

| HEXACO Factor            | NT<br>Expectation<br>(Average) | ND Reality<br>(Polarized)                | The "Miscalibration" Risk  |
|--------------------------|--------------------------------|--|--|
| <b>Honesty-Humility</b>  | Balanced /<br>Tactical         | <b>Extreme High</b>                      | Perceived as "blunt" or "not a team player" because you don't use social white lies. |
| <b>Emotionality</b>      | Moderate /<br>Regulated        | <b>High<br/>Sentimentalism</b>           | Deep attachment to research/truth is mistaken for "volatility" or "instability."     |
| <b>Extraversion</b>      | Outgoing /<br>Consistent       | <b>Situational<br/>(Spiky)</b>           | High confidence in lectures vs. total withdrawal in hallways looks like "aloofness." |
| <b>Agreeableness</b>     | Polite /<br>Compliant          | <b>Low Patience for<br/>Interruption</b> | The "furrowed brow" during focus-interruption is misread as "hostility."             |
| <b>Conscientiousness</b> | Organized /<br>Steady          | <b>Extreme<br/>Diligence</b>             | Hyper-perfectionism is seen as "rigidity" or "obsessiveness."                        |
| <b>Openness</b>          | Curious /<br>Flexible          | <b>Extreme<br/>Inquisitiveness</b>       | Questioning foundational norms is seen as "challenging authority."                   |