



Bibliography

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Table of Contents

| | |
|--|----|
| Hogan Personality Inventory | 4 |
| Hogan Development Survey | 23 |
| Motives, Values, Preferences Inventory | 34 |
| Hogan Business Reasoning Inventory | 39 |
| Job Evaluation Tool | 39 |
| Book Chapters/Miscellaneous | 40 |
| Selected Research-Based White Papers | 48 |
| Selected Conference Papers | 57 |

* Electronic copy unavailable



Hogan Personality Inventory

Hogan Personality Inventory

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Hogan Development Survey

Hogan Development Survey

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Motives, Values, Preferences Inventory

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Hogan Business Reasoning Inventory Job Evaluation Tool

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Book Chapters & Miscellaneous

Book Chapters/Miscellaneous

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- Winsborough, D., & Chamorro-Premuzic, T. (2016). Talent identification in the digital world: New talent signals and the future of HR assessment. *People+Strategy, 39*(2), 28–31.

Research-Based White Papers

Selected Research-Based White Papers

- Barrett, P. & Rolland, J.P. (2009). *The meta-analytic correlation between the Big-Five personality constructs of emotional stability and conscientiousness*. Tulsa, OK: Hogan Assessment Systems.
- Campbell, M. & Smith R. (2011). *High-potential talent*. Tulsa, Ok: Hogan Assessment Systems
- Caplinger, J. & Gaddis, B. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Sydney, Australia: Peter Berry Consultancy.
- Caplinger, J., Klat-Smith, F., & Pluess, K. (2012). *PBC graduate research: A global survey of graduate recruiting practices; Personality characteristics of Australian graduates*. Sydney, Australia: Petter Berry Consultancy.
- Connolly, K. (2006). [Review of *Personality and the fate of organizations* by Robert Hogan]. *Do situations create leaders or do leaders create situations?*
- Fallow, S. & Kantrowitz, T. (2011). *2011 global assessment trends report*. SHL Previsor.
- Foster, J., & Daly, R. (2012). *The upside of narcissism in the workplace*. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., & Edge, J. (2014). *The bright side personality and values of entrepreneurs*. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., Richard, L., Rohrer, L., & Sirkin, M. (2010). *Understanding lawyers: Why we do the things we do*. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., & Vert, A. (2012). *Analysis of adverse impact for the Hogan Personality Inventory, Hogan Development Survey, and Motives, Values, Preferences Inventory*. Tulsa, OK: Hogan Assessment Systems.
- Gaddis, B., & Foster, J. (2012). *Base rates of derailment characteristics in America: Comparisons and implications for leadership development*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Assessment Systems. (2017). *A quick and dirty guide to validity & reliability*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Adverse impact analyses: Recommendations for tracking and calculating AI*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Adverse impact in employment*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2017). *Better together: Financial benefits of adding the HDS & MVPI*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Business outcomes highlights: 2015-2016*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *High potential: The Hogan way*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *High potential talent report technical manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Hogan Business Reasoning Inventory (HBRI): Documentation of normative data*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Hogan in police departments: A work-specific personality battery*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *How to select an assessment*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Leader focus technical manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Personality and values of Indian entrepreneurs*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *Personality at play*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2017). *The engaging leader: How managers create a culture of engagement that drives performance*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2016). *The development of the Hogan competency model & competency-based predictive algorithms*. Tulsa, OK: Author
- Hogan Assessment Systems. (2016). *The engaging leader: The development of the Hogan competency model*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2015). *5 ways to manage creativity and drive innovation*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2015). *Predicting safety and judgment-related performance for operations and maintenance employees*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2015). *The Configure user manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2015). *The Engaging Leader practitioners guide*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2015). *The Hogan Judgment assessment technical manual*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2014). *Generational and cultural effects on personality using the Hogan Personality Inventory and Hogan Development Survey*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Are you employable?* Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *The development of the Hogan Competency Model and competency-based predictive algorithms*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Engagement*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *First, do no harm: Three steps to improving patient safety*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Leadership: You're doing it wrong*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2013). *Way outside the box*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Awareness coaching*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *The email black hole*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *From potential to performance: Using personality assessment to identify, develop, and retain future leaders*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *How your greatest strength can become your greatest weakness*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *The office playbook: High-performance strategies for business teams*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Primal Leadership: An evolutionary view of what followers want*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2012). *Sticks & stones: Gossip, reputation, and how whispered words kill careers*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *Averting disaster*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *The culture clash: The importance of values to leadership and business performance*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *Off the rails: Avoiding the high cost of failed leadership*. Tulsa, OK: Author.

- Hogan Assessment Systems. (2011). *Five best practices: Improving safety in transportation and manufacturing*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *Personality-based model of safety performance and outcomes*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *The power of unconscious biases*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2011). *The value of values: Using values assessment to create a more engaged, more productive workforce*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2010). *Five best practices: For improving safety in healthcare organizations*.
- Hogan Assessment Systems. (2010). *How to improve: The safety climate in your organization*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2010). *Rethinking employee safety training: How individual personality plays a role*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Australian leadership*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Bad management and its consequences*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Customer satisfaction*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Emotional intelligence and the HPI*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Notable quotes*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Personality and management performance across the hierarchy*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Personality assessment in World War II*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Predicting success in international assignments using personality assessment*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Ricci v. Destafano – A tempest in a teapot*. Tulsa, OK: Author.
- Hogan Assessment Systems. (2008). *Why is personality testing important to recruitment?* Tulsa, OK: Author.

- Hogan Assessment Systems. (2006). *Analysis of adverse impact for the Hogan Personality Inventory*. Tulsa, OK: Author.
- Hogan Research Division. (2008). *Kaizen psychometrics*. Tulsa, OK: Author.
- Hogan Research Division. (2009). *Predicting job performance over time: The increasing validity of personality assessment*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2010). *A comparison of methods for conducting generalization of validity studies*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2010). *Hogan competency solutions: Profiles and algorithms*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2012). *Base rates of derailment characteristics in America: Comparisons & implications for leadership development*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2012). *Five steps to a better high potential program*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2012). *Adverse impact*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2012). *Analysis of Adverse Impact for the HPI, HDS, and the MVPI*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2014). *Three research approaches to aligning Hogan scales with competencies*. Tulsa, Ok: Hogan Assessment Systems.
- Hogan Research Division. (2015). *Business outcome highlights*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *Assessing cultural values: Using the MVPI and MIC*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *Configure: Validity evidence for job family templates*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division (2016). *Judgment differences across job levels: Shifting mindsets and responsibilities*. Tulsa, OK: Hogan Assessment Systems.
- Hogan Research Division. (2016). *The Hogan archive*. Tulsa, OK: Hogan Assessments Systems.

- Hogan, R. (2012). *The ambiguities of effectiveness*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2009). *Abstracting leadership*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2009). *Achievement and anxiety*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Bad managers: Part II*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Capitalist cooperation*. Tulsa, Ok: Hogan Assessment Systems.
- Hogan, R. (2008). *Change management, strategic agility, and resiliency*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Character and personality*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The clinical tradition in personality assessment*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Confused hiring practices*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Evolutionary theory and applied psychology*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Gossip and reputation*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *How faking impacts personality assessment results*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Intelligence and good judgement*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Modern multivariate personality asesment*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Modern organizational theory*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Organizational development*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Organizational effectiveness*, Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The pragmatics of leadership*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Stars or Rats*. Tulsa, OK: Hogan Assessment Systems.

- Hogan, R. (2008). *The secret life of organizations*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Tactical and strategic reasoning*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Values and the fate of nations*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *The war for talent*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. (2008). *Why personality matters*. Tulsa, OK: Hogan Assessment Systems.
- Hogan R. & Bond M. (2008). *Culture and personality*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, R. & Tett, R. (2013). *Leadership assessment*. Tulsa, OK: Hogan Assessment Systems & The University of Tulsa.
- Hogan, R. & Warrenfeltz, R. (2011). *Educating the modern manager*. Tulsa, OK: Hogan Assessment Systems.
- Hogan, J. C., & Kaiser, R. (2012). *Personality, leader behavior & overdoing it*. Tulsa, OK: Hogan Assessment Systems.
- Hyde, G. (2010). *Hogan Development Survey & OPQ32i*. United Kingdom: Psychological Consultancy.
- Jones, D. (2006). *Recruiting and hiring drive the bottom line... Measuring rates of return*. Richmond, BC: Hiredesk.
- Kaiser, R., Devries, K., & Hogan, R. (2006) *The dark side of discretion*. Tulsa, OK: Hogan Assessment Systems.
- Palmer, A., & Daly, R. (2012). *Engagement*. Tulsa, OK: Hogan Assessment Systems.
- Caplinger, J., Klat-Smith, F., & Pluess, K. (2012). *PBC graduate research*. Tulsa, OK: Hogan Assessment Systems
- Mills, S. (2010). *Hogan Development Survey & BarOn EQ-I*. United Kingdom: Psychological Consultancy.
- Neubaer, R. & Hogan, R. (2008). *The quality of organizational decision making*. Tulsa, OK: Hogan Assessment Systems.
- Peter Berry Consultancy. (2012). *Optimizing feedback: Linking multirater data and Hogan profiles*. Sydney, Australia: Author.

Ross, R. (2013). *Just let it go: Managing perfectionism in the workplace*. Tulsa, OK: Hogan Assessment Systems.

Ross, R., Foster, J., & Nichols, S. (2012). *Just let it go: Managing perfectionism in the workplace*. Tulsa, OK: Hogan Assessment Systems.

Warrenfeltz, R. & Seldman, M. (2012). *What's in a low HDS score?* Tulsa, OK: Hogan Assessment Systems.

Winsborough, D. (2013). *CEOs aren't like us*. Tulsa, OK: Hogan Assessment Systems.

Winsborough, D. (2012). *Good managers*. Tulsa, OK: Hogan Assessments,

Winsborough, D., & Hogan, R. (2012). *Bad managers*. Tulsa, OK: Hogan Assessment Systems.

Conference Papers

Selected Conference Papers

- Anderson, M. (2007). *Values and preferences: Antecedents, mechanisms, and outcomes*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Anderson, M., & Little, I. (2007). *Employees' values and performance in the context of Vroom's Expectancy Theory*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Anderson, M., & Tett, R. (2006). *Who prefers to work with whom? Trait activation in classroom teams*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Anderson, M., Foster, J., Van Landuyt, C., & Tett, R. (2006, April). *Meta-analytic investigation of personality and Holland's RIASEC model*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Bahbouh, R., & Warrenfeltz, R. (2004). *The application of sociomapping to executive team development*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Barnett, G., Kello, J., Osicki, M., Gibby, R., Edwards, R., & Cober, A. (2005). *Navigating the path from graduate school to early career success*. Roundtable at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Barnett, G. (April, 2004). *Evaluating alternatives to the GLM in applied personality assessment*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Blacksmith, N., & Yang, R. (2015). *Nonlinear relationships of narrow personality and narrow leadership criterion constructs*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Fuhrmeister, K., Nei, K. (2015). *Practical recommendations for enhancing leadership coaching*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bolen, H., Litano, M., Major, D. (2015). *The role of supervisor relationship quality in managing work-family outcomes*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Bolen, H., Nei, K., & Fuhrmeister, K. (2014). *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, Hawaii.
- Bolen, H., Nichols, S., Simonet, D., & Fuhrmeister, K. (2014). *Predicting emotionally competent behavior: Developing a model and predictor sales*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Borich, J., & Murphy, S. (2004, April). *Do borders really matter? Issues in multi-national selection*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bourdeau, N. R., & Lock, J. D. (2005). *Evaluating applicant faking via "Bright" and "Dark-Side" measures of personality*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Brinkmeyer, K., & Hogan, J. (1993, April). *Using personality to predict small differences in jobs and their performance*. Paper presented at the 39th meeting of the Southwestern Psychological Association, Corpus Christi, TX.
- Chamorro-Premuzic, T. (2015). *The bright side of disengagement: How bad leadership spurs entrepreneurship*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Davies, S. A., & Wadlington, P. L. (2006). *Factor & parameter invariance of a five factor personality test across proctored/unproctored computerized administration*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Davies, S., Hogan, J., Foster, J., & Elizondo, F. (2005, April). *Recombinant personality measures for predicting leadership competence*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Davies, S., Little, I., & Ross, R. (2006, April). *Ensuring the measurement equivalence and appropriate use of personality assessments across cultures*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Davies, S., Norris, D., Turner, J., & Wadlington, P. (2005, April). *Cheating, guessing, faking and self-presentation in assessment responses*. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

- 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.
- Ferrell, B., & Gaddis, B. (2016). *How well does the dark triad capture dark side personality?* Paper Presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Fleming, B., & Holland, B. (2002, April). *How dark side personality factors impact performance ratings: A meta-analysis*. Poster presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Fleming, W. D. (2004, April). *Predicting leadership effectiveness: Contributions of critical thinking, personality, and derailers*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J. (2016). *Exploring the psychometric properties of personality derailment scales*. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J., & Gaddis, B. (2016). *What is a derailer? An examination of narcissism*. Presentation presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 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.
- Foster, J., Simonet, D., & Yang, R. (2015). *The factor structure of personality derailers across cultures*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Foster, J., & Chen, T. (2007, April). *Personality correlates with injuries and accidents in unstructured job settings*. Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

- Foster, J., & Hogan, J. (2006, May). *Profile analyses of personality-leadership performance relations*. In M. Ingerick & L. M. Hough (Co-Chair), *Refining the personality-leadership relationship*. Symposium conducted at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Foster, J., Johnson, C., & Gaddis, B. (2008, April). *The predictive validity of personality: New methods produce new results*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Foster, J., & Klinger, B. (2011, April). *Personality correlates with business outcomes in developing countries*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Foster, J., & Gaddis, B. (2016). *Defining derailers: Examining narcissism to shed light on the dark side*. Paper presented at the 31st Annual Conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Foster, J. L., & Gaddis, B. H. (2015, August). *The incremental validity of dark side personality over Five-Factor Model scales*. Invited presentation at the 75th annual Academy of Management (AOM) Conference, Vancouver, British Columbia, Canada.
- Foster, J., & Gaddis, B. (2010). *Moderating effects of tenure on the predictive validity of personality*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Foster, J., & Macan, T. (2006, May). *The use of interactions between personality variables to predict performance*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Foster, J., & Meyer, K. D. (2012, April). *Generational and cultural effects on values using the MVPI*. In K. D. Meyer (Chair), *Do values really differ by generation? A multi-assessment review*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Foster, J., Nichols, S. B., & Sharma, S. (2009, April). *The pro's and con's of perfectionism in the workplace*. Paper presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Foster, J., Pederson, K., Saavedra, J., & Ross, R. (2009). *Identifying and developing high potential employees: Lessons from the field*. Presentation presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Foster, J., & Pickering, D. (2013, August). *Personality factors versus facets for predicting managerial performance*. In T.A. O'Neill & P. Steel (Co-Chairs), Broad factors versus narrow facets: Prediction at optimal resolution. Symposium conducted at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Foster, J., & Streich, M. (2006, May). *Alternatives for assessing validity when cut scores are used for selection*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Gaddis, B. (2016). *High-Potential Programs: Pitfalls, precautions, and pearls of wisdom*. Panel presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Gaddis, B. (2015, March). *Common challenges in developing & updating test content*. Breakout session conducted at the 16th annual Association of Test Publishers' (ATP) Innovations in Testing Conference, Palm Springs, CA.
- Gaddis, B. (2015). *The impact of narcissism on leadership: Or... That's enough with the selfies*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gaddis, B. (2013). *International perspectives on combining personality and multirater feedback data*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- 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.
- Gaddis, B., & Nichols, S. (2015). *Using scientific research and best practices to drive competency-based solutions*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gaddis, B., & Foster, J. (2014). *A critical review of Mechanical TURK as a research tool*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Gaddis, B., & Yang, R. (2014). *Examining score drift in personality assessment scales across the globe*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Gaddis, B., & Foster, J. (2009, April). *Multisource performance appraisal and personality: A view from the dark side*. In S. Hardesty (Chair), *Personality and*

- 360-degree feedback: Integration and real-world implications.* Symposium conducted at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Gaddis, B., & Foster, J. (2010, April). *Moderating effects of tenure on the predictive validity of personality.* Paper presented at the 25th Annual Conference for the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Gaddis, B., & Meyer, K. (2009). *Ideals versus reality: Analysis of current practices in assessment norming.* Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- 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.
- Hogan Assessment Systems. (2015). *Assessment in the digital age: Pre-hire Assessment testing on mobile devices.* Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Hogan Assessment Systems. (2007). *Global employee selection and assessment: A tale of 6 countries.* Presentation presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Hogan Assessment Systems. (2001, April). *A model for combining personality assessment and structured interviewing to select and retain employees.* Paper presented at the 16th Annual Conference for the Society of Industrial and Organizational Psychology, San Diego, CA.
- Hogan, J., & Harris, G. (1991, April). *Personality correlates of subordinates' ratings of managerial effectiveness.* Paper presented at the 37th Annual Convention of the Southwest Psychological Association, New Orleans, LA.
- Hogan, J., & Hogan, R. (1994, October). *Fidelity and bandwidth: Personality assessment and job performance.* Paper presented at the Annual Meeting of the Society for Multivariate Experimental Psychology, Princeton, NJ.
- Hogan, J., & Holland, B. (2002). *Evaluating personality-based job requirements.* Paper presented at the 17th Annual Conference for the Society of Industrial and Organizational Psychology, Toronto, Canada.
- Hogan, J., & Stark, D. (1992, June). *Using personality measures to select firefighters.* Paper presented at the 16th Annual Meeting of the International Personnel Management Association Assessment Council, Baltimore.

- Hogan R. (2013). *How to define destructive leadership*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Hogan, R., & Chamorro-Premuzic, T. (2015). *Beyond the hype: The dark side of employee engagement*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Hogan R., Black, J., Fernandez, C., Chamorro-Premuzic, T., & Ones, D. (2014). *From leader's personality to employee engagement*. Symposium conducted at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Holland, B., Hogan, J., & Van Landuyt, C. (2002, April). *How to measure sociopolitical IQ*. Paper presented at the 17th Annual Conference for the Society of Industrial and Organizational Psychology, Toronto, Canada.
- Johnson, A. (2010). *Assessment trends from a test publisher perspective*. Presentation presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- Kabins, A., McCook, K., Gaddis, B., & Yang, R. (2014). *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, Hawaii.
- Killian, J., Schott, D., Fortson, H., Quigley, A., & Jacobs, R. (2007). *Fear factor: personality assessment in public sector personnel selection*. Panel presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Kusch, R. (2013, June). *Evidence-based assessments: Relationships between personality and leadership as a prerequisite for performance evaluation and selection*. Paper presented at the Symposium for the Selection and Evaluation of Executives in Business, Munich, Germany.
- Lemming, M., & Foster, J. (2010, April). *A comparison of methods for conducting generalization of validity studies*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Lemming, M., & Foster, J. (2011, April). *Using personality and culture fit to identify high potential*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lemming, M., Hatfield, K., & Ross, R. (2011, April). *Using personality and culture fit assessments in the GMAC pilot*. In R. Ross (Chair), *Utility of non-cognitive assessments for developing MBA students*. Symposium conducted at the 26th

- Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- 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.
- Lemming, M., Johnson, C., & Foster, J. (2008, April). *Personality correlates with safety supervisor ratings in multiple job settings*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Lemming, M., Johnson, C., & Foster, J. (2009, April). *Do personality differences exist in the managerial hierarchy*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lemming, M., & Ness, A. (2017, April). *Job analytic comparisons of critical competencies across industries*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Leonard, J., & Lock, J. D. (2004, April). *Preemployment personality assessment: Making use of data from multiple validation strategies*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Lock, J. D., & Boudreau, N. (2004, April). *Same job different values: Comparing similar jobs across organizations*. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lusk, D., Fuhrmeister, K., & Yang, R. (2017, April). Investigating the relationship between leader personality and rating behavior. In K. Fuhrmeister (Chair), *Factors to consider in 360-degree feedback ratings*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Meyer, K. D., & Foster, J. L. (2007, April). *Exploring the utility of three approaches to validating a job analysis tool*. Paper presented in M. Anderson (Chair), Worker-oriented job analysis tools: Development and validation. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Meyer, K. D., Foster, J. L., & Anderson, M. G. (2006, April). *Assessing the predictive validity of the Performance Improvement Characteristics job analysis tool*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Montgomery, R. L., & Haemmerlie, F. (2002, April). *Predicting college success with the Hogan Personality Inventory*. Poster presented at the meeting of the Society for Personality and Social Psychology, Savannah, GA.
- Murphy, S., & Davies, S. (2006, April). *Meta-analysis of a personality profile for predicting sales success*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Najar, M. J., Holland, B. D., & Van Landuyt, C. R. (2004, April). *Individual differences in leadership derailment*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Nei, D. (2015). *Synthetic Validity: Further evidence of its accuracy and application*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology.
- Nei, K., Fuhrmeister, K., Fonseca, R., & Tecle, L. (2016). *Job analytic comparisons of managerial and leadership competencies*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- 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.
- Nei, K., & Nei, D. (2015). *Individual differences and the creative process: Implications for talent identification*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., & Pickering, D. (2015). *Job analytic comparisons of managerial leadership competencies across industries*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Nei, K., & Simonet, D. (2014). *The emergence of abusive supervisors: What makes them mean?* Presentation presented at 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Nei, K., Nei, D., Mumford, M., & Ferrell, B. (2014). *Training to detect fit through employment interviews*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Nichols, S., Johnson, A., Lemming, M., & Foster, J. (2011, April). *Development, validation, and utility of personality-based safety scales*. Paper presented in A. Palmer (Chair), *The latest and greatest in workplace safety research*.

- Symposium conducted at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Palmer, A., Robertson, L., Nelson, C., & Pickering, D. (2012). *Predicting entry-level performance using facet-level personality-based employability scales*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Palmer, A., Nichols, S., & Robertson, L. (2011, April). *Identifying critical competencies within job families: A data-driven approach*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Pickering, D., & Foster, J. (2014). *Examining relationship between employee reliability and job performance for managers*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Pickering, D. (2015). *The healthcare challenge: Implementing talent initiatives in a data-driven industry*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Pickering, D., & Nichols, S. (2014). *Examining differences in personality across geographic regions*. Presentation presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Pickering, D., & Gaddis, B. (2013). *Job analytic comparisons of competency requirements in global managerial jobs*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Pyburn, K., & Weiner, J. (2008). *Adding, deleting, or altering selection instruments: Required, permitted, or prohibited?* Presentation presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Robertson, L., & Palmer, A. (2011, April). *Personality as a predictor of workplace safety outcomes*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Ross, R. (2013). *A high potential view of the dark side of leadership*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Rybicki, S., & Hogan, J. (1996, August). *Personal characteristics necessary to do the work*. Paper presented at the 104th Annual Convention of the American Psychological Association, Toronto, Canada.

- Sahm, J. (2015). *Beyond stereotypes: Personality differences between female and male leaders*. Presentation presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanger, M., & Nei, D. (2015). *Evaluating good decision making starts with making good decisions*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sanger, M., & Yang, R. (2015). *Boundaries redrawn: Debunking cultural clusters with local assessment data*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- 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.
- Shin, H., & Holland, B. (2004, April). *P-O fit as a moderator of personality-job performance relations*. Paper presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Smittick, A. (2015). *How to IGNITE your career*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Smittick, A., & Miner, K. (2014). *An investigation of work-family conflict in African-American women*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Stone, T., Foster, J., Webster, B., Jawahar, J., & Harrison, J. A. (2013, November). *Are gender differences in performance disappearing? Large sample evidence*. Paper presented at the Southern Management Association's Conference, New Orleans, LA.
- Tapia, M., & Gaddis, B. (2017, April). *Differences in judgment and decision-making across job levels*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Tapia, M., & Milane, C. (2016). *Know your tenant! Personality as a predictor of tenant behavior*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Tapia, M., Mol, M., & Nei, K. (2017, April). *Improving prediction through personality and criterion ABC alignment*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Teclé, L., Brummel, B., Foster, J., & Shoss, M. (2016). *Examining the replicability of trait-trait interactions in local validation studies*. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Van Landuyt, C., & Holland, B. (2004, April). *The accuracy of alternative validation strategies in single settings*. Paper presented at the 19th Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- Vanbroekhoven-Sahm, J. (2015). *Toward a new narrative for the leadership gender agenda*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Vassar, A., & Palmer, A. (2012). *The personality of patient care: Increasing leadership impact in healthcare*. Presentation presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Wadlington, P., Davies, S., & Phillips, G. (2006, April). *Distributional projection: Solution to small sample size*. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Walton, D. L., & Houston, J. M. (1997). *Assessing criminal personality dimensions using the five-factor model*. Paper presented at the 43rd Annual Meeting of the Southeastern Psychological Association, Atlanta, GA.
- Warrenfeltz, R., & Davies, S. *Assessing leadership talent: Past trends and current practices*. Presentation presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Wyman, O. (2002). *Executive and CEO succession: Real world challenges*. Presentation presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Yang, R., & Fuhrmeister, K. (2015). *Finding value in 360-feedback rater disagreements*. Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Yang, R., & Simonet, D. (2014). *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, Hawaii.