

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, and peer-reviewed journals.

This year has been no exception to our commitment to extending the science of personality. The list below details Hogan-related publications and presentations from 2012.

## Peer-Reviewed Publications

- Foster, J., Gaddis, B., & Hogan, J. (2012). Personality-based job analysis. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: Methods, systems, applications and science of work measurement in organizations* (pp. 247-264). New York, NY: Routledge/Taylor & Francis Group.
- Hogan, J., & Foster, J. (in press). Multifaceted personality predictors of workplace safety performance: More than conscientiousness. *Human Performance*.
- Macan, T., Lemming, M. R., & Foster, J. L. (in press). Utility analysis: Do estimates and format matter? *Personnel Review*, 42(1), 105-126.
- Shalhoop, J. H., & Sanger, M. R. (2012). Understanding leadership in China: Leadership profiles of state-owned enterprises, multinational corporations, and major economic trading partners. In W. H. Mobley, Y. Wang, & M. Li (Eds.), *Advances in global leadership* (Vol. 7, pp. 321-348). Bingley, England: Emerald Group Publishing Limited.

## Research-Based White Papers

- 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: Peter Berry Consultancy.
- Foster, J., & Daly, R. (2012). The upside of narcissism in the workplace. Tulsa, OK: Hogan Assessment Systems.
- Foster, J., & Vert, A. (2012). Analysis of adverse impact for the Hogan Personality Inventory, Hogan Development Survey, and the 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, J. C. & Kaiser, R. (2012). *Personality, leader behavior & overdoing it*. Tulsa, OK: Hogan Assessment Systems.

Palmer, A., & Daly, R. (2012). *Engagement*. 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.

## Marketing-Based White Papers

Daly, R., & Warrenfeltz, R. (2012). *From potential to performance: Using personality assessment to identify, develop, and retain future leaders*. Tulsa, OK: Hogan Assessment Systems.

Hedger, A. (2012, August). *An assessment strategy that delivers more, requires less*. *Workforce Management*, 43.

Hedger, A. (2012, June). *Uncovering an overlooked source of employee disengagement*. *Workforce Management*, 43.

Hogan Assessment Systems. (2012). *Leadership: You're doing it wrong*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *Sticks & stones: Gossip, reputation, and how whispered words kill careers*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *The office playbook: High-performing strategies for business teams*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *How your greatest strength can become your greatest weakness*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *The email black hole*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *The truth about teams*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *Why personality?* Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *Q&A: Destructive leadership with Robert Hogan*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *Q&A: Personality and teams with Ryan Ross*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *Q&A: Engagement and workaholics with Robert Hogan*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *Q&A: Psychopaths in the C-suite with Robert Hogan*. Tulsa, OK: Author.

Hogan Assessment Systems. (2012). *The power of unconscious biases: the impact of values on team dynamics and corporate culture*. Tulsa, OK: Author.

Nichols, S., Daly, R., & Wallace, A. (2012). *Personality: the missing component in safety*. Tulsa, OK: Hogan Assessment Systems.

Pickering, D., & Daly, R. (2012). *Five steps to a better high potential program*. Tulsa, OK: Hogan Assessment Systems.

Warrenfeltz, R., & Daly, R. (2012). *Awareness coaching*. Tulsa, OK: Hogan Assessment Systems.

Winsborough, D. (2012). *CEOs aren't like us*. Wellington, New Zealand: Winsborough.

Winsborough, D. (2012). *Good managers*. Wellington, New Zealand: Winsborough.

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

## Selected Conference Research

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.

Hogan, R. (2012, April). Leadership and personality. In R. B. Kaiser (Chair), *Theory-driven, personality-based leadership development*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Kaiser, R. B., & Hogan, J. C. (2012, April). Personality, leader behavior, and overdoing it: Empirical links. In R. B. Kaiser (Chair), *Theory-driven, personality-based leadership development*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Meyer, K. D., & Foster, J. L. (2012, July). *Do values really differ by generation? An empirical investigation*. Paper presented at the 30th International Congress of Psychology, Cape Town, South Africa.

Palmer, A., Robertson, L., Nelson, C., & Pickering, D. (2012, April). *Predicting entry-level performance using facet-level, personality-based employability scales*. Poster session presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Pickering, D. R., & Nichols, S. (2012, April). Cross-cultural personality assessment. In J. M. Meyer (Chair), *Cross-cultural testing considerations for a variety of item types*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Vassar, A., & Palmer, A. (2012, April). Trends in healthcare leader personality: Key differences from others leaders. In A. Palmer (Chair), *The personality of patient care: Increasing leadership impact in healthcare*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

## Hogan Academic Network Publications

Bedford, C. L. (2012). The role of Learning Agility in workplace performance and career advancement. *Dissertation Abstracts International: Section B. Sciences and Engineering*, 72(10), 6427.

Carson, M. A., Shanock, L. R., Heggstad, E. D., Andrew, A. M., Pugh, S. D., & Walter, M. (2012). *The relationship between dysfunctional interpersonal tendencies, derailment potential behavior, and turnover*. *Journal of Business Psychology*, 27, 291-304.

Furnham, A., Hyde, G., & Trickey, G. (2012). *Do your dark side traits fit? Dysfunctional personalities in different work sectors*. *Applied Psychology*. Advance online publication. doi: 10.1111/apps.12002

Furnham, A., Trickey, G., & Hyde, G. (2012). *Bright aspects to dark side traits: Dark side traits associated with work success*. *Personality and Individual Differences*, 52(8), 908-913.

Haemmerlie, F. M., & Montgomery, R. L. (2012). *Gender differences in the academic performance and retention of undergraduate engineering majors*. *College Student Journal*, 46(1), 40-45.

Loehlin, J. C. (2012). How general across inventories is a general factor of personality? *Journal of Research in Personality*, 46, 258-263.

Loehlin, J. C. (2012). The general factor of personality: What lies beyond? *Personality and Individual Differences*, 53, 463-467.

Vandegriff, S. R. (2012). A values comparison of incoming Liberty University freshmen (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses. (1010272923)

Woods, S. A., & Hardy, C. (2012). The higher-order factor structures of five personality inventories. *Personality and Individual Differences*, 52(4), 552-558.

