


Examining the relationship between personality traits and burnout levels of individuals: A comparative analysis of the Big Five and HEXACO Personality Models¹

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Bireylerin Kişilik Özellikleri ile Tükenmişlik Düzeyleri Arasındaki İlişkinin İncelenmesi: Beş Faktör ve HEXACO Kişilik Modelleri Kapsamında Karşılaştırmalı Bir Analiz	Examining the relationship between personality traits and burnout levels of individuals: A comparative analysis of the Big Five and HEXACO Personality Models
Öz Bu çalışma, 514 Türk akademisyende kişilik özelliklerinin tükenmişlik ile ilişkisini Beş Faktör ve HEXACO modellerini kullanarak incelemektedir. Veriler çevrimiçi anketlerle toplanmıştır. Beş Faktör modelinde, duygusal denge dışındaki tüm özellikler tükenmişlik ile negatif ilişki göstermiştir. HEXACO modelinde ise dürüstlük-mütevazılık, dışa dönüklük, uyumluluk, sorumluluk/vazifeşinaslık ve deneyime açıklık negatif, duygusallık ise pozitif korelasyonlar göstermiştir. Beş Faktör kişilik özellikleri ile tükenmişlikle daha güçlü ilişkilere sahiptir. Bu çalışma, Big Five ve HEXACO modellerini karşılaştıran özgün bir araştırmadır.	Abstract This study investigates how personality traits relate to burnout among 514 Turkish academics using the "Big Five" and "HEXACO" personality models. Data were collected via online surveys. In the "Big Five personality model", all traits except emotional stability negatively correlated with burnout. In the "HEXACO personality model", "honesty-humility", "extraversion", "agreeableness", "conscientiousness", and "openness to experience" also had negative correlations, while "emotionality" showed a positive correlation with burnout. The "Big Five" personality traits had generally stronger correlations with burnout. This study uniquely compares the "Big Five" with the "HEXACO" personality models.
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1. Introduction

One of the most important concepts of behavioral sciences is personality. The personality concept encompasses the “cognitive”, “emotional”, and “behavioral” patterns that distinguish one individual from another, and play a pivotal role in shaping how people navigate their lives (Buecker et al., 2020). Personality traits significantly influence various aspects of individuals' lives, including their skills, interests, attitudes, and relationships. These traits also guide people's perceiving, interpreting, and responding styles to different situations and events they encounter (Goldberg, 1990; McCrae and Costa, 1996). The concept of burnout is fundamentally an individual response to specific events and situations (Pines and Aronson, 1988; Maslach, 1993; Maslach and Leiter, 2017). For this reason, the concept of burnout is inherently influenced by personality traits and can differ markedly from one person to another.

The concept of burnout can be defined by physical exhaustion, prolonged fatigue, helplessness, and/or hopelessness emotions. Burnout can be seen particularly among individuals experiencing high emotional demands in their occupational roles. This condition is particularly prevalent in professions requiring frequent interpersonal interactions, where it often leads to maladaptive behavior towards a job, other people, and life (Maslach and Jackson, 1981). As such, personality characteristics, capacity to utilize available resources, and adaptation ability to changing situations of individuals can influence the level of burnout feeling. Consequently, personal characteristics have a crucial effect in evaluating the level of protection an individual has against burnout feeling.

This research mainly focuses on exploring the potential relationship and effects between individuals' levels of burnout and their personality traits, with the primary goal of understanding how different personality characteristics impact burnout.

There are numerous empirical studies and meta analyses in the literature on the relationship between personality traits and burnout across several professions. However, it is unclear whether the conclusions also apply to the teaching profession (Roloff et al., 2022). Whereas the teaching profession is characterized by high levels of emotional labor and burnout (Zyzsberg et al., 2016). On the other hand, it is stated that some personality traits such as low values of “neuroticism” or high values of “extraversion” and “agreeableness” come to the fore in this profession, where social interactions with both students and colleagues are very strong (Roloff et al., 2022). Thus, differential effects between personality traits and burnout variables need to be investigated for academicians. To achieve this, this research examines the traits of personality through the lens of two prominent personality models: the “Big Five personality model” and the “HEXACO personality model”. The “Big Five personality model” includes “openness to experience”, “conscientiousness”, “extraversion”, “agreeableness”, and “neuroticism” traits. “The Big Five personality model” is generally used in personality research. It has proven to be a strong framework for understanding various personality dimensions and their implications for behavior and well-being.

However, research conducted across different cultural contexts has revealed that the “Big Five personality model” may have limitations in fully analyzing and capturing the complexity of personality traits (Lee and Ashton, 2006). The “Big Five personality model” has been criticized for being more descriptive, static and not taking into account individual differences (Naeem, 2023). Researchers emphasize the need for an expanded and altogether more inclusive model of dynamic personality structure (Boyle, 2008). This has led to the development and adoption

of alternative personality models, such as the “HEXACO personality model”. The “HEXACO personality model” introduces an extra dimension: “honesty-humility”. The “HEXACO personality model”, therefore, includes six broad personality traits: “honesty-humility”, “emotionality”, “extraversion”, “agreeableness”, “conscientiousness”, and “openness to experience”. This model aims to address some of the gaps identified in the “Big Five personality model” framework by providing a detailed knowledge of personality.

In light of these considerations, the secondary aim of this research is to compare the effectiveness of the “Big Five” and “HEXACO” personality models in explaining the relationship between personality traits and burnout. By analyzing and comparing these two models, the study aims to determine which model offers a more exact understanding of how personality traits influence burnout. This comparison is essential for refining theoretical frameworks and improving practical approaches to managing and preventing burnout in various occupational settings.

Ultimately, this research seeks to contribute valuable insights into the interrelation between personality traits and burnout, providing a detailed understanding of how different personality models can elucidate this relationship. By leveraging both the “Big Five personality model” and the “HEXACO personality model”, the study aspires to offer a detailed knowledge on the effect of personality in shaping individuals' burnout experiences and to inform strategies for mitigating its impact.

1.1. Personality and Big Five-HEXACO Personality Models

Personality is a total of psychological features and mechanisms that influence an individual's interaction with and adaptation to the environment (Larsen and Buss, 2017). The term “psychological characteristics” refers to the features that define how individuals differ or resemble each other. For example, there is a difference between an individual who is described as shy and one who is described as an extrovert. From the perspective of similarity, shy individuals are similar in terms of being anxious in social relationships. The concept of impact expresses that personality traits and mechanisms can impact people's lives. Personality influences how a person behaves, evaluates themselves, thinks about the world, interacts with others, feels, selects their environment, pursues goals and desires in life, and responds to situations they find themselves in, particularly their social environment.

Personality, in its most general sense, is the consistent patterns of behavior and internal processes that an individual possesses. This fundamental definition can be divided into two main parts for further elaboration. The first part pertains to consistent patterns of behavior. Individual differences often arise from these behavior patterns. What is crucial here is the consistency of personality, which refers to the uniformity of behavior patterns across different times and situations. For instance, personality researchers today assume that an extroverted individual will likely exhibit the same trait in the future. The second part of the definition concerns internal processes. Unlike interpersonal processes that occur between people, internal processes encompass all the emotional, motivational, and cognitive processes within an individual that influence how we behave and feel. Concepts such as depression, happiness, and denial are associated with internal processes and have therefore been frequently examined in psychological research (Burger, 2018).

Based on the information presented so far about the concept of personality, it can be summarized that personality is an encompassing phenomenon that includes the entirety of

traits influencing an individual's emotions, thoughts, and behaviors. Personality has a complex and multidimensional structure. Its significant impact on predicting individual behaviors highlights its importance for ongoing and future research in the field.

Over the past two decades, the “Big Five personality model” (also known as the “Five Factor personality model”) has come out as a leading framework for understanding individual personalities (Farrukh et al., 2017). This model posits that personality comprises five distinct dimensions, providing a robust framework for studying individual variations (McCrae and Costa, 2008). These dimensions include “openness to experience”, “conscientiousness”, “extraversion”, “agreeableness”, and “emotional stability”.

“Openness to experience” personality trait is a key personality trait in this model, and encompasses core aspects such as “fantasy”, “aesthetics”, “emotions”, “actions”, “ideas”, and “values”. As individuals' levels of “openness to experience” rise, so too does their propensity for imagination, appreciation of beauty, curiosity, initiative, resilience to stress, and receptiveness to new ideas, experiences, and unconventional viewpoints. “Conscientiousness” personality trait is characterized by “competence”, “order”, “dutifulness”, “achievement striving”, “self-discipline”, and “deliberation”. As individuals' “conscientiousness” levels increase, their stress resistance, need for achievement, diligence, attention, and perseverance increase, as well as their importance given to ethical values and moral principles. “Extraversion” is expressed by “warmth”, “gregariousness”, “assertiveness”, “activity”, “excitement seeking”, and “positive emotions”. As individuals' levels of extraversion increase, their need for socialization, competition, positive thinking, excitement seeking, desire for change, ambition, subjective well-being, and level of stress resistance also increase. “Agreeableness” is expressed through “trust”, “straightforwardness”, “altruism”, “compliance”, “modesty”, and “tender-mindedness”. As individuals' “agreeableness” levels increase, their stress resistance, positive thinking, tolerance, empathy, willingness to compromise, and tendency to consider the interests of society also increase. Positive thinking, confidence, stability, flexibility, creativity, and risk-taking mainly express “emotional stability” (low neuroticism). As individuals' levels of “emotional stability” increase, their levels of possessing these characteristics also increase.

“The HEXACO personality model” emerged as an alternative to the “Big Five personality model” (Woodley et al., 2016; Feher and Vernon, 2021), featuring six distinct personality traits: “honesty-humility”, “emotionality”, “extraversion”, “agreeableness”, “conscientiousness”, and “openness to experience”. A notable deviation from the “Big Five personality model” lies in the inclusion of the “honesty-humility” trait in HEXACO, which is linked to attributes like “sincerity”, “fairness”, “aversion to greed”, and “modesty” (Howard and Zandt, 2020). The “honesty-humility” personality trait in the “HEXACO personality model” is expressed through “sincerity”, “fairness”, “greed avoidance”, and “modesty”. As individuals' levels of “honesty-humility” increase, their tendencies towards sincere behavior, avoidance of deceit and fraud, and indifference towards material resources and social status also increase. However, the “emotional stability” and “agreeableness” personality traits in the “Big Five personality model” are reclassified in the “HEXACO personality model” as “agreeableness”, “emotionality”, and “honesty-humility” (Anglim and O'Connor, 2019). In some studies (Ashton et al., 2008; Ashton and Lee, 2008; Ashton et al., 2010), the “HEXACO personality model” is found statistically superior to the “Big Five personality model”, and this superiority is usually attributed to the “honesty-humility” and “emotionality” personality traits of the model (Feher and Vernon, 2021).

1.2. Burnout

The concept of burnout has garnered increasing interest from researchers and society since the 1970s. However, foundational studies on the concept date back further. One of the earliest works is Grahame Greene's "A Burnt-Out Case", which describes a spiritually distressed and disillusioned architect who leaves his job and retreats to a forest in Africa, illustrating the loss of idealism and passion for one's work due to extreme exhaustion (Maslach and Leiter, 2017). In another instance, counselors and therapists working with drug addicts used the concept to describe their own psychological distress and stress (Freudenberger, 1974). Burnout later extended to other health and social service sectors, where it was employed to describe the psychological challenges faced by workers in these fields (Maslach, 1976).

The essence of the burnout concept is based on a metaphor related to the loss of energy. The term derives from the image of a fire losing its power and extinguishing or a candle being blown out. Just as a burning fire cannot continue to blaze strongly without sufficient resources for renewal, employees experiencing burnout will gradually lose their capacity to contribute effectively to their organizations. Even if they continue to work, they will perform like a "weak fire," approaching their jobs with reluctance, feeling less successful, and being perceived as less successful (Schaufeli et al., 2009).

"Burnout" refers to a state of "physical", "emotional", and "mental exhaustion" that results from extended exposure to emotionally taxing circumstances (Pines and Aronson, 1988). Maslach (1993) describes burnout as a psychological issue that can arise among individuals engaged in roles that involve significant interpersonal interactions. Burnout is characterized by three important dimensions. These dimensions are "depersonalization", "emotional exhaustion", and "reduced personal accomplishment". Depersonalization involves adopting a negative, detached, or excessively distant demeanor towards others with whom one interacts closely. Emotional exhaustion entails the depletion of a person's emotional reserves, leading to a sense of emotional overwhelm. Reduced personal accomplishment decreases an individual's feeling of competence and success. Burnout leads to problematic individual and organizational results such as anxiety, depression, decreased satisfaction with life, mood disorders, decreased job performance, absenteeism, and turnover.

Various works in the literature have explored the relationship between personality and burnout, consistently indicating a positive association between these variables. For instance, Bakker et al. (2006) analyzed the correlation between "Big Five personality traits" and burnout levels among volunteer counselors. They discovered significant relationships between "emotional exhaustion" and "emotional stability", "depersonalization" and "emotional stability", "extraversion" and "openness to experience", and "personal accomplishment" and "extraversion" along with "emotional stability".

Similarly, Swider and Zimmermann (2010) analyzed the interrelation between burnout dimensions, "the Big Five personality traits", absenteeism, turnover, and job performance. The results of the study revealed that employees with high "neuroticism" (indicating low "emotional stability") and low levels of "extraversion", "conscientiousness", and "agreeableness" were more prone to live burnout.

Contrarily, Colom and Contreras (2018) found no significant difference in burnout levels between market cashiers and department managers. However, they observed a decline in

employees' levels of "extraversion", "agreeableness", "conscientiousness", "emotional stability", and "openness to experience" alongside an increase in burnout levels.

Moreover, in a study analyzing the correlation between the "Big Five" personality traits and burnout levels between physicians in Canada and Jamaica, Brown et al. (2019) identified negative significant relationships between "neuroticism" and "personal accomplishment", as well as positive significant relationships between "depersonalization" and "emotional exhaustion".

1.3. Current study – Hypothesis

The claim about the potential relationship between personality and burnout is based on the main assumption that individuals' psychological features affect their probability of experiencing burnout. In other words, personality traits of a person are going to make him or her more or less susceptible to burnout. Relevant information on this topic is also available in the literature. For example, individuals with a high level of "openness to experience" personality trait are more curious and open-minded towards their surroundings (Costa and McCrae, 1985). It has been suggested that, due to this perspective, they are less likely to experience discomfort, disappointment, and anxiety related to uncertainties about the future. They tend to view the challenges they encounter not as a lack of competence or failure, but as an opportunity for personal development (Swider and Zimmerman, 2010).

Individuals with high "conscientiousness", due to traits such as perseverance and a strong work and job-related ethic, are less likely to experience feelings of anxiety and irritability even when faced with negative situations, leading to lower possibilities of burnout (Costa and McCrae, 1985; 1992; Swider and Zimmerman, 2010).

As "extraversion" increases, individuals are more likely to feel hope and ambition rather than helplessness when confronted with adverse situations. People with high "agreeableness" levels are less likely to experience adverse psychological feelings such as disappointment and emotional exhaustion when facing challenging situations (Alarcon et al., 2009). A significant decrease in "emotional stability" is related to a tendency to focus on the adverse and/or problematic aspects of events and an increase in burnout (Bakker et al., 2006).

An increase in "emotionality" also contributes to higher levels of burnout. Individuals with high levels of "emotionality" tend to experience greater fear and anxiety. They are also more inclined to feel emotional connections with others and require more emotional support compared to others (Ashton et al., 2014). Anxiety, stress, depression, and the need for social support are concepts that are directly related to burnout; anxiety and stress can lead to burnout, while burnout can in turn result in depression and an increased need for social support (Kalimo et al., 2003; Alessandri et al., 2018).

A negative relationship is observed between "honesty-humility" and burnout levels (Ceschi et al., 2016; Deckers et al., 2020). The honesty-humility personality trait, as previously mentioned, encompasses tendencies such as being sincere, fair, free from greed, and modest (Ashton et al., 2014). High expectations regarding life and the inability to openly discuss experienced issues (Embriaco et al., 2007) are among the triggers of burnout. It is anticipated that individuals who can find happiness in a modest life, away from high expectations, are less likely to experience burnout. Additionally, another emotion related to burnout, particularly the development of desensitization towards work (Maslach, 1993), is thought to be felt relatively less by individuals who prioritize justice and ethical values.

By using the information above, the central claim that personality and burnout are related is the central hypothesis used in both study models. In addition, it is assumed that there is a negative relationship between sub-dimensions of both the “Big Five personality model” and the “HEXACO personality model” and burnout, in line with the related literature. Therefore, the hypotheses are determined as follows:

According to the “Big Five personality model”,

H₁: There is a significant relationship between individuals' personality traits and their levels of burnout.

H_{1a}: There is a negative significant relationship between “openness to experience” and burnout level.

H_{1b}: There is a negative significant relationship between “conscientiousness” and burnout level.

H_{1c}: There is a negative significant relationship between “extraversion” and burnout level.

H_{1d}: There is a negative significant relationship between “agreeableness” and burnout level.

H_{1e}: There is a “negative” significant relationship between “emotional stability” and burnout level.

According to the “HEXACO personality model”,

H₂: There is a significant relationship between individuals' personality traits and burnout levels.

H_{2a}: There is a negative significant relationship between “honesty-humility” and burnout level.

H_{2b}: There is a positive significant relationship between “emotionality” and burnout level.

H_{2c}: There is a negative significant relationship between “extraversion” and burnout level.

H_{2d}: There is a negative significant relationship between “agreeableness” and burnout level.

H_{2e}: There is a negative significant relationship between “conscientiousness” and burnout level.

H_{2f}: There is a negative significant relationship between “openness to experience” and burnout level.

2. Method of the study

2.1. The participants and the procedure of the study

This study has been conducted under the approval of the “Akdeniz University Committee on Social and Humanities Scientific Research and Publication Ethics”. As Roloff et al. (2022) stated since studies on the relationship between burnout and personality traits in the teaching profession yielded inconsistent results, academic staff were selected as the sample in this study. The population of this research consists of academics currently employed at “Akdeniz University”, “Burdur Mehmet Akif Ersoy University”, and “Süleyman Demirel University”, located in the Akdeniz region of Turkey. The online data collection process took place throughout April 2022. Throughout this process, the aforementioned academics were reminded several times via email to participate in the study. Surveys that were incomplete or incorrectly filled out were identified by the researchers and excluded from the study. In this direction, the convenience sample of this research consists of 514 individuals.

The first section of the survey consisted of 5 questions to obtain information about the participants' gender, age, the university where they are employed, title, and primary field of research.

The second part of the questionnaire which used in the research consists of scales. In this study, brief/short-form scales were used. Short-form scales have advantages such as higher participant interest and response rates than long-form scales and lower rates of unanswered questions (Donnellan et al., 2006; Franke et al., 2013; Runco et al., 2013). Therefore, short-form scales were used to reduce participants' time completing the questionnaire, increase participation, and improve response rates.

2.2. Measures

For the "HEXACO personality model", a "24-item Brief HEXACO Inventory" was used (De Vries, 2013). The scale consists of six dimensions, each with four statements, namely "honesty-humility" (e.g., "I find it difficult to lie"), "emotionality" (e.g., "I am afraid of feeling pain"), "extraversion" (e.g., "I easily approach strangers"), "agreeableness" (e.g., "I tend to quickly agree with others"), "conscientiousness" (e.g., "I work very precisely"), and "openness to experience" (e.g., "I like people with strange ideas"). The scale is rated on a "7-point Likert-type scale", ranging from "1 (strongly disagree)" to "7 (strongly agree)". The scale was translated into Turkish following the committee translation approach (Pan and de la Puente, 2005), a comprehensive and collaborative method. Accordingly, two researchers with expertise in business and behavioral sciences first conducted a parallel translation process. Then, the two translators came together and reached an agreement on a common translation. This translation was submitted to the evaluation of a referee who had conducted various studies on the translation of personality scales into Turkish and had received the title of Associate Professor in the field of Psychology. As a result of the evaluation of the referee, the revised translation was made ready for the pilot study. In the pilot translation phase, the translation was sent to the participants via an online survey form, and the participants were allowed to test the expressions and indicate any parts they did not understand or suggestions for improvement. A total of 15 people participated in this phase, including 4 Akdeniz University, 8 Burdur Mehmet Akif Ersoy University, 3 Lecturers from 3 Süleyman Demirel University, 1 Research Assistant, 6 Assistant Professors, 4 Associate Professors and 1 Professor. In line with the feedback received at this stage, the translation was revised and finalized.

In the present study, "Cronbach's alpha" values for the sub-dimensions of "24-item Brief HEXACO Inventory" were 0.28, 0.36, 0.61, 0.34, 0.49, and 0.42, respectively. The reliability value of most sub-dimensions of the scale fell below 0.6. However, this situation arises from characteristics specific to this measurement tool and is commonly encountered in studies using this scale, including the original work from which the scale is derived (De Vries, 2013) (Dinic, 2018; Marcus and Roy, 2019; Garbe et al., 2020; Rudert and Janke, 2021; Flett et al., 2022). The long-form scales of the "HEXACO personality model" were created based on 24 adjectives related to personality traits, and this scale was designed such that each statement corresponds to an adjective used in the original scale. This high level of heterogeneity among the statements is noted to contribute to the relatively low reliability coefficients of this scale (De Vries, 2013). In this regard, this situation concerning the reliability values of the scale can be considered a limitation of the study.

The “Big Five personality model” was measured using the “30-item Quick Big Five Personality Test” (Vermulst and Gerris, 2005). The scale was adapted to Turkish by Morsünbül (2014). The scale consists of five dimensions, namely “openness to experience” (e.g., “imaginative”), “conscientiousness” (e.g., “organized”), “extraversion” (e.g., “talkative”), “agreeableness” (e.g., “pleasant”), and “emotional stability” (e.g., “nervous (r)”), each composed of 6 items. The scale is rated on a “7-point Likert-type scale” ranging from “1 (completely untrue)” to “7 (completely true)”. In the present study, “Cronbach's alpha” coefficients for the subscales were 0.74, 0.85, 0.85, 0.74, and 0.77, respectively.

“The Burnout Measure Short Version” (Pines, 2005) was used to measure participants' levels of burnout. The scale was adapted to Turkish by Tümkaya et al. (2009). The scale consists of a single dimension of 10 items (e.g., “worthless/like a failure”). The scale is rated on a “7-point Likert-type”, ranging from “1 (never)” to “7 (always)”. In the present study, “Cronbach's alpha” was 0.92.

2.3. Data analyses

“IBM SPSS Statistics 26” and “IBM SPSS AMOS 24” statistic programs were used to analyze the data obtained. The demographic features of the participants were examined using “frequency analysis”.

The relationship between the sub-dimensions of the “Big Five personality model” and the “HEXACO personality model” and burnout level (dependent variable) was analyzed and reported using correlation analysis following the method used by Ashton et al. (2010). First, it was investigated whether the data were normally distributed or not based on the “skewness and kurtosis” coefficients (see Table 1), and it was determined that the data had a normal distribution. Therefore, Pearson correlation analysis was used in the analysis.

2.4. Results

The total number of participants was 514, with 274 (53.3%) female and 240 (46.7%) male. Ninety-one participants (17.7%) were in the age range of 24-30, 207 (41.3%) were in the age range of 31-40, 140 (27.2%) were in the age range of 41-50, 69 (13.4%) were in the age range of 51-60, and 7 (1.4%) were in the age range of 61-65. Among the participants, 225 (43.8%) were affiliated with Akdeniz University, 165 (32.1%) were affiliated with Süleyman Demirel University, and 124 (24.1%) were affiliated with Burdur Mehmet Akif Ersoy University. One hundred seventeen participants (22.8%) were lecturers, 140 (27.2%) were research assistants, 103 (20%) were assistant professors, 88 (17.1%) were associate professors, and 66 (12.8%) were full professors. One hundred fifty-four participants (30%) were from the field of Social, Humanities, and Administrative Sciences, 132 (25.7%) were from the field of Health Sciences, and 50 (9.7%) were from the field of Engineering. The mean, standard deviation, skewness, and kurtosis coefficients are provided in “Table 1”.

Table 1: Descriptive Statistics

Dimensions	Mean	Standard Deviation	Skewness	Kurtosis
"Openness to experience" (B5)	5,43	0,79	-0.30	-0.17
"Conscientiousness" (B5)	5,34	1,09	-0.57	-0.04
"Extraversion" (B5)	4,33	1,21	-0.01	-0.54
"Agreeableness" (B5)	5,89	0,65	-0.42	-0,21
"Emotional stability" (B5)	4,11	1,08	-0.19	-0,66
"Honesty-humility" (H6)	5,00	0,81	-0.58	-0.79
"Emotionality" (H6)	3,91	0,96	-0.18	-0.12
"Extraversion" (H6)	5,59	0,90	-0.89	0.87
"Agreeableness" (H6)	3,70	0,86	-0.20	-0,02
"Conscientiousness" (H6)	5,35	0,89	-0.50	0,37
"Openness to experience" (H6)	5,66	0,79	-0.66	0,27

B5: Big Five

H6: HEXACO

As part of the research aim, two personality models were compared statistically in terms of burnout level as the dependent variable. This comparison is presented in "Table 2".

Table 2: Relationship of Burnout Level between "Big Five" and "HEXACO" Personality Traits

Big Five Personality Traits	Burnout Level
"Openness to experience"	<i>-0.20**</i>
"Conscientiousness"	<i>-0.31**</i>
"Extraversion"	-0.28**
"Agreeableness"	<i>-0.29**</i>
"Emotional stability"	<i>-0.58**</i>
R	<i>0.62</i>
HEXACO Personality Traits	Burnout Level
"Honesty-humility"	-0.14**
"Emotionality"	0.44**
"Extraversion"	<i>-0.35**</i>
"Agreeableness"	-0.21**
"Conscientiousness"	-0.20**
"Openness to experience"	-0.15**
R	0.54

** Correlation Significance Level: $p < 0,01$

R: Multiple correlation coefficient

The coefficients in Table 2 indicate the relationships between all sub-dimensions of both personality models and the level of burnout. Accordingly, all hypotheses were supported. In comparing the sub-dimensions of the models, the coefficients for the higher level of correlation were highlighted in bold and italicized to indicate which model had a higher level of relationship.

Significant and consistent relationships were found between all sub-dimensions of both personality models and burnout levels. In this respect, there is no difference between the two personality models. However, significant differences are observed in the level of relationships.

The personality trait of "honesty-humility" in the "HEXACO personality model" does not have an alternative in the "Big Five personality model" when this personality trait is excluded. A comparison is made; it was found that the "Big Five personality model" has a higher relationship with burnout in four of the remaining five personality traits. In comparison, the "HEXACO personality model" has a higher level of relationship in one of them. The multiple correlation coefficient (R) was also higher in the "Big Five personality model".

The personality traits of "openness to experience," "conscientiousness," "extraversion," and "agreeableness" are included in both models with the same names and are alternatives to each other. The relationship between the personality traits of "openness to experience," "conscientiousness," and "agreeableness" and burnout level has a higher coefficient in the "Big Five personality model". It was determined that the coefficient for the relationship between the burnout level and the "extraversion" sub-dimension was higher in the "HEXACO personality model". In the relationship between the burnout level and the personality traits of "emotional stability" in the "Big Five personality model" and its inverse alternative, "emotionality", in the "HEXACO personality model", it is also seen that the "Big Five personality model" has a higher coefficient.

In summary, it was found that both models have a significant relationship with burnout levels for all personality traits. Although there were no substantial differences in the correlation coefficients, the personality traits within the "Big Five personality model" were identified as having a higher level of association with burnout compared to the "HEXACO personality model". Additionally, it was discovered that the multiple correlation coefficient of the "Big Five personality model" was also higher than that of the "HEXACO personality model". However, the "HEXACO personality model" demonstrated a stronger relationship between the personality trait of "extraversion" and burnout levels, and it includes the "honesty-humility" personality trait, which has a significant relationship with burnout and is not an alternative in the "Big Five personality model".

3. Discussion

This research found significant relationships between the "Big Five" and "HEXACO" personality models and burnout levels. The findings and the knowledge in the literature are at the same line (Zellars et al., 2000; Morgan and De Bruin, 2010; Swider and Zimmerman, 2010; Armon et al., 2012; Santos et al., 2016; Zhang et al., 2016; Colom and Contreras, 2018; Brown et al., 2019; Dionigi, 2019).

The study found a negative significant relationship between the "openness to experience" in the "Big Five personality model" and burnout level. This result is consistent with many studies in the literature (Zellars et al., 2000; Bakker et al., 2006; Armon et al., 2012; Reinke and Chamorro-Premuzic, 2014; Santos et al., 2016; Colom and Contreras, 2018; Dionigi, 2019; De Vine and Morgan, 2020). This finding can be linked to individuals who have high "openness to experience" levels and are more curious and open-minded toward their surroundings (Costa and McCrae, 1985; Griffin and Hesketh, 2004). As the level of "openness to experience" increases, individuals may see the problems they encounter as an opportunity for personal growth, leading to lower levels of burnout (Swider and Zimmerman, 2010).

The research found a negative significant relationship between "conscientiousness" and burnout levels. This result is consistent with previous research (Swider and Zimmerman, 2010; Armon et al., 2012; Reinke and Chamorro-Premuzic, 2014; Santos et al., 2016; Zhang et al.,

2016; Zaniotto et al., 2018; Brown et al., 2019; Dionigi, 2019) and can be interpreted based on the fundamental elements of this personality trait. People with high “conscientiousness” are less likely to experience burnout when faced with adverse situations due to their disciplined, loyal, persevering, and work ethic-oriented nature (Costa and McCrae, 1985; 1992).

In the study, it was found that as individuals' levels of “extraversion” increased, their levels of burnout decreased. This finding is on the same line with many studies in the literature (Morgan and De Bruin, 2010; Swider and Zimmerman, 2010; Armon et al., 2012; Santos et al., 2016; Zhang et al., 2016; Colom and Contreras, 2018; Dionigi, 2019). An increase in “extraversion” level also means an increase in positive emotions such as energy, happiness, and optimism (Ok, 2021). The tendency of extroverted individuals to think positively, be hopeful (Spark and O'Connor, 2020), and avoid depression and anxiety (Hassan et al., 2021) is effective in causing relatively low levels of burnout in the face of adverse situations.

A negative and significant relationship was found between “agreeableness” and the level of burnout. This finding is also consistent with previous research (Zellars et al., 2000; Armon et al., 2012; Santos et al., 2016; Zhang et al., 2016; Colom and Contreras, 2018; Brown et al., 2019; Dionigi, 2019; De Vine and Morgan, 2020). This is due to the fundamental components of “agreeableness”. As “agreeableness” increases, tendencies to adapt, be moderate (Costa and McCrae, 1985; 1992), and focus on the positive aspects of events (Butuceanu and Iliescu, 2019; Bai et al., 2020) increase, reducing the likelihood of experiencing adverse psychological emotions related to burnout such as disappointment and emotional exhaustion when faced with adverse situations (Alarcon et al., 2009).

It has been found that as individuals' “emotional stability” levels increase, their levels of burnout decrease. This finding is consistent with the results of many studies in the literature (Morgan and De Bruin, 2010; Armon et al., 2012; Reinke and Chamorro-Premuzic, 2014; Santos et al., 2016; Zhang et al., 2016; Zaniotto et al., 2018; Brown et al., 2019; Dionigi, 2019; De Vine and Morgan, 2020). Burnout is an emotion highly associated with anxiety and depression. Individuals with high “emotional stability” think positively and are resilient to stress (Flynn et al., 2021; Ramos et al., 2021). Additionally, they experience adverse emotions such as anxiety, depression, disappointment, and guilt at low levels (Bakker et al., 2006; Swider and Zimmerman, 2010). These characteristics that individuals possess effectively reduce their chances of experiencing burnout.

The study found a negative significant relationship between the “HEXACO personality model's” “honesty-humility” and burnout level. While there are few studies on the relationship between the “HEXACO personality model” and burnout, there are consistent results in the literature with this finding (Ceschi et al., 2016; Deckers et al., 2020). As individuals' levels of “honesty-humility” increase, they are less likely to have high expectations associated with burnout, such as the inability to discuss problems openly (Embriaco et al., 2007) and, particularly, the development of indifference towards work (Maslach, 1993). The negative relationship between “absenteeism” (Ceschi et al., 2016) and “counterproductive work behavior” (Anglim et al., 2018) with honesty-humility supports this interpretation. Accordingly, individuals with high levels of “honesty-humility” are less likely to experience burnout, and this is due to their low expectations, their emphasis on justice and ethical values, and their outspoken nature (Ashton et al., 2014).

The study found a positive significant relationship between “emotionality” and burnout levels. The literature also supports the finding of a positive relationship between “emotionality” and burnout levels (Deckers et al., 2020). This finding can be interpreted in line with the tendency of individuals with high emotionality to experience fear, anxiety, and a need for emotional support as their “emotionality” level increases (Ashton et al., 2014). The highly emotional individuals’ tendency to anxiety and stress (Kalimo et al., 2003; Alessandri et al., 2018) increases their likelihood of experiencing burnout.

The study found a negative significant relationship between the “HEXACO personality model's” “extraversion” and burnout level, consistent with the literature (Deckers et al., 2020). Given that the feeling of burnout is often associated with concepts such as low energy and lack of enthusiasm (Pines and Aronson, 1988; Bakker et al., 2006), increased liveliness, energy level (Ashton and Lee, 2007), willingness to socialize (Lee and Ashton, 2004), optimism, and positive mood (Ashton et al., 2014) which come with high levels of “extraversion” can reduce the likelihood of experiencing burnout.

The negative significant relationship between the “agreeableness” of the “HEXACO personality model” and the level of burnout found in the study is consistent with the literature (Deckers et al., 2020). Individuals with a high “agreeableness” level are inclined to forgive, be kind and tolerant, compromise, and remain calm even if they are being harmed in their relationships (Lee and Ashton, 2004; Ashton et al., 2014). Therefore, as individuals’ “agreeableness” levels increase, their patience, tolerance, and similar emotions may also increase, which reduces their likelihood of experiencing burnout.

The relationship between the “HEXACO personality model's” “conscientiousness” and burnout level is also negative. This finding is consistent with the literature (Deckers et al., 2020). As individuals’ levels of “conscientiousness” increase, their tendency towards increased work ethics, perseverance, and diligence (Lee and Ashton, 2004) makes them more patient and resilient to factors that can lead to burnout, thus reducing the likelihood of experiencing burnout.

In this study, it was found that as individuals’ levels of “openness to experience” (HEXACO) increased, their levels of burnout decreased. Factors that protect individuals with high levels of “openness to experience” may include their characteristics such as curiosity, seeking experiences, or accepting situations outside the norm (Lee and Ashton, 2004; Ashton et al., 2014). As “openness to experience” increases, seeing problems as a chance for growth (Swider and Zimmerman, 2010) plays a role in reducing the effects of burnout.

The secondary objective of the research was to compare these two personality models. In this context, this study found that all personality traits of the “Big Five” and the “HEXACO” personality models are significantly correlated to the level of burnout, and there are no major differences between the correlation coefficients. However, it was found that the “Big Five personality model” is more strongly correlated to burnout than the “HEXACO personality model's” personality traits. Additionally, the “Big Five personality model's” multiple correlation coefficients were also higher than those of the “HEXACO personality model”. While few studies are comparing these two personality models in the literature, these studies suggest that the “HEXACO personality model” has statistical advantages over the “Big Five personality model” (Ashton et al., 2008; Ashton et al., 2010; Pletzer et al., 2019). The difference between the findings of this study and the data in the literature may be due to methodological issues. For example, long-form scales were used in studies comparing the “Big Five” and “HEXACO”

personality models in the literature. In these scales, the number of items for each personality trait in the “HEXACO personality model” is generally higher than that in the “Big Five personality model”. However, in this research, short-form scales were used. The “Big Five personality model” used in this study has six items for each personality trait, while the “HEXACO personality model” has four items. Considering that the reduction in the number of items can affect the statistical values such as the reliability coefficient and thus influence the results (Franke et al., 2013; Morgado et al., 2017), the relatively higher correlation coefficients between burnout levels and the “Big Five personality model” compared to the “HEXACO personality model” may be due to this issue. However, it is also a disadvantage that the short form of the “HEXACO” scale still needs a structure to overcome these problems. The methodological stance also constitutes the limitations of this study.

However, the “HEXACO personality model” has relative advantages compared to the “Big Five personality model” within the scope of research findings. One of these advantages is related to “extraversion.” The correlation coefficient between the “extraversion” and the level of burnout in the “HEXACO personality model” was found to be higher than its alternative in the “Big Five personality model”. This may be due to the comprehensiveness of the scale expressions related to this personality trait. In this regard, the “HEXACO personality model” can be preferred as a solid alternative to the “Big Five personality model” in studies focusing on the personality trait of “extraversion.” Another relative advantage of the “HEXACO personality model” compared to the “Big Five personality model” is that it includes the “honesty-humility,” which has no alternative in the “Big Five personality model”. Therefore, the “HEXACO personality model” or its sub-dimension related to this trait can be preferred in studies aiming to examine the personality from the perspective of “honesty-humility”.

The research presents unique contributions to both national and international literature. Notably, this study compares the “Big Five personality model” and the “HEXACO personality model”. While the “HEXACO personality model” is one of the most significant alternatives to the “Big Five personality model”, few studies in the literature compare these two models. However, many researchers have emphasized the importance of comparing the dominant “Big Five personality model” with its alternatives. One of the contributions of this research to personality studies is its responsiveness to this call. Furthermore, a key theoretical contribution of this study is highlighting that the “Big Five personality model”, which has become almost dogmatic in personality research, is not flawless and deserves scrutiny.

Although the “Big Five personality model” yielded stronger results in many aspects compared to the “HEXACO personality model”, this research presents important contributions to the personality literature by documenting some relative advantages of the “HEXACO personality model”. These include its closer results to the “Big Five personality model”, a stronger relationship in extraversion, and the inclusion of the “honesty-humility” trait.

Another contribution of the study lies in the exploration of the relationship between the “HEXACO personality model” and burnout. While the relationship between personality and burnout is frequently examined within the framework of the “Big Five personality model”, there is a noticeable lack of research on the relationship between “HEXACO” personality traits and burnout in the international literature. This gap is not limited to the “HEXACO personality model”’s relationship with burnout; it also reflects a broader scarcity of studies involving the “HEXACO personality model” in the international literature. This study addresses this gap and contributes to the field of personality research.

Additionally, this study is significant as there has been no previous detailed examination of the “HEXACO personality model” in the domestic literature, and empirical research using this model is scarce. Given this study's empirical and conceptual contributions, it is expected to become a fundamental local resource for future researchers working with the “HEXACO personality model”. This represents a significant contribution to the national literature. The study's focus on the relationship between burnout and personality traits, particularly in sectors like academia, which have been relatively under-researched, further underscores its importance.

In light of the results of the study, it is also possible to draw several practical implications that can enhance workplace dynamics. Firstly, managers should conduct a thorough analysis of employees' personality traits, as these characteristics significantly influence their skills, interests, and levels of motivation. Understanding these traits can lead to more effective task assignments, ensuring that employees are engaged in work that aligns with their natural inclinations. Additionally, this awareness can improve personnel selection processes, allowing managers to match individuals with roles that not only suit their abilities but also resonate with their intrinsic motivations.

Moreover, recognizing the unique personality traits of each employee aids in providing tailored support, ultimately benefiting both the organization and its workforce. For example, employees who exhibit high levels of conscientiousness may thrive in structured environments with clear expectations, while those who are more open to experience might excel in creative roles. This personalized approach not only enhances job satisfaction but also boosts overall productivity.

Furthermore, understanding personality traits can help managers gauge employees' potential resistance to burnout. By identifying those who may be more susceptible to stress and exhaustion, organizations can implement targeted interventions, such as flexible work schedules or wellness programs, to support vulnerable individuals. This proactive strategy not only fosters a healthier work environment but also contributes to employee retention and morale.

Based on the results and limitations of this study, several suggestions can be made for future research directions. Firstly, the advantages of the “HEXACO personality model” compared to the more widely studied 'Big Five personality model' could serve as a rich area for exploration. While the Big Five has been extensively analyzed, the “HEXACO personality model”, particularly its unique dimension of “honesty-humility”, remains relatively underexplored in empirical research. For instance, there are few studies that delve into how “honesty-humility” interacts with various psychological and behavioral variables. Investigating the relationships between this trait and factors such as ethical decision-making or propensity for deception could provide valuable insights.

One intriguing area of study could be the connection between “honesty-humility” and the incidence of white-collar crimes. Understanding how personality traits influence the likelihood of engaging in such unethical behaviors can have significant implications for organizational policies and preventative measures.

Moreover, the “HEXACO personality model” could also be applied to examine a range of organizational factors. For instance, concepts such as organizational loneliness, citizenship behaviors, alienation, commitment, cynicism, job satisfaction, and overall work attitudes can

be investigated through the lens of the HEXACO framework. By exploring how different personality dimensions relate to these factors, researchers could uncover deeper insights into employee engagement and well-being, leading to more effective strategies for fostering a positive organizational culture. Such research could also highlight the nuances of personality's role in shaping workplace dynamics and performance.

The sample of the research consisted of academics from three state universities. Therefore, the results include academics working in the public sector. The working conditions of academic staff and their levels of burnout may differ among the sectors. Therefore, comparing the burnout levels of academic staff in the public and private sectors can also be the subject of future research.

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Extended Summary

Examining the Relationship Between Personality Traits and Burnout Levels of Individuals: A Comparative Analysis of the Big Five and HEXACO Personality Models

This research examines the relationship between personality traits, as defined by the “Big Five” and “HEXACO” personality models, and levels of burnout among academics in Turkey. With increasing awareness of mental health and job-related stress, especially in high-pressure environments like academia, this study seeks to contribute to understanding how personality differences can influence susceptibility to burnout. The main objective of the research is to investigate the correlation between the “Big Five” and “HEXACO” personality models and burnout levels among academic staff at selected universities in the Mediterranean region of Turkey. By comparing these two well-established personality frameworks, the study aims to identify which model provides a stronger predictive power for burnout.

The study employs a quantitative research design. A convenience sample of 514 academics from Akdeniz, Burdur Mehmet Akif Ersoy, and Süleyman Demirel universities participated in the study in April 2022. The demographic section of the survey gathered information on participants' gender, age, university affiliation, academic title, and primary field of research. The study utilized short-form scales to measure personality traits, as these have been shown to yield higher participant interest and lower rates of unanswered questions compared to longer forms. Specifically, the “24-item Brief HEXACO Inventory” was used for the “HEXACO personality model”, while the “30-item Quick Big Five Personality Test” was utilized for the “Big Five personality model”. Burnout levels were assessed using the “Burnout Measure Short Version”, a widely recognized instrument in burnout research. Data were analyzed using “IBM SPSS Statistics” and “AMOS” software, employing correlation analysis to examine relationships between personality traits and burnout levels. The study first assessed the normality of the data distribution before conducting Pearson correlation analysis.

The results revealed significant relationships between both personality models and burnout levels. Specifically, a negative correlation was found between the “Big Five” personality traits of “openness to experience”, “conscientiousness”, “extraversion”, “agreeableness”, and “emotional stability” and burnout levels. Higher levels of these traits were associated with lower levels of burnout, corroborating findings from existing literature. For instance, individuals scoring high in “openness to experience” tend to be more adaptable and view challenges as opportunities for personal growth, reducing their likelihood of experiencing burnout. Similarly, high “conscientiousness” was linked to a disciplined approach to work, which helps individuals navigate stressful situations more effectively. Interestingly, the study highlighted the role of “emotional stability” as a significant protective factor against burnout. Individuals exhibiting high “emotional stability” are typically more resilient to stress and adverse emotions, which aligns with previous research linking emotional stability to lower burnout levels. Conversely, the “HEXACO personality model”'s “honesty-humility” trait also displayed a negative relationship with burnout. This finding emphasizes that more honest individuals are less likely to experience burnout, as they tend to have lower expectations and are more open about discussing problems. The study also identified a positive correlation between “emotionality”—an aspect of the HEXACO model—and burnout levels. This suggests that individuals who are more emotionally reactive may be at a higher risk for burnout due to their heightened sensitivity to stressors and emotional demands. Notably, while both personality models demonstrated significant correlations with burnout, the “Big Five personality model” exhibited stronger relationships across most traits. The multiple correlation coefficients indicated that the “Big Five personality model” was more predictive of burnout levels compared to the “HEXACO personality model”. This finding contributes to the ongoing debate regarding the relative merits of these two models in psychological research.

The implications of this study are multi-faceted. First, the results suggest understanding personality can play a crucial role in managing burnout, particularly in high-stress professions such as academia. By identifying individuals who may be more susceptible to burnout based on their personality, institutions can implement targeted interventions to support their staff. Also, the findings underscore the importance of fostering environments promote positive personality traits among employees. This can be achieved through professional development programs emphasize skills related to “openness to experience”, “conscientiousness”, and “emotional stability”. Cultivating a culture of “honesty-humility” may also mitigate burnout risks, encouraging open dialogue about challenges and stressors. This study fills a gap in the literature by comparing the “HEXACO” and “Big Five” in the context of burnout. Despite the dominance of the “Big Five” in personality research, the study reveals that the “HEXACO” provides valuable insights, particularly regarding the role of “honesty-humility”. Future research could further explore this aspect, examining its relationship with various variables such as job satisfaction, organizational commitment, and even the incidence of white-collar crimes. Finally, the study highlights the need for further exploration of burnout across different sectors, particularly by comparing academics in public and private institutions. Given the unique challenges faced by academics, understanding how sector differences impact burnout could provide more tailored strategies for intervention and support. In conclusion, this research significantly advances the understanding of the interplay between personality and burnout, offering practical insights for both academic institutions and future researchers. By addressing the limitations of current personality models and shedding light on the unique aspects of the “HEXACO”, the study contributes to a more nuanced understanding of personality and its implications for mental health and well-being in the workplace.