

FEEDBACK REPORT FOR PARTICIPANTS

Developing the Conditional Reasoning Test for Workplace Problems

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The Issue:

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.

The Research:

This research a first step towards a solution.

- **Overview:** We introduce the Conditional Reasoning Test for Workplace Psychopathy. The test measures workplace psychopathy through conditional reasoning problems, which present hypothetical workplace scenarios with response options that reveal implicit biases and tendencies associated with psychopathy. The article includes six studies which demonstrate the test’s reliability, construct-related validity, criterion-related validity, and faking-resistance.
- **Construct Validity:** The test scores significant correlate with established measures of psychopathy, like the SRP-III and TriPM. Its factor structure aligns with the primary and secondary factors found in other psychopathy measures.
- **Criterion-Related Validity:** There are significant positive relationships between our test scores and counterproductive work behaviors (CWBs) across three studies, including one study where CWBs were measured one year later and one in an organizational sample. Test scores are also associated with cyber-loafing and selfish choices in a dictator game.
- **Incremental Validity:** One study provides evidence for the incremental validity of the test scores to predict CWBs above and beyond other self-report personality measures like integrity, cautiousness, and irresponsibility.
- **Faking-Resistance:** Unlike other psychopathy measures, our test is unrelated to measures of social desirability. When comparing a simulated hiring scenarios where participants are motivated to present themselves favorably to an honest condition, people can successfully fake good on overt personality measures (e.g., HEXACO, dark triad, integrity), but their scores on our test remain consistent, indicating its covert nature effectively prevents manipulation.
- **Practical Implications:** This test is a potentially valuable tool for organizations seeking an accurate “dark personality” assessment, especially in high-stakes situations like hiring or promotion.

 Listen to a summary in podcast format (created with Notebook LM): <https://lnkd.in/ebER7fyv>

 Full article: <https://lnkd.in/ewbQUv-4>