

2019

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HPI

Hogan Personality Inventory

Hogan Personality Inventory

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MVPI

Motives, Values, Preferences Inventory

Motives, Values, Preferences Inventory

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HBRI

Hogan Business Reasoning Inventory Job Evaluation Tool

Hogan Business Reasoning Inventory

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Book Chapters & Miscellaneous

Book Chapters/Miscellaneous

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Research-Based White Papers

Selected Research-Based White Papers

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- Caplinger, J. & Gaddis, B. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Sydney, Australia: Peter Berry Consultancy.
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- Hogan Assessment Systems. (2010). *Rethinking employee safety training: How individual personality plays a role*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *Averting disaster*. Tulsa, OK: Author.
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- Hogan Assessment Systems. (2011). *The power of unconscious biases: The impact of values on team dynamics and corporate culture*. Tulsa, OK: Author.
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Conference Papers

Selected Conference Papers

- Agnew, B., & Lusk, D. (2018, April). The darkside of being a high potential. In M. Vazquez (Chair), *Challenges, traits, and best practices in navigating high potential programs*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Anderson, M. (2007, April). *Values and preferences: Antecedents, mechanisms, and outcomes*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Anderson, M., Foster, J., Van Landuyt, C., & Tett, R. (2006, April). *Meta-analytic investigation of personality and Holland's RIASEC model*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- * Anderson, M., & Little, I. (2007, April). *Employees' values and performance in the context of Vroom's Expectancy Theory*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Anderson, M., & Tett, R. (2006, April). *Who prefers to work with whom? Trait activation in classroom teams*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Bahbough, R., & Warrenfeltz, R. (2004, April). *The application of sociomapping to executive team development*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Barnett, G. (2004, April). *Evaluating alternatives to the GLM in applied personality assessment*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Barnett, G., Kello, J., Osicki, M., Gibby, R., Edwards, R., & Cober, A. (2005, April). *Navigating the path from graduate school to early career success*. Roundtable at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Blacksmith, N., & Yang, R. (2015, April). *Nonlinear relationships of narrow personality and narrow leadership criterion constructs*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Bolen, H., Fuhrmeister, K., & Nei, K. (2015, April). *Practical recommendations for enhancing leadership coaching*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Litano, M., & Major, D. (2015, April). *The role of supervisor relationship quality in managing work-family outcomes*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Nei, K., & Fuhrmeister, K. (2014, May). *Evaluation of leadership development coaching: The impact of personality*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bolen, H., Nichols, S., Simonet, D., & Fuhrmeister, K. (2014, May). *Predicting emotionally competent behavior: Developing a model and predictor sales*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bomer, J. (2006, April). *A juggling act: Devising personnel selection systems*. Panel conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Borich, J., & Murphy, S. (2004, April). *Do borders really matter? Issues in multi-national selection*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bourdeau, N. R., & Lock, J. D. (2005, April). *Evaluating applicant faking via "Bright" and "Dark-Side" measures of personality*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- * Brinkmeyer, K., & Hogan, J. (1993, April). *Using personality to predict small differences in jobs and their performance*. Paper presented at the 39th meeting of the Southwestern Psychological Association, Corpus Christi, TX.
- Chamorro-Premuzic, T. (2011, April). *EQ-nomics: Emotional intelligence in the human capital era*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Davies, S., Hogan, J., Foster, J., & Elizondo, F. (2005, April). *Recombinant personality measures for predicting leadership competence*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

- Davies, S., Little, I., & Ross, R. (2006, April). *Ensuring the measurement equivalence and appropriate use of personality assessments across cultures*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Davies, S., Norris, D., Turner, J., & Wadlington, P. (2005, April). *Cheating, guessing, faking and self-presentation in assessment responses*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Davies, S. A., & Wadlington, P. L. (2006, April). *Factor & parameter invariance of a five factor personality test across proctored/unproctored computerized administration*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Ferrell, B. (2018, April). Distinguishing dark-side personality from personality disorders. In S. Highhouse & H. Min (Chair), *Measurement issues and impacts of dark personality*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ferrell, B., Foster, J., & Gaddis, B. (2017, April). Using archival data to create synthetic validity tables. In B. Ferrell (Chair), *The use and utility of big data in I-O psychology*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., & Gaddis, B. (2016, April). *How well does the dark triad capture dark side personality?* Paper Presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Ferrell, B., & Gaddis, B. (2017, April). Examining the relationship between dark-side personality characteristics, health, and workplace stress. In S. A. Hezlett (Chair), *Maladaptation: Building the nomological net of derailing traits and behaviors*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., & Nichols, S. (2018, April). *Dark-side personality and leaders' ability to leverage workplace diversity*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Fleming, B., & Holland, B. (2002, April). *How dark side personality factors impact performance ratings: A meta-analysis*. Poster presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

- Fleming, W. D. (2004, April). *Predicting leadership effectiveness: Contributions of critical thinking, personality, and derailers*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J. (2016). *Exploring the psychometric properties of personality derailment scales*. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Chen, T. (2007, April). *Personality correlates with injuries and accidents in unstructured job settings*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Foster, J., & Gaddis, B. (2010, April). *Moderating effects of tenure on the predictive validity of personality*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Foster, J., & Gaddis, B. (2015, August). *The incremental validity of dark side personality over Five-Factor Model scales*. Presentation presented at the 75th Annual Conference for the Academy of Management, Vancouver, BC.
- Foster, J., & Gaddis, B. (2016a, April). *Defining derailers: Examining narcissism to shed light on the dark side*. Paper presented at the 31st Annual Conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Gaddis, B. (2016b, April). *What is a derail? An examination of narcissism*. Presentation presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Hogan, J. (2006, May). *Profile analyses of personality-leadership performance relations*. In M. Ingerick & L. M. Hough (Co-Chair), *Refining the personality-leadership relationship*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Foster, J., Johnson, C., & Gaddis, B. (2008, April). *The predictive validity of personality: New methods produce new results*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Foster, J., & Klinger, B. (2011, April). *Personality correlates with business outcomes in developing countries*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Foster, J., Nei, K., & Lemming, M. (2018, April). *Investigating the importance of ambition in personality assessment*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J., & Macan, T. (2006, May). *The use of interactions between personality variables to predict performance*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Foster, J., & Meyer, K. D. (2012, April). Generational and cultural effects on values using the MVPI. In K. D. Meyer (Chair), *Do values really differ by generation? A multi-assessment review*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Foster, J., & Nichols, S. (2017, April). The seven factors of the Hogan Personality Inventory. In C. L. Z. DuBois (Chair), *Conceptual foundations of personality assessment in organizations: "Useful" to "optimal"*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Foster, J., Nichols, S. B., & Sharma, S. (2009, April). *The pro's and con's of perfectionism in the workplace*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Foster, J., Pederson, K., Saavedra, J., & Ross, R. (2009, April). *Identifying and developing high potential employees: Lessons from the field*. Presentation presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- * Foster, J., & Pickering, D. (2013, August). Personality factors versus facets for predicting managerial performance. In T.A. O'Neill & P. Steel (Co-Chairs), *Broad factors versus narrow facets: Prediction at optimal resolution*. Symposium conducted at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Foster, J., Simonet, D., & Yang, R. (2015, April). *The factor structure of personality derailers across cultures*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Foster, J., & Streich, M. (2006, May). *Alternatives for assessing validity when cut scores are used for selection*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Fuhrmeister, K., Nei, K., Tecele, L., & Fonseca, R. (2018, April). *Critical job family competencies: Sales versus customer support*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gaddis, B. (2013, April). *International perspectives on combining personality and multirater feedback data*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- * Gaddis, B. (2015, March). *Common challenges in developing & updating test content*. Breakout session conducted at the 16th annual Association of Test Publishers' (ATP) Innovations in Testing Conference, Palm Springs, CA.
- Gaddis, B. (2015, April). *The impact of narcissism on leadership: Or... That's enough with the selfies*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gaddis, B. (2016, April). *High-Potential Programs: Pitfalls, precautions, and pearls of wisdom*. Panel presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Gaddis, B., & Ferrell, B. (2017, February). *Evolving responses to managing faking in standard and express personality assessments*. Paper presented at the Association of Test Publishers annual conference, Scottsdale, AZ
- Gaddis, B., & Foster, J. (2009, April). *Multisource performance appraisal and personality: A view from the dark side*. In S. Hardesty (Chair), *Personality and 360-degree feedback: Integration and real-world implications*. Symposium conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Gaddis, B., & Foster, J. (2010, April). *Moderating effects of tenure on the predictive validity of personality*. Paper presented at the 25th Annual Conference for the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Gaddis, B., & Foster, J. (2014, May). *A critical review of Mechanical TURK as a research tool*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Gaddis, B., & Hayes, H. (2017, April). *Validation of an off-the-shelf competency solution for nine job families*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Gaddis, B., & Meyer, K. (2009, April). *Ideals versus reality: Analysis of current practices in assessment norming*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Gaddis, B., & Nichols, S. (2015, April). *Using scientific research and best practices to drive competency-based solutions*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gaddis, B., & Yang, R. (2014, May). *Examining score drift in personality assessment scales across the globe*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hayes, H., Ferrell, B., Huck, J., & Gaddis, B. (2017, April). *Development of an empirically-based short form personality assessment*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Hays, J., & Ross, R. (2018, April). *Where I-O meets IT: Securing talent data in the age of breaches, hacks, and leaks*. Panel conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Hogan Assessment Systems. (2001a, April). *A model for combining personality assessment and structured interviewing to select and retain employees*. Paper presented at the 16th Annual Conference for the Society of Industrial and Organizational Psychology, San Diego, CA.
- Hogan Assessment Systems. (2001b, April). *HAS Monograph Series: A model for combining personality assessment and structured interviewing to select and retain employees*. Presentation presented at the 16nd Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Hogan Assessment Systems. (2007, April). *Global employee selection and assessment: A tale of 6 countries*. Presentation presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Hogan Assessment Systems. (2015, April). *Assessment in the digital age: Pre-hire Assessment testing on mobile devices*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- * Hogan, J., & Harris, G. (1991, April). *Personality correlates of subordinates' ratings of managerial effectiveness*. Paper presented at the 37th Annual Convention of the Southwest Psychological Association, New Orleans, LA.
- * Hogan, J., & Hogan, R. (1994, October). *Fidelity and bandwith: Personality assessment and job performance*. Paper presented at the Annual Meeting of the Society for Multivariate Experimental Psychology, Princeton, NJ.
- Hogan, J., & Holland, B. (2002, April). *Evaluating personality-based job requirements*. Paper presented at the 17th Annual Conference for the Society of Industrial and Organizational Psychology, Toronto, Canada.
- * Hogan, J., & Stark, D. (1992, June). *Using personality measures to select firefighters*. Paper presented at the 16th Annual Meeting of the International Personnel Management Association Assessment Council, Baltimore, MD.
- Hogan, R. (2013, April). *How to define destructive leadership*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Hogan, R., Black, J., Fernandez, C., Chamorro-Premuzic, T., & Ones, D. (2014, May). *From leader's personality to employee engagement*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Hogan, R., & Chamorro-Premuzic, T. (2015, April). *Beyond the hype: The dark side of employee engagement*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Holland, B., Hogan, J., & Van Landuyt, C. (2002, April). *How to measure sociopolitical IQ*. Paper presented at the 17th Annual Conference for the Society of Industrial and Organizational Psychology, Toronto, Canada.
- Johnson, A. (2010, April). *Assessment trends from a test publisher perspective*. Presentation presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Kabins, A., McCook, K., Gaddis, B., & Yang, R. (2014, May). *Personality's Flynn Effect: Recent upward trends in personality scores*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Killian, J., Schott, D., Fortson, H., Quigley, A., & Jacobs, R. (2007, April). *Fear factor: Personality assessment in public sector personnel selection*. Panel presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

- Kisamore, J. L., Stone, T. H., & Jawahar, I. M. (2007, April). *Academic integrity and the HPI Employee Reliability Scale*. Panel presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- * Kusch, R. (2013, June). *Evidence-based assessments: Relationships between personality and leadership as a prerequisite for performance evaluation and selection*. Paper presented at the Symposium for the Selection and Evaluation of Executives in Business, Munich, Germany.
- Lemming, M., Arnold, B., & Herrera, V. (2018, April). *Using personality to predict team-relevant competencies*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., & Foster, J. (2010, April). *A comparison of methods for conducting generalization of validity studies*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Lemming, M., & Foster, J. (2011, April). *Using personality and culture fit to identify high potential*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., Hatfield, K., & Ross, R. (2011, April). *Using personality and culture fit assessments in the GMAC pilot*. In R. Ross (Chair), *Utility of non-cognitive assessments for developing MBA students*. Symposium conducted at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., Hockensmith., & Herrera, V. (2018, April). *Dark side personality differences in the managerial hierarchy*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., & Hogan, R. (2017, April). *Beyond cognitive ability: Using personality to predict study retention*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lemming, M., Johnson, C., & Foster, J. (2008, April). *Personality correlates with safety supervisor ratings in multiple job settings*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

- Lemming, M., Johnson, C., & Foster, J. (2009, April). *Do personality differences exist in the managerial hierarchy?* Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lemming, M., & Ness, A. (2017, April). *Job analytic comparisons of critical competencies across industries.* Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Leonard, J., & Lock, J. D. (2004, April). *Preemployment personality assessment: Making use of data from multiple validation strategies.* Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lock, J. D., & Boudreau, N. (2004, April). *Same job different values: Comparing similar jobs across organizations.* Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lusk, D., Fuhrmeister, K., & Yang, R. (2017, April). Investigating the relationship between leader personality and rating behavior. In K. Fuhrmeister (Chair), *Factors to consider in 360-degree feedback ratings.* Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mansi, A. (2007, September). *Executive coaching and psychometrics: A case study evaluating the use of the Hogan Personality Inventory (HPI) and the Hogan Development Survey (HDS) in senior management coaching.* Paper presented at the 1st International Coaching Psychology Conference, London, England.
- Meyer, K. D., & Foster, J. L. (2007, April). Exploring the utility of three approaches to validating a job analysis tool. In M. Anderson (Chair), *Worker-oriented job analysis tools: Development and validation.* Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Meyer, K. D., Foster, J. L., & Anderson, M. G. (2006, April). *Assessing the predictive validity of the Performance Improvement Characteristics job analysis tool.* Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Meyer, K. D., & Nichols, S. B. (2010, April). *Translations and cultural adaptations: Challenges, experiences, and lessons learned.* Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Mol, M. J., Brummel, B. J., & Foster, J. (2018, April). *Examining range restriction in a measure of personality drivers*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- * Montgomery, R. L., & Haemmerlie, F. (2002, April). *Predicting college success with the Hogan Personality Inventory*. Poster presented at the meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Murphy, S., & Davies, S. (2006, April). *Meta-analysis of a personality profile for predicting sales success*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Najar, M. J., Holland, B. D., & Van Landuyt, C. R. (2004, April). *Individual differences in leadership derailment*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nei, D. (2015, April). *Synthetic validity: Further evidence of its accuracy and application*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., Foster, J., & Nei, D. (2018, April). Rule breakers and attention seekers: Personality predictors of ethical behavior in leaders. In A. M. Ness & C. Coultas (Chair), *Identifying and developing ethical leaders: Challenges and solutions*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nei, K., Fuhrmeister, K., Fonseca, R., & Tecle, L. (2016, April). *Job analytic comparisons of managerial and leadership competencies*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Nei, K., Lusk, D., & Metheny, R. (2017, April). Predicting physician executive performance. In B. Gaddis (Chair), *Using personality assessment to predict valued outcomes in healthcare*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nei, K., & Nei, D. (2015, April). *Individual differences and the creative process: Implications for talent identification*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., Nei, D., Mumford, M., & Ferrell, B. (2014, May). *Training to detect fit through employment interviews*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

- Nei, K., & Pickering, D. (2015, April). *Job analytic comparisons of managerial leadership competencies across industries*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., & Simonet, D. (2014, May). *The emergence of abusive supervisors: What makes them mean?* Presentation presented at 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Nichols, S., Johnson, A., Lemming, M., & Foster, J. (2011, April). Development, validation, and utility of personality-based safety scales. Paper presented in A. Palmer (Chair), *The latest and greatest in workplace safety research*. Symposium conducted at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Palmer, A., Nichols, S., & Robertson, L. (2011, April). *Identifying critical competencies within job families: A data-driven approach*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Palmer, A., Robertson, L., Nelson, C., & Pickering, D. (2012, April). *Predicting entry-level performance using facet-level personality-based employability scales*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pickering, D. (2015, April). *The healthcare challenge: Implementing talent initiatives in a data-driven industry*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Pickering, D., & Foster, J. (2014, May). *Examining the relationship between employee reliability and job performance for managers*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Pickering, D., & Gaddis, B. (2013, April). *Job analytic comparisons of competency requirements in global managerial jobs*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Pickering, D., & Nichols, S. (2014, May). *Examining differences in personality across geographic regions*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

- * Pyburn, K., & Weiner, J. (2008, April). *Adding, deleting, or altering selection instruments: Required, permitted, or prohibited?* Presentation presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Rhodes, D. (2018, April). *Employee retribution: When work-family boundaries go awry*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Robertson, L., & Palmer, A. (2011, April). *Personality as a predictor of workplace safety outcomes*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ross, R. (2013, April). *A high potential view of the dark side of leadership*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- * Rybicki, S., & Hogan, J. (1996, August). *Personal characteristics necessary to do the work*. Paper presented at the 104th Annual Convention of the American Psychological Association, Toronto, Canada.
- Sahm, J. (2015, April). *Beyond stereotypes: Personality differences between female and male leaders*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanger, M., & Nei, D. (2015, April). *Evaluating good decision making starts with making good decisions*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanger, M., & Yang, R. (2015, April). *Boundaries redrawn: Debunking cultural clusters with local assessment data*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sherman, R. A., & Ferrell, B. (2017, April). Locating grit within the Hogan Assessment instruments. In B. Ferrell (Chair), *Identifying Grit in existing personality and other individual differences taxonomies*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Simmonet, D. V., Kobezak, H., Nicoletti, T. J., Hundley, N. A., & Ferrell, B. (2018, April). *Genes and ants: Meta-heuristic algorithms for scale length optimization*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Shin, H., & Holland, B. (2004, April). *P-O fit as a moderator of personality-job performance relations*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Smittick, A. (2015, April). *How to IGNITE your career*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Smittick, A., & Miner, K. (2014, May). *An investigation of work-family conflict in African-American women*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Stone, T., Foster, J., Webster, B., Jawahar, J., & Harrison, J. A. (2013, November). *Are gender differences in performance disappearing? Large sample evidence*. Paper presented at the Southern Management Association's Conference, New Orleans, LA.
- Stone, T., Jawahar, J., & Kisamore, J. L. (2008, April). *Predicting academic misconduct intentions and behavior using the theory of planned behavior and personality*. Paper presented at the AMILE.
- Tapia, M., & Gaddis, B. (2017, April). *Differences in judgment and decision-making across job levels*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tapia, M., & Milane, C. (2016, April). *Know your tenant! Personality as a predictor of tenant behavior*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Tapia, M., Mol, M., & Nei, K. (2017, April). *Improving prediction through personality and criterion ABC alignment*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tapia, M., & Winterburg, C. (2018, April). *A personality-based job analysis of politicians: The public's perspective*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Tecle, L., Brummel, B., Foster, J., & Shoss, M. (2016, April). *Examining the replicability of trait-trait interactions in local validation studies*. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Van Landuyt, C., & Holland, B. (2004, April). *The accuracy of alternative validation strategies in single settings*. Paper presented at the 19th Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- Vanbroekhoven-Sahm, J. (2015, April). *Toward a new narrative for the leadership gender agenda*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Vassar, A., & Palmer, A. (2012, April). *The personality of patient care: Increasing leadership impact in healthcare*. Presentation presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wadlington, P., Davies, S., & Phillips, G. (2006, April). *Distributional projection: Solution to small sample size*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Walton, D. L., & Houston, J. M. (1997, April). *Assessing criminal personality dimensions using the five-factor model*. Paper presented at the 43rd Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.
- * Warrenfeltz, R., & Davies, S. (2006, April). *Assessing leadership talent: Past trends and current practices*. Presentation presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wyman, O. (2008, April). *Executive and CEO succession: Real world challenges*. Presentation presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Yang, R., & Fuhrmeister, K. (2015, April). *Finding value in 360-feedback rater disagreements*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
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