

# **FEEDBACK REPORT FOR PARTICIPANTS**

## **Trial of the Conditional Reasoning Test of Workplace Psychopathy (CRT-WP)**

**SMU REB #22-034**

### **Research Project conducted by:**

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## **Overview:**

Employees or managers with “dark personality” traits, such as higher psychopathic tendencies, are more likely to engage in abusive, toxic, and unethical behaviors at work. For organizations, this might result in decreased productivity, increased employee turnover, and legal liabilities. The problem is that it is hard to properly identify or assess such individuals, especially because they are often masters of manipulation and deception. For example, they can easily fake on traditional personality assessments.

This project focuses on the Conditional Reasoning Test for Workplace Psychopathy (CRT-WP), an innovative tool designed to assess psychopathic traits in potential employees. The research sought to address the limitations of explicit self-report measures of psychopathy, which are prone to faking and impression management, by evaluating the CRT-WP's ability to implicitly and fairly assess psychopathic behavioral tendencies and predict useful outcome across three studies.

## **Study 1:**

This study aimed to determine if the CRT-WP could sufficiently predict various relevant workplace outcomes in a sample of employees in a branch of the federal government, thereby increasing understanding of its criterion validity for potential use in employee selection settings. The key results showed that the CRT-WP was a reliable measure of subclinical psychopathy and correlated as hypothesized with other measures, relating negatively with integrity (TSD-Integrity and Cautiousness) and positively with irresponsibility. Most notably, the CRT-WP was also able to predict self-reported acts of counterproductive work behavior (CWB) and, more specifically, abusive workplace behaviors. It demonstrated incremental validity over existing integrity measures in assessing workplace deviance and abuse, and was deemed an important contributor in predicting abusive workplace behaviors, despite typically achieving small effect sizes consistent with other implicit measures. However, no significant relationships were observed between the CRT-WP and supervisor-reported CWB, transformational leadership, or organizational citizenship behavior.

## **Study 2:**

The study investigates the CRT-WP's fairness and equivalence across diverse demographic groups in Canada, including differences based on sex, ethnicity, indigeneity, disability, and language (English vs. French). The data is based on a large group of job seekers planning to apply for jobs within a branch of the federal government. Using Item Response Theory (IRT) and Differential Item Functioning (DIF) analyses, the researchers examine whether the test performs consistently for various subgroups. The findings generally suggest the CRT-WP resists significant bias across most groups, with some notable differences observed in sex and language versions, indicating areas for potential refinement. This research aims to establish the CRT-WP as a reliable and valid assessment for hiring contexts, mitigating issues common with other psychopathy measures like faking.

## **Study 3:**

This final study examined how the CRT-WP, administered to employees of the same branch of the federal government who were being evaluated for promotion into specific positions/roles, could predict future performance in training or on the job. The CRT-WP was negatively associated with overall occupation training performance, as well as specific elements of job performance (although not all of them, nor overall job performance).