

the universality of a dark personality framework and show how characteristics vary across cultural norms and values.

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250. Poster: 4:30PM-5:20PM

Board 22

Psychometric Network Analysis and Ideal Points Assessment: Developing Ideal Employees

The authors explore the possibility of applying network analysis to ideal point personality assessment data. They consider how ideal point personality data might be used as part of coaching interventions in order to develop employees into ideal organizational citizens.

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251. Poster: 4:30PM-5:20PM

Board 23

Testing the Rewarding, Ability, and Willingness Framework of Employability

Little research has empirically tested employability models in their entirety. Support was found for the Hogan et al. RAW model, suggesting that having the ability and motivation to do the job are related to being employable. Surprisingly, social skills may not impact levels of employability. Findings suggest that employers may be continuing to ask for one thing while rewarding another.

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252. Poster: 4:30PM-5:20PM

Board 24

Clarifying the Factor Structure of the MACH-IV Using Bass-Ackwards Factor Analysis

Resurging interest in the nature of Machiavellianism has yielded a muddy understanding of Mach, with characterizations ranging from an overarching view of humanity to multiple distinct behavioral, mental, and motivational processes. This study seeks to clarify through bass-ackward factor analysis, a top-down hierarchical factor structure, to identify the appropriate level of abstraction.

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253. Poster: 4:30PM-5:20PM

Board 25

Proactive Personality: A New Measure for Selection?

This meta-analysis examines the relationship among Proactive personality and other personality and organizational variables. Although results suggest that proactive personality overlaps heavily with the Big 5, its predictive validities for performance and satisfaction are above and beyond those typically observed for the Big 5. It reflects a "good personality" that is high in prosocial traits.

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254. Poster: 4:30PM-5:20PM

Board 26

Awareness of Extreme Traits: Nonlinear Relationship of Actual-Estimated Personality

Do employees who score at extremes personality scales have self-awareness of this? This paper investigates the curvilinear relationship between actual-estimated trait scores, finding that nonlinear models best explain individual actual-estimate discrepancy. Two implications are discussed: how self-awareness impacts management, and the importance of psychometrics for insight into employee behavior.

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255. Poster: 4:30PM-5:20PM

Board 27

Implicit Versus Explicit Power Motives in Relations With Work Outcomes: A Meta-Analysis

Authors estimated the meta-analytic effects of implicit and explicit power motives in the prediction of various work outcomes. Results showed that implicit and explicit power motives had small mean correlations with most work outcomes. Moreover, implicit power motive contributed meaningful amounts of explanatory variance in job performance and work deviance above and beyond explicit power motive.

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256. Poster: 4:30PM-5:20PM

Board 28

A New Approach to Studying Personality-Performance Relations

The trait-reputation-identity (TRI) model was applied to self- and other-ratings of broad versus narrow personality dimensions as well as to specific job performance dimensions. Five studies find strong relations between shared information on personality and shared information about specific job performance dimensions. Additionally, personality aspect levels reveal relations otherwise masked.

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Christian Ewen, University of Bonn
Hanna Aileen Genau, University of Bonn
Sonja Fritze, University of Bonn
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257. Poster: 4:30PM-5:20PM

Board 29

Implicit Creative Personality, Risk Taking, and Creative Performance

Creativity is a critical asset to organizations in order to stay competitive to survive, and the willingness to take risks is also associated with organizational advances. This study examines the relationships among implicit and explicit creative personality, risk-taking behavior, and creative performance.

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258. Poster: 4:30PM-5:20PM

Board 30

Two-Week Study on the Relationship Between Sleep and Personality State

This study investigated the relationship between sleep and daily-level personality as measured by the BFAS across a 2-week period. Effects of one of these variables on the other were not found at the daily level. Instead, data suggested that accumulated sleep could affect daily personality, and long-term personality affects sleep.

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259. Poster: 4:30PM-5:20PM

Board 31

A Comparison of Personality Factor Structures in China: Applicants Versus Nonapplicants

Past findings contradict in whether the 5-factor personality model fits across selection contexts. This study conducts confirmatory factor analyses on large Chinese samples, using the Work Behavior Inventory, a Big 5 personality instrument. Results suggest that 5 factors provide appropriate fit for the personality factor structure among both applicants and nonapplicants.