



HOGAN 2014 PUBLICATIONS

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 2014.

HOGAN PUBLICATIONS

Foster, J. L., & Gaddis, B. H. (2014). Personality derailers: Where do we go from here? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 148-151. doi:10.1111/iops.12124

Foster, J., & Nichols, S. B. (in press). *The mediating effects of behavior on relationships between personality and organizational safety*. Book chapter submitted for publication.

Gaddis, B. H., & Foster, J. L. (2014). 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*. Advance online publication. doi:10.1111/apps.12017

Gaddis, B. H., Foster, J. L., & Lemming, M. R. (in press). A comparative analysis of current practices in assessment norming. *International Journal of Selection and Assessment*.

Grijalva, E., Harms, P. D., Newman, D., Gaddis, B. H., & Farley, R. C. (2014). Narcissism and leadership: A meta-analytic review of linear and nonlinear relationships. *Personnel Psychology*. Advance online publication. doi:10.1111/peps.12072

Huang, J. L., Ryan, A., Zabel, K. L., & Palmer, A. (2014). Personality and adaptive performance at work: A meta-analytic investigation. *Journal of Applied Psychology*, 99(1), 162-179. doi: 10.1037/a0034285

ACADEMIC RESEARCH AND PUBLICATIONS

Blickle, G., Meurs, J. A., Wihler, A., Ewen, C., & Peiseler, A. K. (2014). Leader inquisitiveness, political skill, and follower attributions of leader charisma and effectiveness: Test of a moderated mediation model. *International Journal of Selection and Assessment*, 22(3), 272-285. doi:10.1111/ijsa.12076

Chamorro-Premuzic, T., Rinaldi, C., Akhtara, R., & Ahmetoglu, G. (2014). Understanding the motivations of female entrepreneurs. *Entrepreneurship and Organization Management*, 3(1), 1-6. doi:.4172/2169-026X.1000111

Davis, S. (2014). *Do women want to lead? Gender differences in motives and values among managers and senior executives (Unpublished dissertation)*. University College London, London, England.

Dunkel, C. S., & Van der Linden, D. (2014). Evidence for the general factor of personality as social-effectiveness. *Personality and Individual Differences*, 64, 147-151. doi:10.1016/j.paid.2014.02.030

Furnham, A. (2014). A bright side, facet analysis of histrionic personality disorder: The relationship between the HDS colourful factor and the NEO-PI-R facets in a large adult sample. *The Journal of Social Psychology*, 154(6), 527-536. doi:10.1080/00224545.2014.953026

Furnham, A., & Crump, J. (2014). A big five facet analysis of sub-clinical narcissism: Understanding boldness in terms of well-known personality traits. *Personality and Mental Health*, 8(3), 209-217. doi:10.1002/pmh.1262

Furnham, A., & Crump, J. (2014). A bright side, facet analysis of schizotypal personality disorder: The relationship between the HDS imaginative factor, the NEO-PI-R personality trait facets in a large adult sample. *Thinking Skills and Creativity*, 11, 42-47. doi:10.1016/j.tsc.2013.10.001

Furnham, A., & Crump, J. (2014). The dark side of the MBTI: Psychological type and interpersonal derailers. *Psychology*, 5(2), 166-171. doi: 10.4236/psych.2014.52026

Furnham, A., Hyde, G., & Trickey, G. (2014). Do your dark side traits fit? Dysfunctional personalities in different work sectors. *Applied Psychology: An International Review*, 63(4), 589–606. doi:10.1111/apps.12002

Furnham, A., Hyde, G., & Trickey, G. (2014). The dark side of career preference: Dark side traits, motives, and values. *Journal of Applied Social Psychology*, 44(2), 106–114. doi:10.1111/jasp.12205

Loehlin, J. C., & Goldberg, L. R. (2014). Do personality traits conform to lists or hierarchies? *Personality and Individual Differences*, 70, 51–56. doi:10.1016/j.paid.2014.06.018

Loehlin, J. C., & Goldberg, L. R. (2014). How much is personality structure affected if one or more highest-level factors are first removed? A sequential factors approach. *Personality and Individual Differences*, 70, 176–182. doi:10.1016/j.paid.2014.06.047

Naragon-Gainey, K., & Watson, D. (2014). Consensually defined facets of personality as prospective predictors of change in depression symptoms. *Assessment*, 21(4), 387–403. doi:10.1177/107319114528030

Reinke, K., & Chamorro-Premuzic, T. (2014). When email use gets out of control: Understanding the relationship between personality and email overload and their impact on burnout and work engagement. *Computers in Human Behavior*, 36, 502–509. doi: 10.1016/j.chb.2014.03.075

Starks, F. E. (2014). *The multigenerational workforce within two-year public community colleges: A study of generational factors affecting employee learning and interaction* (Unpublished dissertation). Capella University, Minneapolis, MN.

Woo, S. E., Cherynshenko, O. S., Longley, A., Zhang, Z. X., Chiu, C. Y., & Stark, S. E. (2014). Openness to experience: Its lower level structure, measurement, and cross-cultural equivalence. *Journal of Personality Assessment*, 96, 29–45. doi: 10.1080/00223891.2013.806328

Woo, S. E., Cherynshenko, O. S., Stark, S. E., & Conz, G. (2014). Validity of six openness facets in predicting work behaviors: A meta-analysis. *Journal of Personality Assessment*, 96, 76–86. doi:10.1080/00223891.2013.806329

SELECTED CONFERENCE RESEARCH

Bolen, H. M., Nei, K. S., & Fuhrmeister, K. M. (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. M., Nichols, S., Simonet, D.V., & Fuhrmeister, K. M. (2014, May). *Predicting emotionally competent behavior: Developing a model and predictor scales.* Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Foster, J., & Gaddis, B. H. (2014, May). *Lessons learned from using MTurk to pilot new items.* In B. H Gaddis (Chair), *A critical review of Mechanical Turk as a research tool.* Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Foster, F., Gaddis, B. H., & Lemming M. R. (2014, May). *The incremental validity of dark side personality over FFM scales.* In J. Foster & J. Vergauwe (Co-chairs), *The dark side of personality and leadership.* Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Gaddis, B. H., & Yang, R. F. (2014, May). Examining score drift in personality assessment scales across the globe. In A. H. Kabins & K. D. McCook (Co-chairs), *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.

Hogan, R. (2014, May). Personality, leadership and organizational effectiveness: Where does engagement fit? In R. Hogan (Chair), *From leader's personality to employee engagement*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nei, D. S., Nieminen, L. R., Del Campo, R., & Nichols, S. (2014, May). Bridging selection and development through synthetic validation. In Wastag, A. (Chair), *Comparing apples to oranges: Leveraging mapping to drive survey action*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nei, K. S., Nei, D. S., Mumford, M. D., & 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.

Pickering, D., & Foster, J. (2014, May). Examining relationship between employee reliability and job performance for managers. In D. S. Ones & B. M. Wiernik (Co-chairs), *Evidence-based practice in preemployment integrity testing: Validity, applicability, and usability*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Pickering, D., & Nichols, S. (2014, May). Examining differences in personality across regions. In L. R. Nieminen (Chair), *Going global with assessments: Geographic findings and benchmarking challenges*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Simonet, D. V., Bolen, H. M., & Nei, K. S. (2014, May). Bright and dark dispositional predictors of abusive supervision. In K. S. Nei & D. V. Simonet (Co-chairs), *The emergence of abusive supervisors: What makes them mean?* Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Walmsley, P. T., Sackett, P. R., & Nichols, S. (2014, May). *Investigating the presence of nonlinear personality-job performance relationships*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Yang, R. F., & Simonet, D. V. (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.

RESEARCH-BASED WHITE PAPERS

Foster, J., & Edge, J. (2014). *The bright side personality and values of entrepreneurs*. Tulsa, OK: Hogan Assessment Systems.

Hogan Assessment Systems. (2014). *Generational and cultural effects on personality using the Hogan Personality Inventory and Hogan Development Survey*. Tulsa, OK: Author.