



ECP20

EUROPEAN ASSOCIATION OF
PERSONALITY PSYCHOLOGY

European Association of Personality Psychology

eapp

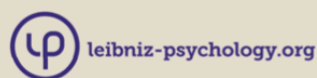
MADRID

12th - 15th JULY 2022

BOOK OF ABSTRACTS



 **HOGAN**



HOST UNIVERSITY:



ORGANIZED BY:



Table Of Contents

Welcome Notes

Keynotes Speakers

Invited Symposium

Submitted Symposium

Paper Presentation

Welcome Notes

Dear Colleagues,

On Behalf of the Organizing Committee, I welcome all attendees to Madrid and to our University. We hope that ECP20 will cover all your expectations maintaining the high-quality standards that previous conferences had. We are convinced that this conference will give you the opportunity to discover latest scientific advances in Personality Psychology and will help researchers to establish new links and relationships that will help them in the development of their research.

We hope you could enjoy our hospitality and our city, one of the best in the world. The pandemic has caused great problems around us in many different areas, work, family... We all hope that it ends as soon as possible and that we can return to normal life. We would like to thank all the attendees for their patience and effort to come to Madrid in 2022 after having had to cancel the conference in 2020. Personally I would like to especially thanks the Executive Committee of the EAPP for all the support and collaboration they have given us to be able to hold the conference.

In Madrid we will have an exciting program that will allow members to reflect upon and celebrate our past accomplishments, renew friendships and create new networks. We're looking forward to an excellent meeting and we hope that you will have a productive and fun time at this very special conference.

I will see you soon in Madrid!

Warmest regards,

Dr. Óscar García

Chair ECP20

Keynotes Speakers

Barbara de Clercq

From the Unknown towards Indicated Prevention: How Personality Dimensions Became Key Players in the Developmental Field of Personality Disorders.

Barbara De Clercq obtained her PhD in 2006 and holds a position as Associate Professor in personality psychology at the Department of Developmental, Personality and Social Psychology of Ghent University (Belgium). Her research is situated in the field of developmental personality psychology and mainly focuses on the assessment, development and dimensional structure of personality pathology from childhood onwards. She developed and validated an age-specific instrument for describing early manifestations of personality pathology, which has been internationally endorsed by seminal people in the field and empirically connects with the Five-Factor Model and the dimensional DSM-5 trait model of personality disorders.

Her work also focuses on transactional processes between child and environmental factors that contribute to the development, maintenance and outcome of personality pathology throughout childhood and adolescence, and further advocates the role of individual differences in various childhood outcomes. At Ghent University, she teaches courses in the field of personality psychology, individual coaching, and primary pediatric mental health care. She was the primary organizer of an international expert meeting in 2016 on recent trends in the assessment of personality and their translational value toward clinical, applied and educational settings, funded by the European Association of Personality Psychology. She is also an active member of the Global Alliance for the Prevention of Borderline Personality Disorder (GAP), and participates in the international HiTOP consortium.

She has been Associate Editor of Psychological Assessment, and is currently an editorial board member for Assessment and the Journal of Personality Disorders. Besides the academic work, she completed her psychotherapeutic training in 2007 and has combined the academic work with clinical work at the department of pediatrics for 8 years. Since 2017, she is one of the members of a multidisciplinary unit on early temperamental dysregulation problems in infants, where a transactional approach of parent-child dynamics forms the cornerstone of the treatment.

Markus Jokela

Personality in Place: Progress in Geographical Psychology

Markus Jokela is a professor of psychology at the University of Helsinki, Finland. His research on personality has focused on associations between individual differences and demographic and health outcomes, including mortality, migration, and fertility. Much of his research is based on data pooled across multiple longitudinal cohort studies. Jokela has been a visiting fellow at the University of Cambridge and University College London. He holds a PhD in psychology from University of Helsinki, and a PhD in epidemiology and public health from University College London.

Verónica Benet-Martínez

(Multi) Cultural Selves & Minds: Personality and Socio-Cognitive Perspectives. Verónica Benet-Martínez is an ICREA[i] Professor in the Department of Social and Political Sciences at Universitat Pompeu Fabra (UPF), Barcelona, Spain. She is an internationally renowned leader in the study of culture and social-personality processes, particularly those pertaining to acculturation and intercultural/multicultural experiences. Before joining UPF, she held faculty positions in the psychology departments of the University of California (Riverside) and the University of Michigan (Ann Arbor), and was a funded Postdoctoral Fellow at the University of California (Berkeley). She obtained a BS in psychology from Universitat Autònoma de Barcelona, a Ph.D. in Social-Personality Psychology from the University of California (Davis). She is an appointed Fellow of the Society for Personality and Social Psychology (SPSP), was an associate editor for the Journal of Personality and Social Psychology (2009-2015), and has been an editorial board member for several top-tier journals in personality, social, and cultural psychology. She most recently published the “Oxford Handbook of Multicultural Identity.” Her work has been funded by grants from the U.S., Spain, and the European Commission, and recognized by awards from SPSP (2019 Ed and Carol Diener Award for Outstanding Mid-Career Contributions in Personality Psychology) and APA’s divisions 9 and 52 (International Psychology Ursula Gielen Global Psychology award).

[i] Catalan Institute for Advanced Research & Studies

Jérôme Rossier

Relevance of considering personality in career development and guidance processes.

Jérôme Rossier studied psychology at the University of Lausanne and at the Catholic University of Louvain, Belgium. After work experiences at the Academy of Sciences of the Czech Republic, at the National Institute of Health, United-States, and at the University of Fribourg, Switzerland, he is currently full professor of vocational and counseling psychology at the Institute of Psychology of the University of Lausanne. He is the editor of the International Journal for Educational and Vocational Guidance and member of several editorial boards of scientific journals such as the Journal of Vocational Behavior or the Journal of Research in Personality. His teaching areas and research interests include counseling, personality, psychological assessment, and cross-cultural psychology. He published more than 180 scientific articles and book chapters and co-edited in 2015 the Handbook of life design: From practice to theory and from theory to practice. He participated actively to many international research projects, such as the personality across culture research or the international career adaptability project. He is currently member of the Psychological and educational sciences evaluation panel of the Swiss National Science Foundation (SNF) and of the Scientific advisory committee for VET research of the Swiss State secretariat for education, research and innovation (SERI), of the Federal department of economic affairs, education and research (EAER).

Sonja Lyubomirsky

Whither Happiness? When, How, and Why might Positive Activities Boost vs. Undermine Well-Being.

Sonja Lyubomirsky (A.B., summa cum laude, Harvard; PhD, social psychology, Stanford) is Distinguished Professor and Vice Chair of Psychology at the University of California, Riverside and author of *The How of Happiness* and *The Myths of Happiness*, translated in 36 countries. Lyubomirsky's teaching has been recognized with the Faculty of the Year (twice) and Faculty Mentor of the Year Awards. Her research – on the possibility of lastingly increasing happiness – has received many honors, including the Diener Award for Outstanding Midcareer Contributions in Personality Psychology, the Christopher J. Peterson Gold Medal, the Distinguished Research Lecturer Award, and a Positive Psychology Prize. Lyubomirsky lives in Santa Monica, California, with her family.

Invited Symposium

Big Data

Gabriela Harari¹, Peggy Kern², Ryan Boyd³, Sonja Schmer-Galunder⁴, Michal Kosinski⁵

Organisation(s): 1: Stanford University; 2: The University of Melbourne; 3: Lancaster University; 4: Smart Information Flow Technologies; 5: Stanford University

An increasing proportion of human activities such as social interactions, entertainment, shopping, and information gathering are now mediated by digital devices and services. Such activities can be easily recorded, leading to the emergence of Big Social Data. A growing body of research demonstrates that Big Social Data can be used to study psychological mechanisms and accurately predict people's traits, preferences, and future behavior. We will focus on how personality is manifested in digital footprints; how personality gleaned from digital footprints can be used to align people with occupations; how bias in computational models can be studied to boost our understanding of gender and racial biases; and how Big Social Data urges us to rethink the concept of personality. We will encourage complementing self-reports with Big Social Data and discuss related ethical considerations.

Sensing the Behavioral Manifestation of Personality in Daily Life - Gabriella M. Harari

People around the world own digital media devices (e.g., smartphones, wearables, and smart home appliances) that mediate and are in close proximity to their everyday behaviors and contexts. These devices contain mobile sensors and metadata logs that can be collected to obtain fine-grained records of personality-relevant information. In this talk, I will present findings from a large-scale study to show how smartphones can be harnessed to understand and assess individual differences in everyday behavioral patterns (e.g., stability and variability in social behaviors). I will conclude with a discussion of some of the core opportunities and considerations for personality-sensing research, and point to how sensing approaches will transform our understanding of the behavioral manifestation of personality in the context of people's natural lives.

Occupational Match Making: Aligning People and Occupations Based on Personality Characteristics Predicted from Social Media - Peggy Kern

Scholars and practitioners have long suggested that work is more likely to be enjoyable and beneficial to individuals and society when there is congruence between a person and their occupation. Using linguistic information

unobtrusively collected from 128,279 Twitter users representing 3,513 occupations, we automatically assessed personality characteristics. Using machine learning techniques, we created a data-driven vocations map, which identified jobs that cluster together, based on the traits and values of people that currently are employed within those occupations. Occupations tended to have different personality profiles, and the system could successfully predict a person's occupation with over 70 percent accuracy. Findings suggest that we leave behind digital fingerprints online, which creates the possibility for a modern approach to matching one's personality and occupation with an excellent accuracy rate. Yet it also raises important questions around the implications of personality-informed big data studies for real world applications.

The Personality Panorama: Personality and Big Behavioral Data - Ryan Boyd

Personality psychology has long been grounded in data typologies, particularly in the delineation of behavioral, life outcome, informant-report, and self-report (BLIS) sources of data from one another. Such data typologies are becoming obsolete in the face of new methods, technologies, and data philosophies. In this talk, I discuss personality psychology's historical thinking about data, modern data theory's place in personality psychology, and several qualities of big data that urge a rethinking of personality itself. I call for a move away from self-report questionnaires and a reprioritization of the study of behavior within personality science. With big data and behavioral assessment, we have the potential to witness the confluence of situated, seamlessly interacting psychological processes—forming an inclusive, dynamic, and multi-angle view of personality. However, big behavioral data goes hand in hand with important ethical considerations, and our emerging ability to create a “personality panopticon” requires careful and thoughtful navigation.

Studying Bias in Language Models to Understand the Socio-Cultural Context of Gender Stereotypes - Sonja Schmer-Galunder

Biases in machine-learning models (e.g., racial and gender), arising primarily from training data, are a source of concern and inspired much research on how to de-bias models and training data. On the other hand, such biases reveal cultural differences embedded in training text corpora. Here, we show how studying bias can boost our understanding of the sociocultural context of gender stereotypes and explain the asymmetrical valuations of the sexes across a range of cultures. We show how gender bias reflects social and cultural experiences by relating them to explicit outcomes (i.e., measurable, statistical behaviors of a culture); explicit values (e.g., survey results); and subjective status reports (e.g., app data). We aim to show how traditional qualitative approaches within fields like sociology and social anthropology can be enhanced with computational methods, and illustrate the importance of theory in data interpretation.

Ambition and the Limits of the FFM

Robert Hogan

Organisation: Hogan Assessments, United States of America

Personality psychology has adopted the five-factor model as its paradigm. The FFM provides a common vocabulary for research, but creates some pronounced biases by ignoring important aspects of personality associated with career success. Specifically, the FFM cannot account for Ambition--the psychological force that makes the world go around. This symposium demonstrates why this is a problem for applied personality research and offers some solutions.

Marvin Zuckerman

Zsuzsanna Kövi¹, Zsuzsanna Mirnics¹, Luis F. García², Montserrat Gomà-i-Freixanet³, Joseph Glicksohn⁴, Revital Naor-Ziv⁴

Organisation(s): 1: Károli Gáspár University, Hungary; 2: Universidad Autónoma de Madrid, Institut of Biomedical Research of Lleida, Spain; 3: Autonomous University of Barcelona, Spain; 4: Bar-Ilan University, Israel

Marvin Zuckerman was a major figure in personality psychology, well known for his research on the trait of sensation seeking, with which he was identified. His development of an Alternative Five personality space, his books on the psychobiology of personality, and his influence on various international scholars of personality are all parts of the legacy he has left us. In this symposium in his memory, a number of these scholars will present the fruits of some recent work, which has been influenced by Marvin at various levels, and especially that concerned with implementing and understanding the Alternative Five personality space, but also with the relationship between sensation seeking and both prosocial and antisocial risk-taking.

Zuckerman's Model of Personality and Connectedness to Nature - Zsuzsanna Kövi, Wei Wang, Zsuzsanna Mirnics, Zsuzsanna Tanyi, Dóra Kovács, Andrea Ferenczi, Edit Jakubovits, Veronika Mészáros

The aim of the study was to examine the link between personality and connectedness to nature. Ecopsychologists have unfolded many positive environmental benefits of nature relatedness. We aimed to examine if environmental variables are also linked to psychobiologically based personality dimensions. Our cross-cultural study consisted of 630 Chinese and 734 Hungarian participants. Our questionnaires included Connectedness to Nature Scale and Zuckerman-Kuhlman-Aluja Personality Questionnaire and we applied regression analyses. Regression analyses revealed that work energy, thrill and adventure seeking, positive emotions, experience seeking and work compulsion were linked to connectedness to nature of Chinese individuals.

Among Hungarians, positive emotions, general activity and low hostility were linked to connectedness to nature. People who are more connected to nature and more inclined to have positive emotions and to be more active in both cultures.

Early Maladaptive Schemas and the Alternative Five - Zsuzsanna Mirnics, Zsuzsanna Kövi, and Andrea Bálint

The Alternative Five model of personality is based on the assumption that basic personality traits are those with a strong biological and evolutionary basis. Our study was focused on analyzing the relationship between temperament-based traits in the Alternative Five and early maladaptive schemas, as temperament can be a significant vulnerability factor for some early maladaptive schema domains. We studied 1200 volunteers using a battery that included the ZKA-PQ/SF measuring the Alternative Five. Stepwise regression was used to predict schema groups from the Alternative Five dimensions. Neuroticism predicted about 30-40% of the variance. The second best predictor was Activity (5-10% of the variance). The Impaired Limits domain (domain 3) was predicted primarily by Aggression and Sensation Seeking. Neuroticism may be a crucial vulnerability factor underlying early maladaptive schemas; and it is also feasible that Sensation Seeking and Aggression play a role in the process of parental limit-setting and development of self-control.

Twenty-five Years of Research using the Theoretical Framework of Marvin Zuckerman - Luis F. García, Óscar García and Anton Aluja

The work of Marvin Zuckerman is well-known in Psychology and in Spain. Our team has been working for about twenty-five years using Zuckerman's personality model of the Alternative Five, and collecting samples of thousands of subjects. This enormous task has shown the structural soundness of Zuckerman's model, its invariance across different languages and countries, the accuracy of his biological models, as well as its practical utility predicting behavioural outcomes as, for instance, predisposition to personality disorders. It has also produced a long-list of psychometric instruments to be used for researchers, such as the more recent ZKA-PQ (Zuckerman-Kuhlman-Aluja Personality Questionnaire). All this research program supports the idea that Marvin Zuckerman established a rich and comprehensive theoretical framework about measurement, structure, biological basis and practical correlates of personality.

Sensation Seeking, Impulsivity and Risk Taking- Montserrat Gomà-i-Freixanet

In this presentation, we are going to talk about the domain of Impulsivity-Sensation-Seeking-Unsocialized-Behaviour as defined by Marvin Zuckerman, and the broad concept of risk-taking. Because the term risk-taking does not have a unitary meaning and interpretation, we are going to address this term in

a broad spectrum ranging from activities that entail risk for health to activities that are life threatening. We are going to describe studies on risky sports, prosociality versus antisociality, alcohol consumption, drug abuse, and pathological gambling. Implications of these findings for the applied fields will be discussed, including personal selection and prediction of therapeutic outcomes. The knowledge provided by the study of individual differences may help us to apply specific strategies and tailor protocols to suit individual needs and vulnerabilities providing additional tools to manage risk-taking behaviours.

ZKA-PQ Personality Space, the Radex, and the Dark Triad - Joseph Glicksohn, Revital Naor-Ziv and Anton Aluja

The “Alternative Big Five”, promoted by Marvin Zuckerman, namely the dimensions of Extraversion, Neuroticism, Activity, Sensation Seeking and Aggressiveness, comprise a multidimensional personality space, the ZKA-PQ space. As we shall show in this talk, the structure of this space is a radex, the circular ordering being Activity, Extraversion, Sensation Seeking, Aggressiveness, and Neuroticism. Is this structure preserved on entering the Dark Triad traits of Psychopathy, Machiavellianism, and Narcissism into the analysis? Are these traits clearly recognizable within this personality space? Two hundred and eighty-nine individuals completed the ZKA-PQ/SF and SD3 questionnaires. The radex is preserved, with Psychopathy and Machiavellianism being in closer proximity in the Aggressiveness region; the rays of the radex, emanating from their common origin is the locus for Narcissism.

Individual differences in values and political individual/group behavior

Eldad Davidov^{1,2}, Ann-Kathrin Reinl¹¹, James Dennison^{4,5,6}, Daniel Seddig^{1,13}, Yael Naveh-Kedem⁷, Noga Sverdlík⁷, Hermann Dülmer¹, Shalom Schwartz⁸, Jan Cieciuch^{2,3}, Peter Schmidt⁹, Fumiko Kano Glückstad¹⁰, Mikkel N. Schmidt¹², Morten Mørup¹², Kristoffer Jon Albers¹², Jan Michael Bauer¹⁰

Organisation(s): 1: University of Cologne, Cologne, Germany; 2: University of Zurich, Zurich, Switzerland; 3: Cardinal Stefan Wyszyński University; Warsaw, Poland; 4: European University Institute, Florence, Italy; 5: Harvard University, USA; 6: University of Stockholm, Stockholm, Sweden; 7: Ben-Gurion University of the Negev, Beer Sheva, Israel; 8: Hebrew University in Jerusalem, Jerusalem, Israel; 9: University of Giessen, Giessen, Germany; 10: Copenhagen Business School; 11: Ludwig-Maximilians-Universität München; 12: Technical University of Denmark, Kongens Lyngby; 13: University of Münster, Germany

The symposium includes five studies which investigate individual differences in human values and political individual/group behavior. The first examines whether human values explain attitudes toward the European Union and the British vote to exit the EU using recent British survey data from the European Social Survey (ESS). The second study uses field studies to explore if existential threats explain changes in prosocial values as a function of political orientation. The third investigates the country-level and uses data from multiple countries and time points from the ESS to assess their adequacy to measure cultural values. Finally, the fourth study examines a new clustering approach and applies it on measures on the importance of values attributed by respondents.

Values, attitudes and public preferences for an EU-wide social benefit scheme -
Ann-Kathrin Reinl, James Dennison, Daniel Seddig and Eldad Davidov

Studies on solidarity in the EU have shown that it is mainly dispositions like citizens' political left-right orientation, EU identity, and support for European integration which drive preferences for or against EU-wide solidarity policies. Recent research on public support for EU membership highlights the importance of basic human values in citizens' voting decisions in favor or against leaving the EU. The current study combines these two approaches by drawing on both attitudes toward the EU and Schwartz's basic human values to examine public endorsement for introducing an EU-wide social benefit scheme. We examine if citizens' basic human values have a) a direct effect on supporting an EU-wide social benefit scheme and b) if citizens' attitudes mediate this relationship. To empirically test these assumptions, we analyze data from the European Social Survey collected in 2016/2017 by means of multigroup structural equation modeling.

Changing values to remain eternal: Political orientations and individual differences in value change following an existential threat - Yael Naveh-Kedem and Noga Sverdlik

In four studies, we explored the role of existential threats in explaining changes in prosocial values as a function of political orientation (PO). Drawing on Schwartz's Value theory and Terror Management theory, we suggest that following an actual or hypothetical threat, values focusing on the welfare of humanity and nature (i.e., universalism), would decrease or increase in importance depending on PO, and values focusing on the welfare of close people (i.e., benevolence), would increase in importance regardless of PO. We will present the results of two experiments where we manipulated mortality salience (N=54; N=272) and two field studies conducted in the context of a military operation (N=105), and a long-term exposure to rocket attacks (N~600, we are still collecting the data). The idea that defense mechanisms triggered by

existential threats can explain different patterns of change in prosocial values will be discussed in light of these results.

Modeling and testing Schwartz's cultural value orientations in Europe with the European Social Survey – Hermann Dülmer, Shalom Schwartz, Jan Cieciuch, Eldad Davidov and Peter Schmidt

Schwartz developed in 2006 a theory of seven cultural value orientations that form three cultural value dimensions: harmony, embeddedness, hierarchy, mastery, affective autonomy, intellectual autonomy, and egalitarianism. It is suggested that they allow differentiating between cultures. The current study examines whether ESS data are adequate to measure these values. For the empirical analysis we apply two methods, multidimensional scaling (MDS) and multilevel confirmatory factor analysis (MLCFA), and data from six rounds (2-7 from 2004-2015) of the ESS. The results of both methods are largely similar. The values mastery and hierarchy were reversed in the MDS analysis. The MLCFA required unifying two pairs of cultural values, because they correlated too highly with each other: mastery and hierarchy, and affective and intellectual autonomy. External validation with political country-level variables supported the measures' content. Thus, findings provided a general support for the theory.

Latent Profile Analysis of Human Values? - Fumiko Kano Glückstad, Mikkel N. Schmidt, Daniel Seddig, Eldad Davidov, Morten Mørup, Kristoffer Jon Albers and Jan Michael Bauer

Latent Profile Analysis (LPA) is a method to extract homogeneous clusters characterized by a common response profile. Previous works employing LPA to human value segmentation tend to select a small number of moderately homogeneous clusters based on model selection criteria such as Akaike information criterion, Bayesian information criterion and Entropy. The question is whether a small number of clusters is all that can be gleaned from the data. While some studies have carefully compared different statistical model selection criteria, there are currently no established criteria to assess if an increased number of clusters generates meaningful theoretical insights. This article examines the content and meaningfulness of the clusters extracted using two algorithms: Variational Bayesian LPA and Maximum Likelihood LPA. For both methods, our results point towards eight as the optimal number of clusters for characterizing distinctive Schwartz value typologies that generate meaningful insights and predict several external variables.

New Directions in Personality Development Research

Wiebke Bleidorn

Organisation(s): University of Zurich, Switzerland

Once a niche topic, personality development has become one of the most widely studied phenomena in personality science. This symposium presents cutting-edge research on lifespan personality development by five early career researchers. Buecker presents the results of a propensity-score matched study on the longitudinal associations between life events and loneliness. Bühler integrates research on personality-relationship transactions across the lifespan. Thielman examines the effects of personality feedback on immoral personality aspects, Nissen tests the effects of study abroad on a variety of personality characteristics, and Beck uses multi-wave survey and experience-sampling data to test whether properties of idiographic personality structure can inform between-person personality change. Together, these studies showcase innovative research designs and new methodological impulses to advance our understanding of the sources, processes, and consequences of personality development across the lifespan.

A Propensity-Score Matched Study of Changes in Loneliness Surrounding Major Life Events - Susanne Buecker, Jaap J. A. Denissen and Maike Luhmann

Major life events are often discussed as triggers of loneliness. However, longitudinal studies investigating changes in loneliness surrounding these events are lacking. This preregistered study investigated the associations between various family- and work-related major life events and changes in loneliness, using propensity-score matched data from a nationally representative longitudinal study. We found immediate and long-lasting increases in loneliness after the transition into parenthood, marital separation, widowhood, but also after a job loss. Further gradual changes in loneliness were found after marriage, marital separation, and job loss. On average, transition into paid employment, reemployment after unemployment, retirement, and cohabitation did not trigger changes in loneliness. For some events, we found that event-related loneliness trajectories differed between individuals who experienced an event at an average age and individuals who experienced an event younger or older than average. Overall, this study emphasizes the importance of major life events as triggers of loneliness.

Personality Development and Relationship Events Across Adulthood - Janina Larissa Bühler, Marcus Mund, Franz J. Neyer and Cornelia Wrzus

People experience different relationship events across adulthood (e.g., marriage), and relationship events predict changes in personality traits (i.e., socialization effects). However, inconsistency still exists as to how relationship

events systematically predict personality change. Therefore, the goal of this study was to provide a theoretical and empirical overview of the linkages between relationship events and personality change. Moreover, we argue that the observed inconsistency in socialization effects may be driven by age-differential effects. To test our hypotheses, we used data from three nationally representative samples (SOEP, HILDA, BHPS; N = 25,973), computed latent growth models, and meta-analytically synthesized the study-level effects. Our results suggest a more consistent pattern for socialization effects with gain-based events, compared to loss-based events, but no systematic age-differential effects. The findings point to the need to further examine individual-level factors than are responsible for socialization effects, such as intra-individual differences in how people cope with loss-based events.

How personality feedback shapes goals to change on the dark core of personality - Isabel Thielmann, Morten Moshagen, Benjamin E. Hilbig and Ingo Zettler

Most people have goals to change their personality: They want to increase in socially desirable traits that they lack. However, for moral traits in particular, people do usually not see a need to change for the better, simply because they overestimate their own trait morality. Fortunately, this can be healed through personality feedback, as recent research has shown. The present work aimed to test whether this positive influence of personality feedback on change goals extends to the immoral domain, specifically the Dark Factor of Personality (D). In three studies using diverse samples, we measured change goals on D before and/or after participants received feedback about their relative standing on D. Results consistently show that feedback about D decreases goals to change for the better, thus having adverse effects. Interventions aiming at encouraging people to become more moral should thus focus on the positive (moral) end of the trait continuum.

Selection and socialization effects of studying abroad - Adam T. Nissen, Wiebke Bleidorn, Samantha Ericson and Christopher J. Hopwood

Studying abroad is often considered a life-changing experience. However, research on studying abroad has not always disentangled selection from socialization effects, leading to uncertainty about the actual impact of this experience. In this 4-wave longitudinal study, we examined both selection and socialization effects of a 4-week intensive study abroad program on 17 psychosocial variables related to motivation, academic achievement, well-being, and self-reflection. We used propensity-score matching and multiple-group growth curve models to examine these effects in a sample of sojourners (n = 145) and non-sojourners' (n = 291). We found that students who studied abroad were relatively more intrinsically motivated and emotionally healthy than those

who did not. Contrary to our predictions, we found no evidence for socialization effects of 1-month study abroad programs on any of the outcome variables. Our results highlight the need to examine both selection and socialization effects of study abroad programs with longitudinal data and well-matched comparison groups.

Using Idiographic Features to Inform Between-Person Personality Change -

Emorie D. Beck

Evidence that personality changes across the lifespan and shows interindividual differences in intraindividual change continues to accumulate, but the mechanisms underlying such change has remained largely elusive. One possible explanation for the paucity of candidate causes of change is a continuing variable-centered – as opposed to person-centered – approach. However, given that the goal of much personality change research is to understand interindividual differences in intraindividual change, person-and variable-centered approaches must be integrated to better understand change. Using seven waves of surveys and three waves of experience sampling (ESM) collected over two years (N = 434), I test whether person-centered properties of idiographic personality structure, including density, entropy, and cross-wave consistency, moderate variable-centered personality change in the Big Five and other personality measures, like self-esteem and emotion regulation.

Cross-cultural Personality Assessment in a Digital World

Velichko Fetvadjev³, Johanna Krebber³, Ronald Fischer^{1,2}, Amy Du¹, Johannes Karl¹, Markus Luczak-Roesch¹, Reinhard Pirngruber¹⁰, Boris Mlačić⁴, Pietar Čolović⁵, Boele De Raad⁶, Dušica Filipović Đurđević⁷, Alexandre Peres⁵, Gabriel Bernardes⁸, Beatriz Bossa^{2,9}, Marina Motta^{2,9}, Paulo Mattos^{2,8}

Organisation(s): 1: Victoria University of Wellington, New Zealand; 2: Institute D'Or for Research and Teaching, Brazil; 3: University of Amsterdam; 4: Institute of Social Sciences Ivo Pilar; 5: University of Novi Sad; 6: University of Groningen; 7: University of Belgrade; 8: Instituto D'Or de Pesquisa e Ensino – Centro de Neuropsicologia Aplicada (CNA-IDOR); 9: Universidade Estácio de Sá; 10: Austrian Academy of Sciences

We present new approaches to extract personality information from large corpora of text across time, media, and languages. The first two presentations describe historical analyses of novels by Thomas Mann published in German (Fetvadjev et al.) and changes in personality structure in the ancient epic of Gilgamesh (Fischer et al.). Mlačić and colleagues use vector semantics for

extracting self-relevant personality descriptors in Croatian, Dutch and Serbian. Peres and Čolović present topic modeling approaches applied to Serbian tweets. Finally, Bernardes et al. describe the development of a Portuguese personality lexicon to examine lexical structures in real-world discourse within clinical settings, moving from distant textual to real-time clinical assessment of personality. These transdisciplinary presentations outline both the opportunities and challenges of computational models of personality assessment aiming to expand the boundaries of personality assessment across cultures in a broad sense.

Implicit Models of Personality in Contemporary German Literature - Velichko Fetvadjev, Johanna Krebber and Ronald Fischer

Can personality structure be identified in fiction narratives? Is it possible to derive, based on the adjectives used in a text, an implicit model that is characteristic for the author or the historical period in which the texts were written? Building on previous work on Jane Austen and Charles Dickens in English, we investigated the implicit models of personality in fiction literature in German, another language where the Big Five has been identified in psycholexical studies. We examined 7 novels by Thomas Mann. Using Ostendorf's (1990) set of adjectives, we coded the terms used in reference to the novels' characters. We analysed the patterns of co-occurrence using factor analysis. We derived a model with 9 factors that showed limited correspondence to familiar models of personality but could be related to Mann's view of German culture. We discuss the potential of text-analytic techniques to retrieve personality models from fiction literature.

Tracing Personality Structure in Narratives: A Computational Bottom-Up Approach to Unpack Writers, Characters, and Personality in Historical Context – Ronald Fischer, Johannes Karl, Amy Du, Velichko H. Fetvadjev, Reinhard Pirngruber, Markus Luczak-Roesch

We examined the structure and change in personality descriptions in the Epic of Gilgamesh, which is one of the earliest surviving pieces of literature. We used text-mining of English translations to extract adjectives and verbs of cuneiform texts produced over 2000-year period. Due to the fragmented nature of the original texts, person-descriptive terms were manually assigned to story characters. We found that the most frequent adjectives and verbs of the characters do not match onto the contemporary personality models. Qualitative analyses suggested some shift towards more modern trait language over time. At the same time, quantitative analyses of word co-occurrence structures and frequency analysis of terms revealed new insights on the changing implicit personality models of the ancient authors and editors and suggested gradual shifts in the implicit personality structure over the two millennia of the epic. We

discuss how psychological analyses of ancient texts using trait cooccurrence can provide novel insights for both psychology and the study of ancient cultures.

Personality-descriptive adjectives in digital context: A study in three languages -
Boris Mlačić, Petar Čolović, Boele De Raad and Dušica Filipović Đurđević

The study aims to explore the structure of the adjective personality descriptors, combining the psycholexical approach in personality psychology and natural language processing, with the emphasis on vector semantics. The linguistic corpora in the three languages – Croatian, Dutch, and Serbian (hrWaC (Ljubešić & Klubička, 2016); nlTenTen (Jakubiček, Kilgariff, Kovář, Rychlý, & Suchomel, 2013); srWaC (Ljubešić & Klubička, 2016), respectively) were used to extract the personality-descriptive adjectives by the “keywords-in-context” approach. Descriptor lists and subsequently obtained latent structures were compared to the lexical personality dimensions derived in the relevant psycholexical studies so far. The results of principal component analyses and fuzzy cluster analyses point to the stability of the more streamlined factor solutions (containing two to three factors) across languages, outline methodological issues such as the treatment of synonymy and antonymy in vector semantics, and highlight the most relevant topics for further exploration.

Tweets across the Atlantic: Exploring personality descriptors in Serbian Twitter using a Brazilian methodology - Alexandre J. S. Peres and Petar Čolović

Recognizing the importance of social media Twitter, as a source of personality-relevant information, the study is aimed at uncovering the latent structure of personality-descriptive adjectives contained in short-form statements. Relying on the Twitter studies in Brazilian Portuguese by Peres & Laros (2019) and Peres (2018), the data were collected from the Serbian Twitter web corpus „Tweet-sr“ (Ljubešić, Erjavec, Miličević, & Samardžić, 2016), resulting in approximately 56000 Tweets. The topic modeling was applied to a document-feature matrix, whereby the descriptors were personality-relevant adjectives obtained from the third psycholexical study in the Serbian language (De Raad, Smederevac, Čolović, & Mitrović, 2018). The results of the Latent Dirichlet Allocation (LDA) point to the relevance of 20 and less-topics models, whereby the three- and five- topic models appear to be the most plausible. The content of the topics is congruent with the results of the psycholexical studies in personality psychology, at the same time pointing to conceptual and methodological issues in the studies of natural-language personality descriptors.

Textual personality assessment in clinical context - Gabriel Bernardes, Beatriz Bozza, Marina Motta, Paulo Mattos, Ronald Fischer

We critically discuss options for assessing personality in discourse in the context of clinical practice. Personality is a critical variable for understanding mental health, but there are still limited naturalistic assessment tools that are available and validated across cultural contexts. We describe our steps in developing an assessment tool for measuring Big Five dimensions in natural discourse applicable to Brazilian Portuguese speakers. We present a series of pilot studies in which we examined correlations between vocabulary usage patterns and grammatical structure in autobiographical narratives with standardized personality assessment instruments. In our discussion we focus on challenges in using and adapting a personality dictionary based on the Big Five that is applicable to everyday discourse and allows clinical insight.

Submitted Symposium

Causes and Consequences of Geographical Variation in Personality

Tobias Ebert¹, Friedrich M. Götz², Theresa M. Entringer³, Markus Jokela⁴

Organisation(s): 1: University of Mannheim, Germany; 2: University of British Columbia, Canada; 3: German Institute for Economic Research, Germany; 4: University of Helsinki, Finland

There is compelling evidence that personality traits are geographically clustered, but how do those clusters come about and are they consequential? This symposium addresses such questions by investigating the antecedents and consequences of geographical variation in personality. The first presentation uses a new large-scale personality dataset to demonstrate a link between regional levels of courage and suicide rates. The second combines large-scale personality data with archival and web-scraped data to show that innovations are more rapidly adopted in open-minded regions. The third uses longitudinal panel data to demonstrate how sociocultural norms explain regional differences in the reciprocal associations between Big Five personality and religiosity. The fourth uses two longitudinal panel datasets to investigate how psychologically selective migration contributes to the emergence of regional personality differences. Together, the studies presented offer insight into the causes responsible for the geographical clustering of personality traits and evidence that such clustering is important.

Where the Future Happens First: Regional Openness and the Diffusion of Innovations - Tobias Ebert

Innovations spread unequally across space and time: some regions adopt new products and services much more rapidly than others. Such regional differences in innovation adoption have far-reaching societal ramifications - but where do they come from? We hypothesize that regional differences in trait openness are essential to understand where new products and services thrive. To test this hypothesis, we aggregated Big Five personality trait scores of 3,133,421 U.S. residents to the level of 381 U.S. Metropolitan Areas. We then linked these regional personality differences to the diffusion of the Uber and Airbnb sharing economy (measured via tax record data) and the iPhone (measured via web-scraped social media data). We find that all three innovations spread much more quickly in open regions. The effects for openness persisted against various sociodemographic, economic, and cultural confounds. Our results suggest that regional openness is an overlooked, yet powerful predictor for the diffusion of innovations.

In the Home of the Brave, the Courageous Die Young: On the Relationship of Regional Courage and Suicide Rates - Friedrich M. Götz

Suicide is a global epidemic that is especially rampant in the United States. Here a persistent, yet largely unexplained clustering of elevated suicide rates is observed in the Mountain West since the late 19th century. Adopting a theoretical ideation-to-action lens, we use survey data of more than half a million US-residents across 339 MSAs to show that regional differences in courage explain regional differences in suicide prevalence above and beyond all alternative accounts in the suicide literature. Various robustness checks and conditional random forest machine learning cross-validations attest to the reliability of this finding. Moreover, instrumental variable analysis suggests that heightened courage in the American Mountain West may be caused by frontier culture that evolved during the original settlement of the United States. Taken together, our study provides strong empirical evidence that considering courage might be essential to understanding the etiology of suicide and in turn save thousands of lives.

Regional Differences in the Associations between Big Five Personality and Religiosity: The Importance of Sociocultural Norms - Theresa M. Entringer

Several studies identified associations between the Big Five and religiosity. Moreover, some studies indicated that those associations hinge on the ambient sociocultural norms. Little is known, however, about longitudinal effects of religiosity on the Big Five and the moderating role of sociocultural norms for those longitudinal effects. The present study, thus, has two goals: (1) Estimating the reciprocal effects between the Big Five and religiosity longitudinally, and (2) gauging the importance of regional religiosity norms for those associations. To reach those goals, we analyze data from the German Socio-Economic Panel. Across four survey waves (2005-2017; N = 32,474; 52% female) and 15 states, we test for reciprocal longitudinal effects between the Big Five and religiosity using Cross-Lagged Panel Models. We find that regional differences in the associations between Big Five personality and religiosity exist and that these differences can be explained by a region's religiosity norm.

Selective Residential Mobility in the Emergence of Regional Personality Differences - Markus Jokela

Personality traits have been shown to cluster geographically, and some personality traits have been shown to predict selective residential mobility, particularly between urban and rural regions. However, it is unclear how important the personality-related selective mobility patterns are in creating average personality differences between regions. The current analysis uses data from two longitudinal studies (Household, Income and Labour Dynamics in Australia, and the UK Household Longitudinal Study) to test how the parameter estimates between personality and urban-rural mobility would be expected to

create regional personality differences, and how these compared with the observed regional differences. The results suggest surprisingly fast emergence of regional differences based on the parameter estimates that surpass most of the observed regional differences within 10-20 years.

Transdiagnostic personality and psychopathology factors in older adults

Gina Rossi

Organisation: Vrije Universiteit Brussel (VUB)

A transdiagnostic model relates personality and mental disorders through common liabilities. Given most research is confined to the age range of 16-65, this symposium focusses on older adults. The first papers depart from Research Domain Criteria, a framework for understanding transdiagnostic biobehavioral systems. Gina Rossi addresses if negative and positive valence systems can be accurately assessed in older adults by examining age-neutrality of behavioral inhibition (BIS) and behavioral activation (BAS) systems. Xenia Brancart identifies temperament-based personality types in older adults using BIS/BAS and effortful control, a marker of cognitive control. Transdiagnostic factors do not exclude that each disorder will still possess some specific variation which is examined by the last papers. Carmen Diaz compares the structure of internalising symptoms in older and younger adults and Sylvia Heijnen-Kohl investigates shared versus differential factors in autism spectrum and personality disorders. Implications of overall results for clinical practice are discussed by Arjan Videler.

Age-neutrality of the transdiagnostic behavioral inhibition and activation systems and implications for accurate assessment in older adults - Gina Rossi

With a rapidly aging population, age-neutrality of transdiagnostic negative and positive valence factors is becoming even more important for accurate assessment in older adults. This study tested Differential Item Functioning (DIF) and Differential Test Functioning (DTF) of the Behavioral Inhibition System/ Behavioral Approach System (BIS/BAS) scales in 390 Dutch speaking community dwelling participants. The BIS-BAS scales lacked age-neutrality when comparing older adults to young adults: eight out of 20 items displayed DIF. Item level DIF resulted in large DTF for all scales. DIF on items of the BIS, BAS-drive and BAS-Fun Seeking scale is likely due to a difference in degree of expression across age groups and can probably be tackled by developing age-specific norms. DIF on the BAS-Reward Responsiveness (item B7) subscale can be partly caused by measuring a different construct across age groups and might be handled by rephrasing or replacing the item by a more age-neutral one.

Transdiagnostic temperament-based personality types in older adults – Xenia Brancart

Three adaptive trait-based personality types have been replicated across ages, cultures, clinical problems and clustering methods: Resilient, Undercontrolled and Overcontrolled type (RUO). Recently there is growing interest in and importance of biopsychosocial transdiagnostic factors underlying personality types, such as Behavioral Inhibition (BIS), Behavioral Activation Systems (BAS) and Effortful Control (EC). The current study investigates whether RUO types can be corroborated in older adults based on the aforementioned temperamental factors. Latent profile analysis yielded two personality profiles, which we tentatively labeled resilient and overcontrolled/inhibited type. Compared to the resilient type, the overcontrolled/inhibited type scored lower on EC and higher on BIS. We could not corroborate an undercontrolled type (profiles scored equally on BAS). Group comparisons revealed that overcontrolled/inhibited older adults demonstrated significantly more clinical symptoms, higher emotional instability, lower scores on adaptive traits, less resilience and were more likely to use passive and avoidant coping styles, compared to resilient older adults.

A network analysis comparing the structure of internalizing symptoms in older and younger adults: What are shared connections between symptoms and what are differences in substructures? – Carmen Díaz

Review studies are showing that emotional disorders in older adults may be symptomatically different rather than more prevalent when compared with their younger counterparts. This study analyzes age differences in the symptom relations of the internalizing symptoms using empirical network analysis. 370 community participants aged over 60 years and an equivalent sample of 370 younger adults completed the Inventory of Depression and Anxiety Symptoms II. Results of network comparison test showed that the -60 and +60 network did not differ significantly in structure ($M = 0.15$; $p = .640$) nor in overall strength ($S = 0.34$; $p = .188$). However, differences in bridge symptoms were observed. Panic symptom emerged in the +60 network, linking somatic symptoms of depression (lassitude, insomnia and appetite loss) with other anxiety symptoms. Traumatic avoidance appeared connecting bipolar symptoms with depression symptoms in -60 network. Results contribute for a deeper understanding of differential patterns in emotional disorders.

Transdiagnostic versus differential factors in autism spectrum disorders and personality disorders in older adults - Sylvia Heijnen-Kohl

Diagnosing Personality Disorder (PD) and Autism spectrum disorder (ASD) is challenging, especially in older adults. We explored whether the Hetero-Anamnestic Personality questionnaire (HAP; validated for older adults) can be used as an adequate screening tool for both diagnoses. The HAP was

administered to an ASD-group, a PD group and a psychiatric group (>60 years of age) and scale-scores measuring pathological traits/behaviors were compared. 'Socially avoidant', 'Rigid' and 'Unpredictable and impulsive' behavior were elevated for ASD in comparison to psychiatric groups. 'Socially avoidant' and 'Rigid' behavior were elevated for ASD in comparison to PD. Some transdiagnostically shared pathological traits and behaviors among ASD and PD were 'somatizing behavior' and 'interpersonal vulnerability'. Our results show the feasibility of using the HAP to screen for ASD and PD in geriatric psychiatry. Although both share several maladaptive behaviors, they also have differential profiles as marked by the socially avoidant and rigid behavioral aspects.

Personality dynamics at work: New directions, challenges and findings

Bart Wille¹, Loes Abrahams¹, Fien Heyde¹, Jasmine Vergauwe¹, Joeri Hofmans², Filip De Fruyt¹, Evy Kuijpers², Imke Dirx², Sofie Dupré¹

Organisation(s): 1: Ghent University, Belgium; 2: Vrije Universiteit Brussel

Dynamic aspects of personality can cover both short-term fluctuations in personality states and longer-term developmental trajectories of traits. In the current symposium, four innovative presentations are brought together that deal with dynamic aspects of personality in the context of work. Firstly, Heyde and colleagues investigate personality development at work over a time frame of six years, focusing particularly on how narcissism reciprocally relates to agentic and communal work activities. Secondly, Abrahams and colleagues aim to predict variability in job performance from variability in personality states, hereby examining other-rated variability in personality above and beyond the typically used self-rated variability. Thirdly, Kuijpers and colleagues extend current research on short-term personality fluctuations by examining variability at the level of the entire personality profile (rather than individual dimensions). Finally, Dupré and colleagues discuss the development and validation of PEAK, a new instrument specifically designed to measure personality development goals at work.

Reciprocal relationships between narcissism and agentic versus communal work activities across the first six years of the career – Fien Heyde

Previous research on narcissism has adopted a static unidirectional approach, documenting its detrimental effects on work outcomes. This study contributes to the literature by adopting a bidirectional perspective. Current study examines how narcissism develops during the first years after college-to-work transition, and how agentic versus communal work activities may stimulate or buffer this

trait. Reciprocal relationships between narcissism and both subjective and objective work activities are examined in a sample of 1513 college alumni who were assessed four times across a time period of six years. Selection and socialization effects were examined using Bivariate Latent Change Score models. Results showed that narcissism scores prior to the college-to-work transition positively predicted the selection of agentic work activities. BLCS models did not provide evidence of continued selection over the six-year interval. Contrary to the expectations, significant socialization effects indicated that both agentic and communal work activities had a diminishing effect on narcissism.

Within-person personality variability according to self and others: Beneficial or unfavorable for job performance evaluations? - Loes Abrahams

The current study examined the extent to which self- and other-rated within-person personality variability predict self- and other-rated overall job performance, and whether this is moderated by mean-level personality. Within-person personality variability indices and job performance evaluations were obtained from an experience sampling study including N = 166 student teachers, N = 95 supervisors, and N = 69 classes of students. Controlling for situational variability, results showed that self-rated within-person personality variability was positively associated with self-rated job performance evaluations. Other-rated within-person personality variability was negatively associated with other-rated performance, possibly reflecting unpredictability in behavior. In particular for other-rated within-person personality variability, many interactions with mean-level personality were found, demonstrating more negative effects of personality variability for individuals with a less adaptive personality profile. These findings highlight the different consequences for self- vs. other-rated withinperson personality variability and demonstrate that within-person personality variability may not be equally (mal)adaptive for everyone.

A multi-trait approach to acting out of character: How deviating from one's personality profile relates to resource depletion and affect - Evy Antoinetta Kuijpers

Research on the consequences of acting out of character yielded mixed findings. One reason might be that these studies have typically focused on one personality dimension a time, while personality is multidimensional. In the present paper, we study the affective consequences of acting out of character, accounting for personality's multidimensional nature. Additionally, we study the mechanisms underlying this association by examining the mediating role of depletion. In three repeated measures datasets, we show that within-person fluctuations in the extent to which one acts out of character are associated with lower levels of positive affect and higher levels of negative affect. Moreover, in one of the three studies we demonstrate that this association might be

explained by the higher levels of depletion associated with acting out of character. These findings are the first to show that deviating from one's personality profile can be depleting, and that this is associated with affective costs.

PEAK: Developing and validating a measure of employees' personality development - Sofie Dupré

Personality change goals have received increasing attention in research, revealing that the majority of people want to change at least one aspect of their personalities (Hudson et al., 2020; Miller et al., 2019). However, virtually no research has targeted the prevalence of such goals in the work context. The current study presents the development of a new instrument to assess personality development goals of employees at work. The aim is to (a) validate the instrument by testing its psychometric qualities, (b) explore the prevalence and content of personality development goals at work, (c) compare self-ratings with ratings by supervisors, and (d) examine how development goals are related to employees' concurrent personality. A first sample of 187 employees has been collected. The PEAK may foster a greater understanding of how employees want to change their personalities at work.

Personality Dynamics: Empirical and Methodological Developments in a Burgeoning Research Field

Sarah Kritzler¹, Niclas Kuper²

Organisation(s): 1: Ruhr University Bochum, Germany; 2: Bielefeld University, Germany

Theoretical advances in personality psychology highlight the importance of dynamic within-person phenomena for an understanding of personality. Recent methodological developments have facilitated the empirical examination of such phenomena. This symposium includes a diverse set of empirical studies highlighting novel approaches to the study of personality dynamics. First, Beck et al. present an examination of personality-situation transactions from a dynamic systems perspective using four experience sampling studies. Second, Kuper et al. present on four types of person × situation interactions using standardized situation stimuli. Third, Kritzler et al. present findings from an experimental experience sampling study on the (ir)relevance of personality states in everyday situations. Fourth, Stachl et al. present a mobile sensing study on sequential daily behavior and individual differences therein. Finally, Aidan Wright discusses and integrates the topics of the symposium in a broader context to highlight important future directions in the field of personality dynamics.

A Dynamic Systems Approach to Personality-Situation Transactions - Emorie Danielle Beck

Decades of research investigating the interplay between personality and situations has had little success. This presentation argues this is for two reasons: (1) a near exclusive focus on person-situation transactions as average effects across the population, rather than examining individual differences in them; (2) the necessary dynamic data and methods have only become readily available recently. Using four experience sampling studies (Total N > 800; total assessments > 40,000) that investigated Big Five personality states and DIAMONDS situation characteristics, we investigate person-situation transactions using an idiographic dynamic systems approach. For each personality state-situation characteristic pairing, we estimate change as outcome models that include estimates of both the location and strength of equilibria between personality states and situation characteristics. We will examine individual differences in these equilibria and their association with nomothetic personality measures. We conclude with a discussion of the utility of dynamic systems approaches in the study of personality.

Examining Four Types of Person x Situation Interactions – Niclas Kuper

Theoretical approaches in personality psychology suggest that person x situation interactions play an important role in shaping psychological states. Despite their theoretical relevance, empirical progress in the understanding of such interaction effects has been slow. Here, we suggest the differentiation of four conceptually and statistically distinct interaction effects. In a study using standardized situation stimuli (N = 62 pictorial stimuli; N = 623 participants), we found that (1) substantial variance in Big Five personality states was attributable to broad person x situation interactions; (2) people differed in their contingencies between DIAMONDS situation characteristics and Big Five states; (3) situations differed in the association between Big Five traits and states; and (4) there were significant but small interaction effects between specific situation characteristics and personality traits in the prediction of states. We discuss the theoretical implications of our findings and sketch future directions for interactions-focused research.

How do you Cook Empathetically? The (Ir)Relevance of Personality States in Everyday Situations - Sarah Kritzler

Although it is both theoretically and methodologically important to consider whether personality states are relevant and applicable in every situation, a detailed investigation of this question is still needed. In an experimental experience sampling study (total N = 248, 3,253 observations), we compared personality states measured with and without a “not relevant” response option. We found that overall, “not relevant” responses were quite prevalent but the prevalence varied considerably among personality state dimensions, items, and

persons. Characteristics of the situation (particularly sociality) but not of the person predicted the use of the “not relevant“ response option. Additionally, we found significant differences in means and distributions (but not in variances and associations with related constructs) between the different personality state measures. Overall, this study emphasizes the importance of systematically addressing how personality states should be measured and provides first evidence that their relevance is an important yet overlooked aspect.

Individual Differences in Dynamic Daily Behavior - Clemens Stachl

Personality psychology is concerned with the prediction, understanding, and systematic description of individual differences in behavior. Recently, the field has started to reconsider more dynamic aspects of human personality. While behavior is difficult to measure, mobile sensing technologies now allow for the collection of extremely fine-grained millisecond to millisecond data on human behavior and its contexts. Past work has mostly focused on the analysis of rough behavioral aggregates and their relationship to self-reported personality traits. Here we investigate sequential activity data from smartphones to describe, explain, and predict human behavior. Specifically, we (1) quantitatively describe how behavior unfolds sequentially, (2) quantify individual differences and interdependencies in these sequences, and (3) use machine learning models to investigate the predictability of certain types of future behavior from these data (e.g., social behavior from past behavioral sequences). We conclude with a discussion of this approach in the context of personality dynamics.

A Micro- and Macro-longitudinal Perspective on Well-being Development, Prediction, and Change

Gabrielle N. Pfund², Patrick Klaiber¹, André Kretzschmar⁴, Emily C. Willroth⁵, Patrick L. Hill², David M. Almeida³, Anita DeLongis¹, Nancy L. Sin¹, Christopher J. Hopwood⁴, John F. Rauthmann⁶, Jaap Denissen⁷, Ulrich Orth⁸, Wiebke Bleidorn⁴, Gabriel Olaru⁹, Mathias Allemand⁴, Bryan D. James¹⁰, Eileen K. Graham⁵, Alifiya Kapasi¹⁰, David A. Bennett¹⁰, Daniel K. Mroczek⁵

Organisation(s): 1: University of British Columbia; 2: Washington University in St. Louis, United States of America; 3: Pennsylvania State University; 4: University of Zurich; 5: Northwestern University; 6: Bielefeld University; 7: Utrecht University; 8: University of Bern; 9: Tilburg University; 10: Rush Alzheimer's Disease Center

The current symposia will build from a micro- to macro-perspective in understanding the processes of why well-being may fluctuate from day-to-day, what may influence its development in the long-term, and which outcomes it predicts across years. First, Patrick Klaiber will consider the effects of positive

event diversity on individuals' experiences of daily negative and positive affect using daily diary data (N=4,050). Second, André Kretzschmar will explore the potentially bi-directional nature of the relationship between self-esteem and income in 12 annual reports from 7,000 Dutch adults. Third, Gabrielle Pfund will dive into structural measurement issues of the Purpose in Life subscale and their implications for predicting physical and cognitive health, well-being, and financial outcomes using two large, longitudinal panel studies (N=18,511). Finally, Emily Willroth will investigate the roles of eudaimonic and hedonic well-being in promoting cognitive resilience when accounting for dementia risk factors in a longitudinal, epidemiological, clinical-pathologic sample (N=349).

Too Much of a Good Thing: Linking Diversity of Daily Positive Events with Wellbeing and Personality - Patrick Klaiber

Past research has shown that people who experience frequent daily positive events have better wellbeing, and that Extraversion and Openness predict more frequent positive events (Klaiber et al., 2021). The current study is the first to examine positive event diversity, the extent to which positive events are spread across multiple domains (as indicated by Shannon's Entropy) and its relations to daily affect and the Big Five personality traits. We conducted parallel analyses of three daily diary datasets (Ns = 1919, 744, 1392) and meta-analyzed the results. Positive event diversity was related to greater frequency of positive events, higher positive affect, and higher Extraversion, Agreeableness, Emotional Stability and Openness on zero-order correlations. These effects vanished when controlling for positive event frequency and other covariates. Interestingly, positive event diversity predicted higher negative affect when accounting for positive event frequency, which might indicate increased strain on individuals balancing positive events in multiple domains.

Self-Esteem and Income: A Longitudinal Perspective on Their Reciprocal Development - André Kretzschmar

The sources and consequences of self-esteem have been the content of theoretical debates and large-scale research endeavors. An unresolved question concerns the link between self-esteem and income regarding their longitudinal co-development. The purpose of the present study is to disentangle between-person from within-person links between income and self-esteem. Using data from a nationally representative sample of over 7,000 Dutch adults providing annual reports over 12 years, we will use (random-intercept) cross-lagged panel models to examine the reciprocal links between self-esteem and income at a between- and within-person level. Additionally, we will test the potential effects of moderator variables. At this time, the preregistration is close

to submission, but results are not yet available. The present study expands our knowledge on (1) the ways in which income differences across people are associated with change patterns in self-esteem; and (2) whether income shifts lead to intraindividual changes in self-esteem and vice versa.

Better with age?: Considering the factor structure and predictive validity of purpose across adulthood - Gabrielle N. Pfund

Despite the value sense of purpose provides during older adulthood, this construct often declines with age. With some older adults reconsidering the relevance of purpose later in life, the measurement of purpose may suffer from variance issues with age. The current study had two primary goals: to investigate whether the structure of sense of purpose functions similarly across ages, and to evaluate if the predictive power of purpose on mental, physical, cognitive, and financial health outcomes changes when accounting for a less age-affected measurement structure in the Purpose in Life subscale (Ryff, 1989). Utilizing multiple waves of data from two longitudinal panel studies (HRS: $n = 14,481$; MIDUS: $n = 4,030$), we conducted local structural equation modeling and found a two-factor structure showed superior model fit as the positively (purposeful) and negatively (purposeless) factors become less associated with age. Furthermore, these factors differentially predicted the outcomes of interest.

Individual Differences in Well-being and Resilience to Dementia-related Neuropathology - Emily C. Willroth

Not all older adults with dementia-related neuropathology in their brains experience cognitive decline or impairment. Instead, some people maintain relatively normal cognitive functioning despite neuropathologic burden, a phenomenon called cognitive resilience. Using a longitudinal, epidemiological, clinical-pathologic cohort study ($N=349$), the present research investigated associations between individual differences in well-being and cognitive resilience. Consistent with pre-registered hypotheses, higher eudaimonic well-being (i.e., Ryff Psychological Wellbeing Scale) and higher hedonic well-being (i.e., Satisfaction with Life Scale) were associated with better-than-expected cognitive functioning relative to one's neuropathological burden (i.e., beta-amyloid, neurofibrillary tangles, Lewy bodies, vascular pathologies, hippocampal sclerosis, and TDP-43). The association of eudaimonic well-being in particular was present above and beyond known cognitive resilience factors (i.e., socioeconomic status, education, cognitive activity, low neuroticism, low depression) and dementia risk factors (i.e., ApoE genotype, medical

comorbidities). This research highlights the importance of considering eudaimonic wellbeing in efforts to prevent dementia.

New Developments in the Measurement and Conceptualization of Environmental Factors

Lilly F. Buck, Karla Fliedner

Organisation: Humboldt-Universität zu Berlin, Germany

Environmental factors have been shown to predict a wide variety of outcomes above and beyond stable interindividual differences. In our symposium we focus on the measurement and conceptualization of situations and major life events. The presented studies assess characteristics of those environmental factors using different methodological approaches (e.g., longitudinal data, informant-reports or vignettes). First, Buck and Horstmann present a diagnostic instrument for the systematic assessment of situation perception based on textual situation vignettes for use in clinical research and practice. Second, Haehner et al. investigate stability and change of perceived life event characteristics on the basis of two longitudinal studies. Third, Fliedner and Horstmann present data from a dyadic online study on the convergence of self- and informant-perception of major life events. Finally, John Rauthmann summarizes and discusses the results of the symposium.

Measuring Situation Perception in Clinical Psychology - Lilly Friederike Buck

Clinical theories of psychopathology and psychotherapeutic interventions commonly emphasize the role of functional processes, intraindividual dynamics, and context information. Empirical clinical research, however, has focused on investigating structural aspects and stable interindividual differences in psychopathology using between-person designs. Accordingly, only few standardized diagnostic tools for examining sources of intraindividual variance in psychopathology are available today. We therefore aim to provide a diagnostic instrument for the systematic assessment and comparison of situation perception for use in clinical research and practice. In a first study, we assess the perception of textual descriptions of several different prototypical, psychopathologically relevant situations using items derived from the S8* (Rauthmann & Sherman, 2017). The textual descriptions are extracted from situations reported by psychotherapists as situations in which their clients experienced a psychopathologically relevant outcome. The instrument can be used to compare situation perception profiles across and within persons, facilitating the investigation of situational contingencies in psychopathology.

Changes in the Perception of Life Events - Peter Haehner

Life events can lead to changes in well-being. To better understand these effects, it is important to consider how individuals perceive life events. Although theories like the affective adaptation theory suggest that event perceptions change over time and that these changes are relevant for well-being, stability and change of perceived event characteristics have not been systematically examined. We present evidence from two longitudinal studies ($N_{\text{total}} = 1310$) addressing two questions: (1) How stable are event perceptions? (2) Are changes in event perceptions related to changes in well-being? Compared to well-being, the perceived event characteristics had a high rank-order stability. However, there were also significant mean-level changes for two perceived event characteristics. Furthermore, changes in perceived challenge, external control, and social status change were related to changes in well-being. Our results have implications for theories on event-related changes in well-being and for the assessment of life events in future research.

Self- and Informant-Perception of Major Life Events - Karla Fliedner

Major life events (MLEs) like a divorce can have a large impact on a person's everyday life and are, for example, associated with subjective well-being or changes in personality. However, it has been argued that it is the subjective perception of a MLE that matters, rather than the objective nature of the event itself. It is an open question though if self and informant-reports of the same MLE converge and can provide unique information about its nature. We therefore examine the correlation between self- and informant-report of MLE perception in a correlational study with a dyadic design (current $N = 114$ dyads). Furthermore, potential moderators (i.e., perceived closeness between the study partners, verbal exchange about the event, and experience of the informant-rater with the event) of self and informant agreement are examined. Finally, we will discuss implications and future directions, such as assessing multiple informants with varying closeness.

Personality and Social Relationships in Real-Life Settings

Jenny Wagner¹, Larissa Lucia Wieczorek¹, Vera Buijs², Michaela Riediger³, Bertus Jeronimus², Cornelia Wrzus⁴, Swantje Mueller¹, Oliver Lüdtke⁵, Rebekka Weidmann^{6,7}, Jenna Wünsche⁸, Janina Larissa Bühler⁹, Robert P. Burriss⁷, Alexander Grob⁷, Katharina Geukes¹⁰, Sarah Humberg¹⁰, Tanja Gerlach^{11,12}, Theresa Franke-Prasse¹⁰, Mitja D. Back¹⁰

Organisation(s): 1: University of Hamburg, Germany; 2: University of Groningen, The Netherlands; 3: Friedrich-Schiller University, Jena, Germany; 4: Heidelberg University, Germany; 5: Leibniz Institute for Science and Mathematics Education (IPN), Kiel, Germany; 6: Michigan State University, USA; 7: University of Basel, Switzerland; 8: German Centre of Gerontology, Germany; 9: Johannes Gutenberg University Mainz, Germany; 10: University of Münster, Germany; 11: University of Göttingen, Germany; 12: Leibniz ScienceCampus Primate Cognition

Over the last decades, theory and research has documented the indisputable association between personality and social relationships. However, we still know relatively little about daily social dynamics outside the life of university students. Our symposium combines four talks that draw on micro-longitudinal social experience data across diverse age groups and social relationships. Including participants from Germany, Switzerland, and Austria, the talks cover social dynamics with family, friends, romantic partners, and in dating encounters. Over the course of the symposium, personality-social relationship dynamics are explored regarding interdependencies among relationship types (Buijs et al.), self and other perceptions during social interactions (Wieczorek et al.), day-of-the-week effects in romantic couples (Weidmann et al.), and similarity effects on romantic attraction during speed dating (Geukes et al.). Together, the four talks provide new insights into the interplay of personality and social relationships within a broad range of real-life settings and from a variety of perspectives.

Interdependencies among family and friends: Personality differences and associations with affective well-being in daily life - Vera Buijs

Social relationships are closely linked to people's well-being, yet vary with personality traits. For example, more extraverted people are less often with family and people higher in neuroticism are happier during interactions with friends. Most research on personality relationship associations focuses on single categories of relationships, while some research suggests interdependencies: the number and quality of friendships covaried with the number and quality of family relationships. We follow up on previous between-person approaches by analyzing within-person interdependencies among

relationships using ESM data from 378 participants (M = 42.5 years, 50% females). Participants rated their Big Five traits once and reported present persons and momentary mood several times a day for nine days (average of 54.9 assessments). Analyses of preregistered hypotheses are conducted during the EAPP funded research visit between February and May, and focus on Big Five traits moderating the within-person interdependencies among family and friends, and associations with affective well-being.

What makes for a pleasant social interaction? The role of perceived social interaction behavior in associations between personality traits and momentary social satisfaction - Larissa Lucia Wiczorek

Whereas theory and research agree that social interactions are central mediators of the associations between personality traits and relationship outcomes, less is known about the mechanisms involved. Using experience sampling data from two adolescent samples (overall N = 218; age range: 16-22), and multilevel modeling, we examined which self- and otherperceptions of real-life social interaction behaviors contribute to the links between personality traits (i.e., extraversion, agreeableness, and neuroticism) and momentary satisfaction with social interactions. Higher extraversion and agreeableness and lower neuroticism predicted greater social satisfaction. These associations were mediated by perceptions of more expressive and communal behavior in the case of agreeableness and extraversion and perceptions of less expressive behavior in the case of neuroticism. The results were consistent when using self- or other-perceptions of social interactions as mediators. We discuss how our findings provide information about the co-development of personality traits and social relationships from a microlevel perspective.

Weekend is where the magic happens: How romantic relationships change across the weekend and which factors moderate this change - Rebekka Weidmann

Previous research provides evidence for a small day-of-the-week effect, suggesting that wellbeing is higher on the weekend and drops after the weekend ("Monday blues"). This preregistered study extends previous research by examining whether variables of romantic relationships change across the course of the weekend. We expect that relationship variables increase towards the weekend and drop afterwards. Furthermore, we test whether parental status, shared household, and personality traits moderate these changes. Finally, we examine whether positive and negative affect account for potential weekend changes in relationship variables. To that aim, we use data of over 2,000 couple members of a longitudinal study that measured relationship

variables (i.e., relationship and sexual satisfaction, responsiveness/closeness, partner perception, self-disclosure) for four 14-day waves across 2 years. For the analyses, we use generalized additive models and non-linear multilevel models to depict the changes across the weekend and to test the moderations.

Is (actual or perceptual) personality similarity associated with attraction in initial romantic encounters? A dyadic response surface analysis - Katharina Geukes

A central assumption in lay and psychological theories is that people are attracted to potential mates who are similar to themselves in personality traits. However, the empirical findings on this idea have been inconclusive. Only a few studies have considered real-life dating contexts, and the statistical approaches they applied have sometimes spuriously identified similarity effects. In our study, 397 heterosexual singles (aged 18-28) participated in real speed-dates (Ndates = 940). Using dyadic response surface analysis, we investigated effects of actual similarity (similarity between self-reported personality trait levels) and perceptual similarity (similarity between an actor's personality and his/her perception of the partner's personality) concerning the Big Five traits. Neither type of similarity was related to initial romantic attraction. That is, the empirical evidence contradicted the idea that attraction occurs when people's personalities match. We conclude that understanding initial attraction requires a deeper understanding of interpersonal dynamics in first encounters.

Individual differences in the quest for and attainment of social status and interpersonal affiliation

Michael Paul Grosz¹, Michael Dufner^{2,3}, Foteini Spantidaki Kyriazi^{4,5}, Daniel Redhead⁶

Organisation(s): 1: HMU Health and Medical University Potsdam; 2: Witten/Herdecke University; 3: University of Leipzig; 4: Tilburg University; 5: Utrecht University; 6: Max Planck Institute for Evolutionary Anthropology

Social status and interpersonal affiliation are fundamental motives. Yet, individuals differ in the strength of these motives and also in the attainment of status and affiliation. The current symposium showcases recent research on these individual differences that harnesses methodological advances in data collection and analysis. Foteini Spantidaki Kyriazi presents research investigating associations between psychopathy and affiliation motives with a multimethod design (self-report measures, a behavioral task, and physiological assessment). Michael Dufner presents a multimethod study on individual differences with regard to motive-specific positive affective contingencies in the

affiliation and power domains. Daniel Redhead presents a longitudinal network analysis on the effects of individual differences in prestige and dominance on advice and friendship relations. Finally, Michael P. Grosz presents a multivariate meta-analysis of over 100 years of research on associations of personality traits, cognitive abilities, and physical size with social status attainment in face-to-face groups.

Affiliation and Antagonism in Psychopathy: A Multi-Method Investigation - Foteini Spantidaki Kyriazi

The current study aims to replicate and extend research on psychopathy and motivation in a non-clinical sample (N=125). We employed a multimethod design, including self-report measures, a behavioral (social discounting) task, and a physiological assessment of motive dispositions (automatic affective reactions to motivational stimuli measured with facial electromyography [fEMG]). Results showed that self-reported psychopathy was negatively associated with self-reported intimacy motive. In the social discounting task, we found a negative association between psychopathy and a tendency to share hypothetical monetary amounts with close others. Regarding fEMG findings, multilevel analyses revealed that although individuals with low levels of psychopathy reacted more positively to affiliation stimuli, individuals with high levels of psychopathy reacted equally positively to both affiliation and antagonistic stimuli. These findings highlight the contribution of multimethod assessments in capturing nuances of motivation. Identifying mechanisms that foster positive connections between psychopathic traits and antagonistic tendencies may be theoretically and clinically informative.

Motive-Specific Affective Contingencies and Their Relevance for Personality and Motivated Behavior - Michael Dufner

Individuals differ in the tendency to derive pleasure out of motive-specific incentives, such as being socially included or attaining power. Multiple theoretical approaches have proposed that such motive-specific positive affective contingencies (PACs) are central building blocks of motive dispositions and personality more broadly. We put this claim to test and investigated individual differences with regard to motive-specific PACs in the affiliation and power domains. We measured PACs via spontaneous emotional reactions to motivespecific cues, as assessed by affect ratings and electromyographic (EMG) recordings of smile responses. These motive-specific PACs were linked to measures of motive dispositions and to personality traits with motivational underpinnings (i.e., extraversion, agreeableness, narcissism). In the affiliation domain, motive-specific PACs were linked to objectively assessed, key motivational outcomes (i.e., attentional orientation, situation selection, behavior

energization). Taken together, the findings underscore the relevance of affective contingencies for the understanding of personality and motivated behavior.

The effects of prestige and dominance on advice and friendship relations: A longitudinal study of collaborative teams - Daniel Redhead

Theory suggests that status contributes to how cooperative relationships are established and maintained. Yet, it remains unclear as to how different forms of status pattern different cooperative relations. We examine the interplay between individual differences in prestige and dominance, and the dynamics of friendship and advice. We collected social network and peer report data from undergraduate students working in task groups over a 16-week period. Longitudinal network analyses indicate that prestigious individuals were more likely to be considered by others as friends, and to be sought for work-related advice. By contrast, dominant individuals were less likely nominated as friends. Interestingly, our results suggest multiplexity between friendship and advice. These findings provide some initial evidence on the dynamics between processes of status differentiation and the social networks that often characterize groups. Further, our results lend support to theory on cultural evolution and the evolutionary origins of different forms of social status.

A Meta-Analysis on the Associations of Personality, Intelligence, and Physical Size with Social Status - Michael Paul Grosz

Theories have proposed diverse reasons for why individual differences such as personality traits lead to social status attainment in face-to-face groups. We integrated these different theoretical standpoints and conducted a meta-analysis of over 100 years of research on bivariate associations of personality traits, cognitive abilities, and physical size with social status attainment in face-to-face groups (1,064 effects from 276 samples including 56,153 participants). The findings suggest that status attainment depends on the competence and virtue of an individual but also on how individuals can enhance their apparent competence or virtue by behaving assertively, by being extraverted, or through self-monitoring. We also investigated how the relations between individual differences and social status were moderated by the form of status, the nature of the group task, culture (collectivism/individualism), and length of acquaintance. The moderation analysis yielded inconclusive results. The review concludes with directions for research.

How Much Do You Like Me Now? Examining narcissism in the context of longitudinal friendship quality and communication behavior in small peer groups

Stephan Zillmer¹, Heidi Mauersberger¹, Caroline Wehner¹, Sebastian Wallot², Matthias Ziegler¹

Organisation(s): 1: Humboldt University Berlin, Germany; 2: Leuphana University of Lüneburg, Germany

With whom will we be friends? This question will be addressed by combining approaches from personality psychology and social psychology to study communication behavior. We will examine relevant processes over time using different methods (diary-based, round robin and repeated measure designs), which will be complemented with analysis procedures for complex group-based behavioral dynamics. The first presentation will focus on longitudinal associations between narcissism and friendship quality. The second presentation will highlight how different subtypes of narcissism are related to emotion processes during social interaction. Then the analytical framework of Multidimensional Recurrence Quantification Analysis will be introduced, followed by preliminary data from an ongoing study on the functional role of facial mimicry in liking development using this approach.

Do you appreciate me? Longitudinal associations of narcissism and friendship quality - Caroline Wehner

Having a friend that scores high on narcissism is not very appealing to most individuals. Especially in the long run costs tend to exceed benefits. But how does an individual with a high narcissism score experience a long-term friendship? We asked N = 831 individuals to report on their narcissism and their perception of friendship quality to a friend four times over the course of one year. We used random intercepts crosslagged panel models to observe effects of deviation from the typical narcissism level (admiration and rivalry) on deviation from the typical friendship quality level (appreciation, conflict, dominance, intimacy) and vice versa. Results showed that deviations in appreciation influenced deviations in rivalry and was influenced by deviations in admiration and rivalry. Results are discussed within the Narcissistic Admiration and Rivalry Concept framework. It seems worthwhile to look at different aspects of quality to understand the influence of narcissism on friendships.

I feel positive and you feel negative: Grandiose and vulnerable narcissists experience different types of emotions during social interactions - Heidi Mauersberger

Theories on narcissistic personality traits typically differentiate between grandiose and vulnerable narcissism. Whereas grandiose narcissism is related to optimism and positive affect, vulnerable narcissism is rather related to fear of failure and anxiety. The aim of our study was to investigate whether this distinction is evident during everyday social interactions. For this, 144 participants first completed several narcissism measures and then reported on their emotions during an experience-sampling social interaction diary task. In accordance with our assumptions, we found that grandiose narcissism is related to positive affect, whereas vulnerable narcissism is related to negative affect during social interactions. Additionally, we found that perceived social rejection further increases the relationship between vulnerable narcissism and negative affect. Hence, the degree to which these subtypes of narcissism may be present in people may influence their own experienced feelings during social encounters as a function of how they think others feel towards them.

Using lagged Multidimensional recurrence analysis to analyze leader-follower relationships in group conversations, Sebastian Wallot

Developments in joint action research increasingly focus on group interactions that are complex. This poses several challenges. First, the behaviors displayed in comparatively unstructured, complex setting exhibit complicated dynamics over time. Second, time series data that capture the interactions within groups with more than two members need to be integrated. Third, group behavior among multiple members is rarely time-locked, so leader-follower relationships between these members exist within a certain time window of the interaction. In the current presentation, lagged Multidimensional Recurrence Quantification Analysis (lagged MdRQA) is described as an analytic procedure to capture such leader-follower relationships in groups. The basic analysis procedure is introduced and an example application is discussed. The example illustrates how lagged MdRQA can be used to extract leader-follower relationships, examining EMG-based display of positive affect over time in a group with 4 members in a conversational setting.

Narcissism facets and popularity in developing peer groups: The functional role of facial mimicry - Matthias Ziegler

Several behavioral processes are discussed for the decrease in liking of grandiose narcissists in friendship development within social groups. Since the reversal in popularity indicates a reinterpretation of narcissistic behavioral features (e.g., self-confidence) under proceeding situational conditions, facial mimicry, the imitation of an interaction partner's emotional display, might play a functional role due to its contextdependency and reciprocal link to liking. To investigate this, groups of 3-4 persons will complete questionnaires on trait and

state narcissism and mutual personality perception (e.g., liking, similarity, status) and participate six times in group discussions across different contexts (affiliative vs. non-affiliative), which will be recorded online via Zoom and subsequently analyzed using facial behavioral analysis toolkit OpenFace. Multidimensional Recurrence Quantification Analysis will be used to analyze mimicry behavior in group setting and leader-follower dynamics, which might be particularly relevant regarding narcissistic behavioral features. Since data collection is not complete, preliminary data are presented.

When Experience Sampling Meets Mobile Sensing: Behavioral Predictors of Affective Well-Being in Daily Life

Ramona Schoedel¹, Michael Krämer^{2,3,4}, Thomas Reiter¹, Larissa Sust¹

Organisation(s): 1: LMU Munich, Germany; 2: German Institute for Economic Research, Germany; 3: International Max Planck Research School on the Life Course (LIFE), Max Planck Institute for Human Development, Germany; 4: Freie Universität Berlin, Germany

For decades, personality psychology has focused on one-time assessments neglecting the role of momentary experiences and behaviors. Then, novel digital methodologies facilitated the ambulatory collection of psychological data on a day-to-day basis. While ambulatory assessment has become a popular tool, most studies still employ only active (i.e., experience sampling) OR passive approaches (i.e., mobile sensing). However, it is the combination of both approaches that is most promising with its potential to integrate subjective experience and objective behavior at a fine-grained level. In this symposium, we illustrate how active and passive tools of ambulatory assessment can be combined to study behavioral predictors of everyday affective well-being. Our talks cover a range of key topics in personality research, including social interaction, music preferences, sleep behavior, and technology use. Thereby, we highlight the great potential of integrated ambulatory assessment approaches for well-being research, but we also critically reflect on challenges and current limitations.

Affect Dynamics in Daily Life: Short-Term Effects of Social Deprivation and Social Oversatiation - Michael Krämer

Social interactions are crucial to happiness. Still, people vary interindividually and intraindividually in their desire to be in contact with others. We investigate how momentary affect relates to temporal dynamics in social interactions focusing on social deprivation, i.e., being alone but desiring to be in contact with

others, and social oversatiation, i.e., being in contact with others but desiring to be alone. We preregistered hypotheses that mismatches between desire and experienced interactions are associated with decreased momentary affective well-being. So far, 210 participants (52% women, age $M = 37.81$, 18–80 years) answered up to 20 questionnaires about their social interactions and affect over two days while also providing mobile sensing data. Using both experience sampling and mobile sensing data to form indices of social interactions, we analyze how momentary affect changes during the experience of social deprivation or oversatiation and during recovery afterwards, and how personality moderates the effects.

Momentary Music Preferences and Mood in Daily Life - Larissa Sust

Given the large variety of musical styles, it is not surprising that people differ greatly in their preferences for music. While past studies successfully related inter-individual differences in music preferences to stable personality traits, our talk considers fluctuating person states to account for intra-individual variations in music choice. Specifically, our study investigates the association between momentary music preferences and listeners' mood states. We conducted a 14-day study ($N > 200$) integrating two forms of smartphone-based ambulatory assessment. Using mobile sensing, we recorded participants' natural music listening behavior on their smartphones. From these records, we extracted their preferences for melodic and lyrical attributes of music. In addition, we collected participants' self-reported mood states (i.e., affective valence) prior to music listening via EMAs. We analyze these repeated measures of participants' matched mood and music-preference instances for associations and discuss our findings in light of personality science and mood regulation theories.

Show me Your Phone and I tell you how you Sleep: A Machine Learning Approach to Predicting Sleep Quality from Smartphone Sensing Data - Thomas Reiter

The various sensors featured in today's smartphones provide a variety of objective data on the users' surroundings and behaviors concerning both behaviors directly linked to smartphone usage (e.g., social media usage) or behaviors merely sensed via smartphone (e.g., physical activity). These data can be integrated into research to explain and predict psychological variables of interest. Exemplarily focusing on subjective sleep quality which was shown to be especially associated with technology and smartphone usage, we predicted day-to-day subjective sleep quality assessed via experience sampling. In a benchmarking experiment, we used different machine learning algorithms and predictor sets based on 2 two-week experience sampling periods of more than 550 participants. Focusing on the methodological issues, relating the results

with different theories on subjective sleep quality, this study exemplifies both benefits and limitations of smartphone sensing and machine learning and shows possible ways of integrating these methods into psychological research.

Everyday fragmentation through smartphone usage and affective wellbeing - Ramona Schoedel

Smartphones have become our daily companions. We use them constantly, for example to communicate with others, check the weather or simply the clock. But these brief interruptions, which are part of everyday life for many people, distract us from our immediate environment. This warrants the question if certain patterns of smartphone usage are associated with impaired affective well-being both on an inter- and intra-individual level. We address this question by presenting our pre-registered study combining experience sampling and smartphone sensing over a two-week period ($N > 250$). In particular, our talk will focus on the different options for operationalizing smartphone usage (e.g., duration, frequency, fragmentation) and present the resulting multiverse of outcomes that depend on the many plausible alternative choices made in the data preprocessing. We take our findings as a basis for discussing researcher degrees of freedom and their impact on empirical outcomes in the context of personality research.

Religiosity: Causes and consequences

Jana B Berkessel¹, Samantha Abrams², Nava Caluori³, Jochen E Gebauer^{1,4}, Gerard Saucier⁵

Organisation(s): 1: University of Mannheim, Germany; 2: University of North Carolina at Chapel Hill; 3: University of Virginia; 4: University of Copenhagen; 5: University of Oregon

People and nations differ in their religiosity – a phenomenon that is stable over the lifespan with far-reaching consequences for people's thoughts, feelings, and behaviors. In this symposium, we highlight how cross-cultural differences and changes in religiosity come about (Talks 1-2) and how these differences affect individuals (Talks 3-4). Talk 1 illustrates how the belief that religion is essential for morality explains why most (but not all) nations become more secular. Talk 2 shows that the effect that globalization reduces individual religiosity is attenuated by religious prejudice. Talk 3 illustrates that, while religious norms are usually highly effective, the religious humility norm is an exception to this. Talk 4 shows that low national religiosity can explain why lower SES has more severe well-being consequences in more developed nations. In sum, the

symposium highlights the importance of religiosity for personality psychology – a perspective critically reviewed and integrated by the discussant.

Moralization of religiosity explains worldwide trends in religious belief - Samantha Abrams

Despite global secularization trends, some societies have remained highly religious. Why do some people and countries abandon their faith while others maintain it? We propose that the Moralization of Religiosity (MoR)—the belief that religion is necessary to morality—is key to answering this question because MoR inhibits secularization. Six studies support our hypotheses. Study 1 (N=218,603) shows that cross-cultural variation in MoR explains why some countries secularized faster than others from 1995-2014. Study 2 (N=701) shows that childhood exposure to MoR predicts a stronger likelihood to maintain religion across the lifespan. Present-day MoR predicts a lower likelihood of deconverting within the U.S. (Study 3; N=924), and across countries and world religions (Study 4; N=8,686). Study 5 (N=513) shows that MoR predicts prejudice towards deconverts and atheists, suggesting that MoR inhibits deconversion due to perceived reputational costs. Finally, Study 6 (N=461) replicates our key findings with an experiment.

Religious prejudice moderates the relationship between globalization and religiosity - Nava Caluori

Recent increases in nonreligion are a puzzling development given the longstanding stability of religion throughout human history. How can we explain this recent shift away from our species' religious roots? Here we examine the role of globalization in this dynamic. Globalization increases interaction and integration between diverse groups and may therefore undermine the cultural foundations that produce strong religious belief. Using international and longitudinal data, we find that national globalization is related to reduced individual-level religiosity across 46,740 participants from 42 countries (Study 1), but that this effect is attenuated when prejudice toward other religions is high. This finding replicates across 288 counties within the United States (Study 2), with residents of more interconnected counties displaying lower levels of religiosity when religious prejudice is also low. Together, these studies suggest that religious prejudice is an important moderator of globalization's relationship with individual-level religiosity.

Religiosity does not Humble Believers: A Multi-Method Investigation of 860,212 Individuals across 61 Christian Societies - Jochen E Gebauer

Religious norms enjoy exceptional power because they alone can rely on supernatural enforcement. The humility norm is probably the most sternly enforced norm across Abrahamic religions. It is also the norm with least compelling evidence for success. To clarify matters, we conducted three large-scale studies with a total of 860,212 participants across 61 Christian societies, capitalizing on three complementary methods to capture humility versus its antipode—self-deceptive enhancement (social comparison bias, knowledge overclaiming, grandiose narcissism). Religious people consistently self-enhanced just as much as non-religious people in domains of equal importance to religious and non-religious people. Religious people self-enhanced more than nonreligious people in domains of more importance to religious people. The results emerged universally in religious and non-religious societies alike. Implications are far-reaching for the power of the sternly enforced humility norm, the understanding of religiosity's function in society, and the status of selfdeceptive enhancement as part of human nature.

National religiosity eases the psychological burden of poverty - Jana B Berkessel

Lower SES harms psychological well-being, an effect responsible for widespread suffering. This effect has long been assumed to weaken as nations develop economically. Recent evidence, however, has contradicted this assumption, finding instead that the psychological burden of lower SES is even greater in developed nations than in developing ones. So, why is that burden greatest in developed nations? We hypothesize that cultural religiosity can explain this puzzling evidence. Developing nations are particularly religious and, consequently, uphold religious norms that ease the burden of lower SES and cast a bad light on higher SES. Evidence for this hypothesis emerged in three large-scale cross-cultural datasets of over 3 Mio. people across over 150 nations. These findings point to the role cultural religiosity and its accompanying socio-cultural norms play in societal functioning. As national religiosity declines, these findings also suggest that lower SES will become increasingly detrimental for well-being—a consequential societal change.

Longitudinal Perspectives of Personality

Kelsey Ann Hobbs¹, Robert Krueger¹, Anouk Aleva², Christopher Hopwood³

Organisation(s): 1: University of Minnesota, United States of America; 2: Utrecht University; 3: University of Zurich

The focus of this symposium is on new findings about personality from longitudinally focused methods. The present group of studies focuses on

various methodological approaches, from meta-analysis to behavioral genetic findings. Further, studies throughout focus on traditional views of pathological personality in the form of personality disorders, as well as a focus on dimensional models of pathological and normative traits. The first two talks will focus separately on how adoption methods and twin methods can inform how peers as a developmental antecedent measured longitudinally impact the development of pathological traits. The next talk will focus on a meta-analysis of Borderline Personality Disorder (BPD) features across age groups to look at age effects in the prevalence of BPD features. The final talk will discuss how a profile of healthy personality traits relates to adaptive outcomes over time. Overall, this symposium provides information on different longitudinal approaches informing new findings on personality.

Do Childhood Friends Influence your Personality in Adulthood? A Longitudinal Twin Study of Peers and Pathological Personality Traits - Kelsey Ann Hobbs

Peers are no doubt important for the development of various psychological constructs such as personality generally and the development of personality disorders (Rettew et al., 2003; Lynam et al., 2008). However, how peers in childhood influence adulthood pathological traits are less well understood. Additionally, the biological mechanism, such as genetic and environmental contributions, underlying these potential associations is not well understood. The present study uses a sample of 840 twin pairs who were assessed on peer relationships at age 11 and on pathological personality traits at age 24. First, we will examine the longitudinal association between childhood peers and adulthood personality. We will model each twin as a bivariate biometric model via maximum likelihood, such that the variance of each variable (i.e., personality trait and developmental antecedent) is decomposed into additive genetic, shared environment, and nonshared environment factors. Results and implications for future work will be discussed.

Peers and Pathological Personality: An Adoption Study - Robert Krueger

Peers have long been considered important in the context of development. However, little attention has been paid to how peers, as a developmental antecedent, predict the development of pathological personality traits more broadly, particularly the traits of the Personality Inventory for the DSM-5 (PID-5; Krueger et al., 2012). Further, little is known about the environmental and genetic contributions in these prospective associations. This study aims to establish longitudinal associations and investigate genetic and environmental contributions through the use of a large longitudinal adoption study. Analyses will be conducted using multilevel models to account for dependence among family and siblings. Further, all analyses will be estimated as random-intercept

models with intercepts that can vary across families and residual variances allowed to vary across adoptive and biological sibling groups. Findings and the implication of these results will be discussed in detail.

Borderline personality features across the lifespan: a meta-analysis - Anouk Aleva

Theory suggests a peak in prevalence of borderline personality features around middle to late adolescence and decline into adulthood. However, empirical support for such age differences is limited. Given the individual and societal burden of borderline personality pathology, shedding light on age differences can promote timely intervention to prevent adverse outcomes. The current meta-analysis examines age difference in the prevalence of borderline personality features. The literature search yielded 1996 unique articles, of which about 200 were included in the analyses. Data were analyzed using a two-step approach. First, confirmative testing was used to evaluate the theory-based hypothesis of a peak in features around middle to late adolescence. Second, explorative data-driven testing allowed for any pattern of age differences to emerge within the data. Background variables, such as gender and sample characteristics, were considered. Information on age differences in the prevalence of borderline personality features can drive prevention efforts.

Ten year course of the Healthy Personality Index among people with personality disorders - Christopher Hopwood

Bleidorn et al. (2020) recently used an expert-consensus approach to develop a profile of healthy personality traits using the 30 facets of the NEO-PI-R model, and found that this profile is related to a broad array of adaptive outcomes, largely heritable, and distinct from borderline personality and normative response patterns, suggesting that it provides a meaningful composite of healthy personality attributes that balances economy and utility. In this study, we examined the ten-year trajectory and longitudinal correlates of the healthy personality profile among 733 patients in the Collaborative Longitudinal Study of Personality Disorders. We found that the healthy personality profile was again related to a wide range of adaptive outcomes, that it increased modestly on average over time in this sample, and that changes were associated with other indicators of clinical improvement. Findings are discussed in terms of the potential for the Healthy Personality Index to provide a practical assessment tool for research on personality functioning.

The Interplay Between Values and Social Environments

Anna Schwartz¹, Jan Cieciuch², Gregory Maio³, Shaul Oreg¹, William Revelle⁴, Lilach Sagiv¹, Ewa Skimina², Yuval Solomon¹, Lena Spindler-Shafir¹, Sam Taylor³

Organisation(s): 1: The Hebrew University of Jerusalem, Israel; 2: Cardinal Stefan Wyszyński University in Warsaw; 3: University of Bath; 4: Northwestern University

Personal values play a central role in shaping individuals' cognition, emotion and behavior. The proposed symposium portrays the interplay between values and social environments. The first presentation focuses on the interaction between values and the self. Anna Schwartz and colleagues investigate the role of self-control as a moderator that strengthens the relationships between values and behavior. Then, two presentations examine the interplay between the self and the environment. Sam Taylor and Greg Maio study the links between perceived self-community value similarity and feelings of belongingness, well-being, and community engagement among university students. Yuval Solomon and Shaul Oreg study the interaction between values and psychological situations in predicting organizational citizenship behavior among soldiers. In the final presentation, Ewa Skimina and colleagues point to between-country differences in the structure of values and investigate their relationships to country-level variables.

Values and Behavior: The Moderating Role of Self-Control - Anna Schwartz

Values predict reported and overt behavior. The magnitude of the relationships vary however. We investigated the role of self-control as a moderator that may account for some of the variance in values-behavior relationship. We reason that in situations in which important values conflict with short-term goals, the higher self-control, the stronger the relationship between values and their congruent behavior. The findings of three studies confirmed our hypotheses. In Study 1, emphasizing conformity (versus self-direction) values was positively correlated with adherence to Covid19 health instructions among participants higher (compared to lower) in trait selfcontrol. In Study 2, emphasizing benevolence and tradition values was positively correlated with prosocial behavior mostly when cognitive overload was moderate (vs. severe). Lastly, in Study 3, emphasizing benevolence values was positively correlated with prosocial behavior when emotional overload was low (vs. severe). Overall, our findings indicate that value-congruent behavior may sometimes be effortful and require self-control.

The Role of Value Similarity in Belongingness and Community Engagement in University Students - Sam Taylor

Prior research has demonstrated the importance of sharing similar values with one's community in developing feelings of belongingness, and between belongingness and wellbeing, but there have been few attempts to investigate the link between self-community value similarity and wellbeing directly. This is especially true in the context of undergraduate students in a university environment, who are often assimilating to a new community and struggle with feelings of loneliness. We will present the findings of a study investigating the link between perceived selfcommunity value similarity and feelings of belongingness, community engagement, and psychological wellbeing in university students, with measurements taken after both their first and second semester. The findings will be discussed under a developing framework highlighting the importance of self-community value similarity as a means of developing community participation and wellbeing.

The Role of the Psychological Situation in Values-Organizational Citizenship Behavior Relationship - Yuval Solomon

It is well established that situations shape the relationship between personality and behavior. Previous studies have shown the impact of specific types of situations and situational characteristics on the behavioral expression of personality. However, there has been very little systematic integration of dispositional and situational factors in the prediction of behavior. The current study integrates the theory of personal values (Schwartz, 1992, 2012) with the Situation Six taxonomy (Oreg et al., 2020) in a model for the prediction of organizational citizenship behavior (OCB). We tested our predictions using data from 68 soldiers and their commanders, including weekly measurements over a period of 10 weeks (N=591 observations). Soldiers provided data about their personal values and their weekly perceptions of their work weeks and commanders provided ratings of soldiers' OCB. As expected, dimensions of the psychological situation moderated several of the relationships between values and OCB.

Why Value Structures in Some Countries are Flattened? A Comparison of the Structures of Values Across Europe - Ewa Skimina

The circular value structure can be described by two orthogonal dimensions: personal focus versus social focus and growth versus self-protection. Using individual difference scaling analysis (INDSCAL), we analyzed the data from

seven waves of the European Social Survey (Waves 1–7) to compare value structures in 36 countries. We found substantial between-country differences in the shape of value structures and their relationships with country level variables. The results suggested that the structures of values in less developed countries (e.g., with lower Human Development Index) tended to be flattened in such a way that the weight of the social versus personal focus dimension was much higher than the weight of the growth versus selfprotection dimension. This means that when citizens of those countries were assessing the importance of values, they used mostly the dimension of social versus personal focus to make comparisons between different value types.

Conceptualization, Assessment, and Implications of Social, Emotional, and Behavioral Skills

Christopher J Soto¹, Christopher M Napolitano^{2,3}, Madison N Sewell², Hee J Yoon², Brent W Roberts^{2,4}, Ricardo Primi^{5,6}, Oliver P John^{6,7}, Daniel D Santos^{6,8}, Filip De Fruyt^{6,9}, Benjamin Lira¹⁰, Joseph M O'Brien¹¹, Pablo A Peña¹², Brian M Galla¹³, Sidney D'Mello¹⁴, David S Yeager¹¹, Amy Defnet¹⁵, Tim Kautz¹⁵, Kate Munkacsy¹⁵, Angela L Duckworth¹⁰, Cristina Anguiano-Carrasco¹⁶, Alex Casillas¹⁶, Dana Murano¹⁶, Jason Way¹⁶

Organisation(s): 1: Colby College, United States of America; 2: University of Illinois at Urbana-Champaign; 3: University of Zurich; 4: University of Tübingen; 5: Universidade São Francisco; 6: Ayrton Senna Institute; 7: University of California, Berkeley; 8: Universidade São Paulo; 9: Ghent University; 10: University of Pennsylvania; 11: University of Texas at Austin; 12: University of Chicago; 13: University of Pittsburgh; 14: University of Colorado-Boulder; 15: Mathematica; 16: ACT, Inc

This symposium considers the nature, assessment, and implications of social, emotional, and behavioral (SEB) skills: personal qualities that people use to maintain social relationships, regulate emotions, achieve goals, and learn from experience. The first talk proposes that SEB skills can be conceptualized and measured as functional capacities: how well someone can perform a behavior, when the situation calls for it. The second talk integrates trait-identity (how one usually behaves) and self-efficacy (how one can behave) judgments of SEB skills. The third talk focuses on self-regulation, and shows that students' self-judgments can be biased by their frame of reference. The final talk illustrates how a multitrait-multimethod framework can help reduce bias in skills assessment. Collectively, the talks highlight challenges and innovations in the conceptualization and assessment of SEB skills, while also showing that these skills predict consequential outcomes, from school grades and graduation rates to social relationships and well-being.

An Integrative Framework for Social, Emotional, and Behavioral Skills: The BESSI - Christopher J Soto

People differ in their capacities to maintain social relationships, regulate emotions, and manage behaviors. We address three key questions about such social, emotional, and behavioral (SEB) skills. First, how can SEB skills be defined and distinguished from personality traits? We propose that SEB skills represent how someone is capable of behaving when the situation calls for it, whereas traits reflect how someone tends to behave averaged across situations. Second, how can specific SEB skills be organized within broader domains? We find that many skill facets can be organized within five domains: Social Engagement, Cooperation, SelfManagement, Emotional Resilience, and Innovation Skills. Third, how should SEB skills be measured? We develop and validate the Behavioral, Emotional, and Social Skills Inventory (BESSI). Using the BESSI, we show that skills converge meaningfully with socioemotional strengths and competencies, as well as personality traits, and predict outcomes including academic achievement, occupational interests, social relationships, and well-being.

SENNA Inventory for Assessing Socio-Emotional Skills in Brazilian Public School: Measuring Both Identity and Self-Efficacy - Ricardo Primi

Education scientists and policy-makers have increasingly paid attention to the assessment and learning of socio-emotional skills. The empirical development and psychometrics of SENNA are described. Data were obtained from 50,000 Brazilian students enrolled in public school grades 6 to 12. SENNA was designed to assess 18 skills, each operationalized by three positively keyed trait-identity items, three negatively keyed identity items, and three self-efficacy items. The 18 skills empirically defined a higher-order structure labeled as: Engaging with Others, Amity, Selfmanagement, Emotional Regulation, and Open-mindedness. The same five factors emerged whether we assessed the 18 skills with items representing (a) a trait-identity approach that emphasizes lived skills (what do I typically do?) or (b) a self-efficacy approach that emphasizes capability (how well can I do that?). SENNA is also equipped with procedures to correct for individual differences in acquiescence, which are shown to systematically bias results when not corrected.

Large Studies Reveal How Reference Bias Distorts Policy Applications of Popular Psychological Measures - Benjamin Lira

There is growing policy interest in schools as contexts for cultivating self-regulation and, by extension, assessments that compare the self-regulation of students from different schools. In this investigation, we show that self-report questionnaires—the most prevalent modality for assessing self-regulation—are prone to reference bias, the systematic error that arises from differences in the implicit standards by which different social groups evaluate behavior. In three

studies, adolescents (total N = 229,685) whose peers performed better academically rated themselves lower in self-regulation, and held higher standards for hard work and preparedness. This effect was driven by students sharing academic classes rather than other students, was not observed for objective task measures of self-regulation, and led to paradoxical effects when predicting college persistence six years later. Collectively, these findings suggest that standards for self-regulation vary by social group, limiting the utility of self-report questionnaires for policy purposes.

A Multitrait-Multimethod Measure of Social Emotional Skills for Education Settings – Cristina Anguiano-Carrasco

The assessment of social and emotional (SE) skills is relatively new and comes with challenges. One challenge is the myriad of SE frameworks and lack of consensus for applications. Another challenge is the overreliance on Likert-type items given concerns about bias. To help overcome these challenges, we developed a multitrait-multimethod assessment (Mosaic by ACT®) that uses the Big Five as an assessment framework based on empirical evidence, associations with criteria and capability as an organizing framework. To mitigate biases, Mosaic uses three item types—Likert, forced choice, and situational judgment test—to measure the five SE skills. The assessment uses a scoring model that combines all item types, yielding a unified score for each skill. We will share reliability and validity evidence using multiple criteria from large US middle and high school samples to demonstrate the value of this approach to measuring SE skills.

Revisiting the Nature and Structure of Vocational Interests

Lena Roemer¹, Jonathan Wei Ming Phan², Julian M. Etzel³, Bart Wille⁴

Organisation(s): 1: GESIS Leibniz Institute for the Social Sciences, Germany; 2: California State University Long Beach, USA; 3: IPN – Leibniz Institute for Science and Mathematics Education, Kiel, Germany; 4: Department Developmental, Personality and Social Psychology, Ghent University, Belgium

Vocational interests are consequential individual differences. Despite a long research tradition, key questions on the nature, structure, and nomological net of vocational interests remain unsettled. This symposium brings together four talks, different research designs, and statistical approaches to revisit assumptions about the nature and structure of vocational interests. First, Phan and Rounds focus on interest states and present two experience-sampling studies to decompose within- and between person variance with

Generalizability Theory. Second, Roemer et al. use experience-sampling to examine the nature of interest states and a particular association between states and traits, which differed from findings for personality. Third, Etzel and Nagy focus on the structure of vocational interests and examine the extent to which circumplex and hierarchical interest models converge. Finally, Wille et al. test the integrative potential of the interest circumplex and present meta-analytic and confirmatory studies mapping the Big Five onto the interest circumplex.

Generalizability Theory for Variance Decomposition of Vocational Interests - Jonathan Wei Ming Phan

Central to the investigation of whole trait theory (Fleeson & Jayawickreme, 2015) is the variance decomposition at the within- and between-person levels. Yet, current commonly used methods for variance decomposition such as the density distribution approach (Fleeson, 2001) or Hierarchical Linear Modeling (e.g., Church et al 2011) are problematic when modeling experience sampling data given variations of survey and respondent parameters, such as item choice (fixed or random), time (item habituation), and idiosyncratic participant responding. Across two experience sampling studies (NStudy1= 60 and NStudy2= 49) we compared the two widely used variance decomposition methods with Generalizability theory for both work personality (vocational interests) and personality (e.g., Extraversion). Overall, we show that for the purpose of variance decomposition, Generalizability theory is much better suited than traditional techniques to model the logistical and experimental concerns researchers may have such as item randomization and item fatigue when examining experience sampling data.

Why Do Interest States Vary Mainly Below the Trait Level? Testing Two Alternative Explanations for the Within-Person Variability in Interests - Lena Roemer

Traditionally, vocational interests are studied as stable work preferences, but recent contributions suggest that interest states vary within persons across situations. Other than personality states, however, interest states have been found to vary mainly below their respective trait levels. This specific pattern of variability raises questions about the nature of interest states in daily life: Does the pattern reflect conceptual characteristics of interest states or rather consequences of potentially inadequate assessment? We present a preregistered experience sampling study (N=217, Nobs=5,631) to test two alternative explanations for this pattern of interest states varying mainly below respective trait levels. Results showed that the specific variability pattern emerged across different interest operationalizations, suggesting that the constraining effect of interest traits for interest states reflects conceptual characteristics. The results can contribute to clarifying the nature of interest states and to differentiating it from Big Five personality states.

Convergence of the Dimensional Model of Vocational Interests and the Interest Circumplex - Julian M. Etzel

A central aspect of vocational interest theories concerns the similarity structure of interests. Many theories posit a circumplex structure according to which the interest domains' similarities can be represented by their positions on the circumference of a circle. Alternatively, hierarchical models have been proposed that cluster interests at different levels of generality (e.g., basic vs. broad-band interest domains). We argue that these perspectives are not mutually exclusive and that interest scales derived on basis of hierarchical approaches mirror the circular structure. To this end, (1) we reanalyzed the original data from a recently proposed hierarchical model and (2) used latent variable models on data from an independent sample to place the hierarchical interest scales onto the interest circumplex. Overall, we found a strong convergence of the results that supports the view that the interest circumplex is an integral aspect of the interest domain. Implications for counseling and research are discussed.

Integrating Personality and Vocational Interest Profiles: Research Synthesis and New Applications - Bart Wille

The integration of individual difference construct domains continues to be a major challenge in personality psychology and beyond. The current presentation contributes to these efforts by mapping the Big Five personality traits onto the vocational interest space. Specifically, the current work extends previous research on interest-personality associations by integrating the Big Five into the latent circumplex structure, which makes it possible to analyse the strength of these associations with greater precision compared to previous analyses. We first present a meta-analytic synthesis ($k = 27$) of previous studies to examine the consistency of Big Five trait locations on the interest circumplex. Next, in a separate study we extend these findings by applying a novel and more rigorous statistical approach (Nagy et al., 2019) and examine the robustness of this approach in two independent samples collected in Germany ($N = 1,032$) and Belgium ($N = 1,317$).

Embrace yourself! Relations between self-compassion, stress processing and mental health

Christina Ewert¹, Michela Schroeder-Abé¹, Cosma F.A. Hoffmann², Anabel Buechner³, Eva Asselmann⁴, Antonia Bendau⁴

Organisation(s): 1: University of Potsdam, Germany; 2: University of Greifswald, Germany; 3: Humboldt University of Berlin, Germany; 4: Health and Medical University, Germany

Mindful self-compassion, a concept with buddhistic roots, describes an attitude to oneself in demanding life circumstances that is characterized by the openness to painful feelings with the intention to care for instead of criticizing oneself. To date, associations of self-compassion with increased mental health have been demonstrated at the state and trait level. However, little is known about the processes underlying these relations. More recently, findings have suggested that self-compassion influences stress processing i.e. stress perception and choice of coping strategies; and thus, lead to higher levels of mental health outcomes at both levels. Therefore, this symposium aims to investigate if stress processing mediates the link between selfcompassion and mental health outcomes using a multi-method approach. Furthermore, it also takes into account differences in findings at the between and with-in person level as well as how effects unfold during a specific live threat - the Covid-19 pandemic.

The mediating role of stress processing in the relation of self-compassion and affective well-being: Evidence from an ambulatory assessment study - Christina Ewert

Rationale. While the positive effects of trait self-compassion and affective well-being are widely known, within-person effects of state self-compassion and underlying mechanisms between state self-compassion and affective well-being have rarely been investigated. The current study aimed at examining whether perceived stress and healthier coping responses are mediators in the relation between momentary self-compassion and affective well-being. Methods. A total of 213 participants completed measures of momentary self-compassion, momentary perceived stress, adaptive and maladaptive coping responses as well as affective well-being via their smartphones including three measurements per day for seven days. Results. 1-1-1 multilevel mediation analyses were conducted and demonstrated that, at the within-person level, momentary self-compassion was related to more positive and less negative affect via perceived stress and facilitating healthy coping responses. Implications. This work helps to understand the processes underlying the adaptive effects of momentary self-compassion on momentary affective well-being on a given occasion.

Disentangling the Within-Person and Between-Person Structure of SelfCompassion - Anabel Buechner

Rationale. The factor structure of self-compassion is highly debated. Yet a critical aspect has not received attention so far: While the discussion surrounding the structure of selfcompassion as a trait, the definition of the construct is at the state level. Methods. Because the relationships of variables can differ across the between-person (BP) and the within-person (WP) level, we tested competing models separately at both levels in a preregistered analysis. Results. To this end, we analyzed experience-sampling data ($N = 213$, with $n = 4,052$ measurement occasions) using multi-level CFA. At both levels, a two-factor model provided the best fit. However, the factors were moderately related at the WP level ($r = .37$, $p < .001$), but not related at the BP level ($r = .04$, $p = .695$). Implications. We conclude that meaningful differences between both levels exist and provide recommendations for further research on – and the conceptualization of – self-compassion.

More functional coping explains the beneficial effects of self-compassion on mental health during the COVID-19 pandemic - Eva Asselmann

Rationale: This study examined whether functional coping explains the association between higher self-compassion and better mental health during the COVID-19 pandemic. Methods: Over six weeks ($N=247$), self-compassion (T1), coping (functional: active coping, emotional support, instrumental support, positive reframing, planning, and acceptance; dysfunctional: self-blame, behavioral disengagement, substance use, and denial; T2), and mental health (life satisfaction, positive affect, lower negative affect, as well as lower depression, anxiety, and stress; T3) were measured longitudinally. Results: Consistent with our hypotheses, (1) higher self-compassion predicted better mental health, (2) higher self-compassion predicted more functional and less dysfunctional coping, and (3) more functional and less dysfunctional coping predicted better mental health. Furthermore, (4) more functional and less dysfunctional coping mediated a substantial proportion of the association between higher selfcompassion and mental health. Implications: Our study demonstrates that self-compassion promotes the ability to apply helpful coping strategies during challenging times, which in turn benefits mental health.

Self-compassion attenuates the negative effect of social isolation on subjective wellbeing during the COVID-19 pandemic - Antonia Bendau

Rationale: Social isolation during the COVID-19 pandemic has been associated with higher loneliness and with lower mental health. We studied whether self-compassion attenuates these unfavorable effects. Methods: 245 individuals from Germany were assessed over six weeks (in 3 waves, spaced 2 weeks apart from each other). Participants' living status was assessed at T1, self-compassion at T2, and life satisfaction at T3. Results: In linear regressions

adjusted for gender and age, self-compassion (total score, common humanity, isolation, and mindfulness) moderated the association between living alone and lower life satisfaction. More specifically, living alone at T1 predicted lower life satisfaction at T3 in individuals with low (but not high) total self-compassion, low (but not high) common humanity, high (but not low) isolation, and low (but not high) mindfulness at T2. Implications: Our findings suggest that self-compassion buffers the unfavorable effects of social isolation on mental health during the pandemic.

A Matter of Perspective: Personality and Interpersonal Perceptions in Social Interactions

Lara Kroencke¹, Eva Bleckmann², Norhan Elsaadawy³, Hasagani Tissera⁴

Organisation(s): 1: University of Münster, Germany; 2: University of Hamburg, Germany; 3: University of Toronto, CA; 4: McGill University, CA

Interpersonal perceptions constitute a central component of social interactions linking personality to social experiences. Yet, knowledge is still limited when it comes to finer-grained processes of how interpersonal perceptions relate to both inter- and intrapersonal outcomes. This symposium combines four talks addressing this research gap across diverse social settings while considering different age groups. Using experience sampling methods, Elsaadawy et al. investigate associations between social status and caring about metaperceptions, while Kroencke et al. examine how social status perceptions relate to narcissism dynamics in daily life. Moving to digital settings, Tissera et al. explore whether links between social anxiety and meta-accuracy translate from in-person to online interactions. Finally, Bleckmann et al. use round-robin data from online interactions to investigate associations between metaperceptions, perceptions of social inclusion and self-esteem in adolescence. Together, the symposium integrates diverse empirical approaches to elucidate the role of interpersonal perceptions for personality and social interaction processes.

Who Cares About the Impressions They Make on Others? Social Status and Concern with Meta-Perceptions - Norhan Elsaadawy

People with low social status often find themselves in situations where their social value is threatened. Similarly, people with low self-esteem perceive themselves to have low status and are sensitive to threats to their social value. As such, these individuals might care more about the impressions they make in their daily lives compared to high status individuals. To test this possibility, we will analyze experience sampling data (N=200) to compare how much individuals with low versus high status care and think about the impressions they make on others. We will also explore the types of trait impressions that

individuals with low versus high status tend to think about (e.g., competence, warmth) by coding participants' openended responses about their meta-perceptions (i.e., their beliefs about the impressions they make on others; N=800). Results will speak to the different ways that people with low versus high social status experience their social worlds.

Social Status Perceptions and Narcissism in Everyday Life - Lara Kroencke

Individuals with high trait narcissism are thought to react more strongly to different kinds of social status perceptions, such as the perceived assignment of social status (e.g., feeling admired), attack on social status (e.g., feeling criticized), or neglect of social status (e.g., feeling ignored). To test the link between social status perceptions and narcissistic states in everyday life, we conducted two experience sampling studies among undergraduate students (participant N = 285; observation N = 18,036) and in the general population (participant N = 1,177; observation N = 36,074). Using multilevel structural equation modeling, we show that the perceived assignment of, attack on, and neglect of social status are associated with specific narcissistic behaviors and emotions on the within-person state level. We also examine interindividual differences in status-behavior and status-emotion contingencies and their relationship with self-reported trait narcissism. We discuss implications for theories about narcissism and interpersonal perception processes.

'Zooming' in on positive and accurate metaperceptions of first impressions: Examining the links with social anxiety and liking in online video interactions - Hasagani Tissera

How does meta-accuracy, the extent to which we know other's impressions of us, operate in online first-impression interactions? Specifically, we aimed to examine how previously observed associations in in-person interactions between meta-accuracy and insecurities (social anxiety) and interpersonal outcomes (liking) translate to online interactions. Using a sample of 546 participants (Ndyads=2009), we found that people recognized others' unique and positive impressions of the self, with similar accuracy levels as in in-person interactions. Social anxiety was related to lower accuracy for others' positive impressions, consistent with past findings, but it was not related to lower accuracy for others' unique impressions, diverging from past findings. Further, meta-accuracy for others' unique impressions was associated with being more liked by others and meta-accuracy for others' positive impressions was associated with liking others more, consistent with findings from in-person studies. Overall, meta-accuracy seems to play a similar role in in-person and in online interactions.

Interpersonal Perceptions in Adolescence: How Personality Metaperceptions link to Perceptions of Social Inclusion and Self-Esteem - Eva Bleckmann

Self-esteem is fundamentally shaped by the experience of social inclusion within social interactions. Meanwhile, previous research suggests that metaperceptions (i.e., beliefs about how others perceive one's personality) are crucial for experiencing positive social interactions. However, little is known about whether adolescents can accurately perceive how others view their personality and how these metaperceptions shape the link between perceptions of social inclusion and self-esteem. Using roundrobin data from N = 300 adolescents participating in an online-based group interaction, we address this research gap by analyzing associations among metaperceptions, perceptions of social inclusion, and momentary self-esteem in a multilevel modeling framework. At the time of submission, data has been collected, but results are not yet available. With this research, we hope to shed light on the underlying perceptual processes within social interactions that shape perceptions of social inclusion and their link with an individual's momentary self-esteem in the developmental phase of adolescence.

Values in (Complex) Action: Mechanisms by Which Values Facilitate or Hinder Thoughts and Behaviors

Shani Oppenheim-Weller¹, Adva Liberman², Sharon Arieli², Adi Amit³, Lilach Sagiv², Noga Sverdlik⁴, Ruth Mayo²

Organisation(s): 1: Hadassah Academic College, Israel; 2: The Hebrew University; 3: The Open University of Israel; 4: Ben Gurion University

Personal values serve as guiding principles in people's lives, guiding attitudes and behaviors. We introduce four presentations investigating diverse mechanisms of values in action in multiple domains. The first presentation shows that self-direction values not only hinder the sense of learned helplessness, but also the change of it following experience. The second presentation proposes a novel value-based intervention designed to strengthen individuals' inner motivation for openness-to-change, and shows how it serves as a mechanism to spark creativity. The third presentation introduces the notion of value-perceptions as an understudied mechanism and shows how those influence behavior and attitudes in interdependent social contexts. Finally, the fourth presentation offers a new angle for integrating across multiple social identities, considering how individuals manage their multiple identities based on the value-based similarities and differences between them. A discussion of the diverse mechanisms of values in action will follow the presentations.

Personal Values and Learned Helplessness - Adva Liberman

Learned helplessness (LH) is a phenomenon in which one's actions and outcomes are perceived as non-contingent. We investigated the role of personal values in predicting perceived LH. In Study 1, 142 students reported their values and general LH. As hypothesized, emphasizing self-direction values, which express the motivation for autonomy of thought and action, predicted general LH. In Study 2, 513 participants were randomly assigned to one of two conditions. In T1, the findings of Study 1 were replicated in both conditions. A week later, all participants solved a series of anagrams. In the LH condition 5/6 anagrams were unsolvable. In the control, all anagrams were solvable. Then, the participants reported their general LH. As hypothesized, in the LH condition (but not in the control), emphasizing self-direction values, as measured at T1, predicted general LH at T2 (i.e., after experiencing temporary LH). Furthermore, self-direction values predicted the change in general LH.

Igniting the Spark of Genius: A Value-based Approach to facilitate Creativity - Sharon Arieli

This research offers a novel approach to facilitate and encourage problem solving and creativity through a value-based intervention. Values exert a broad influence on behavior. They are multifaceted motivational goals defining what is good and important to individuals and groups. Although value-based mechanisms hold great promise to training, most training approaches focus mainly on providing knowledge and opportunities to practice. The main goal of this research is to inculcate a habit of creative thinking by strengthening the broad motivational factors that underlie creativity in the long run – openness values. In two studies (N=193; 197) I propose a deliberate procedure for strengthening openness values, combining between automatic and effortful cognitive processes. Both studies included two waves of data collection showing that the intervention produced the expected effect immediately, and that the effect was robust two weeks later. Each study employed different sets of cognitive processes. Consequences for training will be discussed.

Cooperation and alliances – the facilitating role of fit in value perceptions - Adi Amit

Rohan (2000) suggested an important distinction between personal value priorities – people's own value priorities and social value priorities – people's perceptions of others' value priorities. To date, there is ample research investigating the impact of people's own values. In striking contrast, research on the impact of perceptions of others' values is scarce. I present two research programs addressing the role of perceived values of others in situations involving social interactions. Focusing on social interactions in the lab, models

as the prisoner's dilemma and the chicken game, we show that individuals' choices depend on the fit between the motivation modeled in games and the value perceptions of the partner in the game. Turning to social interactions with professionals in real life, we show that the formation of working alliances depend on the fit between the value stereotype of the profession and the perceptions of the values held by the professional.

Value Identity Similarity: A New Angle for Explaining the Link between a Complex Representation of Multiple Identities and the Experience of Integrating Them - Shani Oppenheim-Weller

In two studies, we introduce the concept of value identity similarity (VIS) defined as the level of resembles between values of the identities a person holds. We present different types of VIS -- similarity in values fulfilled through the identities (fulfillmentVIS) and similarity in values of ideal identities (ideal-VIS) – and explore the differential role they play in the relationship between social identity complexity and bicultural identity integration dimensions (BII). In Study 1, conducted among Palestinian-Israelis (N=75), fulfillment-VIS mediated the negative link between social identity complexity and BII. In Study 2, conducted among North-Americans of East-Asian origin (N=247), we replicated these findings and also found that only when ideal-VIS is low, there is a positive link between social identity complexity and low BII-compartmentalization. This effect was not found for high BII-blendedness. We will discuss the implications of these findings for a deeper understanding of identities accommodation mechanisms.

Socioemotional Dispositions across Generations and the Lifespan

Patrick L. Hill¹, Mathias Allemand², Megan E. Wilson¹, Marion Spengler³

Organisation(s): 1: Washington University, St. Louis, United States of America; 2: University of Zurich, Zurich, Switzerland; 3: Medical School Berlin, Berlin, Germany

For decades, researchers have been interested in how to promote the development of seemingly positive dispositional characteristics that promote social relationships and becoming a more mature individual. Though described in multiple ways, including character and prosocial personality development, all of these characteristics have been thought to be shaped by myriad family and contextual factors. The current symposium will examine the development of such characteristics across three talks. First, Megan Wilson will describe trends in purposefulness across three generations, examining the extent to which the family environment influences sense of purpose. Second, Mathias Allemand

also will consider intergenerational effects, with respect to how forgiving people are of different family members. Third, Marion Spengler will describe socioemotional skill development during young adulthood, and its distinction from personality trait development. The symposium will conclude with a discussion regarding best practices for conducting future research into sociocultural and familial promoters of prosocial development.

Generating Purpose across Generations - Megan E. Wilson

Past research suggests the family environment is a primary context for purpose development, based on the potential for parents and grandparents to serve as purposeful role models. However, work is limited regarding inter-generational associations on sense of purpose, and whether certain families may provide stronger contexts for the intergenerational transmission of purpose. The current study utilizes data from the St. Louis Personality Aging Network study, which collected sense of purpose self-reports from over 800 older adult participants in the St. Louis community (G1), and is collecting similar reports from their children (G2) and grandchildren (G3). The current talk will address three questions central to purpose development. First, to what extent is sense of purpose positively associated across generations? Second, are these associations stronger among family members who report being in more frequent, closer social contact? Third, do cultural and environmental factors (e.g., race, religion, education) influence these intergenerational associations?

The Tendency to Forgive Friends and Family Members Across the Adult Lifespan: Cross-Generational Differences and Longitudinal Changes - Patrick L. Hill

Forgivingness is defined as individual differences in the relatively stable tendency to forgive others across interpersonal transgressions, relationship contexts, and over time. The current study focuses on two aspects of this definition. First, we examined the consistency of forgivingness across different relationships contexts in younger, middle-aged, and older adults. Second, we examined the longitudinal stability of the forgivingness across four years. We used data from the longitudinal Co-Development in Personality (CoDiP; Schaffhuser et al., 2014) study, which includes three waves of data from a community sample of three generations of German-speaking Swiss participants. Data were collected in 2010 (n = 1050), 2012 (n = 722), and 2014 (n = 665) among younger adults, their parents, and grandparents. The 4-item Tendency to Forgiveness scale (Brown, 2003) was adapted to assess the tendency to forgive friends and family members. The results demonstrate cross-generational differences in forgivingness across different relationships contexts. Moreover, the results support the notion that forgivingness is a relatively stable construct, even though it is characterized by individual differences in change. Implications

are discussed with respect to how these findings advance our understanding of cross-generational differences and longitudinal changes in forgivingness.

Socioemotional Skill Development in Young Adulthood - Marion Spengler

Individuals differ in their capacity to manage goal- and learning-directed behaviors. These selfmanagement skills are related to the broad trait of Conscientiousness. Self-management skills differ with respect to the reference regarding their representation and assessment. Traits refer to a general evaluation of one's general feelings, behaviors and thoughts whereas skills refer to the capability of showing certain behaviors when needed. The current talk will investigate the daily dynamics of personality across shorter periods of time to examine whether the dynamics of selfmanagement skills is related to trait levels of Conscientiousness. Young adults will be assessed across six months with more fine-grained weekly assessments, to be paired with larger assessments across longer periods of time. This talk will employ data across the first two weeks to investigate the dynamics of self-management skills and their relation to the trait level.

The "dark" web: Online behavior and the dark side of personality

Peter Karl Jonason^{1,4}, Evita March², Bojana Dinic³, Piotr Szymczak⁴, Lennart Freyth⁵

Organisation(s): 1: University of Padua, Italy; 2: Federation Univesrity, Australia; 3: University of Novi Sad, Serbia; 4: Cardinal Stefan Wyszyński University in Warsaw, Poland; 5: Johannes Kepler University Linz

We present a series of studies on the role and utility of examining the Dark Triad/Tetrad traits (and more) in the online context. First, we explore two independently derived, three factor models of cyberstalking (Evita March) and stalking (Bojana Dinic) behaviors in relation to the Dark Triad/Tetrad, mate retention, attachment, sex differences, and more. Second, attempt to understand the role of personality traits in social media addiction where we present three studies on the rates of social media addiction, and two studies examining the role of the Dark Tetrad traits and fundamental social motives to understand who is addicted (Piotr Szymczak). The last two talks then delve into behavioral assessments of people online behaviors like the use of different applications like Instagram and usage time (Lennart Freyth) and the use of mobile phones to collect longitudinal data with a case study on narcissism (Radosław Rogoza).

Three forms of intimate partner cyberstalking: Passive, invasive, and duplicitous

- Evita March

Compared to the cyberstalking of strangers and acquaintances, the cyberstalking of intimate partners has received considerably less research attention. To address this paucity, we conducted a novel exploration of personality, individual differences, and intimate partner cyberstalking. Participants (N = 1029; 61% women; Mage = 34.30 years) were recruited via social media and mTURK and completed an online questionnaire. We established that intimate partner cyberstalking is a multidimensional construct with passive, invasive, and duplicitous behavioral forms. Sex differences were present across these forms, and we draw from evolutionary perspectives to explain why women cyberstalk intimate partners more so than men. We also found differential associations between these forms and a range of personality (e.g., Dark Tetrad traits, borderline traits) and individual differences (e.g., jealousy, mate retention, rejection sensitivity). We provide a novel contribution to the exploration and conceptualization of this multidimensional online behavior.

Three flavors of cyberstalking and traditional stalking: Aggravated, intrusive, and surveillance – Bojana Dinic

What is the relative contribution of the Dark Tetrad traits towards understanding various forms of stalking, including cyberstalking and traditional forms of stalking, overall and in both sexes? Serbian participants (N = 232) completed the Short Dark Triad, Short Sadistic Impulse Scale, Cyberstalking Scale, and a newly developed instrument, the Stalking Behavior Scale. Factor analysis of the Stalking Behavior Scale revealed three factors we call aggravated, intrusive, and surveillance stalking. Cyberstalking was associated with all Dark Tetrad traits; intrusive and surveillance stalking was associated with Machiavellianism and narcissism; and aggravated stalking was associated with psychopathy and sadism. Furthermore, the relationships between psychopathy and aggravated stalking were only among present in men. Psychopathy and sadism may encourage more direct, in-person, riskier, and severe stalking, harassment, and violence, while Machiavellianism and narcissism may encourage indirect and covert stalking and harassment. Moreover, psychopathic men appear to more inclined towards risky stalking behaviors.

Who becomes addicted to social media?: Dark personality traits and social motives - Piotr Szymczak

Prior attempts to understand the role of personality traits in predicting social media addiction (SMA) were equivocal. Here, we explored SMA and its relationships with the Dark Tetrad personality traits and social motives. In Study

1 (N = 305), 53% of the participants reported feeling addicted to social media, suggesting substantial variability in who evidenced SMA. In Study 2 (N = 427), psychopathy, Machiavellianism, and sadism, as well as the social motives of earning status and mate-seeking, were positively related to SMA. In Study 3 (N = 530), we replicated results from Study 1 and 2, and we found that narcissism, and the social motives of making new friends and mate retention were positively and the social motive of having quality family relationships was negatively associated with SMA. Our research contributes to a better understanding of the SMA phenomenon and personality foundations, and social motives related to it.

Dark Traits as Social Media Usage predictors - Lennart Frey

We examined the link between the Dark Triad traits and social media-based behaviors in three studies. In Study 1 (N = 555), narcissism was associated with greater use of dating applications, and Machiavellianism predicted usage time. In Study 2 (N = 193), Machiavellianism (i.e., tactics) and psychopathy (i.e., meanness) facets were associated with greater use of photo-based social media applications (e.g., dating apps, Instagram, Snapchat). In Study 3 (N = 209), a 2-year longitudinal study, allowed us to show that the Dark Triad traits were superior to the Big Five traits in predicting usage, in particular, Machiavellianism. Surprisingly, the Dark Triad traits did not decrease over time, but, instead, Machiavellianism and narcissism increased. Findings solidify the importance of examining the Dark Triad traits in relation to behavioral data from the online context.

Smartphone-based assessment of personality - Peter Karl Jonason

Experience sampling methods are gaining popularity in personality research because most of the current smartphones are capable of easy and efficient administration of surveys in an extensive longitudinal design. Within this presentation, we present an introduction on how to design such studies. We discuss the issues of using fixed- vs random-prompts, time- vs eventbased prompts, and the number of prompts per day. We also discuss that most of these decisions are not alternatives, but rather complimentary solutions, which might serve the researcher's needs. Furthermore, using the example of trait narcissism, we discuss how different measures (e.g., standard questionnaire measures vs adjective-based measures) perform under different methodological designs and we provide an empirical example on how to calculate and interpret the estimates of gross variability and instability, which provide general information on how individuals change during the study.

Jingle-jangle fallacies in clinical hot topic constructs and how to overcome them

Elisa Altgassen¹, Leon Wendt², Sascha Mueller², Hannes Rosenbusch³, Timothy Bainbridge⁴

Organisation(s): 1: Ulm University, Germany; 2: University of Kassel, Germany; 3: University of Amsterdam, Netherlands; 4: Aarhus University, Denmark

Hot-topic constructs are at special risk of constituting jangle- (considering them novel although being redundant with established constructs) or jingle-fallacies (deeming them redundant with established constructs although they diverge), because multiple measurement instruments for such constructs arise in the field within a short period of time. Instead of elaborating knowledge about the nomological net and how to best derive measures, instruments are then either used interchangeably or simple but misleading psychometric heuristics are pursued. Subsequently, the scientific community too often gets geared up about presumably novel constructs. In this symposium, we will discuss jingle fallacies in the assessment of mentalizing (Wendt & Müller), followed by a presentation about the redundancy of mindfulness with common personality dimensions (Altgassen et al.). Following presentations will then focus on how to overcome these exemplary problems by discussing data science methods (Rosenbusch) and re-interpreting the BigFive as an organizing framework (Bainbridge et al.).

Jingle fallacies in the conceptualization and assessment of mentalizing - Leon Wendt

Mentalizing capacities pertain to personality functioning in the domain of understanding the mental states of oneself and others (e.g., thoughts, feelings, motivations) as incorporated in major clinical conceptualizations of mental disorders (e.g., in the Alternative Model for Personality Disorders of DSM5). Researchers and practitioners alike are increasingly interested in the concept of mentalizing, and a growing body of literature aims to assess and study individual differences in mentalizing to better understand and be able to treat (e.g., via specialized therapeutic interventions) related mental disorders (e.g., borderline personality disorder). However, there is much confusion about what mentalizing constructs a) should be distinguished and b) are assessed by popular measures of mentalizing (e.g., selfreport questionnaires, task-based measures, clinician ratings). In an attempt to shed more light on these issues, we provide a brief overview of the literature on mentalizing assessment and present results from several studies.

Do you mind a closer look? A jingle-jangle fallacy perspective on mindfulness - Elisa Altgassen

Mindfulness is inconsistently defined and measures of mindfulness resemble established personality self-report scales. Therefore, jingle and jangle fallacies are likely to occur and question the utility of the construct. To target this issue, in a first study participants answered NEO-PI-R items mixed with mindfulness items from eight major mindfulness questionnaires. We applied item-sampling to extract the best fitting measurement model for mindfulness. Correlation between conscientiousness and a thereby extracted general mindfulness factor was high and even higher when mindfulness was modeled based on individual questionnaires. Due to limitations of the BigFive assessment, in study two participants answered personality items from the TSDI (plus HEXACO) mixed with mindfulness items. Correlations of the general mindfulness factor to conscientiousness, openness and neuroticism were high, also when modeling mindfulness based on individual questionnaires. These findings question the validity of the construct.

Data science methods to combat questionnaire proliferation - Hannes Rosenbusch

The proliferation of similar questionnaires for allegedly different psychological constructs puts psychological science in an awkward position. Which constructs and questionnaires should we use to formulate and test our theories? While this sounds like a philosophical question that could be approached through dialogue, I suggest to complement this strategy with natural language processing (NLP) techniques. Such techniques can translate texts into numerical coordinates with similar text contents receiving proximate coordinates. This allows to assign numerical values to questionnaire similarity that can assist in reviewing the potential redundancy of new or published questionnaires. To this end, we launched a first shiny application based on ~4000 questionnaires as a decision support system. During this talk, I will discuss steps to improve the performance and usability of the application. I will also address shortcomings of the application as well as future avenues for NLP to steer psychological measurement and meta science.

Expert predictions can help cut through the Jingle-Jangle jungle - Timothy Bainbridge

Psychological assessment is needlessly fragmented by the presence of differently named scales that measure the same construct. These Jangle Fallacies could be detected by locating scales in an organizing framework, such as the Big Five. Yet, such a task is costly and might be expedited using expert predictions. In the present study, predictions of correlations between scales and the Big Five domains were collected from 279 researchers. Expert predictions differed from correlations assessed in 2-3 participant samples by 0.207, which improved to 0.146 when experts' predictions were aggregated. These values were comparable to the typical difference in correlations between two

participant samples (0.153, $N_s \sim 400$). Using bootstrap sampling, aggregations of the most expert of experts' predictions dropped below the participant sample comparison at 5 experts, suggesting that experts' predictions can be used to locate scales in the Big Five about as accurately as a single participant sample.

Moral character: What it is and why it matters

Alexander Georg Stahlmann¹, Victoria Pringle², Anna Baumert^{3,4}, Jessie Sun⁵, William Fleeson⁶, Erika Carlson², Anna Sckopke⁷, Gabriela Natascha K uchler⁸, Julia Sasse⁴, Jenny Wagner⁹, Wen Wu¹⁰, Geoffrey P. Goodwin⁵, Willibald Ruch¹

Organisation(s): 1: University of Zurich, Switzerland; 2: University of Toronto, Canada; 3: University Wuppertal, Germany; 4: Max Planck Institute for Collective Goods, Bonn, Germany; 5: University of Pennsylvania, U.S.A.; 6: Wake Forest University, U.S.A.; 7: University of the Federal Armed Forces Munich, Germany; 8: University Heidelberg, Germany; 9: University Hamburg, Germany; 10: Beijing Jiaotong University, China

Moral character is undergoing a renaissance as a topic of legitimate scientific inquiry. Here, four talks demonstrate why moral traits matter and illustrate a variety of approaches (self and other-report, nomination methods) for measuring such traits. The first speaker shows that the psychological profile of the moral person depends on which perspective (self, other, or their overlap) is used. The second speaker reveals the moral and emotional traits that set morally courageous exemplars apart from the rest of us. The third speaker finds mixed evidence for whether moral people experience greater subjective well-being and meaning in life. The fourth speaker argues that moral traits can be better described by adjective-based circumplex models than by factor models that posit an underlying simple structure. Together, these talks advance knowledge on the conceptualization and consequences of moral character, while illuminating the measurement challenges and potential solutions in this line of work.

What is the moral person like? - Victoria Pringle

What is the psychological profile of the moral person? The answer may depend on whose perspective we use. Relying only self- or informant-reported morality may largely capture people's attitudes towards themselves or others, respectively; however, using only shared perceptions of morality (i.e., self-other agreement) may neglect useful information contained within the private, or nonshared, perspectives. In three datasets (total $N = 692$), we examined how several personal (e.g., well-being, emotion regulation, moral values), interpersonal (e.g., social skills, status, liking), and cognitive (e.g., intelligence) outcomes were associated with different perspectives (i.e., self-perceptions

only, informant-perceptions only, and their overlap). Results suggest that people agree somewhat about a person's character, but the psychological profile of moral character depends on which perspective we use. Put differently, what the moral person is like depends on who you ask. We discuss how this multiple-perspectives model of moral character fits in with other conceptualizations of morality.

Personality functioning of moral courage: An extreme group comparison - Anna Baumert

What characterizes those exceptional individuals who willingly face threats to their well-being in order to stop others from violating fundamental moral principles? Using an extreme groups approach, we compared moral courage award winners and nominees ($n = 54$), as well as people who self-nominated as having acted morally courageously ($n = 48$), with a demographically matched German sample ($n = 323$). Codings of open-ended descriptions of the morally courageous acts revealed that people in the morally courageous groups had intervened against a broad range of severe violations and faced considerable risks to themselves in doing so. Group comparisons indicated that the morally courageous were set apart by exceptional moral functioning, heightened anger proneness, and lowered social anxiety. Specifically, heightened moral attentiveness and lowered endorsement of loyalty and authority as moral principles predicted membership in the morally courageous groups instead of the reference group, above and beyond general personality factors.

Are moral people happier? - Jessie Sun

Is there a tradeoff between morality and well-being, or do these aspects of the good life go hand in hand? We examined the association between reputation-based measures of moral character and self-reported well-being. In Study 1 ($Ns = 221/228$), close others reported on U.S. undergraduate students' moral character. More moral students self-reported greater meaning in life. In Study 2, Chinese employees ($N = 712$) reported on their teammates' moral character and self-reported their own wellbeing. Moral character did not significantly predict well-being, perhaps because there was little interrater agreement on moral character. To better sample the moral extremes, in Study 3, participants nominated "targets" who were among the most, least, and morally average people they know ($N = 285$). The most moral targets self-reported greater subjective well-being and meaning compared to the average and least moral targets. Overall, we find mixed evidence for whether moral lives are more personally fulfilling.

Clarification of the VIA classification with the Abridged Character Strengths Dimensional Circumplex - Alexander Georg Stahlmann

Peterson and Seligman's VIA classification includes 24 character strengths—moral traits that each feature a distinct set of thoughts, feelings, and behaviors. It is hence surprising that there have been multiple recent attempts to fit these traits into a simple structure. Based on the self-reports (N = 1996) and peerreports (N = 1473) of German-speaking adults, we show that character strengths should instead be considered complex blends of several different trait domains. Similar to the Abridged Big Five Dimensional Circumplex, we propose that these domains can be anchored by a number of bipolar adjective pairs. Accordingly, every character strength can be described through its location in a multidimensional space that includes two or more domains. We assume that our conclusions generalize to all moral traits—not only the VIA character strengths. As such, we recommend that researchers refrain from attempting to fit moral traits into simple structures.

Personality and learning: On the relation between neuroticism and conditioning

Florin Alin Sava¹, Marco Perugini², Jan De Houwer³, Erica Casini², Catalina Bunghez¹, Juliette Richetin², Andrei Rusu¹, Yannick Boddez³, Florina Gabriela HUZOAICA¹

Organisation(s): 1: West University of Timisoara, Romania; 2: University of Milan-Bicocca, Italy; 3: Ghent University, Belgium

It has long been recognized that Neuroticism is a marker of vulnerability to psychopathology. In part, this link might be due to the relation between Neuroticism and conditioning. The symposium starts with a conceptual talk by De Houwer who explores different ways in which learning and personality can interact, with a focus on the relation between Neuroticism and conditioning. As such, it sets the stage for three empirical papers. First, Casini presents evidence showing that anxious and vulnerable people (i.e., facets of neuroticism) show stronger evaluative conditioning (EC) effects. Second, Bunghez presents evidence showing that in contexts with ambivalent stimuli, neurotic people transfer more negative than positive valence to the conditioned stimuli. Finally, Sava shows that Neuroticism facilitates valence-congruent inferences (i.e., halo effects) for the conditioned stimuli. The four presentations illustrate the broader point that there is still considerable merit in relating personality and learning research.

A roadmap for future interactions between research on personality and learning - Jan De Houwer

Despite close interactions between learning and personality research in the mid-20th century, there has been little interaction between these fields of research in recent years. Still, there is much that the two research fields can

learn from each other. Personality could moderate (a) learning effects (e.g., stronger fear conditioning in highly neurotic individuals), (b) effects of other moderators (e.g., a bigger impact of US intensity on fear conditioning in highly neurotic individuals), (c) mental processes that mediate learning (e.g., more stimulus attributions in highly neurotic individuals). The impact of personality could itself depend on situational factors (e.g., how ambiguous a situation is). These individual differences in learning also inform us about personality. Personality dimensions could not only be characterized in terms of learning processes (e.g., reinforcement sensitivity) but also assessed using learning paradigms (e.g., reinforcement). We discuss how such interactions between learning and personality research could be facilitated.

**New insights on the moderating role of Neuroticism on Evaluative Conditioning:
The role of stimulus evaluation and intolerance of uncertainty - Erica Casini**

Evaluative Conditioning (EC) is a change in evaluative responding to a neutral stimulus due to its pairing with a valenced stimulus (US). In this contribution, we focus on how this EC effect can be moderated by Neuroticism, a trait characterized by a high focus on valence. In the first study, participants (298 Ss) completed an EC procedure and a comprehensive battery for assessing Neuroticism. Multilevel analyses indicated a stronger EC effect for people high in anxiety and vulnerability, two Neuroticism facets. A multilevel moderated mediation model suggested that this effect can be explained by a tendency of anxious people to evaluate stimuli as more valenced than they normatively are. A second study is underway investigating whether the amplifying effect of anxiety on EC can be explained by intolerance of uncertainty. The two studies will shed light on the relationship between Neuroticism and EC.

Does the relation between Neuroticism on Evaluative Conditioning depend on ambivalence? - Catalina Bunghez

Recent research examined whether Neuroticism moderates evaluative conditioning (EC), that is, the way in which valence is transferred from a positive or a negative stimulus (unconditioned stimulus; US) to a neutral one (conditioned stimulus; CS). Contrary to the classical perspective on Neuroticism, people scoring high on Neuroticism not only transferred more negative valence to CSs, but also evaluated the CSs paired with positive USs as significantly more positively. To shed light on these previous findings, the present research introduced ambivalent USs (i.e., a positive picture and a negative picture merged into one image; Experiment 1, N=556) and ambivalent contingencies (i.e., CSs paired in 50% of exposures with positive USs and 50% of exposures with negative USs; Experiment 2, N=306). Our findings converge with the traditional perspective on Neuroticism, revealing a negativity bias in evaluating new stimuli.

Neuroticism and Agreeableness as moderators of feature transfer in an Evaluative Conditioning paradigm - Florin Alin Sava

Inspired by previous work on the relation between evaluative conditioning (EC) and impression formation (e.g., Halo effects), we investigated whether the pairing of a neutral conditioned stimulus (CS) and a valenced unconditioned stimulus (US) changes not only the valence of the CS but also judgements about other CS features (e.g., friendliness). We also assessed whether Neuroticism and agreeableness moderate these effects. Eighty-two participants filled in two personality measures (NEO PI-R; Costa & McCrae, 1992; HEXACO-100; Lee & Ashton, 2018), performed the EC task, and completed a post-experimental assessment (i.e., judgements about various CS features). The EC effect predicted feature transfer for other CS features, both in positive and negative directions, accounting for 25% of the variance. We also found bigger transfer effects for people with high levels of Neuroticism.

Advances in Emotional Intelligence Research

Marina Fiori¹, Oliver Wilhelm², Ryan Smith³, Carolyn MacCann⁴, Mattis Geiger²

Organisation(s): 1: Swiss Federal University for Vocational Education and Training, Switzerland; 2: Ulm University, Germany; 3: Laureate Institute for Brain Research, United States; 4: School of Psychology, The University of Sydney, Australia

Conceptualizations of Emotional intelligence (EI) encompass abilities and self-perceptions related to awareness, recognition, understanding, and management of emotions. For more than three decades researchers have debated about whether EI is distinct from personality traits and intelligence, and how to best measure it. This symposium brings together leading scholars from around the world in the field of EI and emotional competences to discuss associations of EI with key related constructs, including emotional awareness, emotional hypersensitivity, emotion regulation, and interpersonal abilities. The approach employed across presentations resides in understanding the cognitive and emotional processes that may account for how EI and emotional competences function, with a critical eye on issues that need to be considered to explain convergent and discriminant associations with expected outcomes.

The relationship between emotional awareness, general reflectiveness, and socio-emotional skills - Ryan Smith

Trait emotional awareness (tEA) is an important aspect of emotional competence. It has also been associated with other socio-emotional traits and

abilities, such as empathy, openness to experience, and emotion recognition ability. However, because tEA requires deliberate introspection on emotions, more general reflective tendencies and epistemic attitudes may also be important. To address this, we carried out two studies in which participants completed measures of tEA as well as several convergent measures of both general reflectiveness and socio-emotional traits and abilities. Emotional awareness showed anticipated relationships with socio-emotional competencies. Higher tEA was also associated with positive self-reported attitudes toward reflective cognition and better performance on cognitive reflection tests. Further, the relationship between tEA and cognitive reflection was partially accounted for by early childhood adversity. These results suggest tEA may develop as part of a broader cognitive style involving greater deliberative reflection in general, which is then applied to socio-emotional signals.

Emotional Intelligence and emotional hypersensitivity: empirical evidence of an association - Marina Fiori

The idea that Emotional Intelligence (EI) might be associated with emotional hypersensitivity has been recently brought up in the literature. We provide further empirical evidence of this association by investigating ability EI and both objective (e.g., performance-based) and subjective (e.g., self-report) hypersensitivity. Participants (N = 157) filled out ability EI tests, then they: 1) evaluated the intensity of emotional and neutral expressions; 2) engaged in a dot-probe task with emotional and neutral expressions; 3) completed a self-report measure of emotional hypersensitivity. Results show that the higher individuals were on EI, the more extreme they rated the intensity of emotional and neutral stimuli. In addition, individuals who were higher on EI showed an attentional bias towards emotional vs. neutral stimuli, with the difference in reaction time being stronger for levels of EI greater than 1 SD from the mean. No association between EI and self-report emotional hypersensitivity was observed.

Linking emotional intelligence to emotion regulation in daily life - Carolyn MacCann

Emotional intelligence abilities are capacities people have (such as knowledge about perceiving emotions, understanding emotions, managing emotions). Emotion regulation strategies are behaviours people engage in (such as socially sharing their emotional experiences or reinterpreting a situation to have a more positive emotional impact). Difference in capacities should relate to differences in behaviours. Two experience sampling studies (N = 97 and 165), each 6 measurements per day for 5 days, the relationship between emotional intelligence abilities (emotion understanding, emotion management, emotion attention regulation and emotional creativity) and emotion regulation strategies

used to regulate oneself and others. While relationships are small to moderate in size, emotional intelligence abilities relate to less use of maladaptive strategies such as rumination, suppression or avoidance, and greater use of pro-social strategies such as encouraging others to socially share.

Competing Concepts for Understanding and Measuring Components of Emotional Intelligence - Mattis Geiger

Within the last 30 years the concept of emotional intelligence received enormous attention within and outside of academia. This amount of attention was not nearly matched by the sophistication of our measurement approaches. We argue that this is due to two main issues: Researchers preferring an easy approach to measuring complicated things and researchers resisting to learn lessons from data. In an intensive multivariate study with 270 participants we show how challenging it is to capture components of interpersonal abilities, that presumably ability driven approaches to measuring emotional intelligence by virtue of situational judgment tests are hampered by a number of shortcomings of this method, and that self-reported emotional intelligence is not close to truly capturing interpersonal abilities.

New insights into the biological bases of individual differences

Judith Schmitz¹, Christian Kandler², Ruben Arslan³, Julia Stern²

Organisation(s): 1: University of Göttingen, Germany; 2: University of Bremen, Germany; 3: University of Leipzig, Germany

The current symposium focuses on methodological and theoretical aspects regarding the role of hormonal, genetical and environmental associations with individual differences. Judith Schmitz reports on a study investigating polygenic propensity and risk scores regarding associations of intelligence, education and visual acuity. Christian Kandler presents first results from the SPeADy study – a large longitudinal extended twin family study with a wide age range, that allows more precise heritability estimates of personality than previous studies. Ruben Arslan reports on a secondary data analysis of eight previous studies measuring hormones as biological factors regulating changes in individual differences and shows that most hormonal assays lacked validity. Julia Stern investigates women's intrasexual competitiveness and jealousy in relation to conception risk and hormone levels. Together, the talks shed new light on the biological factors driving individual differences and crucially inform ongoing debates regarding best practices in assessing hormones, genetically and environmentally informative data.

Dissecting associations between visual acuity, intelligence, and education using genomic data - Judith Schmitz

Reduced visual acuity (VA) in childhood has been implicated in elevated risk for myopia and reading disability, possibly disrupting educational attainment (EA). Conversely, higher EA is associated with decreased adult VA, likely induced by differences in near work exposure. In order to remove effects of environmental variation, we investigated VA and intelligence before the end of compulsory education (ALSPAC study, $n = 6,807$, age 11.5 years). VA was positively correlated with cognitive performance and school grades in adolescence. In a subsample with genomic data ($n = 5,571$), higher polygenic risk for ADHD and reading disability was found to decrease VA, while polygenic propensity towards higher EA, intelligence and, crucially, myopia, was found to increase VA. Our results are in line with a gene environment correlation in which genetic factors increasing EA are associated with better VA and intelligence in childhood, potentially increasing near work exposure and thereby myopia risk.

The Genetic Basis of Personality Differences: An Extended Twin Family Study - Christian Kandler

Most personality theories distinguish between rather biologically rooted and rather environmentally shaped components of personality, such as endogenous dispositional traits (DTs) versus more contextualized characteristic adaptations (CAs). Despite some evidence for variation in heritability estimates between DTs (e.g., neuroticism and extraversion) and CAs (e.g., goals, values, and selfschemas), the differences are unsystematic across measures and studies. However, most studies are limited to the classical twin design and no study so far has investigated different measures of DTs and CAs at different levels of abstraction. The current investigation was aimed to bridge this gap in both conceptual and methodological respects. Conceptually, measures of theoretically postulated DTs and CAs will be compared regarding their assumed differences in genetic contributions. Methodologically, data from an extended twin family study across generations (incl. twins plus their parents and offspring) will be used to provide more precise heritability estimates of personality. This study was preregistered: <https://osf.io/q6tru>.

Not within spitting distance: salivary immunoassays of estradiol have subpar validity for cycle phase - Ruben Arslan

Salivary steroid immunoassays are widely used in psychoneuroendocrinology to investigate a wide range of psychological effects of e.g. menstrual cycle phase. Though manufacturers advertise their assays as suitable, they have not been rigorously validated for this purpose. We collated data from eight studies across more than 1,100 women and more than 8,600 time points. All studies measured

estradiol and progesterone in saliva or serum and had at least one independent indicator of cycle phase. In serum, all cycle phase measures strongly predicted steroids in the expected manner. By contrast, salivary immunoassays of estradiol were only weakly predictable from cycle phase and showed an upward bias. Imputing average serum steroid levels from cycle phase may yield more valid values than several widely used salivary immunoassays. Cross-reactivity, i.e. low specificity of the immunoassay, could explain the observed patterns. Tandem mass spectrometry may provide a valid alternative and could be combined with imputation.

Women's intrasexual social comparison and jealousy across the ovulatory cycle – a hormonebased study - Julia Stern

An increasing amount of research suggests that hormonal changes across women's ovulatory cycle are associated with changes in their perceptions and behaviors. While most research focusses on changes in mate choice, a clear understanding of hormone related changes regarding female-female interaction remains elusive. Some studies suggest that when fertile, women seem to engage in more competitor derogation and report more jealousy, but mixed findings and criticism addressing methodological shortcomings casts doubt on these results. In this pre-registered, longitudinal study spanning four different cycle phases, 257 women rated the attractiveness of other women, self-reported intrasexual competitiveness and jealousy. We assayed salivary hormones in each session. Multilevel analyses revealed no compelling evidence for (hormone-related) cycle shifts in competitor derogation, intrasexual competitiveness, or jealousy. Rather, women higher in intrasexual competitiveness seem to rate other women as more attractive in general. We discuss how our results are in line with the female rivalry hypothesis.

Personality development in romantic, work, and intervention contexts

Johanna Hartung, Gizem Hueluer

Organisation(s): University of Bonn, Germany

Personality development is a topic of growing interest in psychological research. Research has shown that personality traits can change across the entire lifespan, yet there are still many open questions about how and why personality changes during adulthood. The presentations in this symposium will showcase four studies illustrating selection and change effects in romantic relationships and work environments as well as effects of directed personality interventions. Van Scheppingen et al. examines personality similarity in couples at the beginning and over the progression of their relationship. Stahlhofen et al. study

associations between work characteristics and Big Five development over 20 years in midlife. Hartung et al. add to this investigation by examining control beliefs in the same context. Olaru et al. examine effects of an intervention on personality facets and nuances. The presentations will illustrate different contexts that might shape personality development in adulthood.

Personality Similarity and Co-Development in Recently Cohabiting Couples - Manon A. Van Scheppingen

Romantic partners tend to share more personality characteristics than would be expected by chance. Is this finding mainly caused by partner selection, or do couples additionally become more similar across time? And are romantic partners who are more similar in Big Five personality traits more likely to stay together? Many previous studies have provided limited answers to these questions by focusing on couples who have been married for a long time. The current study used longitudinal data from a large sample of romantic couples (N = 1,336 individuals) followed during a critical transitional phase of their romantic relationship: from the year they start cohabiting until 17 years after. Results indicated that couples are already similar in the year of union formation, especially in conscientiousness and openness. In the years after union formation, couples' personalities co-develop but do not become more similar over time. Personality similarity did not predict union dissolution.

The relevance of perceived work environment and work activities for personality trajectories in midlife - Lena Stahlhofen

Work is an important developmental context in adulthood, yet little is known about how it contributes to personality trajectories in midlife. The present study examines how subjectively perceived work environment (autonomy, innovation, social integration, stress) and objectively measured work activities (activities related to information, activities related to people, physical/manual activities) are related to levels of Big Five personality traits at age 44 and to change in personality over 20 years. We analysed four-wave longitudinal data from N = 374 participants (born 1950-1952; mean age T1 = 44 years, SD = 1; 44% women) from the Interdisciplinary Longitudinal Study of Adult Development and Aging (ILSE) within the structural equation modeling framework. Results showed more associations between personality factor levels and subjectively perceived work environment than with objective work activities. Furthermore, small decreases in Neuroticism and Extraversion and small increases in Agreeableness and Conscientiousness were largely independent of all work characteristics.

Midlife Trajectories of Internal and External Control Beliefs: What Does Work Have to Do with It - Johanna Hartung

Although lifespan developmental perspectives emphasize the role of contextual factors in individuals' beliefs about personal control, little is known empirically about correlates of changes in control beliefs in midlife. Work is an important developmental context in this life phase. Our study examines associations between control beliefs at baseline and trajectories across 20 years with work characteristics, subjectively measured as perceived work environment and objectively measured as work activities. We analyse four-wave longitudinal data from the Interdisciplinary Longitudinal Study of Adult Development and Aging (ILSE) midlife cohort (N = 374) within the structural equation modelling framework. Models for internal and external control including facets are examined regarding longitudinal measurement invariance, individual differences in level and change and the influence of work characteristics. The longitudinal data spanning a comparably long time period provide unique opportunity for the examination of the role of work activities and environment in midlife changes in control beliefs.

Personality Change Through a Digital-Coaching Intervention: The Effects on Personality Facets and Nuances - Gabriel Olaru

Recent intervention research has shown that personality traits can be modified through psychological interventions. However, it is unclear whether narrower facets and nuances change in the same way as the overarching trait domains. Using data (N = 1,523) from a recent intervention trial (Stieger et al., 2021) the present study examined the effects of a digitalcoaching intervention on self- and observer-reported personality facets and nuances (i.e., individual items). We used measurement invariance testing to examine whether the intervention had the same effect on all nuances of a facet or all facets of a trait domain. We found that changes were strongest for sociability (Extraversion), productiveness and organization (Conscientiousness) and anxiety (Negative Emotionality). Mean-level changes in the nuances were more homogenous but indicated that not all targeted personality nuances changed during the intervention. We discuss the relevance of measurement invariance testing and measurement approaches for personality intervention research.

Normative and Pathological Personality Processes in Youth Across Multiple Time Scales

Whitney Rae Ringwald¹, Katherine Lawson², Raissa Franssens³, Aleksandra Kaurin⁴

Organisation(s): 1: University of Pittsburgh, United States of America; 2: University of California, Davis, United States of America; 3: Ghent University, Belgium; 4: Johannes Gutenberg University Mainz, Germany

This symposium brings together research on normative and pathological personality processes that unfold over the course of moments and years. First, Whitney Ringwald will present on how temperament and personality normatively relate across development and when they begin to converge in a sample of Mexican-origin youth (N = 674) followed from ages 10 to 23. The remaining talks highlight how temperament and personality are dynamically intertwined with maladaptive functioning. In the same sample of Mexican-origin youth, Katherine Lawson shows how temperament development serves as both a protective factor and a risk factor for later anxiety and depression. Raissa Franssens then uses network methodology to examine transactional associations between borderline-related traits from midchildhood to mid-adolescence (N = 720). Finally, zooming in to the momentary level, Aleksandra Kaurin uncovers interpersonal and affective processes in daily life that relate to maladaptive traits in a sample of adolescent girls (N = 120).

Developmental Associations Between Temperament and Personality from Childhood to Young Adulthood - Whitney Rae Ringwald

Personality is thought to develop from innate, relatively stable temperament traits. However, it is unclear how and when temperament becomes personality because most research on their correspondence has been cross-sectional or longitudinal studies focused on one set of trait constructs or the other. In this study, we aimed to fill this gap by investigating the longitudinal relationships between temperament and personality from childhood to young adulthood in a sample of 674 individuals. Temperament was self-reported from ages 10-16 with the Early Adolescent Temperament Questionnaire – Revised and personality from ages 14-23 with the Big Five Inventory. Using latent growth curve models, we will establish the (1) prospective associations between temperament traits in childhood/adolescence and analogous Big Five traits in adolescence/young adulthood, and (2) developmental trajectories of joint temperament/personality traits across development. This study will add insight into how temperament and personality relate across development and when they begin to converge.

Developmental Trajectories of Temperament from Late Childhood through Adolescence and Associations with Anxiety and Depression in Young Adulthood - Katherine Lawson

Anxiety and depression are pervasive mental health problems for young adults. Adolescent temperament (Effortful Control [EC], Negative Emotionality [NEM], Positive Emotionality [PEM]) may help us predict who will experience anxiety/depression during young adulthood. We used longitudinal data from a large, community sample of Mexican-origin youth (N=674) to examine how temperament domains and facets develop across adolescence (age 10 to 16) and whether these developmental trajectories are associated with anxiety/

depression during young adulthood (ages 19 and 21). Results indicate that EC, NEM, and the Affiliation facet of PEM tend to decrease across adolescence, whereas the Surgency facet of PEM increases. Greater increases in EC and PEM across adolescence are associated with fewer anxiety/depression symptoms during young adulthood, whereas greater increases in NEM are associated with more anxiety/depression symptoms later on. Thus, temperament development serves as both a protective factor (EC/PEM) and a risk factor (NEM) for later anxiety/depression in Mexican-origin youth.

A Longitudinal Network on the Development of Borderline-Related Traits from Childhood to Adolescence - Raissa Franssens

The phenotype of early borderline-related psychopathology in younger age groups is generally approached at the compound level (e.g. Chanen & Kaess, 2012), which doesn't address the heterogeneous nature of the phenotype itself, nor the transactional processes between the different maladaptive trait components that are involved. A promising methodological perspective to unravel these relationships and the extent to which these traits give rise to other traits over time may be found in network methodology. Using longitudinal data (N = 720, 54.4% girls), collected from mid-childhood up until mid-adolescence along four assessment points, transactional associations between these early borderline-related traits will be explored over time, in order to empirically delineate those maladaptive trait(s) that may be most fruitful to target in early intervention programs.

Daily Socio-Affective Processes of Personality Pathology in Adolescent Girls - Aleksandra Kaurin

Although there is general agreement that personality pathology has its roots in childhood, personality disorder diagnoses in child and adolescent samples are met with skepticism. The Alternative DSM-5 Model for Personality Disorders (AMPD) may offer a viable option to capture the impairment severity of interpersonal and affective patterns that are key to daily personality functioning. To empirically explore the daily manifestations of personality pathology based on the AMPD in a sample of N=120 young adolescent girls (age: M=12.28, SD=.80), we asked them to complete a 16-day ecological momentary assessment protocol. We used a multilevel structural equation modeling (MSEM) framework to evaluate manifestations of the PID-5 trait constructs via momentary assessments of socio-affective processes in daily life.

Personality Perceived: Examining Sources of Convergence and Divergence Across Methods

Marie-Catherine Mignault¹, Lauren Gazzard Kerr¹, Lauren Human², Anne Wiedenroth³, Brian S. Connelly³, Samuel T. McAbee⁴, Ray Fang⁵, Elizabeth U. Long³, Richard Rau⁶, Erika N. Carlson³, Michael Dufner⁷, Katharina Geukes⁶, Livia Kraft⁸, Sascha Krause⁸, Lucie Nikoleizig⁸, Steffen Nestler⁶, Mitja D. Back⁶

Organisation(s): 1: McGill University; 2: University of British Columbia Okanagan; 3: University of Toronto; 4: Bowling Green State University; 5: Boise State University; 6: University of Münster; 7: University of Witten / Herdecke; 8: University of Leipzig

Virtually all personality assessments hinge on accuracy in personality perceptions, yet the path toward such accuracy is mired in challenges. These four papers all use large samples, multimethod assessments, and cutting-edge analytic frameworks to probe which factors most facilitate and inhibit accuracy in personality perceptions. In particular, this symposium addresses questions like, “How can we help people get to know one another?” (Mignault et al.), “Who is easiest to get to know?” (Long et al.), “What personality qualities are most easily known, and which are most easily mistook?” (Wiedenroth et al.), and “What ‘baggage’ do we bring to our perceptions of others?” (Rau et al.). Finally, our symposium will conclude with discussion around what these papers mean for accurately assessing personality, understanding identity and self-knowledge, and capturing the dynamic nature of how reputations are formed (Carlson).

Just Be Yourself? Effects of an Authenticity Manipulation on Expressive Accuracy in First Impressions - Marie-Catherine Mignault

Does the common advice to “be yourself” lead people to reveal who they truly are? And what broader personal and social implications might this advice bear? In an experimental first impressions study, we examined whether a manipulation instructing some people to be themselves (vs. no explicit instructions) led targets to have their unique personality profiles more accurately perceived, and carried personal and social benefits. Specifically, 204 targets participated in a video interview, with half the targets told to “be yourself” before the interview. Then, 373 observers watched subsets of these target video interviews. Overall, the manipulation led targets to be seen with greater distinctive accuracy, especially on their more evaluative and observable self-aspects. However, the manipulation did not significantly influence impression normativity, target likability, nor target post-interview well-being. In sum, being told to be oneself elicits more accurate first impression perceptions but may not bear immediate personal or social consequences.

Defining Traits, Reputations, and Identity: How Item Content Promotes Consensus and Divergence in Self- and Other-Perceptions of Personality - Anne Wiedenroth

Self- and other-ratings of personality are both predictive of important outcomes, yet they only align moderately. Differential exposure to information and biases may create those discrepancies, but the question of what personality information makes up the unique perspectives of the self (identity) and others (reputation) beyond what both agree on remains open. Drawing on McAbee and Connelly's (2016) Trait-Reputation-Identity-Model, we use latent variable modeling to disentangle consensus, reputation, and identity in a sample of 582 targets and 1,453 informants. Then, we examine which item properties promote consensus vs. divergence. Items reflecting behaviors should be important for others who cannot directly access targets' emotions, thoughts, or desires. Evaluative behavioral items may reflect reputation most strongly. Items reflecting (evaluative) internal processes should be important to identity. We discuss the results and implications for understanding judgment processes and for how to best assess and employ the unique insights of traits, reputations, and identity.

Self as both judge and target: How does behavioural consistency impact people's knowledge of what they are like in general? - Elizabeth U. Long

Both judge and target play a role in accurate person perception, with the target's tendency to provide valid, generalizable behavioural cues about their personality doing the bulk of the work in establishing accuracy. We examine whether these findings extend to the domain of selfknowledge, where the self can be seen as playing the role of both target and judge. Whereas past work has focused on the role of self as a judge who might vary in their capacity or motivation to detect and integrate behavioural cues, we consider the influence of the self as a target who might provide more or less reliable behavioural cues in the first place. Using data from an experience sampling, multi-method design (N = 279), we test whether behavioural consistency in everyday life moderates the relationship between self-reported personality and observer ratings of behaviour, which were measured with the Electronically Activated Recorder.

Positivity in Peer Perceptions over Time: Personality Explains Variation at Zeroacquaintance, Popularity Explains Differential Change - Richard Rau

Some tend to form globally positive and others tend to form globally negative impressions of their peers. These perceiver effects have traditionally been conceptualized as a static construct tapping personal stereotypes. Here, we assessed perceiver effects repeatedly in groups getting to know each other over several meetings and examined the degree to which positivity differences were stable vs. developed systematically over time. Across three studies (ns = 439,

257, and 311), personality variables characterized by specific beliefs about others, such as agreeableness and narcissistic rivalry, were found to explain initial positivity but personality was not reliably linked to changes in positivity over time. Instead, feeling liked and being liked by one's peers partially explained changes in positivity. The results suggest that perceiver effects are best conceptualized as reflecting personal generalized stereotypes at an initial encounter but groupspecific stereotypes that are fueled by social experiences as groups get acquainted.

Developing skills and personalities of teachers

Filip De Fruyt^{1,2}, Joyce Scheirlinckx¹, Karen Cristine Teixeira², Ana Carla Crispim², Oliver Peter John^{2,3}, Ricardo Primi^{2,4}, Irena Burić⁵, Ana Butković⁶, Barbara Balaž⁷, Aleksandra Huić⁶, Izabela Sorić⁵, Sofia Oliveira⁸, Magda Sofia Roberto⁸, Alexandra Marques-Pinto⁸, Ana Margarida Veiga-Simão⁸

Organisation(s): 1: Ghent University, Belgium; 2: EduLab21, Institute Ayrton Senna, São Paulo, Brazil; 3: University of California, Berkeley; 4: São Francisco University, Brazil; 5: University of Zadar, Croatia; 6: University of Zagreb, Croatia; 7: Catholic University of Croatia; 8: Universidade de Lisboa, Portugal

Meta-analytic work has underscored the importance of teachers for explaining academic achievement of students, and it is highly likely that personalities and social-emotional skills of teachers are also critical to understand social-emotional development of students. The present symposium groups four presentations focusing on the kind and nature of teacher social-emotional skills, how these are perceived by significant others (peers and/or students) and how teacher social-emotional skills can be affected through intervention.

Social-emotional skills and personality of teachers in training: A self and peer perspective - Joyce Scheirlinckx

Social-emotional skills (SEMS) have been acknowledged the past decades as critical for students to deal with challenges of the 21st century. Although there has been emerging consensus on the kind of skills that should be fostered in students, less work has considered SEMS of teachers, presumed to be primary agents to affect SEMS of students. In this study, we examine the structure of a specific set of items describing teacher skills administered to a sample of 207 teachers-in-training enrolled in Belgian professional teacher training programs. Student-teachers also described their personality using the Big Five inventory (BFI-2) and a general set of social-emotional and behavioral skill labels. Several student-teachers were also rated by one or two peers (N=220) on the BFI-2 and the general skill set. Psychometric analyses showed a complex structure with distinct relationships with the Big Five. This study forms the first part of a

longitudinal study on the development of teacher skills vis-a-vis personality during their training trajectory. Results will help to develop a conceptual teacher SEMS framework, guide future research and development of teaching skills.

Identifying and Measuring Teachers' Social-Emotional Skills - Karen Cristine Teixeira

Teachers are considered critical for students' social-emotional development and achievement. In this work we study teachers' general personality traits and further examine the structure of a set of 198 items written to describe teaching skills. General traits were assessed with the BFI-II. Data obtained from a sample of N = 4539 Brazilian teachers showed that the skill items grouped into four broad correlated teaching skill groups, involving several specific skill clusters, supplemented with a set of additional clusters describing teachers' mindsets, professional identity and skills to relate with colleagues and parents. Associations between these clusters and big five traits are also examined. Applications of this work for the pre- and in-service training of teachers will be discussed.

Teacher Emotion Regulation Strategies in the Classroom: Associations with Teaching Quality and Student-Teacher Relationship*- Ana Butković

Teaching is an emotional endeavor. To prevent interference of emotions with their job performance, teachers use different emotion regulation strategies which can have distinct effects on teaching quality and their relationship with students. Thus, in the present research, we examined the associations of emotion regulation strategies (i.e., reappraisal, suppression, and genuine expression of emotions) with three basic dimensions of teaching quality (i.e., cognitive activation, classroom management, and supportive climate) and student-teacher relationships (i.e., closeness and conflict). In total, 1,043 Croatian secondary-school teachers, who provided self-reports on their emotion regulation strategies, were matched with 18,673 of their students, who rated the teaching quality and student-teacher relationship. A multilevel analysis indeed indicated distinct associations of emotion regulation strategies with teacher performance—genuine expression of emotions was positively related to teaching quality, while suppression was negatively related to both teaching quality and student-teacher relationship. Surprisingly, reappraisal was unrelated to analyzed outcomes.

*This work was supported by Croatian Science Foundation (Grant No. IP-2019-04-5472)

Validation of a social and emotional learning intervention for teachers: The role of school climate and implementation quality - Sofia Oliveira

This study aimed to assess implementation quality and intervention efficacy of the A+, an online social and emotional learning (SEL) intervention for teachers. Eighty-one participants (96.3% women, M=46.21 years, SD=4.82, 42 assigned to experimental group) from three school-clusters were considered. An observation grid to evaluate implementation quality was completed by two trained observers. Self-report questionnaires to assess social and emotional skills (SES) were collected at four points in time. Robust linear mixed-effects models and robust linear regressions were used to analyze the data. Results suggested high fidelity and high participants' responsiveness, accompanied by an increase of SES, over time, favoring the intervention group. However, findings differed across the school-clusters. This study sustains the effectiveness of SEL interventions for teachers; highlights the importance of implementation quality research as a component of program planning with a view to enhance programs' efficacy; and reinforces the need to consider context variables in research and practice.

Agentive, Mutable and Sustained: Personality as the Pivot of Modernity

Irina A. Mironenko¹, Pavel S. Sorokin², Catherine Pozdnukhova², Anna Morozova¹

Organisation(s): 1: Saint Petersburg State University, Russian Federation; 2: Institute of Education, National Research University Higher School of Economics

The symposium targets to propose an innovative theoretical framework for the contextual approach to personality, relevant to the changing contemporary reality. We ground on the assumption that at the turn of the 20th - 21st centuries, the rate of socio-cultural changes reached a qualitatively new level ("Deconstructed Modernity"), which led to radical changes in personality life and being, generally still underestimated by psychologists.

We propose updating the frame of the contextual approach to personality in the following directions:

- Transition from a "situational psychology" to understanding personality life context as a holistic and dynamic entity, generated and powered by the individual;
- Revision of the debates about "universal human" qualities, emphasizing individualization of personality development and providing a rationale for the idea of ongoing evolution of homo sapiens;
- Proposing the ability for transformative agency as important characteristic, the demand for which seems universal on the current stage of evolution.

Psychology of changes and evolution of homo sapiens - Irina A. Mironenko

Psychological theories of personality built on implicit axiomatic assumptions on human nature. These largely determine explanatory power of a theory and scope of its applications. The position on the question of whether human evolution continues or is finally completed we regard as one of such implicit assumptions. In the light of psychological theories grounding on the position that evolution is completed, human nature looks permanent and universal in its essence. In the light of the opposite - the changeability of human nature is emphasized. Contemporary mainstream is dominated by the search for a “universal” psychology. Without questioning the value of these developments and upholding principles of pluralism in the theory and methodology of psychology, we intend to provide a rationale for the idea of ongoing evolution, basing on experimental research of Marxist psychology (Russian- Soviet, 1960s-1980s), and substantiate its relevance to analysis of personality in contemporary world of rapid changes.

Personality’s transformative agency for the de-structuralized society - Pavel S. Sorokin

We focus on contemporary global processes of “de-structuration”, basing on structure/agency distinction in Sociology, which bring to the fore the problem of “transformative agency” of personality. We argue that the contemporary radical changes of the human world require a revision of psychological approaches to personality. The declining stability of social structures goes with the growth of real transformational potential of individual “agency”, which we perceive in the emergence of new and changing existing social processes and structures, like growth of freelancing and entrepreneurship. Viewing personality as a historically and culturally concrete entity, radically changing with the changes of the world in which humans live, we argue that comprehension of contemporary personality requires a revision of mainstream psychological approaches to personality, its role in social processes, a shift from viewing personality as subjected to adapt to social and cultural changes, to considering personality’s active part in changing the social reality.

Demand for (and lack of) agentic qualities: the graduates’ case of entrepreneurship education programs in Russia - Catherine Pozdnukhova

Development of entrepreneurial education requires clarification of psychological qualities that need to be developed in future entrepreneurs. Among these, we focus on personality characteristics. We explored experiences of graduates of 10 entrepreneurship education programs in Russia. We made a survey on a sample of 122 respondents and 84 in-depth semistructured interviews. The survey and interviews included questions on the qualities their education was aimed to develop and those, which respondents marked as essential for future

success. We took into consideration the success/failure of their own's projects, which were prepared within the entrepreneurship education programs. The results revealed that agentic personality characteristics like the ability not to give up in case of a failure, team recruitment and self-learning skills, which are commonly emphasized as important for practical success, were hardly ever mentioned as part of entrepreneurship education. The demand for developing agentic qualities is not receiving sufficient response from educational system.

Bloggers' "mission" in the digital world - Anna Morozova

Bloggers pursue many goals in their activities. Our study of formation of the blogger's online identity shows that the "mission", which a blogger takes on partly consciously, takes a significant place among other goals. By "mission" we mean a subjective idea of the significance of his/her content and activity for an on-line community and for the world in general, objectives pursued and means used to achieve them. Our results show that bloggers' "missions" differ in: degree of awareness and subjective importance for themselves of this aspect of their activity; general idea of the significance of their activities for others; representation of the scale of his/her influence (in terms of the covered community); pursued objectives of their influence; means used to exert the influence and the awareness of their use. Correlations between the parameters of bloggers' "missions" and general personality values and basic personality traits (Big Five) are revealed.

Unpacking Openness: From Self-Altering Experiences and Auditory Hallucinations to Curiosity and Information Seeking

Hayley Jach², Kirill Fayn¹, Tyler A. Sassenberg³, Aki Schumacher²

Organisation(s): 1: Max Plank Institute for Empirical Aesthetics, Germany; 2: University of Tübingen, Hector Research Institute of Education Sciences and Psychology; 3: University of Minnesota Department of Psychology

To understand the processes that drive individual differences in openness/intellect, the "loosest and broadest" of the Big 5, it is important to assess relations at the level of individual facets. In four talks, this symposium reveals new insights into the psychological processes that underlie openness/intellect at the level of both facet and domain. Sassenberg and DeYoung investigate how absorption relates to functional connectivity among diverse brain networks. Fayn and colleagues assess the role of Creativity and Positive Schizotypy in auditory hallucinations. Jach and colleagues demonstrate that tasks thought to describe curiosity in cognitive neuroscience are not isomorphic with common measures of curiosity in personality psychology. Finally, Schumacher and colleagues investigate how intellectual curiosity and interest affects knowledge

attainment and information-seeking using log-file data analyses from an online class. The speakers employ experimental, behavioral, and neural data to advance this theoretical puzzle uniting a diverse constellation of traits that comprise Openness/Intellect.

The Neural Correlates of Self-Altering Experiences: Associations between Absorption, Openness, and Resting-State Functional Connectivity - Tyler A. Sassenberg

Within the hierarchical structure of the Big Five, the Openness aspect of Openness/Intellect describes the tendency to engage with spatial or temporal patterns in sensory or perceptual information. One particular facet subsumed by this aspect is Absorption. This facet describes the susceptibility to states characterized by engaging mental imagery, positive affect, and altered sensory experiences and self-representations. The variety of experiences described by this construct provides an opportunity to explore associations between Absorption, Openness, and the neural correlates of these traits. Using individualized parcellation and network neuroscience approaches, we describe findings relating Absorption to functional connectivity among the Default, Limbic, Visual, and Somatosensory networks. These findings are discussed in the context of larger traits in the personality hierarchy, as well as best practices in personality neuroscience research.

Who hears more Phantom Words? The role of Creativity and Positive Schizotypy in auditory hallucination - Kirill Fayn

Phantom words is a phenomenon akin to auditory hallucination where auditory stimuli – made up of a single word repeated over and over – are heard as words that are not part of the original stimulus. This phenomenon appears to be highly individualised and hypothesised to be influenced by people's knowledge, beliefs and expectations. The current project sought to test whether what people hear in phantom words is influenced by their personality, creativity and schizotypy. One hundred and forty four people listened to six different phantom words and reported all the words that they heard, as well as reporting on their personality and creativity. Creativity was related to hearing more words, while schizotypy was related to hearing more self-relevant words, particularly relating to feelings and concerns. Findings point to the overlap and distinction between creativity and schizotypy in terms of overinclusive hearing.

Curiosity is Not the Same Construct Across Disciplines - Hayley Jach

Curiosity is widely studied within neuroscience and personality psychology, but rarely have conceptions been compared between disciplines. The current study suggests that behavior measuring information seeking, sometimes referred to

as “curiosity” in neuroscience, is not necessarily isomorphic with common measures of “curiosity” in personality psychology. Participants (N = 820, 44% female) completed nine cognitive tasks assessing information seeking. Shared variance across the tasks was captured by a dimension reflecting directed vs random exploration. Individual scores along this dimension were predicted significantly better than a baseline model from fifteen personality traits using three machine learning models. Extraversion and thrill seeking were the most important predictors of random exploration, and stress tolerance and need for cognition predicted more directed exploration. In contrast, neither interest/deprivation forms of curiosity, nor openness to experience, were important predictors. The results inform our emerging understanding of curiosity across disciplines.

Effects of intellectual curiosity and interest on knowledge attainment and information seeking - Aki Schumacher

The combination of high intellectual curiosity and high interest is thought to be particularly advantageous for learning. This study used data from a lab experiment to investigate effects of intellectual curiosity and interest on (a) knowledge attainment in a hypertext learning task, and (b) learning behaviour (information-seeking indicators extracted from log-file data, e.g., clicks on links to access further information). Interest and intellectual curiosity were positively correlated with knowledge attainment. However, in path analyses controlling for effects of cognitive abilities and conscientiousness, only interest predicted knowledge attainment, and the interaction between intellectual curiosity and interest was not significant. We furthermore obtained significant relationships between intellectual curiosity, interest and information seeking. Hence, even if intellectually curious people generally seek out more information, a specific interest seems necessary to actually gain new knowledge.

Personality development during educational and work transitions

Anne Kristin Reitz, Manon van Scheppingen, Liselotte den Boer, Jenny Wagner

Organisation(s): Tilburg University, Netherlands, The

This symposium presents findings from three longitudinal studies on personality development during transitions to university and to working life. First, van Scheppingen & Batruch examine whether the transition into university (i.e., educational mobility) predict changes in Big Five traits, locus of control, and risk aversion (N = 1,834). Second, den Boer et al. examine whether role acquisition, commitment, and mastery predict personality maturation during the transition

from university to work to test the social investment principle (N=312). Third, Reitz examines whether event characteristics, need satisfaction and mastery of the transition predict personality change during the transition from university to work (N=301). The discussion highlights the novel insights into the contexts and mechanisms of stability and change of personality during major life transitions in emerging adulthood.

Educational mobility and personality development during the transition to university - Manon van Scheppingen

Many studies have shown an association between socioeconomic status and personality. Theories on the psychology of social class posit that changes in social class environment might trigger changes in certain personality traits. We tested this hypothesis in the context of educational mobility, using data from the German Socio-Economic Panel study (N = 1,834). Specifically, we compared changes in Big Five traits, locus of control, and risk aversion in first-generation students during the transition to university (upward mobility sample) to changes in individuals with a similar background, who did not enter university during the study period (stable low sample). Low risk-taking and high openness at age 17 were predictors of upward educational mobility. Yet, after using propensity-score matching to control for confounders (e.g., parental income), we found no differences in personality change between the two samples. Discussion focuses on the implications for theories on social class and personality development.

Personality maturation: The contribution of role acquisition, commitment, and mastery - Liselotte den Boer

The social investment principle (SIP) proposes that personality development is contingent on acquiring, committing towards, and mastering new adult roles. In the present six-wave longitudinal study, we investigated personality development during the transition to work in a sample of students who were doing an internship as part of their master's program (n= 163). We compared their development to undergraduate students (n= 148) in the last year of their bachelor's program. We tested whether acquisition of an adult role (i.e., internship), psychological commitment to choices in a life domain related to this role (i.e., educational identity), and objective indicators of mastery explained individual differences in personality development. We found marginal support for SIP, as only individual differences around a (nonsignificant) mean slope of extraversion could be explained by the acquisition of a new social role. The other indicators of social investment were not significantly related to individual differences in personality development.

Personality development during the education-to-work transition as a function of the unique transitional experience - Anne Kristin Reitz

Research on personality development during life transitions has reported mixed results. Instead of focusing on mean-level change, it seems indicated to examine the reasons for the considerable heterogeneity in change that has been observed. In this study, I examine the effects of the unique experience of the transition from university to work on personality development in an intensive longitudinal study that follows N=301 young adults across 5 assessment waves. First, given that the work transition varies across individuals, I examine the effect of event characteristics (e.g., valence, emotional significance, social status change) on personality change. Second, it is assumed that personality is contingent on mastering new adult roles. I therefore examine satisfying work experiences that are satisfying and that satisfy basic human needs (autonomy, competence, relatedness) predict personality maturation. The results of this preregistered study will provide novel evidence on individual differences in personality development during the transition to work.

Examining the dynamic processes between psychological states and state happiness and daily experiences using experience sampling data

Kai Tobias Horstmann¹, Anne Reitz²

Organisation(s): 1: Humboldt-Universität zu Berlin, Germany; 2: Tilburg University

This symposium presents findings from three experience sampling (ESM) studies on the dynamic processes between different psychological states, happiness and daily experiences. First, Enting & Reitz examine the dynamic associations between momentary self-esteem and anticipated and experienced social interactions in a 14-day ESM study on N = 232 young adults. Second, Diwan et al. examine the dynamic association between momentary self-esteem and pride across 3 waves of 14-day ESM data across the education-to-work transition (N=238). Finally, Horstmann et al. use a dynamic systems perspective to examine different types of effects between momentary happiness, extraverted behavior, and situation perception in an ESM study on N = 180 young adults. Together, these studies provide novel insights into dynamic short-term processes of different states, self-esteem and happiness in daily life.

Examining the dynamic associations between momentary self-esteem and anticipated and experienced social interactions in daily life – Manon Enting

Self-esteem and social relationships are associated both longitudinally across time and concurrently within days. However, less is known about the dynamic associations between self-esteem and social interactions within days. The present study used an intensive longitudinal dataset including 14 daily assessments of 232 young adults (Mage = 24.6) to assess these dynamic

associations. First, we examined whether momentary self-esteem in the morning and evening were related to experienced social interactions during the day. Second, we examined whether momentary self-esteem in the morning and evening were related to the anticipation of social interactions. Lastly, we examined whether the associations between momentary self-esteem and social interactions were moderated by trait self-esteem. Preliminary results show that morning self-esteem was mostly related to positive anticipation of social interactions, while evening self-esteem was mostly related to experienced social interactions. These results provide more insight into the dynamics of self-esteem and social interactions in daily life.

An intensive longitudinal study on pride and self-esteem development during the transition to work - Ketaki Ashutosh Diwan

Individuals differ in their self-esteem change during the transition to work. The short- and long-term processes leading to this variability in change are not yet fully understood. We examined the daily experiences of pride as a source of self-esteem change during the transition to work. We used dynamic and multilevel structural equation models to analyze three waves of 14-day experience sampling data from N=238 master students across 12 months during which participants transitioned to working life. Daily pride and self-esteem predicted each other during the second wave. Individuals substantially differed in the magnitude and direction of the bidirectional associations between pride and self-esteem in all three waves. Long-term changes in daily experiences of pride across the three waves were positively correlated with changes in daily experiences of self-esteem.

Modeling Dynamic Personality Theories in a Continuous-time Framework: An Illustration - Kai Tobias Horstmann

Personality psychology has traditionally focused on stable between-person differences. Yet, recent theoretical developments and empirical insights have led to a new conceptualization of personality as a dynamic system. Such systems comprise several components that need to be conceptually distinguished and mapped to a statistical model for estimation. In the current work, we illustrate how common components from these new dynamic personality theories may be implemented in a continuous-time modeling framework. As an empirical example, we use experience sampling data from N = 180 persons (with on average T = 40 measurement occasions) to investigate four different effects between momentary happiness, momentary extraverted behavior, and the perception of a situation as social: (1) between-person effects, (2) contemporaneous effects, (3) autoregressive effects, and (4) cross-lagged effects. We highlight that these four effects must not necessarily point in the same direction, which is in line with assumptions from dynamic personality theories.

From situational perceptions to the social world

Peter Karl Jonason^{1,4}, **Marcin Zajenkowski**², **Maria Leniarska**², **Lidia Baran**³, **Małgorzata Michalska**¹

Organisation(s): 1: University of Padua, Italy; 2: University of Warsaw, Poland; 3: University of Silesia, Poland; 4: Cardinal Stefan Wyszyński University in Warsaw. Poland

Within the last decade, several researchers have tried to quantify the systematic patterns afforded by different situations. One of these taxonomies—the DIAMONDS model—has been developed but it has not been adequately used to explore many of the questions personality psychologists are interested in. From our view, situational perceptions or affordances are within-person differences that serve as cognitive biases that should (1) shape people's behaviors/attitudes (2) along with personality traits and other individual differences. In this symposium, we provide a series of studies exploring just such matters. In particular, Marcin Zajenkowski details how intelligence and situational affordances predict attitudes about COVID-19, Maria Leniarska details how situations, religiousness, and moral values predict objections to a recent ban on abortion in Poland, Lidia Baran examines how assortative mating on situational affordances may predict relationship satisfaction and commitment, and Małgorzata Michalska shows how differences in situational affordances are associated with mate preferences.

How do intelligent people perceive the the COVID-19 situation? - Marcin Zajenkowski

We examined the associations between intelligence and individual differences in perceptions of the COVID-19 pandemic. In two studies (Ns of 220 and 405) we used standard IQ tests (Raven's in Study 1 and ICAR Matrix Reasoning in Study 2) and eight situational affordances (DIAMONDS). Across the studies, people with more intelligence perceived the situation as less adverse. Additionally, less adversity mediated the (negative) link between intelligence and conspiracy beliefs and (positive) correlation of intelligence with compliance with the pandemic restrictions. Moreover, only in Study 1, did more intelligence correlate with perceiving the situation as having fewer mating opportunities and as more negative. These effects, however, were not confirmed in Study 2, which might be caused by the fact that Study 1 was conducted during the peak of COVID-19 infections, while Study 2 was when the number of infections was less pronounced.

Attitudes towards Poland's ban on abortion: Religiousness, morality, and situational affordances - Maria Leniarska

In October 2020 thousands of Polish citizens took part in protests against tightening of abortion restrictions. To understand people's attitudes towards these new restrictions, we considered individual differences in religiousness, moral foundations, and perceptions of the situation (N = 255). Supporters of the abortion ban were more religious and more likely to hold social binding moral values while individuals who were in favor of the ban were more likely to hold individualizing moral values. Those who opposed the ruling perceived the situation as providing opportunities for duty (need to do something) and mating (i.e. perceiving situation as sexual freedom issue). Perceiving the situation as negative and containing elements of duty mediated the link between religiousness and support of the abortion ruling. We focused on an important social issue which might help to explain the mechanisms behind such widely differing opinions about this issue and enable debate on this issue.

Situational perceptions, commitment, passion, and intimacy in adult romantic relationships - Lidia Baran

The functioning of people in romantic relationships is an important social topic, as shown by the global statistics of divorces and the growing number of clinics offering couples therapy. To understand the relationships between situational perceptions and relationship quality, we measured elements of the DIAMONDS model and components of the triangular theory of love among heterosexual couples (N = 296) using APIM. The strongest predictors of commitment, passion, and intimacy were duty and intellect (actor effects) and intellect and adversity (partner effects). Differences in partners' deception predicted women's intimacy and differences in partners' sociality predicts men and women's intimacy and passion. The relationship length moderated the relationship between differences in partners' negativity and commitment – a negative effect at low levels for men and a positive effect at high levels for women. Results broaden the understanding of the similarity/complementarity of partners' psychological tendencies and might help develop interventions for couples.

Situational affordances predict some, but not all mate preferences - Małgorzata Michalska

Several researchers have focused on how personality traits like the Big Five and the Dark Triad traits correlate with mate preferences but few have considered how mate preferences might be related to systematic biases in how people perceive the social world. In this study (N = 223) we examined how situational affordances (i.e., duty, intellect, adversity, mating, positivity, negativity, deception, sociality) are associated with mate preferences in the long-term and short-term contexts. In this pilot study, we compared these correlations in men and women, across relationship contexts, and above personality traits. We assessed mate preferences at the individual and latent level via a larger pool of items (i.e., 72) in mate preferences than previously

used to capture both psychological (e.g., kindness) and physiological (e.g., height) aspects of potential partners. We argue that natural selection may have shaped, not personality, but perceptual systems to optimize mate preferences.

Unity in diversity: How individual, cultural and methodological diversity enrich entrepreneurship research

Sabine Bergner

Organisation(s): University of Graz, Austria

This symposium covers the topic of entrepreneurship as a fundamental impulse for economic systems. It focuses on the plural nature of entrepreneurship by stressing entrepreneurial diversity. The first out of four contributions emphasis cultural and gender-based diversity. Using a global sample of 50,000 participants it reveals that takeover intentions in family businesses depend on cultural characteristics which differently impact female and male successors. Similarly, study 2 demonstrates that culture and gender interact when comparing potential entrepreneurs in Germany and South Africa. The third study addresses diversity in the ecosystem and finds that individual differences in business experience impact entrepreneurial output particularly in the public sector. The final study emphasis methodological diversity and provides explanations – based on an eye-tracking experiment – why entrepreneurs are willing to invest in risky business ideas. Overall, this symposium highlights the diversity in antecedents, outcomes and ecosystems of entrepreneurship and shows how this diversity inspires new businesses.

‘Cause this is how we do it!’ – The effect of family support and cultural norms on successors intended takeover of family businesses – Carolin Palmer

While it is commonly accepted that women and men differ regarding their intention to engage in entrepreneurial activity, research does not agree on the factors accounting for this gender gap. This study examines the impact of culture and family background, especially parental support, on the intention to take over family businesses. A global sample of 50,000 participants provided information about their family background, culture, entrepreneurial attitude, entrepreneurial takeover intention, and prerequisites of takeover intention. Results show that takeover intentions differ for female and male successors and clearly depend on cultural characteristics and family background. Importantly, women benefit from role-modelling within entrepreneurial families more than men do. Also, parental support seems to differ depending on the prospective successor’s sex. Even though the findings might be limited due to their

crosssectional nature, they suggest that it is worth considering culture-sensitive trainings and enhanced role-modelling of female entrepreneurs when fostering takeover intentions.

Culture and gender-specific mechanisms of social entrepreneurial intention formation - Philipp Kruse

This study investigates the interaction between national culture and gender in social entrepreneurship, entrepreneurship that combines the generation of financial revenue and social value. Using a sample of 714 African and German MBAs, it was examined whether personal values relevant for entrepreneurs show a culture- and gender-specific impact on social entrepreneurship intention. The results demonstrate that gender differences in personal values emerged in both cultures and most notably interact. In South Africa the personal value 'selftranscendence' influenced female entrepreneurial intention more strongly while the value 'openness' influenced the male intention to become a social entrepreneur more strongly. In contrast, the value 'openness' showed stronger influence on the intention to found a social business among females in Germany but not among their male counterparts. Even though, the results are based on convenience sampling they imply that it is worth designing genderresponsive and culturally sensitive programs to increase social entrepreneurship intention.

Follow the lead – How academic leaders drive entrepreneurial transformation at universities - Robert Rybnicek

This study builds on the circumstance that the commercialization of knowledge has become increasingly important for public organizations. It focuses on the question how leaders of public organizations can drive the organizations' entrepreneurial transformation. Overall, 219 leaders of public universities provided information on their business experience while at the same time the entrepreneurial output of their teams was measured using the acquisition of third-party funds and their patent output within a time span of three years. The findings demonstrate that the business experiences of the leaders positively impact the acquisition of third-party funds and the patent output on a team level. Apparently, leaders with such experiences are better equipped to join the interests of industrial partners with those of university members. The findings suggest that business experiences should be considered in the assignment of new leaders in the public sector when transforming an organization into an entrepreneurial institution.

The gaze of desire – Why entrepreneurs' invest in risky businesses - Sabine Bergner

The ability to recognize new opportunities is vital to the entrepreneurs' economic survival. This study examines why entrepreneurs exploit opportunities which are considered too risky by others. Overall, 30 entrepreneurs and 30 non-entrepreneurs were exposed to novel business opportunities, like a new product they could invest in. Every business opportunity came with strengths (S), weaknesses (W), opportunities (O) and threats (T), which were presented in form of SWOT-analyses. In the perception phase, participants watched the SWOT-analyses on a screen while their eye-movement was tracked. In the evaluation phase, they evaluated their willingness to invest in the opportunities. The results show that the entrepreneurs' investment decision relies more on the opportunity's strengths while non-entrepreneurs focus more on its weaknesses. Moreover, entrepreneurs evaluate business opportunities more promising. The findings imply that entrepreneurs are prone to a positivity bias which enhances their willingness to invest in opportunities.

Dynamics of Personality: Mechanisms Underlying Within-Person Changes in Personality States and Traits

Markus Quirin¹, Daniel Cervone²

Organisation(s): 1: Technical University of Munich, PFH Göttingen, Germany; 2: University of Illinois at Chicago, USA

Personality researchers increasingly address causal mechanisms underlying proximal and distal changes in behavior. These mechanisms operate on a within-person level, through transactions between situational and person-related variables. Speakers will present diverse models of the dynamics of personality and/or methods to investigate them. Markus Quirin introduces the Dynamics of Personality Approach, which argues how personality can be considered the result of cognitive, affective-motivational, and volitional functions. Vivian Zayas et al. model individual person's preferences for facial features, to predict liking of new people in face-to-face interactions. Farhood Malekzad et al. investigate differences in emotional needs (for affiliation, power, and achievement) over the lifespan. Eranda Jayawickreme et al. examine the degree to which negative life events function as a motor of positive personality change. Daniel Cervone's discusses these contributions against the background of of theoretical models of personality architecture.

The Dynamics of Personality Approach (DPA): Explaining Human Behavior and Personality by Interactions of Affective-Motivational, Cognitive, and Volitional Functions - Markus Quirin

Personality psychology has predominantly focused on describing personality by investigating the factor-analytical structure of between-person variability. Here I

present an integrative PDA model that attempts to explain human personality, behavior, and experience on the basis of interactions between cognitive, affective-motivational, and volitional functions. These functions are conceived to actualize by the activation of underlying (neuro)psychological systems. A major tenet of the model is that personality traits mainly, yet not exclusively, derive from the sensitivity of these systems (i.e., how readily they activate in response to external and internal affordances) and their interactions. Accordingly, behavior results from the interplay between these systems' characteristics and the intensity of environmental affordances. Another central tenet is that emotion regulation abilities constitute a distinct personality trait, which plays a strong role in facilitating systems' interactions and resulting behavioral consistency, and which is functionally distinct from the emotion reactivity (sensitivity) component of personality as a central aspect of neuroticism.

Towards Reverse Engineering Personality: From Situation Assessment to Personality to Behavioral Prediction - Vivian Zayas

How do we come to "know" others? In everyday life, we observe people across situations and implicitly make inferences about their "mind" based on how their behavior varies across situations. Mirroring this process, we aimed to develop an idiosyncratic model of each person's mind from one context to predict behavior in another. In phase-1, participants viewed photographs of unknown others for 100-ms and indicated how much they would like to befriend the person. Based on responses in this snap judgment task, we developed an idiosyncratic model for each participant that identified how preferences varied as a function of photograph features (e.g., target's skin tone). In phase-2, we illustrated the utility of the approach: each participant's idiosyncratic model predicted their liking towards different targets encountered in an entirely different setting (face-to-face interactions). This work illustrates how key aspects of a person's mind can be modeled and used in behavioral prediction.

Strength of Social Motives Over the Lifespan - Farhood Malekzad

Little is known about whether and the degree to which social motives of affiliation, power, and achievement change across the life span. Motives were measured in 3066 participants using a well-validated, contemporary variant of the thematic apperception test, the operant motives test (OMT). This test uses 15 pictures to differentiate different levels within each motive (e.g., pleasure seeking, intimacy, security seeking, for the affiliation motive). We found differences across the lifespan within each motive that partially depended on the exact motive level investigated and on gender. We discuss our findings with respect to changes in Big5 personality factors, potential differences between changes in implicit and explicit personality, and personality growth.

Examining Post-Traumatic Growth as Positive Personality Change: Examining the Impact of Major Negative Life Events on State Posttraumatic Growth and Well-Being - Eranda Jayawickreme

The negative impact of traumatic life events on mental health is well-documented. Although research on post-traumatic growth (PTG) suggests that positive changes may also occur, research in this area has been compromised by methodological limitations. Recent dynamic accounts of personality suggest, however, that positive changes may occur through short-term (i.e., state-level) changes in PTG. In the current year-long study, 1247 participants provided weekly reports of significant negative events as well as state manifestations of PTG (up to 44 assessments per individual; 34,205 total). Trait assessments of eudaimonic wellbeing (EWB) were administered at intake and weeks 45 and 52. Experiencing negative life events predicted increases in state PTG, which in turn predicted increases in EWB. However, inconsistent effects were observed when modelling change in state PTG before and after the initial negative life event experienced. These findings highlight the importance of studying processes associated with PTG using appropriate research designs.

Self-regulation: Complexities of individual differences and processes

Marie Hennecke¹, Mario Wenzel²

Organisation(s): 1: University of Siegen, Germany; 2: Johannes-Gutenberg Universität Mainz, Germany

This symposium focuses on individual differences and processes that enable people to successfully self-regulate their behavior and reach their goals. Wenzel's talk challenges the notion that self-control is domain-general, indicating that person x domain interactions considerably predict resistance to temptations and success at it. Hennecke will report data showing that which self-regulatory strategies are effective depends on which type of self-control conflict is encountered and that individuals who create strategy-situation fit are more successful at self-control. Hoyle's talk then introduces a new measure of individual differences in a specific inclination to pursue goals, that is, anxious goal pursuit and shows its mixed positive and negative self-regulatory consequences. Lastly, Bernecker talks about an often-neglected aspect of self-regulation, the pursuit of hedonic goals. It shows that people who have higher trait hedonic capacity spend more time with hedonic activities, are less distracted from them, but are equally successful at their studies and vocations.

Is self-control a domain-general or domain-specific skill? - Mario Wenzel

Self-control has predominately been characterized as domain-general, assuming that highly self-controlled individuals are generally better at resisting

their impulses. Qualitative differences of temptations in different domains have rarely been examined. We re-analyzed an experience sampling dataset (22,786 observations) and found that only 6.6% and 13.8% of the total variance in resistance and success, respectively, could be explained by individual differences but that person \times domain differences explained considerable additional variance in resistance (12.9%) and success (9.6%). Moreover, person \times domain differences in resistance were most important in explaining self-control success. Finally, we found that variability in resistance between domains was not only a significant predictor of self-control success but also mediated the relation between trait self-control and self-control success. Thus, these results challenge the notion of self-control being domain-general. Instead, individuals need skills that are tailored to the demands of the respective domain to be successful at resisting their desires.

Self-Regulatory Strategy Use, Efficacy, and Strategy-Situation-Fit in Daily Self-Control Conflicts - Marie Hennecke

Self-control is the ability to “override impulses to act”, and to “make oneself initiate” and “persist in boring, difficult, or disliked activity” (Carver, 2019, p. 477). To investigate its underlying processes, we investigated the self-regulatory strategies that people use for these three types of self-control conflicts and their efficacy as a function of conflict type. Data from two pooled experience sampling datasets with 14,067 reported self-control conflicts revealed that most strategies were generally effective but that strategy efficacy often depended on the type of conflict experienced, with some strategies even being maladaptive for some types of self-control conflicts. As hypothesized, individuals who more frequently selected strategies for conflict types for which these strategies were particularly effective reported greater overall self-regulatory success, which highlights the adaptiveness of creating strategy-situation fit for good self-control. We discuss the importance of strategy-situation fit and regulatory flexibility as a crucial component of good self-control.

Goal-Related Anxiety is a Double-Edged Sword: Anxious Motivation vs. Anxious Pursuit - Rick Hoyle

The pursuit of goals is often accompanied by anxiety. Goal-related anxiety can be a source of motivation that contributes to success (Strack et al., 2017). Goal-related anxiety can also impede pursuit, reducing the likelihood of success. We developed a measure of the tendency to experience anxiety in goal pursuit and examined its reliability and validity in a sample of U.S. high school students. The nine items reliably measure a single construct, which is uncorrelated with the tendency to use anxiety as motivation and moderately correlated with general anxiety. Whereas anxious motivation correlated positively with self-efficacy, mastery orientation, and stress-is-enhancing mindset, anxious pursuit correlated negatively with these and other tendencies associated with

successful goal pursuit. Anxious pursuit was negatively correlated with math performance, a relation that did not decrease when controlling for general anxiety. These findings suggest that goal-related anxiety can contribute to and detract from successful goal pursuit.

If the Party is Good, You Should Stay Longer—Effects of Trait Hedonic Capacity on Hedonic Goal Pursuit and Achievement - Katharina Bernecker

Research suggests that people's capacity to successfully pursue hedonic goals is at least as important to well-being as trait self-control. However, the positive effects of trait hedonic capacity might come at a cost to people's achievement. In five studies (N = 1'485), we examined the possible tradeoff: whether and how trait hedonic capacity is related to time spent with hedonic activities and levels of achievement. Results consistently show that people with higher vs. lower trait hedonic capacity spent more time with "leisure/pleasure" than with "work/effort" (Study 1-3). This difference seems to be due to them enjoying hedonic activities more and experiencing less intrusive thoughts about things they should be doing instead (Study 3). Importantly, despite spending more with hedonic activities they are equally successful in their studies (e.g., GPA, Study 2) and in their jobs (e.g., income, Study 4-5). Thus, pursuing hedonic goals more often does not necessarily jeopardize people's achievement.

Cognitive Investment: Practical Implications of Investment Traits and Underlying Processes

Julia Grass¹, Jantje H. de Vries², Patrick Mussel², Anja Strobel¹, Inga Hoff¹, Frank Asbrock¹, Alexander Strobel³, Gesine Wieder³, Corinna Kührt³, Sophie von Stumm⁴

Organisation(s): 1: Chemnitz University of Technology, Germany; 2: Freie Universität Berlin, Germany; 3: Technische Universität Dresden, Germany; 4: University of York, England

Investment traits like Curiosity and Need for Cognition (NFC) describe how and when individuals invest their cognitive resources. Our symposium builds upon recent research that has examined practical implications of investment traits and underlying processes. The first talk focuses on Intellect and reports results about a longitudinal study on emerging adults that examined developmental trajectories and interactions with life events and self-efficacy. The following two talks deal with the prediction of academic success and/or subjective well-being in adulthood. They report results about interactions of NFC with social identity for predicting success and well-being in students as well as about the prediction of subjective well-being in students and employed individuals by NFC. The fourth talk presents data of research on NFC in the context of self-control as variable that has been discussed underlying associations of NFC with well-

being and success. All talks will be discussed and embedded in a broader perspective.

The Development of Intellect in Emerging Adults: A Longitudinal Study of Environmental Influences and Underlying Processes - Jantje H. de Vries

Compared to the large number of studies on the structure of Intellect, a facet of Openness, far less is known about the development of Intellect and the influence of underlying factors. The present study investigates selection and socialization effects with respect to the subjective perception of life events and a moderating role of Self-Efficacy. In a large German longitudinal sample of emerging adults (N=1477), we use latent equation modeling over three measurement occasions to assess mean-level changes in Intellect. Results indicate significant change in Intellect but no evidence for the influence of experiencing a critical life event. For Self-Efficacy, we found socialization and selection effects but no moderating role of the construct. The current study gives insights on the facet level and further studies should explore the involvement of Intellect and how life events are integrated into life trajectories to get a better understanding of individual development in emerging adulthood.

Need for Cognition, Social Identity, and Their Interplay in the Prediction of Academic Success and Well-being in Students - Anja Strobel

When predicting academic success, it is necessary to understand not only the relevant predictors but also their interactions. This study focused on Need for Cognition (NFC), Social Identity and their interplay in academic settings. In a first online study with 463 students, NFC was associated with study-GPA, study satisfaction and less termination thoughts. Moderation analyses revealed an interaction of NFC and Social Identity in the prediction of study success: While the mean study-GPA in students without academic background was nearly unaffected by their NFC scores, higher NFC in students with academic background resulted in better grades compared to students with lower NFC and with a non-academic background. Students with academic background and lower NFC performed worse than students with a non-academic background. We comprehensively present the results and replication attempts and discuss implications for career guidance, the design of study entry phases and support options during the study period.

From Cognition to Emotion: How Well-being Benefits From Increased Need for Cognition - Julia Grass

Need for Cognition (NFC) describes to what extent individuals enjoy cognitive challenges and engage in them. Recent studies increasingly highlight associations of NFC with subjective wellbeing and burnout besides positive cognitive implications. The introduced study examined NFC together with

affective well-being, both general and domain-specific life satisfaction, and burnout via online self-report in different population groups. Participants were 489 adults of which 256 were students and 198 were employed in different fields. The results confirmed higher NFC being small to moderately associated with increased positive affect and life satisfaction. Additionally, students with higher NFC levels were more satisfied with the content of their studies and had lower scores in two burnout dimensions: inefficacy and cynicism. Working individuals with higher NFC reported less exhaustion (emotional, physical, cognitive) and increased job satisfaction. Our results indicate that NFC should be considered as a resource for emotional adjustment and for maintaining well-being in work-life.

On the Relation Between Dispositional Cognitive Effort Investment and Behavioral Demand Avoidance - Alexander Strobel

Individuals tend to avoid cognitive demand, yet, individual differences appear to exist. Following up on recent evidence that individuals with higher scores in the personality traits Need for Cognition and Self-Control are less prone to avoid cognitive demand, we used a longitudinal design and latent state-trait modeling to examine whether an integrative score of both traits – termed Cognitive Effort Investment – would be related to trait Demand Avoidance. In a sample of 217 participants, we observed both self-reported Cognitive Effort Investment and behavioral Demand Avoidance to exhibit considerable portions of trait variance. However, these trait variances were not significantly related to each other. Thus, our results call into question previous findings of a relationship between self-reported effort investment and demand avoidance. We suggest that novel paradigms are needed to emulate real-world effortful situations and enable a better mapping between self-report measures and behavioral markers of the willingness to exert cognitive effort.

Advances in Personality-Based Leadership Research

Noam S. Keshet¹, Shaul Oreg¹, Yair Berson², Reinout E. de Vries³, Marcella Hoogeboom⁴, Amanda M. Julian⁷, Jan L. Pletzer⁸, Kimberley Breevaart⁸, Emma J.G. van Gerven⁵, Annebel H.B. de Hoogh⁵, Deanne N. den Hartog⁵, Frank D. Belschak⁵, Noga Sverdlik⁶

Organisation(s): 1: The Hebrew University of Jerusalem; 2: McMaster University; 3: Vrije Universiteit Amsterdam; 4: University of Twente; 5: University of Amsterdam; 6: Ben-Gurion University of the Negev; 7: Monark; 8: Erasmus University Rotterdam

In the present symposium we bring together four sets of studies, each highlighting a novel aspect of dispositional leadership research. The symposium

includes four presentations: (1) Noam Keshet, Shaul Oreg, Yair Berson, Reinout de Vries, and Marcella Hoogeboom will present a lexical study aimed at uncovering basic dimensions of leader personality. (2) Reinout de Vries, Amanda Julian, Jan Pletzer, and Kimberley Breevaart will discuss leadership styles as contextualized personality traits. (3) Emma van Gerven, Annebel de Hoogh, Deanne den Hartog, and Frank Belschak will talk about the relationship between leaders' narcissism and gender and their connection to followers' task performance; and (4) Noga Sverdlik, Shaul Oreg, and Yair Berson will talk about the joint effect of leaders' power and benevolence values on supportive leader behavior and positive follower outcomes. Our discussant, Lilach Sagiv, will help us reflect on and integrate the findings from the various studies.

Basic Dimensions of Leader Personality: A Lexical Study - Noam S. Keshet

We will present a lexical study designed to uncover basic dimensions of leader personality. We propose that the basic dimensions for describing leaders' personality will not necessarily be the same as those uncovered for personality in general (e.g., the Five-Factor Model, Saucier & 2 Goldberg, 1996). We collected ratings of 199 Hebrew adjectives from 402 leaders (self-reports; Study 1) and 421 employees (reports about their supervisor; Study 2). Exploratory factor analyses yielded five factors that were consistent across the two samples—Psychopathy, Energy, Intellect, Irritability, and Organization—and two additional factors, of Supportiveness and Weakness, that emerged only in the follower-reported data. We will discuss these results along with their similarities to, and differences from, extant trait taxonomies.

Leadership as Contextualized Personality Traits - Reinout E. de Vries

Research on leadership styles and behaviors has largely developed independently from personality research. However, there is a great deal of overlap between leadership styles and personality traits. Leadership styles are defined, conceptualized, and operationalized in similar ways as personality traits and can thus be considered contextualized traits. In contrast to suggestions from leadership scholars, and in line with evidence from behavioral genetics studies, leadership styles are strongly related to personality when accounting for the self-other agreement problem. Furthermore, leadership styles show similar levels of target variance, stability, heritability, and relations with leadership, subordinate, and organizational criteria as personality traits. Complete contextualization of the six-dimensional HEXACO personality inventory into a contextualized leadership version—the HEXACO-Lead—resulted in an instrument that exhibited higher levels of self-other agreement than what we commonly observe for leadership styles and slightly stronger relations with leadership styles than found for the generic HEXACO personality inventory.

Gender Differences in the Perceived Behavior of Narcissistic Leaders - Emma J.G. van Gerven

Narcissists have the tendency to be impulsive and change their minds on a whim and may therefore come across as inconsistent. We propose 'inconsistent leader behavior' as a new mechanism in the relationship between leader narcissism and follower performance and argue that leader gender plays an important role in whether narcissistic leaders are perceived as inconsistent. Specifically, we expect leader narcissism to have a negative relationship with follower performance through perceived inconsistent leader behavior, especially for female leaders. We examine leader-member exchange as a moderator of the relationship between leader behavior and follower performance. We test our moderated mediation model in a multi-source study with 165 leader-follower dyads and confirmed our hypotheses. Our research highlights that perceived behavioral inconsistency can be problematic and - for female leaders - provides an explanation of the negative relation of leader narcissism with follower performance and of variations in evaluations of narcissistic leaders' effectiveness.

The Power of Benevolence: The Joint Effects of Contrasting Leader Value - Noga Sverdlik

There is a growing understanding in the field of personality that to more realistically capture the effects of personality, one needs to study the joint, rather than separate, effects of personality dimensions. In the present studies we demonstrate how a combination of values, which are generally disparate, predicts leaders' behavior and its outcomes. Specifically, we demonstrate that the joint effects of leaders' power and benevolence values predicts leaders' follower-focused leadership and follower outcomes. In Study 1, the interaction between 75 school leaders' power and benevolence predicted followers' reports (N=293) of their leaders' follower-focused leadership, such that the relationship between power values and follower-focused leadership was positive and significant only among leaders high on benevolence. We replicated this effect in Study 2 with data from 76 principals and 494 of their subordinates. We also demonstrated the indirect effect of principals' values, through their follower-focused leadership, on teachers' satisfaction and nurturing behavior.

Sources, Dynamics, and Consequences of Personality Change in Early Adolescence and Adulthood

Naemi Brandt¹, Anne Israel¹, Jenny Wagner¹, Yao Wu², Terry Ng-Knight², Harriet Tenenbaum², Michael Becker³, Odilia Laceulle⁴, Bertus Jeronimus⁵,

Karen Rienks⁴, Jaap Denissen⁴, Gabriela K uchler⁶, Kira Borgdorf⁷, Corina Aguilar-Raab⁷, Cornelia Wrzus⁶

Organisation(s): 1: University of Hamburg, Germany; 2: University of Surrey, UK; 3: Technical University Dortmund, Germany; 4: Utrecht University, The Netherlands; 5: University of Groningen, The Netherlands; 6: University of Heidelberg, Germany; 7: Heidelberg University Hospital, Germany

Although knowledge is accumulating on the changeability of personality, less work exists testing specific sources, dynamics, and consequences of personality change in the developmentally sensitive phase from adolescence to adulthood. Our symposium integrates four talks moving from daily processes to long-term consequences. Concentrating on short-term processes, K uchler et al. test whether adults' daily self-reflections and internal attributions shape the development of emotional stability and extraversion, whereas Wu et al. study sources of self-control change in weekly-reported schoolwork effort and emotions. Moving to long-term consequences, Laceulle et al. examine transactional pathways of personality and psychopathology by differentiating time-specific within-person from stable between-person variance. Finally, Brandt et al. investigate linked change trajectories of personality and motivation and test predictive effects on occupational success in midlife. With this symposium, we aim to identify short-term sources of personality development, gain insights into developmental dynamics, and test consequences of personality change in adolescence and adulthood.

I Think, Therefore I Develop: The Role of Self-Reflection in the Development of Emotional Stability and Extraversion in Adulthood - Gabriela K uchler

Theories on personality development propose that reflecting upon daily trait-incongruent behaviors may provoke the accommodation of pre-existing self-concepts of traits when behaviors are attributed internally (i.e., to oneself). Further, self-reflection likely increases the congruence of implicit and explicit self-concepts. In this longitudinal research spanning 6 months, we investigated the effects of self-reflection and internal attribution on the development of emotional stability and extraversion. In total, 622 adults (German sample: $n = 314$, $M_{age} = 43.29$, 50% female; US sample: $n = 302$, $M_{age} = 41.32$, 53% female) completed questionnaires on Big Five traits, self-reflection, and attribution, and an implicit traits measure (Big Five IAT). Preliminary results from T1 showed substantial correlations between implicit and explicit self-concepts in both samples. Contrary to expectations, self-reflection did not moderate this association cross-sectionally. However, results available in April 2022 will reveal whether self-reflection and internal attribution may rather influence longitudinal personality development.

Studying hard and enjoying it: schoolwork effort and emotions predict selfcontrol in a weekly diary study - Yao Wu

Self-control is a desirable trait that supports many positive life outcomes. However, the processes underlying its development are not fully understood. Drawing on the TESSERA model of personality development, we examined whether weekly schoolwork effort predicts self-control (in the subsequent week using lagged models). We also examined the role of schoolwork emotions and whether these moderated the impact of schoolwork effort on selfcontrol, as per predictions in the TESSERA model. Data are from a weekly diary study (N=98) which measured children's schoolwork effort, schoolwork emotions and self-control during five consecutive weeks. Data were analysed at the between and within person levels using multilevel models. In line with the TESSERA model of personality development, positive state expressions during schoolwork (e.g., putting in effort) lead to positive personality states (e.g., higher self-control) and this was dependent on the reactions and reinforcements children feel about their effort (e.g., emotional responses to their schoolwork).

Integrating theory and empirical practice in understanding personality psychopathology transactions: Key models and the SOAP-box - Odilia Laceulle

Personality might explain why specific individuals are at risk to develop psychopathology, or are generally healthy and happy. Key theoretical models that describe personalitypsychopathology transactions are reviewed and their specifications are discussed using four conceptual layers: Symptoms, Outcomes, Adversity, and Personality, which together form the SOAP-box. This SOAP-box helped differentiating between time-specific within-person vs. stable between-person variance and identify missing complementary transactional pathways. Subsequently, we systematically examined ten models to illustrate some theoretical, methodological, and empirical ramifications of using the SOAP-box on 15.062 participants of the Dutch Longitudinal Internet Studies of the Social Sciences (LISS). The LISS models tested indicated that personality-psychopathology transactions differ between traits and could fit multiple competing theoretical models, with the best applicable model depending on the specific combination of SOAP elements. In conclusion, the SOAPbox demonstrates to be a useful toolbox to map existing personality-psychopathology models, identify what is missing, and guide future work.

The Dynamic Role of Personality and Motivation for Occupational Success - Naemi Brandt

When establishing a career in young and middle adulthood, both personality and motivation are expected to affect a person's success story. Although it is well established that both constructs change during this period, little is known whether and how both constructs (and their changes) work together in

predicting occupational success. The aim was therefore to understand (a) the interplay between personality and motivation on both their initial levels and changes over time and (b) the role of this interplay for occupational success. We assessed the Big Five and motivational variables right after finishing school and by the age of 40 (N= 4,121). We used structural equation modeling techniques to address our preregistered research questions. Results illustrate interrelated change in personality and motivation across time. Changes in both constructs were furthermore associated with objective and subjective occupational success. The results call for a more integrative view on personality and motivation dynamics.

New Insights on Gender Differences in Psychological Traits Across Cultures

Anu Realo¹, Gijsbert Stoet², Arij Yehya¹, Filip Fors Connolly³, Mikael Goossen³, Mikael Hjerm³, Tim Kaiser⁴

Organisation(s): 1: University of Warwick, United Kingdom; 2: University of Essex, United Kingdom; 3: Umeå University, Sweden; 4: University of Greifswald, Germany

This symposium will bring together researchers who are employing a range of methodologies and large-scale datasets to examine gender differences in psychological traits across cultures. Gijsbert Stoet (University of Essex, UK) will report on sex differences in student abilities and attitudes using the international PISA dataset. Next, Arij Yehya and colleagues (University of Warwick, UK) will present findings of a comparative study which aims to disentangle the effects of human development and gender egalitarianism on the gender gap in personality traits across cultures. Mikael Goossen and colleagues (Umeå University, Sweden) will explore both biosocial and evolutionary perspectives on personality development and their implications for our understanding of the nature of the relationship between gender equality and values. Last but not least, Tim Kaiser (University of Greifswald, Germany) will present his recent work on the cross-cultural variation of psychometric gender differences and discusses cultural, environmental, and statistical methodological explanations of the effect.

Sex Differences in Psychological Traits – Small or Large? - Gijsbert Stoet

There has been considerable debate about the extent of sex differences in student abilities. One can argue, however, that the extent of sex differences in traits depends on one's methodological approach. A more recent approach to sex differences is to not only analyse sex differences in individual traits (such

as, for example, “mathematics anxiety”), but also to analyse sex differences in patterns of traits. Based on data from the Programme for International Student Assessment (PISA), sex differences in the multivariate pattern of attitudes and abilities turn out to be relatively large. Further, there is an internationally consistent pattern of sex differences across countries. In line with previous research, the multivariate pattern of sex differences is more strongly expressed in more egalitarian countries. I will discuss the theoretical and applied implications.

The Widening Gender Gap in Personality Traits Across Cultures: Disentangling the Effects of Human Development and Gender Egalitarianism - Arij Yehya

Across studies and cultures, clear gender differences in personality traits have been found. Paradoxically, the largest overall gender differences in personality traits are found in countries with higher levels of human development and gender equality. The present study aims to disentangle the effects of human development and gender egalitarianism on the gender gap in personality traits across cultures by comparing countries that have high (Switzerland) or low (Burkina Faso) levels of both human development and gender equality or that have high levels of only one and low levels of the other (Qatar and Moldova). Studying these countries will hopefully help us to understand how personality differences evolve and whether smaller gender differences in personality in less developed nations are indeed primarily due to economic hardship or to differences in gender (in)equality.

Does Gender Equality Cause Gender Differences in Values? Reassessing the Gender-Equality-Personality Paradox - Mikael Goossen

The Gender-Equality-Personality Paradox (GEPP) is the finding that gender differences in personality are at their largest in the most gender equal countries. In this talk I will explore both biosocial and evolutionary perspectives on personality development and their implications for our understanding of the nature of the relationship between gender equality and personality. Drawing upon recent findings from Europe that combine longitudinal modelling with crosscountry comparison I will argue that the causal language framing the GEPP is misleading. While it is true that gender differences in personality and basic value priorities are more pronounced in the more gender equal societies, it is also true that gender differences in value priorities are converging rather than diverging. More importantly, the observed convergence is not systematically related to previous changes (nor onset levels) of gender equality. I will discuss the implications of these findings and suggest ways to move forward.

Nature, Culture or Statistics? Possible Explanations for Psychometric Sex Differences and Their Cross-Cultural Variation - Tim Kaiser

Sex differences in psychometric personality inventories are robust and have been frequently replicated. Since large cross-cultural data sets have become available, the extent of these differences was shown to vary between countries. However, the reasons for this are still unclear. Here, the author presents his recent work on the cross-cultural variation of psychometric gender differences and discusses cultural, environmental, and statistical-methodological explanations of this effect. Based on the available data, a mixture of these three areas of influence should be assumed. Future studies should be informed by evolutionary biology and use a refined statistical methodology that addresses current challenges in measurement and modelling of sex differences. The presented results offer many fruitful starting points for future studies which, with appropriate research designs, can explain the mechanisms behind the emergence of personality differences.

Empathy in the Heart of Darkness of the Dark Traits

Nadja Heym¹, Alexander Sumich¹, Bojana Dinic², Anja Wertag³, Monika Fleet¹, Alyson Blanchard⁴, Vincent Egan⁵

Organisation(s): 1: Nottingham Trent University, United Kingdom; 2: University of Novi Sad, Serbia; 3: Institute of Social Sciences Ivo Pilar, Zagreb; 4: Bishop Grosseteste University, United Kingdom; 5: University of Nottingham, United Kingdom

The dark traits (psychopathy, Machiavellianism, narcissism, sadism) are conceptualised as related, yet independent constructs with a joint dark core of callous-unemotional traits (Pauhlhus & Williams, 2002). Deficits in certain facets of empathy may be at the very heart of this dark constellation. A well-established literature associates the DT with cognitive and affective empathy deficits (e.g., Heym et al., 2019); however, there are also reports of nonsignificant and even positive associations with some facets (Szabo & Bereczkei, 2017; Veselka et al., 2012). Moreover, different empathic deficits (or capacities) seem to underpin different behaviours; for example, whilst affective deficits are thought to underpin physical, cognitive deficits were linked to indirect relational aggression (Heym et al., 2019). This symposium presents studies that examine the role of empathy deficits and capacities in the heart of darkness and related (mal)adaptive outcomes such as different forms of aggression, motivations vulnerabilities and social cognition.

The Dark Empath: characterising dark traits in the presence of empathy - Nadja Heym

A novel psychological construct - characterised by high empathy and dark traits is described in terms of general personality traits (FFM), indirect aggression, DT vulnerability and wellbeing. Participants (n=991) were assessed for Narcissism, Machiavellianism, psychopathy, and empathy. Sub-cohorts completed measures of (i) personality, aggression (n=301); (ii) DT subfacets (vulnerable and grandiose Narcissism, primary and secondary psychopathy and Machiavellianism; n=285); and (iii) wellbeing (n=240). Latent profile analysis identified a four-class solution comprising DT (n=128 high DT, low empathy), DE (n=175 high DT, high empathy), Empaths (n=357 low DT, high empathy) and Typicals (n=331 low DT, average empathy). DT and DE were higher in aggression and DT subfacets, and lower in agreeableness than other groups. DE had higher extraversion and agreeableness, lower aggression and better well-being than DT. The DE is less aggressive and depressive than DT, but partially maintains an antagonistic core, despite having high extraversion.

Dark Tetrad and reactive/proactive aggression: Mediational role of empathy - Anja Wertag

Dark Tetrad traits are characterized by low empathy and increased aggression. This study explores the role of empathy in relations between the dark traits and reactive/proactive aggression. Reactive–Proactive Aggression Questionnaire, Short Dark Triad, Varieties of Sadistic Tendencies, and Affective and Cognitive Measure of Empathy were administered (N=612). All dark traits showed direct positive effects on both aggression functions. Predicting reactive aggression, both cognitive empathy and lack of affective dissonance were significant mediators for Machiavellianism and narcissism, while only lack of affective dissonance was the significant mediator for vicarious and direct sadism. Predicting proactive aggression, lack of affective dissonance was the only significant mediator for all dark traits. In all mediation effects, empathy reduced the relation between dark traits and aggression. Results highlight the importance of incorporating maladaptive aspects of empathy, like affective dissonance, in studying the relations between dark traits and aggression (Vachon et al., 2013).

The role of empathy in the enjoyment of aggression amongst the dark tetrad traits - Monika Fleet

The role empathy in the desire to engage and view different forms of aggression is least well understood for sadism – the fourth dark trait. The current study aimed to examine and delineate the preference for aggression in the Dark Tetrad, self-reported affective responses to aggression, and role of empathy. Participants (N=354, 120 males/218 females) completed self-report measures of the DT traits, empathy, direct aggression, and indirect aggression, then viewed four video-clips depicting physical and verbal aggression and reported their affective responses. Psychopathy and sadism were the strongest predictors of

engaging in and enjoying watching both direct and indirect aggression. Psychopathy was driven by deficits in affective empathy, whereas sadism was driven mostly by increased affective dissonance and positive affect. Implications of these findings in relation to contemporary theories explaining underpinning mechanisms for the links between psychopathy and sadism with aggression are discussed.

COVID-19 prevention behaviours differentially motivated by traditional versus vulnerable Dark Triad traits - Alyson Blanchard

The COVID-19 pandemic inspired research examining individuals' motivations to engage in COVID safety behaviours such as adhering to lockdown rules, social distancing and wearing masks. The non-agreeable, low empathy profile of those high in "dark" traits suggests they are less likely to comply with restrictions, though the reasons remain unknown. People with vulnerable Dark Traits (secondary psychopathy, vulnerable narcissism, and borderline personality) may be differently affected. N=263 participants completed an online study. SEM confirmed contrasting results for traditional and vulnerable dark traits. Primary psychopathic and grandiose narcissistic individuals engaged in less disease prevention behaviours because they did not take the threat seriously. Grandiose narcissists were also motivated by COVID-19 conspiracy theories. Individuals high in borderline personality, but not secondary psychopathy or vulnerable narcissism, were fearful of catching the virus, driving disease prevention behaviours. Findings demonstrate differential motivations for disease prevention behaviours in those high in traditional versus vulnerable dark traits.

Pushing the borders of psychological assessment: the interplay between personality and assessment at the European Association of Psychological Assessment

David Gallardo-Pujol¹, Matthias Ziegler², Ana Leal³, Aristides Ferreira³, Kay Brauer⁴, René Proyer⁴, Yvonne A. Michel⁵, Ricarda Steinmayer⁶, Anne Frenzel⁷

Organisation(s): 1: Universitat de Barcelona, Spain; 2: Humboldt-Universität zu Berlin, Germany; 3: ISCTE - Instituto Universitário de Lisboa, Portugal; 4: Martin Luther University Halle-Wittenberg, Germany; 5: Institute of Health and Society, University of Oslo, Norway; 6: Technical University Dortmund, Germany; 7: Psychology Department, Ludwig-Maximilians-University, Germany

All talks in this symposium share a striving mixture of methods and content. They all focus in using new methods and novel ideas to expand both sides of

the personality measurement coin. x presents how assessment expands to the family unit to unveil unexplored factors that relate personality with job performance. x, focuses on the introduction of a narrow personality trait with broad effects that has been barely tapped on so far: humor. They will do it from the OLIW-model, and disentangling measurement and substantive research. x shows how a clever use of modelling method factors can help us unpacking the variance of different traits, in this case, of domainspecific achievement-motivation. Finally, x discusses the data and approaches presented and introduces the European Association of Psychological Assessment, which is focused on advancing psychological assessment of, among others, personality.

“Might a spouse’s personality and support influence one’s workplace performance?”: The role of housework engagement in work productivity despite presenteeism

The present study is one of the first to investigate the effects of housework engagement on work productivity despite presenteeism and to explore personality traits (i.e. conscientiousness) and gender differences among couples. Based on a sample of 180 Portuguese heterosexual couples, an integrated model of both housework and workplace realities was proposed and tested. Hypotheses testing was based on the actorpartner interdependence model using structural equation modeling. The results verify that the higher the degree of women’s conscientiousness, the greater their and their partners level of productivity despite presenteeism. In addition, the higher the couple’s perception of partner support is, the greater their level of work productivity despite health problems, for both men and women. Results also confirm that housework engagement mediates the relationships between both conscientiousness and perceived partner support and work productivity despite health problems, for women, but not for men. This study denotes an advance in the literature on the relationships between personal and social resources within the family domain and work productivity despite presenteeism and addressed the possibility of “good” presenteeism. The findings provide support for the applicability of the J-DR model to housework and show that the availability of personal and social resources can enable individuals to deal with demanding tasks at home and at work.

Discussing the interdependence between personality psychology and psychological assessment: The case of adult playfulness - Kay Brauer

Adult playfulness is an individual differences variable that describes the ability to (re)frame situations in a way that they are experienced as interesting, entertaining, and/or stimulating. The understanding and measurement of the trait are strongly intertwined since knowledge about its structure (i.e., a question of personality psychology) relates to its measurement (i.e., addressed by psychological assessment). We discuss the development of a recently

introduced structural model of playfulness and its assessment (OLIW-model: Other-directed, Lighthearted, Intellectual, and Whimsical; e.g., joint factor analysis of existing questionnaires; focus groups; classical scale analyses) as well as its usage in studies of romantic relationships and interpersonal perception from the viewpoint of assessment and personality psychology. We will discuss the two perspectives of validation studies for existing measures and the further exploration of individual differences variables and the important interdependence of both fields.

Unpacking Domain-Specific Achievement-Motivation: The Role of Contextualizing Items for Test-Criterion Correlations - Matthias Ziegler

Achievement motivation scores on domain-specific level are better predictors of domain-matching scholastic performance than scores of general achievement motivation measures. Although there is research on domain-specific motivational measures, it is still unknown where this higher predictive power originates from. To address this, 715 students in secondary school answered questionnaires on general and domain-specific achievement motivation, domain-specific self-concept, and domain-specific self-esteem in two different studies. The first study was designed to disentangle the variance components in general and domain-specific achievement motivation in order to delineate hypotheses regarding potential drivers for the predictive power of domainspecific achievement motivation. The findings implied a strong role for a shared method factor. To explore the nature of this method factor, domain-specific self-concept /- esteem were focused to establish discriminant validity evidence in a second study. The results indicate that the additional domain-specific variance can, in large parts, be explained by self-concept and self-esteem on domain-specific level.

Paper Presentation:

Effects of interpersonal environment on youth antisociality: Longitudinal before-and-after survey while standing by at home during the COVID-19 pandemic

Hiroyuki Yoshizawa¹, Kojiro Matsushita¹, Yuta Sasatake¹, Kakeru Sakai¹, Takuya Yoshida², Ryosuke Asano³

Organisation(s): 1: Gifu University; 2: Gifu Shotoku Gakuen University; 3: Kurume University

The authors examined the effects of interpersonal environment, including parents, friends, teachers, and neighbors on longitudinal changes in youth's antisociality, using before-and-after surveys during the period of standing by at home against the COVID-19 pandemic. One thousand ninety-eight grade four through grade nine students were surveyed before and after standing by in three waves. Analyses of variance to compare longitudinal changes in antisociality among four clusters of interpersonal environment was conducted. In class 2 (high parental control), youths' self-control increased. Otherwise, in class 1 (overall adaptive) and class 4 (overall normal), their self-control decreased. In class 1, callous unemotional trait increased because their opportunities to express empathy were decreased by the restriction of their rich environment. Antisocial cognition indices measured by selective moral disengagement, self-serving cognitive distortion, and normative beliefs about aggression decreased because their opportunities to learn cognitive biases were decreased by the restriction of social interactions.

The Personality Traits of Self-Made Millionaires and Millionaires by Inheritance

David Richter^{1,2}, Marius Leckelt³, Johannes König¹, Mitja Back⁴, Carsten Schröder^{1,2}

Organisation(s): 1: DIW Berlin, Germany; 2: Free University of Berlin, Germany; 3: University of Mainz, Germany; 4: University of Münster, Germany

Very wealthy people influence political and societal processes by wielding their economic power through foundations, lobbying groups, media campaigns, as investors and employers. Because personality shapes goals, attitudes, and behaviour, it is important to understand the personality traits that characterize the rich. We used representative survey data to construct two large samples, one from the general population and one consisting of individuals with at least 1 million euros in individual net wealth, to analyze what personality traits characterize the wealthy and why their traits differ from the general population.

High wealth was associated with higher Risk tolerance, Emotional Stability, Openness, Extraversion, and Conscientiousness. This “rich” personality profile was more prominent among individuals who had accumulated wealth through their own efforts (“self-mades”) than among individuals who had been born into wealth (“inheritors”). It appears that personality may be a driving force in the accumulation of wealth rather than a consequence thereof.

The psycho-lexical study of verbs in Serbian language

Snežana Smederevac, Biljana OTAŠEVIĆ

Organisation(s): University of Novi Sad, Faculty of Philosophy, Serbia

The main goal of this study was to examine the factor structure of personality-relevant verbs in Serbian. A total of 2549 verbs were selected from the Hunspell spell-check dictionary, using semantic and syntactic criteria. In the next step, 454 verbs relevant to the description of personality, were retained. In the third step, the list was reduced by 70 expert judges, according to Semins’ and Fiedler’s criteria.

A total of 501 participants from general population aged 33.9 on average (males 27.3%), completed questionnaire containing a final list of 319 selected verbs. The results of principal component analysis showed that seven factors explained 45.02% of variance. The factors were named Aggressiveness, Neuroticism, Extraversion, Pretentiousness, Lack of Conscientiousness, Domination, and Intellect. Although most of the extracted factors correspond to the basic dimensions of personality, our findings suggest that there are factors specific to personality-descriptive verbs.

Big-Five Personality Perception: Target, Perceiver, and Relationship Effects in Traits and Facets

Gregory Daniel Webster

Organisation(s): University of Florida, United States of America

Personality research has advanced our understanding how people perceive Big-Five personality traits, but not necessarily their facets, at zero acquaintance using round-robin designs. In two studies, I collected self- and peer-report personality trait data using round-robin designs from 257 people (Study 1: 44 groups, 746 dyads; 8 items per trait) and from 69 people (Study 2: 10 groups, 213 dyads; 6 items per trait, 2 items per facet). Using TripleR (Schönbrodt, Back, & Schmukle, 2012), I decomposed variance attributed to target, perceiver, and relationship effects by traits (Study 1) and traits and facets (Study 2). Both studies showed significant target, perceiver, and relationship effects for the Big-Five traits, and Study 2 showed some facet-level heterogeneity within traits. For

example, the organization facet drove the perceiver effect for conscientiousness, and the aesthetic-sensitivity facet drove the target effect for open-mindedness. These findings suggest Big-Five personality perception should advance to the facet domain.

Validation of non-verbal personality characters

John Magnus Roos^{1,2,3,4}

Organisation(s): 1: 3 Department of Business Administration and Textile Management, University of Borås; 2: Department of Social Psychology, University of Skövde; 3: Centre for Consumer Research, School of Business, Economics and Law, University of Gothenburg; 4: Division of Physical Resource Theory, Chalmers University of Technology

This study explores the possibility to replace the Five-Factor Model personality dimensions with non-verbal characters. The characters have been tested in several pilots and improved by graphic designers at Veryday McKinsey, an international top-ranking design and innovation agency.

The aim of the present study is to validate the characters through experts in the field of personality psychology. One hundred seventy-one experts at eight international conferences (ECPA 2015; ICP 2016, World Conference on Personality 2016: ECPA 2017, AICP 2018 and European Conference on Personality 2018; ECP 2019; ECPA 2019) have already participated in the validation process. Three of the Five-Factor Model personality dimensions seem to be possible to replace by non-verbal characters. However, Openness to experience and Conscientiousness remain challenging. The non-verbal characters need to be further validated by personality psychologists and discussed with researchers in the field.

HIV/AIDS stigma and psychological well-being after 40 years of HIV/AIDS: A systematic review and meta-analysis

Marcin Rzeszutek¹, Ewa Gruszczynska², Małgorzata Pieta¹, Paula Malinowska²

Organisation(s): 1: University of Warsaw, Faculty of Psychology, Poland; 2: SWPS University of Social Sciences and Humanities, Poland

In June 2021, 40 years have passed since the first cases of HIV infection were detected. Nonetheless, people living with HIV (PLWH) still suffer from intense HIV-related distress, which is nowadays mostly linked to the still-existing stigmatization of PLWH. In our systematic review and meta-analysis we examined the association between HIV/AIDS stigma and psychological well-

being among PLWH. After selection, 64 studies were accepted for the main analysis (N= 25,294 participants). The random-effects pooled estimate revealed an overall negative and medium-strength association between stigma and well-being. The participants' age modified this effect with a stronger association for older PLWH. We also found a substantial heterogeneity between studies that suggests a strong role of context of a given study in structural stigma at both local and national levels. Our finding calls for more advanced theoretical and analytical HIV/AIDS stigma models to effectively address them in clinical practice and interventions.

Being agnostic, not atheist: Personality, Cognitive, and Ideological Differences

Moïse Karim, Vassilis Saroglou

Organisation: IPSY - UCLouvain

Why do several nonreligious people self-identify as agnostic and not as atheist? Beside epistemological differences regarding what is knowledgeable, we hypothesized that such a preference reflects (1) personality dispositions, i.e., prosocial orientation, open-mindedness, but also neuroticism, (2) cognitive preferences, i.e., lower analytic thinking, and (3) ideological inclinations, i.e., openness to spirituality. In a secularized European country (Belgium), we surveyed participants who self-identified as Christian, agnostic, or atheist (total N = 551). Compared to atheists, agnostics were more neurotic, but also more prosocially oriented and spiritual, and less dogmatic. Strong self-identification as atheist, but not as agnostic, was positively related to analytic thinking and emotional stability but also dogmatism. Nevertheless, spiritual inclinations among both agnostics and atheists reflected low dogmatism and high prosocial orientation, and, additionally, among agnostics, social and cognitive curiosity. From a personality perspective, agnostics compose a distinct psychological category and are not just closet atheists.

Perfectionism, parental identity and covid-related stress predict increase in parental burnout during the Covid-19 pandemic

Konrad Piotrowski

Organisation: SWPS university, Poland

Parental burnout is a consequence of chronic stress associated with the role of a parent. Unfortunately, only a few longitudinal studies on parental burnout have been conducted so far, and none of them allows us to determine what risks the global Covid-19 virus pandemic has brought to parents. Three hundred seventy-

six parents (67% female) aged 19 to 30 years ($M = 26.85$, $SD = 2.52$) participated in a three-wave longitudinal study spanning 12 months, from the first weeks of the pandemic in Europe, through the peak of the disease, and until the third wave of coronavirus in Europe began to die out in the spring of 2021. Latent class growth analysis (LGCA) were used to determine trajectories of change of parental burnout. Three different trajectories of parental burnout were identified: high and stable, low and stable, and average and increasing. Individual trajectories were associated with Covid-related stress, perfectionism, parental identity.

THE DARK SIDE OF “GIVE TO RECEIVE”: WHEN OBJECTIVE RECIPROCITY HURT RELATIONSHIPS

Limor Borut

Organisation(s): The Hebrew University of Jerusalem, Israel, Israel

Is reciprocity good for relationships? Surprisingly, the empirical answers to this question are inconsistent. To explain this inconsistency, I integrated the literature into a theoretical model that combines forms of reciprocity, types of resources, trust, individual differences (attachment style), and relationship outcomes and present research results supporting it. I will report three experiments testing these hypotheses. Two vignette experiments: (1) 6x2 within-subject design: Resource [love, status, money, information, services, goods] x Acquaintance [friend/acquaintance], $N = 200$. (2) 2x3 within-subject design: Resource [love/money] x Level or amount of resource [small/medium/large], $N = 160$. And a recall experiment, 2x2 within-subject design: Forms of reciprocity [strict/loose] x Acquaintance [friend/acquaintance], $N = 136$. Results show that individuals characterized with insecure attachment styles demonstrate higher strict reciprocity expectations, especially regarding the relational resources (love or services). Moreover, strict reciprocity expectations regarding the relational resources harm relationships, especially when affective trust and attachment security are low.

Seeing a silver lining in the Covid-29 pandemic

Alison Bacon, Michael Hyland

Organisation: University of Plymouth

Background: The COVID-19 pandemic is having a widespread impact on wellbeing. However, focussing only on the negative sequelae means that we may miss an opportunity to develop interventions that encourage positivity and offer hope. In the present study, we examine whether the ability to perceive positivity in distressing experience (finding a silver lining) can support wellbeing in the time of Covid-19.

Methods: A UK public sample (N = 191) completed the Silver Lining Questionnaire (SLQ) and measures of wellbeing and Big Five personality traits.

Results: SLQ scores accounted for positive variance in wellbeing beyond effects of personality, depression or personal experience of the virus. Greater appreciation for life, strengthening of personal relationships, and self-reflection were key factors.

Implications: Adversarial growth may mitigate some of the psychological effects of the pandemic. Interventions may integrate techniques to promote adversarial growth as a means to support health and wellbeing.

Grit and mental health in the Russian students

Victoria Yerofeyeva¹, Milana Hachaturova¹, Narine Khachatryan²

Organisation(s): 1: Faculty of Social Sciences, Department of psychology, Higher School of Economics, Moscow, Russian Federation; 2: Faculty of Philosophy and Psychology, Yerevan State University, Yerevan, Armenia

Grit is related to positive psychological functioning but this connection has not been investigated in Russia until now. We studied relationships between grit and two contradictory domains of mental health – well-being (emotional, social, and psychological), and distress (depression, anxiety, and stress). 244 Russian students from 16 to 43 at different levels of education filled out Short Grit Scale and Mental Health Continuum-Short Form. Weak positive correlations with emotional ($r=0,15^*$) and social well-being ($r=0,154^*$), and weak negative correlations with depression ($-0,154^*$), and stress ($-0,163^*$) were found. A medium positive correlation psychological well-being ($r=0,234^{**}$), and a medium negative correlation with anxiety ($r=0,210^{**}$) was discovered. Grit strongly correlated with age ($r=0,826^{**}$). Women have higher levels of stress and depression than men; meanwhile, postgraduate students have higher levels of grit and psychological well-being than bachelors and masters. Supported by RFBR (Project 20-513-05014) and RA Science Committee (Project 20RF-164).

Fibromyalgia syndrome, adverse childhood experiences and silencing the self in women from the UK general population

Leah Susan Marion White, Alison Bacon

Organisation: University of Plymouth, United Kingdom

Background: Fibromyalgia syndrome (FMS) is a chronic condition with medically unexplained symptoms. Although a biological basis is proposed,

research has also shown an association with psychosocial factors including adverse childhood experiences (ACE) and personality traits which may exacerbate stress. The present study investigated the link between FMS symptoms, ACE and silencing the self (STS), which comprises four aspects, Divided self, Care as self-sacrifice, Silencing the self and External self-perceptions. These factors are typified by maladaptive relationship behaviours and depression.

Methods: A UK public sample (N = 725; diagnosed FMS N = 540) were recruited online and completed measures of ACEs, STS and symptom frequency.

Results: ACEs were positively associated with symptom frequency. The Divided Self and Care as self-sacrifice aspects of STS mediated this relationship.

Implications: An understanding of how personality can exacerbate symptoms offers suggestions for intervention to improve quality of life in FMS patients with a history of ACE.

Don't keep it too simple! Simplified items do not improve measurement quality

Beatrice Rammstedt¹, Lena Roemer¹, Daniel Danner², Clemens M. Lechner¹

Organisation(s): 1: GESIS - Leibniz-Institute for the Social Sciences, Germany; 2: University of Applied Labour Studies, Germany

Generally accepted rules for item formulations recommend to keep item wordings always as simple as possible and to avoid double-barreled questions. However, the empirical basis for these claims is scarce. The aim of the present study was to systematically investigate in an experimental design if a simplification of personality items and an avoidance of double-barreled items markedly increases the psychometric quality of the scale. We compared the original item formulations of the BFI-2 with simplified item versions and tested both versions based on a large, heterogeneous sample. In none of the analyses the simplified version possessed better psychometric quality. In contrast, it showed weaker factorial validity compared to the original item formulations. These findings also replicate for lower-educated which can be regarded as more sensitive to complex item formulations. Our study thus indicates that item simplifications and the avoidance of double-barreled items does not improve the quality of questionnaires.

Uncovering the linguistic markers of personality: A meta-analysis of the relations between the Big Five and the Linguistic Inquiry and Word Count (LIWC)

Antonis Koutsoumpis¹, Janneke Oostrom¹, Reinout de Vries¹, Ward van Breda¹, Djurre Holtrop², Sina Ghassemi¹

Organisation(s): 1: Vrije Universiteit Amsterdam, The Netherlands; 2: Tilburg University, The Netherlands

The Linguistic Inquiry and Word Count (LIWC) is the most popular text analysis software in psychology and has been used to measure personality traits from text. This is the first meta-analysis of the relations between the Big Five personality traits and 51 LIWC categories. The meta-analysis included 31 samples with total $n = 85,724$ participants. The results showed that personality traits are significantly correlated with linguistic categories. The effects sizes are small when personality is assessed using self-reports ($\rho = .08 - .14$) and small-to-medium when assessed with observer reports ($\rho = .18 - .39$). Furthermore, the LIWC categories explained 5.2% of personality variance in self-reports and 47.7% in observer reports. Meta-regression analyses showed that study (sample size, year of publication, LIWC version), sample (gender, age, students-general population), and task (text length, task synchronicity, spoken vs. written language, language formality) characteristics significantly moderated some relations between personality traits and linguistic categories.

Moderating effects of employees' dark triad personality traits on the relationships of workplace mistreatment with work-related outcomes

Elif Bingul, Asli Goncu-Kose

Organisation: ÇANKAYA UNIVERSITY, Turkey

This study aimed to investigate the moderating effects of the Dark Triad (DT) personality traits on the relationships of incivility, mobbing, abusive supervision with job satisfaction, voice behaviors, loyalty, and CWBs. Narcissism and psychopathy were expected to strengthen, and Machiavellianism was proposed to weaken the effects of workplace mistreatment (WM) on the outcome variables. Data were collected from 715 employees in Turkey. The regression model tested using Structural Equation Modeling provided a good fit to the data. As expected, three types of WM were negatively related to employees' job satisfaction; however, they had differential relationships with the other outcome variables. Moreover, narcissism and Machiavellianism moderated the relationship of different types of WM with the proposed outcomes in the expected directions. Contrary to expectations, psychopathy weakened the

effects of WM on positive outcomes. The findings are discussed regarding their theoretical and practical implications as well as suggestions for future research.

The dark side of dualistic work passion

Mamoona Arshad¹, Muhammd Abdur Rahman Malik², Muhammad Faheem³

Organisation(s): 1: Lahore University of Management Sciences, Pakistan; 2: Africa Business School, University Mohammad VI Polytechnic, Morocco; 3: Employees' Old-Age Benefits Institution (EOBI), ministry of HRD

Dualistic work passion comprises harmonious and obsessive work passion. Given its impact on positive and negative outcomes at work, interpersonal deviance – a dysfunctional behavior deriving from affective/cognitive states – can be expected as a dark side stemming from dualistic work passion. Astoundingly, the research on the negative side of dualistic work passion is scarce. According to self-determination theory, both work passions are internally caused by motivational states varying with motivation source. The findings from two-way, two-source data show that harmonious work passion reduces interpersonal deviance for employees' low promotion focus and high involvement in advice-seeking. Conversely, obsessive work passion enhances the likelihood of interpersonal deviance while this positive relationship remains unmoderated. The findings contributed to the dark side of work passions by highlighting its varying impact on employees' interpersonal deviance. Research guides managers to balance employees' work passion for avoiding negative ramifications.

Sharing or owning cars - does materialism matter?

John Magnus ROOS

Organisation: University of Gothenburg, Sweden

The present study aims to examine the degree of materialism among car owners and car sharers. A survey measuring car sharing, car owning, and materialistic values was distributed to a sample of 1 078 citizens in the city of Gothenburg, Sweden (N=272). Materialistic values consists of possessiveness, envy, and non-generosity (Belk, 1984). Possessiveness was measured through "Renting or leasing a car is more appealing to me than owning one" (1-5). Envy was measured through "When friends have things I cannot afford it bothers me" (1-5). Non-generosity was measured through "I don't mind giving rides to those who don't have a car" (1-5). (Belk, 1984).

Degree of possessiveness differs between car sharers (M = 3.56, SD = 1.22) and car owners (M = 2.04, SD = 1.00; $t(143) = -7.86$, $p = .000$). There were no significant ($p < .05$) differences in envy and non-generosity between car sharers and car owners.

A Culturally Sensitive Approach to Measuring Happiness Across the World

Heyla A Selim¹, Kuba Kryś²

Organisation(s): 1: King Saud University, Saudi Arabia; 2: Polish Academy of Sciences

How can one conclude that country A is happier than country B, when happiness is being measured according to the way people in country A think about happiness? We address this issue by proposing a new culturally sensitive method to comparing societal levels of happiness. We support our reasoning with data on life satisfaction and interdependent happiness collected across forty-nine countries. We demonstrate that the relative idealization of the two types of happiness varies across cultural contexts and are associated with culturally different models of selfhood. Furthermore, we show that rankings of societal happiness based on life satisfaction tend to underestimate the contribution from interdependent happiness. We introduce a new culturally sensitive method for calculating societal happiness and examine its construct validity by testing for associations with the experience of emotions and with individualism-collectivism. This new culturally sensitive approach represents a slight, yet important improvement in measuring happiness.

The impact of life events on ipsative trajectories of person-centered personality consistency

Amanda J. Wright, Joshua J. Jackson

Organisation: Washington University in St. Louis, United States of America

Few environments have consistently influenced mean-level and rank-order changes – perhaps because development needs to be examined through an individualized, person-centered lens. The current study used Bayesian multilevel models to examine the impact of life events on changes in ipsative consistency across four to 10 waves of data with four datasets (N = 24,491). Both between- and within-person effects were found for various life events. Between-person effects were found for events such as marriage, (un)employment, retirement, and volunteering. Within-person changes, when present, were always negative, suggesting life events serve as a brief disruption to the system of an individual's personality consistency. Our results highlight that the effects of life events depend on how personality, and changes in it, are quantified – with these findings indicating a person-centered approach is best. These findings suggest that life events have differential impacts on people and they can serve as short-term, destabilizing shocks to personality.

Approximating Causal Effects of Starting and Discontinuing Hormonal Contraceptive Use on Sexuality and Satisfaction

Laura J Botzet¹, Lars Penke^{1,2}, Ruben C Arslan³

Organisation(s): 1: University of Goettingen, Germany; 2: Leibniz ScienceCampus Primate Cognition, Goettingen, Germany; 3: University of Leipzig, Germany

Substantial interindividual differences exist in women's experiences with using hormonal contraceptives, ranging from negative to positive effects on sexuality and satisfaction. Research on causal effects of hormonal contraceptives on psychological outcomes struggles both to capture the high heterogeneity in women's treatment responses and to identify average causal effects. To estimate the effect of hormonal contraceptives on sexuality and satisfaction we address attrition effects and reverse causality in a longitudinal dataset. In addition, we are able to disentangle, to some extent, effects of hormonal contraceptives from observed and unobserved selection effects. Bayesian multilevel regression analyses are performed using data from up to 6,537 women who participated in PAIRFAM, a German longitudinal panel dataset consisting of 12 waves. Our results help to understand the impact of hormonal contraception on sexuality in a naturalistic setting in which women adapt their contraception to their own experiences.

Personality development across adolescence and young adulthood: The role of life transitions

Elisabeth L. De Moor, Stefanie A. Nelemans, Andrik I. Becht, Wim Meeus, Susan Branje

Organisation(s): Utrecht University, the Netherlands

Personality development occurs most rapidly during the first part of individuals' lives. Following social investment theory, transition moments when individuals must adjust to new social roles are drivers of this development. However, the transitions to tertiary education and to working life have been examined in relation to the Big Five personality traits, but findings have been inconclusive. We examined personality development and the role of life transitions using 10-wave data from Dutch youth (age 13-26), applying Latent Growth Models. Results regarding personality maturation and the maturity gap corroborate earlier findings and extend them into young adulthood. Limited support is found for a role of life transitions in this change. The study's results show that personality maturation and, importantly, regression still occur after what is

considered the period of “storm and stress”. They also suggest a need for more nuanced approaches to studying the role of life transitions in personality development.

Stability and Change in Dispositional Envy: Longitudinal Evidence on Envy as an Emotional Trait

Elina Erz, Katrin Rentzsch

Organisation: Psychologische Hochschule Berlin, Germany

Dispositional envy is an emotional trait that varies across comparison domains (e.g., attraction, competence, wealth). Despite its prevalence and detrimental effects, little is known about stability and change in dispositional envy across time due to a lack of longitudinal data. In a preregistered longitudinal study across six years, we analyzed data from N = 1,229 participants aged 18-88. Results from latent factor models revealed that global and domain-specific dispositional envy were stable across six years in terms of rank order and mean levels. Moreover, a substantial proportion of variance in global and domain-specific dispositional envy was accounted for by a stable trait factor. Results provide evidence for a stable disposition toward the experience of envy both at the global level and within specific envy domains. The present findings have important implications for the stability and development of dispositional envy in adulthood and advance the understanding of emotional traits in general.

The Dark Triad of personality and perceptions of sexual harassment in Indonesia, Singapore, and United Kingdom

Minna Tuulia Lyons¹, Gayle Brewer², Iona Bogle², Monic Gaspar², Carissa Ghayda², Maya Huelin², Jorge Castro Caicedo², Tan Wei Liang³, Luna Centifanti⁴

Organisation(s): 1: Liverpool John Moores University, United Kingdom; 2: University of Liverpool, United Kingdom; 3: National University of Singapore, Singapore; 4: Independent researcher

Previous research has demonstrated that individuals at the higher end of the Dark Triad continuum (i.e., psychopathy, narcissism, and Machiavellianism) have a proclivity for sexual harassment. We report results of a survey (N = 716) in three countries (Indonesia, Singapore, and the United Kingdom),

investigating the relationship between the Dark Triad, and the perceptions a wide range of acts (e.g., whistling, sending online sexual materials, unwanted touching, blackmailing) as harassment. Overall, Machiavellianism was unrelated to perceptions of harassment. Psychopathy and narcissism were negatively correlated with most perceptions, indicating that people higher in these traits do not see acts as harassing. There were interesting country-level differences, where most significant negative associations between psychopathy, narcissism, and harassment were in Indonesia and Singapore (but not in the United Kingdom). We discuss the results with a reference to potential influence of culture on the relationship between the Dark Triad and perceptions of sexual harassment.

Hazardous Organization Tool: An instrument for avoiding attracting and retaining people low in Honesty-Humility

Bo Wang, Wendy Andrews, Reinout E. de Vries

Organisation: Vrije Universiteit Amsterdam, Netherlands

HEXACO Honesty-Humility has been found to be negatively associated with adverse workplace behaviours (e.g., workplace deviance), which is an important selection criterion for organizations. Based on a pilot study among personality experts, we developed the Hazardous Organization Tool (HOT) that describes different dimensions of organizations assumed – based on prior research – to be more attractive for people low in Honesty-Humility. We validated the HOT by asking participants to indicate their attraction to organizations characterized by the HOT using three samples (N = 863). Moderate to strong correlations with Honesty-Humility (ranging from -.35 to -.54) supported its validity. We also showed that hazardous organization perceptions would lead to adverse work attitudes, especially for employees high in Honesty-Humility. Overall, the Hazardous Organization Tool advances our understanding of the organization preferences of people high/low in Honesty-Humility. Organizations may utilize this tool to avoid attracting and retaining people low in Honesty-Humility.

Needs for autonomy and relatedness as factors of self-determination of a life scenario

Natalia Moskvicheva, Svetlana Kostromina, Elena Zinovyeva

Organisation: St. Petersburg State University, Russian Federation

Today's young people have ample opportunities in building their own lives. This is manifested in a decrease in normativity and an increase in individual variability of youth life scenarios. The aim of the study (supported by RNF, No.

22-28-00460) was to clarify the role of basic needs for autonomy and relatedness (SDT) in designing a life trajectory by young people. Overall, 2168 people participated ($M = 24.28$, $SD = 2.14$). The author's standardized questionnaire "Life guidelines" (95 items) was used. Processing: factor analysis, cluster analysis, Mann-Whitney U-test. The resulting 17-factor model let to identify six clusters that differ significantly and show qualitatively different ways of life. The essential differences were: 1) a pronounced need for autonomy or relatedness (closeness with the parents); 2) active or passive life position. Additional vectors were orientation towards stability or change, and responsibility. The results can be applied in the psychological counseling of young people.

The 36 faces of consistency

Le Vy Phan, Nick Modersitzki, Niclas Kuper, John Rauthmann

Organisation: Bielefeld University

The consistency of momentary psychological variables (e.g., behavior, cognition, emotion, motivation, etc.) across time and situations is a generally agreed upon feature and necessary (but not sufficient) condition of personality traits. It is thus at the core of how personality traits are defined. However, there are various conceptualizations of consistency in the literature, and the term is used differently by different researchers. Building on the seminal work of Fleeson and Nofle (2008), we systematically delve deeper into their 36 proposed consistency concepts. We clarify how each of these distinct consistency concepts are defined and what operationalizations, measurements, and analyses are implied by their definitions. We also suggest study designs and data structures to empirically investigate and statistically estimate each type of consistency. Finally, we discuss how each type of consistency could be interpreted and what implications it has for our understanding of personality traits.

The Motivational Core of Honesty

Anastasia Galkina¹, Simona Amenta¹, Calogero Zarbo², Marco Perugini¹, Giulio Costantini¹

Organisation(s): 1: Università degli Studi di Milano Bicocca, Italy; 2: Docebo S.p.A., Italy

The aim of this preregistered study was to empirically identify a comprehensive set of goals related to honesty-humility and to dishonesty, and specifically to their facets: (im)modesty, greed (avoidance), (un)fairness, (in)sincerity. We asked 250 participants to write down the goals that they ascribed to 48 adjectives identified in a previous study, which describe behaviors associated with different aspects of honesty, plus control adjectives.

The resulting textual corpus was analyzed relying on a combination of natural language processing, independent-rater judgment, network analysis, and clustering techniques developed in previous studies. As a result, we obtained classes grouping the goals related to both positive and negative poles of honesty. We then quantified the motivational overlap between different aspects of honesty.

Knowledge of the motivational bases of honesty and dishonesty is crucial for understanding the processes underlying these traits, as well as for the further developing scales measuring them.

The Comprehensive Taxonomy of Emotion Terms and Relation Between Emotional Factors and Emotional Intelligence

Krystian Macheta¹, Oleg Gorbaniuk²

Organisation(s): 1: Pedagogical University of Cracow, Poland; 2: John Paul II Catholic University of Lublin

Psycholexical researchers, in the vast majority, were focused on personality traits. Therefore, the psycholexical structure of emotions has not been described so far. The purpose of the present research was to discover the comprehensive structure of the emotion terms on the example of Polish language and to discover the relation between this structure and emotional intelligence. The 2360 experiential states were classified as emotion or not by seven judges. The judges made their decision on the basis of 14 features derived from various theoretical approaches. As a result, the 427 emotion descriptors were selected. The list was used in self- and observer-rating studies and led to discover the six emotional factors. Each of these factors was compared with Emotional Intelligence score. These results show that it is possible to classify emotions using the lexical approach and may constitute a starting point for such research in other languages.

An Examination of the Relation between Achievement Motivation States and Situation Perception

Katja Witte, Kai Horstmann, Matthias Ziegler

Organisation: Humboldt-Universität zu Berlin, Germany

Research indicates that measures of achievement motivation predict performance. For a comprehensive understanding of the mechanisms that explain these relations, the sole analysis of traits is sometimes not sufficient, i.e., state assessments and dynamic processes need to be included. Within the framework of state investigations, situational research has gained attention

since situations are central determinants of within-person variability as people adapt to certain situations and behave accordingly. For this reason, we investigated whether achievement motivation traits manifest as states in the moment and, if so, whether these states are related to situation perception. In a preregistered study using the experience sampling method, participants provided information on their perception of the respective situation, personality, measures of achievement motivation and self-concept. Data collection is not completed yet. We aim for N = 300 participants. Results and implications will be discussed.

Development of the Generic Situational Strength (GSS) Scale: Measuring Situational Strength Across Contexts

Ranran Li¹, Isabel Thielmann², Daniel Balliet¹, Reinout E. de Vries¹

Organisation(s): 1: Vrije Universiteit Amsterdam; 2: Max Planck Institute for the Study of Crime, Security and Law

Situational strength has been posited to moderate the way personality translates into behavior, such that strong situations restrict behavioral variance and thus prevent personality from being expressed. Despite compelling theoretical arguments, the empirical evidence has been mixed. One potential reason is the various ways situational strength has been operationalized. To date, a measure is lacking that assesses situational strength in various situations, and thus, across contexts. To address this gap, we developed the Generic Situational Strength (GSS) scale that can be applied to measure situational strength across various situations. We followed an 11-step procedure of three phases for scale development: item development, scale construction, and scale evaluation. Configural, metric, and scale invariance all held. The scale displayed satisfiable alpha and omega reliabilities and acceptable convergent and discriminant validity. The study has resulted in a new measure of situational strength that can advance research on person-situation transactions.

Introducing and Promoting a Geo-Sociodemographic View of Culture

Vera Vogel¹, Jochen E. Gebauer¹, Oliver Lüdtke², Peter J. Rentfrow³, Wiebke Bleidorn⁴, Jeff Potter⁵, Samuel D. Gosling⁶

Organisation(s): 1: University of Mannheim, Germany; 2: IPN - Leibniz-Institut für die Pädagogik der Naturwissenschaften und Mathematik, Kiel, Germany; 3: University of Cambridge, United Kingdom; 4: University of Zurich, Switzerland; 5: Atos Inc., United States; 6: University of Texas at Austin, United States

The “mainstream view” of culture defines geographical units (e.g., federal states) as cultural units. In contrast to this predominant definition of culture, we examine whether cultural units do not consist of geography alone (e.g., people in Florida) but of a mix between geographic and sociodemographic factors (e.g., millennials in Florida). Across several testing grounds, we competitively tested the mainstream view of culture against our novel geo-sociodemographic view of culture. We drew on data from 698,421 U.S. residents across 50 federal states. The results provide promising first evidence that cultural units are best conceptualized as a mix of geographic and sociodemographic factors and that the geo-sociodemographic view of culture is more appropriate. The results have two major ramifications. For research, the results should generally make us rethink what culture means across cross-cultural psychology. For society, culture might play an even bigger role than previously thought.

A Value Perception Bias for Close Others

Shir Ginosar Yaari¹, Daniela Barni², Jan-Erik M Lönnqvist³, Ewa Skimina⁴, Markku J Verkasalo⁵, Ariel Knafo-Noam¹

Organisation(s): 1: Hebrew University of Jerusalem; 2: University of Bergamo Bergamo; 3: Swedish School of Social Science; 4: Cardinal Stefan Wyszyński University in Warsaw; 5: University of Helsinki

Why don't people perceive their close others accurately, though they have ample information about them (Barni et al., 2019; Murray et al., 2000)? One of the reasons for this might be a bias based on personal values: transsituational abstract goals that constitute guiding principles for life (e.g., security, achievement; Schwartz, 1992). We propose that in close relationships perceivers see targets as resembling their own values.

Method: Six studies (n=2125, 5 pre-registered) tested this bias, with dyads of friends, families, and romantic partners. The participants reported their personal and perceived values and behavior.

Results: In all studies, personal values are positively related to perception of the target, while controlling for the actual target behavior/value (Mean $f^2=0.15$, Mean $p<0.001$). The effect is found for perception of behavior as well as values, for all relationships.

Discussion: A value perceptual bias exists in perception of close others. Implications for relationships and development are discussed.

Mental Independence as a Personality Trait

Sergei Shchebetenko

Organisation: *HSE University, Moscow, Russian Federation*

Mental independence (MI) is a personality trait that characterises individuals with the tendency to make decisions based on their position and to withstand external social pressure. We developed an 11-item MI scale which showed sufficient internal consistency, criterion and construct validity. Across two studies (Study 1: N = 163; Study 2: N = 569), the MI items established a factor different from any of the Big Five (B5) domains. In Study 2, MI moderately correlated with extraversion and openness, and weaker with conscientiousness and emotional stability. Among the B5 facets, MI showed the strongest correlation with ideas, which is an openness facet. The correlations between MI and hardiness and its three components were also only moderate. MI positively correlated with self-esteem, did not correlate with any socially aversive Dark Triad traits and showed no association with age and gender. The study was supported by the Russian Science Foundation under grant 21-18-00127.

When Sexual Desire Doesn't Match – a Response Surface Analysis

Sabine Ostermann, Lara Schleifenbaum, Lars Penke

Organisation: *University of Goettingen, Germany*

Sexual desire and sexual satisfaction are central human experiences and greatly influence romantic relationships. Especially mismatches of partners' sexual desire have been linked to decreased sexual satisfaction. However, previous studies provide only mixed and inconsistent findings. This study investigates whether the (mis-)match of an individual's and their partner's sexual desire predicts sexual satisfaction of heterosexual couples in their daily life. We rely on data from a large-scale observational dyadic diary study (N = 486 couples over 40 days). By using multilevel response surface analysis, we address methodological problems of past studies. Results failed to confirm the proposed effect of (mis-)matching sexual desire on sexual satisfaction. Our results add to prior null findings from cross-sectional studies. We discuss the complexity of the link between sexual desire and sexual satisfaction in couples.

A Global ESM Study on Well-being in the COVID-19 Pandemic: the CoCo Project

Julian Scharbert¹, Thomas Reiter², Julian ter Horst³, Maarten van Zalk³, Markus Bühner², Mitja D. Back¹

Organisation(s): 1: University of Münster, Germany; 2: University of Munich, Germany; 3: University of Osnabrück, Germany

The COVID-19 pandemic and policies of restricted activities and social contact pose serious risks to people's psychological well-being. Importantly, individuals differ in how they cope with these challenges. The Coping with Corona (CoCo) project aims to explore and predict (i.e., build theoretically derived and data-driven models) as well as to understand and target (i.e., unpack mediating processes) these individual differences in well-being during the pandemic. Therein, we focus on key domains of social interaction processes: social situation selection, interpersonal perception, and emotional co-regulation. With a worldwide (>50 collaborators in >25 countries), 4-week ESM study, we provide (a) a rich description of differences in well-being around the globe during the pandemic, and (b) novel insights into person-environment transactions that explain these differences. Here, we present the CoCo project and discuss first results regarding the interplay of personality, social interaction processes, and well-being in the context of the COVID-19 pandemic.

Personality and Emotion during COVID-19

Ryan Lundell-Creagh, Oliver John

Organisation: UC Berkeley, United States of America

This work features a three-wave longitudinal study investigating personality and emotions during the COVID-19 pandemic with data from January, May, and December of 2020. This work is divided into three parts: The first part will focus on the overall patterns of emotional experience during COVID-19, showing that the experience of positive emotions appears to be more impacted than negative ones. The second will present evidence for the relative stability of the Big Five personality traits and facets in the face of this global pandemic, highlighting the limited changes that occurred, and whether these changes were lasting. The final part investigates the moderating role of big five personality traits on emotional experiences. It investigates these differences at three levels: a) baseline differences (i.e., differences prior to the pandemic), response differences (i.e., differences in change from baseline between T0 and T1) and recovery differences (i.e., differences in change between T1 and T2).

Predicting Educational and Social-Emotional Outcomes in Emerging Adulthood from Personality

Zainab Faatimah Haider¹, Sophie von Stumm²

Organisation(s): 1: University of Leeds, United Kingdom; 2: University of York, United Kingdom

Emerging adulthood describes the extended transition from adolescence to young adulthood in Western populations. Few studies have comprehensively explored the predictive validity of personality traits for attainment and adjustment during this time. Here we tested the prediction of personality traits at age 16 years for educational and social-emotional outcomes in emerging adulthood at age 23 years in a UK cohort study (N=2,277). Personality traits, including the Big Five, Grit, Curiosity and Ambition, accounted for 0.6-16.5% of the variance across outcome measures; this prediction exceeded that of intelligence and family socioeconomic status (SES). Whilst personality traits did not attenuate the influence of family SES, they interacted; ambition, conscientiousness, curiosity, and openness were all stronger predictors of educational attainment at low compared to high SES, suggesting compensatory effects (i.e., the Resource Substitution hypothesis). Our findings have implications for fostering positive outcomes during the transition to adulthood, especially for those experiencing disadvantage.

The Effectiveness of High-Dimensional Semantic Construct-Vectors in Measuring Personality Traits with Open-Ended Questions

Björn Erik Hommel¹, August Nilsson², Philipp Schäpers³

Organisation(s): 1: Wilhelm Wundt Institute of Psychology, Leipzig University, Germany; 2: Department of Psychology, Lund University, Sweden; 3: Division Psychology of Entrepreneurship, University of Münster, Germany

While close-ended item formats have established themselves as the predominant mode of data collection in social and behavioral research, open-ended questions can prompt a person to provide a more in-depth response, possibly revealing nuances that rating scales may not be able to capture. Despite these advantages, researchers have largely refrained from employing such items, as they are notoriously difficult to score and thus frequently yield poor psychometric properties. We show how these shortcomings can be addressed by using recent language technology (i.e., sentence embeddings) to devise high dimensional semantic representations of psychological constructs that can be used to score open-ended self-descriptions of the HEXACO

personality traits. We validate our method by predicting behavioral act frequencies in survey respondents, using various open-ended item formats applying our technique, and compare their predictive power to scores of a close-ended questionnaire (HEXACO-PI-R). Our work demonstrates a viable alternative to rating scales in personality research.

Cognitive Reflection and Thinking Dispositions

Inmaculada Otero, Dámaris Cuadrado, Alexandra Martínez, Pamela Alonso

Organisation: University of Santiago de Compostela, Spain

Previous studies have shown that cognitive reflection (CR) is a construct mainly accounted for by cognitive intelligence. However, several researchers have suggested that CR also could reflect some variance of personality variables, i.e., thinking dispositions. The main goal of this study was to determine the relationship between CR and several thinking dispositions.

The sample was composed of 836 students. A correlational analysis was carried out.

Results only showed a moderate relationship between CR and need for cognition. A small correlation also was found between CR and (1) the tendency to be concentrated while doing tasks, and (2) the tendency to take risk.

Therefore, the results show that CR correlated with thinking dispositions more linked to cognition.

These findings suggest that CR and thinking dispositions could be independent constructs and the relationship found between CR and thinking dispositions could be explained by the relationship between cognitive intelligence and those thinking dispositions.

A meta-analysis of the faking resistance of forced-choice personality inventories

Alexandra Martínez, Inmaculada Otero, Dámaris Cuadrado, Pamela Alonso

Organisation(s): University of Santiago de Compostela, Spain

Faking is the intentional distortion of the responses to obtain some benefit in the assessment processes, especially when personality is assessed.

The pervasive effects of faking have increased the interest in finding procedures that can control its negative consequences. Some of the research on faking has focused on studying whether forced-choice (FC) inventories reduce the effects

of faking on personality measures. However, the previous meta-analyses that have analyzed this issue are few and have important methodological limitations.

This study presents a meta-analysis on the faking resistance of FC inventories. The results showed small and moderate effect sizes showing, therefore, that FC inventories are resistant to faking.

The findings found allow us to recommend the use of FC inventories in professional practice as they have proven to be a useful tool for the control of faking.

Counterproductive academic behaviors and honesty-humility: A meta-analysis

Dámaris Cuadrado, Alexandra Martínez, Inmaculada Otero, Pamela Alonso

Organisation(s): University of Santiago de Compostela, Spain

Predictors of counterproductive academic behaviors (CAB) (e.g., cheating, plagiarism) have received attention in scientific literature. Among them, personality traits have been shown to explain students' likelihood to engage in CAB. Most research has focused on the relationship between the Big Five dimensions of personality and CAB. Indeed, several meta-analyses have been carried out on the topic. However, there is no meta-analytic evidence of the predictive validity of the honesty-humility factor following the HEXACO model of personality in regard to such phenomenon. For this reason, the current research presents a psychometric meta-analysis with artifactual corrections following the methods by Schmidt and Hunter (2015) of the CAB-honesty-humility relationship. Results show a moderate and negative effect size ($K = 12$, $N = 2,542$, $\rho = -.45$). Validity generalization also occurs. These findings have implications for theory development (i.e., the nomological network of CAB) and also for practitioners (i.e., applied measures to control CAB).

Variability in personality states: the role of situations

Muchen Xi¹, Joshua Jackson²

Organisation(s): 1: Washington University in St. Louis, United States of America; 2: Washington University in St. Louis, United States of America

There is an implicit consensus that Personality and Situations interactively produce behaviors. However, most empirical work fails to find such interactive effects. One assumption of standard PXS models is that people act a certain way if they are in a particular situation. The current study tests this assumption by examining whether situations are associated with increased or decreased variability in behavior. Using the PAIRS dataset which includes $N = 417$ participants, assessed 23 times across two weeks, mixed effects location state

models examined variability in personality states across different situations. Results suggest that at the population level, situations tend to increase variability in behavior. While this is true at the aggregate, there are large individual differences in this tendency. In other words, some people are more consistent in a situation whereas others are quite variable. Result suggests the need to considering individual differences in variability to better understand person-situation interactions.

The Free Energy Principle, Markov Blankets and meta-theories of personality in understanding life's behavior across the universe: Towards a new discipline of astropsychology

Chris J Jackson¹, Christian Criado-Perez¹, Paul Badcock², Amirali Minbashian¹, Fatemeh Jafaralijasbi¹

Organisation(s): 1: University of New South Wales, Australia; 2: University of Melbourne, Australia

We use the Free Energy Principle, Markov Blankets, and meta-theories of personality to develop eight conjectures that provide a basic understanding of the behavior of life in the universe (including life with a basis in natural selection and life with some other basis, such as super artificial intelligent life). In our paper, we suggest a novel definition of life, a new conception of species' intelligence based on the complexity of external MBs, new perspectives on between species xenophobia, and advocate that universal life's behaviors are associated with reward and punishment at different levels of behavior. We conclude by developing a general mathematical model of whether extra-terrestrials, with the capability of visiting Earth, will be friends or foes. Overall, our attempt to provide an explanation for basic behaviors across all forms of life in the universe is a step towards developing the discipline of astropsychology.

Implicit Self-Esteem: Physiological Assessment, Personality Correlates and Behavioral Observations

Melanie Schliebener¹, Michael Dufner^{1,2}

Organisation(s): 1: Universität Witten/Herdecke, Germany; 2: Universität Leipzig, Germany

Aspects of personality operate out of conscious awareness and are therefore implicit. Research has shown that building up self-esteem evolves rather automatically and unconsciously. For the assessment of these automatic aspects, implicit self-esteem (ISE) measures have been developed. Recent research in other content domains indicated that the assessment of ISE might

be accomplished via electromyography (EMG) recordings of facial expressions. Therefore, EMG might be a promising methodology for the assessment of ISE. In this study, we presented participants a picture of themselves and used EMG to record changes in facial muscular activity that are indicative of subtle smiling. As personality correlates, explicit self-esteem, psychological well-being and likability were assessed. As a behavioral outcome, agentic behavior was assessed in the laboratory via video observation. Individual differences in EMG reactions were internally consistent and converged with explicit self-esteem. Correlations with further personality aspects and behavior showed mixed results. Implications will be discussed.

The structure of basic beliefs

Artur Nilsson¹, Martin Bäckström²

Organisation(s): 1: Linköping University, Sweden; 2: Lund University, Sweden

This research investigated the structure of basic beliefs concerning universal existential themes (e.g., human nature, the soul, and free will). Based on an extensive review of research across different fields, we identified 36 initial belief dimensions. We selected 15 questionnaire items per dimension from an initial list of more than 1000 items from 60 instruments, along with new items. Factor analyses of responses from UK adults (N = 455) yielded further revision: some dimensions were split, while others were collapsed. US adults (N = 500) responded to eight items per dimension. Factor analyses of the scales indicated the presence of at least six higher-order factors of basic belief, concerning the goodness, structure, and knowability of the world, human freedom, a higher reality, and the human-environment relationship. This new integrative model is more comprehensive than previous models and sheds new light on the hierarchical organization of beliefs.

The mind of the curious: Examining the relationship between curiosity and qualitative features of everyday thought

Madeleine Elspeth Gross, Jonathan Schooler

Organisation: University of California Santa Barbara, United States

Curiosity, a trait characterized by a passion for learning, is associated with a wealth of positive life outcomes including well-being and perceived meaning in life. This suggests that being a curious person may be associated with more positive inner experiences, i.e. differences in the phenomenological quality of thoughts; however no research to date has examined this. Here I discuss the findings of a 7-day experience sampling study (N=131) which demonstrated that

trait curiosity is associated with higher frequencies of several key qualitative features of day-to-day thought including goal-directedness, topical shifts, meaningfulness, and positive valence. A follow-up experimental study examined the nature of this association by determining the extent to which these qualitative features are observed during mind wandering following a novel curiosity induction (under states of curiosity) while holding trait curiosity constant. Together these studies indicate that curiosity drives beneficial qualities in everyday thinking. Theoretical and practical implications are discussed.

Personality traits as predictors of loneliness

Pablo Ruisoto¹, Lidia Anna Budziszewska², Ananda Zeas-Sigüenza¹, Esperanza Quintero-Sánchez³, Juan Carlos Lopez-García³, Silvia Libertad Vaca-Gallegos⁴

Organisation(s): 1: Public University of Navarre, Spain; 2: European University of Madrid, Spain; 3: Universidad de Sevilla, Spain; 4: Universidad Técnica Particular de Loja, Ecuador

Background. Loneliness is a well established risk factor for health problems and even mortality. Aim. The aim of this study is to examine the predictor value of the Big Five personality traits and psychological inflexibility and stress on loneliness. Methods. Participants. A large sample of 5982 college students from 3 large universities of Ecuador were surveyed. Measures. The Big Five were measured using the Personality Inventory Questionnaire (TIPI-SPA), and psychological inflexibility and stress using AAQ-II and PSS-10 respectively. Design and procedure. Descriptive transversal study. Statistical analysis. Hierarchical regression. Results. Conscientiousness, Extroversion, Agreeableness, Neuroticism (but not Openness) predicted loneliness, accounting for 16% of its variability. And remained significant after including psychological inflexibility and stress in the model as predictors of loneliness. The overall model accounted for more than 40% of the variability in loneliness. Conclusions. Differences in personality traits should be taken into consideration when assessing and designing interventions for loneliness.

The Big Five and impulsivity as predictors of psychopathology

Pablo Ruisoto¹, Lidia Anna Budziszewska², Esperanza Quintero-Sánchez³, Juan Carlos Lopez-García³, Silvia Libertad Vaca-Gallegos⁴, Pablo Vicente Torres-Carrión⁴

Organisation(s): 1: Public University of Navarre, Spain; 2: European University of Madrid, Spain; 3: Universidad de Sevilla, Spain; 4: Universidad Técnica Particular de Loja, Ecuador

Background. Psychological inflexibility is a well established transdiagnostic variable across psychological disorders. Aim. The aim of this study was to examine the predictor value of the Big Five and impulsivity on psychological inflexibility. Methods. A large sample of 5982 college students from 3 large universities of Ecuador were surveyed. Personality Inventory Questionnaire, The Barratt impulsiveness scale and Acceptance and Action Questionnaire, gold standard for psychological inflexibility was used. Study approved by Ethics Committee (UTPL-CEISH-2019-09) and data analyzed using hierarchical regression. Results. Results indicate that Extraversion, Amiability and Emotional Stability were significant predictor of psychological inflexibility and remained significant after including impulsivity as predictor of psychological inflexibility. The overall model accounted for more than 27% of its variability. Conclusions. Differences in those personality traits and impulsivity should be considered when assessing and designing interventions in psychopathological processes. Funded by the European Union – NextGenerationEU y CEDIA-proyectos I+D+i CEPRA.

The Structural Validity of the Picture-Based Value Survey for Children (PBVS-C): Analyses across and within Russian children and cross-cultural comparisons

Wolfgang Bilsky¹, Sofya K. Nartova-Bochaver², Anna K. Döring³

Organisation(s): 1: University of Münster, Germany, Germany; 2: HSE University, Moscow, Russia; 3: University of Westminster, London, UK

This study examines value preferences and value structures of Russian children (N=227) aged 7-12. It extends Döring's (2018) cross-cultural adaptation of the Picture-Based Value Survey for Children (PBVS-C). Based on Schwartz's (1992) value theory, the following assumptions are tested: The 20 items of the PBVS-C are valid indicators of the 10 Basic (BV) and four Higher-Order Values (HOVs) postulated by Schwartz. The BVs show the expected circular structure, the HOVs the hypothesized opposite positions. These assumptions hold, when tested across (based on BVs' intercorrelations) and within (based on the data matrix) Russian children. Exploratory, confirmatory, and spherical MDS and two-dimensional Unfolding confirmed our assumptions. Results were validated using permutation tests and bootstrap. A discriminant analysis revealed differences in value preferences between girls and boys. The fit of each PBVS-item into the theoretical structure of values is compared to the respective data from 10 other countries (Bilsky, Döring, & Groenen, 2016).

Little liars in the dark trait spectrum: Understanding the development of lying from growth trajectories of childhood dark traits

Marie-Céline Gouwy, Jasmine Vergauwe, Barbara De Clercq

Organisation: Ghent University, Belgium

Lying or cheating is considered as a normative aspect of child development with mixed findings on normative developmental trends across age. To our knowledge, no research has yet focused on the dispositional roots of lying throughout childhood and adolescence. In the present study, we aim to model correlated change in lying and dark traits across childhood and adolescence as to better understand how development in lying is driven by core personality vulnerabilities that represent developmental antecedents of the adult dark triad. Mothers of $N = 274$ children, rated the lying behavior and dark traits of their child during four consecutive assessment points across childhood and adolescence. Changes in dark trait trajectories were explored relative to change in manifest lying across time. Results will be discussed against the background of normative processes of personality development and indicate which dark traits are particularly relevant for lying at a young age.

Humiliation as a harm to self-respect

José A. Gonzalez-Puerto, Saulo Fernández Arregui

Organisation: UNED (Universidad Nacional de Educación a Distancia), Spain

Based on Honneth's (1995) recognition theory of respect, we hypothesized that the humiliation cumulated by a person translates into a damage to his/her self-respect trait (i.e., the view of him/herself as a person with the same rights and dignity as others). We also posited that in humiliating situations, both the humiliation and powerlessness felt by the victims are moderated by their self-respect trait (i.e., the less respect they have for themselves, the greater the humiliation and powerlessness they experience). We found empirical support for our hypothesis in two studies ($Ns=677; 212$), longitudinal and experimental, respectively. Our results outline an evil vicious circle: the cumulation of humiliating experiences undermines victims' self-respect; a low self-respect intensifies the humiliation and powerlessness felt in subsequent humiliating situations, thus favouring a low self-respect trait and a diminished capacity for agentic-assertive response. Self-respect should be considered in prevention and treatment of the devastating consequences of humiliation.

Personality Trait Change at Work: Associations with Organizational Socialization and Identification

Guido Alessandri¹, Richard W. Robins², Lorenzo Filosa¹, Enrico Perinelli³, Michele Vecchione¹

Organisation(s): 1: Sapienza University of Rome, Italy; 2: University of California, Davis; 3: University of Trento

This study investigates associations between Big Five trait change, organizational socialization, and organizational identification during a three-year police officer training program. Participants (N = 416 police officer cadets; Mage = 22.86, SDage = 2.29) completed a questionnaire measuring the Big Five traits when they entered the training academy, and then completed the same questionnaire, along with measures of organizational socialization and identification, during their second and third year of training. Results corroborated the hypotheses that (a) the Big Five traits can show systematic changes even across a relatively short time period and (b) this change is functional, given that the latent difference scores of all Big Five traits significantly predicted subsequent levels of organizational socialization and identification. Big five traits change also across a short time period. The observed trait changes agreed only in part with classical theoretical perspectives, and these changes are linked to organizational socialization and identification processes.

Explaining regional mental health prescriptions in England through deprivation and aggregate personality profiles

Andrés Gvrtz^{1,2}, Sagar Joglekar², Jason Rentfrow¹, Daniele Quercia^{2,3}

Organisation(s): 1: University of Cambridge, United Kingdom; 2: Nokia Bell Labs, Cambridge; 3: King's College London

Mental health continues to be a focal issue in the UK. We adapt a psycho-social model to investigate spatial prescription patterns by analysing England's largest personality survey and 4.1 billion general, 95 million anxiety specific, and 178 million depression specific prescriptions issued in England between 2015 and 2019.

We find three possible explanations for excess mental health prescriptions and a possible remedy: Smaller areas tend to prescribe more mental health medication per capita. Areas in which residents experience work barriers are significantly more likely to receive anxiety medication, irrespective of income. In contrast, areas in which residents experience contextual deprivation, e.g., longer distances to doctors, we observed fewer prescriptions, indicating a treatment gap. However, we find that areas with large proportions of residents scoring high on the extraversion activity facet displayed significantly less anxiety

and depression prescriptions, independent of work barriers - pointing towards a possible treatment avenue.

Which aspects of your identities make you happier? A multidimensional perspective on identity and well-being

Elisabetta Crocetti, Beatrice Bobba

Organisation(s): Alma Mater Studiorum University of Bologna, Italy, Italy

Identity is multifaceted and has important implications for adolescents' well-being. The current research takes a multidimensional approach to tackle longitudinal associations between multiple facets of personal (identity processes of commitment, in-depth exploration, and reconsideration of commitment examined in multiple domains) and social (social identifications with multiple groups) identities and multiple indicators of well-being (considering physical health, psychological, and social well-being).

Two cohorts of adolescents involved in the IDENTITIES project (N≈2,250) aged 13 and 16 from schools located in the northern part of Italy will complete online questionnaires at two-time points. Cross-lagged panel models will be tested to evaluate associations between identity facets and indicators of well-being. Results are expected to shed light on which identity processes and social identifications are related to specific dimensions of well-being. To increase the understanding of how these identities affect multiple dimensions of adolescents' well-being over time have important theoretical and practical implications.

Disentangling the blue and dark face of vulnerable narcissism: Contribution from the Circumplex of Personality Metatraits

Radosław Rogoza, Jan Cieciuch, Włodzimierz Strus

Organisation(s): Cardinal Stefan Wyszyński University in Warsaw, Poland

We present a new theoretical model of vulnerable narcissism: The Vulnerable Isolation and Enmity Concept (VIEC), which elaborates the vulnerable narcissism in an analogous way as the Narcissistic Admiration and Rivalry Concept (NARQ) elaborated the grandiose narcissism. According to VIEC Isolation explains the role of passive-avoidance (withdrawal), whereas enmity explains the role of (reactive) antagonism in vulnerable narcissism. In four studies (total N = 2,183), we analyzed the relations between the dimensions differentiated in VIEC and seven measure of various narcissism facets as well as the personality underpinnings of VIEC in terms of normal and pathological

personality traits and metatraits. In general, our results confirmed expectations and suggest that vulnerable narcissism is related to internalizing pathology while grandiose narcissism to externalizing pathology. Through the prism of the Circumplex of Personality Metatraits, we argue that the VIEC alongside the NARC, fully captures the narcissistic personality as described by Narcissism Spectrum Model.

Replication of the Spontaneous Self-Affirmation Measure (SSAM): factor structure, reliability and validity

Lena Rader, Saskia Doreen Forster, Barbara Drüke, Verena Mainz, Siegfried Gauggel

Organisation: University Hospital RWTH Aachen, Germany

Self-affirmation is a strategy people use to assure their moral integrity by focusing on their strengths, values, and social relations. The Spontaneous Self-Affirmation Measure (SSAM), developed by Harris et al (2019), assesses individual differences in naturalistic self-affirmation. The current study aimed to replicate the factorial structure of the SSAM in a larger, more representative sample. 1043 participants (72% female, age 18-65) were recruited online. A confirmatory factor analysis revealed a poor fit for the original three-factor model (strengths, values, and social relations; $\chi^2=169.47$, $p<.001$, $\chi^2/df=2.73$, CFI=0.88, RMSEA=0.06). An exploratory factor analysis identified two factors focusing on internal (e.g. strengths and values; 37% variance explained) and external resources (e.g. social relations; 30% variance explained). The two-factor model showed an acceptable fit ($\chi^2=85.62$, $p<.001$, $\chi^2/df=1.78$, CFI=0.96, RMSEA=0.04) and high reliability (internal resources: $\omega_h=.80$; external resources: $\omega_t=.93$). The internal self-affirmation resources were significantly higher associated with self-esteem than the external resources ($z=-8.70$, $p<.001$).

Loneliness and Attachment Orientations: A Meta-Analysis

Julia Krasko¹, Natalie Kazianis², Susanne Buecker¹

Organisation(s): 1: Ruhr University Bochum, Germany; 2: Heinrich Heine University Düsseldorf, Germany

Why are some people lonelier than others? One possible explanation is provided by attachment theory that posits that attachment related cognitive-motivational mechanisms affect the quality and stability of social relationships. Typically, people with insecure attachment orientations report higher loneliness than people with secure attachment orientations. However, there are several

open questions regarding the strengths, robustness, and moderators of this association. To close this gap in the literature, we conducted a random-effects meta-analysis of 49 studies ($k = 267$; total $n = 73\,314$) using robust variance estimation. Results reveal a medium-sized positive association between loneliness and insecure attachment. Further, we conducted moderator analyses of various variables (e.g., age, gender, attachment dimension, sample type). Overall, results suggest that people with more insecure attachment experience higher levels of loneliness and that this association is robust across different populations and study characteristics. Theoretical implications relevant to the loneliness and attachment literature are discussed.

An idiographic approach to study affect dynamics in clinical psychology

Mar J. F. Ollero¹, Eduardo Estrada¹, Pablo F. Cáncer¹, Michael D. Hunter²

Organisation(s): 1: Autonomous University of Madrid; 2: Pennsylvania State University

People show stable difference in the way their affect fluctuates over time. Within the general framework of dynamical systems, the damped linear oscillator model (DLO; Boker, 2015) has been proposed as a useful approach to study affect dynamics (Pettersen et al., 2013; Steele & Ferrer, 2011).

DLO models can be fitted to repeated measures provided by one individual, and the resulting parameters capture relevant features of the person's affect dynamics.

Focusing on negative affect, here we provide an accessible account of the DLO parameters in terms of psychological vulnerability and resilience. Based on a simulation study, we discuss the best sampling conditions to adequately estimate individual DLO models.

This approach presents three main advantages: a) it is ideographical and therefore ideal for applications in clinical psychology, b) the measurement occasions do not need to be equally spaced, and c) it allows forecasting future states of affect for a given person.

How personality influences working from home

Martin Zeschke

Organisation: Leipzig University, Wilhelm Wundt Institute of Psychology, Germany

Since the Covid-19 pandemic, working from home has become an integral part of the workplace. Employee personality has a significant impact on how working from home is experienced. We conducted a longitudinal study with 5 waves over the course of a year with over 1000 respondents to determine how personality affects employee performance and well-being. In addition, we

examined the effects of autonomy and idle time frequency, as well as the subjective impact of the Covid-19 pandemic on employees. The results of a mixed model analysis showed that extraversion buffers the negative relationship between working from home and performance. More introverted employees should therefore receive more support when working from home.

The Criterion Validity of Conscientiousness in Personnel Selection: A Meta-Analytic Reality Check

Luc Watrin, Lucas Weihrauch, Oliver Wilhelm

Organisation: University of Ulm, Germany

A key finding in personnel psychology is the positive correlation of conscientiousness and job performance. As the majority of psychological research, this finding is likely based on convenience samples but is readily generalized to predictive settings with job applicants, ignoring that the prevalence of faking and its detrimental effects on self-report personality measures are much more pronounced there. We reviewed the prevalence of sample types (incumbent vs. applicant) and validation designs (concurrent vs. predictive) and meta-analytically investigated their effect on the criterion validity of conscientiousness. Indeed, only few studies were conducted with actual applicants and predictive designs. However, the overall correlation of conscientiousness and job performance was in line with previous meta-analyses and it was neither moderated by validation design, sample type, or their interaction. We call for more multivariate research in realistic settings to provide unbiased estimates of predictive validity and to optimize selection systems.

Towards a facet level taxonomy of personality

Paul Irwing¹, David J. Hughes¹, Alexandr Tokarev¹, Tom Booth²

Organisation(s): 1: Alliance Manchester Business School, University of Manchester, United Kingdom; 2: University of Edinburgh

Facet-level personality models remain underdeveloped, despite being fundamental to a valid taxonomy of personality. We attempted to develop the most comprehensive taxonomy to-date, whilst avoiding redundancy. A systematic review of all available resources identified 554 candidate personality facets. Subsequent comparison of item content, reduced this number to 77 potentially unique facets. We developed six item measures of each facet in accordance with the facet definitions, using a combination of newly written and IPIP items. These measures were administered to an international sample of 1,096 participants. Confirmatory factor analysis (CFA) established essential unidimensionality for all 77 facets. A complete matrix of disattenuated

correlations between facets was computed and all facets correlating at $>|.70|$ were tested for discriminant validity using CFA, a range of standard psychometric criteria and a theoretical item content review. Seventy three facets (more than double most facet lists) met all criteria for convergent and discriminant validity.

Deep Lexical Hypothesis: Identifying personality structure in natural language

David Condon¹, Andrew Cutler²

Organisation(s): 1: University of Oregon, United States of America; 2: Boston University, United States of America

Recent advances in natural language processing (NLP) have produced models that can perform complex tasks such as summarizing long passages and translating across languages. Here, we introduce a method to extract adjective similarities from language models as done with ratings in traditional psycholexical studies, but using millions of times more text in a natural setting. The correlational structure produced through this method is highly similar to that of survey-based ratings of 435 terms reported by Saucier and Goldberg (1996a). The first three unrotated factors are congruent with those in survey data at 0.89, 0.79, and 0.79. This structure is robust to many modeling decisions: adjective set, including those with 1,710 terms (Goldberg, 1982) and 18,000 terms (Allport & Odbert, 1936); the query used to extract correlations; and language model. Notably, Neuroticism and Openness are only weakly and inconsistently recovered. New directions of research using these techniques are discussed.

Using Virtual Reality to investigate self-identity: A case illustration of EYME-Explore Your Meanings

Guillem Feixas, Miquel Alabèrnia-Segura, Alejandro García Gutiérrez

Organisation(s): Universitat de Barcelona, Spain

From a social-cognitive perspective, self-identity processes are central to understanding the human personality. However, the instruments commonly used for its assessment and intervention are limited. EYME-Explore Your Meanings is a digital platform based on personal construct theory to explore the construal of self and others and to identify conflicts in the identity system. Research shows that conflicts and other aspects of identity are associated with various conditions of marked distress.

After an automated interview derived from the repertory grid technique, EYME enables the immersive investigation of the person's identity using both a 3D

navigable plot of the person's "mental map" and a Virtual Reality immersive experience. The transformative potential of this technology will be illustrated with a chronically depressed patient who substantially increased reflective function, alleviated suffering, and successfully engaged in personal development.

Love is not blind: What romantic partners know about our abilities compared to ourselves, our close friends, and our acquaintances

Gabriela Hofer, Silvia Macher, Aljoscha Neubauer

Organisation: University of Graz, Austria

How much do our partners, close friends, and acquaintances know about our abilities, compared to ourselves? This registered report aimed to investigate asymmetries in what these perspectives know about a person's verbal, numerical, and spatial intelligence, creativity, and intra- and interpersonal emotional abilities. We collected self-estimates and performance measures from 238 targets. Each target's abilities were also rated by their romantic partner, a close friend, and an acquaintance. Results showed knowledge asymmetries but also similarities between perspectives. People themselves were at least moderately accurate across all six domains. However, partners achieved similar accuracy and both partners and friends could provide unique insights into some abilities. Acquaintances knew less about people's abilities, only achieving moderate accuracy for verbal and numerical intelligence. Our results indicate that close others can complement people's knowledge about some of their own abilities. We relate our findings to Vazire's self-other knowledge asymmetry model.

Development of a Five Factor Model-based psychometric measure of the Dark Triad

John-Paul Martindale, Paul Irwing, David Hughes

Organisation: University of Manchester, United Kingdom

The 'Dark Triad' has been plagued with measurement problems, many of which are argued to be solved by three scales that use facets from the Five Factor Model. Here we report two studies that examine these FFM-based measures of the Dark Triad. Study 1 (N=570) used Content Analysis, Confirmatory Factor Analysis, and Item Response Theory to integrate the three scales, resulting in a 26-facet scale with 104-, 52- and 26-item versions. Study 2 (N=530) assessed the nomological network and predictive properties of the integrated scale against various outcomes (e.g., emotion regulation, workplace behaviour). The

integrated measure obtained almost identical outcome correlation profiles (mean $r_{ICC}=.93$) and explained more variance (mean $R^2=.19$) than the original scales (mean $R^2=.14$) in 27 out of 30 outcomes, even when using the 26-item version (mean $R^2=.15$). The scale eliminates conceptual and measurement redundancy, contributing to a more integrated and coherent personality science.

Proactive personality as buffer for aversive work experiences

Karoline Schubert, Hannes Zacher

Organisation: Universität Leipzig

Due to the increasing boundarylessness of modern work situations, personnel selection and development has shown increasing interest in characteristics that empower individuals to deal with changing environments, such as proactive personality. Proactive personality is characterized by taking initiative, acting on opportunities, and affecting one's surrounding, and is linked to important individual and organizational criteria, such as career success, job performance, learning, and creativity. However, research has predominantly focused on desirable work related outcomes and neglected potential buffering effects of proactive personality on adverse occupational consequences. In a longitudinal design (23 waves in 2 years, $N = 1546$), we investigated the role of proactive personality on aversive job experiences, such as idle time (i.e., involuntary downtime at work due to external circumstances), when job incumbents face various work constraints (e.g., technical breakdowns, missing supplies). Our preliminary findings suggest that proactive personality traits may serve as a key resource against these occupational challenges.

Personality profiles across occupations: The role of Situations and Job Characteristics

Artjom Rushanov, Paul Irwing, David Hughes

Organisation: The University of Manchester, United Kingdom

Many models of person-environment transactions suggest that people both select themselves into social roles that fit their personality and that their personality is moulded by those social roles. One implication of these models is that we would expect clear personality profiles amongst different occupational roles. Here, we examined to what extent occupational profiles exist, comparing 1,270 professionals from five vastly different occupational groups, in personality (BFI-2), social situations (CAPTIONs), and job characteristics. Results supported several theory-driven differences between occupational groups but overall occupational profiles showed more similarities than differences. We

further examined whether social situations or job characteristics explained the trait profiles observed. Although both situational and job characteristics did predict personality, the variance explained was typically modest ($R^2=.075-.199$). Thus, there are some subtle differences in personality profiles across occupational roles but they are smaller than some models would suggest.

Personality co-development in adoptive and non-adoptive sibling pairs: Exploring the effects of sex similarity, relationship quality, and life events

Phuong Linh L. Nguyen, Elise Anderson, Moin Syed, Matt McGue

Organisation(s): University of Minnesota, United States of America

We compared personality patterns between adoptive and non-adoptive siblings using data from 606 sibling pairs at four waves averaging from 15 to 32 years old. Data were analyzed using second-order latent growth curve models with separate intercepts and slopes for the younger and older siblings. As expected from the personality maturation principle, there was a decrease in Aggression and an increase in Control and Harm Avoidance. At baseline, non-adoptive sibling pairs were more similar to one another than adoptive pairs, and same-sex sibling pairs were more similar than different-sex pairs. However, there was limited evidence of correlated change. Siblings diverged in personality development trajectories over time, regardless of sex or adoption status. We further explored relationship quality and similarity in life events as moderators of between-sibling correlations. This research highlighted the importance of expanding beyond static personality trait measures to include developmental patterns using genetically informative designs.

Money Motivates Effort Better in the US than in Other Countries

Danila Medvedev, Diag Davenport, Thomas Talhelm

Organisation(s): University of Chicago--Booth School of Business, United States of America

Several previous large-scale studies found that paying people money always motivated people better than social psychological interventions. We ask whether these findings are limited to the mainly American samples used. We find evidence that monetary incentives consistently outperform psychological ones by a large margin—in the US. However, in India and Mexico, the pattern looks different: the effect of social interventions is much closer to the effect of money. We theorize that the individualism, analytic thought, and relational mobility of WEIRD cultures encourage people to focus on individual outcomes alone and place less emphasis on social motives. Finally, we run an experiment

to prime culture by randomly assigning participants in India to take the study in Hindi or English. We find that monetary incentives are more motivating in English than in Hindi. These studies suggest that large-scale interventions and nudges can get better results if they are consistent with culture.

Sex differences on the role of impulsivity over the effect of psychological stress on depression

Alberto Bellido¹, Pablo Ruisoto², Esperanza Quintero³, Juan Carlos López-García³, Pablo Torres-Carrión⁴

Organisation(s): 1: Universidad Europea, Spain; 2: Public University of Navarre, Spain; 3: University of Sevilla, Spain; 4: Universidad Técnica Particular de Loja, Ecuador

Background. Psychological stress is a well established risk factor for depression, the leading cause of disability worldwide. Aim. The aim of this study was to examine the role of impulsivity and sex in the effect of psychological stress on depression. Methods. A large sample of 5982 college students from Ecuador were surveyed. Impulsivity was measured using The Barratt impulsiveness scale, Perceived Stress Scale to assess stress and Patient Health Questionnaire to assess depression. Study approved by Ethics Committee (UTPL-CEISH-2019-09) and data analyzed by Process Macro for SPSS. Results. The impact of psychological stress on depression was mediated by impulsivity and this indirect effect was moderated by sex, where the impact of impulsivity was stronger in men than women. Conclusions. Results highlight the role of impulsivity as a transdiagnostic variable involved in the risk of depression, and especially in men. Funded by the European Union – NextGenerationEU and CEDIA-CEPRA XII 2018.

Predictors of aggressiveness and antisocial behavior in the South American context (Ecuador)

Erick Valarezo^{1,2}, Maryam Tavakkoli¹, Luis F. García¹

Organisation(s): 1: Universidad Autónoma de Madrid, Spain; 2: Universidad Técnica Particular de LOJA (UTPL), Ecuador

There is a considerable body of knowledge about the personality and psychological predictors of aggressiveness and antisocial behavior in western and other countries. However, there is a lack of comparable research in other parts of the world as some countries of South America. The aim of the present research is explore the psychological factors related to aggressiveness and antisocial behavior in Ecuador. Besides, it is intended to explore how several psychological factors interact to account for differences on aggressiveness and Antisocial Behavior. Method: Measures of Personality, Emotional Intelligence,

dimensional personality disorders, drugs intake and other psychological factors are being applied to a sample about 500 persons of Ecuador. Results and Discussion: Initial analysis with a small sample show expected relationships between criteria and predictors. A more complex model is being developed.

The role of Personality traits, Emotional intelligence, family and social variables on the developing of dimensional and categorical Personality Disorders

Maryam Tavakkoli¹, Erick Valarezo^{1,2}, Luis F. García¹

Organisation(s): 1: Universidad Autónoma de Madrid, Spain; 2: Universidad Técnica Particular de LOJA (UTPL), Ecuador

In the last decades, much research efforts have focused on developing a dimensional approach to Personality Disorders. However, there has not been comparable efforts to analyze the factors affecting the developing of personality disorders. Literature above specific categorical personality disorders have considered the role of personality traits, and contextual factors (familiar or social). The aim of the present communication is to analyze how personality traits, emotional intelligence and family and social variables could affect and interact to account for the genesis and severity of personality disorders. Method: About 1000 persons (500 Spanish and 500 Iranian) were applied a protocol including personality and emotional intelligence measures, questionnaires about family background and social wellbeing and other variables. Dimensional and categorical personality disorders were also assessed. Results and Discussion: It is expected to introduce a complex model of relationships between personality disorders and some psychological and behavioral factors.

Being in patients' shoes: Self-reports of students learning empathy through simulation

Sara P. Vilas, Sónia Gregório, Margarita G. Márquez, Emilio Verche, Alejandro García Pardina, Susana Rodríguez Molina

Organisation: Universidad Europea de Madrid, Madrid, Spain

Empathy is considered a desirable skill in the healthcare context. In dentistry, it has been related to treatment adherence and patient satisfaction and shown to improve communication and reduce dental anxiety.

Empathy knowledge and skills are needed to provide exemplary care in dental professionals. However, evidence shows that empathy levels among undergraduate dentistry students are lower than among undergraduates from

other healthcare professions, and thus, it is still necessary to design proper educational programs to improve empathy among dentistry students.

This study aimed at examining students' perspectives of the impact of a new educational methodology designed to increase empathy levels in healthcare students.

114 dentistry undergraduate students, 44 males and 70 females (average age of 20.44 years; SD = 3.93), volunteered to participate in this investigation, completing a set of questionnaires measuring different psychological variables, and participating in a simulated session of empathy.

Results will be presented and discussed.

Student-Situation Relations in Students' Real-Time Perceptions of Instructional Quality

Irma Talic¹, John F. Rauthmann², Karl-Heinz Renner¹, Jens Möller³, Christoph Niepel⁴

Organisation(s): 1: University of the Bundeswehr Munich, Germany; 2: Bielefeld University, Germany; 3: Kiel University, Germany; 4: University of Luxembourg, Luxembourg

Students' perceptions of instructional quality (SPIQ) convey information on teaching effectiveness. However, often indicators confounding subjective and objective SPIQ components are used, complicating a precise examination of different aspects of rating behavior in classroom situations. The present study aims at investigating relations between different real-time SPIQ components within the three-dimensional framework of instructional quality (i.e., teacher support, cognitive activation, classroom management), personality traits (i.e., the Big Five), and states (i.e., perceived lesson-specific achievement). We drew on a sample of 372 German secondary school students (Mage = 15.3 years) who provided data in up to 16 mathematics instructional situations in a three-week experience sampling study, resulting in a total of 2,681 measurement points. By relating subjective and objective SPIQ components to personality traits and states, we shed light on student rating behavior and its immediate impacts on perceived learning achievements. Practice-oriented implications are discussed to enable adaptive teaching and learning.

Beliefs about romantic relationships predict changes in relationship satisfaction and personality

Fabian Gander, Eva Luciano, Marcelle Saameli, Alex Traut, Alexander Grob

Organisation: University of Basel, Switzerland

Beliefs that romantic relationships are rather malleable (“growth beliefs”) than fixed (“destiny beliefs”) go along with increased relationship longevity and personal growth. We examined whether growth and destiny beliefs are differentially associated with changes in personality and relationship satisfaction.

Participants in a romantic relationship (N = 2.169, 52.1% women) completed measures of Big Five personality traits and relationship satisfaction four times across a two-year period, and a measure assessing growth and destiny beliefs in romantic relationships at baseline.

Results showed that growth beliefs predicted changes in relationship satisfaction and neuroticism: Those participants with stronger initial growth beliefs experienced a smaller decline in relationship satisfaction and a stronger decline in neuroticism over time than those participants with weaker growth beliefs. Destiny beliefs were unrelated to changes in relationship satisfaction and personality.

Overall, our findings underline the relevance of growth beliefs for the development of romantic relationships and personality change.

Cynical, but useful? A lay beliefs perspective on cynical leaders' ability to prevent antisocial behavior at work

Teodora Spiridonova, Olga Stavrova, Anthony Evans, Ilja Van Beest

Organisation: Tilburg University, Netherlands, The

Cynicism – the belief that people are driven primarily by self-interest – has been predominantly associated with detrimental consequences for individuals and organizations. Less is known about its potentially positive implications. We investigated a possible “bright side” of cynicism, that is, whether lay people consider it helpful in preventing antisocial behavior, and therefore prefer cynical leaders. We found that cynical (vs. trusting) managers were viewed as better at detecting antisocial behavior and more punitive, and therefore, as better at preventing their employees' antisocial behavior (Study 1). Despite this perception, cynical (vs. trusting) managers were less likely to be hired, were offered lower salaries, and were seen as less effective at their job (Study 2). This aversion to cynical managers was significantly attenuated for jobs that emphasized the importance of preventing employees' antisocial behavior (Study 3). Our findings contribute to the literature on the functionality and consequences of cynicism in organizations.

Health and user interaction improvement by personality traits-based personalization

Jelena Avanesova, Jelizaveta Liēdidža-Kolbina

Organisation: Riga Technical University, Latvia

During COVID-19 pandemic interest for mHealth rose dramatically. However, many stop using the application within six months. An ample literature review was carried out to discover whether personality traits could be the basis for mHealth personalization for human-computer interaction improvement. Moreover, study of three most popular mHealth applications was conducted to determine kinds of users' data they collect. The results show that personality traits affect communication and physical activity preferences, motivation, and application usage. mHealth personalization based on personality traits could suggest enjoyable physical activities and motivational communication. The analysis showed that mHealth applications already process enough user information to enable seamless inference of personality traits.