

Title:

Can We Effectively Assess and Identify Workplace Psychopaths? Examining Conditional Reasoning Testing

Abstract:

Individuals with high levels of sub-clinical psychopathy have been described as “snakes in suits”: They are attracted to positions of leadership and power, but are more likely to engage in a variety of problematic behaviors at work such as theft, interpersonal abuse, unethical decision-making, or abusive supervision. People high on workplace psychopathy are also skillful at deception and more comfortable faking to hide their true personality, making this trait particularly difficult to assess in high-stakes settings like selection or promotion. Conditional Reasoning Tests (CRTs) are implicit measures, where test-takers are not informed of the construct being assessed. They are more resistant to faking, and have been suggested as a promising direction to measure “darker” personality traits, like psychopathy. This talk will provide an overview of our emerging research program aimed at developing and validating the Conditional Reasoning Test for Workplace Psychopathy (CRT-WP). It will include a series of studies examining the psychometric properties of the CRT-WP (e.g., internal consistency, factor structure, test-retest reliability, construct validity), as well as its ability to predict counter-productive work behaviors across several samples, its resistance to faking, applicants’ (in)ability to identify what it measures, and reactions to be informed what the test actually measures. It will conclude with a description of future research directions, and the potential benefits of CRTs (and the CRT-WP specifically) in the workplace, and particularly in selection.