**Supplemental Materials**

**Individual Differences and Their Measurement: A Review of 100 Years of Research**

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Table A1

*Key Articles on Cognitive Ability, Knowledge, and Skill Published in JAP and Their Major Findings*

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| --- | --- | --- |
| Year | Author | Key findings |
| 1917 | Terman et al. (63) | Early study of criterion related validity of cognitive ability tests. |
| 1917 | Sunne (41) | Early examination of group difference and bias. |
| 1917 | Yerkes (24) | Conceptual discussion of measurement issues in testing. |
| 1917 | Bingham (6) | Early study of ability and college performance. |
| 1918 | Gates (26) | Early descriptive study of expertise. |
| 1919 | Pintner (35) | Early presentation of a non-language dependent “culture-free” test. |
| 1947 | Dvorak (67) | Presentation of the GATB one of the most studied cognitive ability tests in organizational research. |
| 1968 | Wernimont & Campbell (396) | Conceptual discussion of the relations among predictors and criteria with many ability focused examples. |
| 1977 | Schmidt & Hunter (823) | Presentation of validity generalization illustrated with ability data. |
| 1986 | Schmidt, Hunter, & Outerbridge (736) | Presented considerable empirical support for direct and indirect effects of ability, knowledge, experience, and skill on job performance ratings. |
| 1989 | Kanfer & Ackerman (1727) | Monograph integrating cognitive ability and motivation to develop an empirically grounded theory for understanding skill acquisition and performance differences. |
| 1992 | Ackerman (330) | Extensive empirical evidence for role of ability (and its components) in skill acquisition. |
| 1994 | McCloy, Campbell, & Cudeck (335) | Extensive test of role of ability and skill as determinants of performance. |
| 1994 | Ree, Earles, & Teachout (455) | Influential study in general versus specific ability debate. |
| 1998 | Barrick, Stewart, Neubert, & Mount (1437) | Demonstrated importance of cognitive ability and other individual differences as predictors of team effectiveness. |
| 2001 | Lubinski, Webb, Morelock, & Benbow (281) | Extreme test of the linear relationship between cognitive ability and performance as well as demonstrating that the kind of accomplishment was predicted by specific ability. |
| 2001 | LePine & VanDyne (646) | Examined differential predictive power of cognitive ability and personality for expanded measurement of contextual performance. |
| 2003 | Salgado, Anderson, Moscoso, Bertua, de Fruyt, & Rolland (245) | Established powerful evidence for cross-cultural predictive power of cognitive ability. |
| 2004 | Judge, Colbert, & Illies (418) | Meta-analysis and conceptual integration of the role of intelligence in leadership. |

*Note.* Article selection was based on citation counts and perceived historical significance.

Citation counts from Google Scholar are in parentheses.

Table A2

*Key Articles on Sensory, Psychomotor, and Physical Abilities Published in JAP and Their Major Findings*

|  |  |  |  |
| --- | --- | --- | --- |
| Year | Author | Key findings |  |
| 1955 | Hempel & Fleishman (216) | Factor structure of physical proficiency and manipulative skill | |
| 1956 | Fleishman & Hempel (118) | Factor structure of complex psychomotor performance | |
| 1957 | Fleishman (94) | Comparison of skilled and unskilled psychomotor test performance | |
| 1962 | Fleishman & Ellison (140) | Factor structure of fine manipulative tests | |
| 1966 | Locke & Bryan (113) | Evidence for the effects of goal setting on psychomotor test performance | |
| 1966 | Burg (204) | Distinction between static and dynamic visual acuity | |
| 1979 | Reilly, Zedeck, & Tenopyr (44) | Evidence for validity and fairness of physical ability tests for craft jobs | |
| 1980 | Hogan, Ogden, Gebhardt, & Fleishman (36) | Evaluation of approaches to assessing perceived physical effort | |
| 1982 | Arnold, Rauschenberger, Soubel, & Guion (76) | Validation of strength test for steelworkers | |
| 1991 | Hogan (85) | Examination of factor structure of physical abilities | |
| 1992 | Arvey, Landon, Nutting, & Maxwell (73) | Illustration of a construct-oriented validation effort for physical ability tests for police officers | |
| 2013 | Courtright, McCormick, Postlethwaite, Reeves, & Mount (8) | Meta-analysis of sex differences on physical ability tests | |

*Note.* Article selection was based on citation counts and perceived historical significance. Citation counts from Google Scholar are in parentheses.

Table A3

*Key Articles on Personality, Integrity, Emotional Intelligence, Motivational Traits, and Creativity in JAP and Their Major Findings*

| Year | Author | Key findings |
| --- | --- | --- |
| 1925 | Brandenburg (6) | First mention of self-report personality inventories in *JAP*. |
| 1928 | Hunt (120) | Report and validation of the measurement of social intelligence via an early SJT. |
| 1946 | Meehl & Hathaway (441) | Discussion and evaluation of various response distortion strategies in personality measurement. |
| 1953 | Ghiselli & Barthol (119) | Large-scale review of personality validity in employee selection. |
| 1957 | Owens, Schmacher, & Clark (27) | Examination of a broad battery of measures as predctors of creative behavior |
| 1958 | Eysenck (310) | Validation of a short measure of introversion and extroversion. |
| 1967 | Tucker, Cline, & Schmitt (53) | Development of biodata scale to predict creative behavior |
| 1969 | Owens (53) | Evidence for validity of a job-specific measure of idea production |
| 1970 | Hermans (181) | Developed a new measure of achievement motivation. |
| 1971 | Ash (41) | First publication on integrity testing |
| 1976 | Kirton (1924) | Development of adaptors vs. innovators scale |
| 1984 | Hogan, Hogan, & Busch (438) | First mention of compound personality traits with attention to the criterion aspect to be predicted (nontechnical performance). |
| 1986 | Lord, DeVader, & Alliger (314) | Meta-analysis of relation between personality and leadership perceptions. |
| 1986 | Helmreich, Sawin, & Carsrud (128) | Relations between achievement motivation and job performance increase over time. |
| 1989 | Hogan & Hogan (127) | Measurement of employee reliability |
| 1990 | Hough et al. (432) | Large-scale study of the importance of sorting personality traits in a taxonomy and matching them to targeted criterion components. |
| 1993 | Ones, Viswesvaran, & Schmidt (463) | Meta-analysis of relation between integrity and performance. |
| 1993 | Barrick, Mount, & Strauss (280) | Conscientiousness relates to performance through more proximal motivational variables such as goal-setting. |
| 1994 | Mount, Barrick, & Strauss (156) | First *JAP* paper on the use of other-reports in personality measurement. |
| 1995 | Schmit, Ryan, Stierwalt, & Powell (135) | First *JAP* paper on the contextualized measurement of personality. |
| 1995 | Crant (164) | Proactive personality relates to job performance, even after controlling for the Big Five factors. |
| 1996 | Ones, Viswesvaran, & Reiss (343) | Meta-analytic evidence that social desirability effects in personality measurement represent substance rather than noise. |
| 1997 | Salgado (461) | Meta-analysis of the validity of personality in countries in the European Community. |
| 1997 | Phillips & Gully (235) | Motivational traits such as goal orientation and achievement motivation relate to academic performance via goal-setting. |
| 1998 | Ones & Viswesvaran (83) | Examination of race, gender, and age differences in integrity test scores |
| 1998 | Judge, Erez, & Bono | One of first studies on the concept and outcomes of core self-evaluations. |
| 1999 | Seibert, Crant, & Kraimer (276) | Link between proactive personality and career success |
| 2000 | Hurtz & Donovan (446) | Meta-analysis of the validity of purely Big Five measures in selection. |
| 2001 | George & Zhou (250) | Evidence of links between personality and creative behavior. |
| 2001 | Judge and Bono (618) | Meta-analytic summary of relations between core self-evaluations traits and job performance and satisfaction. |
| 2002 | Barrick, Stewart, & Piotrowski (175) | Test of a process model linking personality and motivation with performance. |
| 2002 | Judge, Bono, Ilies, & Gerhardt (534) | Meta-analysis of relation between personality and leadership. |
| 2002 | Judge, Heller, & Mount (439) | Meta-analysis of relation between personality and job satisfaction. |
| 2002 | Judge & Ilies (298) | The Big Five factors, particularly conscientiousness and neuroticism, are related to more proximal motivational variables such as goal-setting. |
| 2002 | Witt, Burke, Barrick, & Mount (132) | Evidence of interactive effects of FFM traits in predicting performance |
| 2003 | Hogan & Holland (226) | Large-scale test of socioanalytic theory underlying personality. |
| 2003 | Tett & Burnett (330) | Publication of the interactionist trait activation theory in *JAP*. |
| 2003 | Zhou (522) | Interaction between personality and presence of creative coworkers in predicting creative behavior |
| 2004 | Law, Wong, & Song (257) | First article in *JAP* on validating various EI measures |
| 2005 | Bartram (294) | Large-scale test of the importance of predictor-criterion matching in the personality domain |
| 2005 | DeShon & Gillespie (307) | Reviewed goal orientation literature and introduced a new theoretical framework for future research. |
| 2006 | Dudley et al. (294) | Meta-analytic evidence of the value of linking lower FFM facets to narrow criteria. |
| 2006 | Zhao & Seibert (466) | Meta-analysis of link between personality and entrepreneurial status. |
| 2007 | Bing et al. (63) | Measurement of conditional reasoning and its link to CWB |
| 2007 | Berry, Ones, & Sackett (428) | Meta-analysis of relationship between Big 5 and CWB |
| 2007 | Payne, Youngcourt, & Beaubien (404) | Meta-analytic review of goal orientation correlates and outcomes. |
| 2010 | Joseph & Newman (308) | Meta-analytic confirmation of a cascading model of emotional intelligence processes and its links with personality and GMA. |
| 2012 | Van Iddekinge, Roth, Raymark, & Odle-Dusseau (35) | Updated meta-analysis of integrity test relationships with performance and CWB |
| 2012 | O’Boyle, Forsyth, Banks, & McDaniel (62) | Increasing interest in the Dark Triad: narcissism, Machiavellianism, and psychopathy |
| 2013 | Judge, Rodell, Klinger, Simon, & Crawford (56) | First article in *JAP* on a taxonomy of lower-level FFM facets |
| 2015 | Joseph, Jin, Newman, & O’Boyle (21) | Meta-analysis showing the negligible incremental validity of the mixed model of emotional intelligence |

*Note.* Article selection was based on citation counts and perceived historical significance. Citation counts from Google Scholar are in parentheses.

Table A4

*Key Articles on Vocational Interests Published in JAP and Their Major Findings*

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| --- | --- | --- |
| Year | Author | Key findings |
| 1917 | Folsom (6) | First *JAP* article focused on work interests; found that interests appear to play a large role in vocational choice |
| 1932 | Steinmetz (33) | Interest measures are susceptible to faking |
| 1938 | Bills (13) | One of first articles to show a relation between interests and job performance |
| 1951 | Strong (91) | Interests are quite stable over a 22-year period |
| 1958 | Holland (196) | Provides evidence for the validity and reliability of the Vocational Preference Inventory |
| 1962 | Super (94) | Interests are related to, but generally distinct from, work values |
| 1968 | Campbell, Borgen, Eastes, Johansson, & Peterson, (92) | Developed a set of basic interest scales based on occupational titles from Strong Vocational Interest Blank |
| 1968 | Holland (174) | *JAP* monograph that reports on tests of Holland’s theory of vocational choice |
| 1984 | Costa, McCrae, & Holland (445) | Interests are related to, yet distinct from, scores on the NEO Personality Inventory |
| 1990 | Austin & Hanisch (99) | Ability and gender, and to a lesser extent interests and socioeconomic status, predict the types of occupations in which individuals work 13 years later |
| 1993 | Lykken, Bouchard, McGue, & Tellegen (148) | Interests appear to have a strong genetic component (or are influenced by factors that are genetically determined) |
| 2009 | Tay, Drasgow, Rounds, & Williams (37) | Measurement and scoring of interest measures may be improved by using ideal point models |
| 2011 | Van Iddekinge, Putka, & Campbell (70) | Encouraged the field to “reconsider” use of interests for predicting outcomes such as job performance and withdrawal |
| 2011 | Van Iddekinge, Roth, Putka, & Lanivich (57) | Meta-analysis of 141 samples that suggested that interest can predict job performance, training performance, and turnover |

*Note.* Article selection was based on citation counts and perceived historical significance. Citation counts from Google Scholar are in parentheses.