The Perceived Controllability of the Big Five Personality Traits at Work (Poster - 111554)
Bethany Westerberg (PRESENTER); Mallory A. McCord (AUTHOR)
The extent to which a personality trait is perceived to be controllable may influence bias in the workplace. This study examined the perceived controllability of the Big 5 personality traits at work. Employees reported the extent to which they perceive each of the Big 5 traits to be controllable in the workplace. Results indicated that conscientiousness was viewed as the most controllable.

Impact of COVID-19 on Candidate Adaptability, Coping, and Resilience (Poster - 112654)
Courtney T. Van Overberghe (PRESENTER); Chris Coughlin (PRESENTER)
Authors examined US candidate data to determine if adaptability and resilience had decreased due to pandemic restrictions. Findings indicate significantly lower scores between pre- and post-COVID-19 data but did not find a significant decrease between spring and summer 2020 data. It was posited that within-person data will demonstrate lower scores pre/post-COVID-19 (data available early 2021).

Psychometric Network Analysis of Core Self-Evaluation as a Reinforcing System (Poster - 112387)
Dan V. Simonet (PRESENTER); Christopher M. Castille (PRESENTER); Morgan Russell (PRESENTER); Pasquale Tosto (PRESENTER)
Core self-evaluation (CSE) is oft understood as a latent attribute causing interrelated evaluations (e.g., self-esteem, self-efficacy). Psychometric networks imply CSE is a system of interlocking evaluative beliefs. The network better reflects the data through structural tests, differential overlap with the Big 5, and as multivariate system of distinct effects on attitudes and motivations.

The Role of Extraversion on Work Social Outcomes While Social Distancing During COVID (Poster - 112538)
I-Heng Wu (PRESENTER); Man-Ling Chang (AUTHOR); Ivan Liu (AUTHOR); Yu-Ching Chiao (AUTHOR)
Authors investigate whether extraverted employees respond to social distancing restrictions during COVID-19 by engaging in more positive interpersonal behaviors at work. They relied on a multisource, multiwave data set collected during COVID-19.

Statistical increase in social expansion and service creativity was found when social distancing at work, COVID-19 stressors, and extraversion are high.

Narcissism, Emotion Recognition, and Implications for Leadership (Poster - 111851)
Jennifer Renee Raley (PRESENTER); Joshua D. Foster (AUTHOR)
Intermediate content. Subjects (N = 291) completed measures of cognitive empathy and a measure of narcissism—a negative association was found (r = -.24**). There are implications for narcissistic leadership—struggling to infer others' thoughts could harm a company. Effective leaders know how to resolve interpersonal conflict, organize a productive team, and hire the best employees.

BAIG Index of Agreement: Applications for Job Analysis and Qualitative Research (Poster - 112495)
Jordan Epistola (PRESENTER); Paul J. Hanges (AUTHOR)
The introduction of technology changed the nature of work. The underlying assumptions of job analysis may no longer be appropriate. Authors introduce the Blau Agreement Index and argue that it can be used to justify HR policies/practices when job-analysis information is qualitative in nature. They use a common data set to compare this new index with the quantitative rwg index.

Gender Differences in the HEXACO Personality Traits: To What Extent Are They Real? (Poster - 111895)
Jisoo Ock (PRESENTER); Samuel T. McAbee (AUTHOR)
This study examines the effect of measurement noninvariance across gender on the accuracy of observed gender mean differences on HEXACO-100. Results showed that measurement noninvariance lead the observed mean gender differences for Honesty-Humility and Conscientiousness to meaningfully underestimate the true gender differences in these scales.

Gender and Ethnicity Differences in Career Interests: A Large-Scale Analysis of Basic (Poster - 112196)
Kenneth Eduardo Granillo-Velasquez (PRESENTER); Hannah Sarah Nelson (PRESENTER); Kevin Hoff (AUTHOR); Michael L. Morris (AUTHOR); Fred Oswald (AUTHOR); Alexis Victoria Hanna (AUTHOR)