



# SIGMA Survey for Sales Professionals (3SP)

## Suggested Readings

## SUGGESTED READINGS - 3SP<sup>1</sup>

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.
- Bagozzi, R. P. (1978). Sales force performance and satisfaction as a function of individual difference, interpersonal, and situational factors. Journal of Marketing Research, 15(4), 517-531.
- Day, D. V., & Silverman, S. B. (1989). Personality and job performance: Evidence of incremental validity. Personnel Psychology, 42(1), 25-36.
- 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.
- Tett, R. P., & Jackson, D. N. (1990). Organization and personality correlates of participative behaviours using an in basket exercise. Journal of Occupational Psychology, 63(2), 175-188.

---

<sup>1</sup> Updated April 2012

- Tett, R. P., Steele, J. R., & Beauregard, R. S. (2003). Broad and narrow measures on both sides of the personality-job performance relationship. Journal of Organizational Behavior, 24(3), 335-356.
- 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.