

2021

Bibliography

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Hogan Personality Inventory

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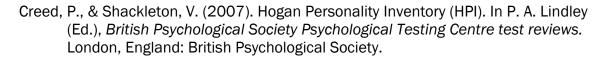


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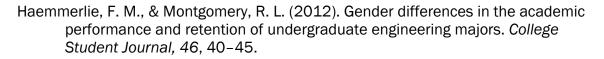


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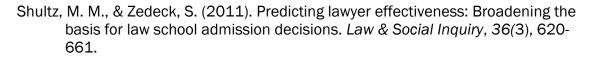


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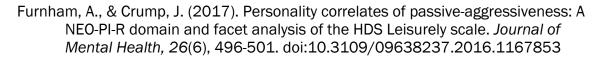
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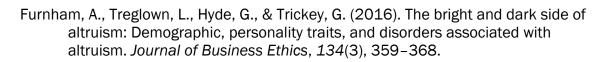
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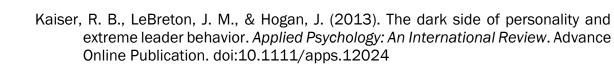
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Motives, Values, Preferences Inventory



Motives, Values, Preferences Inventory

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Hogan Business Reasoning Inventory Job Evaluation Tool



Hogan Business Reasoning Inventory

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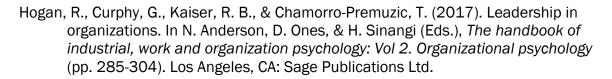
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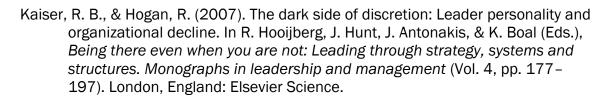


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- Hogan Assessment Systems. (2018). Safety business outcome highlights. Tulsa, OK: Author.
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- Hogan Assessment Systems. (2018). *Transportation industry summary.* Tulsa, OK: Author.
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- Hogan, R. (2008). Confused hiring practices. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Evolutionary theory and applied psychology*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). Gossip and reputation. Tulsa, OK: Hogan Assessment Systems.
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- Hogan, R. (2009). Achievement and anxiety. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2012). *The ambiguities of effectiveness*. Tulsa, OK: Hogan Assessment Systems.
- Hogan R. & Bond M. (2008). *Culture and personality.* Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. & Tett, R. (2013). *Leadership assessment.* Tulsa, OK: Hogan Assessment Systems & The University of Tulsa.



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

Conference Papers



Selected Conference Papers

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



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



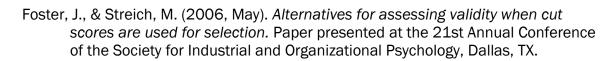
- Davies, S., Little, I., & Ross, R. (2006, April). Ensuring the measurement equivalence and appropriate use of personality assessments across cultures. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Davies, S., Norris, D., Turner, J., & Wadlington, P. (2005, April). *Cheating, guessing, faking and self-presentation in assessment responses.* Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Davies, S. A., & Wadlington, P. L. (2006, April). Factor & parameter invariance of a five factor personality test across proctored/unproctored computerized administration. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Ferrell, B. (2018, April). Distinguishing dark-side personality from personality disorders. In S. Highhouse & H. Min (Chair), *Measurement issues and impacts* of dark personality. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ferrell, B., Foster, J., & Gaddis, B. (2017, April). Using archival data to create synthetic validity tables. In B. Ferrell (Chair), *The use and utility of big data in I-O psychology.* Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., & Gaddis, B. (2016, April). How well does the dark triad capture dark side personality? Paper Presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Ferrell, B., & Gaddis, B. (2017, April). Examining the relationship between dark-side personality characteristics, health, and workplace stress. In S. A. Hezlett (Chair), *Maladaptation: Building the nomological net of derailing traits and behaviors*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., Nei, S. K., & Nichols, B. S. (2019, April). Building a competency taxonomy: A personality-based cluster analytic approach. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Ferrell, B., & Nichols, S. (2018, April). *Dark-side personality and leaders' ability to leverage workplace diversity.* Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



- Fleming, B., & Holland, B. (2002, April). *How dark side personality factors impact performance ratings: A meta-analysis*. Poster presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Fleming, W. D. (2004, April). Predicting leadership effectiveness: Contributions of critical thinking, personality, and derailers. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J. (2016). Exploring the psychometric properties of personality derailment scales. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Chen, T. (2007, April). *Personality correlates with injuries and accidents in unstructured job settings.* Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Foster, J., & Gaddis, B. (2010, April). *Moderating effects of tenure on the predictive validity of personality*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Foster, J., & Gaddis, B. (2015, August). *The incremental validity of dark side personality over Five-Factor Model scales*. Presentation presented at the 75th Annual Conference for the Academy of Management, Vancouver, BC.
- Foster, J., & Gaddis, B. (2016a, April). *Defining derailers: Examining narcissism to shed light on the dark side.* Paper presented at the 31st Annual Conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Gaddis, B. (2016b, April). What is a derailer? An examination of narcissism. Presentation presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Hogan, J. (2006, May). Profile analyses of personality-leadership performance relations. In M. Ingerick & L. M. Hough (Co-Chair), Refining the personality-leadership relationship. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Foster, J., Johnson, C., & Gaddis, B. (2008, April). The predictive validity of personality: New methods produce new results. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.



- Foster, J., & Klinger, B. (2011, April). *Personality correlates with business outcomes in developing countries*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J., Nei, K., & Lemming, M. (2018, April). Investigating the importance of ambition in personality assessment. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J., & Macan, T. (2006, May). The use of interactions between personality variables to predict performance. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Foster, J., & Meyer, K. D. (2012, April). Generational and cultural effects on values using the MVPI. In K. D. Meyer (Chair), *Do values really differ by generation? A multi-assessment review*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Foster, J., & Nichols, S. (2017, April). The seven factors of the Hogan Personality Inventory. In C. L. Z. DuBois (Chair), Conceptual foundations of personality assessment in organizations: "Useful" to "optimal". Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Foster, J., Nichols, S. B., & Sharma, S. (2009, April). *The pro's and con's of perfectionism in the workplace.* Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Foster, J., Pederson, K., Saavedra, J., & Ross, R. (2009, April). Identifying and developing high potential employees: Lessons from the field. Presentation presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- * Foster, J., & Pickering, D. (2013, August). Personality factors versus facets for predicting managerial performance. In T.A. O'Neill & P. Steel (Co-Chairs), *Broad factors versus narrow facets: Prediction at optimal resolution*. Symposium conducted at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Foster, J., Simonet, D., & Yang, R. (2015, April). *The factor structure of personality derailers across cultures.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.



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



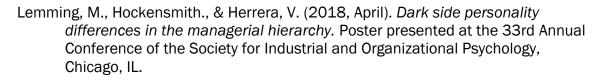
- Gaddis, B., & Meyer, K. (2009, April). *Ideals versus reality: Analysis of current practices in assessment norming.* Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Gaddis, B., & Nichols, S. (2015, April). Using scientific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



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



- Kisamore, J. L., Stone, T. H., & Jawahar, I. M. (2007, April). Academic integrity and the HPI Employee Reliability Scale. Panel presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- * Kusch, R. (2013, June). Evidence-based assessments: Relationships between personality and leadership as a prerequisite for performance evaluation and selection. Paper presented at the Symposium for the Selection and Evaluation of Executives in Business, Munich, Germany.
- Laxson, E. (2019, April). A longitudinal examination of how learning agility impacts future career success. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Lemming, M., Arnold, B., & Herrera, V. (2018, April). Using personality to predict team-relevant competencies. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., & Hahn, B. (2019, April). Using bright and dark side personality to predict the managerial hierarchy. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Lemming, M., & Hahn, B. (2019, April). Using personality to predict truck driver performance. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Lemming, M., & Foster, J. (2010, April). A comparison of methods for conducting generalization of validity studies. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Lemming, M., & Foster, J. (2011, April). Using personality and culture fit to identify high potential. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., Hatfield, K, & Ross, R. (2011, April). Using personality and culture fit assessments in the GMAC pilot. In R. Ross (Chair), Utility of non-cognitive assessments for developing MBA students. Symposium conducted at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



- Lemming, M., & Hogan, R. (2017, April). *Beyond cognitive ability: Using personality to predict study retention.* Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lemming, M., Johnson, C., & Foster, J. (2008, April). *Personality correlates with safety supervisor ratings in multiple job settings*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Lemming, M., Johnson, C., & Foster, J. (2009, April). *Do personality differences exist in the managerial hierarchy?* Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lemming, M., & Ness, A. (2017, April). Job analytic comparisons of critical competencies across industries. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Leonard, J., & Lock, J. D. (2004, April). *Preemployment personality assessment: Making use of data from multiple validation strategies.* Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lock, J. D., & Boudreau, N. (2004, April). Same job different values: Comparing similar jobs across organizations. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lusk, D., Fuhrmeister, K., & Yang, R. (2017, April). Investigating the relationship between leader personality and rating behavior. In K. Fuhrmeister (Chair), *Factors to consider in 360-degree feedback ratings*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Mansi, A. (2007, September). Executive coaching and psychometrics: A case study evaluating the use of the Hogan Personality Inventory (HPI) and the Hogan Development Survey (HDS) in senior management coaching. Paper presented at the 1st International Coaching Psychology Conference, London, England.



- Meyer, K. D., & Foster, J. L. (2007, April). Exploring the utility of three approaches to validating a job analysis tool. In M. Anderson (Chair), *Worker-oriented job analysis tools: Development and validation*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Meyer, K. D., Foster, J. L., & Anderson, M. G. (2006, April). Assessing the predictive validity of the Performance Improvement Characteristics job analysis tool. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Meyer, K. D., & Nichols, S. B. (2010, April). *Translations and cultural adaptations: Challenges, experiences, and lessons learned.* Paper presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Mol, M. J., Brummel, B. J., & Foster, J. (2018, April). Examining range restriction in a measure of personality drivers. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- * Montgomery, R. L., & Haemmerlie, F. (2002, April). *Predicting college success with the Hogan Personality Inventory*. Poster presented at the meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Murphy, S., & Davies, S. (2006, April). *Meta-analysis of a personality profile for predicting sales success*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Najar. M. J., Holland, B. D., & Van Landuyt, C. R. (2004, April). *Individual differences in leadership derailment.* Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nei, D. (2015, April). Synthetic validity: Further evidence of its accuracy and application. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., Foster, J., & Nei, D. (2018, April). Rule breakers and attention seekers: Personality predictors of ethical behavior in leaders. In A. M. Ness & C. Coultas (Chair), *Identifying and developing ethical leaders: Challenges and solutions*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



- Nei, K., Fuhrmeister, K., Fonseca, R., & Tecle, L. (2016, April). Job analytic comparisons of managerial and leadership competencies. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Nei, K., Lusk, D., & Metheny, R. (2017, April). Predicting physician executive performance. In B. Gaddis (Chair), Using personality assessment to predict valued outcomes in healthcare. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Nei, K., & Nei, D. (2015, April). Individual differences and the creative process: Implications for talent identification. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., Nei, D., Mumford, M., & Ferrell, B. (2014, May). *Training to detect fit through employment interviews*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Nei, K., & Pickering, D. (2015, April). Job analytic comparisons of managerial leadership competencies across industries. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., & Simonet, D. (2014, May). The emergence of abusive supervisors: What makes them mean? Presentation presented at 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Nei, K., Tapia, M., Lemming, M., & Fuhrmeister, K. (2019, April). Nonlinear relationships between personality and sales performance. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Nichols, S., Johnson, A., Lemming, M., & Foster, J. (2011, April). Development, validation, and utility of personality-based safety scales. Paper presented in A. Palmer (Chair), *The latest and greatest in workplace safety research*. Symposium conducted at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Palmer, A., Nichols, S., & Robertson, L. (2011, April). Identifying critical competencies within job families: A data-driven approach. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



- Palmer, A., Robertson, L., Nelson, C., & Pickering, D. (2012, April). Predicting entrylevel performance using facet-level personality-based employability scales. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pickering, D. (2015, April). *The healthcare challenge: Implementing talent initiatives in a data-driven industry*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Pickering, D., & Foster, J. (2014, May). Examining the relationship between employee reliability and job performance for managers. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Pickering, D., & Gaddis, B. (2013, April). Job analytic comparisons of competency requirements in global managerial jobs. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Pickering, D., & Nichols, S. (2014, May). *Examining differences in personality across geographic regions*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- * Pyburn, K., & Weiner, J. (2008, April). Adding, deleting, or altering selection instruments: Required, permitted, or prohibited? Presentation presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Rhodes, D. (2018, April). *Employee retribution: When work-family boundaries go awry*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rhodes, D., & Foster, J. (2019, April). The impact of extreme responding on sliding scales. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Rhodes, D., & Yankov, G. (2019, April). Avoiding personalized charismatics: The incremental value of humility over the FFM. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Robertson, L., & Palmer, A. (2011, April). *Personality as a predictor of workplace* safety outcomes. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.



- Ross, R. (2013, April). A high potential view of the dark side of leadership. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- * Rybicki, S., & Hogan, J. (1996, August). *Personal characteristics necessary to do the work.* Paper presented at the 104th Annual Convention of the American Psychological Association, Toronto, Canada.
- Sahm, J. (2015, April). Beyond stereotypes: Personality differences between female and male leaders. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanger, M., & Nei, D. (2015, April). *Evaluating good decision making starts with making good decisions*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanger, M., & Yang, R. (2015, April). Boundaries redrawn: Debunking cultural clusters with local assessment data. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sherman, R. A., & Ferrell, B. (2017, April). Locating grit within the Hogan Assessment instruments. In B. Ferrell (Chair), *Identifying Grit in existing personality and* other individual differences taxonomies. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Shin, H., & Holland, B. (2004, April). *P-O fit as a moderator of personality-job performance relations*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Simonet, D., DeSanto, S., Nei, K., Ferrell, B., Cruz, A., Tarantino, D., & Williams, N. (2019, April). Darkness around the globe: Cross-cultural differences in moving against, away, and towards. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Simonet, D. V., Kobezak, H., Nicoletti, T. J., Hundley, N. A., & Ferrell, B. (2018, April). Genes and ants: Meta-heuristic algorithms for scale length optimization. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Smittick, A. (2015, April). *How to IGNITE your career.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.



- Smittick, A., & Miner, K. (2014, May). *An investigation of work-family conflict in African-American women.* Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Stone, T., Foster, J., Webster, B., Jawahar, J., & Harrison, J. A. (2013, November). Are gender differences in performance disappearing? Large sample evidence. Paper presented at the Southern Management Association's Conference, New Orleans, LA.
- Stone, T., Jawahar, J., & Kisamore, J. L. (2008, April). *Predicting academic misconduct intentions and behavior using the theory of planned behavior and personality.* Paper presented at the AMILE.
- Tapia, M., & Gaddis, B. (2017, April). Differences in judgment and decision-making across job levels. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tapia, M., Lemming, M., Nei, K, & Fuhrmeister, K (2019, April). Using personality to predict stress tolerance in sales personnel. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Tapia, M., & Milane, C. (2016, April). Know your tenant! Personality as a predictor of tenant behavior. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Tapia, M., Mol, M., & Nei, K. (2017, April). Improving prediction through personality and criterion ABC alignment. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tapia, M., & Winterburg, C. (2018, April). A personality-based job analysis of politicians: The public's perspective. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Tecle, L., Brummel, B., Foster, J., & Shoss, M. (2016, April). Examining the replicability of trait-trait interactions in local validation studies. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.
- Van Landuyt, C., & Holland, B. (2004, April). *The accuracy of alternative validation* strategies in single settings. Paper presented at the 19th Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.



- Vanbroekhoven-Sahm, J. (2015, April). *Toward a new narrative for the leadership gender agenda*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Vassar, A., & Palmer, A. (2012, April). *The personality of patient care: Increasing leadership impact in healthcare.* Presentation presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wadlington, P., Davies, S., & Phillips, G. (2006, April). *Distributional projection:* Solution to small sample size. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Walton, D. L., & Houston, J. M. (1997, April). Assessing criminal personality dimensions using the five-factor model. Paper presented at the 43rd Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.
- Warren, C., & Nagy, M. (2019, April). The effects of leader-follower relationship and humor style on job satisfaction. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Warren, C. Nei, K., & Fuhrmeister, K. (2019, April). Job analytic comparisons of sales, sales managers, and leaders competencies. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- * Warrenfeltz, R., & Davies, S. (2006, April). Assessing leadership talent: Past trends and current practices. Presentation presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Winterberg, C., & Nei, K. (2019, April). Robust importance and personality predictors of ethical behavior across the workforce. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Winterberg, C., Tapia, M., Hockensmith, K., & Winterberg, H. (2019, April). Content analysis of adverse impact litigation in selection and promotion: 2010 – 2018. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Wyman, O. (2008, April). Executive and CEO succession: Real world challenges. Presentation presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.



- Yang, R., & Fuhrmeister, K. (2015, April). *Finding value in 360-feedback rater disagreements*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Yang, R., & Simonet, D. (2014, May). Emotional intelligence competencies and leadership status in real-world organizations. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.