

# Chapter 22

## The Hogan Development Survey

Michael J. Boudreaux and Ryne A. Sherman

Hogan Assessment Systems, Tulsa, OK, USA

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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**Florinda Matos**



## **Hogan Development Survey Sample Questions:**

*ECMLG 2022 18th European Conference on Management, Leadership and Governance* Florinda Matos,2022-11-10

**Foundations of Psychological Testing** Leslie A. Miller,Robert L. Lovler,2018-12-20 Foundations of Psychological Testing A Practical Approach by Leslie A Miller and Robert L Lovler presents a clear introduction to the basics of psychological testing as well as psychometrics and statistics Aligned with the 2014 Standards for Educational and Psychological Testing this practical book includes discussion of foundational concepts and issues using real life examples and situations that students will easily recognize relate to and find interesting A variety of pedagogical tools furthers the conceptual understanding needed for effective use of tests and test scores The Sixth Edition includes updated references and examples new In Greater Depth boxes for deeper coverage of complex topics and a streamlined organization for enhanced readability

*Case Studies in I-O Psychology* Rick Jacobs (Professor of psychology),Douglas H. Reynolds,2025 Twenty cases studies are presented that show how I O psychologists create programs backed by theory and research to address real world issues in organizations The cases are diverse and cover several areas of the discipline the selection of people for jobs the development of leaders the facilitation of inclusion and belongingness as well as cases that show how technology is being deployed in our work and how we can promote safe and healthy workplaces These twenty case studies are supplemented by reflection chapters by some of the leading scholars in each of the five areas Provided by publisher

*Understanding Medical Education* Tim Swanwick,Kirsty Forrest,Bridget C. O'Brien,2018-10-02 Created in partnership with the Association for the Study of Medical Education ASME this completely revised and updated new edition of Understanding Medical Education synthesizes the latest knowledge evidence and best practice across the continuum of medical education Written and edited by an international team this latest edition continues to cover a wide range of subject matter within five broad areas Foundations Teaching and Learning Assessment and Selection Research and Evaluation and Faculty and Learners as well as featuring a wealth of new material including new chapters on the science of learning knowledge synthesis and learner support and well being The third edition of Understanding Medical Education Provides a comprehensive and authoritative resource summarizing the theoretical and academic bases to modern medical education practice Meets the needs of all newcomers to medical education whether undergraduate or postgraduate including those studying at certificate diploma or masters level Offers a global perspective on medical education from leading experts from across the world Providing practical guidance and exploring medical education in all its diversity Understanding Medical Education continues to be an essential resource for both established educators and all those new to the field

**Grief After Suicide: A Health Perspective on Needs, Effective Help, and Personal Growth** Karl Andriessen,Dolores Angela Castelli Dransart,Karolina Krysinska,2021-01-05

**18th European Conference on Management, Leadership and Governance** Martin Rich,2023-11-23 These proceedings represent the work of contributors to the 19th European Conference on Management

Leadership and Governance ECMLG 2023 hosted by ACI and Bayes Business School City University of London UK on 23 24 November 2023 The Conference Chair is Dr Martin Rich from Bayes Business School City University of London UK ECMLG is now a well established event on the academic research calendar and now in its 19th year The key aim remains the opportunity for participants to share ideas and meet the people who hold them The scope of papers will ensure an interesting two days The subjects covered illustrate the wide range of topics that fall into this important and ever growing area of research The opening keynote presentation is given by Dr Jeffrey Ridley PhD FCG FIIA CIA on the topic of A lifetime of Management and Governance Learning A wish for you all The second day of the conference Keynote presentation is given by Professor Pumela Msweli University of South Africa on the topic of The Leadership Dance on a geopolitically entangled dance floor Towards Unitive Consciousness With an initial submission of 164 abstracts after the double blind peer review process there are 54 Academic Research papers 11 PhD Research papers 2 Masters Research papers and 2 work in progress papers published in these Conference Proceedings These papers represent research from China Czech Republic Czechia Egypt Finland France Germany Ghana Greece Hungary India Italy Kenya Macau Mexico Morocco Netherlands Norway Pakistan Peru Poland Portugal Romania Saudi Arabia Scotland Slovakia South Africa Spain Switzerland The Netherlands United Arab Emirates the UK and the USA

**National Economic Development Procedures Manual - Recreation** Mary K. Vincent, David A. Moser, William J. Hansen, 1986

**Development and Implementation of Health Technology Assessment** Valentina Beretta, 2021-03-27 This book analyses the factors that influence the development and implementation of Health Technology Assessment HTA from multiple perspectives It investigates the development of HTA activities in decentralized countries with a specific focus on the analysis of healthcare professionals perceptions Although these perceptions are highly relevant in terms of implementing HTA processes especially at the local level they are rarely captured and require further investigation which this book provides In particular HTA has been introduced as a support tool for reviewing and assessing the introduction and dissemination of healthcare technologies The book discusses how individual and organisational factors affect knowledge production and translation and their relevance in the context of HTA Furthermore it explores how HTA could be more successfully implemented in decentralized healthcare systems

**Area Studies (Regional Sustainable Development Review) Brazil** Luis Enrique Sanchez, 2009-12-30 Area Studies Brazil Regional Sustainable Development Review is a component of Encyclopedia of Area Studies Regional Sustainable Development Review in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias This volume reviews initiatives and activities towards sustainable development in Brazil such as Perspectives on Sustainable Development in Brazil Demographic Dynamics and Sustainability in Brazil The Impacts of Industrial Development in Brazil Archeological Heritage and Cultural Resources in Brazil Women s Perspectives On Sustainable Development In Brazil Education Public Awareness and Training Processes for Sustainability in Brazil from

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