

HEXACO PERSONALITY SCAN 360°

PRODUCT OVERVIEW

Understanding the various aspects of personality can influence how an individual behaves, reacts, and engages with others in the workplace, which in turn has an impact on overall effectiveness at the individual, team, and organisational level. The *HEXACO Personality Scan 360°* (HPS360) is an evidence-based, scientifically rigorous assessment of normal personality based on the HEXACO personality framework. Individuals gain insight not only into how they view their own personality but also how others view their personality—that is, a full 360° view of personality.

Research has revealed that personality differences between people are two-thirds due to genetic differences and not at all due to upbringing environment differences. Personality is a key driver of people's interactions, behaviours, and emotions, and it tends to be fairly stable throughout a person's lifespan.

PERSONALITY—A PREDICTOR OF OUTCOMES

Early research on personality revealed that certain aspects of personality demonstrate relationships with important outcomes such as school performance, health and well-being, relationships, career choice, and job performance.

Though we are often aware of our own personalities, we are sometimes not aware of how our personality can affect others around us. The value in learning about personality is that it can inform an individual about the situations where a preferred behavioural style will prove to be a boon and when it might become a hindrance.

THE HPS360—A SIX-DIMENSION MODEL OF PERSONALITY

The HPS360 is based on a six-dimension model of personality by Ashton and Lee (2008).

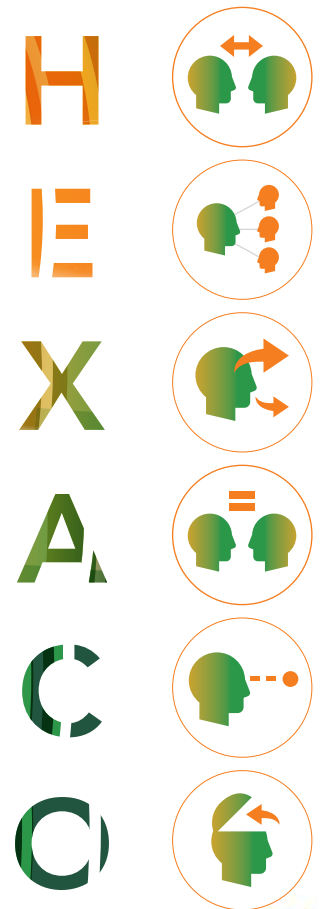
The name of the model, 'HEXACO,' reflects both the number of dimensions (i.e., the Greek *hexa*, six) and their names:

- H: Honesty-Humility
- E: Emotionality
- X: eXtraversion
- A: Agreeableness
- C: Conscientiousness
- O: Openness to experience

In contrast to type-based personality models, such as the Myers-Briggs model, each of the six HEXACO dimensions is a continuum. This means that rather than being either 'high' or 'low' on the dimensions, an individual's personality can in fact fall at any point along the dimension continuum.

The framework of the HEXACO model involves two broad concepts. The Honesty-Humility, Agreeableness, and Emotionality dimensions are explained in terms of biologists' concepts of 'reciprocal' and 'kin' altruism.

By contrast, eXtraversion, Conscientiousness, and Openness to Experience are thought of as dimensions underpinning the engagement within different areas of endeavour.





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H



HONESTY-HUMILITY

Tendencies to be fair and genuine in dealing with others, by cooperating with others even when one has the opportunity to exploit them without suffering consequences.

E



EMOTIONALITY

Tendencies associated with 'kin altruism,' such as, empathetic concern and emotional attachment toward close others (who tend to be one's kin).

X



eXTRAVERSION

Tendencies to become engaged in social endeavours (such as socialising, leading or entertaining).

A



AGREEABLENESS

Tendencies to be forgiving, tolerant, and cooperative with others, even when one might suffer exploitation by them.

C



CONSCIENTIOUSNESS

Tendencies to become engaged in task-related endeavours (such as working, planning and organising).

C



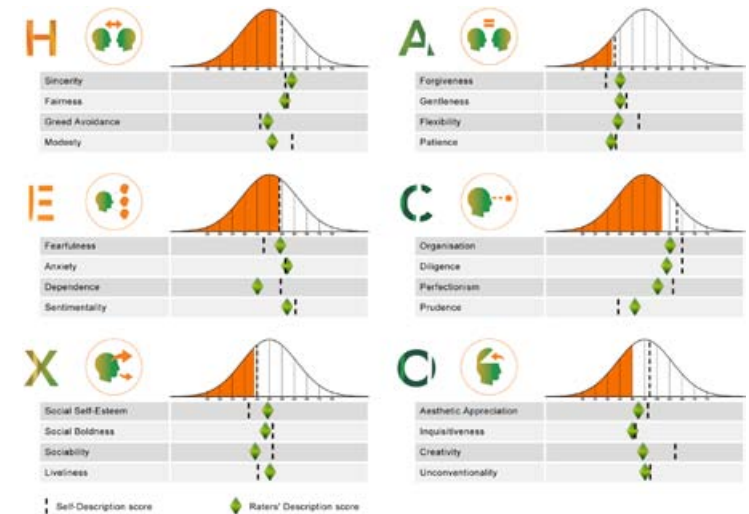
OPENNESS TO EXPERIENCE

Tendencies to become engaged in idea-related endeavours (such as learning, imagining and thinking).

6 PERSONALITY DIMENSIONS AND 24 PERSONALITY FACETS

The HPS360 has six broad personality dimensions and 24 narrow traits or 'facet' scales. **Each dimension has four facets, as follows:**

- **Honesty-Humility:** Sincerity, Fairness, Greed Avoidance, Modesty
- **Emotionality:** Fearfulness, Anxiety, Dependence, Sentimentality
- **eXtraversion:** Social Self-Esteem, Social Boldness, Sociability, Liveliness
- **Agreeableness:** Forgiveness, Gentleness, Flexibility, Patience
- **Conscientiousness:** Organisation, Diligence, Perfectionism, Prudence
- **Openness to Experience:** Aesthetic Appreciation, Inquisitiveness, Creativity, Unconventionality



Honesty-Humility Dimension and Facet Level Results

