

2019

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 2019.

Academic Research and Publications

Fatfouta, R. (2019). **Facets of narcissism and leadership: A tale of Dr. Jekyll and Mr. Hyde?** *Human Resource Management Review*. Advance online publication. doi: 10.1016/j.hrmr.2018.10.00

Furnham, A. (2019). **Secondary use of a data set: Bright- and dark-side personality and work outcomes.** *SAGE Research Methods Cases*. doi:10.4135/9781526495082

Hogan, R., & Sherman, R. A. (2019a). **New(ish) directions for vocational research.** In C. D. Nye and J. Rounds (Eds.), *Vocational Interests in the Workplace*. New York: Taylor and Francis.

Hogan, R., & Sherman, R. A. (2019b). **Personality theory and the nature of human nature.** *Personality and Individual Differences*. Advance online publication. doi:10.1016/j.paid.2019.109561

Hogan, R., & Sherman, R. A. (2019c). **The functionality of self-narratives.** *Evolutionary Studies in Imaginative Culture*, 3(1), 49 - 52. doi: 10.26613/esic.3.1.118

Holtzman, N. S., Tackman, A. M., Carey, A. L., Brucks, M. S., Donnellan, B., Sherman, R., & Mehl, M. R. (2019). **Linguistic**

markers of grandiose narcissism: A LIWC analysis of 15 samples. *Journal of Language and Social Psychology*, 38(5-6), 773 - 786. doi: 10.31234/osf.io/aeuzk

Hirschfeld, R. R., & Van Scotter, J. (2019). **Vocational behavior from the dark side.** *Journal of Vocational Behavior*, 110, 303 - 316. doi: 10.1016/j.jvb.2018.10.019

Kaiser, R. B., & Chamorro-Premuzic, T. (2019). **Integrating personality assessment with 360 feedback in leadership development and coaching.** In A. H. Church, D. W. Bracken, J. W. Fleenor, & D. S. Rose (Eds.), *The handbook of strategic 360 feedback*. Oxford University Press, London.

Koortzen, P., & Oosthuizen, R. M. (2019). **Integrity and derailment of senior leaders in the Southern African context.** *SA Journal of Industrial Psychology*. Advance online publication. doi: 10.4102/sajip.v45i0.1677

Landay, K., Wood, D., Harms, P. D., Ferrell, B., & Nambisan, S. (2019). **Relationships between personality facets and accident involvement among truck drivers.** *Journal of Research in Personality*. Advance online publication. doi.org/10.1016/j.jrp.2019.103889

Academic Research and Publications

Sanger, M. R., Ferrell, B. T., Nei, D. S., & Cruickshank, L. A. (2019). **The agency paradox: What personality and multitrait-assessment data tell us about leader success in Japan.** *Consulting Psychology Journal: Practice and Research*. Advance online publication. doi:10.1037/cpb0000146

Sherman, R. A., & Pashler, H. (2019). **Powerful moderator variables in behavioral science? Don't bet on them (Version 3).** PsyArXiv. <https://doi.org/10.31234/osf.io/c65wm>

Spisak, B. R., van der Laken, P. A., & Doornenbal, B. M. (2019). **Finding the right fuel for the analytical engine: Expanding the leader trait paradigm through machine learning.** *The Leadership Quarterly*, 30, 417 - 426.

Tapia, M., Nei, K. S., Fuhrmeister, K., & Lemming, M. R. (2019). **Stress tolerance considerations for sales personnel.** In P. Perrewé, & P. Harms (Eds.), *Examining the Role of Well-being in the Marketing Discipline (Research in Occupational Stress and Well Being, Vol. 17)* (pp. 137 - 160). Emerald Publishing Limited.

Twenge, J. M., Campbell, W. K., & Sherman, R. A. (2019). **Declines in vocabulary among American adults within levels of educational attainment: 1974–2016.** *Intelligence*, 76, 1 - 6. 101377. doi: 10.1016/j.intell.2019.10137

Van Der Merwe, P. J. (2019). The relationship between employee values and reward preferences in a market research company in South Africa. (Unpublished master's thesis). Stellenbosch University.

Walmsley, P. T., Sackett, P. R., & Nichols, S. B. (2019). **A large sample investigation of the presence of nonlinear personality-job performance relationships.** *International Journal of Selection and Assessment*, 26, 145-163.

Wiens, T. K., & Walker, L. J. (2019). **Examining the relationship between bright and dark personality traits in two management samples.** *Personality and Individual Differences*, 141, 92 - 100. doi: 10.1016/j.paid.2018.12.02

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Yankov, G. P. (2019). Faking on personality tests: The relationship between intelligence and personality. (Unpublished doctoral dissertation). Bowling Green State University, Bowling Green, OH.

Yankov, G. P., Davenport, N., & Sherman, R. (2019). **Locating mental toughness in factor models of personality.** *Personality and Individual Differences*, 151, 1 - 9.



Personality and Individual Differences

Volume 152, 1 January 2020, 109561



Personality theory and the nature of human nature

Robert Hogan, Ryne A. Sherman  

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Abstract

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Selected Trade Magazine Publications



FEEDBACK

6 TRUTHS ABOUT USING PERSONALITY DATA FOR TALENT DECISIONS

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Averill, M. (2019, February). Ryne Sherman of Hogan Assessment: 'I get to use scientific principles to understand why people do what they do'. *Tulsa World*. Retrieved from https://www.tulsaworld.com/business/ryne-sherman-of-hogan-assessment-i-get-to-use-scientific/article_e1802d0b-221e-587a-acee-2d2bb18d80c4.html

Church, A. H., & Ezama, S. (2019, November). 6 truths about using personality data for talent decisions. *Talent Quarterly*. Retrieved from <https://www.talent-quarterly.com/6-truths-about-personality-data/>

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Feher, Z. (2019, June). How personality assessments improve safety at work – Part 2. *Future Personal Blog*. Retrieved from <https://blog.zukunft-personal.com/de/2019/06/11/wie-persoeneichkeitsbewertungen-die-sicherheit-am-arbeitsplatz-verbessern-teil-2/>

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Hogan, R., & Kaiser, R. (2019, June). CEO assessment and the performance of portfolio companies. *Hogan Blog*. Retrieved from <https://www.hoganassessments.com/ceo-assessment-and-the-performance-of-portfolio-companies/>

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Kusch, R., Hogan, R., Sherman, R., & Czernik, A. (2019, October). Our view on new leadership: How to grow humility in charismatic leaders. *Relevant Management Beratung*. Retrieved from <https://www.hoganassessments.com/relevant-releases-article-on-humility-and-new-leadership/>

Loepp, B. (2019, September). You might be a narcissist if... *Hogan Blog*. Retrieved from <https://www.hoganassessments.com/you-might-be-a-narcissist-if.../>

Lusk, D., Sherman, R., & Hogan, R. (2019, June). Personality psychology: The nature of human nature. *Talent Quarterly*. Retrieved from <https://www.talent-quarterly.com/personality-psychology-the-nature-of-human-nature/>

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Shellenbarger, S. (2019, July). How to handle the chaos of a 'Tornado Boss'. *Wall Street Journal*. Retrieved from https://www.wsj.com/articles/how-to-handle-the-chaos-of-a-tornado-boss-11563787803?mod=hp_lead_pos8

Sherman, R. (2019, February). Personality assessment and performance management. *Hogan Blog*. Retrieved from <https://www.hoganassessments.com/personality-assessment-and-performance-management/>

Sherman, R. (2019, March). The unforeseen and unintended consequences of bans on personality testing. *Hogan Blog*. Retrieved from <https://www.hoganassessments.com/the-unforeseen-and-unintended-consequences-of-bans-on-personality-testing/>

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Ferrell, B., Nei, K., & Nichols, S. (2019, April). **Building a competency taxonomy: A personality-based cluster analytic approach**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Laxson, E. (2019, April). **A longitudinal examination of how learning agility impacts future career success**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Lemming, M., & Hahn, B. (2019, April). **Using bright and dark side personality to predict the managerial hierarchy**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Lemming, M., & Hahn, B. (2019, April). **Using personality to predict truck driver performance**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Nei, K., Tapia, M., Lemming, M., & Fuhrmeister, K. (2019, April). **Nonlinear relationships between personality and sales performance**. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Rhodes, D., & Foster, J. (2019, April). **The impact of extreme responding on sliding scales**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Rhodes, D., & Yankov, G. (2019, April). **Avoiding personalized charismatics: The incremental value of humility over the FFM**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Simonet, D., DeSanto, S., Nei, K., Ferrell, B., Cruz, A., Tarantino, D., & Williams, N. (2019, April). **Darkness around the globe: Cross-cultural differences in moving against, away, and towards**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Tapia, M., Lemming, M., Nei, K., & Fuhrmeister, K. (2019, April). **Using personality to predict stress tolerance in sales personnel**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Warren, C., & Nagy, M. (2019, April). **The effects of leader-follower relationship and humor style on job satisfaction**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Warren, C., Nei, K., & Fuhrmeister, K. (2019, April). **Job analytic comparisons of sales, sales managers, and leaders competencies**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Winterberg, C., & Nei, K. (2019, April). **Robust importance and personality predictors of ethical behavior across the workforce**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Winterberg, C., Tapia, M., Hockensmith, K., & Winterberg, H. (2019, April). **Content analysis of adverse impact litigation in selection and promotion: 2010 – 2018**. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.