

## Reviewer 1 Report

Manuscript title: The Impact of Personality Development Training on Teachers: A Phenomenological Study

Version: 1

### Comments:

This is a well-written descriptive phenomenological study addressing an important question about how personality development training impacts teachers' personal and professional lives. The manuscript is rich with participant quotations and clear themes. Before publication it would benefit from clarifications in the methods (recruitment detail, saturation), a short illustrative example of the analytic chain (quote → formulated meaning → theme), and an explicit ethics/IRB statement.

### Major

1. The paper notes initial contacts through administrators and snowball referral; add a few concrete details: which types of school administrators made first contact, whether any invited teachers declined or withdrew, and the dates when each interview was conducted (or at least the recruitment months). This helps readers assess possible selection bias.
2. The manuscript states that data collection stopped at the tenth participant due to thematic saturation. Please provide a brief explanation of how saturation was judged (e.g., no new codes/themes after X interviews; confirmation from memos or code frequency).
3. Since Colaizzi's method is used, include a short worked example in the Data Analysis section (one raw quote → significant statement → formulated meaning → clustered meaning → theme) so readers can see the transformation steps.
4. You mention "NVivo (or manual coding)". State explicitly which was used for this manuscript (NVivo version or manual coding) and briefly describe how software/manual checks were performed (inter-coder checks or peer debrief).
5. The consent process is described; however, add an explicit ethics statement with the approving body (IRB or institutional research committee), approval or exemption number if available, and the date of approval or exemption.

### Minor

1. A short participant recruitment flow (simple diagram or paragraph) would help.
2. A few minor copyedits: check consistent spelling of "self-awareness" vs "self awareness" and ensure numbering/formatting of subsections is consistent.
3. In the abstract, consider adding the exact sample size (n = 10) and the recruitment period (June–November 2024) in one sentence for clarity.

Overall recommendation: Minor revisions. Manuscript is publishable after these clarifications.

## Reviewer 2 Report

Manuscript title: The Impact of Personality Development Training on Teachers: A Phenomenological Study

Version: 1

### Comments:

A thoughtful, humanistic account of teacher transformation following personality development training. The findings are well presented and theoretically grounded. I recommend strengthening the discussion with clearer, actionable institutional recommendations and adding a short reflection on possible social or cultural mediators (e.g., local values, faith) that might shape participant responses.

### Major

1. The manuscript suggests institutionalizing personality development, please add specific actionable items (e.g., suggested frequency of follow-up sessions, outline for a 1-day refresher, mentoring pairings, simple monitoring indicators such as teacher self-efficacy surveys every 6 months).
2. The discussion mentions several theories (Rogers, Self-Determination, Bandura). For 2–3 key themes, add one sentence each explicitly mapping the theme to the theoretical construct.
3. Several participants emphasize purpose, community, and relational elements. Briefly discuss how Filipino cultural values (e.g., communal orientation, religiosity) might shape the way training is experienced and reported, and how this affects transferability.
4. Consider keeping 1–2 brief representative verbatim quotes per theme (most themes already have quotes; ensure these are the strongest and most illustrative).

### Minor

1. Consider small edits to the Conclusion to avoid repetition of points already in the Discussion.
2. Check some reference formatting and ensure all DOIs/URLs in References open to the cited item.

Overall recommendation: Minor revisions. Strengthen practice recommendations and brief cultural reflection.

## Reviewer 1 Report

Manuscript title: The Impact of Personality Development Training on Teachers: A Phenomenological Study

Version: 2

### Comments:

Revisions are substantially complied. The paper is now recommended for publication.

## Reviewer 2 Report

Manuscript title: The Impact of Personality Development Training on Teachers: A Phenomenological Study

Version: 2

### Comments:

Revisions are substantially complied. The paper is now recommended for publication.