

consistent pattern of AFB increase over time with bogus items gradually rising but BER and CVI patterns are less consistent. Observed differences are not practically meaningful. Implications and future directions are discussed.

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#### 240. Poster: 4:30PM-5:20PM

Board 12

##### Interpersonal Facilitation Predicts Employees' Leader Emergence Through Perceptions

This between-subjects experiment examined whether perceptions of target employees' extraversion and agreeableness mediated the relationship between their performance of interpersonal facilitation (high vs. control) and ratings of their likelihood of becoming leaders. Authors also examined whether the agreeableness mediator was moderated by the target employee's gender (woman vs. man).

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#### 241. Poster: 4:30PM-5:20PM

Board 13

##### Team Conscientiousness and Safety: A Multilevel Perspective

Authors examined the relationships among team conscientiousness, team safety climate, and individual safety performance, with a sample of 451 employees nested within 70 teams who responded to 3 surveys over 3 months. Multilevel modeling results indicated that team conscientiousness exerted a top-down influence on individual safety performance rated by supervisors through team safety climate.

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#### 242. Poster: 4:30PM-5:20PM

Board 14

##### A Meta-Analysis of Individual Difference Correlates of Academic Dishonesty

In this meta-analysis, correlations of self-efficacy and personality traits with career exploration behaviors were estimated across 79 samples and a listwise sample of 21,817. Traits included the Big 5, shyness, locus of control, VDSI, and stress. The characteristics with the largest effects were conscientiousness, locus of control, explorational stress, self-efficacy, and thinking-feeling.

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#### 243. Poster: 4:30PM-5:20PM

Board 15

##### The Criterion-Related and Incremental Validity of Honesty-Humility: A Meta-Analysis

Authors examined the criterion-related and incremental validity of honesty-humility in the prediction of job performance. Meta-analytic results indicate H-H correlates -.46 with CWB, .19 with OCB, and .18 with task performance. Further, H-H demonstrated significant incremental validity over 5-factor model personality traits, general mental ability tests, and integrity tests.

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#### 244. Poster: 4:30PM-5:20PM

Board 16

##### Using Bright and Dark Side Personality to Predict the Managerial Hierarchy

Personality similarities exist in the managerial hierarchy, as supervisors advance into manager roles who eventually lead the organization. Using

job family meta-analyses with overall job performance, authors investigated bright and dark side personality differences across 3 managerial job levels. They provide practical implications and discuss areas for future research.

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#### 245. Poster: 4:30PM-5:20PM

Board 17

##### Using Personality to Predict Truck Driver Performance

Authors present 2 studies demonstrating the value of personality's role in selecting truck drivers across the transportation industry. These studies focus on relationships between personality and (a) job analysis ratings for truck drivers and (b) overall job performance using meta-analysis. Results suggest that multiple personality scales are important and predictive for truck driver selection.

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#### 246. Poster: 4:30PM-5:20PM

Board 18

##### Mentally and Physically Present: Personality, Mindfulness, and Turnover Intentions

Little research has investigated whether mindfulness plays an explanatory role within existing frameworks in I-O psychology. This paper hypothesizes that mindfulness is a significant mediator of the relationship between personality and turnover intentions. In a sample of 923 full-time employees, significant mediation effects were found for conscientiousness, emotional stability, and extraversion.

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Submitted by James C. Meaden, james.meaden@gmail.com

#### 247. Poster: 4:30PM-5:20PM

Board 19

##### Careless Responding: The Role of Individual Differences and Perceived Income Adequacy

This study explored the role of individual differences and contextual factors in predicting careless responding. Specifically, it was examined whether Machiavellianism, Narcissism, Psychopathy and social desirability as well as perceived income adequacy impacted careless responding. Also tested were the interactive effect of the individual and contextual factors in predicting careless responding.

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#### 248. Poster: 4:30PM-5:20PM

Board 20

##### Dark Triad Unleashed: Examining Trait Activators Linking Dark Traits to CWB

Meta-analytic research reveals widely varying but generally weak associations linking the Dark Triad traits to counterproductive work behavior. Drawing on trait interaction theory, authors offer a framework (4R) for explaining this variation. Across 2 studies, hierarchical moderated multiple regression provides mixed support for the framework.

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#### 249. Poster: 4:30PM-5:20PM

Board 21

##### Darkness Around the Globe: Cultural Differences in Moving Against, Away, and Toward

Using a geography of personality model, authors use SEM and path analyses to find the degree to which a 3-dimensional derailment model of moving away, against, and toward others is transportable across the globe. Using a sample of 26 countries (N = 65,426), authors establish