

2018

Publications

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 details Hogan-related publications and presentations from 2018.

Academic Research and Publications

Akhtar, R., Winsborough, D., Ort, U., Johnson, A., & Chamorro-Premuzic, T. (2018). **Detecting the dark side of personality using social media status updates.** *Personality and Individual Differences*, 132, 90-97.

Catano, V. M., O'Keefe, D. F., Francis, R. E., & Owens, S. M. (2018). **Construct-based approach to developing a short, personality-based measure of integrity.** *International Journal of Selection and Assessment*, 26, 75-92.

Cooper, A. B., Sherman, R. A., Rauthmann, J. F., Serfass, D. G., & Brown, N. A. (2018). **Feeling good and authentic: Experienced authenticity in daily life is predicted by positive feelings and situation characteristics, not trait-state consistency.** *Journal of Research in Personality*, 77, 57-69.

Coyne, I., & Hinton, D. (2018). Hogan Personality Inventory (HPI). In C. Eyre (Ed.), **British Psychological Society Psychological Testing Centre test reviews.** London, England: British Psychological Society.

Furnham, A. (2018). **The bright and dark side of achievement motivation.** *Consulting Psychology*, Advance online publication. doi.org/10.1007/s12144-018-0060

Gaddis, B., & Ferrell, B. (2018). **Investigating three approaches of using personality to predict competency-based performance.** *Personnel Assessment and Decisions*, 4, 30-40.

Gottlieb, T., & Gøtzsche & Astrup, O. (2018) **The predictive validity of charge nurse personality on objective and subjective performance of subordinates.** *Journal of Nursing Management.* Advance online publication. doi.org/10.1111/jonm.12696

Gøtzsche & Astrup, O. (2018). **The bright and dark sides of talent at work: A study of the personalities of talent-development program participants.** *Consulting Psychology Journal: Practice and Research*, 70, 167-181.

Harrison, S., Grover, S., & Furnham, A. (2018). **The perception of sub-clinical personality disorders by employers, employees and co-workers.** *Psychiatry Research.* Advance online publication. doi.org/10.1016/j.psychres.2018.05.036

Hogan, R., & Blickle, G. (2018). **Socioanalytic theory: Basic concepts, supporting evidence and practical implications.** In V. Zeigler-Hill & T. K. Shackelford (Eds.), *The SAGE handbook of personality and individual differences* (pp. 110-129). London, England: SAGE Publishing.

Academic Research and Publications

Landay, K., Harms, P. D., & Crede, M. (2018). **Shall we serve the dark lords? A meta-analytics review of psychopathy and leadership.** *Journal of Applied Psychology*. Advance online publication. doi:10.1037/apl0000357

Lee, C. H. (2018). *Matching effects of personality traits in individual assessment: An investigation of the Similar-to-Me hypothesis.* (Unpublished doctoral dissertation). Northern Illinois University, Dekalb, IL.

Means, S. N. (2018). *Investigating personality traits of registered nurses: Implications for personnel evaluation.* (Unpublished doctoral dissertation). Western Michigan University, Kalamazoo, MI.

Nei, K. S., Foster, J. L., Ness, A. M., & Nei, D. S. (2018). **Rule breakers and attention seekers: Personality predictors of integrity and accountability in leaders.** *International Journal of Selection and Assessment*, 26, 17-26. doi:10.1111/ijsa.12201

Phillips, D., Egol, K. A., Maculatis, M. C., Roloff, K. S., Friedman, A. M., Levine, B., Zuckerman, J. D. (2018). **Personality factors associated with resident performance: Results from 12 Accreditation Council for Graduate Medical Education accredited orthopedic surgery programs.** *Journal of Surgical Education*, 75(1), 122-131.

Rauthmann, J. F., Horstmann, K. T., & Sherman, R. A. (2018). **Do self-reported traits and aggregated states capture the same thing? A nomological perspective on trait-state homomorphy.** *Social Psychological and Personality Science*. Advance online publication. doi:10.1177/1948550618774772

Schoen, J. L., Bowler, J. L., & Schilpzand, M. C. (2018). **Conditional reasoning test for creative personality: Rationale, theoretical development, and validation.** *Journal of Management*, 44, 1651-1677.

Sharma, S., Elfenbein, H. A., Foster, J., & Bottom, W. P. (2018). **Predicting negotiation performance from personality traits: A field study across multiple occupations.** *Human Performance*, 31, 145-164.

Sherman, R. A. (2018). **Personal values and support for Donald Trump during the 2016 U.S. presidential primary.** *Personality and Individual Differences*, 128, 33-38.

Sherman, R. A., & Hogan, R. (2018). Intrapersonal versus interpersonal theories of personality: Academic versus applied research. Peer commentary on "Interpersonal Dynamics in Personality and Personality Disorders," by C. J. Hopwood]. *European Journal of Personality*, 32, 584-585.

Simonet, D. V., Tett, R. P., Foster, J., Angelback, A. I., & Bartlett, J. M. (2018). **Dark-side personality trait interactions: Amplifying negative predictions of leadership performance.** *Journal of Leadership & Organizational Studies*, 25, 233-250. doi:10.1177/1548051817727703

Treglown, L., Zivkov, K., Zarola, A., & Furnham, A. (2018). **Intention to quit and the role of dark personality and perceived organizational support: A moderation and mediation model.** *PLOS ONE*. doi.org/10.1371/journal.pone.0195155

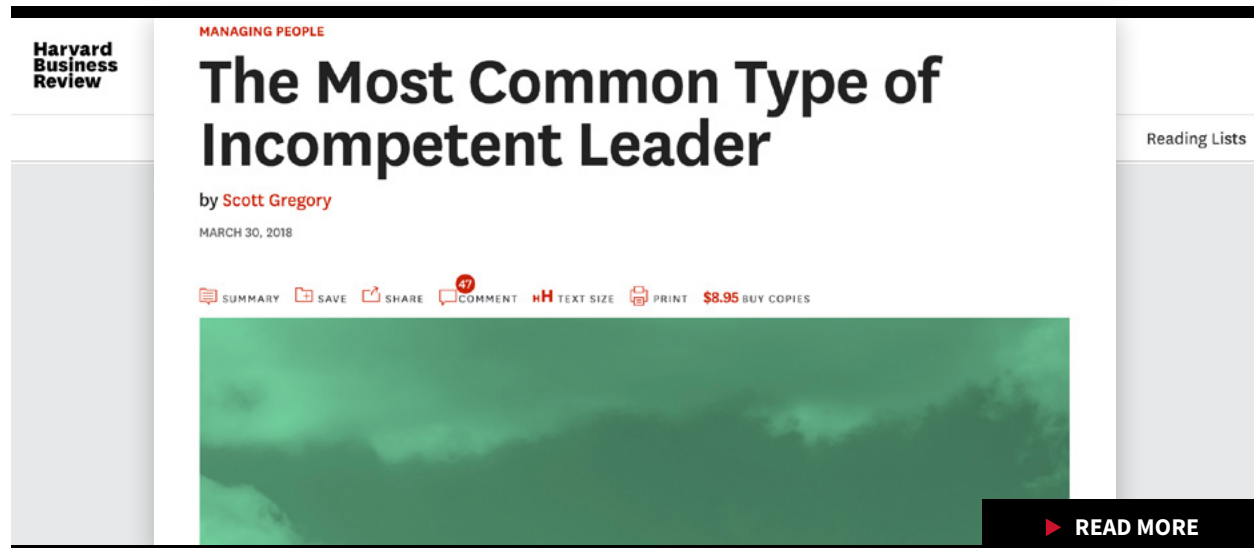
Yankov, G. P. (2018). **A profile-based approach for investigating the values-personality relationship.** *Personality and Individual Differences*, 131, 111-116.

Personality and Individual Differences
Volume 131, 1 September 2018, Pages 111-116

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Selected Trade Magazine Publications



Beheshti, N. (2018, October). Can a narcissistic CEO destroy their company? *Forbes*. Retrieved from <https://www.forbes.com/sites/nazbeheshti/2018/10/19/can-a-narcissistic-ceo-destroy-their-company>

Chamorro-Premuzic, T. (2018, August). Scraping the dark side of personality. *HR Magazine*. Retrieved from <http://www.hrmagazine.co.uk/article-details/scraping-the-dark-side-of-personality-online>

Feher, Z. (2018). Don't always look on the bright side (of personality). *HR Magazine*. Retrieved from <https://hrmagazine.co.uk/article-details/dont-always-look-on-the-bright-side-of-personality>

Forbes Coaches Council. (2018, January). Best tests to help you understand your strengths and weaknesses. *Forbes*. Retrieved from <https://www.forbes.com/sites/forbescoachescouncil/2018/01/22/best-tests-to-help-you-understand-your-strengths-and-weaknesses>

Forbes Coaches Council. (2018, May). 11 assessments every executive should take. *Forbes*. Retrieved from <https://www.forbes.com/sites/forbescoachescouncil/2018/05/01/11-assessments-every-executive-should-take>

Gourguechon, P. (2017, January). What to do about the emotionally disengaged leader. *Forbes*. Retrieved from <https://www.forbes.com/sites/prudygourguechon/2018/06/26/what-to-do-about-the-emotionally-disengaged-or-absentee-leader>

Gregory, B. (2018, October). Exactly how to tell the difference between an introvert and extrovert. *Prevention*. Retrieved from <https://www.prevention.com/health/mental-health/a24068521/introvert-vs-extrovert/>

Gregory, S. (2018, March). The most common type of incompetent leader. *Harvard Business Review*. Retrieved from <https://hbr.org/2018/03/the-most-common-type-of-incompetent-leader>

Higginbottom, K. (2018, July). The Value of humility in leadership. *Forbes*. Retrieved from <https://www.forbes.com/sites/karenhigginbottom/2018/07/18/the-value-of-humility-in-leadership>

Higginbottom, K. (2018, October). The perils of an absentee boss. *Forbes*. Retrieved from <https://www.forbes.com/sites/karenhigginbottom/2018/10/05/the-perils-of-an-absentee-boss>

Hogan Assessments (2018, May). Forget charisma, look for humility in a leader. *Human Resource Executive*. Retrieved from <http://hrexecutive.com/humility-in-a-leader/>

Hogan Assessments (2018, June). What's worse than a tyrannical leader? One who isn't there. *Human Resource Executive*. Retrieved from <http://hrexecutive.com/recognizing-absentee-leaders/>

Selected Trade Magazine Publications

Hogan Assessments (2018, October). Effective leaders need this quality and it isn't charisma. *Human Resource Executive*. Retrieved from <http://hrexecutive.com/effective-leaders-need-this-quality-and-it-isnt-charisma/>

Hogan Assessments (2018, November). Assessments were big data before you heard of big data. *Human Resource Executive*. Retrieved from <http://hrexecutive.com/assessments-big-data/>

Hogan, R. (2018, July). Forget charisma, look for humility in a leader. *Talent Economy*. Retrieved from <https://quarterly.talenteconomy.io/issue/summer-2018/forget-charisma-look-for-humility-in-a-leader-charisma-is-an-attractive-characteristic-in-leader-but-humility-is-a-much-better-indicator-of-leadership-success/>

Nei, K., & Nei, D. (2018, September). Don't try to be the "fun boss" – and other lessons in ethical leadership. *Harvard Business Review*. Retrieved from <https://hbr.org/2018/09/dont-try-to-be-the-fun-boss-and-other-lessons-in-ethical-leadership>

Rhodes, D. (2018, August). 5 Tips for avoiding the perils of charisma. *Undercover Recruiter*. Retrieved from <https://theundercoverrecruiter.com/turning-down-your-charisma/>

Sanger, M., & Ross, R. (2018, October). Successful teams: The new blueprint. *Talent Quarterly*. Retrieved from <https://www.talent-quarterly.com/single-article/successful-teams-the-new-blueprint>

Shellenbarger, S. (2018, October). The best bosses are humble bosses. *The Wall Street Journal*. Retrieved from <https://www.wsj.com/articles/the-best-bosses-are-humble-bosses-1539092123>

Sherman, R. A. (2018, May). Humility, leadership and organizational effectiveness. *Training Industry*. Retrieved from <https://trainingindustry.com/articles/leadership/humility-leadership-and-organizational-effectiveness/>

Sherman, R. A. (2018, August). Leadership and organizational effectiveness. *Psychology Today*. Retrieved from <https://www.psychologytoday.com/us/blog/the-situation-lab/201808/leadership-and-organizational-effectiveness>

Sherman, R. A. (2018, December). Don't tell mom, the babysitter's a fake. *Psychology Today*. Retrieved from <https://www.psychologytoday.com/us/blog/the-situation-lab/201812/dont-tell-mom-the-babysitters-fake>

Sherman, R. A. (2018, December). Personality assessment and performance management. *Training Industry*. Retrieved from <https://trainingindustry.com/articles/performance-management/personality-assessment-and-performance-management/>

Walker, S. (2018, September). The two contagious behaviors of a great boss. *The Wall Street Journal*. Retrieved from <https://www.wsj.com/articles/the-two-contagious-behaviors-of-a-great-boss-1537588820>

The screenshot shows a webpage from Training Industry. At the top, there is a navigation bar with 'Topics', 'Certifications', and 'Courses' dropdown menus. The main content area features the article title 'Personality Assessment and Performance Management' under the category 'PERFORMANCE MANAGEMENT'. Below the title, it says 'December 10, 2018 • Ryne A. Sherman • 3 min read'. To the left of the article text are social media sharing icons for Facebook, Twitter, LinkedIn, and Email. The central part of the page is a large image showing two people, a woman and a man, sitting at a desk in a modern office setting, looking at a laptop. At the bottom right of the image, there is a black button with a white right-pointing arrow and the text 'READ MORE'.

Selected Hogan Conference Research



SOCIETY for
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PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

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 conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Ferrell, B., & Nichols, S. (2018, April). **Dark-side personality and leaders' ability to leverage workplace diversity.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Foster, J., Nei, K., & Lemming, M. (2018, April). **Investigating the importance of ambition in personality assessment.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Fuhrmeister, K., Nei, K., Teclé, L., & Fonseca, R. (2018, April). **Critical job family competencies: Sales versus customer support.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Lemming, M., Arnold, B., & Herrera, V. (2018, April). **Using personality to predict team-relevant competencies.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Lemming, M., Hockensmith, K., & Herrera, V. (2018, April). **Dark side personality differences in the managerial hierarchy.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

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 conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Rhodes, D. (2018, April). **Employee retribution: When work-family boundaries go awry.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Tapia, M., & Winterburg, C. (2018, April). **A personality-based job analysis of politicians: The public's perspective.** Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Research-Based White Papers & Technical Manuals

Hogan Assessment Systems. (2018). *Advantage business outcome highlights*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Banking and financial services industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Business support services industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Construction industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Education industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Energy, utilities, and telecommunications industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Food & Beverage industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Government industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Healthcare industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Industrial metals and mining industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Information technology industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Law enforcement industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Leisure & hospitality industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Manufacturing industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Pharmaceuticals industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Safety business outcome highlights*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Sales industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Transportation industry summary*. Tulsa, OK: Author.

Hogan Assessment Systems. (2018). *Turnover business outcome highlights*. Tulsa, OK: Author.