

HOGAN PUBLICATIONS 2013

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

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

This year has been no exception to our commitment to progressing the science of personality. The list below details Hogan-related publications and presentations from 2013.

HOGAN PUBLICATIONS

Foster, J. L. (2013). *Statistics: A pocket guide for I/O psychologists*. Tulsa, OK: Hogan Press.

Foster, J. L., & Gaddis, B. H. (in press). Personality derailers: Where do we go from here? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Gaddis, B., & Foster, J. (in press). Meta-analysis of dark side personality characteristics and critical work behaviors among leaders across the globe: Findings and implications for leadership development and executive coaching. *Applied Psychology: An International Review*.

Grijalva, E., Harms, P. D., Newman, D., Gaddis, B. H., & Farley, R. C. (in press). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*.

Hogan, J. C., & Foster, J. L. (2013). Multifaceted personality predictors of workplace safety performance: More than conscientiousness. *Human Performance*, 26, 20-43.

Hogan, R., Chamorro-Premuzic, T., & Kaiser, R. B. (2013). Employability and career success: Bridging the gap between theory and reality. *Industrial and Organizational Psychology*, 6, 3-16.

Huang, J. L., Zabel, K. L., Ryan, A., & Palmer, A. (2013). Personality and adaptive performance at work: A meta-analytic investigation. *Journal of Applied Psychology*. Advance online publication. doi: 10.1037/a0034285

Macan, T., Lemming, M. R., & Foster, J. L. (2013). Utility analysis: Do estimates and format matter? *Personnel Review*, 42, 105-126.

PEER-REVIEWED PUBLICATIONS USING HOGAN INSTRUMENTS

Akhtar, R. (2013). *A socioanalytic perspective on the personality-intelligence interface: Exploring the relationship between contextualised measures of personality, values & intelligence within a senior management sample* (Unpublished doctoral dissertation). University College London, London, England.

De Fruyt, F., Wille, B., & Furnham, A. (2013). Assessing aberrant personality in managerial coaching: Measurement issues and prevalence rates across employment sectors. *European Journal of Personality*. Advance online publication. doi: 10.1002/per.1911

Furnham, A., Crump, J., & Ritchie, W. (2013). What it takes: Ability, demographic, bright and dark side trait correlates of years to promotion. *Personality and Individual Differences*, 55, 952-956.

Furnham, A., Hyde, G., & Trickey, G. (2013). On-line questionnaire completion time and personality test scores. *Personality and Individual Differences*, 54, 716-720.

Furnham, A., Hyde, G., & Trickey, G. (2013). The values of work success. *Personality and Individual Differences*, 55, 485-489.

Leary, T. G., Green, R., Denson, K., Schoenfeld, G., Henley, T., & Langford, H. (2013). The relationship among dysfunctional leadership dispositions, employee engagement, job satisfaction, and burnout. *The Psychologist-Manager Journal*, 16, 112-130.

Paulhus, D. L., Westlake, B. G., Calvez, S. S., & Harms, P. D. (2013). Self-presentation style in job interviews: The role of personality and culture. *Journal of Applied Social Psychology*, 43, 2042-2059.

Salgado, J. F., Moscoso, S., & Alonso, P. (2013). Subdimensional structure of the Hogan Personality Inventory. *International Journal of Selection and Assessment*, 21, 277-285.

von Stumm, S., & Ackerman, P. L. (2013). Investment and intellect: A review and meta-analysis. *Psychological Bulletin*, 139, 841-869.

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

HOGAN CONFERENCE RESEARCH

Foster, J. L. (2013, April). *Psychometrics for the rest of us: Practical answers to common measurement questions.* Workshop presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

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.

Gaddis, B. H. (Chair), (2013, April). *International perspectives on combining personality and multirater feedback data.* Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Gaddis, B., & Palmer, A. (2013, February). *Development of a personality-based model for selection across entry-level jobs.* Poster presented at the 20th Annual Conference of the Academy of Human Resource Development, Washington, DC.

Grijalva, E., Harms, P. D., Newman, D. A., & Gaddis, B. H. (2013, August). *Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships.* Paper presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.

Hogan, R. (2013, April). How to define destructive leadership. In J. Lovelace (Chair), *Destructive leadership: A holistic view for minimizing its toxic influence.* Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Hogan, R. (2013, April). Rethinking leadership training. In R. Kaiser (Chair), *Why is the leadership development industry failing?* Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Huang, J. L., Zabel, K. L., Ryan, A., & Palmer, A. (2013, April). Personality and adaptive performance at work: A meta-analytic investigation. In C. Robie (Chair), *Advances in the use of personality to predict workplace criteria*. Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

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.

Meyer, K., & Foster, J. L. (2013, April). Translation development and evaluation for the Hogan Personality Inventory. In D. Bartram (Chair), *Comparability of scores: Equivalence issues in testing across countries*. Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

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.

Palmer, A., & Nichols, S. (2013, April). *Identifying critical job family competencies: Within and across job families*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Nichols, S., & Foster, J. (2013, April). Examining values across industries and job families. In S. E. Davies & M. Goff (Co-Chairs), *Industry differences: Mine is unique...right?* Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Ross, R. (2013, April). A high-potential view of the dark side of leadership. In J. A. Weiner (Chair), *Leadership assessment: Contemporary issues and challenges in demonstrating value*. Symposium conducted at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

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.

RESEARCH-BASED WHITE PAPERS

Bolen, H., & Nichols, S. (2013). *The development of the Hogan Competency Model and competency-based predictive algorithms*. Tulsa, OK: Hogan Assessment Systems.

MARKETING-BASED WHITE PAPERS

Fernández, Jorge E. (2013) *To interview or not to interview?* Tulsa, OK: Hogan Assessment Systems.

Hogan Assessment Systems. (2013). *4 ways companies are failing their middle managers*. Tulsa, OK: Author.

Hogan Assessment Systems. (2013). *5 ways to manage creativity and drive innovation*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2013). *2012 business outcome highlights*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Bullying their way to the top*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Buyer's remorse*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Coaching the coach*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Danger: Passive aggression at work*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *First, do no harm: 3 steps to improving patient safety*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *I'm too skeptical? Where's the proof?* Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Keep calm and carry on*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Leading the global economy*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Q&A leadership: Myths & truths with Robert Hogan, Ph.D.* Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Risky business*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *The I/O breakdown: Q1*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *The I/O breakdown: Q2*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *The science of attraction*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *The upside of narcissism in the workplace*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Trust & betrayal*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Want a better job? Learn to control your emotions*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Way outside the box*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *What we know about leadership*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Who are you?* Tulsa, OK: Author.