Personality and the attainment of power: Self- and coworker ratings (#27027)

Created: 08/22/2019 08:30 AM (PT)
Public: 08/06/2020 09:40 AM (PT)

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1) Have any data been collected for this study already?
It's complicated. We have already collected some data but explain in Question 8 why readers may consider this a valid pre-registration nevertheless.

2) What's the main question being asked or hypothesis being tested in this study?
This preregistration follows up on a prior preregistration titled "Personality and power in work organizations – coworker rating study" (#19307), which includes further details about our methods. This study examines whether and why disagreeable individuals (i.e., those low in agreeableness) might be more likely to achieve power in their workplace, as compared to agreeable individuals. This preregistration focuses on analyses that will test hypotheses, or "results" analyses (building on the prior preregistration, which focused on "methods" analyses).

3) Describe the key dependent variable(s) specifying how they will be measured.
The key dependent variable is the power participants have attained in their work organization, measured with self-report and coworker-ratings of the power they hold in their department, as well as in their organization as a whole; and their self-reported level in their organization's hierarchy.

4) How many and which conditions will participants be assigned to?
Participants will not be assigned to a condition – this is not an experiment. The key independent variable is agreeableness and its facets at Time 1 (measured with the BFI) and Time 2 (measured with the BFI and its facets, and three facets of the NEO – compliance, trust, and modesty).

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.
Correlation and multiple regression analyses.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.
A priori we will not exclude any participants. However, we will conduct moderation analyses on company size and conduct analyses on a restricted sample that excludes: stay-at-home parents, the self-employed, those who work in a very small organization (i.e., 5 or fewer employees), or work in an occupation with no clear power structure (e.g., school teacher or university professor).

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.
We successfully recruited 214 participants who: a) completed personality measures at Time 1, b) provided a self-report survey at Time 2, and c) had at least two coworkers provide ratings of them at Time 2.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)
We have preregistered and then conducted "methods" analyses. This preregistration is for hypothesis tests that we have not yet begun. Rather than test one directional hypothesis, we will test whether disagreeableness has a positive, negative, or curvilinear effect on power. We will also test whether only some facets of the (dis)agreeableness factor predict power, such as modesty or compliance. And we will test whether the effects of disagreeableness on power depend on:
1. Self-reported organizational culture, such that it only helps individuals attain power in cultures characterized as political, selfish, harsh, mean, etc.
2. Company size, such that it only helps individuals attain power in larger companies
3. Industry, such that it only helps individuals attain power in industries with more political, cutthroat environments (e.g., investment banking)
4. Whether the individual changes jobs frequently
5. Individual differences in: gender, assertiveness, or cognitive ability (as measured with SAT scores, for example)