

**2025**

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**HPI**

# **Hogan Personality Inventory**

## Hogan Personality Inventory

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The logo consists of a red rounded rectangle with the white text "HDS" inside. The background of the entire page is a light gray grid of rectangles, some of which are slightly offset from each other, creating a sense of depth and movement.

**HDS**

# **Hogan Development Survey**

## Hogan Development Survey

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The logo consists of the letters 'MVPI' in white, bold, sans-serif font, centered within a blue rounded rectangle. The background of the entire slide is a light gray grid of rectangles, some of which are slightly offset from each other, creating a sense of depth and movement.

**MVPI**

# **Motives, Values, Preferences Inventory**

## Motives, Values, Preferences Inventory

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The logo consists of a green rounded rectangle with the white text "HBRI" inside. The background of the entire page is a light gray grid of rectangles, some of which are slightly offset from each other, creating a sense of depth and perspective.

**HBRI**

# **Hogan Business Reasoning Inventory**

## Hogan Business Reasoning Inventory

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## Job Evaluation Tool

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# **Research-Based White Papers**

## Selected Research-Based White Papers

- Barrett, P., & Rolland, J. P. (2009). *The meta-analytic correlation between the Big-Five personality constructs of emotional stability and conscientiousness*. Hogan Assessment Systems.
- Berry, P., Nealon, S., & Pluess, K. (2009). *A research paper analyzing the differences between entrepreneurial CEOs, executives and middle managers, using Hogan profiling and a comparison of high and low scoring managers using 360 feedback ratings*. Peter Berry Consultancy.
- Campbell, M., & Smith, R. (2011). *High-potential talent*. Hogan Assessment Systems.
- Caplinger, J., & Gaddis, B. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Peter Berry Consultancy.
- Caplinger, J., Klat-Smith, F., & Pluess, K. (2012). *PBC graduate research: A global survey of graduate recruiting practices; Personality characteristics of Australian graduates*. Peter Berry Consultancy.
- \*Connolly, K. (2006). *Do situations create leaders or do leaders create situations?* [Review of Personality and the fate of organizations by Robert Hogan].
- Fallow, S., & Kantrowitz, T. (2011). *2011 global assessment trends report*. SHL Previsor.
- Foster, J., & Daly, R. (2012). *The upside of narcissism in the workplace*. Hogan Assessment Systems.
- Foster, J., & Edge, J. (2014). *The bright side personality and values of entrepreneurs*. Hogan Assessment Systems.
- Foster, J., Richard, L., Rohrer, L., & Sirkin, M. (2010). *Understanding lawyers: Why we do the things we do*. Hogan Assessment Systems.
- Foster, J., & Vert, A. (2012). *Analysis of adverse impact for the Hogan Personality Inventory, Hogan Development Survey, and Motives, Values, Preferences Inventory*. Hogan Assessment Systems.
- Gaddis, B., & Foster, J. (2012). *Base rates of derailment characteristics in America: Comparisons and implications for leadership development*. Hogan Assessment Systems.
- Hogan Assessment Systems. (2006). *Analysis of adverse impact for the Hogan Personality Inventory*. Author.
- Hogan Assessment Systems. (2008a). *Australian leadership*. Author.

- Hogan Assessment Systems. (2008b). *Bad management and its consequences*. Author.
- Hogan Assessment Systems. (2008c). *Customer satisfaction*. Author.
- Hogan Assessment Systems. (2008d). *Emotional intelligence and the HPI*. Author.
- \*Hogan Assessment Systems. (2008a). *Notable quotes*. Author.
- Hogan Assessment Systems. (2008e). *Personality and management performance across the hierarchy*. Author.
- Hogan Assessment Systems. (2008f). *Personality assessment in World War II*. Author.
- \*Hogan Assessment Systems. (2008b). *Predicting success in international assignments using personality assessment*. Author.
- Hogan Assessment Systems. (2008g). *Ricci v. Destefano – A tempest in a teapot*. Author.
- Hogan Assessment Systems. (2008h). *Why is personality testing important to recruitment?* Author.
- Hogan Assessment Systems. (2010a). *Five best practices: Improving safety in healthcare organizations*. Author.
- Hogan Assessment Systems. (2010b). *How to improve the safety climate in your organization*. Author.
- Hogan Assessment Systems. (2010c). *Rethinking employee safety training: How individual personality plays a role*. Author.
- Hogan Assessment Systems. (2011a). *Averting disaster*. Author.
- Hogan Assessment Systems. (2011b). *Five best practices: Improving safety in transportation and manufacturing*. Author.
- Hogan Assessment Systems. (2011c). *Off the rails: Avoiding the high cost of failed leadership*. Author.
- Hogan Assessment Systems. (2011d). *Personality-based model of safety performance and outcomes*. Author.
- Hogan Assessment Systems. (2011e). *The culture clash: The importance of values to leadership and business performance*. Author.

- Hogan Assessment Systems. (2011f). *The power of unconscious biases: The impact of values on team dynamics and corporate culture*. Author.
- Hogan Assessment Systems. (2011g). *The value of values: Using values assessment to create a more engaged, more productive workforce*. Author.
- Hogan Assessment Systems. (2012a). *Awareness coaching*. Author.
- Hogan Assessment Systems. (2012b). *Engagement*. Author.
- Hogan Assessment Systems. (2012c). *From potential to performance: Using personality assessment to identify, develop, and retain future leaders*. Author.
- Hogan Assessment Systems. (2012d). *How your greatest strength can become your greatest weakness*. Author.
- Hogan Assessment Systems. (2012e). *Primal Leadership: An evolutionary view of what followers want*. Author.
- Hogan Assessment Systems. (2012f). *Sticks & stones: Gossip, reputation, and how whispered words kill careers*. Author.
- Hogan Assessment Systems. (2012g). *The email black hole*. Author.
- Hogan Assessment Systems. (2012h). *The office playbook: High-performance strategies for business teams*. Author.
- Hogan Assessment Systems. (2013a). *Are you employable? Interpersonal skill in the modern job market*. Author.
- Hogan Assessment Systems. (2013b). *First, do no harm: Three steps to improving patient safety*. Author.
- Hogan Assessment Systems. (2013c). *Leadership: You're doing it wrong*. Author.
- Hogan Assessment Systems. (2013d). *The development of the Hogan Competency Model and competency-based predictive algorithms*. Author.
- Hogan Assessment Systems. (2013e). *Way outside the box: Creativity is a hot commodity in the corporate world*. Author.
- Hogan Assessment Systems. (2014). *Generational and cultural effects on personality using the Hogan Personality Inventory and Hogan Development Survey*. Author.
- Hogan Assessment Systems. (2015a). *5 ways to manage creativity and drive innovation*. Author.

- Hogan Assessment Systems. (2015b). *Predicting safety and judgment-related performance for operations and maintenance employees*. Author.
- Hogan Assessment Systems. (2015c). *The Configure user manual*. Author.
- Hogan Assessment Systems. (2015d). *The Engaging Leader practitioners guide*. Author.
- Hogan Assessment Systems. (2015e). *The Hogan Judgment assessment technical manual*. Author.
- Hogan Assessment Systems. (2016a). *The development of the Hogan competency model & competency-based predictive algorithms*. Author.
- Hogan Assessment Systems. (2016b). *The engaging leader: The development of the Hogan Competency Model*. Author.
- Hogan Assessment Systems. (2017a). *A quick and dirty guide to validity & reliability*. Author.
- Hogan Assessment Systems. (2017b). *Adverse impact analyses: Recommendations for tracking and calculating AI*. Author.
- Hogan Assessment Systems. (2017c). *Adverse impact in employment*. Author.
- Hogan Assessment Systems. (2017d). *Better together: Financial benefits of adding the HDS & MVPI*. Author.
- Hogan Assessment Systems. (2017e). *Business outcome highlights: 2015-2016*. Author.
- Hogan Assessment Systems. (2017f). *High potential talent report technical manual*. Author.
- Hogan Assessment Systems. (2017g). *High potential: The Hogan way*. Author.
- Hogan Assessment Systems. (2017h). *Hogan Business Reasoning Inventory (HBRI): Documentation of normative data*. Author.
- Hogan Assessment Systems. (2017i). *Hogan in police departments: A work-specific personality battery*. Author.
- Hogan Assessment Systems. (2017j). *How to select an assessment: Using the right personality assessment for employee selection and development can improve business outcomes by reducing turnover, improving job performance, and enhancing employee engagement*. Author.

- \*Hogan Assessment Systems. (2017). *Leader focus technical manual*. Author.
- Hogan Assessment Systems. (2017k). *Personality and values of Indian entrepreneurs*. Author.
- Hogan Assessment Systems. (2017l). *Personality at play*. Author.
- Hogan Assessment Systems. (2017m). *The engaging leader: How managers create a culture of engagement that drives performance*. Author.
- Hogan Assessment Systems. (2018a). *Advantage business outcome highlights*. Author.
- Hogan Assessment Systems. (2018b). *Banking and financial services industry summary*. Author.
- Hogan Assessment Systems. (2018c). *Business support services industry summary*. Author.
- Hogan Assessment Systems. (2018d). *Construction industry summary*. Author.
- Hogan Assessment Systems. (2018e). *Education industry summary*. Author.
- Hogan Assessment Systems. (2018f). *Energy, utilities, and telecommunications industry summary*. Author.
- Hogan Assessment Systems. (2018g). *Food & Beverage industry summary*. Author.
- Hogan Assessment Systems. (2018h). *Government industry summary*. Author.
- Hogan Assessment Systems. (2018i). *Healthcare industry summary*. Author.
- Hogan Assessment Systems. (2018j). *Industrial metals and mining industry summary*. Author.
- Hogan Assessment Systems. (2018k). *Information technology industry summary*. Author.
- Hogan Assessment Systems. (2018l). *Law enforcement industry summary*. Author.
- Hogan Assessment Systems. (2018m). *Leisure & hospitality industry summary*. Author.
- Hogan Assessment Systems. (2018n). *Manufacturing industry summary*. Author.
- Hogan Assessment Systems. (2018o). *Pharmaceuticals industry summary*. Author.
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- Hogan Assessment Systems. (2018q). *Sales industry summary*. Author.
- Hogan Assessment Systems. (2018r). *Transportation industry summary*. Author.
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- Hogan, R. (2008b). *Capitalist cooperation*. Hogan Assessment Systems.
- Hogan, R. (2008c). *Change management, strategic agility, and resiliency*. Hogan Assessment Systems.
- Hogan, R. (2008d). *Character and personality*. Hogan Assessment Systems.
- Hogan, R. (2008e). *Confused hiring practices*. Hogan Assessment Systems.
- Hogan, R. (2008f). *Evolutionary theory and applied psychology*. Hogan Assessment Systems.
- Hogan, R. (2008g). *Gossip and reputation*. Hogan Assessment Systems.
- Hogan, R. (2008h). *How faking impacts personality assessment results*. Hogan Assessment Systems.
- Hogan, R. (2008i). *Intelligence and good judgement*. Hogan Assessment Systems.
- Hogan, R. (2008j). *Modern multivariate personality assessment*. Hogan Assessment Systems.
- Hogan, R. (2008k). *Modern organizational theory*. Hogan Assessment Systems.
- Hogan, R. (2008l). *Organizational development*. Hogan Assessment Systems.
- Hogan, R. (2008m). *Organizational effectiveness*. Hogan Assessment Systems.
- Hogan, R. (2008n). *Stars or Rats*. Hogan Assessment Systems.
- Hogan, R. (2008o). *Tactical and strategic reasoning*. Hogan Assessment Systems.
- Hogan, R. (2008p). *The clinical tradition in personality assessment*. Hogan Assessment Systems.
- Hogan, R. (2008q). *The pragmatics of leadership*. Hogan Assessment Systems.



- Hogan, R. (2008r). *The secret life of organizations*. Hogan Assessment Systems.
- Hogan, R. (2008s). *The war for talent*. Hogan Assessment Systems.
- Hogan, R. (2008t). *Values and the fate of nations*. Hogan Assessment Systems.
- Hogan, R. (2008u). *Why personality matters*. Hogan Assessment Systems.
- Hogan, R. (2009a). *Abstracting leadership*. Hogan Assessment Systems.
- Hogan, R. (2009b). *Achievement and anxiety*. Hogan Assessment Systems.
- Hogan, R. (2012). *The ambiguities of effectiveness*. Hogan Assessment Systems.
- Hogan, R., & Bond, M. (2008). *Culture and personality*. Hogan Assessment Systems.
- Hogan, R., & Tett, R. (2013). *Leadership assessment*. Hogan Assessment Systems & The University of Tulsa.
- Hogan, R., & Warrenfeltz, R. (2011). *Educating the modern manager*. Hogan Assessment Systems.
- Hogan Research Division. (2008). *Kaizen psychometrics*. Hogan Assessment Systems.
- Hogan Research Division. (2009). *Predicting job performance over time: The increasing validity of personality assessment*. Hogan Assessment Systems.
- Hogan Research Division. (2010). *A comparison of methods for conducting generalization of validity studies*. Hogan Assessment Systems.
- \*Hogan Research Division. (2010). *Hogan competency solutions: Profiles and algorithms*. Hogan Assessment Systems.
- \*Hogan Research Division. (2012). *Adverse impact*. Hogan Assessment Systems.
- Hogan Research Division. (2012a). *Analysis of adverse impact for the HPI, HDS, and the MVPI: Documentation of psychometric and research evidence*. Hogan Assessment Systems.
- Hogan Research Division. (2012b). *Five steps to a better high potential program*. Hogan Assessment Systems.
- Hogan Research Division. (2014). *Three research approaches to aligning Hogan scales with competencies*. Hogan Assessment Systems.
- Hogan Research Division. (2015). *Business outcome highlights*. Hogan Assessment Systems.

- Hogan Research Division. (2016a). *Assessing cultural values: Using the MVPI and MIC*. Hogan Assessment Systems.
- Hogan Research Division. (2016b). *Configure: Validity evidence for job family templates*. Hogan Assessment Systems.
- Hogan Research Division. (2016c). *Judgment differences across job levels: Shifting mindsets and responsibilities*. Hogan Assessment Systems.
- Hogan Research Division. (2016d). *The Hogan archive*. Hogan Assessment Systems.
- Hogan Research Division. (2021a). *Applicant selection: Screening in vs. Screening out*. Hogan Assessment Systems.
- Hogan Research Division. (2021b). *Differential prediction and the Hogan Assessments*. Hogan Assessment Systems.
- Hogan Research Division. (2021c). *Diversity climate competencies*. Hogan Assessment Systems.
- Hogan Research Division. (2021d). *Generational and cultural effects on personality using the Hogan Personality Inventory and Hogan Development Survey*. Hogan Assessment Systems.
- Hogan Research Division. (2021e). *Interpreting candidate assessment suite reports*. Hogan Assessment Systems.
- Hogan Research Division. (2021f). *Joint cognitive ability-personality pass rate simulations with race/ethnicity categories*. Hogan Assessment Systems.
- Hogan Research Division. (2021g). *NLP model development*. Hogan Assessment Systems.
- Hogan Research Division. (2021h). *Remote work competencies*. Hogan Assessment Systems.
- Hyde, G. (2010). *Hogan Development Survey & OPQ32i*. Psychological Consultancy.
- \*Jones, D. (2006). *Recruiting and hiring drive the bottom line... Measuring rates of return*. Hiredesk.
- Kaiser, R., Devries, K., & Hogan, R. (2006). *The dark side of discretion*. 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*. Hogan Press.

- Mills, S. (2010). *Hogan Development Survey & BarOn EQ-I*. Psychological Consultancy.
- Neubaer, R., & Hogan, R. (2008). *The quality of organizational decision making*. Hogan Assessment Systems.
- \*Palmer, A., & Daly, R. (2012). *Engagement*. Hogan Assessment Systems.
- 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.
- Winsborough, D. (2012). *Good managers*. Hogan Assessment Systems.
- Winsborough, D. (2013). *CEOs aren't like us*. Hogan Assessment Systems.
- Winsborough, D., & Hogan, R. (2012). *Bad managers*. 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]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Anderson, M. (2007, April). *Values and preferences: Antecedents, mechanisms, and outcomes*. [Paper presentation]. 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Anderson, M., Foster, J., Van Landuyt, C., & Tett, R. (2006, April). *Meta-analytic investigation of personality and Holland's RIASEC model*. [Paper presentation]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- \*Anderson, M., & Little, I. (2007, April). *Employees' values and performance in the context of Vroom's Expectancy Theory*. [Paper presentation]. 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Anderson, M., & Tett, R. (2006, April). *Who prefers to work with whom? Trait activation in classroom teams*. [Paper presentation]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Banbough, R., & Warrenfeltz, R. (2004, April). *The application of sociomapping to executive team development*. [Paper presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Barnett, G. (2004, April). *Evaluating alternatives to the GLM in applied personality assessment*. [Paper presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Barnett, G., Kello, J., Osicki, M., Gibby, R., Edwards, R., & Cober, A. (2005, April). *Navigating the path from graduate school to early career success*. [Roundtable]. 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Berry, P. (2021, April). *Latest trends in 360 assessments*. [Panel]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Blacksmith, N., & Yang, R. (2015, April). *Nonlinear relationships of narrow personality and narrow leadership criterion constructs*. [Paper presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Bolen, H., Fuhrmeister, K., & Nei, K. (2015, April). *Practical recommendations for enhancing leadership coaching*. [Paper presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Litano, M., & Major, D. (2015, April). *The role of supervisor relationship quality in managing work-family outcomes*. [Paper presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Nei, K., & Fuhrmeister, K. (2014, May). *Evaluation of leadership development coaching: The impact of personality*. [Poster presentation]. 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bolen, H., Nichols, S., Simonet, D., & Fuhrmeister, K. (2014, May). *Predicting emotionally competent behavior: Developing a model and predictor sales*. [Poster presentation]. 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bomer, J. (2006, April). *A juggling act: Devising personnel selection systems*. [Panel]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Borich, J., & Murphy, S. (2004, April). *Do borders really matter? Issues in multinational selection*. [Paper presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Boudreaux, M. J., Ferrell, B. T., Hundley, N. A., & Sherman, R. A. (2021, April). *Development and validation of a personality-based measure of general employability*. [Poster presentation]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Bourdeau, N. R., & Lock, J. D. (2005, April). *Evaluating applicant faking via "Bright" and "Dark-Side" measures of personality*. [Paper presentation]. 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Brinkmeyer, K., & Hogan, J. (1993, April). *Using personality to predict small differences in jobs and their performance*. [Paper presentation]. 39th meeting of the Southwestern Psychological Association, Corpus Christi, TX.
- 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.

- Burkhart, A., & Sherman, R. (2021, April). *An investigation of dark side characteristics in female leaders*. In A. Burkhart (Chair), *Toward building a better understanding of female leaders*. [Symposium]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Chamorro-Premuzic, T. (2011, April). *EQ-nomics: Emotional intelligence in the human capital era*. [Presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Dabdoub, A., Maliakkal, N., Borden, C., White, J., & Lemming, M. (2024, April). *CEO personality convergence: Examining reputation across organizational hierarchy*. [Poster presentation]. 39<sup>th</sup> 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]. 39<sup>th</sup> 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]. 39<sup>th</sup> 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.



- Davies, S., Norris, D., Turner, J., & Wadlington, P. (2005, April). *Cheating, guessing, faking and self-presentation in assessment responses*. [Paper presentation]. 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Ferrell, B. (2018, April). *Distinguishing dark-side personality from personality disorders*. In S. Highhouse & H. Min (Chair), *Measurement issues and impacts of dark personality*. [Symposium]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ferrell, B., Foster, J., & Gaddis, B. (2017, April). *Using archival data to create synthetic validity tables*. In B. Ferrell (Chair), *The use and utility of big data in IO psychology*. [Symposium]. 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., & Gaddis, B. (2016, April). *How well does the dark triad capture dark side personality?* [Paper presentation]. 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Ferrell, B., & Gaddis, B. (2017, April). *Examining the relationship between dark-side personality characteristics, health, and workplace stress*. In S. A. Hezlett (Chair), *Maladaptation: Building the nomological net of derailing traits and behaviors*. [Symposium]. 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Ferrell, B., Nei, K. S., & Nichols, S. B. (2019, April). *Building a competency taxonomy: A personality-based cluster analytic approach*. [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Ferrell, B., & Nichols, S. (2018, April). *Dark-side personality and leaders' ability to leverage workplace diversity*. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Fleming, B., & Holland, B. (2002, April). *How dark side personality factors impact performance ratings: A meta-analysis*. [Poster presentation]. 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Fleming, W. D. (2004, April). *Predicting leadership effectiveness: Contributions of critical thinking, personality, and derailers*. [Paper presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Foster, J. (2016, April). *Exploring the psychometric properties of personality derailment scales*. [Paper presentation]. 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Chen, T. (2007, April). *Personality correlates with injuries and accidents in unstructured job settings*. [Paper presentation]. 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Foster, J., & Gaddis, B. (2010, April). *Moderating effects of tenure on the predictive validity of personality*. [Poster presentation]. 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Foster, J., & Gaddis, B. (2015, August). *The incremental validity of dark side personality over Five-Factor Model scales*. [Presentation] 75th Annual Conference for the Academy of Management, Vancouver, BC.
- Foster, J., & Gaddis, B. (2016a, April). *Defining derailers: Examining narcissism to shed light on the dark side*. [Paper presentation]. 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Gaddis, B. (2016b, April). *What is a 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]. 39<sup>th</sup> 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]. 36<sup>th</sup> 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]. 39<sup>th</sup> 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]. 32<sup>nd</sup> 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]. 33<sup>rd</sup> 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]. 16<sup>th</sup> 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]. 16<sup>th</sup> 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]. 22<sup>nd</sup> 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]. 30<sup>th</sup> 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]. 37<sup>th</sup> 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]. 39<sup>th</sup> 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]. 39<sup>th</sup> 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]. 39<sup>th</sup> 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., Stiksmas, 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 AI 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 entry-level performance using facet-level personality-based employability scales*. [Poster presentation]. 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Pickering, D. (2015, April). *The healthcare challenge: Implementing talent initiatives in a data-driven industry*. [Paper presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Pickering, D., & Foster, J. (2014, May). *Examining the relationship between employee reliability and job performance for managers*. [Presentation]. 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Pickering, D., & Gaddis, B. (2013, April). *Job analytic comparisons of competency requirements in global managerial jobs*. [Poster presentation]. 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Pickering, D., & Nichols, S. (2014, May). *Examining differences in personality across geographic regions*. [Presentation]. 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- \*Pyburn, K., & Weiner, J. (2008, April). *Adding, deleting, or altering selection instruments: Required, permitted, or prohibited?* [Presentation]. 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Rhodes, D. (2018, April). *Employee retribution: When work-family boundaries go awry*. [Poster presentation]. 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rhodes, D., & Foster, J. (2019, April). *The impact of extreme responding on sliding scales*. [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Rhodes, D., & Yankov, G. (2019, April). *Avoiding personalized charismatics: The incremental value of humility over the FFM*. [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

- Robertson, L., & Palmer, A. (2011, April). *Personality as a predictor of workplace safety outcomes*. [Poster presentation]. 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ross, R. (2013, April). *High potential view of the dark side of leadership*. [Paper presentation]. 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Rush, R., Dabdoub, A., & Muller, L. (2024, April). *Examining personality assessment fairness across gender and sexual orientation*. [Poster presentation]. 39<sup>th</sup> 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.



- Tecle, L., Brummel, B., Foster, J., & Shoss, M. (2016, April). *Examining the replicability of trait-trait interactions in local validation studies*. [Paper presentation]. 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Van Landuyt, C., & Holland, B. (2004, April). *The accuracy of alternative validation strategies in single settings*. [Paper presentation]. 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Vanbroekhoven-Sahm, J. (2015, April). *Toward a new narrative for the leadership gender agenda*. [Paper presentation]. 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Vassar, A., & Palmer, A. (2012, April). *The personality of patient care: Increasing leadership impact in healthcare*. [Presentation]. 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Wadlington, P., Davies, S., & Phillips, G. (2006, April). *Distributional projection: Solution to small sample size*. [Paper presentation]. 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Walton, D. L., & Houston, J. M. (1997, April). *Assessing criminal personality dimensions using the five-factor model*. [Paper presentation]. 43rd Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.
- Warren, C., 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.