

DARK-SIDE PERSONALITY, HEALTH, AND WORKPLACE STRESS

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INTRODUCTION

Know lots about bright-side personality and health

Know little about dark-side

Machiavellianism and psychopathy → generally bad

Narcissism → generally good

Dark-side more pronounced when stressed

Might be as important as bright-side characteristics

PARTICIPANTS

8-week online study (May to July 2016)

$N = 285$ MTurk respondents

56% female

Mean age = 34.43 years

Reported being employed (full- or part-time)

Pass a validity check for random responding

ASSESSMENTS

Hogan Development Survey (HDS)

Measure of dark-side personality

11 derailers (strengths overused)

Three factors

**Moving
Away**

Excitable
Skeptical
Cautious
Reserved
Leisurely

**Moving
Against**

Bold
Mischievous
Colorful
Imaginative

**Moving
Toward**

Diligent
Dutiful

ASSESSMENTS

SF-36

Quality-of-life measure

8 dimensions

Emotional, physical, social functioning

Fatigue

Pain

General health

Social Readjustment Rating Scale (SRRS)

Used as a life-events checklist

Pulled out work-related items

ANALYSES

Pearson correlations (HDS and SF-36 scales)

Mediation analyses

IVs = HDS scales

DV = SF-36 Fatigue scale

Mediator = ad hoc SRRS workplace stress scale

CORRELATION RESULTS

Moving Away derailers → generally bad

Fatigue (.43)

Emotional well-being (-.46)

Social functioning (-.34)

General health (-.27)

Moving Against derailers → generally good

General health (.22)

Bold (-.27) and Colorful (-.30) negatively related to fatigue

Moving Toward derailers → *n.s.*

MEDIATION RESULTS

Scale	Direct Effect Estimate	Indirect Effect Estimate	Indirect Effect Effect Size
Excitable	2.37*	0.17*	.03
Skeptical	1.06*	0.16*	.03
Cautious	2.77*	0.12*	.02
Reserved	1.55*	0.15*	.02
Leisurely	1.66*	0.29*	.04
Bold	-1.37*	0.13	.02
Mischievous	-0.79*	0.12	.02
Colorful	-1.61*	0.09	.01
Imaginative	-1.14*	0.13	.02
Diligent	0.11	-0.10	.01
Dutiful	0.75	0.11	.02

Note: $N = 285$; * = $p < .05$. DV is SF-36 Fatigue scale scores.

DISCUSSION

Some evidence that dark-side personality is related to health.

Workplace stress may mediate the relationship with the Moving Away derailers.

SF-36 is subjective, quality-of-life based.

Better measures of workplace stress. This variable was only used for availability.



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