

## SCIENTIFIC EVENT

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# **Professor Filip De Fruyt, President of the European Association of Personality Psychology and Fellow of the Society for Industrial and Organizational Psychology, in Romania, 23-25 May 2016, Bucharest**

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Professor Filip De Fruyt visited Romania between the 23rd and 25th of May, at the invitation of the Center for Psychosociology of the Romanian Ministry of Internal Affairs, to participate in a series of professional and academic events.

Filip de Fruyt is senior full professor in Differential Psychology and Personality Assessment at Ghent University, Belgium, president of the European Association of Personality Psychology (EAPP), and was Director of Studies of the Faculty of Psychology and Educational Sciences at Ghent University (2009 - 2014). He published more than 150 research papers and chapters in a broad range of leading academic journals and is consulting editor for different international journals in the domains of personality, clinical-psychiatric, and industrial and organizational psychology. His outstanding contributions to industrial and organizational and differential psychology have been internationally acknowledged as Prof. De Fruyt was recently elected fellow of the Society for Industrial and Organizational Psychology (SIOP) and chair holder of the Ayrton Senna Institute Chair installed at Ghent University. Prof. De Fruyt is consulted by national and international profit and non-

profit organizations for advice and training on personnel selection, development and staffing problems and the assessment of social-emotional skills in education.

First in the series of planned lectures, on May 23, Prof. De Fruyt gave a talk on „*Current challenges in leadership assessment and development*”. The event was hosted by the Centre for Psychosociology of the Romanian Ministry of Internal Affairs and was attended by psychologists who represented psychological services of institutions within the Ministry of Internal Affairs (e.g. Police, Gendarmerie, Border Police), but also of other Romanian institutions in the field of defence, public order and national security: Ministry of Defence, Romanian Intelligence Service, Protection and Guard Service, the Special Telecommunications Service. Also, representatives of the Romanian Board of Psychologists and of the Romanian Association of Psychology Applied to National Security Field participated.

Professor De Fruyt addressed a number of challenges in leadership assessment and development (e.g. the focus on the person of the leader versus focus on subordinates, focus on the bright side versus focus on the dark side

of leadership, focus on charisma versus focus on doing the job, focus on linear effects). In his talk and the follow-up discussion, Professor De Fruyt also offered some alternative perspectives to the highlighted issues from the current leadership literature, based on recent research and illustrated them with examples from professional field and business life.

The second talk was hosted by the University of Bucharest. The event represented a unique opportunity for psychology students to meet a prominent scholar and to attend Prof. De Fruyt's lecture on „*Current challenges in leadership assessment and development*”.

Human resources practitioners had the opportunity to meet Prof. De Fruyt on May 24, at an event organized by Arthur Hunt, an international executive search and human resources consulting company. In his talk and follow-up discussion Prof. De Fruyt covered new strategies for talent management and discussed the nature and magnitude of generational differences.

On the 25th of May Prof. De Fruyt was keynote speaker at the conference organized by the General Inspectorate of Romanian Police „PSIMPOL IX”. His keynote *Assessing the dark side of personality in selection and career development psychology. Multiple lights on the dark side of personality* addressed a topic that receives increasing attention both in the human resources field, in particular

among selection and development practitioners, and in the industrial/organizational literature. In his talk, Prof. De Fruyt overviewed different models and approaches to dark personality relevant for selection and career development assessment. Major findings and recent advances regarding the role (e.g. dark traits role in predicting career outcomes, intelligence, and creativity; dark traits considered as strength and dark traits as weaknesses; dark traits associations to a cross-informant operationalization of dysfunctional work behavior) and assessment of dark traits at work (e.g., dark traits descriptions in terms of facets of the FFM, considering DSM –5 trait model in the way maladaptive personality is conceptualized and measured at work) were discussed. The keynote reviewed part of the research that had been conducted at Ghent University, which has important contribution to the knowledge base on this subject. De Fruyt illustrated the key points with examples from professional practice.

As a round-up of this intensive lecture series, we can conclude that Prof. De Fruyt, a distinguished scholar, provided a diverse set of lectures, well-aligned to specific audiences, covering subjects useful for both academics, practitioners and policy makers. These different events will have contributed to advance more evidence-based human resources practices in Romania.