H Factor of Personality and Dark Tetrad: A Correlational Study

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Abstract: *Personality traits are relatively consistent and distinct which adds uniqueness and stability to behavior. Honesty-humility can be said to measure brighter side of personality as it covers traits such as sincerity, modesty, fairness and greed-avoidance. Dark tetrad can be said to measure darker side of personality as it covers traits such as narcissism, Machiavellianism, psychopathy, and sadism. The present study aimed at associating both honesty-humility and dark tetrad by utilizing Urdu translated version of honesty-humility domain level scale from HEXACO-PI-R and Short dark Tetrad (SD4). A total of four hundred and eighty-four (N = 484) individuals participated in the study belonging to age range from 17 to 30 years. Purposive sampling was used to collect data. Correlational analysis was carried out and the results indicated that honesty-humility is negatively correlated with dark tetrad and they both are on the opposite pole.*

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Introduction

Personality consists of behavior patterns in an individual which is consistent.1 We can say personality covers enduring characteristics that are unique. 2 Characteristics involves qualities such as intelligence, physical appearance, etcetera. 3 Researchers, personality psychologists, or other professionals measure personality traits of diverse populations using self- or observer reports4. Similarly, for this research, self- report questionnaire was chosen to gather data and inquire about H factor of personality and dark tetrad.

Lexical approach is one of the popular methods used to explore structures of personality. Different adjectives are used for different personality traits, and such words gets recognized in every language as time passes.5 HEXACO model is based on lexical approach and under this model, it was revealed that it had sixth factor known as H factor of personality or honesty-humility.6 People with honesty-humility trait do not exploit and manipulate others. They do not take advantage of others and do not feel entitled. They remain humble, are genuine and sincere.7 Those people who score low on honesty-humility are on opposite pole which means they will cheat and manipulate others and they like to live luxurious life while making high profile friends.8

Honesty-humility

Honesty-humility includes four sub-factors including sincerity, fairness, greed-avoidance and modesty. Sincerity is a characteristic of a person who speaks truth. They avoid manipulation and they keep things real by not using flattery to achieve favors.9 A person with quality of fairness will have integrity, honesty and will avoid being a fraudster or a scammer. As the name suggests, greed avoidance means that a person is not interested in luxuries of life and not attracted to high social status. Modesty is a characteristic when a person does not feel entitled and they think of them as someone who is ordinary and not so special. 10 I investigated altruism along with four honesty-humility facets, which is an interstitial scale of HEXACO model having quality of being soft-hearted and being helpful to the ones in need.11 It was studied along with honesty-humility as studies shows that they both have moderately high correlation.12

Dark Tetrad

Recently, extensive research has been made to explore dark personality. The nature of such individuals is socially aversive. They face difficulty in their relationships and can harm or hurt others. They can be found to be living normal life, not needing any clinical supervision.13 They do not care for social norms and they lie, cheat and steal.14 Dark triad contains three different but related factors including narcissism, Machiavellianism, psychopathy. Everyday

sadism has been recently added to the cluster making it dark tetrad.15 People with *narcissism* are self-centered16, they think they are superior beings17 and they feel that they are entitled to everything.[18] *Machiavellianism* is linked with lack of empathy19, cold-heartedness20, and are selfish who try to reach their goal without caring about others21. In *psychopathy*, a person feels no guilt and remorse, they have no feelings, and are manipulative22. They get involved in crime23 and can be evil.24 *Everyday sadism* is a phenomenon where people gain pleasure by hurting others.25 They have the tendency of disgracing and belittling others.26

Literature Review

Honesty-humility shows that a person is capable of being sincere, fair and modest instead of exploiting them. They avoid focusing on their personal gains, rather they look for ways to help others. They like to follow rules and they require no special treatment.27 Researchers get intrigued by studying dark tetrad as it studies distinct but closely related variables including narcissism, psychopathy, machiavellianism and sadism. 28 The nucleus for these four factors is same that is callousness and manipulation. 29 Several researches demonstrate that honesty-humility and dark traits are strongly linked.30 It is said that dark triad is on the opposite pole of honesty-humility.31 Similarly, it has been discovered the same for dark tetrad and honesty-humility.32 The two poles of anti-social tendency are dark triad and honesty-humility 33 which shows that both of them are associated with each other.

Rationale

In Pakistan, HEXACO model and dark triad/tetrad has been studied in different settings. HEXACO has been studied with academic performance in management information systems course 34 as well as in computer science courses35. One of the researcher has studied honesty-humility as a separate domain with workplace deviance 36. Dark triad has been investigated with several variables including emotional intelligence and body concerns 37 , relational aggression38 and many others. Dark tetrad has been studied with counterproductive work among doctors of Pakistan.39 The present research has focused on exploring relationship between honesty humility and dark tetrad to check if there is any link between two of them.

Objective of the Study

To investigate the relationship of honesty-humility with dark tetrad.

Hypothesis

H1: Honest-humility is negatively correlated with dark tetrad.

Methodology

The study was quantitative in nature. Correlational cross-sectional design was chosen for this study as the research focused on correlating honesty-

humility with dark tetrad. Primary data was collected using survey method. Purposive sampling method was used to collect data from the individuals meeting inclusive criteria of belonging to the any age from the range 17 to 30 years. For data collection, following measures were used:

Socio-Demographic Page

The aim of this page was to collect data from individuals regarding their age and sex, educational qualifications, area of residence, family system and their marital status. This page also evaluated the inclusive criteria of age range from 17 to 30 years that will be the part of the study.

Honesty-Humility

The domain level scale of honesty-humility was taken from HEXACO Personality Inventory-Revised (HEXACO200) 40 which was translated/adapted under study I of this research, thus the newly translated Urdu scale was used in this study.41 The H factor domain is further divided into four facets including sincerity, fairness, greed-avoidance and modesty. Each facet consists of 8 items making a total of 32 items. Altruism interstitial facet scale was also used consisting of 8 items which measures sympathy and softheartedness, because according to a study, it divides its loading on different domains of HEXACO model especially honesty-humility42. It is 5-point likert type scale ranging from 1 = strongly disagree to 5 = strongly agree. For this study, the score of Cronbach's alpha was .75.

The Short Dark Tetrad (SD4)

Short Dark Tetrad (SD4) was used to measure dark tetrad introduced by Paulhus, Buckels, Trapnell and Jones (2020)43 which was translated/adapted in Urdu under study I.44 It is 5-point likert type scale ranging from 1 = strongly disagree to 5 = strongly agree which consists a total of 28 items. It includes four subscales which includes 7 items for each construct. The reliability value for this study was .75.

Table 1
Demographic characteristics of the participants

Characteristics	Frequency	%
Gender		
Male	181	37.4%
Female	303	62.6%

Educational Qualification		
Matric	9	1.9%
Intermediate	69	14.3%
Bachelor/Associate's Degree	181	37.4%
Graduation	198	40.9%
Post-Graduation	27	5.6%
Area of Residence		
Urban	411	84.9%
Sub-urban	20	4.1%
Rural	53	11%
Family System		
Joint	247	51%
Nuclear	207	42.8%
Alone	30	6.2%
Marital Status		
Unmarried	452	93.4%
Married	25	5.2%
Separated	6	1.2%
Divorced	1	0.2%

Procedure

The study was proceeded by collecting data by visiting different institutes and universities in Quetta following the inclusive criteria of age. In order to visit institution and collect data from students, permission was taken from concerned departments. Participants were provided with informed consent and questionnaire, which they filled and returned back and towards the end, they were briefed about the research procedure. Following the ethical principles, the privacy and confidentiality were maintained and no individual was forced to participate in research. The data which was collected was

assessed using statistical package for social sciences (SPSS) version 20. Measure of central tendency and measure of dispersion were calculated for finding descriptive statistics, whereas Pearson-product moment correlation was used to find association.

Research Results
Table 2

Descriptive Statistics for SD4 and H-H

Scale	No. of Items	M	SD	Skewness	Kurtosis	α
Honesty-Humility (H-H)	40	143.20	15.84	.05	.13	.75
Dark Tetrad (SD4)	28	86.55	12.27	.11	.01	.75

Table 2 indicates the values of mean, standard deviation, skewness, kurtosis and alpha reliability for the scales. The data is normally distributed with acceptable range of reliability.

Hypothesis Testing

In order to interpret the correlation coefficient strength, the rule of thumb introduced by Hair, Jr. et al (2017)[45] will be followed. It was postulated under hypothesis that honesty-humility will be negatively associated with dark tetrad.

Table 3

Pearson's Correlation Table Showing the Association between Honesty-humility and Dark Tetrad

		Honesty-Humility	Dark Tetrad
Honesty-Humility	Pearson Correlation	1	-.47
	Sig. (2-tailed)		.000***
	N	484	484
Dark Tetrad	Pearson Correlation	-.47	1

Sig. (2-tailed)	.000***	
N	484	484

Note: Variables: Honesty-Humility and Dark Tetrad. N= 484 ***. = $p < .001$ level

Table 3 shows correlation between the two variables. It was found out that there is negative correlation between honesty-humility and dark-tetrad (r = -.47, p < .001). As the value is between the range of (.41 < | r | < .60), thus the strength of relationship is moderate. As the relationship is statistically significant, the hypothesis gets accepted.

Discussion

The purpose of the main study was to explore the associations of honesty-humility with dark tetrad. Currently, a whole lot of research is being conducted on various personality traits. Keeping in view the latest trends, the study aimed at finding the correlation between personality traits that are poles apart. Before continuing to main study, I and the committee members felt the need to adapt and translate the questionnaires of study from English to Urdu. The process was carried in the study I of research46. After going through appropriate analysis, we came up with Urdu version of dark tetrad and honesty-humility questionnaire. With the support of literature review and findings of the study, it was confirmed that honesty-humility and dark tetrad are related to each other but in a opposite way. Both the variables lie on opposite of the pole in my study which is in accordance to study by Lee & Ashton (2014)47.

The hypothesis of the study stated that there will negative relationship between honesty-humility and dark tetrad. This was accepted by the results of this study which is consistent with several other studies which claims that honesty-humility is on the opposite pole of dark tetrad and there are common identical characteristics that can be found on dark tetrad and low pole of honesty-humility.48

Implications

The outcome of this result can be applied to various settings which are as follows:

Personality psychologists can use this research to study the individual differences regarding honesty-humility and dark tetrad.

Social psychologists can base their learning about how people with such traits impact those around them on this research.

Clinical psychologists can investigate dark traits and work on its clinical form.

Forensic psychologists can use the findings as they deal with dark traits in court or jail setting.

Educational psychologists can add this topic and the findings under the new curriculum.

Conclusion

After investigating the hypothesis formulated under this research, it is evident that the hypothesis has been accepted. It is concluded that honesty-humility and dark tetrad are closely related and researches can base their future researches on these variables.

Limitations

If we are to discuss the limitations of this study, I would like to focus on the following:

The results cannot be generalized on whole population as the sample mostly represented students of college and university.

Research was conducted in peak COVID-19 time which restricted process of the research and hindered the process of data collection in many ways.

There were large number of items hence it can be said that the participants may not have paid full attention.

It seemed that participants had shown social desirability while attempting some of the items.

Recommendations

It is recommended to use the newly translated questionnaires on large population in future. The researcher should try to collect data from heterogenous sample to get variation in responses. Future researches can also use the method of mix research where they utilize questionnaires along with interviews. They can use honesty-humility and dark tetrad separately or together with other variables. As the study show that they are inversely related, but in future, studies can be done to check if they are positively related in some way.

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