativity, others can actually contribute to creativity. Two negative mood states scared and nervous decreased creativity supporting the literature (Amabile et al., 2005; Clapham, 2000, 2001) that anxiety can detract from creativity. However, those reporting feeling of distressed and guilty demonstrated more creative personality characteristics. Likewise, pessimism enhanced creativity but optimism did not have a significant effect. These findings were contrary to the hypothesis that optimism enhances creativity. Creativity allows people to find a better match to one's skills, values, or desires. However, creativity can be so innovative and out of touch with mainstream that creative people are scorned or ignored. The creative impulse did not arise in late adulthood but was present although infrequently expressed in early years due to deferment (Berger, 2008).

Fifth to test the hypothesis (H5) that Extraversion of the Big Five Trait Taxonomy (John & Srivastava, 1999) would be positively related while Neuroticism would be negatively correlated with happiness on the OHI. A moderately strong positive significant relationship between Extraversion and happiness (r=.326, n=119, p<0.01, 2-tailed) was found. While neuroticism had a zero negative relationship with happiness (r=-024, n= 121, p>0.05, 2-tailed) contradicted the hypothesis as there was no relationship. However, the strong relationship with happiness had been confirmed. Many factors may be involved in explaining the happiness of extraverted people, their involvement with people and having a larger circle of friends (Argyle et al., 1989); similarly, Headey et al. (1985) suggested that extraverts have the tendency to be more accepting of themselves and more confident that others will like them, leading to positive events.

Conversely, however, Ashton, Lee & Paunomen (2002), using similar correlational and factor analytic methods disagree, concluding instead that the core of extraversion is social attention enjoying to be the object of attention (Pervin, 2005).

In contrast, however, Neuroticism had a negative zero relationship with happiness disconfirming the hypothesis (r=-024, n= 121, p>0.05, 2-tailed). Individuals high in Neuroticism report themselves as moody, nervous, easily stressed and the tendency to swing into four dysphoric mood-states of depression, anxiety, fatigue/boredom and hostility (Furnham & Christoforou, 2007). While there may be any truth in the reason given for neurotic individuals' behavior, previous research overstated their case for extraverts too are capable of feeling the same moods that Neurotic individuals feel be anxious, fatigue and bored for every human being is capable of feeling like that sometimes in life it's a norm. The data disapproved the hypothesis for there is no such thing as a Neurotic person if most people are also capable of going through the same emotions.

Hypothesis (H6), that Emotional Intelligence would be a positive predictor of happiness using the (TEIQue-SF) of Petrides & Furnham (2003). The relationship between emotional intelligence as measured by the Trait Emotional Intelligence TEIQue (Petrides & Furnham, 2003), was a strong positive significant relationship (r=.643, n= 115, p<0.01, 2-tailed) supporting previous research. People high in EI are flexible thinkers and communicating their own emotions and satisfied with life. However, critics may point to item overlap (Furnham & Christoforou, 2007).

To test the seventh objective (H7) if there is any association between the Personality of the Big Five Trait Taxonomy (John & Srivastava, 1999) and continuous demographic measure of age. A non-significant negative zero relationship between personality and age has been found (r=-.015, n=115, p>0.05, 2- tailed). Although Pannell and Claxton (2008) stated the reason for

inconsistency between locus of control and happiness is age and socioeconomic status, the present study consisted of people of all ages and all status; the results did not show any significant relationship.

The eighth hypothesis (H8) was tested using an analysis of variance to compare the means between the demographic variables of those who are employed and unemployed which is believed to be due to the independent variable LOC and the variability within each of the groups believed to be due to chance. The hypothesis being both employed and unemployed would not show any difference on LOC. A One-Way analysis of variance showed locus of control is not a feature of those who are employed than unemployed. Using the Tukey HSD test indicated the mean scores for the three groups was statistically not significant different (F (2, 126) = .20, p>0.05). Means score for employed groups (M=10.16, SD = 3.94) and (M=10.50, SD = 4.35) for unemployed (M=10.74, SD = 3.65) for other category.

The results supported the research objective stating that previous research mostly saw individuals as passive in their environment having no control over what happens in their lives and only a few being characterized as endowed with both internal locus of control and creativity. Research proposed unemployment and poor health tend to reduce happiness while marriage increases it (Wilson, 1967, Veenhoven, 1996, Diener et al., 1997). Individuals with higher income tend to be happier. The inconsistency relation between happiness and income in longitudinal studies is explained in theories of relative deprivation. Unemployment a strong predictor of life satisfaction is non significant in the freedom equation. Unemployed people are less happy but not necessarily less free (Verme, 2007). Thus, this study agrees with Seligman (1975) that helplessness is learned leading people to think they have no control over their lives the Bad Faith of Sartre (1958). Also taking George Kelly's (1958) view that constructs are not things that existed rather things in a theorist's head (Pervin, 2005, p. 385). People are externals or

introverted that being in the researcher's head and nothing else. Kelly held people do not passively respond to the environment instead think actively about their own thought processes making them both free and determined (p. 388). People therefore are not victims of situations (Pervin, 2005) as demonstrated by this data, but equally possess internal locus of control.

To examine the relationship between the continuous variable personality and two nominal different groups employed and unemployed the (H9). In regards to the ninth hypothesis (H9) an independent samples t-test showed that there was a significant difference in scores for those who are employed and those who are unemployed on personality (t (102) =2.89, p<0.05, 2-tailed). The difference was possible for employees who are emotionally stable, extraverted, and conscientious are happier at work because they are more likely to achieve satisfying results. Conscientious employees perform better and are more satisfied of the intrinsic and extrinsic rewards that high performance provides. In part may operate through situation selection, such that extraverted employees are likely to spend time in situations that make people happy such as social interaction (Judge et al., 2002).

Meta-analytic SWB research indicated that job satisfaction (Judge, Heller & Mount, 2002) is better predicted by personality traits than SWB (DeNeve & Cooper, 1998). For the Big Five personality traits, all except for Openness to Experience correlate more strongly with job satisfaction than overall SWB. Neuroticism because of their negative nature, experience more negative life events than other individuals (Magnus, Diener, Fujita & Pavot, 1992), in part because they select themselves in situations that foster negative affect (Emmons, Diener & Larsen, 1985), thus, have been described as the primary source of negative affect (NA), and the link between NA and job satisfaction was documented in Connolly and Viswesvaran's (2000) meta-analysis (Judge, Heller & Mount, 2002).

Conversely, however, both employed and unemployed have much in common such as friendship, status and personality, so that both are closely linked to satisfaction with life as a whole the top-down part, but there is also a bottom up (Furnham & Christoforou, 2007). Verme (2007) held people make judgments on the relative position they occupy within a reference group in a particular point in time or adjust quickly in changed circumstances. For example, individuals with disabilities or lottery winners are not found to be significantly different from other people in terms of happiness. Similarly, Easterlin (2001) noticed that income and happiness do not move together over life cycle. People tend to recall they were worst off in the past and generally forecast that they will be better off in the future while reporting the same level of happiness at different times during their life life-time. People are more optimistic about the future and pessimistic about the past (Verme, 2007).

The second aim was tested using the one-way ANOVA to compare the means of employed and unemployed using happiness, creativity, LOC, personality and emotional intelligence as a dependent variable. The results partially confirmed the hypothesis of no difference in the mean score of the different groups in all the scales, except personality. A One-way between groups analysis of variance showed a statistically significant difference ($F(2,118) = 4.52$, $p<0.05$) for personality. Post-hoc comparisons using Tukey HSD test indicated that the mean score for employed (M= 147.61, SD= 14.41) was significantly different from unemployed (M=134. 88, SD= 25.32) and the other group no significant difference in their means (M= 142.00, SD=16.49).

The study supported the hypothesis that personality is the greater determinant of happiness than race, social class, money, social relationship, work, leisure and religion (Dienar et al., 1999). Having impact, affecting happiness from the inside than outside (Eysenck, 1983). The significance showed the unique adjustment to environment (Dijkstra & Barelds, 2009). Happy

individuals tend to interpret failure more as a temporary setback caused by situational as opposed to individual-based circumstances, thus having less fear of failing and being more prone to face problems and opportunities with creative ideas. Due to their proactive nature and ability to persevere under stress, psychologically healthy individuals will demonstrate heightened levels of inventiveness and the tendency to be creative (Rego, Machado, Leal & Cunha, 2009).

Conversely, however, the reason for the non-significance of the different scales may be accounted for by extraneous variables like hope in both employed and unemployed. Luthans, Youssef, and Avolio (2007, p.74) argued that hopeful employees tended to be creative and resourceful, even with tight bugets. However, no research has been carried out testing such a relationship. Suggesting that hopeful employees tend to be independent thinkers. Thus, it is likely that they feel less constrained/conformed by the ideas of other people and leaders, thus being more prone to see outside the box (Synder, 1994, 2002).

Future studies may test if the relationships found here are replicated in different cultural contexts. Because this study used correlational and one-way analysis of variance models and t-test models, the results described relationships and potential predictors of creativity and did not explore causal factors of locus of control, creativity and emotional intelligence. Although suffered from psychometric fragility, this study demonstrated that there is something more in a person that psychology need to research which is of crucial importance in today's challenging times.

The study by Lindiwe Sindane (2011) found a New force inherent in each and every Individual which rarely shows itself, only during times of upheaval the person is able to rise against all odds irrespective of personality, status, gender, race and age and be able and cope effectively. This force will be coined *"Siphesihle"* meaning *"Precious gift"* founded by the researcher in 2011. What should be noted this force is universally present, but very dormant and

need to be brought to the forefront. This **"Baby",** had been troubling the researcher for sometime which need to be pursued and new measures be designed to measure this "it". ***"Siphesihle",*** will be able to take people out of the world of ignorance into the world of wisdom and prosperity for the time for new ways and ideas of testing and new designs to tap into the **"New Construct",** has come**.** What is it that triggers this force *"Siphesihle"*? The "*Siphesihle*" may be so innovative and out of touch with mainstream that the researcher may be scorned as crazy, and yet this force had been troubling the researcher for some time. The creative impulse did not arise in late adulthood but was present although infrequently expressed in early years due to deferment (Berger, 2008). What is it how can it be defined and find in people? The definition as given by the researcher is "Siphesihle", is the inherent force which is dormant in each and everybody which awaken during hard times and arouse a genious in that person irrespective of personality, situational forces, race, status, gender and age". Data supported the researcher's hypothesis.

A very important point to be made is the name of the construct named after an African meaning of "*Siphesihle",* translated as "*Precious Gift*", but firstly wrongly typed as "*Previous Gift"*, which had an important meaning as was described by Sigmund Freud as the "Slip of a pen" or "Freudian slip". The unconscious typing error of "Previous Gift" is very important for it is a previous gift which each and everyone is born with to be able to cope and overcome challenges. Both the "Previous Gift", as an error and the correct African meaning "Precious Gift", both serve to state the significant point the researcher is stressing in this project that each and every individual is born with this tool and not specific people. In the next project the researcher would devise ways and tools to tap onto the new construct which will unveil hidden ideas which have for a long time been obstructed by the learned helplessness of Seligman.

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