

Table 1

Validities of Common Medical Procedures

Procedure	r	N
Coronary bypass surgery and 5 year survival	.08	2,649
Smoking and lung cancer within 25 years	.08	3,956
Antihistamines and reduced snort and sneezing	.11	1,023
Effect of ibuprofen on pain reduction	.14	8,488
Effects of Viagra on headaches & flushing	.25	861
Viagra and improved sexual functioning	.38	779
Height and weight of U.S. adults	.44	16,948

Table 2

Validity of Other Assessments for Predicting Overall Job Performance

<u>Predictor</u>	<u>Mean r</u>
Conscientiousness Tests	.18
Integrity Tests	.21
Structured Interviews	.18
Unstructured Interviews	.11
Situational Judgment Tests	.26
Biodata	.26
General Mental Ability	.21

Note: These correlations are uncorrected, observed score correlations

Table 3

Meta-analysis of the Relationship between Big Five Personality Dimensions and Leadership

<u>Dimension</u>	<u>Average</u>			<u><i>p</i></u>
	<u>k</u>	<u>N</u>	<u>r</u>	
Neuroticism	48	8,025	-.17	-.24
Extraversion	60	11,705	.22	.31
Openness	37	7,221	.16	.24
Agreeableness	42	9,801	.06	.08
Conscientiousness	35	7,510	.20	.28

Note: k = Number of correlations, *p* = corrected correlation

Table 4
Summary of Hogan and Holland Results

HPI Scale	k	N	r	<i>p</i>
Adjustment	24	2,573	.25	.43
Ambition	28	3,698	.20	.34
Sociability	NA	NA	NA	NA
Likeability	17	2,500	.18	.36
Prudence	26	3,379	.22	.36
Intellectance	7	1,190	.20	.34
School Success	9	1,366	.15	NA