

White Paper: SACS 6 Personality Inventory

What does the SACS 6 Personality Inventory measure?

Personality traits are a set of characteristics that influence how our cognitions, behaviours, and emotional patterns. In the workplace they provide a valuable indicator of how an employee is likely to behave, particularly in times of stress, and are also a predictor of a range of workplace outcomes including counter-productive workplace behaviours (Anglim *et al.*, 2018). One of the most common taxonomies for personality is the “Big 5” (Zillig *et al.*, 2002) which measures openness, conscientiousness, extraversion, agreeableness, and neuroticism. An extension of this, which is used in the SACS Comprehensive Character Assessment, is the HEXACO Personality Inventory (Lee and Ashton, 2004), which adds an additional Honesty-Humility factor.

The SACS 6 Personality Inventory was developed as part of a research project conducted in 2015 in collaboration with Deakin University. It provides a further update to the HEXACO by using items focussed specifically on the workplace rather than just a general state of being. Like the HEXACO Personality Inventory, the SACS 6 has six personality factors, each of which has four sub-factors known as facets. The factors and facets of the test are listed below in Table 1. In addition to the six main personality factors, the SACS 6 also includes a measure of altruism named soft-heartedness. The psychometric properties of the test were validated using a sample of 957 individuals from the Australian professional population.

Table 1: SACS 6 Factors and Facets

Factors	Facets (Sub-factors)
Integrity/Modesty	Genuineness Rule Favouring Absence of Greed Absence of Arrogance
Emotionality	Threat Sensitivity Anxiety Lack of Independence Overly Empathic
Extraversion	Social Confidence Happy to be Center of Attention Likes to be in Company Cheerfulness and Optimism
Absence of Anger	Unlikely to Carry a Grudge Unlikely to be Harsh Doesn't have to have things their way Slow to Anger
Conscientiousness	Likes to be Organised Committed to Hard Work Detail Minded Makes Decisions Carefully
Openness to Experience	Cares about Appearances Curious about the World Likes to be Creative Comfortable with the Unfamiliar
Soft Heartedness	

How does the test work?

The SACS 6 Personality Inventory is measured using 125 items, each rated on a five-point scale (1=Strongly Disagree and 5=Strongly Agree). Personality scores are calculated from the responses and benchmarked against norms for the Australian professional population. The personality scores are presented as normalised scores that are standardised to have a median of 50 and potential minimum and maximum scores of 20 and 80. The scores also come with an indication of whether higher or lower scores are desirable, and risk ratings (low, medium, high) that indicate where a score on a particular trait would typically be seen as undesirable in a candidate.

Factors		Score	Meaning
Integrity-Modesty	High is better	52	Average
Genuineness	High is better	57	High
Rule Favouring	High is better	53	Average
Absence of Greed	High is better	57	High
Absence of Arrogance	High is better	55	Average
Emotionality	Low is better	62	High
Threat Sensitivity	Low is better	58	High
Anxiety	Low is better	59	High
Lack of Independence	Low is better	34	Very Low
Overly Empathic	Low is better	71	Very High
Extraversion	Depends on job	41	Low
Social Confidence	Depends on job	72	Very High
Happy to be Center of Attention	Depends on job	44	Low
Likes to be in Company	Depends on job	37	Low
Cheerfulness and Optimism	Depends on job	47	Average
Absence of Anger	Depends on job but low is of concern	47	Average
Unlikely to Carry a Grudge	Depends on job but low is of concern	48	Average
Unlikely to be Harsh	Depends on job but low is of concern	59	High
Doesn't have to have things their way	Depends on job but low is of concern	37	Low
Slow to Anger	Depends on job but low is of concern	54	Average
Conscientiousness	High is better	47	Average
Likes to be Organised	High is better	58	High
Committed to Hard Work	High is better	51	Average
Detail Minded	High is better	65	High
Makes Decisions Carefully	High is better	28	Very Low
Openness to Experience	Depends on job	64	High
Cares about Appearances	Depends on job	80	Very High
Curious About the World	Depends on job	73	Very High
Likes to be Creative	Depends on job	63	High
Comfortable with the Unfamiliar	Depends on job	60	High
Soft Heartedness	Depends on job	80	Very High

References

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