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RESEARCH ARTICLE

THE PSYCHOLOGY OF STRENGTH: MENTAL TOUGHNESS ACROSS CONFLICT AND PERSONALITY DIMENSIONS

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Abstract

Mental toughness (MT) is a multi-faceted concept also known as grit. Grit is an important aspect of mental toughness which involves perseve rance and passion towards one's long-term objectives.The present study aimed to examine the relationship between mental toughness, conflict management, and personality traits among athletes, focusing on how these factors influence performance, resilience, and interpersonal dyna mics in sports settings. A quantitative survey design was employed, and a sample of 154 athletes (77 males and 77 females) aged 18–25 years was selected. Standardized tools, including the Big Five Inventory (BFI), Thomas-Kilmann Conflict Mode Instrument (TKI), and Mental Toughness Test (MTT)were administered. Data were analyzed using an independent t-test at a significance level of $p < 0.05$.The results showed significant gender differencesfor extraversion, neuroticism, competing, and control. Malesare said to have a tendency to be extraverted and very competitive.On the other hand, females are more neurotic than males, are emotionally sensitive and experience more pressure when under stress.Therefore, we can conclude that certain personality traits and aspects of conflict significantly influence athletes' emotional stability, motivation, and performance.

Introduction:-

A.Mental toughness

A significant portion of human experience is made up of unpleasant life experiences, crises, difficulties, and stressful circumstances, many of which cannot be avoided. Adversity's effects frequently result in impairments in social, educational, and occupational functioning for many people, having a severe impact on both their physical and mental health. Since some people appear to handle adversity better than others, researchers, decision-makers, and the general public have become interested in understanding the variables and mechanisms that permit some people to persevere when others give up.Peter Clough defines mental toughness as, "an individual's resilience and an inner drive to succeed - particularly when the going is challenging. It discusses how it is feasible to put two people in the same working setting and discover which one finds it difficult to handle pressure and which one flourishes."

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There have been numerous studies on the psychological factors that influence athletes' sporting success and lives, one of which is mental toughness (MT). Initially, researchers attempting to understand what MT is gathered data from participants in a variety of sports disciplines, including football, rugby, cricket, soccer, and basketball, to gain a better understanding of the concept.In the field of elite sports, it has lately been suggested that mental wellness and mental toughness are mutually exclusive ideas. The basic argument is that there is a stigma connected with athletes' mental health difficulties in sports, and hence any desire to seek professional help is thwarted by the fear of being labelled "mentally weak." Regardless of whether athletes are more susceptible to mental health issues than the general population, it is critical that athletes who experience mental illness be connected with physicians who can assist, decrease and prevent the symptoms and dysfunctions that come with it (e.g., affect, motivation). With increased support networks for mental health care within sports settings, players must seek out and engage in evidence-based services in reaction to negative mental health symptoms or proactively for prevention.

For any athlete to be successful in their chosen sport, they must possess the quality of mental toughness. It can be extremely important to one's future success in sports to develop mental toughness at a young age, preferably during adolescence. One cannot succeed in the world of sports without mental toughness. Professional sportsmen with exceptional mental toughness include Tom Brady, Kobe Bryant, and Michael Jordan. This enables them to persevere through difficult times and overcome obstacles. Early mental toughness training offers one an advantage over all of their competitors. Mentally tough athletes can handle the ups and downs of sports. Researchers have discovered a direct link between mental toughness and performance-based outcomes like effort levels, anxiousness, and peak performance.While being mentally tough has advantages for an athlete, mental toughness is becoming more and more valuable in recent years. Children and teenagers who have a high level of mental toughness probably do better in competition, enjoy sports more, and are better prepared for the future as a result of developing this skill. Success and being in a healthy mental health situation can be closely correlated with mental toughness.

The 4C's model of Mental Toughness:-

The Mental Toughness 4C's framework and assessment is a widely recognised tool for evaluating and understanding an individual's mental toughness. Developed by Dr. Peter Clough and his academic team at the University of Hull in the early 2000s, and subsequently commercialised by Doug Strycharczyk through AQR International, this framework focuses on four key components, known as the 4C's . They are as follows;

Control: The ability to manage one's emotions and environment, including the capacity to influence external factors. Control encompasses two distinct subscales: Life Control, which reflects belief in one's ability to shape their world and maintain a sense of self-worth, and Emotional Control, which describes the capacity to regulate emotions and control their display to others. Individuals high in control typically "get on with it" irrespective of how they feel, working through emotionally charged situations without being derailed.

Commitment: Dedication and motivation towards achieving goals, as well as the persistence and perseverance to see them through. This component breaks down into Goal Orientation (the ability to visualise and set targets) and Achievement Orientation (dedication to achieving those goals). Mentally Tough individuals with high commitment can be relied upon to set measurable promises and work diligently to deliver on them.

Challenge: Embracing challenges as opportunities for growth and development, viewing obstacles as steppingstones rather than barriers. Challenge comprises Risk Orientation (willingness to push boundaries and embrace change) and Learning Orientation (viewing setbacks as learning opportunities). Those scoring high on challenge typically enjoy innovation, new experiences, and quickly become bored by routine.

Confidence: Self-belief and self-efficacy, encompassing aspects of self-esteem, self-worth, and confidence in one's abilities. This dimension includes Confidence in Abilities (belief that one is worthwhile and less dependent on external validation) and Interpersonal Confidence (assertiveness in social settings and ability to engage with others).

B.Personality;-

Personality is one of the most studied concepts in psychology. It plays an important role in shaping a person's thoughts, feelings, and actions in different situations.

Sigmund Freud (1923) defines "Personality is the outcome of the conflict between the id, ego, and superego."

In sports, personality is a key factor affecting athletic performance, motivation, coping methods, relationships, and reactions to stress and competition. Researchers have pointed out that stable personality traits interact with specific situational demands. This interaction determines how athletes view challenges and manage their behaviour under pressure.Personality refers to the lasting patterns of traits, tendencies, and characteristics that distinguish one person from another. These patterns influence how athletes react to training demands, competitive stress, success, failure, and the dynamics within teams and coaching settings. According to Eysenck (1967), personality traits like extraversion, neuroticism, and psychoticism have biological roots. They affect emotional stability and performance under stress, which is especially relevant in competitive sports.In sports psychology, researchers have extensively studied personality using trait-based models, particularly the Five-Factor Model (FFM). This model includes openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism (McCrae & Costa, 1990). Research shows that high conscientiousness and emotional stability are linked to better performance consistency, self-discipline, and effective coping strategies in athletes. On the other hand, high levels of neuroticism are associated with anxiety, emotional instability, and poor responses to competitive pressure.

Big-Five Factor Model:-

The big 5 personality traits are the broad dimensions/traits that make up human personality. This five-factor model, often referred to as the "big 5" theory, identifies these five traits as: openness, conscientiousness, extraversion, agreeableness, and neuroticism.

Openness (also referred to as openness to experience) emphasizes imagination and insight more than any of the other five personality traits

Conscientiousness is defined by high levels of thoughtfulness, good impulse control, and goal-directed behaviours.

Extraversion (or extroversion) is a personality trait characterized by excitability, sociability, talkativeness, assertiveness, and high amounts of emotional expressiveness.

Agreeablenessincludes attributes such as trust, altruism, kindness, affection, and other prosocial behaviours.

Neuroticism is a personality trait characterized by sadness, moodiness, and emotional instability.This trait is generally defined as a negative personality trait that can have detrimental effects on a person's life and well-being.

C.Conflict:-

Conflict is a natural part of human interaction and is especially common in competitive settings like sports, where individuals and teams work hard to reach their personal and shared goals. **Kurt Lewin (1935)** defines "Conflict is a situation in which opposing forces of approximately equal strength act upon an individual, creating tension and indecision."In athletic environments, conflict can emerge from differences in goals, values, communication styles, expectations of roles, competition for selection, coaching choices, and pressure to perform. Researchers note that conflict can have both positive and negative effects based on how people perceive and handle it.Conflict is generally understood as a situation where one party feels that another party has harmed or is about to harm something important to them (Robbins, 2005). In sports, this conflict can happen between athletes, coaches, teammates, or support staff. It can take the form of interpersonal conflict, intrapersonal conflict, or task-related conflict. These conflicts can affect emotional states, motivation, team unity, and overall performance.

If conflict is not handled well, it can lead to frustration, anxiety, reduced confidence, and burnout. On the other hand, managing conflict effectively can improve problem-solving skills, resilience, and psychological growth (Weinberg & Gould, 2019). Research shows that athletes with strong emotional regulation and coping skills are more likely to deal with conflict in positive ways. Mentally tough athletes are more likely to stay calm, keep their focus, and see conflict as a challenge instead of a threat (Jones, Hanton & Connaughton, 2007). They usually show greater emotional control, persistence, and confidence when dealing with interpersonal or situational stressors.

Personality traits influence how people handle conflict. For example, athletes who are very agreeable may prefer to work together to solve problems. In contrast, those who score high in neuroticism may experience more emotional distress during conflicts. This link between personality, conflict, and mental toughness highlights the importance of examining these factors together in sports psychology research.

Aims and Objectives:-

To examine the relationship between mental toughness, personality traits, and conflict management among athletes.

The objectives of the study:-

1. To assess the level of mental toughness among athletes.
2. To evaluate personality traits using the Big Five model.
3. To examine conflict management styles among athletes.
4. To analyse the relationship between mental toughness, personality traits, and conflict management.

5.To compare these variables based on gender differences.

Hypothesis:-

- **Alt hypothesis**: There will be a significant difference between personality, conflict and mental toughness in male and female athletes.
- **Null hypothesis**: There will be no significant difference between personality, conflict and mental toughness in male and female athletes.

Methodology:-

Study Design:-

This study is a cross-sectional study which adopts a survey method.

Study Population:-

There were 154 sample size for athletes of Guru Nanak Dev University. The overall samples consisted of athletes ranging in age from 18 to 25 years of age of male and female athletes.

Study Setting:-

MYAS-GNDU Department of Sports Sciences and Medicine, Guru Nanak Dev University, Amritsar.

Study Duration:-

The duration of the study, including the time for data collection, data analysis and reporting, was from August, 2025 to February, 2026.

Sample Size:-

G Power version 3.1.9.7 software was used to estimate the sample size for this study. The power and the level of significance set for this study are as follows:

Power of study: 0.95
Level of Significance: 0.05
Effect Size: 0.5

Ethical Clearance:-

The study was approved by the Institutional Ethics Committee (Number 3953/HG, dated: 18.06.2025) of Guru Nanak Dev University, Amritsar, Punjab.

Selection Criteria:-

Inclusion Criteria:-

- Participants should be between 18-25 years of age.
- Participants must be an athlete.
- They should have a minimum of one year of experience in the sport.
- Participants must be from Guru Nanak Dev University.

Exclusion Criteria:-

- Injured players.
- Team game players.
- Participants not satisfying the mentioned age group.
- Participants with less than one year of experience in the game.

Measurement Tools:-

- Big-Five Personality test (Paul T. Costa Jr. and Robert R. McCrae; 1985)
- Thomas-Kilmann Conflict Mode Instrument (Kenneth W. Thomas and Ralph H. Kilmann; 1974)
- Mental Toughness Test (Alan Heary; 2013); the more the score, the lower the mental toughness.

Variables:-
Independent Variable: Conflict and Personality
Dependent Variable: Mental Toughness

Procedure:-

- Permission to conduct the survey was taken from the respective coaches as well as consent from athletes.
- After the criteria were met and athletes were selected, information about the research and survey questionnaires were given.
- A consent form and assessment form were given to the athletes to be filled out, and after that the BFI, TKI and MTT were given to be filled.
- Any questions or doubts related to the questionnaire were cleared.

Results:-

Data analysis:-

Table 1:Mean, Standard Deviation and t-test values of male and female athletes (N=77)

Variables	Gender	N	Mean	SD	Std. Error	T-test	Sig (2-tailed)	Result
EXTRA.	Male	77	26.987	5.038	0.5741	**-2.001**	**0.047**	**Significant**
	Female	77	25.403	4.7828	0.5451			
OPEN.	Male	77	36.013	5.7845	0.6592	0.572	0.568	Not Significant
	Female	77	36.494	4.5613	0.5198			
CONS.	Male	77	30.675	6.9726	0.7946	0.727	0.469	Not Significant
	Female	77	31.39	5.0761	0.5785			
NEURO.	Male	77	22.429	6.3855	0.7277	**4.564**	**0**	**Significant**
	Female	77	27.013	6.0752	0.6923			
AGREE.	Male	77	33.779	5.8751	0.6695	-0.044	0.965	Not Significant
	Female	77	33.74	5.0482	0.5753			
COMPETE.	Male	77	6.935	2.4886	0.2836	**-2.07**	**0.04**	**Significant**
	Female	77	6.117	2.4169	0.2754			
COLLAB.	Male	77	5.675	1.9429	0.2214	-0.042	0.966	Not Significant
	Female	77	5.662	1.861	0.2121			
COMPRO.	Male	77	5.156	2.0395	0.2324	1.373	0.172	Not Significant
	Female	77	5.623	2.1827	0.2487			
AVOID.	Male	77	6.416	2.0219	0.2304	1.726	0.086	Not Significant
	Female	77	6.974	1.9932	0.2272			
ACCOMO.	Male	77	5.818	2.2637	0.258	-0.559	0.577	Not Significant
	Female	77	5.623	2.0586	0.2346			
CONF.	Male	77	2.532	1.5268	0.174	1.847	0.067	Not Significant
	Female	77	3	1.6141	0.1839			
COMM.	Male	77	2.299	1.3579	0.1547	0.49	0.625	Not Significant
	Female	77	2.403	1.2697	0.1447			
CONCEN.	Male	77	2.299	1.3771	0.1569	-0.123	0.902	Not Significant
	Female	77	2.273	1.2316	0.1403			
CONT.	Male	77	2.766	1.716	0.1956	**2.274**	**0.024**	**Significant**
	Female	77	3.403	1.7566	0.2002			

Table 1: Mean, Standard Deviation and t-test values of male and female athletes (N=77)

Table 1 shows statistically significant differences that were obtained through independent samples t-test between genders regarding some selected personality traits and psychological variables. A significant difference was obtained for the Extraversion trait, whereby males obtained a significantly higher mean score (M = 26.99, SD = 5.04) than that of females (M = 25.40, SD = 4.78).Another highly significant difference was obtained for Neuroticism.Female participants were found to obtain significantly higher scores (M = 27.01, SD = 6.08) compared to male participants (M = 22.43, SD = 6.39).Regarding conflict management styles, significant differences were obtained where males scored significantly higher in Competing (M = 6.94, SD = 2.49) compared to females who had lower scores (M = 6.12, SD = 2.42).Finally, in Control variable, female participants had significantly higher scores (M = 3.40, SD = 1.76) than those of males (M = 2.77, SD = 1.72) implementing lower emotional control.

Table 2: Intercorrelation of all the measured variables of male athletes (N=77)

Correlations															
VARIABLES		**EXTRA.**	**OPEN.**	**CONS.**	**NEURO.**	**AGREE.**	**COMPETE**	**COLLAB.**	**COMPRO.**	**AVOID.**	**ACCOMO.**	**CONFI.**	**COMM.**	**CONCEN.**	**CONT.**
EXTRA.	Pearson Correlation	1													
	Sig. (2-tailed)														
OPEN.	Pearson Correlation	.391**	1												
	Sig. (2-tailed)	0													
CONS.	Pearson Correlation	0.051	0.089	1											
	Sig. (2-tailed)	0.661	0.444												
NEURO.	Pearson Correlation	0.194	.277*	-.459**	1										

	Sig. (2-tailed)	0.091	0.015	0											
AGREE.	Pearson Correlation	.227*	.350**	.470**	-0.094	1									
	Sig. (2-tailed)	0.047	0.002	0	0.417										
COMPETE	Pearson Correlation	-0.002	0.031	0.183	0.101	-0.132	1								
	Sig. (2-tailed)	0.985	0.788	0.111	0.381	0.251									
COLLAB.	Pearson Correlation	0.1211	-0.1	-0.004	0.123	0.036	-0.081	1							
	Sig. (2-tailed)	0.296	0.385	0.972	0.288	0.754	0.486								
COMPRO.	Pearson Correlation	0.033	-0.131	-0.102	-0.112	-0.131	-.392**	-.286*	1						
	Sig. (2-tailed)	0.772	0.257	0.378	0.331	0.256	0	0.012							
AVOID.	Pearson Correlation	-0.007	-0.012	-0.15	-.270*	-0.009	-.507**	-.267*	0.137	1					
	Sig. (2-tailed)	0.95	0.919	0.193	0.018	0.94	0	0.019	0.234						
ACCOMO.	Pearson Correlation	-0.125	0.18	0.028	0.126	.240*	-0.224	-.274*	-.347**	-.231*	1				

	Sig. (2-tailed)	0.279	0.117	0.81	0.276	0.035	0.05	0.016	0.002	0.044					
CONFI.	Pearson Correlation	-0.071	-0.189	-0.079	.338**	-0.18	0.058	0.139	0.003	-.277*	0.063	1			
	Sig. (2-tailed)	0.54	0.101	0.496	0.003	0.117	0.618	0.228	0.982	0.015	0.588				
COMM.	Pearson Correlation	-0.099	-.225*	-0.168	.314**	-.378**	0.029	0.172	0.03	-0.223	-0.008	.697**	1		
	Sig. (2-tailed)	0.39	0.049	0.145	0.005	0.001	0.801	0.135	0.792	0.051	0.946	0			
CONCEN.	Pearson Correlation	-0.043	-0.114	-0.22	.400**	-.273*	0.113	0.12	-0.153	-0.196	0.085	.505**	.641**	1	
	Sig. (2-tailed)	0.71	0.322	0.055	0	0.016	0.327	0.297	0.185	0.087	0.461	0	0		
CONT.	Pearson Correlation	-0.029	0.007	-0.138	.407**	-.228*	0.08	0.001	-0.046	-.226*	0.155	.520**	.612**	.642**	1
	Sig. (2-tailed)	0.8	0.952	0.23	0	0.046	0.491	0.996	0.692	0.048	0.179	0	0	0	
*. Correlation is significant at the 0.05 level (2-tailed).															
**. Correlation is significant at the 0.01 level (2-tailed).															

Table 2: Correlation of male athletes

Table 2 indicates a significant positive correlation between extraversion and openness and agreeableness, suggesting that extrovert males would be open to different experiences and also be able to interact well with other people.Besides, openness and neuroticism and agreeableness indicate significant positive correlations, since an open person tends to experience deeper feelings and are able to understand others hence cooperate and feel emotionally. Also, conscientiousness exhibits significant positive correlation with agreeableness, meaning organized people usually relate well with others.Also, neuroticism exhibits significant positive correlation with control, concentration, confidence, and commitment, meaning low mental stability resulting in lower confidence, persistence, ability to concentrate and low emotional control. In addition, agreeableness is positively correlated with accommodating, meaningcooperative individuals tend to avoid conflict and maintain harmony in difficult situations.

Table 3: Intercorrelation of all the measured variables of female athletes (N=77)

Correlations															
		EXTRA.	**OPEN.**	**CONS.**	**NEURO.**	**AGREE.**	**COMPETE**	**COLLAB.**	**COMPRO.**	**AVOID.**	**ACCOMO.**	**CONFI.**	**COMM.**	**CONCEN.**	**CONT.**
EXTRA.	Pearson Correlation	1													
	Sig. (2-tailed)														
OPEN.	Pearson Correlation	0.149	1												
	Sig. (2-tailed)	0.195													
CONS.	Pearson Correlation	-0.222	.387**	1											
	Sig. (2-tailed)	0.052	0.001												
NEURO.	Pearson Correlation	-0.212	0.137	-0.024	1										
	Sig. (2-tailed)	0.064	0.236	0.838											
AGREE.	Pearson Correlation	-.234*	.324**	.458**	0.092	1									
	Sig. (2-tailed)	0.04	0.004	0	0.424										
COMPETE.	Pearson Correlation	0.097	-0.151	-0.021	-0.084	-0.144	1								
	Sig. (2-tailed)	0.4	0.19	0.857	0.466	0.211									
COLLAB.	Pearson Correlation	0.11	0.048	-0.108	0.073	-0.018	-0.105	1							
	Sig. (2-tailed)	0.341	0.68	0.348	0.531	0.877	0.363								
COMPRO.	Pearson Correlation	0.049	0.201	0.183	-0.153	-0.112	-.500**	-0.08	1						
	Sig. (2-tailed)	0.674	0.079	0.111	0.183	0.334	0	0.488							
AVOID.	Pearson Correlation	-0.158	-0.085	-0.052	-0.054	0.069	-0.188	-.357**	-.284*	1					
	Sig. (2-tailed)	0.171	0.46	0.651	0.639	0.553	0.102	0.001	0.012						

ACCOMO.	Pearson Correlation	-0.113	0.003	-0.021	.249*	.237*	-.367**	-.350**	-0.126	-0.124	1				
	Sig. (2-tailed)	0.329	0.978	0.856	0.029	0.038	0.001	0.002	0.276	0.282					
CONFI.	Pearson Correlation	-0.063	0.132	-0.039	.433**	-0.008	0.037	-0.188	-0.09	-0.086	.305**	1			
	Sig. (2-tailed)	0.586	0.252	0.739	0	0.944	0.749	0.101	0.438	0.458	0.007				
COMM.	Pearson Correlation	-0.023	0.015	-0.033	.327**	-0.055	0.036	-0.098	-0.049	-0.188	.280*	.565**	1		
	Sig. (2-tailed)	0.845	0.895	0.777	0.004	0.633	0.756	0.398	0.672	0.101	0.014	0			
CONCEN.	Pearson Correlation	-0.086	0.034	-0.122	.429**	-0.001	0.148	0.058	-0.059	-0.222	0.051	.351**	.560**	1	
	Sig. (2-tailed)	0.458	0.767	0.289	0	0.992	0.198	0.617	0.609	0.052	0.657	0.002	0		
CONT.	Pearson Correlation	-0.063	-0.028	-0.069	.514**	0.091	0.048	0.074	-0.197	-0.162	.243*	.589**	.451**	.508**	1
	Sig. (2-tailed)	0.584	0.806	0.548	0	0.433	0.681	0.521	0.086	0.158	0.034	0	0	0	
**. Correlation is significant at the 0.01 level (2-tailed).															
*. Correlation is significant at the 0.05 level (2-tailed).															

Table 3: Correlation of female athletes

Table 3 indicates that there exists a significant positive relationship between openness and conscientiousness and agreeableness which means that females who are open tend to be both responsible, organized and cooperative. Besides, the positive correlation between conscientiousness and agreeableness means that disciplined females tend to be friendly and supportive.Neuroticism tends to be positively correlated with accommodating, confidence, commitment, concentration, and control. This indicates that emotionally unstable females tend to adopt an accommodating style in conflict resolution while having a lack of mental toughness. Similarly, agreeableness tends to be positively correlated with accommodating, which implies that females who tend to maintain harmonious relationships with other people prefer this style of conflict management.Moreover, accommodating style tends to be positively correlated with confidence, commitment, and control. Females with accommodative conflict management styles tend to lack mental toughness.Confidence is positively correlated with commitment, concentration& Control which indicates lower self-belief in females. Commitment tends to be positively correlatedto concentration & control which indicates that reduced persistence in females is connected to poorer focus. Lastly, concentration shows a positive correlation with control which indicates that difficulty in keeping attention among females is linked to poorer emotional control.

Discussions: -

Mental toughness (MT) is an appealing concept. The construct is repeatedly linked to success and the ability to conquer big challenges while exhibiting tenacious perseverance in the face of adversity (Gucciardi, Gordon & Dimmock, 2008; Jones, Hanton & Connaughton, 2002). The present study has been conducted to explore the relationship between Mental Toughness to Personality and Conflict. The findings fully supported the hypothesis, indicating that the personality traits and conflict modes were significantly related to mental toughness.

Independent T-test between Male and Female Athletes for all the measured Variables:-
Independent samples t-testsrevealed significant gender differencesfor extraversion, neuroticism, competing, and controlling variables. Male athletes proved to be more outgoing and socially active than female athletes as they are expected to be more assertivedue tosocio-cultural norms.While females might also be socially engaged, they tend to express it in a more composed manner,thus, aligning the study results of Keith Goddard et al. (2019).Another important finding has revealed that women are more emotionally unstablethan men because they have a greater tendency to experience stress and negative emotions.They often feel emotions more intensely in challenging situations, which was supported by R. Lynn and T. Martin (1997).It is also revealed that men have a tendency to adapt the competing conflict styles, as men are more ambitious than women.Thus, they concentrate more on winning or taking control when a conflict arises, which was in alignment with the researchby Brewer, Mitchell, and Weber (2002). Additionally, the results also confirmed that females are less mentally tough than males.They experience more anxietyand find it harder to manage their emotions in stressful situations.This was found to be in alignment with the research by Matud (2004).

Intercorrelation of all the measured variables of male athletes:-
Extraversion is positively correlated with openness and agreeableness due to the fact that people who are extraverted tend to love to explore new things and also socialize with other people, supporting the study by McCrae & Costa (1987). Similarly, openness and neuroticism are positively correlated with agreeableness because people who are open tend to have deep feelings and are able to understand and cooperate very well with other people, aligning the results from Li Tsingan and Zhang (2013). Conscientiousness is positively correlated with agreeableness because responsible and organized people are usually very cooperative, and this supports the findings by Graziano et al. (1997). Also, confidence is positively related to commitment, concentration, and control since confident individuals maintain focus, persistence, and emotional stability supporting the findings of Gucciardi et al. (2015).

Intercorrelation of all the measured variables of female athletes:-
Openness to new experience was positively correlated with conscientiousness and agreeableness since an open-minded female is often more organized, responsible, and agreeable. The results of this study are consistent with the results obtained by Moore et al. (2022). Conscientiousness was positively correlated with agreeableness since a disciplined female is likely to be more friendly and build better relationships, which is consistent with the findings of Mayungbo (2017). Conversely, females who have an accommodating personality are positivelycorrelated to confidence, commitment, and control since accommodation suggests less mental toughness resultingin lower levels of self-confidence, commitment, and emotional regulation, as suggested by Gucciardi and Gordon (2009). Lastly,confidence is positively related to commitment, concentration, and control since confident individuals maintain focus, persistence, and emotional stability supporting the findings of Gucciardi et al. (2015).

Conclusion:-

The current study explored the link between personality traits and conflict-management styles with mental toughness, focusing on differences between genders. The findings revealed that extraversion, neuroticism, competing style, and control were important factors. As a result, the study undertook three variables that are Personality, Conflict and Mental Toughness among Male and Female athletes to evaluate the relationship for 154 sample size (77 each for male and female athletes).In this particular study, significant gender differenceswere found for extraversion, neuroticism, competing styles and control among others. Extraversion is a personality factor which affects the way individuals approach interpersonal settings. Males have been shown to be more extraverted than females (Costa et al., 2001).Neuroticism reflects the traits associated with emotional instability and anxiety, affecting individual responses to stress and pressure. People who score highly on neuroticism will be likely to experience negative emotions, and in general, females scored higher on this dimension than men (Costa et al., 2001). Competing conflict style signifiesthose people who are ready to face challenges. This will affect the way people interact with each other and make decisions, and generally, it has been demonstrated that men are more likely to adopt this conflict style than women (Wood & Bell, 2008).Moreover, it was found that males show better emotional control in response to stress than women (Matud, 2004).

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