

2023

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The logo consists of the letters 'HPI' in white, bold, sans-serif font, centered within an orange rounded square. The background of the entire page is a light gray grid of white lines, tilted at an angle.

HPI

Hogan Personality Inventory

Hogan Personality Inventory

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The logo consists of a red rounded rectangle with the letters 'HDS' in white, bold, sans-serif font centered inside it.

HDS

Hogan Development Survey

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The logo consists of the letters 'MVPI' in white, bold, sans-serif font, centered within a blue rounded rectangle. The background of the entire page is a light gray grid of white lines that are slightly tilted.

MVPI

Motives, Values, Preferences Inventory

Motives, Values, Preferences Inventory

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The logo consists of a green rounded rectangle with the white text "HBRI" centered inside. The background of the entire page is a light gray grid of white lines that are slightly tilted.

HBRI

Hogan Business Reasoning Inventory

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)*. Missouri State University.
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Job Evaluation Tool

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.

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Book Chapters & Miscellaneous

Book Chapters/Miscellaneous

- *Blake, A. B., Lee, D. I., 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 S. E. Woo, L. Tay, & R. Proctor (Eds.), *Big data in psychological research: New horizons and challenges* (pp. 125–143). American Psychological Association. <https://doi.org/10.1037/0000193-007>
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Research-Based White Papers

Selected Research-Based White Papers

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- Hogan Assessment Systems. (2011f). *The power of unconscious biases: The impact of values on team dynamics and corporate culture*. Author.
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- Hogan, R., & Tett, R. (2013). *Leadership assessment*. Hogan Assessment Systems & The University of Tulsa.
- Hogan, R., & Warrenfeltz, R. (2011). *Educating the modern manager*. Hogan Assessment Systems.
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- 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*. Hogan Press.

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- Peter Berry Consultancy. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Author.
- Ross, R., Foster, J., & Nichols, S. (2012). *Just let it go: Managing perfectionism in the workplace*. Hogan Assessment Systems.
- Warrenfeltz, R., & Seldman, M. (2012). *What's in a low HDS score?* Hogan Assessment Systems.
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Conference Papers

Selected Conference Papers

- Agnew, B., & Lusk, D. (2018, April). *The darkside of being a high potential*. In M. Vazquez (Chair), *Challenges, traits, and best practices in navigating high potential programs*. [Symposium]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Banbough, R., & Warrenfeltz, R. (2004, April). *The application of sociomapping to executive team development*. [Paper presentation]. 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 presentation]. 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]. 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Berry, P. (2021, April). *Latest trends in 360 assessments*. [Panel]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Blacksmith, N., & Yang, R. (2015, April). *Nonlinear relationships of narrow personality and narrow leadership criterion constructs*. [Paper presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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]. 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 multinational selection*. [Paper presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Boudreaux, M. J., Ferrell, B. T., Hundley, N. A., & Sherman, R. A. (2021, April). *Development and validation of a personality-based measure of general employability*. [Poster presentation]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Bourdeau, N. R., & Lock, J. D. (2005, April). *Evaluating applicant faking via "Bright" and "Dark-Side" measures of personality*. [Paper presentation]. 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 presentation]. 39th meeting of the Southwestern Psychological Association, Corpus Christi, TX.

- Burkhart, A., & Sherman, R. (2021, April). *An investigation of dark side characteristics in female leaders*. In A. Burkhart (Chair), *Toward building a better understanding of female leaders*. [Symposium]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Chamorro-Premuzic, T. (2011, April). *EQ-nomics: Emotional intelligence in the human capital era*. [Presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Davies, S. A., & Wadlington, P. L. (2006, April). *Factor & parameter invariance of a five factor personality test across proctored/unproctored computerized administration*. [Paper presentation]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Davies, S., Hogan, J., Foster, J., & Elizondo, F. (2005, April). *Recombinant personality measures for predicting leadership competence*. [Paper presentation]. 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 presentation]. 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 presentation]. 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- 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]. 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 IO psychology*. [Symposium]. 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 presentation]. 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]. 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., Nei, K. S., & Nichols, S. B. (2019, April). *Building a competency taxonomy: A personality-based cluster analytic approach*. [Poster presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J. (2016, April). *Exploring the psychometric properties of personality derailment scales*. [Paper presentation]. 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 presentation]. 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 presentation]. 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] 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 presentation]. 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Foster, J., & Gaddis, B. (2016b, April). *What is a derail? An examination of narcissism*. [Presentation]. 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]. 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 presentation]. 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 presentation]. 26th 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 presentation]. 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]. 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Foster, J., Nei, K., & Lemming, M. (2018, April). *Investigating the importance of ambition in personality assessment*. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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]. 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 presentation]. 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]. 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]. 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 presentation]. 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 presentation]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Fuhrmeister, K. (2021, April). *Best practices for using personality benchmarks*. [Panel]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Fuhrmeister, K., Nei, K., Teclé, L., & Fonseca, R. (2018, April). *Critical job family competencies: Sales versus customer support*. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gaddis, B. (2013, April). *International perspectives on combining personality and multitrait feedback data*. [Paper presentation]. 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]. 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]. 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]. 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 presentation]. 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]. 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 presentation]. 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Gaddis, B., & Foster, J. (2014, May). *A critical review of Mechanical TURK as a research tool*. [Presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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]. 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Harmata, R., & Sherman, R. A. (2021, April). *One bad apple ruins the bunch: A critical examination of "dark" personality and job performance among police officers*. In R. Harmata & R. Sherman (Co-Chairs), *Good cop/bad cop: A deep dive into police officer personality*. [Symposium]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Hayes, H., Ferrell, B., Huck, J., & Gaddis, B. (2017, April). *Development of an empirically-based short form personality assessment*. [Poster presentation]. 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]. 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 presentation]. 16th Annual Conference of the Society for 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]. 16th 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]. 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]. 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 presentation]. 37th Annual Convention of the Southwest Psychological Association, New Orleans, LA.
- *Hogan, J., & Hogan, R. (1994, October). *Fidelity and bandwidth: Personality assessment and job performance*. [Paper presentation]. Annual Meeting of the Society for Multivariate Experimental Psychology, Princeton, NJ.
- Hogan, J., & Holland, B. (2002, April). *Evaluating personality-based job requirements*. [Paper presentation]. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- *Hogan, J., & Stark, D. (1992, June). *Using personality measures to select firefighters*. [Paper presentation]. 16th Annual Meeting of the International Personnel Management Association Assessment Council, Baltimore, MD.
- Hogan, R. (2013, April). *How to define destructive leadership*. [Paper presentation]. 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]. 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 presentation]. 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 presentation]. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Hundley, N. A., Nei, K., Lemming, M., & Lloyd, J. (2021, Spring). *RoBERTa the intern: An application of transfer learning for coding focus group notes for personality relevance*. In K. Nei (Chair), *Demonstrating natural language processing applications for improving job analysis*. [Symposium]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Johnson, A. (2010, April). *Assessment trends from a test publisher perspective*. [Presentation]. 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]. 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]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., & Foster, J. (2010, April). *A comparison of methods for conducting generalization of validity studies*. [Poster presentation]. 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 presentation]. 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., & Good, S. (2021, April). *Providing personality "insight" to competency differentiation: A synthetic approach*. [Poster presentation]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lemming, M., & Hahn, B. (2019a, April). *Using bright and dark side personality to predict the managerial hierarchy*. [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Lemming, M., & Hahn, B. (2019b, April). *Using personality to predict truck driver performance*. [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- 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]. 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., Hockensmith, B., & Herrera, V. (2018, April). *Dark side personality differences in the managerial hierarchy*. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., & Hogan, B. (2017, April). *Beyond cognitive ability: Using personality to predict study retention*. [Poster presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Lemming, M., & Walker, J. (2021, April). *The path to linking c-suite personality/behavior to firm-level metrics*. [Session]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Leonard, J., & Lock, J. D. (2004, April). *Preemployment personality assessment: Making use of data from multiple validation strategies*. [Poster presentation]. 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 presentation]. 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]. 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 presentation]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Murphy, S., & Davies, S. (2006, April). *Meta-analysis of a personality profile for predicting sales success*. [Paper presentation]. 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 presentation]. 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 presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., Burkhart, A., Stikma, M., Lomeli, L., Teets, L., & Arsenault, M. (2021, April). *Diversity and inclusion in action: Approaches to IGNITE inclusive workplaces*. [Presentation]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 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]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nei, K., Fuhrmeister, K., Fonseca, R., & Tecele, L. (2016, April). *Job analytic comparisons of managerial and leadership competencies*. [Poster presentation]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 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]. 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 presentation]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 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]. 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 presentation]. 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]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ross, R. (2013, April). *High potential view of the dark side of leadership*. [Paper presentation]. 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- *Rybacki, S., & Hogan, J. (1996, August). *Personal characteristics necessary to do the work*. [Paper presentation]. 104th Annual Convention of the American Psychological Association, Toronto, Canada.
- Sahm, J. (2015, April). *Beyond stereotypes: Personality differences between female and male leaders*. [Presentation]. 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 presentation]. 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 presentation]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Smittick, A. (2015, April). *How to IGNITE your career*. [Paper presentation]. 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 presentation]. 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 presentation]. 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 presentation]. AMILE.
- Tapia, M., & Gaddis, B. (2017, April). *Differences in judgment and decision-making across job levels*. [Poster presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tapia, M., & Winterberg, C. (2018, April). *A personality-based job analysis of politicians: The public's perspective*. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Tecele, L., Brummel, B., Foster, J., & Shoss, M. (2016, April). *Examining the replicability of trait-trait interactions in local validation studies*. [Paper presentation]. 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 presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Vanbroekhoven-Sahm, J. (2015, April). *Toward a new narrative for the leadership gender agenda*. [Paper presentation]. 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]. 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 presentation]. 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 presentation]. 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 presentation]. 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 presentation]. 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]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Winterberg, C. A. (2021, April). *A public-recommended profile of successful police*. In R. Harmata & R. Sherman (Co-Chairs), *Good cop/bad cop: A deep dive into police officer personality*. [Symposium]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Winterberg, C., & Nei, K. (2019, April). *Robust importance and personality predictors of ethical behavior across the workforce*. [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Winterberg, C., Nei, K., Walker, J., & Burkhart, A. (2021, April). *Improving D&I: Personality predicts inclusive behaviors*. [Poster presentation]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Winterberg, C., Tapia, M., Hockensmith, K., & Winterberg, H. (2019, April). *Content analysis of adverse impact litigation in selection and promotion: 2010 – 2018*. [Poster presentation]. 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]. 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 presentation]. 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 presentation]. 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.