

Descriptive statistics for HEXACO¹ and GASP² Scales measured in the Initial Survey (*initial self-report*), Final Survey (*final self-report*), and Coworker Survey (*observer-report*)

<i>Variable Name</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>α</i>
1. Guilt Proneness initial self-report	1511	5.69	1.18	.75
2. Guilt Proneness final self-report	840	5.54	1.29	.80
3. Guilt Proneness observer-report	337	5.53	1.32	.79
4. Guilt-Repair initial self-report	1511	5.71	1.00	.71
5. Guilt-Repair final self-report	840	5.68	1.10	.79
6. Guilt-Repair observer-report	337	5.49	1.21	.79
7. Shame Proneness initial self-report	1511	5.38	1.20	.69
8. Shame Proneness final self-report	840	5.34	1.26	.78
9. Shame Proneness observer-report	337	5.20	1.21	.68
10. Shame-Withdrawal initial self-report	1511	2.91	1.22	.66
11. Shame-Withdrawal final self-report	840	3.04	1.22	.67
12. Shame-Withdrawal observer-report	337	3.00	1.11	.56
13. Honesty-Humility initial self-report	1514	3.48	0.61	.71
14. Honesty-Humility final self-report	845	3.46	0.60	.70
15. Honesty-Humility observer-report	341	3.55	0.59	.68
16. Emotionality initial self-report	1514	3.09	0.61	.73
17. Emotionality final self-report	845	3.10	0.61	.74
18. Emotionality observer-report	341	2.86	0.58	.70
19. Extraversion initial self-report	1514	3.52	0.66	.82
20. Extraversion final self-report	845	3.48	0.67	.82
21. Extraversion observer-report	341	3.59	0.68	.83
22. Agreeableness initial self-report	1514	3.28	0.63	.78
23. Agreeableness final self-report	845	3.26	0.60	.76
24. Agreeableness observer-report	341	3.42	0.66	.80
25. Conscientiousness initial self-report	1514	3.84	0.59	.79
26. Conscientiousness final self-report	844	3.79	0.58	.78
27. Conscientiousness observer-report	341	3.91	0.61	.80
28. Openness initial self-report	1514	3.50	0.68	.79
29. Openness final self-report	844	3.44	0.70	.80
30. Openness observer-report	341	3.45	0.66	.80
31. Female	1514	0.50	0.50	--
32. Age	1510	39.32	11.37	--
33. Acquaintanceship	341	4.19	0.74	--

Note. WECT2011 & WECT2012 data combined.

¹ Ashton, M. C., & Lee, K. (2009). The HEXACO-60: A short measure of the major dimensions of personality. *Journal of Personality Assessment*, 91, 340-345. <http://hexaco.org/downloading.html>

² Cohen, T. R., Wolf, S. T., Panter, A. T., & Insko, C. A. (2011). Introducing the GASP scale: A new measure of Guilt and Shame Proneness. *Journal of Personality and Social Psychology*, 100(5), 947-966. doi: 10.1037/a0022641. http://wpweb2.tepper.cmu.edu/facultyadmin/upload/url1_7865230971286_Guilt_and_Shame_Proneness_GASP_Scale_August2011.pdf

Correlations among HEXACO and GASP Scales measured in the Initial Survey (*initial self-report*), Final Survey (*final self-report*), and Coworker Survey (*observer-report*). WECT2011 & WECT2012 data combined. * $p < .05$

	1	2	3	4	5	6	7	8	9	10	11	12
1. Guilt Proneness initial	--											
2. Guilt Proneness final	.67*	--										
3. Guilt Proneness observer	.50*	.51*	--									
4. Guilt-Repair initial	.59*	.45*	.33*	--								
5. Guilt-Repair final	.46*	.67*	.48*	.58*	--							
6. Guilt-Repair observer	.33*	.34*	.71*	.32*	.44*	--						
7. Shame Proneness initial	.52*	.42*	.36*	.48*	.40*	.29*	--					
8. Shame Proneness final	.43*	.62*	.41*	.41*	.60*	.37*	.58*	--				
9. Shame Proneness observer	.35*	.47*	.62*	.30*	.46*	.62*	.44*	.52*	--			
10. Shame-Withdrawal initial	-.14*	-.17*	-.09	-.15*	-.20*	-.05	.08*	-.05	-.01	--		
11. Shame-Withdrawal final	-.12*	-.11*	-.16*	-.14*	-.13*	-.09	.03	.06	-.04	.56*	--	
12. Shame-Withdrawal observer	-.15*	-.09	-.08	-.09	-.11	-.04	-.02	-.05	.11*	.40*	.45*	--
13. Honesty-Humility initial	.50*	.46*	.40*	.31*	.32*	.30*	.22*	.29*	.28*	-.29*	-.27*	-.25*
14. Honesty-Humility final	.44*	.52*	.34*	.27*	.36*	.24*	.25*	.29*	.24*	-.23*	-.30*	-.21*
15. Honesty-Humility observer	.33*	.32*	.45*	.21*	.29*	.37*	.21*	.22*	.28*	-.13*	-.22*	-.34*
16. Emotionality initial	.10*	.07*	.07	.12*	.15*	0.07	.29*	.24*	.19*	.21*	.20*	.19*
17. Emotionality final	.09*	.09*	.12*	.14*	.19*	0.09	.26*	.27*	.21*	.13*	.14*	.12*
18. Emotionality observer	.01	.01	-.01	.06	.04	-.03	.16*	.17*	.13*	.14*	.25*	.26*
19. Extraversion initial	.21*	.19*	.27*	.25*	.19*	.21*	-.01	.02	.13*	-.26*	-.20*	-.13*
20. Extraversion final	.16*	.20*	.25*	.19*	.23*	.19*	-.04	.02	.08	-.28*	-.30*	-.13*
21. Extraversion observer	.33*	.23*	.36*	.33*	.31*	.34*	.06	.11	.16*	-.19*	-.22*	-.25*
22. Agreeableness initial	.26*	.25*	.34*	.28*	.24*	.32*	.09*	.14*	.25*	-.10*	-.08*	-.10
23. Agreeableness final	.21*	.27*	.31*	.17*	.24*	.26*	.07	.13*	.21*	-.11*	-.14*	-.11
24. Agreeableness observer	.26*	.25*	.44*	.24*	.29*	.45*	.11*	.17*	.22*	-.13*	-.18*	-.25*
25. Conscientiousness initial	.34*	.34*	.37*	.40*	.38*	.32*	.19*	.23*	.30*	-.41*	-.33*	-.24*
26. Conscientiousness final	.31*	.38*	.35*	.37*	.42*	.27*	.19*	.23*	.26*	-.30*	-.42*	-.13*
27. Conscientiousness observer	.38*	.33*	.45*	.34*	.36*	.44*	.19*	.17*	.25*	-.30*	-.30*	-.32*
28. Openness initial	.20*	.15*	.30*	.29*	.23*	.29*	.09*	.05	.23*	-.21*	-.14*	-.15*
29. Openness final	.17*	.18*	.28*	.26*	.27*	.30*	.09*	.08*	.22*	-.20*	-.20*	-.12
30. Openness observer	.24*	.13*	.32*	.26*	.24*	.31*	.08	.07	.15*	-.18*	-.18*	-.15*
31. Female	.21*	.18*	.15*	.18*	.23*	.14*	.28*	.21*	.12*	-.02	.00	.00
32. Age	.20*	.19*	.21*	.14*	.19*	.11*	.09*	.09*	.11	-.17*	-.23*	-.13*
33. Acquaintanceship	.18*	.20*	.17*	.18*	.12	.07	.11*	.02	.08	-.05	-.07	.05

Table continued...

Table continued...

	13	14	15	16	17	18	19	20	21	22	23	24
13. Honesty-Humility initial	--											
14. Honesty-Humility final	.66*	--										
15. Honesty-Humility observer	.56*	.57*	--									
16. Emotionality initial	-.07*	-.05	-.03	--								
17. Emotionality final	-.02	-.04	-.06	.75*	--							
18. Emotionality observer	-.16*	-.13*	-.24*	.57*	.61*	--						
19. Extraversion initial	.13*	.07	.13*	-.25*	-.18*	-.16*	--					
20. Extraversion final	.12*	.14*	.10	-.27*	-.23*	-.22*	.78*	--				
21. Extraversion observer	.22*	.05	.26*	-.18*	-.11	-.26*	.58*	.70*	--			
22. Agreeableness initial	.29*	.26*	.31*	-.14*	-.09*	-.14*	.31*	.25*	.30*	--		
23. Agreeableness final	.26*	.35*	.29*	-.13*	-.14*	-.11	.30*	.34*	.32*	.74*	--	
24. Agreeableness observer	.26*	.28*	.47*	-.13*	-.06	-.27*	.35*	.38*	.56*	.59*	.62*	--
25. Conscientiousness initial	.39*	.28*	.29*	-.04	-.01	-.09	.43*	.35*	.41*	.23*	.19*	.27*
26. Conscientiousness final	.30*	.34*	.26*	-.05	-.06	-.03	.35*	.43*	.36*	.16*	.17*	.23*
27. Conscientiousness observer	.35*	.20*	.42*	-.04	.01	-.09	.31*	.36*	.52*	.24*	.16*	.38*
28. Openness initial	.16*	.05	.19*	-.07*	-.10*	-.14*	.39*	.37*	.35*	.24*	.16*	.29*
29. Openness final	.16*	.10*	.19*	-.11*	-.09*	-.18*	.37*	.42*	.29*	.19*	.20*	.25*
30. Openness observer	.21*	.10	.21*	-.06	-.09	-.17*	.39*	.32*	.47*	.24*	.17*	.37*
31. Female	.17*	.14*	.10	.38*	.38*	.31*	-.04	-.04	-.04	-.01	-.03	.01
32. Age	.29*	.31*	.24*	-.06*	-.03	-.08	.12*	.13*	.18*	.07*	.11*	.14*
33. Acquaintanceship	.06	.09	.09	-.05	-.02	.02	.28*	.20*	.18*	.08	.07	.14*

	25	26	27	28	29	30	31	32	33
25. Conscientiousness initial	--								
26. Conscientiousness final	.71*	--							
27. Conscientiousness observer	.60*	.59*	--						
28. Openness initial	.36*	.33*	.36*	--					
29. Openness final	.34*	.39*	.33*	.83*	--				
30. Openness observer	.35*	.34*	.39*	.69*	.70*	--			
31. Female	.11*	.11*	.08	-.02	-.04	-.03	--		
32. Age	.17*	.18*	.16*	.07*	.11*	.10	.08*	--	
33. Acquaintanceship	.19*	.25*	.19*	.13*	.06	.08	-.10	.10	--