



# PUBLICATIONS

2017

*Hogan's scientific foundation and commitment to research distinguishes us from the competition. Each year, 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. These works contribute to the knowledge and development of the Hogan assessments, help grow the field of personality psychology, and allow us to better serve our clients worldwide.*

*The past year has been no exception to our commitment to progressing the science of personality. The following pages detail Hogan-related publications and presentations from 2017.*

## ACADEMIC RESEARCH AND PUBLICATIONS

Delgado, M. M., & Sulloway, F. J. (2017). **Attributes of conscientiousness throughout the animal kingdom: An empirical and evolutionary overview.** *Psychological Bulletin*, 143(8), 823-867. doi:10.1037/bul0000107

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Randall, R. M., Kwong, L., Kuivila, T., Levine, B., & Kogan, M. (2017). **Building physicians with self-awareness.** *Physician Leadership Journal*, 4(3), 40-44.

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## In defense of (some) trait theories: Commentary on Hogan and Foster (2016)

Colin G. DeYoung

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## SELECTED TRADE MAGAZINE PUBLICATIONS

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## Working With Creatives: A Short Guide For Everyone Else

Creative types aren't always easy for others to work with, but these four tips can help.



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## Great Teams Are About Personalities, Not Just Skills

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## SELECTED HOGAN CONFERENCE RESEARCH



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 I-O psychology*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

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 conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

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 conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Gaddis, B., & Ferrell, B. (2017, February). *Evolving responses to managing faking in standard and express personality assessments*. Paper presented at the Association of Test Publishers annual conference, Scottsdale, AZ.

Gaddis, B., & Hayes, H. (2017, April). *Validation of an off-the-shelf competency solution for nine job families*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Hayes, H., Ferrell, B., Huck, J., & Gaddis, B. (2017, April). *Development of an empirically-based short form personality assessment*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Hayes, H., Foster, J., & Gaddis, B. (2017, April). *Derailers vs personality disorders: What are the differences?* Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lemming, M., & Hogan, R. (2017, April). *Beyond cognitive ability: Using personality to predict study retention*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

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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 conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

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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 conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.



## RESEARCH-BASED WHITE PAPERS & TECHNICAL MANUALS

Hogan Assessment Systems. (2017). A quick and dirty guide to validity & reliability. Tulsa, OK: Author.

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