



SIGMA Survey for Sales Professionals

(3SP)

Suggested Readings

SUGGESTED READINGS - 3SP¹

The SIGMA Survey for Sales Professionals (3SP) scales are based on the scales derived from our highly regarded and well-researched personality assessments. A selection of research references are provided below that relate to the 3SP.

Sales and Job Performance

- Ashton, M. C. (1998). Personality and job performance: The importance of narrow traits. *Journal of Organizational Behavior*, 19(3), 289-303.
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- Gellatly, I. R. (1996). Conscientiousness and task performance: Test of cognitive process model. *Journal of Applied Psychology*, 81(5), 474- 482.
- Goffin, R. D., Rothstein, M. G., & Johnston, N. G. (2000). Predicting job performance using personality constructs: Are personality tests created equal? In R. D. Goffin & E. Helmes (Eds.), *Problems and solutions in human assessment: Honoring Douglas N. Jackson at seventy* (pp. 249- 264). Norwell, MA: Kluwer Academic.
- Mikulay, S. M., & Goffin, R. D. (1998). Measuring and predicting counterproductivity in the laboratory using integrity and personality testing. *Educational and Psychological Measurement*, 58(5), 768-790.
- Riemann, R., & Schumacher, F. J. (1996). Zur Validitaet der Deutschen Personality Research Form: Vorhersage des Verkaufserfolges von Au_Sendienstmitarbeitern. / Validation of the Personality Research Form: Predicting success of insurance salespersons. *Zeitschrift fuer Differentielle und Diagnostische Psychologie*, 17(1), 4 -13.
- Roberts, B. W., Chernyshenko, O. S., Stark, S., & Goldberg, L. R. (2005). The Structure of Conscientiousness: An Empirical Investigation Based on Seven Major Personality Questionnaires. *Personnel Psychology*, 58(1), 103-139.
- Stone, E. F., Mowday, R. T., & Porter, L. W. (1977). Higher order need strengths as moderators of the job scope job satisfaction relationship. *Journal of Applied Psychology*, 62(4), 466-471.
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- Tett, R. P., & Murphy, P. J. (2002). Personality and situations in co-worker preference: Similarity and complementarity in worker compatibility. *Journal of Business & Psychology*, 17(2), 223-243.
- Wright, P. M., Kacmar, K. M., McMahan, G. C., & Deleeuw, K. (1995). Cognitive ability as a moderator of the relationship between personality and job performance. *Journal of Management*, 21(6), 1129-1139.

Employee Selection

- Durivage, A., St. Martin, J., & Barrette, J. (1996). Intelligence pratique ou traditionnelle: Que mesure l'entrevue structuree situationnelle? / Practical or traditional intelligence: What does the situational interview measure? *European Review of Applied Psychology/Revue Europeenne de Psychologie Appliquée*, 45, 171-179.
- Holden, R. R., Wood, L. L., & Tomashewski, L. (2001). Do response time limitations counteract the effect of faking on personality inventory validity? *Journal of Personality and Social Psychology*, 81(1), 160 –169.
- Jackson, D. N., Peacock, A. C., & Smith, J. P. (1980). Impressions of personality in the employment interview. *Journal of Personality and Social Psychology*, 39(2), 294-307.
- Lamont, L. M., & Lundstrom, W. J. (1977). Identifying successful industrial salesmen by personality and personal characteristics. *Journal of Marketing Research*, 14(4), 517-529.
- Mikulay, S. M., & Goffin, R. D. (1998). Measuring and predicting counterproductivity in the laboratory using integrity and personality testing. *Educational and Psychological Measurement*, 58(5), 768-790.
- Skinner, H. A., & Jackson, D. N. (1977). The missing person in personnel classification: A tale of two models. *Canadian Journal of Behavioral Science*, 9(2), 147-160.