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Linking Personality and Values: Hexaco Traits and the Schwartz Framework in Cross-cultural Contexts

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Abstract

Personality traits and personal values represent fundamental dimensions for understanding individual differences in motivation, behavior, and adaptation. In this sense the HEXACO model, which extends the Big Five by including Honesty–Humility, has shown robust predictive value for prosociality, organizational behavior, and well-being. From the other point of view, Schwartz's theory of basic human values identifies universal motivational principles structured around self-transcendence versus self-enhancement and openness to change versus conservation.

Regarding this the specific research literature on these subjects consistently highlights convergences between the two frameworks, for example Honesty – Humility and Agreeableness align with benevolence and universalism, or Conscientiousness relates to conformity and security, while Openness to Experience predicts self-direction and stimulation. Nevertheless, findings vary across cultural contexts, methodologies, and populations, suggesting that personality and values offer complementary but distinct contributions to psychological health and organizational functioning. Despite strong meta-analytic support, research gaps remain regarding longitudinal designs, measurement invariance, and Eastern European populations, particularly within diasporic settings.

This literature review synthesizes current evidence on the HEXACO–Schwartz binomial and positions it as a crucial integrative framework for advancing research on well-being, organizational outcomes, and intercultural adaptation, providing the theoretical foundation for my doctoral research project entitled "HEXACO Personality Traits, Personal Values, and Work–Life Balance among Romanians in the Country and the Diaspora (Germany, France, United Kingdom): Forgiveness as a Value and Psychological Mechanism in Organizational Well-Being and Mental Health."

Keywords: Adaptation, Hexaco, Personality, Personal Values, Schwartz, Well-Being