

Chapter 22

The Hogan Development Survey

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People who are smart and talented sometimes fail to achieve their potential. Likewise, smart and talented leaders sometimes fail to lead their organizations to success. While bad luck and other situational factors can play a role in one's career or leadership outcomes, it is often the case that the primary reason for such derailment and failure is due to the person's own behavioral tendencies. The **Hogan Development Survey (HDS**; Hogan & Hogan, 2009) is a measure of 11 dark side behavioral syndromes linked to career derailment and managerial failure. We refer to these behaviors as "dark side" to juxtapose them with more everyday behaviors that are captured by Big Five models of personality. In this chapter, we describe the background and development of the HDS, its factor structure and construct validity, and its applications.

Background of the HDS

The past 20 years have produced a growing interest in the factors that interfere with job performance, particularly among people in **leadership** roles (Furnham & Taylor, 2004; Hogan & Hogan, 2001; Judge et al., 2006). Successful leaders are those who communicate a vision to subordinates effectively, organize, and motivate productive teams, manage personnel efficiently, and set clear and realistic standards for accomplishment (Hogan et al., 1994; Hogan & Kaiser, 2005; Kaplan & Kaiser, 2003). Poor leadership, which can seriously impact the productivity and satisfaction of subordinates, is not simply an absence of these skills. Rather, dysfunctional dispositions and the behaviors associated with them can degrade or neutralize whatever skills and competencies a leader may possess. At their worst, these leaders may be seen as destructive (Tierney & Tepper, 2007) or toxic (Padilla et al., 2007) by their subordinates and the organization at large.

Managerial incompetence also has serious moral implications, because bad managers cause great misery for their subordinates (Hogan & Kaiser, 2005). The National Institute for Occupational Safety and Health (NIOSH), a division of the US Centers for Disease Control and Prevention, reported that 40 % of American workers say that their jobs are very or extremely stressful (NIOSH, 1999). The report concluded that problems at work are more strongly associated with health complaints than any other life stressor, includ-

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