



HOGAN 2015 PUBLICATIONS

Hogan's scientific foundation and commitment to research distinguishes us from the competition. Each year, Hogan and our affiliates publish works that contribute to the knowledge and development of (a) the Hogan assessments and (b) the field of personality and psychology. These publications build the Hogan brand and allow us to better serve our clients worldwide.

Hogan employees work to promote our brand through publishing in well-known academic outlets and presenting at professional conferences. Also, we leverage the Hogan Academic Network, a group of researchers, professors, and students across the globe, to disseminate Hogan-related research through theses, dissertations, peer-reviewed journals, and professional conferences.

This year has been no exception to our commitment to progressing the science of personality. The list below details Hogan-related publications and presentations from 2015.

HOGAN PUBLICATIONS

Akhtar, R., Boustani, L., Tsvirikos, D., & Chamorro-Premuzic, T. (2015). The engageable personality: Personality and trait EI as predictors of work engagement. *Personality and Individual Differences*, 73, 44-49. doi:10.1016/j.paid.2014.08.040

Foster, J., & Nichols, S. B. (2015). The mediating effects of behavior. In S. Clarke, T. M. Probst, F. W. Guldenmund, & J. Passmore (Eds.), *The Wiley Blackwell handbook of the psychology of occupational safety and workplace health* (pp. 38-60). Hoboken, NJ: Wiley-Blackwell. doi:10.1002/9781118979013.ch3

Gaddis, B. H., Foster, J. L., & Lemming, M. R. (2015). A comparative review of current practices in personality assessment norming. *International Journal of Selection Assessment*, 23(1), 14-26. doi:10.1111/ijsa.12091

Grijalva, E., Harms, P. D., Newman, D. A., Gaddis, B. H., & Fraley, R. C. (2015). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*, 68, 1-47. doi:10.1111/peps.12072

Hogan, R., & Chamorro-Premuzic, T. (2015). Personality and career success. In M. Mikulincer, P. R. Shaver, M. L. Cooper, R. J. Larsen, M. Mikulincer, P. R. Shaver, ... R. J. Larsen (Eds.), *APA handbook of personality and social psychology, Volume 4: Personality processes and individual differences* (pp. 619-638). Washington, DC, US: American Psychological Association. doi:10.1037/14343-028

Hogan, R. (2014). Reactions to the thermodynamics of leadership. *Consulting Psychology Journal: Practice And Research*, 66(4), 293-295. doi:10.1037/cpb0000024

ACADEMIC RESEARCH AND PUBLICATIONS

Adams, J. D. (2015). *The relationship of managers' power motivations to personality pathology* (Doctoral dissertation). Retrieved from <http://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=2332&context=dissertations>.

Akhtar, R., Humphreys, C., & Furnham, A. (2015). Exploring the relationships among personality, values, and business intelligence. *Consulting Psychology Journal: Practice and Research*, 67(3), 258-276. doi:10.1037/cpb0000040

Dul, J. (2015). Necessary condition analysis (NCA): Logic and methodology of "Necessary but not sufficient" causality. *Organizational Research Methods*, 19, 10-52. doi:10.1177/1094428115584005

García-Izquierdo, A. L., Vilela, L. D., & Moscoso, S. (2015). Work analysis for personnel selection. In I. Nikolaou & J. K. Oostrom (Eds.), *Employee Recruitment, Selection, and Assessment: Contemporary Issues for Theory and Practice* (pp. 9-26). New York, NY: Psychology Press.

Fakir, S., & Laher, S. (2015). Perceptions of the utility of personality assessment for personnel selection in the South African context: An exploratory study. *Journal of Psychology in Africa*, 25(5), 482-485. doi:10.1080/14330237.2015.1101285

Furnham, A., & Cheng, H. (2015). Early indicators of adult trait agreeableness. *Personality and Individual Differences*, 73, 67-71. doi:10.1016/j.paid.2014.09.025

Furnham, A. (2015). The bright and dark side correlates of creativity: Demographic, ability, personality traits and personality disorders associated with divergent thinking. *Creativity Research Journal*, 27(1), 39-46. doi:10.1080/10400419.2015.992676

Furnham, A., & Crump, J. (2015). A big five facet analysis of a paranoid personality disorder. *Journal of Individual Differences*, 36(4), 199-204. doi:10.1027/1614-0001/a000174

Furnham, A., Hyde, G., & Trickey, G. (2015). Personality and value correlates of careless and erratic questionnaire responses. *Personality and Individual Differences*, 80, 64-67. doi:10.1016/j.paid.2015.02.005

Kholin, M., Meurs, J. A., Blickle, G., Wihler, A., Ewen, C., & Momm, T. D. (2015). Refining the openness-performance relationship: Construct specificity, contextualization, social skill, and the combination of trait self-and other-ratings. *Journal of Personality Assessment*, 1-12. doi:10.1080/00223891.2015.1076430

Kluemper, D. H., McLarty, B. D., & Bing, M. N. (2015). Acquaintance ratings of the Big Five personality traits: Incremental validity beyond and interactive effects with self-reports in the prediction of workplace deviance. *Journal of Applied Psychology*, 100(1), 237-248. doi:10.1037/a0037810

Mathieu, C., Neumann, C., Babiak, P., & Hare, R. D. (2015). Corporate psychopathy and the full-range leadership model. *Assessment*, 22(3), 267-278. doi:10.1177/1073191114545490

Mikulincer, M., Shaver, P. R., Cooper, M. L., & Larsen, R. J. (2015). *APA handbook of personality and social psychology, Volume 4: Personality processes and individual differences*. Washington, DC, US: American Psychological Association. doi:10.1037/14343-000

Oluf, G. A., & Furnham, A. (2015). The relationship between bright-and dark-side personality traits. *Personality and Individual Differences*, 87, 206-211. doi:10.1016/j.paid.2015.08.002

Owens, B. P., Walker, A. S., & Waldman, D. A. (2015). Leader narcissism and follower outcomes: The counterbalancing effect of leader humility. *Journal of Applied Psychology*, 100(4), 1203-1213. doi:10.1037/a0038698

Stone, T. H., & Jawahar, I. M. (2015). Career implications of job performance: Persistence of OCB and CWB behaviors across domains. In A. De Vos & B. I. J. M. Van der Heijden (Eds.), *Handbook of Research on Sustainable Careers* (pp. 398-414) Northampton, MA: Edward Elgar Publishing. doi:10.4337/9781782547037.00031

SELECTED TRADE MAGAZINE PUBLICATIONS

Ang, J. (2015, July). 3 tips on how to avoid selecting bad leaders. *Human Resources*. Retrieved from <http://www.humanresourcesonline.net/3-tips-avoid-selecting-bad-leaders>.

Chamorro-Premuzic, T. (2015). Measuring creative talent. *Talent Quarterly*, 7, 15-18.

Chamorro-Premuzic, T., & Hogan, R. (2015). The psychology of negative feedback. *Talent Quarterly*, 5, 13-20.

Chamorro-Premuzic, T. (2015, January). How and why we lie at work. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/01/how-and-why-we-lie-at-work>.

Chamorro-Premuzic, T. (2015, February). 3 reasons your employees hate their jobs. *Fast Company*. Retrieved from <http://www.fastcompany.com/3042724/3-reasons-your-employees-hate-their-jobs>.

Chamorro-Premuzic, T. (2015, February). You can teach someone to be more creative. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/02/you-can-teach-someone-to-be-more-creative>.

Chamorro-Premuzic, T. (2015, March). Personality tests can help balance a team. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/03/personality-tests-can-help-balance-a-team>.

Chamorro-Premuzic, T. (2015, March). Why group brainstorming is a waste of time. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/03/why-group-brainstorming-is-a-waste-of-time>.

Chamorro-Premuzic, T. (2015, April). 5 signs it's time for a new job. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/04/5-signs-its-time-for-a-new-job>.

Chamorro-Premuzic, T. (2015, April). Should your voice determine whether you get hired? *Harvard Business Review*. Retrieved from <https://hbr.org/2015/04/should-your-voice-determine-whether-you-get-hired>.

Chamorro-Premuzic, T. (2015, April). Why brainstorming works better online. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/04/why-brainstorming-works-better-online>.

Chamorro-Premuzic, T. (2015, May). How to work with people who aren't good at working with people. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/05/how-to-work-with-people-who-arent-good-at-working-with-people>.

Chamorro-Premuzic, T. (2015, June). 3 emerging alternatives to traditional hiring methods. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/06/3-emerging-alternatives-to-traditional-hiring-methods>.

Chamorro-Premuzic, T. (2015, June). Persuasion depends mostly on the audience. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/06/persuasion-depends-mostly-on-the-audience>.

Chamorro-Premuzic, T. (2015, July). How to manage a team of b players. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/07/how-to-manage-a-team-of-b-players>.

Chamorro-Premuzic, T. (2015, August). Is how you deliver feedback doing more harm than good? *Harvard Business Review*. Retrieved from <https://hbr.org/2015/08/is-how-you-deliver-feedback-doing-more-harm-than-good>.

Chamorro-Premuzic, T. (2015, September). The best managers are boring managers. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/09/the-best-managers-are-boring-managers>.

Chamorro-Premuzic, T. (2015, October). The 4 personality traits of engaging leaders. *Fast Company*. Retrieved from <http://www.fastcompany.com/3051934/hit-the-ground-running/the-4-personality-traits-of-engaging-leaders>.

Chamorro-Premuzic, T. (2015, November). Maybe your team doesn't need to be more creative. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/11/maybe-your-team-doesnt-need-to-be-more-creative>.

Chamorro-Premuzic, T. (2015, November). The dark side of creativity. *Harvard Business Review*. <https://hbr.org/2015/11/the-dark-side-of-creativity>.

Chamorro-Premuzic, T. (2015, November). The health risks of business travel. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/11/the-health-risks-of-business-travel>.

Chamorro-Premuzic, T. (2015, November). Why bad guys win at work. *Harvard Business Review*. Retrieved from <https://hbr.org/2015/11/why-bad-guys-win-at-work>.

Gaddis, B. H., & Sanger, M. (2015). Removing the politics from high potential programs. *Talent Quarterly*, 6, 15-22.

SELECTED HOGAN CONFERENCE RESEARCH

Blacksmith, N., & Yang, R. (2015, April). *Nonlinear relationships of narrow personality and narrow leadership criterion constructs*. Poster presented at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Bolen, H. M., Fuhrmeister, K. M., & Nei, K. S. (2015, April). Reflections on the coaching session: A qualitative approach. In H. M. Bolen & K. M. Fuhrmeister (Co-chairs), *Practical recommendations for enhancing leadership coaching*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, PA.

Chamorro-Premuzic, T. (2015, April). *Innovative approaches to talent identification: Bridging science and practice in the digital age*. Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Chamorro-Premuzic, T., & VanBroekhoven-Sahm, J. (2015, April). *Intrapreneurship: Fostering innovation in big organizations*. Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Foster, J. L., & Gaddis, B. H. (2015, August). *The incremental validity of dark side personality over Five-Factor Model scales*. Invited presentation at the 75th annual Academy of Management (AOM) Conference, Vancouver, British Columbia, Canada.

Foster, J., & Yang, R. (2015, April). *The factor structure of personality derailers across cultures*. Poster presented at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Gaddis, B. H. (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., & Nichols, S. (2015, April). *Using scientific research and best practices to drive competency-based solutions*. Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Hogan, R. (2015, April). Reframing engagement: Stop focusing on individuals, start focusing on groups. In R. Hogan & T. Chamorro-Premuzic (Co-chairs), *Beyond the hype: The dark side of employee engagement*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Lowe, J. (2015, April). *Conducting assessments in the digital age*. Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Nei, D. (2015, April). Using synthetic validation to drive competency solutions. In D. Nei (Chair), *Synthetic validity: Further evidence of its accuracy and application*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Nei, K., & Nei, D. (2015, April). Personality and the creative process. In K. Nei (Chair), *Individual differences and the creative process: Implications for talent identification*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Nei, K., & Pickering, D. (2015, April). *Job analytic comparisons of managerial and leadership competencies across industries*. Poster presented at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Pickering, D., & Wallace, A. (2015, April). *The healthcare challenge: Implementing talent initiatives in a data-driven industry*. Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Sanger, M. R., & Yang, R. (2015, April). How local leadership expectations trump cultural clusters. In M. R. Sanger (Chair), *Boundaries redrawn: Debunking cultural clusters with local assessment data*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Sanger, M., & Nei, D. (2015, April). *Evaluating good decision making starts with making good decisions*. Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Sanger, M. (2015, April). *The latest on emotional intelligence at work: Happy 25th anniversary!* Panel conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Smittick, A. (2015, April). *Blazing the job trail: How to ignite your career*. Alternative session conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Smittick, A. (2015, April). *Is incivility selective? A meta-analytic test of selective incivility theory*. Poster presented at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

VanBroekhoven-Sahm, J. (2015, April). Beyond stereotypes: Personality differences between women and men leaders. In R. Kaiser (Chair), *Toward a new narrative for the leadership gender agenda*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

Yang, R., & Fuhrmeister, K. M. (2015, April). Exploring the relationships between rate personality and rating behavior. In K. Fuhrmeister (Chair), *Finding value in 360-feedback rater disagreements*. Symposium conducted at the 30th Annual Conference of Industrial and Organizational Psychology, Philadelphia, PA.

RESEARCH-BASED WHITE PAPERS & TECHNICAL MANUALS

Hogan Assessment Systems (2015). *Predicting safety and judgment-related performance for operations and maintenance employees*. Tulsa, OK: Author.

Hogan Assessment Systems (2015). *The Configure user manual*. Tulsa, OK: Author.

Hogan Assessment Systems (2015). *The Engaging Leader technical summary*. Tulsa, OK: Author.

Hogan Assessment Systems (2015). *The Engaging Leader practitioners guide*. Tulsa, OK: Author.

Hogan Assessment Systems (2015). *The Hogan Judgment assessment technical manual*. Tulsa, OK: Author.

Hogan Research Division (2015). *Business outcome highlights*. Tulsa, OK: Hogan Assessment Systems.

Hogan Research Division (2015). *The diversity-validity dilemma: Why personality?* Tulsa, OK: Hogan Assessment Systems.