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Hogan Personality Inventory



Hogan Personality Inventory

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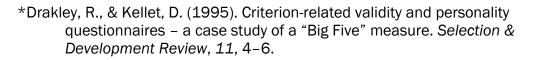
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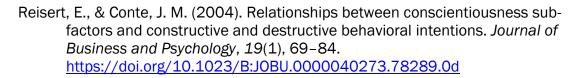
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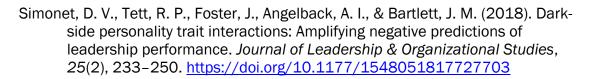
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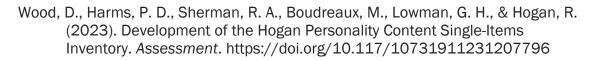


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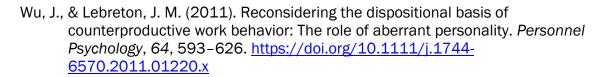


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Hogan Business Reasoning Inventory



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Job Evaluation Tool



Job Evaluation Tool

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Book Chapters/Miscellaneous

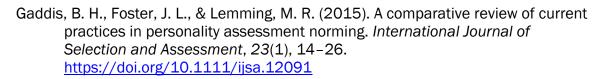
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Research-Based White Papers



Selected Research-Based White Papers

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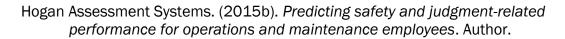


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- Peter Berry Consultancy. (2012). Optimizing feedback: Linking multirater data and Hogan profiles. Author.
- Ross, R., Foster, J., & Nichols, S. (2012). Just let it go: Managing perfectionism in the workplace. Hogan Assessment Systems.
- Warrenfeltz,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

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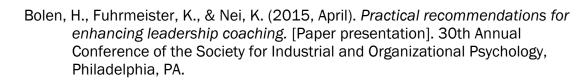
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Conference Papers



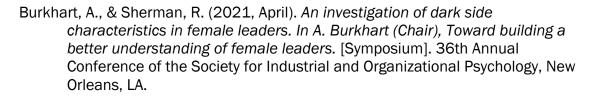
Selected Conference Papers

- 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.
- Banbouh, 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.

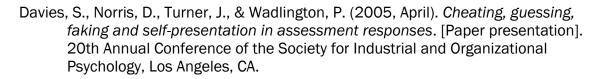


- Bolen, H., Litano, M., & Major, D. (2015, April). The role of supervisor relationship quality in managing work-family outcomes. [Paper presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Nei, K., & Fuhrmeister, K. (2014, 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.
- Brown, P., & Guentern, K. H. (2023). Ethical Considerations In Workplace Assessments: An Interactive Discussion [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.



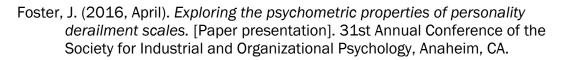


- Chamorro-Premuzic, T. (2011, April). *EQ-nomics: Emotional intelligence in the human capital era*. [Presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Dabdoub, A., Maliakkal, N., Borden, C., White, J., & Lemming, M. (2024, April). CEO personality convergence: Examining reputation across organizational hierarchy. [Poster presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Dabdoub, A., & Paiement, A.-M. (2024, April). Equivalence of workplace personality assessments across 39 languages and dialects [Poster presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Dabdoub, A., Stegemoller, S., Lemming, M. (2023). When Values Align: The Attraction-Selection-Attrition Model Using Machine Learning [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Dabdoub, A., & Torres, K. (2024, April). A critical examination of personality assessment fairness. [Poster presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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.



- 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., & 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 derailer? 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., Tecle, 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 multirater 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.



- Hall, D. (2024, April). Revisiting gender disparities in OCBs: Bridging research and practitioner insights. [Alternative Session]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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.
- Hass, J., Erickson, J., & Seyfang, E. (2024, April). *Igniting SIOP's top five workplace trends with I-O thought leaders*. [Ignite Session]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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 bandwith: 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.
- Martin, M. (Chair), Goodman, J. Hall, D., Phase, A., Ruch, B., Winterberg, C. (2023). Invited: I/Os for Social Good: Using Research and Evidence for Police Reform [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- McClure, J. (2024, April. Finding the needle in the haystack: A data driven approach to team interventions. [Symposium]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McDuffie, J., Maliakkal, N., & Pool, R. (2024, April). *Examining pieces of the humble leadership pie.* [Symposium]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McDuffie, J., Pool, R., Hustoft, Z., & Nie, W. (2024, April). Examination of the ambition-burnout relationship via mastery recovery experiences. [Poster presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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.



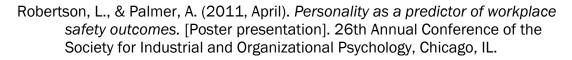
- Mol, M. J., Brummel, B. J., & Foster, J. (2018, April). Examining range restriction in a measure of personality drivers. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Montgomery, R. L., & Haemmerlie, F. (2002, April). *Predicting college success with the Hogan Personality Inventory.* [Poster presentation]. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Muller, L., Hustoft, Z., Burchette, R., Lemming, M., & Nei, K. (2023). Overlap and Differences Between Psychological Safety and DEI Competencies for Leaders [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Muller, L., Winterberg, C., Hall, D., & Boudreaux, M. (2024, April). Dark personality predicts dark behavior: Linking HDS scales to specific CWBs. [Poster presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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., Stiksma, 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., & Tecle, 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.
- Nie, W. (2023). Using BERT to Equate Organization Competency Model to Vendor Competency Model. Presented in Frontiers with Al in IO: Diverse Uses of Natural Language Processing [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.



- 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 entrylevel 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.



- 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.
- Rush, R., Dabdoub, A., & Muller, L. (2024, April). Examining personality assessment fairness across gender and sexual orientation. [Poster presentation]. 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Rybicki, 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.



- 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.
- Vanbroekhaven-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., McClure, J., Shoemaker, M. (2023). *Humor and Hogan: Examining Humor Style with the Hogan Personality Inventory* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- 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.



- Watts, L., Brown, P., Sahatjian, Z., & Blackman, G. (2023). Ethical Decision-Making: An Interactive Session Using Realistic Scenarios [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- 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.