

2015 Q3 Article Review

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

- Using data from the Hogan archive, [Dul](#) demonstrates a statistical method for examining characteristics that are “necessary but not sufficient” for performance.
- [DeHoogh, Den Hartog, & Nevicka](#) show that male subordinates are more critical of narcissistic female leaders than male leaders; female subordinates showed no such bias.
- Also looking at narcissism, [Owens, Wallace, & Waldman](#) find that the negative effects of leader narcissism can be tempered when the leader is also humble.
- [Elaad & Reizer](#) examine relationships between FFM scale scores and the ability to tell and detect both lies and true statements.
- [Dalal, Diab, & Tindale](#) examine the impact that rumors about an applicant can have on organizational hiring decisions.
- [Ashton, Lee, & Boies](#) compare different factor solutions for personality-descriptive adjectives, examining alignment with the FFM and other common models of personality.
- Doing something we rarely see in our field, [Nyberg & Wright](#) discuss combining human capital research from a variety of disciplines, including psychology, economics, and HR.
- [Fouk, Woolum, & Erez](#) demonstrate how low intensity negative behaviors like rudeness can spread throughout an organization.
- [Jacquart & Antonakis](#) find that we tend to evaluate leaders based on organizational outcomes when such cues are clear, but on charisma when outcome cues are vague.
- [Cottrell, Newman, & Roisman](#) explore conditions that contribute to black-white differences on cognitive tests, including maternal other parenting disadvantages.
- [Klein, Polin, & Sutton](#) provide an interesting and thorough investigation of factors that influence socialization during new employee onboarding.
- [Ianiro, Lehmann-Willenbrock, & Kauffeld](#) examine the interplay between coach and client characteristics, specifically affiliation and dominance, on coaching outcomes.
- In a twist on transformational leadership research, [Lanaj, Johnson, & Lee](#) find that transformational behaviors can benefit the leader as well as subordinates.
- [Roeser, Riepl, Randler, & Kubler](#) find that morning people tend to generate more creative ideas than evening people.
- [Vukasovic & Bratko](#) present new meta-analytic data suggesting that 40% of variability in personality is genetic and the remaining 60% is due to environmental characteristics.
- [Long, Baer, Colquitt, Outlaw, & Dhensa-Kahlon](#) find that employees can impress their supervisors by linking themselves to either star performers or important projects.
- [Zettler & Lang](#) present data suggesting that the relationship between political skill and job performance is curvilinear, with moderate skill resulting in the highest ratings.

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



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