

## **Abstract**

Unconditional self-acceptance as a construct is widely acknowledged by eminent psychologists for its positive impact on psychological wellbeing. Research shows that complete acceptance of oneself is fundamental for overall mental health and wellbeing. Unconditional acceptance of oneself is crucial, particularly in contemporary society, where many people struggle with feelings of inadequacy, insecurities, and self-criticism. A low level of self-acceptance, on the other hand, is linked to mental illnesses and affects one's daily life, work, and relationships. Considering the significance of unconditional self-acceptance for psychological health, the present study aims to understand the nature and components of unconditional self-acceptance and develop a sound psychometric measure for assessing it. Additionally, it investigates various personal and professional correlates of unconditional self-acceptance.

A mixed-method approach was employed to study different objectives. A qualitative inquiry was carried out to understand the nature and components of unconditional self-acceptance, whereas a quantitative approach was adopted to develop the psychometric tool and explore its correlates. The main findings indicated three key components associated with unconditional self-acceptance: self-awareness, a positive view of self and others, and social comparison. Furthermore, the results of the multi-stage test development process demonstrated that a two-factor model was a valid and reliable measure for assessing unconditional self-acceptance. Finally, it was observed that unconditional self-acceptance significantly influences quality of life, work engagement, and organizational citizenship behavior. The findings of this thesis offer valuable insights for both research and practical applications.

*Keywords:* Self, Unconditional self-acceptance, Self-esteem, Psychological testing, Work engagement, OCB, Nurses, Wellbeing