

2021

Bibliography

Table of Contents

Hogan Personality Inventory.....	4
Hogan Development Survey	26
Motives, Values, Preferences Inventory	40
Hogan Business Reasoning Inventory	46
Job Evaluation Tool	47
Book Chapters/Miscellaneous.....	49
Selected Research-Based White Papers	59
Selected Conference Papers.....	69



HPI

Hogan Personality Inventory

Hogan Personality Inventory

- Abbas, E.W., Hadi, S., & Rajiani, I.(2020). The prospective innovator in public university by scrutinizing particular personality traits. *Polish Journal of Management Studies*, 18 (1), 9-19 .
- Adams, J. D. (2015). *The relationship of managers' power motivations to personality pathology* (Unpublished doctoral dissertation). Retrieved from <http://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=2332&context=dissertations>
- Akhtar, R. (2013). *A socioanalytic perspective on the personality-intelligence interface: Exploring the relationship between contextualised measures of personality, values & intelligence within a senior management sample* (Unpublished doctoral dissertation). University College-London, London, England.
- Akhtar, R., Boustani, L., Tsivrikos, D., & Chamorro-Premuzic, T. (2015). The engageable personality: Personality and trait EI as predictors of work engagement. *Personality and Individual Differences*, 73, 44–49.
- 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.
- * Allen, J. (2000). *An investigation of the links between individual personality characteristics and manager/leader style* (Unpublished MSc dissertation). City University, London, England.
- Altizer, C. C., Ferrell, B. T., & Natale, A. N. (2020). Mindfulness and personality: More natural for some than others and how it matters. *Consulting Psychology Journal: Practice and Research*. Advance Online Publication. <http://dx.doi.org/10.1037/cpb0000189>
- Anderson, N., & Ones, D. S. (2003). The construct validity of three entry level personality inventories used in the UK: Cautionary findings from a multiple-inventory investigation. *European Journal of Personality*, 17, S39–S66.
- Anderson, N., & Ones, D. S. (2008). Rejoinder to Goldberg, Lee and Ashton (2008): Explaining counterintuitive findings. *European Journal of Personality*, 22, 157–162.
- Arneson, S., Millikin-Davies, M., & Hogan, J. (1993). Validation of personality and cognitive measures for insurance claim examiners. *Journal of Business and Psychology*, 7, 459–473.

- Axford, S. N. (1998). [Review of the Hogan Personality Inventory (Revised)]. In J. C. Impara & B. S. Plake (Eds.), *The thirteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- * Bagshaw, D. (unknown). *An investigation of the factors influencing attitudes to buying online in a group of both internet users and non users* (Unpublished MSc dissertation). University of Leicester, Leicester, England.
- Barrick, M. R., & Mount, M. K. (1991). The Big Five personality dimensions and job performance: A meta-analysis. *Personnel Psychology, 44*, 1–26.
- Biersner, R. J., & Hogan, R. (1984). Personality correlates of adjustment in isolated work groups. *Journal of Research in Personality, 18*, 491–496.
- Bing, M. N, Stewart, S. M., Davison, H. K., Green, P. D., McIntyre, M. D., & James, L. R. (2007). An integrative typology of personality assessment for aggression: Implications for predicting counterproductive workplace behavior. *Journal of Applied Psychology, 92*, 722–744.
- Bishop, N. B. (1996). *The big five and personnel selection: Factors impacting responses and criterion validities* (Unpublished doctoral dissertation). University of Akron, Akron, OH.
- Blickle, G., Meurs, J. A., Wihler, A., Ewen, C., & Peiseler, A. K. (2014). Leader inquisitiveness, political skill, and follower attributions of leader charisma and effectiveness: Test of a moderated mediation model. *International Journal of Selection and Assessment, 22*(3), 272–285. doi:10.1111/ijisa.12076
- Borman, W. C., & Motowidlo, S. J. (1997). Task performance and contextual performance: The meaning for personnel selection research. *Human Performance, 10*, 99–109.
- Bowe, S., & Villwock, J. (2020) Does gender impact personality traits in female versus male otolaryngology residents and faculty?. *The American Journal of Surgery, 220*, 1213-1218. <https://doi.org/10.1016/j.amjsurg.2020.06.063>
- Brinkmeyer, K. R. (1999). *Feedback on feedback: How noncognitive individual differences impact the recipient's view* (Unpublished doctoral dissertation). Retrieved from ProQuest. (9923544)
- Broekema, H. S. A. (2009). *Personality characteristics of project managers: Do project managers across levels of certification possess different personality characteristics?* (Unpublished master's thesis). University of Groningen, Groningen, Netherlands.
- Caligiuri, P. M. (2000a). Selecting expatriates for personality characteristics: A moderating effect of personality on the relationship between host national

- contact and cross-cultural adjustment. *Management International Review*, 40, 61–80.
- Caligiuri, P. M. (2000b). The Big Five personality characteristics as predictors of expatriate's desire to terminate the assignment and supervisor-rated performance. *Personnel Psychology*, 53, 67–88.
- Catano, V. M., O'Keefe, D. F., Francis, R. E., & Owens, S. M. (2018). Construct-based approach to developing a short, personality-based measure of integrity. *International Journal of Selection and Assessment*, 26, 75-92.
- Charles, K. (2008). "Similarity" in selection – A study into the relationship between assessor and candidate personality and the ratings given in personality centres. Unpublished manuscript.
- Church, A. H., Fleck, C. R., Foster, G. C., Levine, R. C., Lopez, F. J., & Rotolo, C. T. (2016). Does purpose matter? The stability of personality assessments in organization development and talent management applications over time. *Journal of Applied Behavioral Science*, 52(4), 450–481. doi:10.1177/002188631 6668748
- Church, A. H., Rotolo, C. T., Margulies, A., Del Giudice, M. J., Ginther, N. M., Levine, R. Tuller, M. D. (2015). The role of personality in organization development: A multi-level framework for applying personality to individual, team, and organizational change. *Research in Organizational Change and Development*, 23, 91–166.
- Cooper, A. B., Blake, A. B, Pauletti, R. E., Cooper, P. J., Sherman, R. A, & Lee, D. I. (2020) Personality assessment through the situational and behavioral features of Instagram photos. *European Journal of Psychological Assessment*, 36, 1-14. <https://doi.org/10.1027/1015-5759/a000596>.
- Costa, P. T., Jr., & McCrae, R. R. (1995). Domains and facets: Hierarchical personality assessment using the Revised NEO Personality Inventory. *Journal of Personality Assessment*, 64, 21–50.
- * Cox, L., (2001). *Personality and job performance: A review and investigation of the link between personality and job performance* (Unpublished MSc dissertation). University College, London, England.
- Coyne, I., & Hinton, D. (2018). Hogan Personality Inventory (HPI). In C. Eyre (Ed.), *British Psychological Society Psychological Testing Centre test reviews*. London, England: British Psychological Society.
- Craik, K. H. (1998). Personality system concepts and their implications. *Psychological Inquiry*, 9, 145–168.

- Creed, P., & Shackleton, V. (2007). Hogan Personality Inventory (HPI). In P. A. Lindley (Ed.), *British Psychological Society Psychological Testing Centre test reviews*. London, England: British Psychological Society.
- Curry, S., Nichols, S., & Tamhane, R. (2007). *Selection system development in the manufacturing sector*. Unpublished technical report.
- Del Giudice, M. J. (2010). [A review of the book “Personality and the fate of organizations”, by R. Hogan]. *Journal of Personality Assessment*, 92, 373–374.
- Deslauriers, J. (2007). *Comparing web-based and paper and pencil personality testing: Psychometric properties of applicant and undergraduate samples*. Unpublished manuscript.
- Digman, J. M. (1990). Personality structure: Emergence of the five-factor model. *Annual Review of Psychology*, 41, 417– 440.
- * Dougherty, K. (2000). *Determining the personality, motives and desirable demographic features of productive, long tenure agents at the National Rail Enquiries Service using the Hogan Personality Inventory and Motives, Values, Preferences Inventory* (Unpublished MSc dissertation), City University, London, England.
- * Drakley, R., & Kellet, D. (1995). Criterion-related validity and personality questionnaires – a case study of a “Big Five” measure. *Selection & Development Review*, 11, 4–6.
- Driskell, J. E., Hogan, R. T., & Salas, E. (1987). Personality and team performance. In C. Hendrick (Ed.), *Group Processes and intergroup relations: Review of personality and social psychology* (pp. 91–112). Palo Alto, CA: Sage.
- Driskell, J. E., Hogan, J., Salas, E., & Hoskin, B. (1994). Cognitive and personality predictors of training performance. *Military Psychology*, 6, 31–46.
- Dul, J. (2015). Necessary condition analysis (NCA): Logic and methodology of “Necessary but not sufficient” causality. *Organizational Research Methods*, 19, 10–52.
- Dunkel, C. S., & Van der Linden, D. (2014). Evidence for the general factor of personality as social-effectiveness. *Personality and Individual Differences*, 64, 147–151. doi:10.1016/j.paid.2014.02.030
- Dzieweczynski, J. (2008). *Just be yourself: Antecedents and consequences of personality trait expression at work*. Unpublished manuscript.

- Edwards, W. R., & Schleicher, D. J. (2004). On selecting psychology graduate students: Validity evidence for a test of tacit knowledge. *Journal of Educational Psychology, 96*, 592–602.
- Ellingson, J. E., Smith, D. B., & Sackett, P. R. (2001). Investigating the impact of social desirability on personality factor structure. *Journal of Applied Psychology, 86*, 122–133.
- Foster, J., Gaddis, B., & Hogan, J. (2012). Personality-based job analysis. In M. A. Wilson, R. J. Harvey, G. Alliger, & W. Bennett, Jr. (Eds.), *Handbook of work analysis* (pp. 247–264). London, England: Taylor & Francis.
- Frei, R. L., & McDaniel, M. A. (1998). Validity of customer service measures in personnel selection: A review of criterion and construct evidence. *Human Performance, 11*, 1–27.
- Frey, M. R. (2008). Personality, lifestyle, and transformational leadership from a humanistic perspective (Unpublished doctoral dissertation). Georgia State University, Atlanta, GA.
- Froman, R. D., & Peloquin, S. M. (2001). Rethinking the use of the Hogan Empathy Scale: A critical psychometric analysis. *American Journal of Occupational Therapy, 55*, 566–572.
- Furnham, A. (2017a). Dark side correlates of job reliability and stress tolerance in two large samples. *Personality and Individual Differences, 117*(1), 255-259. doi:10.1016/j.paid.2017.06.020
- Furnham, A. (2017b). The dark side of conscientiousness. *Psychology, 8*, 1879-1893. doi:10.4236/psych.2017.811122
- Furnham, A. (2018). The bright and dark side of achievement motivation. *Current Psychology, s*, 1-9. doi.org/10.1007/s12144-018-0060
- * Furnham, A. (2020). Demographic, personality trait and personality disorder correlates of aesthetic motivation. *Imagination, Cognition, and Personality, s*, 1-18. doi: 10.1177/0276236620942917
- Furnham, A., & Drakeley, R. (2000). Predicting occupational personality test scores. *Journal of Psychology, 134*, 103–111.
- Furnham, A., Humphries, C., & Zheng, E. L. (2016). Can successful sales people become successful managers? Differences in motives and derailers across two jobs. *Consulting Psychology Journal: Practice and Research, 68*(3), 252 – 268. doi:10.1037/cpb0000060

- Furnham, A., & Sherman, R. (2020). Dark side personality and safety-related traits. *Personality and Individual Differences*. Advance Online Publication. <https://doi.org/10.1016/j.paid.2020.110510>
- Furnham, A., Hyde, G., & Trickey, G. (2013a). The values of work success. *Personality and Individual Differences*, 55, 485–489.
- Furnham, A., & Taylor, N. (2020). The relationship between emotional intelligence and occupational personality scales in senior management. *Personality and Individual Differences*, 154, 1-5. <https://doi.org/10.1016/j.paid.2019.109647>
- Furnham, A., Hyde, G., & Trickey, G. (2013b). On-line questionnaire completion time and personality test scores. *Personality and Individual Differences*, 54, 716–720.
- 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
- Furnham, A., Trickey, G., & Hyde, G. (2012). Bright aspects to dark side traits: Dark side traits associated with work success. *Personality and Individual Differences*, 52, 908–913.
- Furnham, A., Trickey, G., & Hyde, G. (2016). Sex and personality differences in job value preferences. *Psychology*, 7, 672–677. doi:10.4236/psych.2016.75069
- Gaddis, B., & Ferrell, B. (2018). Investigating three approaches of using personality to predict competency-based performance. *Personnel Assessment and Decisions*, 4, 30-40.
- * Gardner, C. (2001). *Personality and performance: Exploring the relationship between the superordinate and subordinate levels of the Big Five personality traits with managerial competencies and employee absence*. Unpublished manuscript.
- Goffin, R. D., & Christiansen, N. D. (2003). Correcting personality tests for faking: A review of popular personality tests and an initial survey of researchers. *International Journal of Selection and Assessment*, 11, 340–344.
- Goldberg, L. R. (1992). The development of markers for the big-five factor structure. *Psychological Assessment*, 4, 26–42.
- Goldberg, L. R. (1999a). The Curious Experiences Survey: A revised version of the Dissociative Experiences Scale: Factor structure, reliability, and relations to demographic and personality variables. *Psychological Assessment*, 11, 134–145.

- Goldberg, L. R. (1999b). A broad-bandwidth, public-domain, personality inventory measuring the lower-level facets of several five-factor models. In I. Mervielde, I. Deary, F. De Fruyt, & F. Ostendorf (Eds.), *Personality psychology in Europe* (Vol. 7, pp. 7–28). Tilburg, Netherlands: Tilburg University Press.
- * Goldberg, L. R. (2005 to present). *Eugene-Springfield community sample*. (Tech. Rep. Vol 45, No.1). Eugene, OR: Oregon Research Institute
- Goldberg, L. R. (2008, March). *The Eugene-Springfield community sample: Information available from the research participants*. (Tech. Rep. Vol. 48, No. 1). Eugene, OR: Oregon Research Institute.
- Goldberg, L. R., Johnson, J. A., Eber, H. W., Hogan, R., Ashton, M. C., Cloninger, C. R., & Gough, H. C. (2006). The International Personality Item Pool and the future of public-domain personality measures. *Journal of Research in Personality*, 40, 84–96.
- Goldberg, L. R., Lee, K., & Ashton, M. C. (2008). Comment on Anderson and Ones (2008). *European Journal of Personality*, 22, 151–156.
- Goldberg, L. R., & Saucier, G. (2016). The Eugene-Springfield community sample: Information available from the research participants. *Oregon Research Institute*, 56(1).
- Gotlib, T. (2007). *Dishonest behavior: The impact of self-regulatory resource depletion and personality*. Unpublished manuscript.
- Gottlieb, T., & Gøtzsche-Astrup, O. (2018) The predictive validity of charge nurse personality on objective and subjective performance of subordinates. *Journal of Nursing Management*. Advance online publication. doi.org/10.1111/jonm.12696
- Gøtzsche-Astrup, O. (2018). The bright and dark sides of talent at work: A study of the personalities of talent-development program participants. *Consulting Psychology Journal: Practice and Research*, 70, 167-181.
- * Greig, E. L. (1997). *Determining the personality, motives, and desirable demographic features of an ideal tele-user* (Unpublished MSc dissertation). University of Wales, Cardiff, Wales.
- Grucza, R. A., & Goldberg, L. R. (2007). The comparative validity of 11 modern personality inventories: Predictions of behavioral acts, informant reports, and clinical indicators. *Journal of Personality Assessment*, 89, 167–187.
- Guthrie, J. P., Ash, R. A., & Stevens, C. D. (2003). Are women "better" than men? Personality differences and expatriate selection. *Journal of Managerial Psychology*, 18, 229–243.

- Haemmerlie, F. M., & Montgomery, R. L. (2012). Gender differences in the academic performance and retention of undergraduate engineering majors. *College Student Journal*, 46, 40–45.
- Hayes, T. L., Roehm, H. A., & Castellano, J. P. (1994). Personality correlates of success in total quality manufacturing. *Journal of Business and Psychology*, 8, 397–411.
- Hogan Assessment Systems. (2009). *Hogan Advantage technical manual*. Tulsa, OK: Hogan Press.
- Hogan Assessment Systems. (2009). *Safety technical manual: Validity of the Hogan Personality Inventory for predicting competency-based safety performance*. Tulsa, OK: Hogan Press.
- Hogan, J. (1989). Personality correlates of physical fitness. *Journal of Personality and Social Psychology*, 56, 284–288.
- Hogan, J., & Arneson, S. (1991). Physical and psychological assessments to reduce worker's compensation claims. In J. W. Jones, R. D. Steffy, & D. W. Bray (Eds.), *Applying psychology in business: The handbook for managers and human resource professionals* (pp. 787–800). Lexington, MA: Lexington Books.
- Hogan, J., Barrett, P., & Hogan, R. (2007). Personality measurement, faking, and employment selection. *Journal of Applied Psychology*, 92, 1270–1285.
- Hogan, J., & Brinkmeyer, K. (1997). Bridging the gap between overt and personality-based integrity tests. *Personnel Psychology*, 50, 587–599.
- Hogan, J., Davies, S., & Hogan, R. (2007). Generalizing personality-based validity evidence. In S. M. McPhail (Ed.), *Alternative validation strategies* (pp. 181–229). San Francisco, CA: Jossey-Bass.
- Hogan, J., & Foster, J. (2013). Multifaceted personality predictors of workplace safety performance: More than conscientiousness. *Human Performance*, 26, 20–43.
- Hogan, J., & Hogan, R. (1989a). How to measure employee reliability. *Journal of Applied Psychology*, 74, 273–279.
- Hogan, J., & Hogan, R. (1989b). Noncognitive predictors of performance during explosive ordinance disposal training. *Military Psychology*, 1, 117–133.
- Hogan, J., & Hogan, R. (1998). Theoretical frameworks for assessment. In R. Jeanneret & R. Silzer (Eds.), *Individual psychological assessment: Predicting behavior in organizational settings*. San Francisco, CA: Jossey-Bass.

- Hogan, J., & Hogan, R. (2002). Leadership and sociopolitical intelligence. In R. Riggio, S. Murphy, & F. Pirozzolo (Eds.). *Multiple intelligences and leadership*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Hogan, J., Hogan, R., & Busch, C. M. (1984). How to measure service orientation. *Journal of Applied Psychology*, 69, 167–173.
- Hogan, J., Hogan, R., & Gregory, S. (1992). Validation of a sales representative selection inventory. *Journal of Business and Psychology*, 7, 161–171.
- Hogan, J., Hogan, R., & Murtha, T. (1992). Validation of a personality measure of managerial performance. *Journal of Business and Psychology*, 7, 225–237.
- Hogan, J., & Holland, B. (2003). Using theory to evaluate personality and job-performance relations: A socioanalytic perspective. *Journal of Applied Psychology*, 88, 100–112.
- Hogan, J., & Lesser, M. (1996). Selection of personnel for hazardous performance. In J. Driskell & E. Salas (Eds.), *Stress and human performance* (pp. 195–222). Mahwah, NJ: Erlbaum.
- Hogan, J., & Ones, D. S. (1997). Conscientiousness and integrity at work. In R. Hogan, J. A. Johnson, & S. R. Briggs (Eds.), *Handbook of personality psychology* (pp. 849–870). New York, NY: Academic Press.
- Hogan, J., & Roberts, B. W. (1996). Issues and non-issues in the fidelity-bandwidth trade-off. *Journal of Organizational Behavior*, 17, 627–637.
- Hogan, J., & Rybicki, S. (1998). *Performance Improvement Characteristics job analysis manual*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, J., Rybicki, S. L., Motowidlo, S. J., & Borman, W. C. (1998). Relations between contextual performance, personality, and occupational advancement. *Human Performance*, 11, 189–207.
- Hogan, R. (1982). A socioanalytic theory of personality. In M. M. Page (Ed.), *1982 Nebraska symposium on motivation* (pp. 55–89). Lincoln, NE: University of Nebraska Press.
- Hogan, R. (1992). Hogan Personality Inventory. *Psychological Test Bulletin*, 5, 130–136.
- Hogan, R. (1994). Trouble at the top: Causes and consequences of managerial incompetence. *Consulting Psychology Journal: Practice and Research*, 46, 9–15.

- Hogan, R. (1996). A socioanalytic perspective on the five-factor model. In J. S. Wiggins (Ed.), *The five-factor model of personality: Theoretical perspectives* (pp. 163–179). New York, NY: The Guilford Press.
- Hogan, R. (1998). Reinventing personality. *Journal of Social and Clinical Psychology*, 17, 1–10.
- Hogan, R. (2004). Personality psychology for organizational researchers. In B. Schneider & D. Smith (Eds.), *Personality and organizations* (pp. 3–24). London, England: Lawrence Erlbaum Associates.
- Hogan, R. (2005). In defense of personality measurement: New wine for old whiners. *Human Performance*, 18, 331–341.
- Hogan, R., & Benson, M. J. (2009). Personality, leadership, and globalization: Linking personality to global organizational effectiveness. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership* (pp. 11–34). Bingley, England: Emerald Group Publishing Limited.
- Hogan, R., & Briggs, S. (1984). Noncognitive measures of social intelligence. *Personnel Selection & Training Bulletin*, 5, 184–190.
- Hogan, R., Chamorro-Premuzic, T., & Kaiser, R. B. (2013). Employability and career success: Bridging the gap between theory and reality. *Industrial and Organizational Psychology*, 6, 3–16.
- Hogan, R., Curphy, G. J., & Hogan, J. (1994). What we know about leadership: Effectiveness and personality. *American Psychologist*, 51, 469–477.
- Hogan, R. & Foster, J. (2016). Rethinking personality. *International Journal of Personality Psychology*, 2, 37–43.
- Hogan, R., & Hogan, J. (1991). Personality and status. In D. G. Gilbert & J. J. Conley (Eds.), *Personality, social skills, and psychopathology: An individual differences approach*. (pp. 137–154) New York, NY: Plenum.
- Hogan, R., & Hogan, J. (1994). The mask of integrity. In T. R. Sarbin, R. M. Carney, & C. Eoyang (Eds.), *Citizen espionage: Studies in trust and betrayal* (pp. 93–105). Westport, CT: Praeger.
- Hogan, R., & Hogan, J. (1995). *Hogan Personality Inventory manual* (2nd ed.). Tulsa, OK: Hogan Assessment Systems.
- Hogan, R., & Hogan, J. (2002). The Hogan Personality Inventory. In B. De Raad & M. Perugini (Eds.), *Big Five assessment* (pp. 329–351). Netherlands: Hogrefe & Huber.

- Hogan, R., & Hogan, J. (2007). *Hogan Personality Inventory manual* (3rd ed.). Tulsa, OK: Hogan Assessment Systems.
- Hogan, R., Hogan, J., & Roberts, B. W. (1996). Personality measurement and employment decisions: Questions and answers. *American Psychologist*, *51*, 469–477.
- * Hogan, R., Hogan, J., & Trickey, J. (1999). Goodbye mumbo jumbo: The transcendental beauty of a validity coefficient. *Selection Development Review*, *15*, 3–9.
- Hogan, R., Hogan, J., & Warrenfeltz, R. (2007). *Hogan guide*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R., & Kaiser, R. B. (2005). What we know about leadership. *Review of General Psychology*, *9*, 169–180.
- Hogan, R., & Kaiser, R. B. (2008). Learning a lesson in executive selection. *Leadership in Action*, *27*, 22–24.
- Hogan, R., & Kaiser, R. B. (2010). Personality. In J. C. Scott & D. H. Reynolds (Eds.), *Handbook of workplace assessment*. San Francisco, CA: Jossey-Bass.
- Hogan, R., & Shelton, D. (1998). A socioanalytic perspective on job performance. *Human Performance*, *11*, 129–144.
- Hogan, R., & Warrenfeltz, R. (2003). Educating the modern manager. *Academy of Management Learning and Education*, *2*, 74–84.
- Hough, L. M. (1998). Effects of intentional distortion in personality measurement and evaluation of suggested palliatives. *Human Performance*, *11*, 209–244.
- Hough, L. M., Oswald, F. L., & Ployhart, R. E. (2001). Determinants, detection and amelioration of adverse impact in personnel selection procedures: Issues, evidence, and lessons learned. *International Journal of Selection and Assessment*, *9*, 152–194.
- Hough, L. M., & Schneider, R. J. (1996). Personality traits, taxonomies, and applications in organizations. In K. R. Murphy (Ed.), *Individual differences and behavior in organizations* (pp. 31–88). San Francisco, CA: Jossey-Bass.
- Huang, J. L., Zabel, K. L., Ryan, A., & Palmer, A. (2014). Personality and adaptive performance at work: A meta-analytic investigation. *Journal of Applied Psychology*, *99*, 162–179.

- Huffcutt, A. I., Culbertson, S. S., & Goebel, A. P. (2015). The interactive influence of ambition and sociability on performance in a behavior description interview. *Personnel Assessment and Decisions*, 1(1), 30–36.
- Hurtz, G. M., & Donovan, J. J. (2000). Personality and job performance: The big-five revisited. *Journal of Applied Psychology*, 85, 869–879.
- Hutchinson, A. M. (2011). *Reinforcement sensitivity theory, personality, and senior executive performance* (Unpublished doctoral dissertation). University of Auckland, Auckland, NZ.
- International Personality Item Pool. (2001). A scientific collaboratory for the development of advanced measures of personality traits and other individual differences. Retrieved July 21, 2009, from <http://ipip.ori.org/>
- Johnson, J. A. (1994). Clarification of Factor Five with the help of the AB5C Model. *European Journal of Personality*, 8, 311–334.
- Johnson, J. A. (2000). Predicting observers' ratings of the big five from the CPI, HPI, and NEO-PI-R: A comparative validity study. *European Journal of Personality*, 14, 1–19.
- Johnson, J. A., & Hogan, R. (2006). A socioanalytic view of faking. In R. L. Griffith & M. H. Peterson (Eds.), *A closer examination of applicant faking behavior* (pp. 209–231). Greenwich, CT: Information Age Publishing.
- Jones, A. B., Sherman, R. A., & Hogan, R. T. (2017). Where is ambition in factor models of personality? *Personality and Individual Differences*, 106, 26–31.
- Judge, T. A., Piccolo, R. F., & Kosalka, T. (2009). The bright and dark sides of leader traits: A review and theoretical extension of the leader trait paradigm. *Leadership Quarterly*, 20, 855–875.
- Kaiser, R. B., & Hogan, J. (2011). Personality, leader behavior, and overdoing it. *Consulting Psychology Journal: Practice and Research*, 63, 219–242.
- Kaiser, R. B., Hogan, R., & Craig, S. B. (2008). Leadership and the fate of organizations. *American Psychologist*, 63, 96–110.
- Kaiser, R. B., & Chamorro-Premuzic, T. (2019). Integrating personality assessment with 360 feedback in leadership development and coaching. In A. H. Church, D. W. Bracken, J. W. Fleenor, & D. S. Rose (Eds.). *The handbook of strategic 360 feedback*. Oxford University Press, London.
- 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.
- Kisamore, J. L., Stone, T. H., & Jawahar, J. (2007). Academic integrity: The relationship between individual and situational factors on misconduct contemplations. *Journal of Business Ethics*, 75, 381–394.
- Kroeck, K. G., & Brown, K. W. (2004). Work applications of the Big Five Model of personality. In J. C. Thomas (Ed.), *Comprehensive handbook of psychological assessment* (Vol. 4). Hoboken, NJ: Wiley.
- Lall, R., Holmes, E. K., Brinkmeyer, K. R., Johnson, W. B., & Yatko, B. R. (1999). Personality characteristics of future military leaders. *Military Medicine*, 164, 906–910.
- Landay, K., Wood, D., Harms, P.D., Ferrell, B., & Nambisan, S. (2020). Relationships between personality facets and accident involvement among truck drivers. *Journal of Research in Personality*, 84, 1-10. <https://doi.org/10.1016/j.jrp.2019.103889>
- Leatherland, G. L. (2002). *An investigation of the construct validity of the Residual Achievement Score* (Unpublished doctoral dissertation). Alliant International University, Alhambra, California.
- Leckband, M. M. (2005). *Development of a personality profile of a firefighter* (Unpublished doctoral dissertation). Florida International University, Miami, FL.
- *Lee, C. H. (2018). *Matching effects of personality traits in individual assessment: An investigation of the Similar-to-Me hypothesis*. (Unpublished doctoral dissertation). Northern Illinois University, Dekalb, IL.
- Leister, K. D. (2000). *The relationship between sexual aggression and moral development in a sample of college males* (Unpublished doctoral dissertation). Texas A&M University, College Station, TX.
- Leung, S. A. (1992). [Review of the Hogan Personnel Selection Series]. In J. J. Kramer & J. C. Conoley (Eds.), *The eleventh mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- LoBello, S. G. (1998). [Review of the Hogan Personality Inventory (Revised)]. In J. C. Impara & B. S. Plake (Eds.), *The thirteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements
- Lock, J. D. (1996). *Developing an integrative model of leadership* (Unpublished doctoral dissertation). The University of Tulsa, Tulsa, Oklahoma.

- Lubelski, D., Healy, A. T., Friedman, A., Ferraris, D., Benzel, E. C., & Schlenk, R. (2016). Correlation of personality assessments with standard selection criteria for neurosurgical residency applicants. *Journal of Neurosurgery*, *125*, 986-994.
- Luther, N. (2000). Integrity testing and job performance within high performance work teams: A short note. *Journal of Business and Psychology*, *15*, 19-25.
- Mabon, H. (1998). Utility aspects of personality and performance. *Human Performance*, *11*, 289-304.
- Mansi, A. (2007). 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. *The Coaching Psychologist*, *3*, 53-58.
- Markey, P. M., & Markey, C. N. (2006). A spherical conceptualization of personality traits. *European Journal of Personality*, *20*, 169-193.
- * Marmer, C. R., Weiss, D. S., Metzler, T. J., & Delucchi, K. (1996). Characteristics of emergency services personnel related to peritraumatic dissociation during critical incident exposure. *American Journal of Psychiatry*, *153*, 94-102.
- Marshall, L. A., & Lindley, P. (Eds.) (2009). Hogan Personality Inventory (HPI). British Psychological Society Psychological Testing Centre test reviews. London, England: British Psychological Society.
- Martin, J. H., Montgomery, R. L., & Saphian, D. (2006). Personality, achievement test scores, and high school percentile as predictors of academic performance across four years of coursework. *Journal of Research in Personality*, *40*, 424-431.
- McDonald, D. G., Norton, J. P., & Hodgdon, J. A. (1990). Training success in U.S. Navy special forces. *Aviation, Space, and Environmental Medicine*, *61*, 548-554.
- McKay, P. F., & McDaniel, M. A. (2006). A reexamination of black-white mean differences in work performance: More data, more moderators. *Journal of Applied Psychology*, *91*, 538-554.
- *Means, S. N. (2018). *Investigating personality traits of registered nurses: Implications for personnel evaluation*. (Unpublished doctoral dissertation). Western Michigan University, Kalamazoo, MI.
- Meyer, K. D. (2008). *Refinements to ASA research: Shifting the focus to focal traits*. Unpublished manuscript.

- Michels, L. J. (2016). *Prudence and persistence: Personality in student retention* (Unpublished doctoral dissertation). Minnesota State University, Mankato, MN.
- Mirabile, H. (2008). *Personality profiles of police executives: An analysis based on the Hogan Personality Inventory and the Hogan Developmental Survey* (Unpublished doctoral dissertation). Capella University, Minneapolis, MN.
- * Morar, P. (2002). *A correlational study identifying the sales personality of recruitment consultants using the Hogan Personality Inventory and investigating the relationship with sales performance*. Unpublished manuscript.
- Mount, M. K., Barrick, M. R., Scullen, S. M., & Rounds, J. (2005). Higher-order dimensions of the Big-Five personality traits and the big six vocational interest types. *Personnel Psychology*, 58, 447–478.
- Mount, M. K., Barrick, M. R., & Strauss, J. P. (1994). Validity of observer ratings of the Big Five personality factors. *Journal of Applied Psychology*, 2, 272–280.
- Muchinsky, P. M. (1993). Validation of personality constructs for the selection of insurance industry employees. *Journal of Business and Psychology*, 7, 475–482.
- Murphy, K. R., & Lee, S. L. (1994). Personality variables related to integrity test scores: The role of conscientiousness. *Journal of Business and Psychology*, 8, 413–424.
- Najar, M. J. (1999). *Personality and power: Interacting to enhance leadership effectiveness* (Unpublished doctoral dissertation). The University of Tulsa, Tulsa, OK.
- * Nash, N. (1999). *Improving criterion-related occupational integrity test validity using broad attitudinal criterion* (Unpublished MSc dissertation). London Guildhall University, London, England.
- Nei, K. S., Foster, J. L., Ness, A. M., & Nei, D. S. (2018). Rule breakers and attention seekers: Personality predictors of integrity and accountability in leaders. *International Journal of Selection and Assessment*, 26, 17-26. doi:10.1111/ijsa.12201
- Nolan, Y., Johnson, J. A., & Pincus, A. L. (1994). Personality and drunk driving: Identification of DUI types using the Hogan Personality Inventory. *Psychological Assessment*, 6, 33–40.

- Oh, I., & Berry, C. M. (2009). The Five-Factor Model of personality and managerial performance: Validity gains through the use of 360-degree performance ratings. *Journal of Applied Psychology, 94*, 1498–1513.
- * O'Hara, M. (1998). *Airline service agents*. Unpublished manuscript.
- Oluf, G. A., & Furnham, A. (2015). The relationship between bright- and dark-side personality traits. *Personality and Individual Differences, 87*, 206–211.
- Ones, D. S., & Anderson, N. (2002). Gender and ethnic group differences on personality scales in selection: Some British data. *Journal of Occupational and Organizational Psychology, 75*, 255–276.
- Ones, D. S., Dilchert, S., Viswesvaran, C., & Judge, T. A. (2007). In support of personality assessment in organizational settings. *Personnel Psychology, 60*, 995–1027.
- Ones, D. S., & Viswesvaran, C. (2001). Criterion-focused occupational psychology scales used in personnel selection. In B. W. Roberts & R. Hogan (Eds.), *Personality psychology in the workplace*. Washington, DC: American Psychological Association.
- Ones, D. S., Viswesvaran, C., & Schmidt, F. L. (1993). Comprehensive meta-analysis of integrity test validities: Findings and implications for personnel selection and theories of job performance. *Journal of Applied Psychology, 78*, 679–703.
- Pape, G. (2007). *The relationship between personality, leadership and organizational effectiveness in global delivery teams*. Unpublished manuscript.
- * Pariak, E. (2002). *Personality and sales performance: Investigating the criterion-related validity of the Hogan Personality Inventory* (Unpublished MSc dissertation). London Guildhall University, London, England.
- Parr, A. D., Lanza, S. T., & Bernthal, P. (2016). Personality profiles of effective leadership performance in assessment centers. *Human Performance, 29*(2), 143–157. doi:10.1080/08959285.2016.1157596
- Paulhus, D. L., & Harms, P. D. (2004). Measuring cognitive ability with the overclaiming technique. *Intelligence, 32*, 297–314.
- Phillips, D., Egol, K. A., Maculatis, M. C., Roloff, K. S., Friedman, A. M., Levine, B., . . . Zuckerman, J. D. (2018). Personality factors associated with resident performance: Results from 12 Accreditation Council for Graduate Medical Education accredited orthopedic surgery programs. *Journal of Surgical Education, 75*(1), 122-131.

- Polenz, K.E. (2015). *A comparative study of leadership personality traits and employee perceptions of organizational learning behaviors*. (Unpublished doctoral dissertation). Capella University, Minneapolis, Minnesota.
- Randall, R. M., Kwong, L., Kuivila, T., Levine, B., & Kogan, M. (2017). Building physicians with self-awareness. *Physician Leadership Journal*, 4(3), 40-44.
- Rashkovky, B. (2005). *Extending the job component validity (JCV) model to include personality predictors*. (Unpublished doctoral dissertation). Alliant International University, Los Angeles, CA.
- Reinke, K., & Chamorro-Premuzic, T. (2014). When email use gets out of control: Understanding the relationship between personality and email overload and their impact on burnout and work engagement. *Computers in Human Behavior*, 36, 502–509. doi:10.1016/j.chb.2014.03.075
- Reisert, E., & Conte, J. M. (2004). Relationships between conscientiousness sub-factors and constructive and destructive behavioral intentions. *Journal of Business and Psychology*, 19, 69–84.
- Roberts, B. W., Chernyshenko, O. S., Stark, S., & Goldberg, L. R. (2005). The structure of conscientiousness: An empirical investigation based on seven major personality questionnaires. *Personnel Psychology*, 58, 103–139.
- Rosse, J. G., Miller, H. E., & Barnes, L. K. (1991). Combining personality and cognitive ability predictors for hiring service-oriented employees. *Journal of Business and Psychology*, 5, 431–445.
- * Rowan, S. (1999). *Entrepreneurs, intrapreneurs, and managers: Interchangeable roles in a changing environment? An investigative study using personality profiling* (Unpublished MSc dissertation). City University, London, England.
- Ryan, A. M., Ployhart, R. E., & Friedel, L. A. (1998). Using personality testing to reduce adverse impact: A cautionary note. *Journal of Applied Psychology*, 83, 298–307.
- Salgado, J. F. (2002). The big five personality dimensions and counterproductive behaviors. *International Journal of Selection and Assessment*, 10, 117–125.
- Salgado, J. F. (2003). Predicting job performance using FFM and non-FFM personality measures. *Journal of Occupational and Organizational Psychology*, 76, 323–346.
- Salgado, J. F., Moscoso, S., & Alonso, P. (2013). Subdimensional structure of the Hogan Personality Inventory. *International Journal of Selection and Assessment*, 21, 277–285.

- Salgado, J. F., Moscoso, S., & Lado, M. (2003). Evidence of cross-cultural invariance of the Big Five personality dimensions in work settings. *European Journal of Personality, 17*, S67–S76.
- Sanger, M. R., Ferrell, B. T., Nei, D. S., & Cruickshank, L. A. (2019). The agency paradox: What personality and multirater-assessment data tell us about leader success in Japan. *Consulting Psychology Journal: Practice and Research*. Advance online publication. doi:10.1037/cpb0000146
- Sanger, M. R., Nei, D. S., Ferrell, B., & Yang, F. (2017). Agency, conscientiousness, and leadership emergence in Asia: How managers in countries with and without British influence differ from each other. *Consulting Psychology Journal: Practice and Research, 69*(4), 296-314. doi:10.1037/cpb0000101
- Schneider, B., & Bartram, D. (2017). Aggregate and organizational competitive advantage. *Journal of Occupational and Organizational Psychology, 90*(4), 461-480. doi:10.1111/joop.12180
- Schoen, J. L., Bowler, J. L., & Schilpzand, M. C. (2018). Conditional reasoning test for creative personality: Rationale, theoretical development, and validation. *Journal of Management, 44*, 1651-1677.
- Scrimshire, A. J., Stone, T. H., Kisamore, J. L., & Jawahar, I. M. (2017). Do birds of a feather cheat together? How personality and relationships affect student cheating. *Journal of Academic Ethics, 15*(1), 1-22. doi:10.1007/s10805-016-9267-5
- Shalhoop, J. H., & Sanger, M. R. (2012). Understanding leadership in China: Leadership profiles of state-owned enterprises, multinational corporations, and major economic trading partners. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership (Vol. 7, pp. 321-348)*. Bingley, United Kingdom: Emerald Group Publishing Limited.
- * Shanks, D. (2000). *Can personality be used to identify other potential in the fire brigade?* (Unpublished MSc dissertation). University of Aberdeen, Aberdeen, England.
- Sharma, S., Efenbein, H. A., Foster, J., & Bottom, W. P. (2018). Predicting negotiation performance from personality traits: A field study across multiple occupations. *Human Performance, 31*, 145-164.
- Sheppard, R., Han, K., Colarelli, S. M., Dai, G., & King, D. W. (2006). Differential item functioning by sex and race in the Hogan Personality Inventory. *Assessment, 13*, 442–453.

- Shultz, M. M., & Zedeck, S. (2011). Predicting lawyer effectiveness: Broadening the basis for law school admission decisions. *Law & Social Inquiry, 36*(3), 620-661.
- Simonet, D. V., Tett, R. P., Foster, J., Angelback, A. I., & Bartlett, J. M. (2018). Dark-side personality trait interactions: Amplifying negative predictions of leadership performance. *Journal of Leadership & Organizational Studies, 25*, 233-250. doi:10.1177/1548051817727703
- Smith, D. B., & Ellingson, J. E. (2002). Substance versus style: A new look at social desirability in motivating contexts. *Journal of Applied Psychology, 87*, 211-219.
- Smith, D. B., Hanges, P. J., & Dickson, M. W. (2001). Personnel selection and the five-factor model: Reexamining the effect of applicant's frame of reference. *Journal of Applied Psychology, 86*, 304-315.
- Spisak, B. R., van der Laken, P. A., & Doornenbal, B. M. (2019). Finding the right fuel for the analytical engine: Expanding the leader trait paradigm through machine learning. *The Leadership Quarterly, 30*, 417-426.
- * Starks, F. E. (2014). *The multigenerational workforce within two-year public community colleges: A study of generational factors affecting employee learning and interaction* (Unpublished doctoral dissertation). Capella University, Minneapolis, MN.
- Steffensmeier, J. (2008). *Situational constraints and personality as antecedents of organizational citizenship behaviors*. Unpublished manuscript.
- Stevens, C. D., Guthrie, J. P., Ash, R. A., & Coate, C. J. (2002). Does personality predict preferred managerial style?: Evidence from New Zealand and the United States. *Asia Pacific Journal of Human Resources, 40*, 322-344.
- Stone, T. H., Kisamore, J. L., & Jawahar, I. M. (2008). Predicting students' perceptions of academic misconduct on the Hogan Personality Inventory Reliability scale. *Psychological Reports, 102*, 495-508.
- Sundberg, N. D. (1992). [Review of the Hogan Personnel Selection Series]. In J. J. Kramer & J. C. Conoley (Eds.), *The eleventh mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Tett, R. P., Jackson, D. N., & Rothstein, M. (1991). Personality measures as predictors of job performance: A meta-analytic review. *Personnel Psychology, 44*, 703-742.

- Tett, R. P., Steele, J. R., & Beauregard, R. S. (2003). Broad and narrow measures on both sides of the personality-job performance relationship. *Journal of Organizational Behavior, 24*, 335–356.
- Thorsteinson, T. J., & Ryan, A. M. (1997). The effect of selection ratio on perceptions of the fairness of a selection test battery. *International Journal of Selection and Assessment, 5*, 159–168.
- Trapnell, P. D., & Wiggins, J. S. (1990). Extension of the interpersonal adjective scales to include the big five dimensions of personality. *Journal of Personality and Social Psychology, 59*, 781–790.
- * Tyler, G. (1998). *Personality, general well-being, and post-traumatic stress disorder in the ambulance service – A validation study of the Hogan Personality Inventory and the Hogan Development Survey* (Unpublished MSc dissertation). University of Nottingham, Nottingham, England.
- Van Vugt, M., Hogan, R., & Kaiser, R. B. (2008). Leadership, followership, and evolution: Some lessons from the past. *American Psychologist, 63*, 182–196.
- Vergauwe, J., Wille, B., Hofmans, J., Kaiser, R. B., & De Fruyt, F. (2017). The double-edged sword of leader charisma: Understanding the curvilinear relationship between charismatic personality and leader effectiveness. *Journal of Personality and Social Psychology*. Advance online publication. doi:10.1037/pspp0000147
- Vinchur, A. J., Schippmann, J. S., Switzer, F. S., & Roth, P. L. (1998). A meta-analytic review of predictors of job performance for salespeople. *Journal of Applied Psychology, 83*, 586–597.
- Von Stumm, S., & Ackerman, P. L. (2013). Investment and intellect: A review and meta-analysis. *Psychological Bulletin, 139*, 841–869.
- Walmsley, P. T., Sackett, P. R., & Nichols, S. B. (2019). A large sample investigation of the presence of nonlinear personality-job performance relationships. *International Journal of Selection and Assessment, 26*, 145-163.
- Wanek, J. E., Sackett, P. R., & Ones, D. S. (2003). Towards an understanding of integrity test similarities and differences: An item-level analysis of seven tests. *Personnel Psychology, 56*, 873–894.
- Weiss, D. S., Marmar, C. R., Metzler, T. J., & Ronfeldt, H. M. (1995). Predicting symptomatic distress in emergency services personnel. *Journal of Consulting and Clinical Psychology, 63*, 361–368.

- Whittle, M. (2007). *Assessing the predictive and concurrent validity of the McQuaig, HPI and TEIQue inventories in relation to sales performance*. Unpublished manuscript.
- Widiger, T. A., & Trull, T. J. (1997). Assessment of the five-factor model of personality. *Journal of Personality Assessment*, 68, 228–250.
- Williams, R. W. (1998). *Using personality traits to predict the criterion space* (Unpublished doctoral dissertation). The Union Institution, Cincinnati, OH.
- Winsborough, D. L., & Sambath, V. (2013). Not like us: An investigation into the personalities of New Zealand CEOs. *Consulting Psychology Journal: Practice and Research*, 65, 87–107.
- Woo, S. E., Cherynshenko, O. S., Longley, A., Zhang, Z. X., Chiu, C. Y., & Stark, S. E. (2014). Openness to experience: Its lower level structure, measurement, and cross-cultural equivalence. *Journal of Personality Assessment*, 96, 29–45. doi:10.1080/00223891.2013.806328
- Woo, S. E., Cherynshenko, O. S., Stark, S. E., & Conz, G. (2014). Validity of six openness facets in predicting work behaviors: A meta-analysis. *Journal of Personality Assessment*, 96, 76–86. doi:10.1080/00223891.2013.806329
- Woods, S. (2009). *The structures and validities of five work-related personality inventories*. Unpublished manuscript.
- Woods, S., & Anderson, N. R. (2016). Toward a periodic table of personality: Mapping personality scales between the five-factor model and the circumplex model. *Journal of Applied Psychology*, 101, 582–604. doi:10.1037/apl0000062
- Woods, S., & Hardy, C. (2012). The higher-order factor structures of five personality inventories. *Personality and Individual Differences*, 52, 552–558.
- Yankov, G. P. (2018). A profile-based approach for investigating the values-personality relationship. *Personality and Individual Differences*, 131, 111–116.
- * Yankov, G. P. (2019). *Faking on personality tests: The relationship between intelligence and personality*. (Unpublished doctoral dissertation). Bowling Green State University, Bowling Green, OH.
- Yankov, G. P., Davenport, N., & Sherman, R. (2019). Locating mental toughness in factor models of personality. *Personality and Individual Differences*, 151, 1–9.
- Yap, Z. (2008). *A concurrent validation study of integrity measures for predicting counterproductive work behaviour and job performance*. Unpublished manuscript.



HDS

Hogan Development Survey

Hogan Development Survey

- Akhtar, R. (2013). *A socioanalytic perspective on the personality-intelligence interface: Exploring the relationship between contextualised measures of personality, values & intelligence within a senior management sample* (Unpublished doctoral dissertation). University College-London, London, England.
- 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.
- Akhtar, R., Winsborough, D., Ort, U., Johnson, A., & Chamorro-Premuzic, T. (2018). Detecting the dark side of personality using social media status updates. *Personality and Individual Differences*, 132, 90-97.
- Altizer, C. C., Ferrell, B. T., & Natale, A. N. (2020). Mindfulness and personality: More natural for some than others and how it matters. *Consulting Psychology Journal: Practice and Research*. Advance Online Publication. <http://dx.doi.org/10.1037/cpb0000189>
- Axford, S. N., & Hayes, T. L. (2014). [Review of the Hogan Development Survey (Revised)]. In J. F. Carlson, K. F. Geisinger, & J. L. Jonson (Eds.), *The nineteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Baltas, D. (2008). *Investigation of the relationship between an employee's perceived level of stress and the differences in their behaviour under pressure, and how this affects employee's job satisfaction*. Unpublished manuscript.
- Bedford, C. L. (2011). The role of learning agility in workplace performance and career advancement. *Dissertation Abstracts International: Section B. Sciences and Engineering*, 72(10), 6427.
- Benson, M. J., & Campbell, J. P. (2007). To be, or not to be, linear: An expanded representation of personality and its relationship to leadership performance. *International Journal of Selection and Assessment*, 15, 232–249.
- Bogle, D. (2009). *Individual differences and stress: Perception and expression*. Unpublished manuscript.
- Bowe, S., & Villwock, J. (2020) Does gender impact personality traits in female versus male otolaryngology residents and faculty?. *The American Journal of Surgery*, 220, 1213-1218. <https://doi.org/10.1016/j.amjsurg.2020.06.063>

- Brinkmeyer, K. R. (1999). *Feedback on feedback: How noncognitive individual differences impact the recipient's view* (Doctoral thesis). Retrieved from ProQuest. (9923544)
- Broekema, H. S. A. (2009). *Personality characteristics of project managers: Do project managers across levels of certification possess different personality characteristics?* (Unpublished master's thesis). University of Groningen, Groningen, Netherlands.
- Burch, G. S. J., & Foo, G. (2010). Schizotypal and dependent personality characteristics and managerial performance. *Australian Psychologist*, 45, 290–298.
- Burke, R. J. (2006). Why leaders fail: Exploring the darkside. *International Journal of Manpower*, 27, 91–100.
- Carson, M. A., Shanock, L. R., Heggstad, E. D., Andrew, A. D., Pugh, S. D., & Walter, M. (2012). The relationship between dysfunctional interpersonal tendencies, derailment potential behavior, and turnover. *Journal of Business Psychology*, 27, 291–304.
- Chamorro-Premuzic, T., & Hogan, R. (2015). The Psychology of negative feedback: Personality, coachability and career success. *Talent Quarterly*, 5, 13–17.
- Church, A. H., Fleck, C. R., Foster, G. C., Levine, R. C., Lopez, F. J., & Rotolo, C. T. (2016). Does purpose matter? The stability of personality assessments in organization development and talent management applications over time. *Journal of Applied Behavioral Science*, 52(4), 450–481. doi:10.1177/0021886316668748
- Coleman, B. (2021). *The dark side of organizations: A study of psychopaths, narcissists, Machiavellians, and job performance*. (Unpublished MSc dissertation). University of Reading.
- Cooper, A. B., Blake, A. B, Pauletti, R. E., Cooper, P. J., Sherman, R. A, & Lee, D. I. (2020) Personality assessment through the situational and behavioral features of Instagram photos. *European Journal of Psychological Assessment*, 36, 1-14. <https://doi.org/10.1027/1015-5759/a000596>.
- Dahl, D. (2011). Typecasting blame. In B. Dattner (Ed.). *The blame game* (pp. 75–108). New York, NY: Free Press.
- Dattner, B., & Hogan, R. (2011, April). Managing yourself: Can you handle failure? *Harvard Business Review*. Retrieved from <http://hbr.org>

- De Fruyt, F., Wille, B., & Furnham, A. (2013). Assessing aberrant personality in managerial coaching: Measurement issues and prevalence rates across employment sectors. *European Journal of Personality, 27*, 555–564.
- Douglas, H. (2009). *Integrating adaptive and pathological traits: The role of the dark triad*. Unpublished manuscript.
- Douglas, H., Bore, M., & Munro, D. (2012). Distinguishing the dark triad: Evidence from the five-factor model and the Hogan Development Survey. *Psychology, 3*, 237–242.
- Fatfouta, R. (2019). Facets of narcissism and leadership: A tale of Dr. Jekyll and Mr. Hyde? *Human Resource Management Review*. Advance online publication. 100669. doi: 10.1016/j.hrmr.2018.10.00
- Fico, J. M., Brady, R., & Hogan, R. (2008). Identifying potential derailing behaviours. In J. Passmore (Ed.), *Psychometrics in coaching* (pp.171–188). London, England: Kogan Page.
- Foo, G. (2008). *Dysfunctional dispositions at work: Schizotypal and dependent personalities as positive predictors of work-related performance*. Unpublished manuscript.
- Foster, J. L., & Gaddis, B. H. (2014). Personality derailers: Where do we go from here? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*, 148–151. doi:10.1111/iops.12124
- Fox, G., & Huebner, E. S. (2001). [Review of the Hogan Development Survey]. In B. S. Plake & J. C. Impara (Eds.), *The fourteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Furnham, A. (2006). Personality disorders and intelligence. *Journal of Individual Differences, 27*, 42–46.
- Furnham, A. (2008). Psychometric correlates of FIRO-B scores: Locating the FIRO-B scores in personality factor space. *International Journal of Selection and Assessment, 16*, 30–45.
- Furnham, A. (2014). A bright side, facet analysis of histrionic personality disorder: The relationship between the HDS colourful factor and the NEO-PI-R facets in a large adult sample. *The Journal of Social Psychology, 154*(6), 527–536.
- 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.

- Furnham, A. (2017a). Dark side correlates of job reliability and stress tolerance in two large samples. *Personality and Individual Differences*, 117(1), 255-259. doi:10.1016/j.paid.2017.06.020
- Furnham, A. (2017b). The dark side of conscientiousness. *Psychology*, 8, 1879-1893. doi:10.4236/psych.2017.811122
- Furnham, A. (2018). The bright and dark side of achievement motivation. *Current Psychology*, s, 1-9. doi.org/10.1007/s12144-018-0060
- Furnham, A. (2019). Secondary use of a data set: Bright- and dark-side personality and work outcomes. *SAGE Research Methods Cases*.doi:10.4135/9781526495082
- Furnham, A. (2020). Demographic, personality trait and personality disorder correlates of aesthetic motivation. *Imagination, Cognition, and Personality*, s, 1-18.
- Furnham, A. (2020). Chopping and changing: Demographic, bright and dark side trait correlates of job changes. *Psychology*, 11, 204-216. Doi: 10.4236/psych.2020.111014.
- Furnham, A. & Crump, J. (2005). Personality traits, types, and disorders: An examination of the relationship between three self-report measures. *European Journal of Personality*, 19, 167–184.
- Furnham, A., & Crump, J. (2014a). A big five facet analysis of sub-clinical narcissism: Understanding boldness in terms of well-known personality traits. *Personality and Mental Health*, 8(3), 209–217. doi:10.1002/ pmh.1262
- Furnham, A., & Crump, J. (2014b). A bright side, facet analysis of schizotypal personality disorder: The relationship between the HDS imaginative factor, the NEO-PI-R personality trait facets in a large adult sample. *Thinking Skills and Creativity*, 11, 42–47. doi:10.1016/j.tsc.2013.10.001
- Furnham, A., & Crump, J. (2014c). The dark side of the MBTI: Psychological type and interpersonal derailers. *Psychology*, 5(2), 166–171. doi:10.4236/psych.2014.52026
- 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., & Crump, J. (2016). A Big Five facet analysis of a psychopath: The validity of the HDS mischievous scale of sub-clinical psychopathy. *Scandinavian Journal of Psychology*, 57(2), 117–121. doi:10.1111/sjop.12260

- Furnham, A., & Crump, J. (2017). Personality correlates of passive-aggressiveness: A NEO-PI-R domain and facet analysis of the HDS Leisurely scale. *Journal of Mental Health, 26*(6), 496-501. doi:10.3109/09638237.2016.1167853
- Furnham, A., Crump, J., Batey, M., & Chamorro-Premuzic, T. (2009). Personality and ability predictors of the “consequences” test of divergent thinking in a large non-student sample. *Personality and Individual Differences, 46*, 536–540.
- Furnham, A., Crump, J., & Chamorro-Premuzic, T. (2007). Managerial level, personality and intelligence. *Journal of Managerial Psychology, 22*, 805–818.
- Furnham, A., Crump, J., & Ritchie, W. (2013). What it takes: Ability, demographic, bright and dark side trait correlates of years to promotion. *Personality and Individual Differences, 55*, 952–956.
- Furnham, A., Humphries, C., & Zheng, E. L. (2016). Can successful sales people become successful managers? Differences in motives and derailers across two jobs. *Consulting Psychology Journal: Practice and Research, 68*(3), 252 – 268. doi:10.1037/cpb0000060
- Furnham, A., Hyde, G., & Trickey, G. (2013). On-line questionnaire completion time and personality test scores. *Personality and Individual Differences, 54*, 716–720.
- Furnham, A., Hyde, G., & Trickey, G. (2014a). The dark side of career preference: Dark side traits, motives, and values. *Journal of Applied Social Psychology, 44*(2), 106–114. doi:10.1111/jasp.12205
- Furnham, A., Hyde, G., & Trickey, G. (2014b). Do your dark side traits fit? Dysfunctional personalities in different work sectors. *Applied Psychology: An International Review, 63*(4), 589–606. doi:10.1111/apps.12002
- 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
- Furnham, A., & Pendleton, D. (2016). Dark side traits at work: Bright and dark side traits and job value preferences. *Psychology, 7*, 721–732. doi:10.4236/psych.2016.75075
- Furnham, A., & Rosen, A. (2016). The dark side of emotional intelligence. *Psychology, 7*(3), 326 – 334. doi:10.4236/psych.2016.73035
- Furnham, A., & Sherman, R. (2021). Dark side personality and safety-related traits. *Personality and Individual Differences, 17*, 1 -6. <https://doi.org/10.1016/j.paid.2020.110510>

- Furnham, A., Treglown, L., Hyde, G., & Trickey, G. (2016). The bright and dark side of altruism: Demographic, personality traits, and disorders associated with altruism. *Journal of Business Ethics*, 134(3), 359–368.
- Furnham, A., & Trickey, G. (2011). Sex differences in the dark side traits. *Personality and Individual Differences*, 50, 517–522.
- Furnham, A., Trickey, G., & Hyde, G. (2012). Bright aspects to dark side traits: Dark side traits associated with work success. *Personality and Individual Differences*, 52, 908–913.
- Gaddis, B., & Foster, J. (2013). Meta-analysis of dark side personality characteristics and critical work behaviors among leaders across the globe: Findings and implications for leadership development and executive coaching. *Applied Psychology: An International Review*, 64(1), 25–54. doi:10.1111/apps.12017
- Goldberg, L. R. (2008, March). *The Eugene-Springfield community sample: Information available from the research participants*. (Tech. Rep. Vol. 48, No. 1). Eugene, OR: Oregon Research Institute.
- Gopsill, L. (2008). *Out of the darkside and into the bright?; Exploring the relationship between darkside personality traits and work performance*. Unpublished manuscript.
- Gøtzsche-Astrup, O. (2018). The bright and dark sides of talent at work: A study of the personalities of talent-development program participants. *Consulting Psychology Journal: Practice and Research*, 70, 167-181.
- Gøtzsche-Astrup, O., Jakobsen, J., & Furnham, A. (2016). The higher you climb: Dark side personality and job level. *Scandinavian Journal of Psychology*, 57(6), 535–541. doi:10.1111/sjop.12305
- Grijalva, E., Harms, P. D., Newman, D., Gaddis, B. H., & Farley, R. C. (2015). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*, 68(1), 1–47.
- Guo, Y., Qi, C., Huang, C., & Guo, X. (2012). Evil characteristics: A due of implication for integral personality. *Advances in Psychology*, 2, 72–77.
- Harms, P. D., Spain, S. M., & Hannah, S. T. (2011). Leader development and the dark side of personality. *The Leadership Quarterly*, 22, 495–509.
- Harms, P., Spain, S., Hannah, S., & Foster, J. (2011). *You underestimate the power of the dark side: Subclinical traits, the Big Five, and job performance*. Unpublished manuscript.

- Harrison, S., Grover, S., & Furnham, A. (2018). The perception of sub-clinical personality disorders by employers, employees and co-workers. *Psychiatry Research*. Advance Online Publication.
- Hereford, J. M. (2011). *Enough is enough: The curvilinear relationship between personality and leadership* (Unpublished doctoral dissertation). Retrieved from ProQuest. (3503991)
- Higgs, M. (2009). The good, the bad, and the ugly: Leadership and narcissism. *Journal of Change Management*, 9, 165–178.
- Hirschfeld, R. R., & Van Scotter, J. (2019). Vocational behavior from the dark side. *Journal of Vocational Behavior*, 110, 303–316. doi: 10.1016/j.jvb.2018.10.019
- Hodgkinson, G., & Robertson, S. (2007). Hogan Development Survey (UK Edition; HDS). In P. A. Lindley (Ed.), *British Psychological Society Psychological Testing Centre test reviews*. London, England: British Psychological Society.
- Hogan, J., Davies, S., & Hogan, R. (2007). Generalizing personality-based validity evidence. In S. M. McPhail (Ed.), *Alternative validation strategies* (pp. 181–229). San Francisco, CA: Jossey-Bass.
- Hogan, J., & Hogan, R. (2002). Leadership and sociopolitical intelligence. In R. Riggio, S. Murphy, & F. Pirozzolo (Eds.), *Multiple intelligences and leadership*. Mahwah, NJ: Lawrence Erlbaum Associates.
- Hogan, J., Hogan, R., & Kaiser, R. B. (2010). Management derailment: Personality assessment and mitigation. In S. Zedeck (Ed.), *American Psychological Association handbook of industrial and organizational psychology*. Washington, DC: American Psychological Association.
- Hogan, R. (2004). Personality psychology for organizational researchers. In B. Schneider & D. Smith (Eds.), *Personality and organizations* (pp. 3–24). London, England: Lawrence Erlbaum Associates.
- * Hogan, R. (2007). *Personality and the fate of organizations*. Hillsdale, NJ: Erlbaum.
- Hogan, R. (2009). Personality and the dark side. In S. A. Allen (Ed.), *The Cale leadership handbook* (pp. 50–60). Pinegowrie, South Africa: Centre for Applied Leadership Excellence.
- Hogan, R., & Benson, M. J. (2009). Personality, leadership, and globalization: Linking personality to global organizational effectiveness. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership* (pp. 11–34). Bingley, England: Emerald Group Publishing Limited.

- Hogan, R., & Hogan, J. (1997). *Hogan Development Survey manual*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R., & Hogan, J. (2001). Assessing leadership: A view from the dark side. *International Journal of Selection and Assessment*, 9, 1–12.
- Hogan, R., & Hogan, J. (2009). *Hogan Development Survey manual* (2nd ed.). Tulsa, OK: Hogan Press.
- Hogan, R., Hogan, J., & Barrett, P. (2008). Good judgment: The intersection of intelligence and personality. In O. Y. Chebykin, G. Bedney, & W. Karwowski (Eds.), *Ergonomics and psychology: Developments in theory and practice* (pp. 357–375). London, England: CRC Press.
- Hogan, R., & Kaiser, R. B. (2005). What we know about leadership. *Review of General Psychology*, 9, 169–180.
- Hogan, R., Raskin, R., & Fazzini, D. (1990). The dark side of charisma. In K. E. Clark & M. B. Clark (Eds.), *Measures of leadership* (pp. 343–354). West Orange, NJ: Leadership Library of America.
- Hogan, R., & Roberts, B. W. (2001). Introduction: Personality and industrial and organizational psychology, in B. W. Roberts and R. T. Hogan (Eds.), *Personality Psychology in the Workplace* (pp. 3–16), Washington, DC: American Psychological Association.
- Hughes, D., & Naumenko, A. (2019). Hogan Development Survey (HDS). In C. Eyre (Ed.), *British Psychological Society Psychological Testing Centre test reviews*. London, England: British Psychological Society.
- Huisinga, S.T. (2014). *The effects of the 'dark side' of leader personality on team performance: The moderating role of leader mood*. (Unpublished master's thesis). University of Groningen, Groningen, Netherlands.
- Jones, D. P. (2011). Making the million dollar decision. In D. Jones (Ed.), *Million dollar hire* (pp. 193–217). New York, NY: Jossey-Bass.
- Judge, T. A., Piccolo, R. F., & Kosalka, T. (2009). The bright and dark sides of leader traits: A review and theoretical extension of the leader trait paradigm. *The Leadership Quarterly*, doi:10.1016/j.leaqua.2009.09.004
- Kaiser, R. B., & Hogan, R. (2007). The dark side of discretion: Leader personality and organizational decline. In R. Hooijberg, J. Hunt, J. Antonakis, & K. Boal (Eds.), *Being there even when you are not: Leading through strategy, systems and structures. Monographs in leadership and management* (Vol. 4, pp. 177–197). London, England: Elsevier Science.

- Kaiser, R. B., LeBreton, J. M., & Hogan, J. (2013). The dark side of personality and extreme leader behavior. *Applied Psychology: An International Review*. Advance Online Publication. doi:10.1111/apps.12024
- Khoo., H. S., & Burch, G. J. (2008). The “dark side” of leadership personality and transformational leadership: An exploratory study. *Personality and Individual Differences*, 44, 86–97.
- Knights, J. A., & Kennedy, B. J. (2006). Medical school selection: Screening for dysfunctional tendencies. *Medical Education*, 40, 1058–1064.
- Knights, J. A., & Kennedy, B. J. (2007). Medical school selection: Impact of dysfunctional tendencies on academic performance. *Medical Education*, 41, 362–368.
- Koortzen, P., & Oosthuizen, R. M. (2019). Integrity and derailment of senior leaders in the Southern African context. *SA Journal of Industrial Psychology*. Advance online publication. doi: 10.4102/sajip.v45i0.1677
- Kovach, C. R., Simpson, M. R., Reitmaier, A. B., Johnson, A., & Kelber, S. T. (2010). Do personality traits predict work outcomes of certified nursing assistants? *Research in Gerontological Nursing*, 4, 253–261.
- Landay, K., Harms, P. D., & Crede, M. (2018). Shall we serve the dark lords? A meta-analytic review of psychopathy and leadership. *Journal of Applied Psychology*, Advance Online Publication.
- Leary, T. G. (2011). The relationship among dysfunctional leadership dispositions, employee engagement, burnout, and job satisfaction. *Dissertation Abstracts International: Section B: The Sciences and Engineering*, 72(4–B), 2473.
- Leary, T. G., Green, R. D., Denson, K., Schoenfeld, G., Henley, T., & Langford, H. (2013). The relationship among dysfunctional leadership dispositions, employee engagement, job satisfaction, and burnout. *The Psychologist-Manager Journal*, 16, 112–130.
- Leckband, M. M. (2005). *Development of a personality profile of a firefighter* (Unpublished doctoral dissertation). Florida International University, Miami, FL.
- Lubelski, D., Healy, A. T., Friedman, A., Ferraris, D., Benzel, E. C., & Schlenk, R. (2016). Correlation of personality assessments with standard selection criteria for neurosurgical residency applicants. *Journal of Neurosurgery*. Advance Online Publication. doi:10.3171/2015.7.JNS15880

- Lusk, D. (2016). *The dark side of personality: A look at the moderating effect of managing emotions* (Unpublished doctoral dissertation). The Chicago School of Professional Psychology, Chicago, Illinois.
- Mansi, A. (2000). *Personality under pressure: A study of watch commander management styles in the London fire and emergency planning authority* (Master's thesis). City University, London, England.
- Mansi, A. (2007). 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. *The Coaching Psychologist*, 3, 53–58.
- Mansi, A. (2009). Coaching the narcissist: How difficult can it be? Challenges for coaching psychologists. *Coaching Psychologist*, 5, 22–25.
- Mills, S. (2009). Leadership derailment and emotional intelligence: Relationships between two measures. *Assessment and Development Matters*, 1(4), 12–15.
- Moye, N., & Allen, M. (2007). Leveraging coaching to build a learning mindset in early career stage leaders. *International Journal of Coaching in Organizations*, 5, 36–45.
- Murakami, A. (2008). *An exploratory study of the effects of response distortion and the "Dark Side" personality*. Unpublished manuscript.
- Nei, K. S., Foster, J. L., Ness, A. M., & Nei, D. S. (2018). Rule breakers and attention seekers: Personality predictors of integrity and accountability in leaders. *International Journal of Selection and Assessment*, 26, 17-26.
doi:10.1111/ijsa.12201
- Nelson, E., & Hogan, R. (2009). Coaching on the dark side. *Coaching Psychology Review*, 4, 9–21.
- Oluf, G. A., & Furnham, A. (2015). The relationship between bright-and dark-side personality traits. *Personality and Individual Differences*, 87, 206–211.
- Padilla, A., Hogan, R., & Kaiser, R. B. (2007). The toxic triangle: Destructive leaders, susceptible followers, and conducive environments. *The Leadership Quarterly*, 18, 176–194.
- Palaiou, K., Sykes, J., Welford, C., & Furnham, A. (2016). Work personality (Wave), intelligence and the dark side at work. *Psychology*, 7(13), 1531.
doi:10.4236/psych.2016.713149

- Palaiou, K., Zarola, A., & Furnham, A. (2016). The dark side of personality predicts positive and negative work attitudes. *Personality and Individual Differences*, 88, 12–16. doi:10.1016/j.paid.2015.08.029
- Paulhus, D. L., Westlake, B. G., Calvez, S. S., Harms, P. D. (2013). Self-presentation style in job interviews: The role of personality and culture. *Journal of Applied Social Psychology*, 43, 2042–2059.
- Randall, R. M., Kwong, L., Kuivila, T., Levine, B., & Kogan, M. (2017). Building physicians with self-awareness. *Physician Leadership Journal*, 4(3), 40-44.
- Rolland, J., & Fruyt, F. D. (2003). The validity of FFM personality dimensions and maladaptive traits to predict negative affect at work: A six month prospective study in a military sample. *European Journal of Personality*, 17, 101–123.
- Ross, R. (2012). Managing perfectionism in the workplace. *Employment Relations Today*, 39(3), 1–6.
- Sadler, A. (2016). *Women, leadership traits & enabling environments: A mixed methods study* (Unpublished doctoral dissertation). Bellevue University, Bellevue, Nebraska.
- Schermer, J. A., & Furnham, A. (2020). The differentiation of personality by intelligence hypothesis in a sample of British managers. *Personality and Individual Differences*, 16, 1 -5. <https://doi.org/10.1016/j.paid.2020.110258>
- Sass, W. (2016). *The role of learner autonomy in avoiding leader derailment* (Unpublished doctoral dissertation). Regent University, Virginia Beach, Virginia.
- Shalhoop, J. H., & Sanger, M. R. (2012). Understanding leadership in China: Leadership profiles of state-owned enterprises, multinational corporations, and major economic trading partners. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership* (Vol. 7; 321-348). Bingley, United Kingdom: Emerald Group Publishing Limited.
- Simmering, L. (2009). *Examination and construct validity confirmation of two personality based adjective checklist measures*. Unpublished manuscript.
- Simonet, D. V., Tett, R. P., Foster, J., Angelback, A. I., & Bartlett, J. M. (2018). Dark-side personality trait interactions: Amplifying negative predictions of leadership performance. *Journal of Leadership & Organizational Studies*, 25, 233-250. doi:10.1177/1548051817727703
- Smith, M. B., Hill, A. D., Wallace, J. C., Recendes, T., & Judge, T. A. (2017). Upsides to dark and downsides to bright personality: A multidomain review and future

- research agenda. *Journal of Management*. Advance online publication. doi:10.1177/0149206317733511
- Smoak, V. J. (2015). *Cultural context's influence on the relationships between leadership personality and subordinate perceptions* (Unpublished doctoral dissertation). Louisiana Tech University, Ruston, LA.
- Spain, S. M., Harms, P., & Lebreton, J. M. (2013). The dark side of personality at work. *Journal of Organizational Behavior*, 35, S41-S60.
- Torregiante, J. (2005). *Destructive personality traits and leadership performance: A pattern-oriented approach* (Unpublished thesis). North Carolina State University, Raleigh, NC.
- Treglown, L., Zivkov, K., Zarola, A., & Furnham, A. (2018). Intention to quit and the role of dark personality and perceived organizational support: A moderation and mediation model. *PLOS ONE*. 13. e0195155.10.1371/journal.pone.0195155.
- Treglown, L., Palaiou, K., Zarola, A., & Furnham, A. (2016). The dark side of resilience and burnout: A moderation-mediation model. *PLoS One*, 11(6), e0156279. doi:10.1371/journal.pone.0156279
- * Tyler, G. (1998). *Personality, general well-being, and post-traumatic stress disorder in the ambulance service – A validation study of the Hogan Personality Inventory and the Hogan Development Survey* (Unpublished MSc dissertation). University of Nottingham, Nottingham, England.
- Vergauwe, J., Wille, B., Hofmans, J., Kaiser, R. B., & De Fruyt, F. (2017). The double-edged sword of leader charisma: Understanding the curvilinear relationship between charismatic personality and leader effectiveness. *Journal of Personality and Social Psychology*. Advance online publication. doi:10.1037/pspp0000147
- * Warrenfeltz, R., & Kellett, T. (2016). *Coaching the dark side of personality: High impact strategies to build a winning leadership reputation*. Tulsa, OK: Hogan Press.
- Wiens, T. K., & Walker, L. J. (2019). Examining the relationship between bright and dark personality traits in two management samples. *Personality and Individual Differences*, 141, 92–100. doi: 10.1016/j.paid.2018.12.02
- Winsborough, D. L., & Sambath, V. (2013). Not like us: An investigation into the personalities of New Zealand CEOs. *Consulting Psychology Journal: Practice and Research*, 65, 87–107.

- Woo, S. E., Chae, M., Jebb, A. T., & Kim, Y. (2016). A closer look at the personality-turnover relationship criterion expansion, dark traits, and time. *Journal of Management*, 42(2), 357–385. doi:10.1177/0149206315622985
- Wu, J., & Lebreton, J. M. (2011). Reconsidering the dispositional basis of the counterproductive work behavior: The role of aberrant personality. *Personnel Psychology*, 64, 593–626.
- * Yankov, G. P. (2019). Faking on personality tests: The relationship between intelligence and personality. (Unpublished doctoral dissertation). Bowling Green State University, Bowling Green, OH.
- Yankov, G. P., Davenport, N., & Sherman, R. (2019). Locating mental toughness in factor models of personality. *Personality and Individual Differences*, 151, 1-9.
- Zibarras, L. D., Port, R. L., & Woods, S. A. (2008). Innovation and the 'dark side' of personality: Dysfunctional traits and their relation to self-reported innovative characteristics. *The Journal of Creative Behavior*, 42, 201–215.

The logo consists of a solid blue square with the white text "MVPI" centered inside it. The background of the entire page is a light gray grid of white lines that are slightly tilted, creating a perspective effect.

MVPI

Motives, Values, Preferences Inventory

Motives, Values, Preferences Inventory

- Akhtar, R. (2013). *A socioanalytic perspective on the personality-intelligence interface: Exploring the relationship between contextualised measures of personality, values & intelligence within a senior management sample* (Unpublished doctoral dissertation). University College-London, London, England.
- 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.
- Anderson, G. D. (2001). *Personality, motivation, and training performance of firefighter candidates* (Unpublished master's thesis). Florida International University, Miami, FL.
- Bowe, S., & Villwock, J. (2020) Does gender impact personality traits in female versus male otolaryngology residents and faculty?. *The American Journal of Surgery*, 220, 1213-1218. <https://doi.org/10.1016/j.amjsurg.2020.06.063>
- Brinkmeyer, K. R. (1999). *Feedback on feedback: How noncognitive individual differences impact the recipient's view* (Doctoral thesis). Retrieved from ProQuest. (9923544)
- Chamorro-Premuzic, T., Rinaldi, C., Akhtar, R., & Ahmetoglu, G. (2014). Understanding the motivations of female entrepreneurs. *Entrepreneurship and Organization Management*, 3(1), 1–6. doi:4172/2169-026X.1000111
- Church, A. H., Fleck, C. R., Foster, G. C., Levine, R. C., Lopez, F. J., & Rotolo, C. T. (2016). Does purpose matter? The stability of personality assessments in organization development and talent management applications over time. *Journal of Applied Behavioral Science*, 52(4), 450–481. doi:10.1177/0021886316668748
- Creelman, D. & Kaiser, R. B. (2009). In Focus/acquiring talent— The value of hiring for team fit. *Leadership in Action*, 29, 23–24.
- * Dougherty, K. (2000). *Determining the personality, motives and desirable demographic features of productive, long tenure agents at the National Rail Enquiries Service using the Hogan Personality Inventory and Motives, Values, Preferences Inventory* (Unpublished MSc dissertation). City University, London, England.
- Davies, S., Broekema, H., Nording, M., & Furnham, A. (2017). Do women want to lead? Gender differences in motives and values. *Psychology*, 8, 27-43.

- Feltham, R., & Loan-Clarke, J. (2007). Hogan's Motives, Values, Preferences Inventory (MVPI). In P. A. Lindley (Ed.), *British Psychological Society Psychological Testing Centre test reviews*. London, England: British Psychological Society.
- Fernández, J. E., & Hogan, R. T. (2002). Values-based leadership. *Journal for Quality and Participation*, 25(4), 25–27.
- Fernández, J. E., & Hogan, R. T. (2003). The character of organizations. *Journal of Business Strategy*, 24, 38–40.
- Furnham, A. (2018). The bright and dark side of achievement motivation. *Consulting Psychology*, Advance online publication. doi.org/10.1007/s12144-018-0060
- Furnham, A. (2020). Demographic, personality trait and personality disorder correlates of aesthetic motivation. *Imagination, Cognition, and Personality*, s, 1-18.
- Furnham, A., Humphries, C., & Zheng, E. L. (2016). Can successful sales people become successful managers? Differences in motives and derailers across two jobs. *Consulting Psychology Journal: Practice and Research*, 68(3), 252 – 268. doi:10.1037/cpb0000060
- Furnham, A., Hyde, G., & Trickey, G. (2013). The values of work success. *Personality and Individual Differences*, 55, 485–489.
- 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
- Furnham, A., & Pendleton, D. (2016). Dark side traits at work: Bright and dark side traits and job value preferences. *Psychology*, 7, 721–732. doi:10.4236/psych.2016.75075
- Furnham, A., Trickey, G., & Hyde, G. (2016). Sex and personality differences in job value preferences. *Psychology*, 7, 672–677. doi:10.4236/psych.2016.75069
- Giberson, T. R., Resick, C. J., & Dickson, M. W. (2005). Embedding leader characteristics: An examination of homogeneity of personality and values in organizations. *Journal of Applied Psychology*, 90, 1002–1010.
- Goldberg, L. R. (2008, March). *The Eugene-Springfield community sample: Information available from the research participants*. (Tech. Rep. Vol. 48, No. 1). Eugene, OR: Oregon Research Institute.
- Gregory, W. S. (1992). Construct validity of personal motives. Unpublished manuscript.

- Hogan, J., & Hogan, R. (1996). *Motives, Values, Preferences Inventory manual*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, J., & Hogan, R. (2010). *Motives, Values, Preferences Inventory manual: 2010 administrative and norming updates*. Tulsa, OK: Hogan Press.
- Hogan, R., & Bond, M. H. (2009). Culture and personality. In P. J. Corr & G. Matthews (Eds.), *The Cambridge handbook of personality psychology* (pp. 577–588). Cambridge, England: Cambridge University Press.
- Hoogstra, E. J. (2007). *The motives and values of not-for-profit social service board members in Western Michigan: An investigation using the Motivations, Values, Preferences Inventory (MVPI)* (Unpublished doctoral dissertation). Capella University, Minneapolis, MN.
- Leckband, M. M. (2005). *Development of a personality profile of a firefighter* (Unpublished doctoral dissertation). Florida International University, Miami, FL.
- Lubelski, D., Healy, A. T., Friedman, A., Ferraris, D., Benzel, E. C., & Schlenk, R. (2016). Correlation of personality assessments with standard selection criteria for neurosurgical residency applicants. *Journal of Neurosurgery*. Advance Online Publication. doi:10.3171/2015.7.JNS15880
- Maxwell, L. D., (2010). *A quantitative descriptive study of occupational values of physicians and hospital administrators* (Unpublished doctoral dissertation). University of Phoenix, Phoenix, Arizona.
- * Middleton, K. (2020). Values, interactions, and affect: Exploring the relationship between value congruence and affective changes following employee interactions. (Unpublished doctoral dissertation). Kingston University, Kingston, England.
- Nei, K. S., Foster, J. L., Ness, A. M., & Nei, D. S. (2018). Rule breakers and attention seekers: Personality predictors of integrity and accountability in leaders. *International Journal of Selection and Assessment*, 26, 17-26. doi:10.1111/ijsa.12201
- Ng, V., Woo, S. E., Tay, L., & Foster, J. (2016). Examining variability in values attributed to culture: Using personality as a relative benchmark. *Journal of Cross-Cultural Psychology*, 47(7), 981–996. doi:10.1177/0022022116651333
- Randall, R. M., Kwong, L., Kuivila, T., Levine, B., & Kogan, M. (2017). Building physicians with self-awareness. *Physician Leadership Journal*, 4(3), 40-44.

- Richards, C. (2008). *Beyond real estate licensing: Case study analysis of behavioral assessment relationship applied to human performance; Predictive sales performance based on Hogan Assessment Systems*. Bloomington, Indiana: Trafford Publishing.
- Roberts, B., & Zedeck, S. (2001). [Review of the Motives, Values, Preferences Inventory]. In B. S. Plake & J. C. Impara (Eds.), *The fourteenth mental measurements yearbook*. Lincoln, NE: Buros Institute of Mental Measurements.
- Shalhoop, J. H., & Sanger, M. R. (2012). Understanding leadership in China: Leadership profiles of state-owned enterprises, multinational corporations, and major economic trading partners. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership (Vol. 7; pp. 321-348)*. Bingley, United Kingdom: Emerald Group Publishing Limited.
- Sherman, R. A. (2018). Personal values and support for Donald Trump during the 2016 U.S. presidential primary. *Personality and Individual Differences, 128*, 33-38.
- Shin, H. (2006). *Main and interaction effects of personality and P-O fit in personnel selection*. Unpublished manuscript.
- Teclé, L. S. (2020). Examining the role of value congruence between individual values and organizational values in predicting employee performance. (Unpublished doctoral dissertation).
- Teclé, L. & Kisamore, J. (2020) Naïve narcissists or affable altruists? A comparison of millennial and genX values. *The Journal of Business Diversity, 20*, 44-50.
- Thomas, J. L., Dickson, M. W., & Bliese, P. D. (2001). Values predicting leader performance in the U. S. army reserve officer training corps assessment center: Evidence for a personality-mediated model. *The Leadership Quarterly, 12*, 181–196.
- Vandegriff, S. R., (2012). *A values comparison of incoming Liberty University freshmen* (Unpublished doctoral dissertation). Retrieved from <http://www.digitalcommons.liberty.edu/doctoral>
- Van Der Merwe, P. J. (2019). The relationship between employee values and reward preferences in a market research company in South Africa. (Unpublished master's thesis). Stellenbosch University.
- Warwick, J., & Nettelbeck, T. (2004). Emotional intelligence is...? *Personality and Individual Differences, 37*, 1091–1100.

Winsborough, D. L., & Sambath, V. (2013). Not like us: An investigation into the personalities of New Zealand CEOs. *Consulting Psychology Journal: Practice and Research*, 65, 87–107.

Yankov, G. P. (2018). A profile-based approach for investigating the values-personality relationship. *Personality and Individual Differences*, 131, 111-116.

* Yankov, G. P. (2019). Faking on personality tests: The relationship between intelligence and personality. (Unpublished doctoral dissertation). Bowling Green State University, Bowling Green, OH.



HBRI

**Hogan Business Reasoning Inventory
Job Evaluation Tool**

Hogan Business Reasoning Inventory

- Abell, G., Bowen, K., Drayer, H., Hance, J., Li, N., & Navarre, C. (2012). *An exploration of timing effects: Comparing timing effects for the Hogan Business Reasoning Inventory (HBRI)*. Springfield, MO: Missouri State University.
- Akhtar, R. (2013). *A socioanalytic perspective on the personality-intelligence interface: Exploring the relationship between contextualised measures of personality, values & intelligence within a senior management sample* (Unpublished doctoral dissertation). University College-London, London, England.
- 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.
- Hogan, R., Barrett, P., & Hogan, J. (2007). *Hogan Business Reasoning Inventory manual*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R., Hogan, J., & Barrett, P. (2008). Good judgment: The intersection of intelligence and personality. In O. Y. Chebykin, G. Bedney, & W. Karwowski (Eds.), *Ergonomics and psychology: Developments in theory and practice* (pp. 357–375). London, England: CRC Press.
- Hutchinson, A. M. (2011). *Reinforcement sensitivity theory, personality, and senior executive performance* (Unpublished doctoral dissertation). University of Auckland, Auckland, NZ.
- * Yankov, G. P. (2019). *Faking on personality tests: The relationship between intelligence and personality*. (Unpublished doctoral dissertation). Bowling Green State University, Bowling Green, OH.

Job Evaluation Tool

Foster, J., Gaddis, B., & Hogan, J. (2012). Personality-based job analysis. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: Methods, systems, applications and science of work measurement in organizations* (pp. 247–264). New York, NY: Routledge/Taylor & Francis Group.

Hogan, J., & Rybicki, S. (1998). *Performance improvement characteristics job analysis manual*. Tulsa, OK: Hogan Assessment Systems.



Book Chapters & Miscellaneous

Book Chapters/Miscellaneous

- * Blake, A. B., Lee, D., De la Rosa, R., & Sherman R. A. (2020). Wearable cameras, machine vision, and big data analytics: Insights into people and the places they go. In Woo, S. E., Tay, L., & Proctor, R. (Eds.) *Big Data Methods for Psychological Research: New Horizons and Challenges*. Washington DC: APA Books.
- Chamorro-Premuzic, T., Winsborough, D., Sherman, R. A., & Hogan, R. (2016). New talent signals: Shiny new objects or a brave new world? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(3), 621–640. doi:10.1017/iop.2016.6
- Cooper, A. B., Sherman, R. A., Rauthmann, J. F., Serfass, D. G., & Brown, N. A. (2018). Feeling good and authentic: Experienced authenticity in daily life is predicted by positive feelings and situation characteristics, not trait-state consistency. *Journal of Research in Personality*, 77, 57-69.
- Delgado, M. M., & Sulloway, F. J. (2017). Attributes of conscientiousness throughout the animal kingdom: An empirical and evolutionary overview. *Psychological Bulletin*, 143(8), 823-867 doi:10.1037/bul0000107
- DeYoung, C. G. (2017). In defense of (some) trait theories: Commentary on Hogan and Foster. *International Journal of Personality Psychology*, 3(1), 13-16.
- Ewen, C., Wihler, A., Frieder, R. E., Blickle, G., Hogan, R., & Ferris, G. R. (2014). Leader advancement motive, political skill, leader behavior, and effectiveness: A moderated mediation extension of socioanalytic theory. *Human Performance*, 27(5), 373–392. doi:10.1080/08959285.2014.956174
- 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.
- Fernandez, J. E., & Hogan, R. T. (2003). The character of organizations. *Journal of Business Strategy*, 24(1), 38–40.
- * Foster, J. L. (2013). *Statistics: A pocket guide for I/O psychologists*. Tulsa, OK: Hogan Press.
- * 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.

- Funder, D. C. (2017). Global traits are not vacuous: A comment on Hogan and Foster. *International Journal of Personality Psychology*, 3(1), 8.
- 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
- 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.
- Galang, A. R. (2017). Not seeing the forest for the traits: A comment on Hogan and Foster (2016). *International Journal of Personality Psychology*, 3(1), 17-19.
- * 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.
- * Hayes, T. L., Hogan, R., & Emler, N. (2016). The psychology of character, reputation, and gossip. In I. Fileva (Ed.). *Questions of Character* (pp. 268 – 282). New York, NY: Oxford University Press.
doi:10.1093/acprof:oso/9780199357703.001.0001
- Hogan, J. (1978). Personological dynamics of leadership. *Journal of Research in Personality*, 12(4), 390–395.
- Hogan, J. (1985). Tests for success in diver training. *Journal of applied psychology*, 70(1), 219.
- Hogan, J. (1991a). Physical abilities. In M. D. Dunnette & L. M. Hough (Eds.), *Handbook of industrial and organizational psychology*, Vol. 2 (2nd ed.) (pp. 753–831). Palo Alto, CA: Consulting Psychologists Press.
- Hogan, J. (1991b). Structure of physical performance in occupational tasks. *Journal of Applied Psychology*, 76(4), 495.
- Hogan, J. (1998). Personality and job performance. *Human Performance*, 11(2-3), 125–127.
- Hogan, J., Arneson, S., & Petersons, A. V. (1992). Validation of physical ability tests for high pressure cleaning occupations. *Journal of Business and Psychology*, 7(2), 119–135.
- Hogan, J., & Bernacki, E. J. (1981). Developing job-related preplacement medical examinations. *Journal of Occupational and Environmental Medicine*, 23(7), 469–476.

- Hogan, J., & Brinkmeyer, K. (1997). Bridging the gap between overt and personality-based integrity tests. *Personnel Psychology*, 50, 587–599.
- Hogan, J., Broach, D., & Salas, E. (1990). Development of a task information taxonomy for human performance systems. *Military Psychology*, 2(1), 1–19.
- Hogan, J., Davies, S., & Hogan, R. (2007). Generalizing personality-based validity evidence. In S. M. McPhail (Ed.), *Alternative validation strategies* (pp. 181–229). San Francisco, CA: Jossey-Bass.
- Hogan, J., & Fleishman, E. A. (1979). An index of the physical effort required in human task performance. *Journal of Applied Psychology*, 64(2), 197–204.
- Hogan, J., & Hogan, R. (1998). Theoretical frameworks for assessment. In R. Jeanneret & R. Silzer (Eds.), *Individual psychological assessment: Predicting behavior in organizational settings*. San Francisco, CA: Jossey-Bass.
- Hogan, J., Ogden, G. D., Gebhardt, D. L., & Fleishman, E. A. (1980). Reliability and validity of methods for evaluating perceived physical effort. *Journal of Applied Psychology*, 65(6), 672–679.
- Hogan, J., & Ones, D. S. (1997). Conscientiousness and integrity at work. In R. Hogan, J. A. Johnson, & S. R. Briggs (Eds.), *Handbook of personality psychology* (pp. 849–870). New York, NY: Academic Press.
- Hogan, J., & Quigley, A. M. (1986). Physical standards for employment and the courts. *American Psychologist*, 41(11), 1193–1217.
- Hogan, J., & Quigley, A. (1994). Effects of preparing for physical ability tests. *Public Personnel Management*, 23(1), 85–104.
- Hogan, J., & Zenke, L. L. (1986). Dollar-value utility of alternative procedures for selecting school principals. *Educational and Psychological Measurement*, 46(4), 935–945.
- Hogan, R. (1987) Personality Psychology: Back to Basics. In J. Aronoff, A. I. Rabin, & R. A. Zucker (Eds.), *The Emergence of Personality* (pp. 79-104). New York, NY: Springer.
- Hogan R. (1988). Positivism is history [Review of the book *Metatheory in social science: Pluralisms and subjectives*, by D. W. Fiske & R. A. Schweder]. *Contemporary Psychology*, 33(1), 9–10.
- Hogan R. (1995). Much ado about something [Review of the book *Can personality change?* by T. F. Heatherton & J. L. Weinberger]. *Contemporary Psychology*, 40(2), 120-121.

- Hogan R. (1996). The Emerging synthesis in personality psychology [Review of the book *The Antisocial Personalities*, by D. T. Lykken]. *Contemporary Psychology*, 41(12), 1180-1181.
- Hogan R. (1997). The Great game continues [Review of the book *Assessing individual differences in human behavior: New concepts, methods, and findings*, by D. Lubinski & R. V. Dawis]. *Contemporary Psychology*, 42(4), 340-341.
- Hogan, R. (2005). Comments. *Human Performance*, 18(4), 405–407.
doi:10.1207/s15327043hup1804_6
- Hogan, R. (2006). Who wants to be a psychologist? *Journal of Personality Assessment*, 86(2), 119–130. doi:10.1207/s15327752jpa8602_01
- Hogan, R. (2009). Much ado about nothing: The person–situation debate. *Journal of Research in Personality*, 43(2), 249–249. doi:10.1016/j.jrp.2009.01.022
- Hogan, R. (2014). Reactions to the thermodynamics of leadership. *Consulting Psychology Journal: Practice and Research*, 66(4), 293–295.
- Hogan, R. (2016). The accident-prone personality. *People + Strategy*, 39(1), 20–23.
- Hogan, R. (2020). How to build Hogan Assessment Systems. *Consulting Psychology Journal: Practice and Research*, 72, 50-57.
- Hogan, R., & Benson, M. J. (2009). Personality theory and positive psychology: Strategic self-awareness. In R. B. Kaiser (Ed.) *The perils of accentuating the positive* (pp. 115-134). Tulsa, OK: Hogan Press.
- Hogan, R., & Blake, R. J. (1996). Vocational interests: Matching self-concept with the work environment. In K. R. Murphy (Ed.), *Individual differences and behaviors in organizations* (pp. 89-144). San Francisco: Jossey-Bass.
- Hogan, R., & Blake, R. J. (1999). John Holland's vocational typology and personality theory. *Journal of Vocational Behavior*, 55, 41-56.
- Hogan, R., & Blickle, G. (2018). Socioanalytic theory: Basic concepts, supporting evidence and practical implications. In V. Zeigler-Hill & T. K. Shackelford (Eds.), *The SAGE handbook of personality and individual differences* (pp. 110-129). London, England: SAGE Publishing.
- 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.

- Hogan, R., Curphy, G., Kaiser, R. B., & Chamorro-Premuzic, T. (2017). Leadership in organizations. In N. Anderson, D. Ones, & H. Sinangi (Eds.), *The handbook of industrial, work and organization psychology: Vol 2. Organizational psychology* (pp. 285-304). Los Angeles, CA: Sage Publications Ltd.
- Hogan R. T., & Emler, N. P. (1978). The biases in contemporary social psychology. *Social Research*, 45(3), 478–534. Retrieved from <http://www.jstor.org/stable/40970345>
- Hogan, R., & Fernández, J. E. (2002). Syndromes of mismanagement. *Journal for Quality and Participation*, 25(3), 28–31.
- Hogan, R., & Foster, J. (2017). Two further problems with Trait Theory. *International Journal of Personality Psychology*, 3(1), 23-25.
- Hogan, R., Hall, R., & Blank, E. (1972). An extension of the similarity-attraction hypothesis to the study of vocational behavior. *Journal of Counseling Psychology*, 19(3), 238–240.
- Hogan, R., & Hogan, J. (1982). Subjective correlates of stress and human performance. *Human Performance and Productivity: Stress and Performance Effectiveness*, 3, 141–163.
- Hogan, R., Hogan, J., & Barrett, P. (2008). Good judgment: The intersection of intelligence and personality. In O. Y. Chebykin, G. Bedney, & W. Karwowski (Eds.), *Ergonomics and psychology: Developments in theory and practice* (pp. 357–375). London, England: CRC Press.
- Hogan, R., Hogan, J., Briggs, S., & Jones, W. (1983). Sense, nonsense, and the use of personality measures. *Journal of Research in Personality*, 17(4), 451–456.
- Hogan, R., & Kaiser, R. B. (2008). Quality control: Why leaders need to understand personality. *Leadership in Action*, 28(5), 3–7.
- Hogan, R., & Morrison, J. (1996). Managing creativity. In A. Montouri (Ed.), *Unusual associates*. Cresskill, NJ: Hampton Press.
- Hogan, R., & Nicholson, R. A. (1988). The meaning of personality test scores. *American Psychologist*, 43(8), 621- 626
- Hogan, R., & Roberts, B. W. (2000). A socio-analytic perspective on person-environment interaction. In W. B. Walsh, K. H. Craik, & R. H. Price (Eds.), *Person-environment psychology: New directions and perspectives* (pp. 1–23). Mahwah, NJ: Lawrence Erlbaum.

- Hogan, R., & Sherman, R. A. (2019a). New(ish) directions for vocational research. In C. D. Nye and J. Rounds (Eds.), *Vocational Interests in the Workplace*. New York: Taylor and Francis.
- Hogan, R., & Sherman, R. A. (2020). Personality theory and the nature of human nature. *Personality and Individual Differences*, *152*, 1-5. doi:10.1016/j.paid.2019.109561
- Hogan, R. & Sherman, R. A. (2019c). The functionality of self-narratives. *Evolutionary Studies in Imaginative Culture*, *3*(1), 49–52. doi: 10.26613/esic.3.1.118
- Holtzman, N. S., Tackman, A. M., Deters, F. G., Back, M., Donnellan, B., Pennebaker, J. W., ... Mehl, M. R. (2019). Linguistic markers of grandiose narcissism: A LIWC analysis of 15 samples. *Journal of Language and Social Psychology*, *38*(5-6), 773–786. doi: 10.31234/osf.io/aeuzk
- Howell, A. (2017). Engagement starts at the top: The role of a leader's personality on employee engagement. *Strategic HR Review*, *16*(3), 144-146. doi:10.1108/SHR-03-2017-0017
- Hughes, M. G., Griffith, J. A., Byrne, C. L., Nei, D. S., Harkrider, L. N., Zeni, T. A., . . . O'Hair, H. D. (2016). Examining online communication: A method for the quantitative analysis of qualitative data. In J. E. Jones & M. L. Baran (Eds.), *Advances in knowledge acquisition, transfer, and management: Mixed methods research for improved scientific study*. Hershey, PA: IGI Global.
- Jeronimus, B. F., & Riese, H. (2017). Comment on Hogan and Foster: The future is here. *International Journal of Personality Psychology*, *3*(1), 20-22.
- Jones, D. P. (2011). Making the million-dollar decision. In D. P. Jones *Million dollar hire: Build your bottom line, one employee at a time* (pp. 193-217). Jossey-Bass.
- Judge, T. A., & Hogan, R. (2015). Fitness, adaptation, and survival: The role of socioanthropic characteristics, personality, and intelligence in work behavior. In S. M. Colarelli, & R. D. Arvey (Eds.). *The biological foundations of organizational behavior* (pp. 91–118). Chicago and London: University of Chicago Press.
- Kaiser, R.B., & Hogan, R. (2010). How to (and how not to) assess the integrity of managers. *Consulting Psychology Journal: Practice and Research*, *62*, 216-234.

- Kaiser, R. B., & Hogan, R. (2007). The dark side of discretion: Leader personality and organizational decline. In R. Hooijberg, J. Hunt, J. Antonakis, & K. Boal (Eds.), *Being there even when you are not: Leading through strategy, systems and structures. Monographs in leadership and management* (Vol. 4, pp. 177–197). London, England: Elsevier Science.
- 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
- Kusch, R., Hogan, R., Sherman, R., & Czernik, A. (2019). Our view on new leadership: How to grow humility in charismatic leaders. *Relevant Management Beratung, 1*–27.
- Lacerenza, C. N., Reyes, D. L., Marlow, S. L., Joseph, D. L., & Salas, E. (2017). Leadership training design, delivery, and implementation: A meta-analysis. *Journal of Applied Psychology, 102*(12), 1686–1718. doi:10.1037/ap0000241
- Loehlin, J. C., & Goldberg, L. R. (2014a). Do personality traits conform to lists or hierarchies? *Personality and Individual Differences, 70*, 51–56. doi:10.1016/j.paid.2014.06.018
- Loehlin, J. C., & Goldberg, L. R. (2014b). How much is personality structure affected if one or more highest-level factors are first removed? A sequential factors approach. *Personality and Individual Differences, 70*, 176–182. doi:10.1016/j.paid.2014.06.047
- Macan, T., Lemming, M. R., & Foster, J. L. (2013). Utility analysis: Do estimates and format matter? *Personnel Review, 42*, 105–126.
- 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
- Naragon-Gainey, K., & Watson, D. (2014). Consensually defined facets of personality as prospect predictors of change in depression symptoms. *Assessment, 21*(4), 387–403. doi:10.1177/1073191114528030

- Ones, D. S., Kaiser, R. B., Chamorro-Premuzic, T., & Svensson, C. (2017). Has industrial-organizational psychology lost its way? Retrieved from <http://www.siop.org/tip/april17/lostio.aspx>
- 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
- Rauthmann, J. F., Horstmann, K. T., & Sherman, R. A. (2018). Do self-reported traits and aggregated states capture the same thing? A nomological perspective on trait-state homomorphy. *Social Psychological and Personality Science*, Advance online publication. doi:10.1177/1948550618774772
- * Rauthmann, J.F., Sherman, R.A., & Funder, D.C. (2020) The Oxford handbook of psychological situations. *Oxford University Press*. doi: 10.1093/oxfordhb/9780190263348.001.0001
- Sackett, P. R., Lievens, F., Van Iddekinge, C. H., & Kuncel, N. R. (2017). Individual differences and their measurement: A review of 100 years of research. *Journal of Applied Psychology, 102*(3), 254-273. doi:10.1037/apl0000151
- Sharma, S., Bottom, W. P., Elfenbein, H.A. (2013). On the role of personality, cognitive ability, and emotional intelligence in predicting negotiation outcomes: A meta-analysis. *Organizational Psychology Review, 3*(4), 293-336. doi:10.1177/2041386613505857
- Shchebetenko, S. (2017). Thinking about personality: Comment on Hogan and Foster (2016). *International Journal of Personality Psychology, 3*, 9-12.
- Sherman, R. A., & Pashler, H. (2019). Powerful moderator variables in behavioral science? Don't bet on them (Version 3). *PsyArXiv*. <https://doi.org/10.31234/osf.io/c65wm>
- Sherman, R. A., & Hogan, R. (2018). Intrapersonal versus interpersonal theories of personality: Academic versus applied research. [Peer commentary on "Interpersonal Dynamics in Personality and Personality Disorders," by C. J. Hopwood]. *European Journal of Personality, 32*, 584-585.
- Stone, T. H., Foster, J., Webster, B. D., Harrison, J., & Jawahar, I. M. (2016). Gender differences in supervisors' multidimensional performance ratings: Large sample evidence. *Human Performance, 29*, 428–446. doi:10.1080/08959285.2016.1224884

- * 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) Northhampton, MA: Edward Elgar Publishing.
doi:10.4337/9781782547037.00031
- Tapia, M., Nei, K. S., Fuhrmeister, K., & Lemming, M. R. (2019). Stress tolerance considerations for sales personnel. In P. Perrewé, & P. Harms (Eds.), *Examining the Role of Well-being in the Marketing Discipline (Research in Occupational Stress and Well Being, Vol. 17)* (pp. 137-160). Emerald Publishing Limited.
- Twenge, J. M., Campbell, W. K., & Sherman, R. A. (2019). Declines in vocabulary among American adults within levels of educational attainment. 1974–2016. *Intelligence*, 76, 101377. doi: 10.1016/j.intell.2019.10137
- Van Vugt, M., Hogan, R., & Kaiser, R. B. (2008). Leadership, followership, and evolution: Some lessons from the past. *American Psychologist*, 63(3), 182–196. doi:10.1037/0003-066X.63.3.182
- Winsborough, D., & Chamorro-Premuzic, T. (2016). Talent identification in the digital world: New talent signals and the future of HR assessment. *People + Strategy*, 39(2), 28–31.
- Winsborough, D., Kaiser, R. B., & Hogan, R. (2009). An evolutionary view: What followers want from their leaders. *Leadership in Action*, 29(3), 8–11.
- Winterburg, C. A., Tapia, M.A., Nei, K. S., & Brummel, B. J. (2019). A clarification of ADA jurisprudence for personality-based selection. *Industrial and Organizational Psychology*, 12, 172-176.



Research-Based White Papers

Selected Research-Based White Papers

- Barrett, P. & Rolland, J.P. (2009). *The meta-analytic correlation between the Big-Five personality constructs of emotional stability and conscientiousness*. Tulsa, OK: Hogan Assessment Systems.
- Berry, P., Nealon, S., & Pluess, K. (2009). *A research paper analyzing the differences between entrepreneurial CEOs, executives and middle managers, using Hogan profiling and a comparison of high and low scoring managers using 360 feedback ratings*. Australia: Peter Berry Consultancy.
- Campbell, M. & Smith R. (2011). *High-potential talent*. Tulsa, OK: Hogan Assessment Systems.
- Caplinger, J. & Gaddis, B. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Sydney, Australia: Peter Berry Consultancy.
- Caplinger, J., Klat-Smith, F., & Pluess, K. (2012). *PBC graduate research: A global survey of graduate recruiting practices; Personality characteristics of Australian graduates*. Sydney, Australia: Peter Berry Consultancy.
- * Connolly, K. (2006). [Review of *Personality and the fate of organizations* by Robert Hogan]: *Do situations create leaders or do leaders create situations?*
- Fallow, S. & Kantrowitz, T. (2011). *2011 global assessment trends report*. SHL Previsor.
- Foster, J., & Daly, R. (2012). *The upside of narcissism in the workplace*. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., & Edge, J. (2014). *The bright side personality and values of entrepreneurs*. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., Richard, L., Rohrer, L., & Sirkin, M. (2010). *Understanding lawyers: Why we do the things we do*. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., & Vert, A. (2012). *Analysis of adverse impact for the Hogan Personality Inventory, Hogan Development Survey, and Motives, Values, Preferences Inventory*. Tulsa, OK: Hogan Assessment Systems.
- Gaddis, B., & Foster, J. (2012). *Base rates of derailment characteristics in America: Comparisons and implications for leadership development*. Tulsa, OK: Hogan Assessment Systems.

- Hogan Assessment Systems. (2006). *Analysis of adverse impact for the Hogan Personality Inventory*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Australian leadership*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Bad management and its consequences*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Customer satisfaction*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Emotional intelligence and the HPI*. Tulsa, OK: Author.
- * Hogan Assessment Systems. (2008). *Notable quotes*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Personality and management performance across the hierarchy*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Personality assessment in World War II*. Tulsa, OK: Author.
- * Hogan Assessment Systems. (2008). *Predicting success in international assignments using personality assessment*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Ricci v. Destefano – A tempest in a teapot*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Why is personality testing important to recruitment?* Tulsa, OK: Author.
- Hogan Assessment Systems. (2010). *Five best practices: Improving safety in healthcare organizations*.
- Hogan Assessment Systems. (2010). *How to improve the safety climate in your organization*. Tulsa, OK: Author.
- 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.
- Hogan Assessment Systems. (2011). *Five best practices: Improving safety in transportation and manufacturing*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *Off the rails: Avoiding the high cost of failed leadership*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2011). *Personality-based model of safety performance and outcomes*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *The culture clash: The importance of values to leadership and business performance*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *The power of unconscious biases: The impact of values on team dynamics and corporate culture*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *The value of values: Using values assessment to create a more engaged, more productive workforce*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Awareness coaching*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Engagement*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *From potential to performance: Using personality assessment to identify, develop, and retain future leaders*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *How your greatest strength can become your greatest weakness*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Primal Leadership: An evolutionary view of what followers want*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Sticks & stones: Gossip, reputation, and how whispered words kill careers*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *The email black hole*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *The office playbook: High-performance strategies for business teams*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Are you employable? Interpersonal skill in the modern job market*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *First, do no harm: Three steps to improving patient safety*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Leadership: You're doing it wrong*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *The development of the Hogan Competency Model and competency-based predictive algorithms*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2013). *Way outside the box: Creativity is a hot commodity in the corporate world*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2014). *Generational and cultural effects on personality using the Hogan Personality Inventory and Hogan Development Survey*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2015). *5 ways to manage creativity and drive innovation*. Tulsa, OK: Author.
- 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 practitioners guide*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2015). *The Hogan Judgment assessment technical manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2016). *The development of the Hogan competency model & competency-based predictive algorithms*. Tulsa, OK: Author
- Hogan Assessment Systems. (2016). *The engaging leader: The development of the Hogan Competency Model*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Adverse impact analyses: Recommendations for tracking and calculating AI*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Adverse impact in employment*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *A quick and dirty guide to validity & reliability*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Better together: Financial benefits of adding the HDS & MVPI*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Business outcome highlights: 2015-2016*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *High potential talent report technical manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *High potential: The Hogan way*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2017). *Hogan Business Reasoning Inventory (HBRI): Documentation of normative data*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Hogan in police departments: A work-specific personality battery*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *How to select an assessment: Using the right personality assessment for employee selection and development can improve business outcomes by reducing turnover, improving job performance, and enhancing employee engagement*. Tulsa, OK: Author.
- * Hogan Assessment Systems. (2017). *Leader focus technical manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Personality and values of Indian entrepreneurs*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Personality at play*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *The engaging leader: How managers create a culture of engagement that drives performance*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Advantage business outcome highlights*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Banking and financial services industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Business support services industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Construction industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Education industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Energy, utilities, and telecommunications industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Food & Beverage industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Government industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Healthcare industry summary*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2018). *Industrial metals and mining industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Information technology industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Law enforcement industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Leisure & hospitality industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Manufacturing industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Pharmaceuticals industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Safety business outcome highlights*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Sales industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Transportation industry summary*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2018). *Turnover business outcome highlights*. Tulsa, OK: Author.
- Hogan, J. C., & Kaiser, R. (2012). *Personality, leader behavior & overdoing it*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2008). *Kaizen psychometrics*. Tulsa, OK: Author.
- Hogan Research Division. (2009). *Predicting job performance over time: The increasing validity of personality assessment*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2010). *A comparison of methods for conducting generalization of validity studies*. Tulsa, OK: Hogan Assessment Systems.
- * Hogan Research Division. (2010). *Hogan competency solutions: Profiles and algorithms*. Tulsa, OK: Hogan Assessment Systems.
- * Hogan Research Division. (2012). *Adverse impact*. Tulsa, OK: Hogan Assessment Systems.

- Hogan Research Division. (2012). *Analysis of Adverse Impact for the HPI, HDS, and the MVPI: Documentation of psychometric and research evidence*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2012). *Five steps to a better high potential program*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2014). *Three research approaches to aligning Hogan scales with competencies*. Tulsa, Ok: Hogan Assessment Systems.
- Hogan Research Division. (2015). *Business outcome highlights*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *Assessing cultural values: Using the MVPI and MIC*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *Configure: Validity evidence for job family templates*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *Judgment differences across job levels: Shifting mindsets and responsibilities*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *The Hogan archive*. Tulsa, OK: Hogan Assessments Systems.
- Hogan, R. (2008). *Bad managers: Part II*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Capitalist cooperation*. Tulsa, Ok: Hogan Assessment Systems.
- Hogan, R. (2008). *Change management, strategic agility, and resiliency*. Tulsa, OK: Hogan Assesment Systems.
- Hogan, R. (2008). *Character and personality*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Confused hiring practices*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Evolutionary theory and applied psychology*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Gossip and reputation*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *How faking impacts personality assessment results*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Intelligence and good judgement*. Tulsa, OK: Hogan Assessment Systems.

- Hogan, R. (2008). *Modern multivariate personality assessment*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Modern organizational theory*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Organizational development*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Organizational effectiveness*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Stars or Rats*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Tactical and strategic reasoning*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The clinical tradition in personality assessment*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The pragmatics of leadership*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The secret life of organizations*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The war for talent*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Values and the fate of nations*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Why personality matters*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2009). *Abstracting leadership*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2009). *Achievement and anxiety*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2012). *The ambiguities of effectiveness*. Tulsa, OK: Hogan Assessment Systems.
- Hogan R. & Bond M. (2008). *Culture and personality*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. & Tett, R. (2013). *Leadership assessment*. Tulsa, OK: Hogan Assessment Systems & The University of Tulsa.

- Hogan, R. & Warrenfeltz, R. (2011). *Educating the modern manager*. Tulsa, OK: Hogan Assessment Systems.
- Hyde, G. (2010). *Hogan Development Survey & OPQ32i*. United Kingdom: Psychological Consultancy.
- * Jones, D. (2006). *Recruiting and hiring drive the bottom line... Measuring rates of return*. Richmond, BC: Hiredesk.
- Kaiser, R., Devries, K., & Hogan, R. (2006) *The dark side of discretion*. Tulsa, OK: Hogan Assessment Systems.
- Lemming, M. R., & Nei, K. (2020). The validity of the Hogan Personality Inventory and the Hogan Development Survey for developing job family and synthetic validity evidence. Tulsa, OK: Hogan Press.
- Mills, S. (2010). *Hogan Development Survey & BarOn EQ-I*. United Kingdom: Psychological Consultancy.
- Neubaer, R. & Hogan, R. (2008). *The quality of organizational decision making*. Tulsa, OK: Hogan Assessment Systems.
- * Palmer, A., & Daly, R. (2012). *Engagement*. Tulsa, OK: Hogan Assessment Systems.
- Peter Berry Consultancy. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Sydney, Australia: Author.
- Ross, R., Foster, J., & Nichols, S. (2012). *Just let it go: Managing perfectionism in the workplace*. Tulsa, OK: Hogan Assessment Systems.
- Warrenfeltz, R. & Seldman, M. (2012). *What's in a low HDS score?* Tulsa, OK: Hogan Assessment Systems.
- Winsborough, D. (2012). *Good managers*. Tulsa, OK: Hogan Assessment Systems.
- Winsborough, D. (2013). *CEOs aren't like us*. Tulsa, OK: Hogan Assessment Systems.
- Winsborough, D., & Hogan, R. (2012). *Bad managers*. Tulsa, OK: Hogan Assessment Systems.



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.
- Bahbouh, 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., Nei, S. K., & Nichols, B. S. (2019, April). *Building a competency taxonomy: A personality-based cluster analytic approach*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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 derailment? 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., Teclé, 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.
- Laxson, E. (2019, April). *A longitudinal examination of how learning agility impacts future career success*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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., & Hahn, B. (2019, April). *Using bright and dark side personality to predict the managerial hierarchy*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Lemming, M., & Hahn, B. (2019, April). *Using personality to predict truck driver performance*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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., & Teclé, 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.
- Nei, K., Tapia, M., Lemming, M., & Fuhrmeister, K. (2019, April). *Nonlinear relationships between personality and sales performance*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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.
- Rhodes, D., & Foster, J. (2019, April). *The impact of extreme responding on sliding scales*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Rhodes, D., & Yankov, G. (2019, April). *Avoiding personalized charismatics: The incremental value of humility over the FFM*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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.
- 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.
- Simonet, D., DeSanto, S., Nei, K., Ferrell, B., Cruz, A., Tarantino, D., & Williams, N. (2019, April). *Darkness around the globe: Cross-cultural differences in moving against, away, and towards*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Simonet, 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.
- 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., Lemming, M., Nei, K., & Fuhrmeister, K. (2019, April). *Using personality to predict stress tolerance in sales personnel*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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.
- Teclé, 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.
- Warren, C., & Nagy, M. (2019, April). *The effects of leader-follower relationship and humor style on job satisfaction*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Warren, C. Nei, K., & Fuhrmeister, K. (2019, April). *Job analytic comparisons of sales, sales managers, and leaders competencies*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- * 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.
- Winterberg, C., & Nei, K. (2019, April). *Robust importance and personality predictors of ethical behavior across the workforce*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Winterberg, C., Tapia, M., Hockensmith, K., & Winterberg, H. (2019, April). *Content analysis of adverse impact litigation in selection and promotion: 2010 – 2018*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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.
- Yang, R., & Simonet, D. (2014, May). *Emotional intelligence competencies and leadership status in real-world organizations*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.