The Practitioner's Guide to the Dark Side

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Academic Guide to the Dark Side

Hogan Development Survey (1997)


Guenole, N. (2014). Focal article: Maladaptive Personality at Work: Exploring the Darkness. Industrial and Organizational Psychology: Perspectives on Science and Practice


Crossover of Occupational & Clinical Psychology: Opportunities and Risks’ ABP Conference 2014 Panel Discussion
Hogan Assessment Systems is publisher of the ‘Hogan Insights’ series of trait assessment tools:

- Hogan Personality Inventory (HPI) covers the Big 5 personality Factors through 7 ‘Bright Side’ scales
- Hogan Development Survey (HDS) features 11 potential ‘Dark Side’ derailers
- Hogan Motives, Values, Preferences Inventory (MVPI) features 10 ‘Inside’ scales
- 6 factor solution across HPI, HDS & MVPI (N=1041) in HDS Manual (1997) Table 3.8 shows convergence

### Principal Components Analysis of the HPI, MVPI, and HDS

<table>
<thead>
<tr>
<th>Scale</th>
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I Surgency / Extraversion

II Affiliation/ / Agreeableness

III Conscientiousness

IV Emotional Stability

V Openness

VI Low Need for Achievement?
Meteorologist’s Guide to the Dark Side

Great STORM Topography based on r matrix (N=308) of NEO Big 5 Domain & 7 Personality Questionnaire Great 8 Scores

Kurz (2013) EAWOP Munster
Data Scientist’s Guide to the Dark Side
Cubiks Guide to PAPI
Logiks Guide to Insight

Total score: 85
Speed: 39
Accuracy: 95

Verbal: 91
Numerical: 64
Abstract: 67

ABSTRACT (10 questions)
Correct: 6
Incorrect: 0
Not answered: 4
Hogan’s Guide to Inside

- Recognition: 12
- Power: 1
- Hedonism: 15
- Altruistic: 13
- Affiliation: 9
- Tradition: 79
- Security: 10
- Commerce: 1
- Aesthetics: 54
- Science: 45

Norm: Global
Hogan's Guide to Bright Side

Adjustment 4
Ambition 12
Sociability 57
Interpersonal Sensitivity 3
Prudence 19
Inquisitive 46
Learning Approach 59

This report is valid and interpretable.

Norm: Global
Lucifer’s Guide to the Dark Side

https://www.youtube.com/watch?v=fpbdQLfswuY&feature=youtu.be
Where is the BPS Guide to the Dark Side?

17 year old ‘Maria’ was brought to hospital by her mother having survived a suicide attempt with paracetamols. The psychiatric nurse at the hospital found her unresponsive other than general comments that she is now happy she survived and does not consider herself at risk any more.

Her mother did not want her father to know as she thinks it would open up complex issues. Family therapy revealed that her father and mother were sexually abused in their childhood. Maria opens up to you with disclosures that she has been sexually abused by her father since she was a toddler and describes an incident that happened a few days ago. Her mother seems to ‘look away’ and cut short conversation with phrases such as ‘talking about sex is not ladylike’.

Maria opens up to you disclosing that at the age of 13 or 14 she had a baby. The birth of the girl in her family home was reportedly not registered and the baby ‘disappeared’.

’Amanda’ has been brought to you by a friend who believes her account of a sexual assault on her child. The mother delayed reporting due to fear of reprisals and repercussions. Several mental health professionals found her account ‘unbelievable’ and considered her delusional. Police closed the case and Social Workers have raised ‘neglect’ concerns. In your interview the conduct of Amanda’s parents appears strange. There are no reasons to doubt the veracity of her account of the assault.

Nicola Gale
presidentsoffice@bps.org.uk