

2015 Q2 Article Review

Here's the rundown of potentially interesting and useful articles from the second quarter of 2015:

- Sherman et al. compare methods for exploring interactions between personality and situations, finding that they act independently to influence behavior.
- Oh et al. show that both average levels and variance in personality scores impact a variety of organizational-level outcomes, including financial performance.
- Choi et al. show that all FFM measures influence aspects of employee commitment, with Agreeableness generally showing the largest effects.
- Illingworth et al. show that mobile assessment can work just as well as internet testing on non-mobile devices.
- Lee & Frisch present lessons learned during the career of a renowned executive coach.
- Sternig et al. show that coaching can increase scores on situational judgment tests but may not impact validity if coaching is provided to all test takers.
- Church et al. provide a nice summary of how dozens of top companies currently manage their high potential programs.
- Ingold et al. show that the predictive validity of situational interviews depends, in part, on the interviewee's ability to detect and react to what is being measured.
- Bowling et al. found that there is a stronger relationship between job satisfaction and job performance when employees have a high degree of autonomy.
- Call et al. review of research on organizational "stars", integrating identification approaches focusing on performance, visibility, or social capital.
- Mainemelis et al. present a similar review and integration for creative leadership.
- Volpone et al. demonstrate how using credit scores for selection increase adverse impact regardless of how they fit within the selection process.
- Kholin et al. dive into Openness and the aspects of it relating to Learning Approach in relation to predicting various outcomes.
- Cardon & Patel show that the typical negative effects of stress on health for entrepreneurs are lower for individuals with a high positive affect.
- Scopellite et al. show that self-promotion isn't typically viewed as positively as the promoter thinks it is.
- In a unique use of personality to predict performance, Colodro-Plaze et al. show that multiple FFM scales predict diving performance for military personnel.
- DuVernet et al. found that a number of factors can influence work analysis results, such as purpose, design choice, collection methods, and rater source.
- McFarland & Ployhart review practical and theoretical considerations for collecting data via social media outlets.

As always, please send me any other articles I might have missed.



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