



Personality Psychology Foundation (PPF)

The 1st World Conference on Personality

19-23 March 2013, Stellenbosch, South Africa

Abstract Book



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A word of welcome

This first world conference on personality (including intelligence and individual differences), here in Stellenbosch, South Africa should mark a more proportionate representation of researchers from the many regions of the world. The Australasian conference, the ARP conference, the ISSID conference and the EAPP conference each have their own market of interests, tending to attract mainly people from their own region, with relatively little or no attendance from especially South American, African, and Asian countries. Since this world conference depends a lot on sufficient interest from those countries, it can be called a success already. Per February 4, 2013, we counted 349 Abstracts from 50 countries, based on first authorship. In detail: Australia (8), Austria (2), Belgium (15), Brazil (23), Canada (10), China (1), Colombia (1), Croatia (4), Cyprus (1), Czech Republic (5), Denmark (3), Egypt (1), Estonia (2), Finland (5), France (1), Germany (38), Ghana (2), Grenada (1), Hungary (1), India (10), Indonesia (3), Iran (6), Israel (4), Italy (6), Japan (1), Kazakhstan (1), Kenya (1), Kyrgyzstan (1), Lebanon (1), Malaysia (2), Namibia (1), Netherlands (23), New Zealand (1), Nigeria (4), Norway (4), Oman (4), Pakistan (1), Philippines (2), Poland (5), Portugal (1), Romania (4), Russia (24), Slovak Republic (1), South Africa (31), Spain (3), Sweden (3), Switzerland (4), UK (15), USA (57), Zimbabwe (1).

The figures themselves may not be dramatic, but considering the fact that many of the above countries are still economically doing less well, it is a dramatic change in orientation. The effects are interesting. Researchers from those different regions often are in research domains with which people from the Western countries have less affinity. Meeting those people offers great opportunities to broaden views, to widen interests, and to expand and strengthen research cooperation across the world.

This conference is not a one-time event; the second world conference on personality is planned to take place in Brazil, probably in three years from now; first details on this will be provided at the conference. There is a Personality Psychology Foundation established as a formal back-up of the conference. The plan is also to establish an association of which people can become members. Attendants to this first world conference have the chance to become founding members of this association, and can in that capacity influence the future events (the next conference in Brazil, and possibly other forms of communicating on research, such as other types of meetings). Within the organizing committee of this conference a discussion has taken place on the possibility of a (open access) journal; founding members can influence decisions in this respect).

We are grateful for the support and sponsoring we received from the various institutions and associations as represented on the first pages, and we thank the many members of the International Advisory Board for their enthusiasm, their suggestions, and their critical notes.

We wish you a stimulating and pleasant conference. Welcome to the first World Conference on Personality

Boele De Raad
Dick Barelds
Deon Meiring

Scientific Program Committee

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Akio Wakabayashi, Department of Psychology, Chiba University, Chiba, Japan

Jianxin Zhang, Institute of Psychology, Chinese Academy of Sciences, Beijing (CSP)

Keynote speakers:**Title: The Big Five paradigm shift: history, development, and applications****Speaker: Oliver P. John****Affiliation: University of California, Berkeley, USA**

Speaker Interest: Self-concept, self-perception accuracy and biases; personality development and assessment across the life span; emotion experience and expression; cultural differences.

Title: The Next Big Challenge for Lexical Personality Research**Speaker: Lewis R. Goldberg****Affiliation: Oregon Research Institute, Eugene, Oregon, USA**

Speaker Interest: Dr. Goldberg is actively involved in research on individual differences, including studies of personality structure, personality measurement and assessment, and the usefulness of assessment instruments for predicting such important human outcomes as physical and mental health. The objective of one of his research projects is to develop a scientifically compelling taxonomic structure for all of the personality-descriptive terms in the English language, with the goal of comparing such structures across diverse languages. In a related project, he has developed alternative measures of the constructs included in a variety of modern personality inventories. These measures are now available free-of-charge in the public domain in an internet-based collaboratory (<http://pip.ori.org/>). Copies of his major publications can be retrieved at: <http://www.ori.org/lrg/>.

Title: The importance of personality variables in the manifestation of creativity: neuroimaging findings**Speaker: Rex E. Jung****Affiliation: University of New Mexico, USA**

Speaker Interest: Dr. Jung studies both brain disease and what the brain does well – a field of research known as “Positive Neuroscience”. His research interests focus upon the structural and biochemical correlates of intelligence, creativity and personality, particularly white matter contributions to higher cognitive functioning in the normal human brain. He uses structural and biochemical neuroimaging techniques to better understand brain-behavior relationships in disease and health including: proton magnetic resonance spectroscopy (1H-MRS), diffusion tensor imaging (DTI) and structural Magnetic Resonance Imaging (sMRI).

Title: Personality and Culture: Recent Advances**Speaker: Fons J.R. Van de Vijver****Affiliation: University of Tilburg, The Netherlands**

Speaker Interest: Dr. Van de Vijver is interested in the link between personality and culture. This amounts to addressing two questions. Firstly, what is the same and what is different if we compare personality across cultures? Secondly, where do cross-cultural differences in personality come from? Not all domains of personality show the same pattern of similarities and differences. Notably in the social domain where personality comes more under the influence of societal norms, salient cross-cultural differences can be observed. The study of the link between personality and culture has a long past but a short history, as it took

long to develop on the one hand the required balance between the study of cross-cultural similarities and differences and on the other hand the combination of ethnographic procedures in the exploratory stages and statistical procedures in the confirmatory testing stage.

Title: Utility of Personality Variables in Work Settings

Speaker: Deniz S. Ones

Affiliation: University of Minnesota, USA

Speaker Interest: Dr. Ones conducts most of her research falling under one or more of the following categories: (1) Personality measurement in work psychology, (2) Testing: cognitive ability and integrity, (2) Personnel selection and staffing, (3) Prediction and modeling of counterproductive work behaviors, (4) International- & cross-cultural work psychology, including management of expatriates, (5) Environmentally conscious (green) behaviors among workers, and (5) Psychometric meta-analysis & applied methodology.

Title: Personality and personality disorders in DSM-5

Speaker: Robert F. Krueger

Affiliation: University of Minnesota, USA

Speaker Interest: Research interests of Dr. Krueger are the classification and etiology of personality, psychopathology and substance use disorders, personality disorders, personality psychology, quantitative and molecular genetics, and quantitative models of individual differences.

Title: Personality and Affect Regulation

Speaker: Randy J. Larsen

Affiliation: Washington University, St. Louis, USA

Speaker Interest: Dr. Larsen conducts research broadly in the area of personality and emotion, primarily in terms of individual differences in various parameters of emotion, including the frequency and intensity of affective states, well-being, and emotional reactivity. His work is characterized by the use of a wide variety of methods, including experience sampling, psychophysiological measures, and various cognitive tasks that are sensitive to emotional states. Lately he has taken an interest in how people manage their emotions, and has developed a Measure of Affect Regulation Styles (MARS). He is using this and other measures of affect regulation to examine personality correlates, cultural differences, and age differences in how people regulate their feeling states.

- Dissemination of personality psychology (convener *Pieterneel Dijkstra*)
- Biological aspects of personality (convener *Colin DeYoung*)
- Development aspects of personality (convener *Mathias Allemand*)
- Social psychological aspects of personality (conveners *Simine Vazire & Sanjay Srivastava*)
- Personality and health psychology (convener *Gareth Hagger-Johnson*)
- Personality disorders (convener *Jennifer Tackett*)
- Cross Cultural Aspects of Personality (convener *Deon Meiring*)
- Personality and Morality (convener *Jan Pieter Van Oudenhoven*)
- Intelligence (convener *Aljoscha Neubauer*)
- Personality Structure (conveners *Dick Barelds & Fritz Ostendorf*)
- Personality and Situations (conveners *John Rauthmann & Boele De Raad*)

ASSOCIATION FOR RESEARCH IN PERSONALITY

Devoted to the Multidisciplinary
Study of Personality Development,
Structure, and Dynamics

ARP

The Association for Research in Personality (ARP) is a scientific organization, founded in 2001, devoted to bringing together the diversity of scholars whose research contributes to the understanding of personality processes, structure, and development. ARP aims to further the scientific study of personality through our biannual conference, through the official journal of the association (Journal of Research in Personality), and through a major journal co-sponsored with several other scientific associations (Social Psychological and Personality Science).

For more information, visit www.personality-arp.org



Assessment Centre Technologies

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eapp

EAPP is a democratic and transparent association with a rich history in facilitating research on personality in Europe and beyond. The purpose of the EAPP is the promotion and development of empirical and theoretical personality psychology within Europe and the interchange of information relating to this subject between members of the EAPP and cognate associations throughout the world.

The EAPP pursues the following activities:

- organization of meetings and conferences;
- promotion of mutual scientific communication and research cooperation between members, and between members and other scientists;
- publication of manuscripts;
- Co-operation with other associations and institutions within and outside Europe.

For more information, visit www.eapp.org



Hogan

As an international authority in personality assessment and consulting, Hogan has over 30 years of experience helping businesses dramatically reduce turnover and increase productivity by hiring the right people, developing key talent, and evaluating leadership potential. The Hogan assessments predict job performance by assessing normal personality, derailment characteristics, core values, and cognitive reasoning ability. The assessments are grounded in decades of research and evaluate every major job family from bank teller to CEO.

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ISSID

The International Society for the Study of Individual Differences (ISSID) was founded in 1983 to foster research on individual differences in temperament, intelligence, attitudes, and abilities. The aim of the society is to investigate the major dimensions of individual differences in the context of experimental, physiological, pharmacological, clinical, medical, genetical, statistical and social psychology. It further aims to seek the determinants, causes, and concomitants of individual differences, using concepts derived from these disciplines. To promote this purpose, the Society publishes scientific papers and organizes scientific meetings to discuss and exchange information and ideas relevant to the measurement, structure, dynamics and biological bases of individual differences. The official journal of the Society is *Personality and Individual Differences*.

For more information, visit www.issid.org



JSPP

JSPP (Japan Society of Personality Psychology) has been a centre of research activities in personality psychology since it was established in June 1992. In September 2011, it had about 888 members total, of which 265 were student members or postdoctoral research fellows. The Society is open to researchers who are interested in personality. We are particularly proud of having a large number of young, research-active psychologists among us, and hope that the Society will continue to grow.

For more information, please visit www.jspp.gr.jp



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Kwazinto Crafts

Kwazinto Crafts (KC) is a poverty-alleviation organization that markets crafts made by disadvantaged people.

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In addition to disseminating African art forms, KC seeks to pre-occupy crafters in constructive work and steer them away from boredom and crime. Hence, artwork must be converted into cash in their pockets.

Conversely, we provide efficient and honest service to our international visitors. For global conference attendees, KC is often the only encounter with ordinary South Africans. In this sense, we are our country's important diplomats.

For more information, visit www.kwazintocrafts.co.za



Routledge
Taylor & Francis Group

Psychology Press and Routledge

Psychology Press and Routledge publish a wide range of books and journals in Social Psychology and Personality. Our books include the market-leading textbook, *Social Psychology* by Smith and Mackie; the *Frontiers of Social Psychology* series; and the *European Monographs in Social Psychology* series.

For more information, visit www.psypress.com and www.routledge.com

savilleconsulting

Saville Consulting

Saville Consulting is a global business and the team comprises human resource specialists in psychology, business consulting and information technology, all of whom share the belief in customer service and passion for innovation in recruitment, selection, development and organisational optimisation. Saville Consulting develops and supports rigorous and work relevant measuring tools that have transformed traditional approaches to assessment in South Africa, Africa and around the globe. The questionnaires link people and workplace culture based on substantive validation. This enables clients to achieve outstanding results through new approaches to measuring and exploring the relationship between personal motives, personal talents and the crucial interaction between individuals and their workplace culture. Saville Consulting uses the benefits of new technology through our online assessment platform to shorten the assessment process and rapidly assimilate multiple assessment elements to provide fair and valid person-job and person-culture match indices. Our South African operation is led by Dr. Werner Barkhuizen and we can support any project with a team of consultants and associates that have deep technical expertise as well as essential business consulting experience in major listed organisations. We also have a range of industry experience that enables us to incorporate ideas and innovations from across industries. Saville Consulting offers unique, innovative solutions with experience encompassing the entire employee lifecycle including organisational development, job analysis, competency profiling, assessment tools, selection and development procedures. We are a global organisation capable of supporting projects in South Africa, Africa, North America, United Kingdom, Europe, EEMEA and the Asia-Pacific regions. For more information, please visit www.savilleconsulting.com



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SHL is the leader in talent measurement solutions, driving better business results for clients through superior people intelligence and decisions – from hiring and recruiting, to employee development and succession planning. With a presence in over 50 countries, SHL delivers more than 25 million assessments annually in over 30 languages.

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TTS-Top Talent Solutions is a leading-edge, boutique consulting firm that offers talent and assessment strategy consulting for the evaluation, design, and implementation of end-to-end talent solutions. TTS helps organizations make better talent decisions through the integration of best-in-class human resources and Industrial/ Organizational psychology consulting expertise with flexible assessment and technology solutions. We have access to local and international product and technology partners that enable us to design and implement interventions that closely match your talent strategy needs. Our team consists of some of the best-qualified industrial/organizational psychologists in the area of assessment anywhere in the world.

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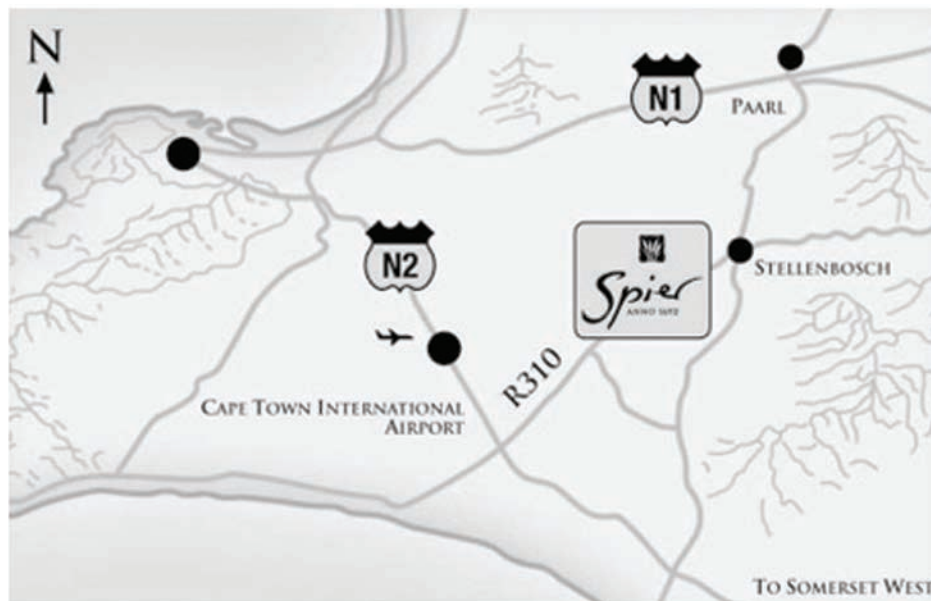
Vetor Editora

Vetor Editora is the leading Brazilian publisher of psychological tests. With over 45 years of tradition and presence in the local market, Vetor edits and distributes the leading tests through its proprietary stores, its website and its network of more than 35 partners spread around Brazil. With a complete portfolio of tests including: attention, memory, intelligence, personality, neuropsychology and learning capabilities Vetor serves the Brazilian community of psychologist that work in Clinics, Government, Enterprises and Universities. Vetor is a relevant sponsor of local research and a preferred partner of international companies looking for growth in Brazil.

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Venue: Spier wine farm

The Spier wine farm is one of the oldest wine farms in South Africa. It is located just outside the town of Stellenbosch, and about 20 minutes from Cape Town international airport. Cape Town is located about 45 minutes from Spier (see map below). The hotels in SomersetWest are about 15 minutes from Spier.



The Spier wine farm offers several facilities, such as a conference centre, hotel, picnic grounds, a couple of restaurants, wine-tasting, and more. Visit www.spier.co.za for all the details. The map on the next page shows the location of the conference centre, hotel, and dining/food options at the Spier estate. All conference sessions take place in the conference centre.

Transport

For participants staying at the Spier hotel, the conference centre is just a minute walk from the hotel. There will be a shuttle available for participants staying at the Lord Charles hotel in SomersetWest (in the morning and in the afternoon). Spier is located a few minutes outside of Stellenbosch. Participants who are accommodated in Stellenbosch or at least too distant from Spier are advised to take a taxi or come by car. During the conference, a one or two cars will be available to transport participants to the hotels at their own cost.

Secretariat

Location : Registration will take place in the foyer of the Spier Conference Centre

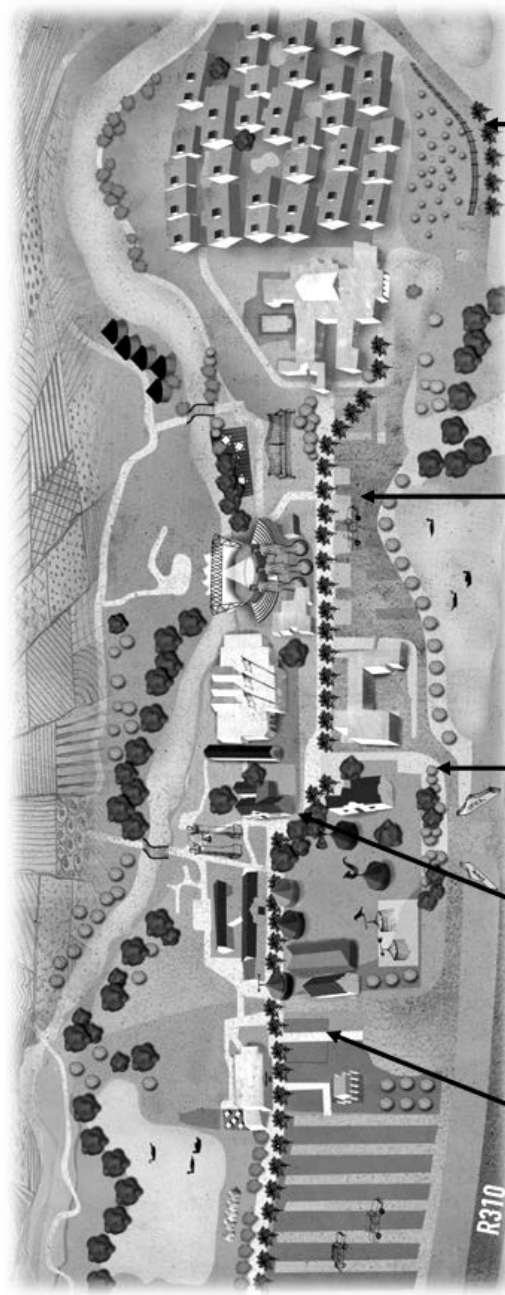
Times: 19 March 2013: 15h00 – 18h00

20 – 22 March 2013: 07h30 – 18h00

For emergencies, please contact the conference secretariat on: +27 72 652 8660

ATM

There is an ATM in the Spier hotel. In addition, there are several ATMs in Stellenbosch (centre and university) and Somerset West (for example in the Somerset Mall). All major credit cards are accepted at Spier.



Hotel reception
and restaurant

Conference
centre

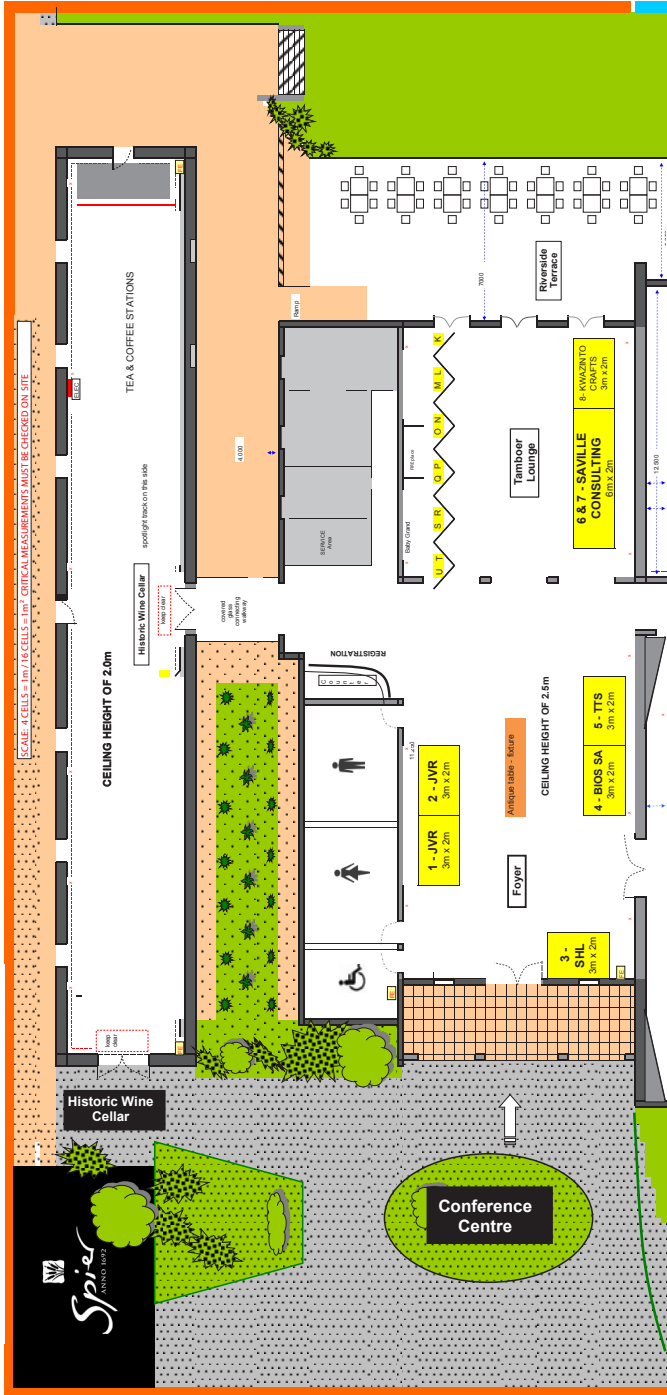
Restaurant
'Eight'

Spier Deli and
restaurant



Spier
ANNO 1692

SPIER WINE ESTATE, STELLENBOSCH



Language

The official language of the conference is English. All presentations should be in English.

Posters

There are two poster sessions in the conference program: one on Wednesday and one on Thursday, both from 17:30 to 18:30. Poster presenters are encouraged to put up their posters as early as possible (preferably before lunch), so that other participants can get a sneak preview of the posters during breaks etc. Posters should be taken away at the end of each poster session.

The poster boards are provided with a code corresponding to the abstract code in the abstract book.

Materials to put up the posters can be obtained from the conference secretariat.

The poster boards are located in the conference foyer and exhibition area.

Internet

As a courtesy to all delegates internet WIFI will be available in the Spier Conference Centre

Program changes

Last minute program changes will be announced on a message board at the entrance of the conference centre.

Conference Proceedings

There is no plan to have (a selection of) the conference presentations published under the auspices of the conference organization.

In relation to this, there is the plan to start a new journal, to be discussed in more detail during a plenary session at the end of the conference on Saturday.

Social events

1st World Conference on Personality Opening Event

19 March 2013, : 18h00 – 21h00

Opening, Key Note Address, and Welcome reception

The WCP 2013 Opening Event will take place at the Auditorium at the Spier Conference Centre

Conference Dinner

22 March 2013: 18h30 – 22h30

The conference dinner will take place at JC Le Roux Wine Estate

Please note this dinner is only open to delegates who have pre booked

Shuttles will depart 18h00 from the foyer of the Spier Conference Centre

Tuesday 19th March 2013				
Pre Conference Workshops				
0800 – 1200	Workshop 1 An introduction to the R statistical system William Revelle		Workshop 2 Longitudinal research on personality, identity & how it can be analysed Rens van de Schoot	
1500 - 1800	Registration and Expo Open in the Foyer	Workshop 3 The new Mplus 7 statistical system and its application to personality research: A South African case study on the South African Personality Inventory (SAPI) Rens van de Schoot & Deon Meiring		
1300 - 1700				
1800 - 1920	Opening Ceremony Opening Keynote Address by OLIVER P. JOHN The Big Five paradigm shift: history, development, and applications Chair: Boele De Raad			
1920 - 2100	Welcome Reception			

Registration & Expo Opens

Registration & Expo Opens

Tea & Coffee

Tea & Coffee

Keynote Address by

Keynote Address by LEWIS R.

	Room A	Room B	Room C	Room D
09:15 - 10:15	<p>IS1 Personality structure</p> <p>Barelds, D. & Ostendorf, F. (Conveners)</p> <p>Five Factor Model of personality disorder</p> <p>Widiger, T.A.</p> <p>Morality in the natural language: findings from the Croatian taxonomy of personality disorder</p> <p>Mlačić, B., Miklošević, I. & Mlaas, G.</p>	<p>SV1 The relation between personality and psychopathology in younger age groups</p> <p>De Caluwé, E. & De Clercq, B.</p> <p>(Conveners)</p> <p>Common genetic influences on negative emotionality and the general factor of psychopathology in childhood and adolescence</p> <p>Tackett, J.L., Waldman, I., Van Hulle, C., Krueger, R.F., Rathouz, P.J. & Lahey, B.N.</p> <p>Temperament and common disruptive behavior problems in preschool</p> <p>Martel, M.M.</p>	<p>SV2 Overly positive self-perceptions in the social context: the role of Narcissism and Self-Enhancement in interpersonal perceptions and behavior</p> <p>Schröder-Abé, M.</p> <p>(Conveners)</p> <p>Narcissism and perceptions of national character in five cultures</p> <p>Campbell, W.K. & Miller, J.</p> <p>I just don't care about you! Interpersonal effects of self-enhancement at school</p> <p>Rentsch, K. & Schröder-Abé, M.</p>	<p>IS2 Developmental aspects of personality</p> <p>Allemand, M.</p> <p>(Conveners)</p> <p>Comparability of personality trait scores across adulthood</p> <p>Möttus, R., Realo, A., & Allik, J.</p> <p>Maladaptive personality and psychopathology: an investigation of the continuity, pathology and complication models</p> <p>De Bolle, M. & De Clercq, B.</p>
10:15 - 10:30	<p>Tea & Coffee</p>			
10:30 - 11:30	<p>IS1 Cont'd</p> <p>The factor structure of personality adjectives in the Malaysian context</p> <p>Master, K.A., & Sauter, G.</p> <p>Social-relational personality concepts in South Africa</p> <p>Valchev, V.H., & Van de Vijver, F.J.R.</p> <p>Are East-Asians lower in conscientiousness and openness than Westerners? Testing reference-group and value explanations</p> <p>John, O.P., & Naumann, L.P.</p>	<p>SV1 Cont'd</p> <p>Child personality traits as predictors of common psychopathology in Russian children</p> <p>Kuznetsova, V.B., Slobodskaya, H.R., & Koslova, E.A.</p> <p>Non-linear relations between adolescent Big Five personality dimensions and adjustment problems</p> <p>Van den Akker, A.L., Deković, M., Asscher, J.J., & Prinzie, P.</p> <p>An integrative variable-centered perspective on childhood obsessive-compulsive symptoms and personality</p> <p>De Caluwé, E., & De Clercq, B.</p>	<p>SV2 Cont'd</p> <p>A lover or a fighter? Narcissistic popularity unmasked</p> <p>Küfner, A.C.P., Hutteman, R., Nestler, S., & Back, M.D.</p> <p>Can Narcissists be empathic?</p> <p>Hepper, E., & Hart, C.</p> <p>Self-regulatory resources buffer against low empathy in Narcissism</p> <p>Schröder-Abé, M., & Geisler, F.C.M.</p>	<p>IS2 Cont'd</p> <p>The effects of educational experiences on personality trait development</p> <p>Jackson, J.J.</p> <p>Cultural differences in age trends in personality – a socioecological examination of the Social Investment Theory</p> <p>Bleidorn, W., Klimstra, T.A., Denissen, J.J.A., De Bolle, M., Rentfrow, S.D., Gosling, S.D., & Potter, J.</p>
11:30 - 12:30	<p>PA4-1</p> <p>Jorgensen, L.</p> <p>(Chair)</p> <p>Implicit-explicit professed the intelligence self-concept moderate the effect of feedback on objective test performance: an experimental replication</p> <p>Schmitt, M., & Akerstenberg, F.</p> <p>The contribution of learning to performance in reasoning measures</p> <p>Schweizer, K., & Ren, X.</p> <p>Leveraging the power of intellectual curiosity towards working effectively with information</p> <p>Cachia, L.</p>	<p>PA2-1</p> <p>De Fruyt, F.</p> <p>(Chair)</p> <p>Personality maturity development over lifespan as a resource of positive functioning</p> <p>Stritzkaya, O., & Kozlovskiy, M.</p> <p>Personality traits in young adulthood: person- and situation-specific approach</p> <p>Salmela-Aro, K., & Leikas, S.</p> <p>A facet of the self-development trait?</p> <p>Development of a measure of stress-beneffectality</p> <p>Kalogirou, S.</p>	<p>PA1-1</p> <p>Laher, S.</p> <p>(Chair)</p> <p>Getting the substance out of my style: a new paradigm incorporating peer-reports to study the dimensionality of self-efficacy</p> <p>Connelly, B., & Warren, R.A.</p> <p>Will personality assessment survive technology?</p> <p>Osofsky, D.</p> <p>Grasp the meaning by a socialized measure: promising way to assess personality</p> <p>Kangro, E.M., & Sults, K.</p>	
12:30 - 13:30	<p>Lunch</p>			
13:30 - 14:15	<p>Keynote Address by REX JUNG The importance of personality variables in the manifestation of creativity</p> <p>Chair: Carmen Flores-Mendoza</p>			

Lunch

Keynote Address by REX JUNG The importance of personality variables in the manifestation of creativity


Chair: Carmen Flores-Mendoza

14:15 - 15:15	<p>IS3 Intelligence Neubauer, A. (Convenor) Response time and intelligence: analysis beyond a trivial correlation Dodonova, V.A. Intelligence, creativity, and personality: the triad of human cognition Jung, R.E.</p>	<p>IS3 Brevity is the soul of wit? Measuring personality with short scales Ziegler, M., & Ziegler, M. Bertling, J. (Conveners) Can't we do it any shorter? How personality assessment limits itself Rammstedt, B., & Borkowski, C. Briefly measuring ten universal values Sandy, C.J., & Gosling, S.D.</p>	<p>IS4 Structure and development of personality across childhood and adolescence De Haan, A., & Vanden Akker, A. (Conveners) Temperamental components of the developing personality Tackett, J.L., Rothbart, M., & Victor, J.B., & Baker, S.R. Big Five, Little Six: the development of hierarchical personality structure from ages 3 to 20 Soto, C.J., & John, O.P.</p>	<p>PA1-2 Laher, S. (chair) Normative knowledge: what it is and what it isn't Rogers, K., Biesanz, J., & Morrow, B. The psychosomatic approach to the NEO-PI personality traits Kretzler, S., & Kretzler, M. M.</p>
15:15 - 15:30	Tea & Coffee			
15:30 - 16:30	<p>IS3Cont'd School achievement – is it more than intelligence? Neubauer, A.C., Jauk, E., Treichler, E., & Opiessing, S. Intelligence and education at the cross-country level Rindermann, R. IQ, human capital and economic growth of Latin America Flores-Mendoza, C. Cognitive ability, genes and diabetes Mottus, R.</p>	<p>IS3Cont'd Short, reliable and valid? Machver, R., Saville, P., & Kurz, R. A short knowledge scale for the measurement of crystallized intelligence Schipolowski, S., Wilhelm, O., Schroeders, U., Kemper, C., & Rammstedt, B. The inner workings of test shortening – an investigation based on generalizability Ziegler, M., Trapp, S., Fischer, F., & Poropat, A.</p>	<p>IS4Cont'd Gender differences in the development of personality facets in childhood and adolescence De Haan, A., Prinzie, P., & Vanden Akker, A. L. Development of the Big five personality dimensions across childhood and adolescence Vanden Akker, A. L., Dekovic, M., Asscher, J. J., De Haan, A. D., & Prinzie, P. The predictive validity of early childhood inhibition and aggressiveness for personality and social transitions into adulthood Hutteman, R., Denissen, J., Van Aken, M., Völker, B., & Asendorpf, J.</p>	<p>PA2-1 Dowdeswell, K. (chair) An item level exploratory factor analysis of the sphere of personality: an eleven-factor model Irwing, P., & Booth, T. Development and standardization of the Eigebely Personality Scale Olasupo, M. O., & Eigebely, O. Locating experience of anger in the Five-Factor space DePilar, G. E. H., & Sio, C.</p>
16:30 - 17:30	<p>PA4-2 Jorgensen, L. (chair) The role of personality and cognitive ability in predicting learning agility Ungemah, J., & Moye, N. Executive functioning as a structural component of ability to learn Kovalikova, I. Social development and intelligence: comparative study of Brazilian children from rural and urban context Fontes, W., Flores-Mendoza, C., Scapoltemore, F., & Coutinho, J.</p>	<p>PA12-2 Smillie, L. (chair) Dispositional life satisfaction and DSM Axis II personality disorders: a population-based twin study Nes, R.B., Czajkowski, N., Reysamb, E., Ørstavik, R., Tambs, K., & Reichborn-Kjennerud, T. Psychological distress in Nigerian students with personality disorder Adejumo, O., & Omigbodun, O. A comparative study of factors of personality traits among students of arts, commerce, and science of Lunawada college (Gujarat-India) Trivedi, B.S.</p>	<p>PA2-2 DeFruyt, F. (chair) Personality, health and brain integrity: the Lothian Birth Cohort Study 1936 Booth, T., Mottus, R., Royle, N., Murray, C., Valdes Hernandez, M., Munoz Maniega, S., Starr, J., Bastin, M., Wardlaw, J., & Deary, I. The development of temperament and personality from infancy to late adolescence Karevold, E.B., Von Soest, T., Reysamb, E., & Ørstavik, R. Affect in Play Scale Preschool Version (APS-P): child behaviour in a developmental approach and parenting style within the family environment Mazzeschi, C., Parolin, L., Chiesa, D., Del</p>	<p>PA2-2 Dowdeswell, K. (chair) Multi-level analysis of country differences on OPQ32 Dowdeswell, K., & Barram, D. Do men vary more than women in personality: a study in 51 cultures Borkenau, P., Terracciano, A., & McCrae, R. R. The Five Factor Model in the Iranian culture: a psychometric analysis of the NEO Five Factor Inventory (NEO-FFI) Aghari, A., Azhosh, M., & Alizad, V.</p>
17:30 - 18:30	Poster Session 1	Poster Session	Poster Session	Poster Session

Thursday 21st March 2013				
07:30 - 18:00	Registration & Expo Opens			
08:00 - 08:30	Tea & Coffee			
08:30 - 09:15	Keynote Address by FONS VAN DE VUJVER <i>Personality and culture: recent advances</i> Chair: Deon Meiring			
	Room A	Room B	Room C	Room D
09:15 - 10:15	SV5 Perfectionism: new research findings from around the world (Convenor) Stoeber, J. Exploring multi-dimensional perfectionism Stoeber, J., Lubel, L., Almeida, L., & Lyons, E. What happens when perfectionists achieve against their own expectations? An experimental study Schwaninger, A., Stoeber, J., & Glick, P. Alsböten-Glad, C., & Schmitt, M. Cross-cultural and cross-national measurement and implications of perfectionism Rice, K. G., Ashby, J. S., & Gnika, P. B.	IS4 Cross-cultural aspects of personality in South Africa (Convenor) Meiring, D. The implicit structure of personality in the 11 languages of South Africa Valchev, V.H. Traits and context in South Africa Valchev, V.H., & Van de Vijver, F.J.R.	IS5 Personality and morality Van Oudenhoven, J.P. (Convenor) Psycho-lexically based virtue factors in Spain and their relation with personality traits Morales-Vives, F., De Raad, B., & Vigil-Colet, A. Structure of virtues in the natural language in relation to the Moral Foundations Theory Miklousic, I., MacLac, B., & Milas, G.	IS6 Personality and situations Raethmann, J., & De Raad, B. (Convenors) The basic dimensions of situations: an examination of the structure of the Riverside Situational Q-Sort Gallardo-Pujol, D. The nonlinear interplay of person, situation and behavior Blum, G., & Schmitt, M.
10:15 - 10:30	Tea & Coffee			
10:30 - 11:30	SV5 Cont'd Meaning of life as a moderator and mediator of multidimensional perfectionism, perceived stress, and life satisfaction in doctoral students Gnika, P.B., Moate, R., Rice, K.G., & Ashby, J.S. Perfectionism dimensions and depressive symptoms over four years: a longitudinal study of daily stress-generation and stress-reactivity models Dunkley, D.M., Mandal, T., Moroz, M., & Ma, D. Discussant Rice, K.G.	IS4 Cont'd Is the psycholexical approach universally equivalent? Methodological challenges when used with the Arabic language Chabouk-Ory, L., & Zekroun, A. Social disability and the South African Republic: a preliminary study Van de Vijver, F.J.R. Development and validation of measurement scales for the SAP1 Meiring, D.	IS5 Cont'd Do virtues reflect national, regional or universal cultures? Van Oudenhoven, J.P., & De Raad, B. Acquiescence effects on personality measurements: an 18-country cross-cultural study Ramstedt, B., Kemper, C.J., & Borg, I. Personality as a determinant of intercultural success Van der Zee, K., & Van Oudenhoven, J.P.	IS6 Cont'd The future of situation research: new directions in the study of person-environment transactions Raethmann, J. Filling the situational vacuum – a taxonomy capturing important interindividual differences in situation perception Ziegler, M., Eisenhofer, J., & Vetter, M. On p = (fS.B) Yang, Y.
11:30 - 12:30	PA19 Gorgens, G. (chair) PA19-1 A cross-cultural study of emotional intelligence competencies Dewi, Z.L., Hallin, M.S., & Derksen, J.J.L. Social mindfulness: personality and perceiver influences Van Doornum, N., & Van Lange, P. The influence of emotional intelligence on the attitude towards diversity: a South African study Mahembe, B.	PA11-1 MacLac, B. (chair) The role of positive and negative urgency in adolescent alcohol use Cooper, A., & Stautz, K. Temperament and eating styles in children Torgersen, L., & Vollrath, M. Comparing psychoticism and oddity in adolescence Verbeke, L., & De Clercq, B.	PAS-1 Van Oudenhoven, J.P. (chair) Individualism and collectivism: are the lines becoming blurred? An investigation using the PPA Olivier, J., De Kok, C., & Huang, T. Personality psychology as the integrative study of traits and worldviews Nilsson, A. Personality and politics: are the left-winged different from the right-winged in terms of interpersonal values? Van Lange, P., Bekkers, R., Chumbolo, A., & Leone, L.	PA7-1 Taylor, N. (chair) The role of personality in cross-cultural leadership Shalhoop, J., Vorster, P., & Taylor, N. Psychometric characteristics of higher potential managers Sale, R., & Haworth, J. Development of an integrity measure Rintala-Rasmus, A., Honkanen, L., & Griffith, R.L.
12:30 - 13:30	Lunch			
13:30 - 14:15	Keynote Address by DENIZ S. ONES <i>Utility of personality variables in work settings</i> Chair: Filip De Fruyt			

14:15 - 15:15	<p>SV6 Goodbye Likert - innovative Methods for measuring Personality Berling, J. & Ziegler, M.</p> <p>Validity of a full-scale trait inventory neutralized Five Factor Model of personality Factor Model of personality Backström, M., Björklund, F., & Larsson, M.R.</p>	<p>PA11-2 Mlačić, B. (chair)</p> <p>The influence of early childhood, pre-verbal traumatic experiences on personality formation Rutkowski, K., Dembińska, E., Sobarski, J., & Muldner-Nieckowski, E.</p> <p>Investigating effects of authoritarian parenting to borderline personality disorder among rape convicts: A case of the Kamiti Prison, Kenya Mutisya, J.</p> <p>Perceived self-competence in adolescent children who self-harm Bartošová, K., Eerošák, M., Hrubá, V., Burešová, I., & Klimusová, H.</p>	<p>PA5-2 Van Oudenhoven, J.P. (chair)</p> <p>Moral consciousness and self-esteem of personality Nizovskikh, N., Mitina, O., & Nohkhrina, A.</p> <p>Advances in justice sensitivity theory and research Schmitt, M., & Baumer, A.</p> <p>Psychological profiling of political prisoners during apartheid: Nelson R. Mandela and others Nicholas, L.</p>	<p>PA7-2 Taylor, N. (chair)</p> <p>Validity and reliability of the adapted Job Demands and Resources Scale for workers in an agricultural organization in South Africa Asiwe, D., Hill, C., & Jorgensen, L.</p> <p>Relationships between personality and coping with stress: an investigation in South African and Swedish police trainees Richter, J., Lauritz, L.E., Du Preez, E., Nafsa, C., Visser, M., Meiring, D., & Ghazizour, M.</p> <p>Using the internet in longitudinal personality research: advantages and restrictions Kostenko, V.</p>
15:15 - 15:30	<p>Tea & Coffee</p>			
15:30 - 16:30	<p>SV6 Cont'd Using anchoring vignettes to correct for cross-cultural response bias in noncognitive assessments - validity evidence from international large-scale assessment data Berling, J.P., Kyllonen, P.C., & Roberts, R.D.</p> <p>Can personality traits be measured using purely biological assessments? DeYoung, C.G.</p> <p>Implicit measures of personality: prospects and limitations Schnabel, K.</p>	<p>SV7 Construct validation of the mini-K: an exploration of Life History Theory with various methodologies Swaneepoel, T. (Convenor)</p> <p>Sleep, physical activity, affect, and life history strategy: a multi-measure, multi-predictor approach Clacey, K., Edmunds, C., & Wolf, P.</p> <p>Sexual strategies among young adults in the virtual world Swaneepoel, T., Thomas, K.G.F., Wolf, P.S.A.</p> <p>The effects of mortality salience on life history strategy and religiosity: a terror management study with an evolutionary perspective Heany, S., & Wolf, P.</p>	<p>PA16-1 Meiring, D. (chair)</p> <p>Empathy development in adolescence predicts relationship outcomes two decades later Steiger, A.E., & Altemand, M.</p> <p>Romantic relationships and personality change over time Weisberg, Y., DeYoung, C., & Simpson, J.</p> <p>Psychological trends of feelings of loneliness Zalomov, V., & Mitina, O.</p>	<p>PA8-1 Van Zijl, C. (chair)</p> <p>State- and trait-greed, its impact on risky decision-making and underlying neural mechanisms Mussel, P., Reiter, A., Orlinsky, R., & Hewig, J.</p> <p>What does it take to be a Maverick? How personality, risk-taking propensity and learning style predicts Maverick behaviour Gardiner, E., & Jackson, J.J.</p> <p>Personality dimensions as determinants of individual attitudes towards money Gastrowiska, A., & Zaleskiewicz, T.</p>
16:30 - 17:30	<p>PA6 De Raad, B. (chair)</p> <p>"He is a murderer": perceived attributions of suicidal persons in Ghana Osaf, J.</p> <p>Hunhu and Tsika: traditional Zimbabwean notions of personality Jawangwe, G.</p> <p>Personality traits and suicidal tendency Puti, A., & Halimi, M.</p>	<p>PA16-2 Meiring, D. (chair)</p> <p>Does it matter where you live? A longitudinal study on home-leaving, motivation and adjustment during emerging adulthood Kins, E., Breyers, W., van Peltgen, S., Soenens, B., & Vansteenkiste, M.</p> <p>Structurally functional model of mother competence Tjalluip, S.</p>	<p>PA8-2 Van Zijl, C. (chair)</p> <p>Predicting risk-taking behaviour with the five factor model of personality Van Zijl, C.</p> <p>A story about behavioural risk and the banking sector Bergin, C.</p> <p>Entrepreneurial confidence: an emerging paradigm of entrepreneurial strategy and its application to the selection and growth of talent Chikamba, A.</p>	
17:30 - 18:30	<p>Poster Session 2</p>	<p>Poster Session</p>	<p>Poster Session</p>	<p>Poster Session</p>

Friday 22nd March 2013				
Registration & Expo Opens				
07:30 - 18:00	Tea & Coffee			
08:00 - 08:30	Keynote Address by ROBERT F. KRUEGER Personality traits, personality disorders, the structure of psychopathology, and official classification systems: current directions			
08:30 - 09:15	Chair: Filip De Fruyt			
	Room A	Room B	Room C	Room D
09:15 - 10:15	IS7 Personality disorders Tackett, J.L. (Convenor) A re-examination of the relationship between the Openness and Schizotypal personality disorder Bagby, R.M., & Chmielewski, M.S. A closer look at dysfunctional work behaviour from its general and maladaptive trait components De Clercq, B., Willis, B., & De Fruyt, F.	IS8 Personality and health: why do personality traits predict mortality? Hagge-Johnson, G. (Convenor) Personality and mortality in the Lothian Birth Cohort: identifying mediators and confounders Gow, A.J., Starr, J.M., & Deary, I.J. The role of consistent heavy alcohol drinking in the association between low conscientiousness in midlife and subsequent mortality risk: the Whitehall II cohort Hagge-Johnson, G., Bell, S., Britton, A., & Cable, N.	IS9 Dissemination of personality psychology Dijkstra, P. (Convenor) Dissemination of knowledge in the classroom: lessons learned from writing a personality textbook Larsen, R.J. Cooperation between science and media Dijkstra, P. On publishing in the assessment area Schweizer, K.	IS10 The biological basis of personality traits DeYoung, C. (Convenor) Social neuroscientific perspectives on the neurotic brain Haas, B.W., & Canli, T. Trait affiliation, liking, and interpersonal trust: a pharmacogenetic investigation of opioidergic influences Schweizer, D., & Wacker, J.
10:15 - 10:30	Tea & Coffee			
10:30 - 11:30	IS7 Cont'd Personality disorders The developmental building blocks of psychopathic traits: revisiting the role for theory of mind Sharp, C. Contributions from normal personality to conceptualizations of Youth Borderline personality disorder Tackett, J.L., & Kushner, S. Maladaptive variants of the Five Factor Model Widiger, T.A.	IS8 Cont'd Smoking mediates the predictive relationship between conscientiousness and mortality Turiano, N.A., & Mroczek, D.K. Lifespan personality and health mechanisms: findings from the Hawaii Personality and Health Longitudinal study Goldberg, L.R., Hampson, S.E., Dubanoski, J.P., Hillier, T.A., & Edmonds, G.W. Why do personality traits predict mortality: the Terman study of gifted children Friedman, H., Leslie, M., & Kern, M.	IS12 Using R in personality Research Revell, W. (Convenor) Traditional and modern psychometrics using R Revell, W. Better, faster, stronger: using R to analyze status self-enhancement with the social relations model Catterson, A.D.	IS10 Cont'd The relationship between extraversion and EEG indices at rest and during simulated approach behaviour Smillie, L.D., Cooper, A.J., Laham, S.M., & Wacker, J. A unifying theory of the role of dopamine in personality DeYoung, C.G.
11:30 - 12:30	PA21-1 Backström, M. (Chair) Mental contrasting: a way to counter self-motivational deficits in stressful academic situations Kees, M.C., & Baumann, N. Psycho-personality instigators of poor academic self-concept: effect of reality therapy as an adjunct correctional counselling Ajikeyo, A.E. Influence of some personality variables on desire for higher education among adolescents. Aile, J.	PA14 Chikamba, A. (Chair) Development of a model to predict career blood donations: the role of personality and the theory of planned behaviour Waller, D., & Garradi, A. Localization effects on global community Sveshnikova, N. Faith-based personality change: dynamics of religious conversion Shikongo, A.	IS12 Cont'd Analyzing complex multilevel models in R: examples from the Social Accuracy Model Briesanz, J. Using multilevel modelling to study affect changes during Ramadan fasting Mastor, K.A., Kahan, H., Will, J., & Revell, W.	PA18-1 Hutz, C. (Chair) Optimism and the Big Five factors of personality: a look at the Brazilian context Bastianello, M., Pacico, J., & Hutz, C. Effect of personality, optimism and hope on the subjective wellbeing of consumer experience: a hedonic adaptation of Brazilian fans. Souza Vazquez, A.C., Plochanski Pedrosa, J., Fret de Assunção Marquez, P., Da Alveira, T., Vargas Rossi, C.A., & Hutz, C. Future-orientation: the effect on goal pursuit and well-being among individuals who exercise Engelbrecht, C., Gason, D., Kempe, V.
12:30 - 13:30	Lunch			
13:30 - 14:15	Keynote Address by RANDY J. LARSEN Personality and emotion regulation in everyday life Chair: Boris Mlačić			

14:15 - 15:15	<p>IS11 Social psychological aspects of personality (Conveners) Shrivastava, S., & Vazire, S.</p> <p>Personality and interpersonal perceptions at zero acquaintance: a lens model approach Back, M.D.</p> <p>Accurate first impressions leave a lasting impression: the long-term benefits of accuracy for relationship development Human, L.J., Sandstrom, G.M., Biesanz, J.C., & Dunn, E.W.</p> <p>Birds of a feather drink together: social network and personality correlates of collegiate alcohol misuse Clifton, A., Beem, A., & Hall, A.</p>	<p>SY9 Person-centered approaches to personality (Conveners) Van den Akker, A., & Klimstra, T.</p> <p>Development of personality types across adulthood: latent profile analyses in two large-scale panel studies Specht, J., Luhmann, M., & Geiser, C.</p>	<p>SY10 The Hexaco model of personality: new insights into applied and diagnostic issues (Conveners) Zettler, I., Hilbig, B., Goldberg, L.R. (Discusant)</p> <p>Crime: the impact of HEXACO personality and dual-processes De Vries, R.E.</p> <p>The effects of CEO ethicality on prospective job applicants: the role of Honesty-Humility personality Ogunfowora, B.</p>	<p>PA18-2 Hutz, C. (chair)</p> <p>Personality and wellbeing: what we know, what we think we know, and what we don't know Schimmack, U.</p> <p>Can personality traits influence hope? Pacico, J., Bastianello, M., & Hutz, C.</p> <p>Locus of Control and anti-hypertensive medication adherence Kretzky, I., Owusu-Asoku, F., Danquah, S.</p>
15:15 - 15:30	<p>Tea & Coffee</p>			
15:30 - 16:30	<p>IS11 Cont'd Bringing the dyad into focus: self-regulatory orientations and goal pursuit in close relationships Winterheld, H.</p> <p>The psychological basis of musical preferences Rentfrow, P.J.</p> <p>How social situations shape the expression of personality Vazire, S., Wilson, R.E., Bollich, K., & Shrivastava, S.</p>	<p>SY9 Cont'd Off-time personality development: identity formation, and parent- and peer- relationships in adolescence Klimstra, T. A., Hale, W. W., Tadjimakers, Q. A. W., & Meuw, W. H. J.</p> <p>Personality extremity: predictive utility of a personality configuration above and beyond the personality dimensions Van den Akker, A. L., Deković, M., Asscher, J. J., Prinzie, P., De Haan, A. D., & Widiger, T.</p> <p>Personality types as psychological constructs Eaton, N. R.</p>	<p>SY10 Cont'd A comparison of the South African integrity dimension and the HEXACO model Lötter, M., & Mering, D.</p> <p>Honesty-Humility and social desirable responding Zettler, I., Hilbig, B. E., & Gollner, R.</p> <p>Development and first validation of the HEXACO Elementary School Inventory (HEXACO-ESI) Algalier, K., Zettler, I., Gollner, R., Hilbig, B. E., & Trautwein, U.</p>	<p>PA17-1 Farn, K. (chair)</p> <p>Maternal well-being and psychological distress following the birth of a child with a congenital anomaly Landolt, M., Hauge, L.J., Reysamb, E., Kornstad, T., Irgens, L., Eskedal, L., Kristensen, P., Vollrath, M.E., & Nes, R.B.</p> <p>Worries and well-being during childhood and adolescence Gaspar de Matos, M., Gaspar, T., Cruz, J., & Tome, G.</p> <p>Do I know what makes me happy? A systematic assessment of self-knowledge of motive Dufner, M., & Denissen, J.</p>
16:30 - 17:30	<p>PA21-2 Valchev, V. (chair)</p> <p>The self as negotiator of inner conflicts and everyday decisions Nir, D.</p> <p>Cognitive abilities of positive thinkers in a sample of teacher students at Alexandria University in Egypt Mansy, M.A.H.</p> 	<p>PA24 Taylor, N. (chair)</p> <p>Facultative formidability: physical size shapes aggressive traits and behaviors in men Webster, G., De Wall, C.N., Xu, Y., Schember, T. O., Neziroglu, J., Bryan, A., Bator, R., & McGraw, A. P.</p> <p>Identification of connections between physical appearance and personality Wolffmeier, K., Majewski, W., Jacobsen, U. P., Lorenzen, S. K., Larsen, C. L., Hemmingsen, A. S., Fagertun, J., & Jarmer, H.</p> <p>Having a weak sense of self: Implications for situated self-image and identity Tedes, W., & Robinson, R.</p>	<p>PA25 Macpherson, S. (chair)</p> <p>Approach and withdrawal behaviours: expressions of trait-like dynamic systems? Fielden, C., Tiliopoulos, N., Kemp, A., & MacCann, C.</p> <p>Personality correlates of breast cancer patients Kretzler, S., & Kretzler, M.M.</p> <p>Outcome of psychotherapy assessed with NEO-PI-R personality inventory after intensive treatment in a day hospital Demblińska, E., Sobarski, J.A., Klasa, K., Mielińska, M., Muldner-Neckowski, E., Cyranek, K., & Rutkowski, K.</p>	
18:30 - 22:00	<p>Conference Dinner (optional: tickets to be purchased via registration)</p>			

Saturday 23rd March 2013				
07:30 - 11:30	Registration & Expo Opens			
08:30 - 09:00	Tea & Coffee			
	Room A	Room B	Room C	Room D
09:00 - 10:00	<p>PA15-1 Dijkstra, P. (chair)</p> <p>Self-inflated, social, and suspicious: communal concerns predict conspiracy beliefs among narcissists</p> <p>Van Prooijen, J.W., & Uzeirman, H.</p> <p>Confidence in personality impressions is stable, predicted by narcissism, and functional.</p> <p>Catterson, A.D., & Jom, O.P.</p> <p>The dark triad traits and sexual behaviour among African students</p> <p>Mashogaone, S.</p>	<p>SY11 The role of personality in attention-deficit/hyperactivity disorders and autism</p> <p>De Pauw, S.</p> <p>Convernet</p> <p>Normative development of attention, thought, and social problems from the age 6 to 15 years: associations with child personality</p> <p>Prinzie, P., & De Pauw, S.</p> <p>Emerging control and attention-deficit/hyperactivity disorder during early childhood</p> <p>Martel, M.</p>	<p>PA9-1 (chair)</p> <p>Barelds, D.</p> <p>Exploring personality differences across job levels in South Africa</p> <p>Vorster, P., Taylor, N., & Shalhoop, J.</p> <p>The role of proactive personality in newcomer learning and adjustment during socialisation in small firms</p> <p>Field, R.</p> <p>Vocations as a source of identity: reciprocal relations between Big Five traits and RIASEC environment over 15 years</p> <p>Wille, B., & De Fruyt, F.</p>	
10:00 - 10:15	Tea & Coffee			
10:15 - 11:15	<p>PA15-2 Dijkstra, P. (chair)</p> <p>Not all bad boys get the girls: narcissists are hot, Machiavellians and psychopaths not</p> <p>Baethmann, J., & Denissen, J.</p> <p>Putting narcissism under the spotlight: a study of 'Its effects in American Idol'</p> <p>Feys, M., Anseel, F., & Wille, B.</p> <p>The epidemic of workplace bullying: why do we grow bullies instead of leaders? Thinking about situational and systemic contributing factors</p> <p>Du Plooy, B.</p>	<p>SY11 Cont'd</p> <p>Personality and self-insight in individuals with autism spectrum disorders</p> <p>Schrier, R.A., & Robins, R.W.</p> <p>How specific are temperament and personality profiles for children diagnosed with ADHD or ASD?</p> <p>De Pauw, S., Rommelse, N., Buitelaar, J., Buschgens, C., Oldenhinkel, T., & Hartman, C.</p> <p>Temperament and personality as endophenotype in adults with autism or ADHD</p> <p>Szabo, B.</p>		
11:15 - 12:30	Plenary closing session: next conference, association, journal			

Poster session 1 (Alphabetically ordered)

PO1-34 Recognizing Type A behaviour pattern among doctoral students

Agbu, J.F., National Open University of Nigeria, Nigeria

Ibida, E., Federal University, Wukari, Nigeria

PO1-1 Checklist for Bullying Behaviour in the school environment (CBB): developing a measure for assessment by teachers

Alvarenga, M.A., Universidade FUMEC, Brazil

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO1-2 Extraversion and Neuroticism: independent or correlated? Comparing Eysenck, Cattell, and Five Factor models

Asgari, A., Kharzami University, Iran

Azkhosh, M., Social Welfare & Rehabilitation University, Iran

PO1-24 Expectation of good outcomes – a correlational study between personality and optimism

Bastianello, M., Pacico, J., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

PO1-4 Model of personality: the elements of psychology

Dasari, V.N., RK Hospitals, India

PO1-25 Empirical investigations on the relationship of personality traits to the use of Bahala Na

Del Pilar, G.E.H., University of the Philippines, Philippines

PO1-47 Take 2 pan-cultural personality factors

De Raad, B., Barelds, D., & Timmerman, M.E., University of Groningen, The Netherlands

PO1-12 Mirror, mirror on the wall: reviewing methodologies to address credibility concerns of self-report personality questionnaires

Dowdeswell, K., SHL, South Africa

PO1-42 Emergent themes in the therapeutic expressive writing of perfectionists

Ege, E., & Suh, H., University of Florida, USA

Rice, K., Georgia State University, USA

PO1-43 Distress and fear: two temperamental structures explaining co-morbidity among emotional disorders

Elhami ASI, M., & Dejkam, M., Shahid Beheshti University of Medical Science, Iran

Bakhshipour Roodsari, A., Tabriz University, Iran

PO1-5 Comparison of methods to measure physical activity in Finnish elementary school students

Gråstén, A., University of Jyväskylä, Finland

PO1-26 Is a “good judge” more accurate in ratings of national stereotypes?

Hrebickova, M., & Graf, S., Academy of Sciences of the Czech Republic, Czech Republic

PO1-7 Small-parametric models of individual behaviour

Kuznetsova, M., & Shadrikov, V., National Research University, Moscow, Russia

PO1-35 The role of education and environment in shaping personality characteristic of the Fulani girlchild in a nomadic education program, Nigeria

Lawal Kontagora, H., Ohidah, E., Kato, R.L., & Mivanyi, Y.J., Kaduna Polytechnic, Nigeria

PO1-6 Role of personality factors in the induction of Rubber Hand Illusion

Kállai, J., Szolcsányi, T., Darnai, G., Hegedűs, G., Feldmann, Á., Ivaskievics, K., & Koltai, E., University of Pécs, Hungary

PO1-8 Historical trends in the construction of ideal personality

Leontiev, D., Lomonosov Moscow State University, Russia

PO1-9 Country region as an independent variable in personality measurement: insights from the Russian adaptation of MMPI-2

Leontiev, D., & Rasskazova, E., Lomonosov Moscow State University, Russia

Bogomaz, S., Tomsk State University, Russia

Chetoshnikova, E., Altay State Pedagogics Academy, Russia

Dorfman, L., Perm State Institute for Art and Culture, Russia

Neyaskina, J., Vitus Bering Kamchatka State University, Russia

Sulimina, O., Moscow Institute for Humanities and Economics, Russia

PO1-27 Patterns of personality development in orphan adolescents

Leontiev, D., Lomonosov Moscow State University, Russia

Sulimina, O., Moscow Institute for Humanities and Economics, Russia

PO1-36 A case study: using a combination of on-line assessment, a development centre and career interviews in order to develop leadership potential

Long, G., SHL, South Africa

PO1-10 The validation and use of the Thomas-Kilmann Conflict Mode Instrument in coping behaviour research

Lvova, E., Shliagina, E., & Mitina, O., Lomonosov Moscow State University, Russia

PO1-37 Human development in the context of society in transition: a sample of the Brno longitudinal study on life-span development

Millová, K., & Blatný, M., Academy of Sciences of the Czech Republic

PO1-38 How are preschool children perceived? relations among behavioural inhibition, temperament and cognitive performances

Minelli, M., Bertossi, E., Agostini, F., Benassi, M., Dellabartola, S., & Giovagnoli, S., University of Bologna, Italy

PO1-11 Using the method of plural identification for the adaptation of the Shmishek Test of Personality Accentuations in Azerbaijan

Mitina, O., & Rustamzade, N., Moscow State University Lomonosov, Russia

PO1-39 How social desirability moderates the sex differences in physical aggression throughout the life span

Morales-Vives, F., & Vigil-Colet, A., Universitat Rovira i Virgili, Spain

PO1-28 Humanism and normativism as fundamental aspects of the personal worldview: their differential explanatory power

Nilsson, A., Lund University, Sweden

PO1-29 Can personality contribute to development of hope?

Pacico, J., Bastianello, M., Ferraz, S., Cervo, C., Salvador, C., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

PO1-44 Childhood adversity, personality traits and schemas in adult psychopathology

Pedersen, B.B., Psychiatric Clinic - District West, Slagelse, Denmark

Mortensen, E.L., University of Copenhagen, Denmark

Simonsen, E., Psychiatric Research Unit, Region Zealand, Denmark

PO1-12 Emodiversity and the emotional ecosystem

Quoidbach, J., Harvard University, USA

PO1-15 Retrospective time frame and time lag affect the longitudinal stability of self-reported personality: The case of depression

Schmitt, M., Heckmann, N., Pretsch, J., & Fabian-Krause, T., University of Koblenz-Landau, Germany

PO1-13 Personality and time perspectives: towards a typology

Rowinski, T., & Cybis, N., Cardinal Stefan Wyszyński University in Warsaw, Poland

PO1-45 When success is unreachable: coping of perfectionists with the experience of computer adaptive testing

Schneider, N., Wolf, E., Altstötter-Gleich, C., & Schmitt, M., University of Koblenz-Landau, Germany

PO1-16 An issue to defining the personality's essential traits

Shadrikov, V., National Research University, Moscow, Russia

PO1-17 Attitudes toward big five traits: a correlational study

Shchebetenko, S., Perm State University, Russia

PO1-18 Personality traits in common marmosets

Slipogor, V., University of Zagreb, Croatia

Gunhold, T., & Bugnyar, T., University of Vienna, Austria

PO1-30 Psychology of political culture of contemporary Russian youth

Solovyeva, M., St. Petersburg State University, Russia

PO1-31 The relationship between negative reminiscence and mental health in older and younger adults

Takahashi, M., University of the Sacred Heart, Japan

Kamiya, S., , Meijo University, Japan

Ueda, E., Kyoto Norte Dame University, Japan

Sato, K., Gunma University, Japan

Kawaguchi, J., Nagoya University, Japan

PO1-40 Subjective reflection of a father of adolescents from single-parent families and coping style

Tashimova, F., Al-Farabi Kazakh National University Kazakhstan

Pfeifer, N., Kolyukh, O., Zhunusova, A., & Mukhambetova, R., Pavlodar State University, Kazakhstan

PO1-20 Proving the convergent validity of the 300-item scale from the international personality item pool (Goldberg, 1992)

Treiber, L., & Thunsdorff, C., University of Koblenz-Landau, Germany

PO1-46 A case study of hyper active child with reference to his personality

Trivedi, B., The Arts, Commerce, Science College, Lunawada, India

PO1-21 Item bias across gender and ethnicity in emotional intelligence testing

Van Zyl, C., Jopie van Rooyen & Partners, South Africa

PO1-32 How state image influences person's civic identity

Volynskaia, M., St. Petersburg State University, Russia

PO1-22 Croatian Machiavellianism scale and its relation with personality dimensions

Wertag, A., Milas, G., & Mlačić, B., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia

PO1-33 The importance of personality and parenting styles to optimism on adolescents

Zanon, C., Pacico, J., Bastianello, M., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

PO1-23 Differential perfectionism test: reliability, validity and psychometric properties

Zolotareva, A., National Research University, Moscow, Russia

Poster session 2 (Alphabetically ordered)

PO2-10 Exploring resiliency: career influences in a South African township

Albien, A.J., & Naidoo, T., Stellenbosch University, South Africa

PO2-45 Bullying and personality: it is possible to trace the individual differences of this behaviour?

Alvarenga, M.A., Universidade FUMEC, Brazil

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO2-1 There is a relationship between intelligence and academic performance and psychopathic personality? A Brazilian study

Alvarenga, M.A., Universidade FUMEC, Brazil

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO2-2 Mnemic ability peculiarities of gifted adolescents with different functional asymmetries

Belasheva, K., Moscow University of Humanities, Russia

PO2-23 The role of agreeableness and openness to experience in the prediction of well-being

Blatny, M., & Jelinek, M., Academy of Sciences of the Czech Republic, Czech Republic

PO2-24 The joys of hurting others: everyday sadism and the dark tetrad of personality

Buckels, E.E., & Paulhus, D.L., University of British Columbia, Canada

Hansenne, M., University of Liège, Belgium

PO2-26 Gratefully curious: a multilevel analysis of individual differences in aesthetic appreciation

Fayn, K., & Tiliopoulos, N., University of Sydney, Australia

PO2-49 The relationship between personality and high performance of stock market investors

Ferraz, S., Pacico, J., Cervo, C., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

PO2-28 Media And Violence

Fonseca, D., Escola Bahiana de Medicina e Saúde Pública, Brazil

PO2-13 Leaders' personal attributes, situational factors and organizational decision making strategies: an integrative model

Ghimbulut, O., Marton, L., Rațiu, L., & Opre, A., Babeș-Bolyai University Cluj-Napoca, Romania

PO2-3 Personality and psychometric intelligence in relation to academic performance

Gupta, A., Manav Rachna International University, India

PO2-29 The associations between the students' Fundamental Movement Skills and self-reported physical activity during junior high school

Jaakkola, T., University of Jyväskylä, Finland

PO2-30 Adult attachment and reinforcement sensitivity

Jiang, Y., & Tiliopoulos, N., University of Sydney, Australia

PO2-8 Evaluation and comparison of self-concept and adjustment (in two groups of prisoner and regular women) in Mashhad

Keshavarz, A., Hashemi, S., & Erfanian, M., Islamic Azad University, Iran

PO2-14 Personal characteristics and cognitive performance of people who works in a prison service

Kukanova, M., & Vasina, L., Masaryk University, Czech Republic

PO2-33 Subject paradigm in studying person's self-relation

Kurginyan, S.S., Russian Academy of Science, Russia

PO2-4 Effect of cognitive training in Brazilian children

Mansur-Alves, M., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO2-15 Safety leadership

Mhone, K., JvR Consulting Psychologists, Johannesburg, South Africa

PO2-5 Self-knowledge and knowing other minds: the implicit/explicit distinction as a tool in understanding theory of mind

Nathan, B., University of Denver, USA

PO2-34 Personality traits act differently in women and men as predictors of subjective well-being

Natividade, J., Fernandes, H., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

PO2-16 Utilizing personality, emotional intelligence, intelligence, and 360° assessments in high potential talent development at Vanguard

Pederzani, A., Vanguard, Malvern, USA

PO2-17 Professional development as a positive functioning resource

Petrash, M., Strizhitskaya, O., & Alexandrova, N., Saint Petersburg State University, Russia

PO2-35 A comparison of motivational aspects and personality traits of boys and girls across medical, social and engineering college students

Rafei, A., Islamic Azad University, Iran

PO2-6 Specific cognitive and psychomotor abilities predict child school achievement better than fluid intelligence

Saldanha Silva, R., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO2-7 The relationship between preschoolers' cognitive and motor abilities

Saldanha Silva, R., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO2-36 On the road to the unconscious self: Understanding when people gain self-knowledge of implicit disgust sensitivity from behavioural cues

Schmitt, M., & Zinkernagel, A., University of Koblenz-Landau, Germany

PO2-37 The effect of social and environmental cues on fear of crime: A case in Kuala Lumpur urban parks, Malaysia

Sreetheran, M., University of Copenhagen, Denmark

Arnberger, A., University of Natural Resources and Life Sciences, Vienna, Austria

Konijnendijk, C., University of Copenhagen, Denmark

PO2-38 A life story approach to negative life experiences, personal growth, and relationship satisfaction

Stadler, K., Gomez, V., & Grob, A., University of Basel, Switzerland

PO2-39 Self-critical perfectionism and social connectedness

Suh, H., & Ege, E., University of Florida, USA

Rice, K., Georgia State University, USA

PO2-19 Assessing the relationship between personality type preferences and values

Taylor, N., & Van Staden, L., Jopie van Rooyen & Partners, South Africa

PO1-19 Association between cognitive skills and traits impulsivity and anti-social behaviour in a Brazilian sample preschool

Teles Santos, M., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

PO2-40 How do mate retention behaviours work for both married and unmarried people in Japan?

Terashima, H., Tsukuba University, Japan

PO2-9 The gap between self-estimated and psychometrically measured IQ in gender and the relationship between the dimensions of the big five inventory

Thunsdorff, C., University of Koblenz-Landau, Germany

Daseking, M., University of Bremen, Germany

PO2-20 Producing a safer, more productive workforce, by measuring the disposition of risk tolerance

Van der Merwe, G., SHL, South Africa

PO2-41 Social dominance in relation to other putative basic emotions in humans.

Van der Westhuizen, D., & Solms, M., University of Cape Town, South Africa

PO2-21 What can we learn from aggregating personality assessment results? A case study reporting on the value of data aggregation

Venter, N., SHL, South Africa

PO2-22 Unpacking the history of the Occupational Personality Questionnaire (OPQ) in South Africa

Venter, N., Joubert, T., & Dowdeswell, K., SHL, South Africa

PO2-43 Time perspective and tolerance for ambiguity in the structure of perfectionism

Yasnaya, V., & Mitina, O., Moscow State University, Russia

The conference sessions and the abstracts are provided with codes, as follows:

KN = Keynote addresses

IS = Invited Symposia (IS1 to IS12)

SY = Symposia (SY1 to SY11)

PA = Paper Sessions (PA1 to PA25; Many Paper Sessions are split into two, such as PA1(1) and PA1(2), sometimes with breaks in between, sometimes with other sessions in between.

PO = Poster Sessions (PO1 and PO2, each up to no more than 50 posters)

Scientific information

IMPORTANT INFORMATION FOR SPEAKERS

Presentations for the WCP 2013 will not be pre loaded

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The room will be clearly labeled and is indicated in this program book .

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The congress program is structured by day, time and format.

Follow and plan by making use of the programme overview for each day.

ABSTRACTS

PA12 Psychological distress in Nigerian students with personality disorder

Adejumo, O., University of Uyo, Nigeria
 Omigbodun, O., University of Ibadan, Nigeria

Personality disorders are known to cause considerable psychological distress and functional impairment. There is little known about the suffering experienced by adolescents and young adults in institutions of higher learning, who have these disorders. We assessed personality disorders among a group of 515 university undergraduates in South West Nigeria using the International Personality Examination ICD-10 module, and compared rates of psychological distress among them using the General Health Questionnaire-12. 24.6% of the students met criteria for either a definite or probable personality disorder. A total of 82 students (15.9%) had psychological distress, scoring high on the GHQ. Compared to 11.8% of students without a personality disorder, 28.6% of students with a definite or probable personality disorder had psychological distress ($\chi^2 = 19.937$; $p < 0.001$). A significantly higher proportion of students with borderline personality disorder (38.5%) had psychological distress than students with other types of personality disorder ($\chi^2 = 26.860$; $p < 0.001$). A considerable portion of university students in South West Nigeria turned out to suffer significant psychological distress from personality disorder, including those subtypes associated with marked distress elsewhere in the world. As much of this currently goes undiagnosed and untreated, there is significant need for focused mental health services for student populations in Nigeria.

PO1-34 Recognizing Type A behaviour pattern among doctoral students

Agbu, J.F., National Open University of Nigeria, Nigeria
 Ibida, E., Federal University, Wukari, Nigeria

Type A behaviour pattern was first described in 1959, as "an action-emotion complex that can be observed in any person who is aggressively involved in a chronic, incessant struggle to achieve many goals at the same time". The study assessed Type A behaviour pattern among doctoral students in two Nigerian Universities. It sought to observe the impact of gender, study duration, and age on the manifestations of this behaviour pattern. The Type A behaviour Scale was administered to 88 full-time doctoral students (53 males, 35 females) in the age range of 26-55 (mean = 35 yrs). The study raised three hypotheses. Findings indicate that (i) female doctoral students manifested higher levels of Type A behaviour pattern than males, (ii) doctoral students that have spent 6 to 10 years in their studies presented higher levels of Type A behaviour pattern than those that spent 0-5 years, (iii), Type A behaviour pattern was higher among older students (46-55 years) than younger students (26-35 years). The need to sensitize Type A's on the negative health consequences associated with Type A behaviour was stressed.

PA21 Influence of personality variables on the desire for higher education among adolescents

Aire, J., St. Georges University, Grenada

We investigate what aspects of personality influenced adolescents' desire for higher education. Personality is defined here as in literature: the inclusive external expression of the self-image. Agreed, personality comprises more than that, as in states of elation one externalizes much more than this self-image, while in states of depression and of frustration, one externalizes much less. These phenomena and others lead to distinguishing different types of people. Arguably, men are slightly more often characterized as the mature personality and women the immature ones. The following research questions were asked to facilitate the study: a) What is the general attitude of adolescents towards higher education? b) Are older children more favourably disposed to it than younger ones? c) Are male adolescents more favourably disposed to it than females? d) Motivators of adolescents' occupational preference were also measured. To provide answers to these questions, t-test for independent samples and percentages were used. 221 ad-

olescents randomly selected from 7 secondary schools across the Caribbean were given the NEO Personality Inventory and the Motivation for Occupational Preference Scale. No significant difference between the attitudes of adolescents aged 13-16 and those aged 17-21 were found; a significant difference existed between male and female adolescents. However, motivators of adolescents' occupational preference was identified as a major problem influencing the adolescents' desire. Discussion and recommendations are made on approaches that may be adopted to encourage desire for higher education and career development.

PO2-10 Exploring resiliency: career influences in a South African township

Albien, A.J., & Naidoo, T., Stellenbosch University, South Africa

In this community interaction project narratives were solicited from Kayamandi Grade 12 (Stellenbosch) learners to ascertain their unique experiences regarding career development processes. The Systems Theory Framework of career development was used to contextualise the salient influences that affect the adolescents' career decision-making processes. Using the qualitative career measure "My Systems of Career Influences" (MSCI), respondents' descriptions of self-awareness, surrounding environmental resources, influences of significant others (parents, teachers and peers) and past, present and future effects were examined. A critical understanding of the Kayamandi adolescents' lived experiences and complex constructions was obtained. Although the primary aim of the study was to determine the usefulness of the MSCI for career exploration in this low income community, hidden barriers and internal and external resources were identified, and resiliency emerged as a significant construct. Respondents were found to be resilient in their shared abilities to embrace the challenges inherent in the Kayamandi context, to employ protective strategies, and to remain open to existing resources in the face of adversity. This group's resiliency is discussed from a systems theory framework perspective, where the enablers employed are contextualised in three interrelated levels, namely the individual, social and environmental-societal. This enables both structural inequalities and protective influences, such as poverty and the isiXhosa cultural identity, to be placed in these narratives of adversity and resiliency.

SY8 Personality measures in the Arabic culture: initial findings from the Omani context

Aldhafri, S., (convener), Sultan Qaboos University, Oman

The current symposium aims to explore how western personality types measures function in the Arabic context using the Sultanate of Oman as an example. The symposium will focus on (1) the psychometric properties of two personality measures and (2) exploring some personality correlates. Four papers will be presented to achieve the symposium goals. The first paper deals with the psychometric proprieties of the HEXACO model of personality through a sample of school and university students. The second paper examines the psychometric prosperities of the Myers-Briggs Typology Inventory (MBTI) Form (M) with a sample of school teachers. The third study examines personality types' correlations with learning styles using university students. Similarly, the fourth paper examines personality types' correlations with coping strategies for a sample of school and university students.

SY8 The psychometric proprieties of the HEXACO in the Arabic culture

Aldhafri, S., Sultan Qaboos University, Oman

We examined the psychometric proprieties of the HEXACO model of personality using an Omani sample of university students. The HEXACO measures human personality in terms of six dimensions, and was developed by Ashton and Lee from several previous independent lexical studies. The six factors are named Honesty-Humility (H), Emotionality (E), Extraversion (X), Agreeableness (A), Conscientiousness (C), and

Openness to Experience (O). We used the international test commission guidelines to adapt the HEXACO to the Omani culture. Two studies were done. The first sampled 255 university and high school students in the Muscat district and found the six factors to vary in their reliabilities with a general tendency to weak coefficients. A second independent study was carried out starting from the adaptation process and retranslation of the measure. Data were collected using university and high school students to further examine the psychometric proprieties of the HEXACO. Factor analysis is applied.

SY8 Psychometric properties of the Omani version of Myers-Briggs Typology Inventory (MBTI) Form (M)

Aldhafri, S., & Alhadabi, A., Sultan Qaboos University, Oman

The present study aims to adapt Myers-Briggs Typology Inventory (MBTI) form (M) to the Arabic context using Omani participants. The MBTI measures individuals' personalities using the sixteen personality types theory, which views personality according to four main dimensions (energy - perception - judgment - dealing with the outside world). To achieve the objectives of the current study, several steps were undertaken to adapt the test to the Omani culture, following the guidelines proposed by the International Test Commission. Data were collected targeting school teachers in different school districts of the Sultanate of Oman. The researchers used form (M) of the Myers-Briggs Typology Inventory (MBTI) to measure the aforementioned four dimensions of teachers' personalities. This form consists of 93 items that capture the four dimensions energy (with 22 items) - perception (with 26 items) - judgment (with 24 items) - dealing with the outside world (with 22 items). Different statistical analyses are applied to examine the psychometric properties including factor analyses

SY8 Students' personality types in relation to their coping strategies in the Sultanate of Oman

Aldhafri, S., Sultan Qaboos University, Oman

The current study aims to determine the students' coping strategies using their personality types in the Sultanate of Oman. The researchers adopt the HEXACO personality types theory framework that focuses on six factors: Honesty-Humility (H), Emotionality (E), Extraversion (X), Agreeableness (A), Conscientiousness (C), and Openness to Experience (O). As a dependent variable, coping strategies are defined as the strategies students undertake when faced with various problems. These strategies can be adaptive or maladaptive. The sample consists of (200) college students at Sultan Qaboos University in the Sultanate of Oman. To examine students' personalities, the researchers use the adapted version of the HEXACO. Several steps were undertaken to adapt the test to the Omani culture, following the guidelines proposed by the International Test Commission. The second questionnaire examines students' coping strategies using an Arabic measure of coping strategies that was validated earlier with a sample of Omani students. Multiple regression analyses are used to examine the predictive role of the personality types on students' coping strategies.

SY8 Students' personality types & learning styles at Sultan Qaboos University in the Sultanate Of Oman

Alhadabi, A., & Aldhafri, S., Sultan Qaboos University, Oman

The current study aims to assess students' personality types and learning styles to determine the relation between the four dimensions of the personality (energy - perception - judgment - dealing with the outside world) and six learning styles (collective - individual - visual - auditory - tactile - motor). The sample will consist of (200) scientific and art college's students at Sultan Qaboos University in the sultanate of Oman. To examine student' personalities, the researchers adapt the sixteen personality types theory, which views personality according to four main dimensions (energy - perception - judgment - dealing with the outside world). As a dependent variable, learning styles, is defined as a group of behavioural and

cognitive characteristics and psychological indicators that represent relatively constant how the learner recognizes the learning environment, its interactions and how to respond to it. To achieve the objectives of the current study, data will be collected early December. The researchers will use form (M) of the Myers-Briggs Typology Inventory (MBTI) to measure personality types that consists of 93 items. Several steps were undertaken to adapt the test to the Omani culture, following the guidelines proposed by the International Test Commission. The second questionnaire will be an index of the learning style prepared by Reid and adapted to Omani culture. Multiple statistical analyses are applied to achieve the study purpose.

IS2 Developmental aspects of personality

Allemand, M., (convener), University of Zürich, Switzerland

Personality development across the lifespan has become one of the most exciting fields in personality and developmental psychology. This symposium brings together scholars who focus on personality development from different research perspectives and covers various developmental issues of personality such as developmental psychometrics and measurement aspects, clinical problems, educational experiences, and sociocultural differences. In this symposium, four papers will be presented that focus on either age differences in large cross-sectional samples across the lifespan or longitudinal changes in personality in different age groups. First, René Möttus and colleagues will address issues of measurement invariance and comparability of personality trait scores across adulthood by means of self-reports and ratings from knowledgeable informants. Second, Marleen De Bolle and Barbara De Clercq will present longitudinal data on the associations between maladaptive personality and psychopathology in children, adolescents and adults. Third, Joshua J. Jackson will present data from four longitudinal studies showing the relationship between various educational experiences and personality trait development in adolescence and young adulthood. Finally, Wiebke Bleidorn and colleagues will present cross-cultural data from a large Internet sample of young adults which will show cultural differences in age trends in personality traits partly because of cultural differences in normative life transitions to adult social roles. The four papers will provide fascinating new findings and theoretical perspectives on developmental aspects of personality across the lifespan.

SY10 Development and first validation of the HEXACO elementary school inventory (HEXACO-ESI)

Allgaier, K., Zettler, I., & Göllner, R., University of Tübingen, Germany
Hilbig, B.E., University of Mannheim, Germany
Trautwein, U., University of Tübingen, Germany

The increasing attention towards the HEXACO Model of Personality is also attributable to the availability of corresponding assessment methods, especially the HEXACO Personality Inventory-Revised. However, for several reasons (e.g., item contents), the HEXACO-PI-R – as well as similar questionnaires – is only applicable for adults (and possibly for adolescents), but clearly not for children. Thus, research on children's personality faces a challenge when aiming to examine the validity of the HEXACO Model of Personality or make use of its differences as compared to other personality approaches (e.g., the addition of Honesty-Humility). In order to overcome this barrier, we developed the HEXACO Elementary School Inventory (HEXACO-ESI). More precisely, we first developed 72 items (3 for each facet and 12 for each dimension, respectively) which were administered to third-graders (mean age = 8 years, SD = 5 months) and their parents (as an observer-report form). Based on the mostly promising results of Exploratory Structural Equation Modeling, we adapted this version, and then successfully tested the adapted version in a comparable second study (in both studies, $N > 2,000$), resulting in the final version of the HEXACO-ESI. Additionally, we obtained first results supporting its criterion validity regarding, among other things, students' achievement and well-being. In total, the HEXACO-ESI appears to be a promising instrument for the assessment of the HEXACO personality traits in (elementary) school children, and thus potentially facilitates the transfer

and extension of findings based on the HEXACO-PI-R to the developmental and educational context.

PO2-45 Bullying and personality: it is possible to trace the individual differences of this behaviour?

Alvarenga, M.A., Universidade FUMEC, Brazil

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

Bullying is a phenomenon often observed in the school context characterized by social and behaviour problems. Such behaviour can be studied using different methods; only recently a scale (the CABE) was developed with psychometric parameter properties for teachers in Brazil with the aim of assessing bullying. The CABE is a measure whose items report two facets, relational problems (CABE Factor I: gossiping, nicknaming, deleting the group, enhancing defects, etc), and aggressive behaviour (CABE Factor II: swearing, yelling, punching, kicking etc.). With this measure, it becomes possible to associate the dimensions of bullying with individual personality traits. A study was performed at the Centro Pedagógico (CP), at Universidade Federal de Minas Gerais (UFMG) with students from Cycle III (N = 228) of both sexes (47.8 % female, 52.2 % male), aged between 12 and 15 years (M = 13.4 yrs, SD = 1.36), using the Big Five for Children, (BFC) based on the Big Five Factor model, measuring Extraversion (E), Agreeableness (A), Conscientiousness (C), Neuroticism (N), and Openness (O). By controlling sex of the students, observed correlations for Factor I with the BFC scales were 0.09 with E, and 0.17 with N, and for Factor II: -0.11 with A, 0.26 with N, and -0.17 with C (p < 0.05). When controlling for age, the correlation between the facets of CABE and the Big Five scales showed the following values: for Factor I: -0.20 with A, 0.22 with N, -0.90 with C, and -0.15 with O; for Factor II: -0.20 with A, 0.23 with N, -0.18 with C, and -0.17 with O (p < 0.05). It can be argued that there is a relationship between bullying behaviour and personality traits. The partial correlations, controlling age and sex, observed among factors I and II of CABE and the Big Five allow us to infer, on some level, the existence of individual variables in the maintenance and expression of bullying behaviour in the school context.

PO2-1 There is a relationship between intelligence and academic performance and psychopathic personality? A Brazilian study

Alvarenga, M.A., Universidade FUMEC, Brazil

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

The study of intelligence is one of the largest fields in humanities and social sciences. Since the nineteenth century it is possible to understand the functioning of this construct and ways to measure it and establish its relationship with development and academic performance. More recently, around the 1950s, Clekley developed 16 objective criteria to evaluate another phenomenon of social relevance: psychopathic personality or psychopathy. Since then, several studies have associated cognitive abilities with antisocial personality traits and psychopathy. The present study aims to check whether there is an association between intelligence, academic performance and psychopathic personality. To verify this hypothesis, we developed a survey with 124 subjects between 18 and 70 years (M = 30.19, SD = 10.22) in the main prison institutions in the metropolitan region of Belo Horizonte in Minas Gerais, Brazil. We used the Raven's Progressive Matrices (SPM) to assess general intelligence, analysis of academic records to check the inmates grades and the Psychopathy Checklist-Revised (PCL-R) for the evaluation of psychopathic personality traits, represented by factor I (affective problems) and factor II (conduct disorders). The research showed that there is a significant difference in the average performance of SPM test groups in prison with incomplete or complete primary school compared to individuals who had complete and incomplete secondary education [t (118) = -2.114, p = 0.032]. However, no correlation was found between intelligence and the two different dimensions of psychopathic personality (r = -0.027 - intelligence and factor I - ; r = 0.006 - intelligence and factor II). These results suggest therefore that intelligence serves as a predictor of academic performance in the prison population, but not related to the traits of psychopathy.

PO1-1 Checklist for Bullying Behaviour in the school environment (CBB): developing a measure for assessment by teachers

Alvarenga, M.A., Universidade FUMEC, Brazil

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

Bullying is defined by asymmetry in interpersonal relationships caused by differences in size, strength, age, social and cultural level, weight, sex, gender and other variables. The practice of this behaviour is most often described in the school environment. There is a considerable number of studies in Brazil on bullying behaviour in this context and its impact on both the aggressors and the victims. However, due to the absence of an objective measure to recognize bullying actors there are doubts about its expression, the form and amount in which is manifested in schools in different degrees. For this reason a measure of social observation was created, designed for teachers to assess such behaviour, namely the Checklist for Evaluating Bullying Behaviour in school environment (CBB). This instrument was initially subjected to analysis of two distinct groups composed by five experts – MD and Ph.D. – on psychological developmental, conduct disorder and bullying phenomena. The indices used for adequacy and intelligibility for items were respectively tested by Aiken's V and H, all of them showed satisfactory values and were significant for each item of this checklist. The final version of the CBB had 20 items describing characteristics of aggressive behaviour and relationship problems, on a scale with '0' (completely absent), '1' (doubtful or partially present) and '2' (fully present). Two teachers from each cycle and at same grade were designed to meet the CBB of each particular student for a sample composed by 248 students on Cycle III (7th, 8th and 9th degrees) of the Centro Pedagógico, from UFMG (M= 13.04 years, SD= 1.157). The analysis of internal consistency (Cronbach's α) of the instrument was more than 0.95 and the indexes for factoring allowed the continuation of factor analysis (KMO = 0.937 and Bartlett's test of sphericity was significant at 0.000). Factor analysis by Maximum Likelihood Estimation showed a model composed of two factors, named: Factor I – Relational Problems (04, 09, 10, 11, 12, 15 and 17) – and Factor II – Behaviour Aggressive (01, 02, 03, 05, 06, 08, 18 and 19). The confirmatory analysis (CFA) also shows a two-factor model (RMSEA = 0.115, CMIN / df = 4.241, CFI = 0.876 and TLI = 0.832) with rates estimated for each item corresponding to its respective factor greater than 0.65. Through the results of this study one can measure the flatness of bullying behaviour at school. It is important to note that the CBB has valid psychometric properties, indicating it as a useful tool in the investigation of bullying behaviour.

PA21 Psycho – personality instigators of poor academic self-concept: effect of reality therapy as an adjunct correctional counselling.

Arijesuyo, A.E., R.M. Federal University of Technology, Nigeria

There is a continuous flow between self and stream of experiences involved in the process of living and learning in school. Student perceives, interprets, accepts or resists what he/she encounters at school in the light of the way he sees himself as a person generally and as a student specifically. Poor academic self-concept undermines self-efficacy, thwart achievement and could be devastating in learning situations. Consequently, this paper investigated the therapeutic effect of Reality therapy in the improvement of students' poor academic-self-concept. The study adopted Pre-test post-test control experimental design. Data collected were analysed using the descriptive and t-test statistics. Research hypotheses were tested at 0.05 alpha levels. Results showed that experimental subjects gained considerably higher improvement in their academic self-concept than their non-treated control peers. Also effectiveness of the therapeutic technique was not affected by gender of subjects. Based on the result of findings the researcher recommended reality therapy as intervention correctional counselling approach to assist students' who are experiencing social and cognitive deficits to gain self-confidence, positive self – perception, hope, sustained struggle towards self-actualization and goal directed behaviour.

PA2 The Five Factor Model in the Iranian culture: a psychometric analysis of the NEO Five Factor Inventory (NEO-FFI)

Asgari, A., Kharzami University, Iran
Azkhosh, M., & Alizad, V., Social Welfare & Rehabilitation University, Iran

This study aimed to investigate the construct validity and factor structure of the NEO Five Factor Inventory in the Iranian population. Participants were 1,639 (780 male, 859 female) Tehran people aged 15-71. The results of factor analysis showed no noticeable differences between the factor structures extracted by oblique and orthogonal rotations and did not replicate the scoring key. Openness and Agreeableness had more psychometric problems (low internal consistency and high number of deleted items). The female's NEO-FFI factor structure (with 41 items of 60 loading on intended factors) was clearer than that of males (with 37 items). Confirmatory factor analysis supported the male's latent modelling of the 31-items but failed to fit the female's model. The women scored significantly higher on Neuroticism, Openness, Agreeableness, and Conscientiousness than men who scored significantly higher on Extraversion. As with previous findings, the current results showed the NEO-FFI's cultural limitations assessing the universality of the Five Factor Model.

PO1-2 Extraversion and Neuroticism: independent or correlated? Comparing Eysenck, Cattell, and Five Factor models

Asgari, A., Kharzami University, Iran
Azkhosh, M., Social Welfare & Rehabilitation University, Iran

This study compared inter-correlation patterns between Extraversion and Neuroticism in models based on trait personality theories. A sample of 290 (167 female, 123 male) members of the Tehran community, aged 15-65 ($M=34$, $SD=12.5$) completed the Extraversion and Neuroticism scales of the Eysenck Personality Inventory, the NEO Five-Factor Inventory, and the Sixteen Personality Factor Questionnaire. Results of factor analysis of the six scales, using both orthogonal and oblique rotations, supported the existence of two dimensions of Extraversion and Neuroticism. The inter-correlation coefficients of the scales showed that the Extraversion and Neuroticism in the NEO-FFI and 16-PF had negative significant correlations but Extraversion in Eysenck's model did not correlate with any of the three Neuroticism scales

PA7 Validity and reliability of the Adapted Job Demands and Resources Scale for workers in an agricultural organization in South Africa

Asiwe, D., Northwest University, South Africa
Hill, C., University of Johannesburg, South Africa
Jorgensen, L., Northwest University, South Africa

The South African agricultural sector is important for the provision of food, income and employment for both rural and urban dwellers. It is also a major source of fibre and raw materials for industries. However, no information is available on the job demands and resources of employees in the South African agricultural sector due to the fact that no study has been conducted in these areas. This study was conducted to investigate the dimensionality of the Adapted Job Demands Resources Scale (AJDRS) as well as the internal consistency of the subscales. A cross-sectional survey design, biographical questionnaire and AJDRS were used to collect data on job demands and resources from a sample of 443 employees drawn from a South African agricultural organisation. Maximum likelihood factor analysis was used to examine the dimensionality of the AJDRS. The results indicated that an 8 factor model fitted the data. The obtained factors: Organisational Support, Insecurity, Rewards, Overload, Equipment, Growth Opportunities, Control,

and Relationship with Colleagues were consistent with available literature on job demands and resources factors in organisations. The scale showed an acceptable Cronbach alpha coefficient for all the subscales ranging from 0.77 to 0.92. The outcome of this study showed that the AJDRS is a reliable and valid instrument to measure job demands and resources in the agricultural sector.

IS11 Personality and interpersonal perceptions at zero acquaintance: a lens model approach

Back, M.D., University of Münster, Germany

First impressions (liking, personality judgments, feeling liked by others) have important implications for our everyday social decisions and the development of our social relationships. They determine with whom we interact, who we trust, and who we choose as a potential friend, co-worker or romantic partner. They are, moreover, determined by personality traits of the perceivers and the targets involved. The lens-model approach is well-suited to investigate this influence: Effects of personality on interpersonal perceptions are disentangled by fine-grained analyses of actual personality expressions in a given context (cue validity) and the consistency and sensitivity with which these personality-related behaviors and appearances are applied for forming interpersonal judgments (cue utilization). I present results of five empirical studies that illustrate the utility of this approach in the domains of accuracy, impression management, meta-accuracy, and popularity. Finally I briefly outline two extensions of the lens model: (1) an integration with dualistic models of personality, behavior activation and judgment and (2) an integration with models of the hindsight bias that promises to reconcile bias and accuracy research. In sum I propose to use the lens model as a general framework to understand and analyze the interplay of personality and interpersonal perceptions.

SY6 Validity of a full-scale evaluatively neutralized Five Factor Model inventory

Bäckström, M., Björklund, F., & Larsson, M.R., Lund University, Sweden

Ratings of personality items have been shown to include both variability related to personality content and variability related to evaluation (good vs. bad). It is possible to reduce the variability related to evaluation by means of a technique called evaluative neutralization. The basic idea is to rewrite each item such that it is less obvious to the respondent what would constitute a socially desirable response alternative, while retaining the content related information. Support for the technique comes from studies showing that evaluative neutralization reduces between-factor correlations and that item popularity partly explains why an item is sensitive to desirable responding. In addition, the technique make it possible to separate the evaluative factor from the (five) personality factors and investigate to what extent it consists of content and/or style. We present some empirical results supporting the technique, and recent work on a full-scale evaluatively neutralized FFM-inventory (with facets to each factor). Analysis of the neutralized full-scale inventory showed a remarkable gain in construct validity as compared to the original, while the criterion and discriminatory validity was comparable.

IS7 A re-examination of the relationship between the openness and schizotypal personality disorder

Bagby, R.M., University of Toronto, Canada
Chmielewski, M.S., Southern Methodist University, USA

Significant and paradigm-shifting changes in the conceptualization and diagnosis of personality pathology are anticipated in DSM-5. In DSM-IV, ten personality disorders (PDs) are conceptualized as distinct categories and diagnosis relies on the presence of a set of PD symptoms using a polythetic criteria method. In DSM-5, sets of pathological personality trait dimensional domains are differentially configured to repre-

sent six personality disorder types. It is considered a “hybrid model” as it uses dimensional traits to confer a categorical diagnosis. Critical to this new method of diagnosis are the dimensional traits undergirding the six PD types. Four of the five DSM-5 personality domain traits resemble four of the five domains from the Five Factor Model of Personality (FFM). Absence from the DSM-5 model, however, is the Openness (O) domain; the DSM-5 model includes, instead, a Psychoticism domain. The exclusion of O is, to date, empirically defensible, as there is debate regarding the relevance of O to personality pathology in general and DSM-IV schizotypal personality disorder (STPD) in particular. Although we think the results from the majority of the empirical studies do not support a link between O and either STPD or Psychoticism, we do believe it important to examine the dimensions that underlie STPD with two components of O proposed by De Young and colleagues – Openness-to-Experience (OE) and Intellect (I). We report results from structural equation modelling in two samples of psychiatric patients in which these components of O exhibit strong and opposing associations with the dimensions that underlie STPD and Psychoticism.

IS1 Personality Structure

Barelds, D.P.H., (convener), University of Groningen, The Netherlands
 Ostendorf, F., (convener), University of Bielefeld, Germany

Six researchers from four different continents have agreed to participate in this invited symposium on personality structure. Their presentations will reflect on the following issues: (1) Can personality disorders be understood as maladaptive variants of the domains and facets of the Five-Factor Model of personality structure, and what are the advantages to conceptualize personality disorders in terms of the FFM? (2) What are the most important dimensions of morality that emerge from a psycho-lexical study of the Croatian personality lexicon, and how are these factors related to the Big Five and various measures of virtues and morality? (3) What are the most important personality factors of the Malaysian personality language, and can the Big 5, 6 or 7 factors be replicated in the Malaysian context? (4) How are social-relational personality concepts in the South African context related to the Big Five, Interpersonal Relatedness, social desirability, and prosocialness? (5) What are the most important personality factors in the first Hindi lexical personality study, and can previously reported personality structures be replicated in the Indian context? and (6) Are East-Asians lower in Conscientiousness and Openness than Westerners, and can potential differences be explained in terms of reference group and value explanations?

PA11 Perceived self-competence in adolescent children who self-harm

Bartošová, K., Ěerůák, M., Hrubá, V., Burešová, I., & Klimusová, H., Masaryk University of Brno, Czech Republic

In recent decades rates of adolescent self-harm have increased throughout the world. An increasing need to better understand underlying causes of self-harm is therefore set. The aim of this study is to examine links between self-harm and perceived self-competence in a non-clinical population of Czech adolescents. A cross-sectional survey using an anonymous self-report questionnaire was carried out with 1,740 adolescents (age 11–16, mean 14). The Self-Harm Inventory, the Self-Harm Behaviour Questionnaire, the Perceived Competence Scale for Children, and a socio-demographic questionnaire were used. Children who self-harmed showed lower levels of perceived self-competence on the scales of school or academic performance, physical competence reflected through ability at sports and outdoor games, physical appearances and behaviour. The children did not show lower levels on the scale of social competence reflected through self-evaluated popularity with one's peers. We also explored the link between perceived self-competence and different ways of self-harm. Of these we may conclude that cutting and scratching are the most connected to perceived low self-competence.

PO1-24 Expectation of good outcomes – a correlational study between personality and optimism

Bastianello, M., Pacico, J., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

We investigated the correlations between optimism and personality in a Brazilian high school sample. Optimism may be defined as a relatively stable generalized expectation that good outcomes will occur across important life domains. A sample of 450 Brazilian high school students (56% girls) aged 14 to 18 years ($M = 16.8$; $SD=3.4$) participated in the study and completed the following scales: the Revised Life Orientation Test, which assesses optimism, and the Factorial Battery of Personality to assess personality according to the five-factor model. The results indicated that Optimism is moderately and negatively correlated ($r = -.46$) with Neuroticism. This might indicate that the lower the level of impairment and emotional instability of the person, the higher the degree of positive expectations regarding future events. There were low but positive correlations between Optimism and the personality traits of Extraversion ($r = .38$) and Agreeableness ($r = .29$), demonstrating that higher scores on these factors predict a positive life orientation. Results showed that optimistic individuals tend to present more characteristics such as socialization, empathy, kindness, organization, and determination. Knowing this in an early life development period, such as adolescence, might help parents in the way they guide their children and improve educational policies.

PA18 Optimism and the Big Five factors of personality: a look at the Brazilian context

Bastianello, M., Pacico, J., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

We studied the correlation dispositional optimism and personality in Brazil. Optimism is typically defined in terms of positive expectations about future events. Many studies demonstrated that optimistic people are more satisfied with life, achieve higher well-being, and have better physical and emotional health. Thinking about the research described in the literature it is imperative to understand the relationship between optimism and basic factors of personality to gain insight into the potential antecedents of optimism. Participants were 450 Brazilian high school students (56% girls) aged 14 to 18 years ($M = 16.8$; $SD=3.4$) and 844 undergraduate students (57% women) with mean age of 21 years ($SD=3.2$). They completed the following scales: Revised Life Orientation Test (LOT-R), which assesses optimism, and Factorial Battery of Personality (BFP), to assess personality in the five-factor model (FFM). Pearson correlations and multiple regression analysis were conducted. The results suggest that optimism correlated negatively with Neuroticism and positively with Extraversion and Agreeableness in both samples. In the high school sample Neuroticism (N), Extraversion (E) and Socialization (S) explained 41% of the optimism variance while in the undergraduate students sample these three factors explained 28% of the variance. Those results suggests that personality predicts more optimism in adolescence than in adulthood. Perhaps, during the life development other factors, such as the environment, contribute more to future positive expectations.

PO2-2 Mnemic ability peculiarities of gifted adolescents with different functional asymmetries

Belasheva, K., Moscow University of Humanities, Russia

In our studies we raise the issue of the mechanisms of the psyche's systemic manifestation that enables to define the unique peculiarity of each gifted child by taking into account all his/her capabilities. We consider the mnemic abilities as indispensable elements of the gifted adolescents' functional system. Those abilities are expressed in individual characteristics of memorizing, retention and recall successfulness. In this sense the structure of mnemic abilities is represented by functional, operational, and regulation mechanisms. Each mechanism has its own level of development and presupposes the forming of specified functional systems for its implementation. We investigate mnemic abilities as the valuable indicator of general human giftedness in comparison with fundamental principles of functional asymmetries.

This enables to define the natural background of giftedness. Our results indicate that (1) fully-developed naturally conditioned functional mechanisms of gifted adolescents that correlate with left hemisphere asymmetry, determine high productivity of their memory and of psychic adaptation resources, (2) gifted adolescents use complex mimic techniques such as structuring, grouping, 'main base' and completing the material, that is conditioned equally by left hemisphere asymmetry and ambidexterity, and (3) regulation mechanisms that are developing in object activity and intercourse are affected by inter-hemispheric brain organization.

PA8 A story about behavioural risk and the banking sector

Bergh, C., SHL South Africa

"Of all the management tasks that were bungled in the period leading up to the global recession, none was bungled more egregiously than the management of risk". So opened the Harvard Business Review special edition Spotlight on risk. Time and again, behaviour has emerged as a critical factor in creating risks on the one hand and failing to address risks on the other. This comes out strongly in findings of the 2011 commission into the banking crisis in Ireland, with the commission's report devoting considerable space to behaviour rather than intellect. The purpose of this presentation is to discuss how benchmarking through Talent Analytics can help organisations take stock of people risks. This will be done by sharing the results of a benchmarking study in the banking sector, based on the behavioural risk model developed by SHL. This model looks at the balance between an organisation's appetite for risk and its resilience to risk, where resilience to risk is underpinned by four components, namely Decision Quality, Following Through, Communication Quality, and Setting the Tone. The case study examines data from several banking organisations globally, and determines how talent in this sector compares with talent globally for appetite to risk and resilience to risk. The results indicate that the banking sector attracts and employs people with a stronger appetite for risk compared to other sectors. However, bench strength for resilience to risk is lower than we would find on average in other sectors. The results further show bench strength of talent supporting specific components of resilience to risk.

SY6 Goodbye Likert - innovative methods for assessing personality

Bertling, J., (convener), Educational Testing Service, USA
Ziegler, M., (convener), Humboldt University Berlin, Germany

For personality assessments administered internationally it is often assumed that assessments are comparable in meaning cross-culturally, ignoring possible interactions of culture with respondents' interpretations and response styles. This is especially important in cases where Likert-scales are used, as the case in most personality assessments. The cross-cultural comparability of test-scores might be limited. This is especially problematic as personality variables are increasingly reported and/or used for selection and assessment purposes. The objective of this symposium is to give an overview and discuss innovative methods for assessing personality variables designed to reduce threats to their validity, as well as extend the scope of existing assessments. The five papers in this session present different methodological approaches, focusing on alternative item formats and assessment modes as well as statistical methods. The first paper demonstrates how multidimensional forced choice (MFC) models can be applied to address the problem of trait-unrelated response styles in Likert-scale based personality assessments. The second paper presents the technique of neutralizing items as one possible solution for the problems of self-reported personality assessments. The third paper presents how the anchoring vignettes technique, an approach that has gained extreme popularity in policy and health research during the last decade, can be applied to improve the validity of noncognitive assessments. The fourth paper addresses the question whether personality traits can be measured using purely biological assessments, based on an empirical study with MRI data. The fifth paper focused on the incremental validity of implicit personality measures over and above explicit questionnaire measures.

SY6 Using anchoring vignettes to correct for cross-cultural response bias in non-cognitive assessments – Validity evidence from international large-scale assessment data

Bertling, J.P., Kyllonen, P.C., & Roberts, R.D., Educational Testing Service, USA

In international non-cognitive assessments, such as background questionnaires of educational large-scale assessments, a quite robust phenomenon is a reliable difference between individual and national level relationships for certain questionnaire scales. A question is whether this reflects true differences between countries in attitudinal factors (e.g., high achieving countries have worse attitudes towards mathematics) or merely a method artefact. If the issue of cross-cultural differences in survey response styles is not considered, and existing response styles are not corrected for, secondary analysts who use attitudinal data are at risk of reaching erroneous conclusions. There can be, for instance, considerable differences in how students from different countries interpret the response scale. Anchoring Vignettes have been successfully used in various fields of survey research, but so far not in educational large-scale assessments. In this paper, we compare different anchoring methods based on data from the PISA 2012 Field Trial. Results indicate that anchoring vignette type items could considerably improve the cross-cultural comparability of student background questionnaire scales. Substantial gains in measurement precision and validity could be achieved. Correlations with proficiency strongly aligned on the individual and the country-level for anchored, but not for unanchored Likert-scale responses. These results seriously question the validity of country-level comparisons of non-cognitive indices based on unanchored scores. Implication of these results for future design of non-cognitive assessments, especially Personality measures, will be discussed.

IS12 Analyzing complex multilevel models in r: examples from the social accuracy model

Biesanz, J., University of British Columbia, Canada

The social accuracy model of interpersonal perception (SAM) is a componential model that estimates levels of accurate interpersonal perception for perceiver and target effects of different components of accuracy across traits simultaneously. For instance Jane may be generally accurate in her perceptions of others and thus high in perceptive accuracy – the extent to which a particular perceiver's impressions are more or less accurate than other perceivers on average across different targets. Just as well, Jake may be accurately perceived by others and thus high in expressive accuracy – the extent to which a particular target is accurately perceived on average across different perceivers. SAM represents an integration of Cronbach's componential approach with Kenny's social relations model and represents a multilevel crossed-random effects model. Several recent findings using SAM are reviewed including strong relationships with adjustment and perceptions of attractiveness and confidence, focusing on data organization and model formulation and interpretation in R. Using SAM as the motivating framework, the specific questions addressed are (1) how do you create and organize a data-file for a multilevel model, (2) how do you represent and analyse complex multilevel models in R, and (3) how do you interpret and understand the output from the analysis?

PO2-23 The role of agreeableness and openness to experience in the prediction of well-being

Blatny, M., & Jelinek, M., Academy of Sciences of the Czech Republic, Czech Republic

Personality traits rank among the most important sources of subjective well-being. Traits of emotional stability, extraversion, and conscientiousness are repeatedly found to be the best predictors of SWB. Agreeableness and openness to experience are also related to SWB, but their relationships are weaker and even non-significant in some studies. To clarify the structure of relationships between a set of Big Five personality traits and a set of SWB indicators we used the canonical correlation. The sample consisted of 2,314 university students (68% women, mean age 22,3 years). The personality was measured using NEO-FFI

questionnaire. The set of SWB indicators consisted of life satisfaction (Satisfaction with Life Scale), self-efficacy (General Self-Efficacy Scale) and self-esteem (Rosenberg's Self-Esteem Scale). The first two pairs of canonical variates were interpreted. The first canonical correlation was 0,78 and the second was 0,31. Those characteristics that were highly correlated with the first canonical variate were neuroticism (-0,91), extraversion (0,61), and conscientiousness (0,50) from the personality characteristics set and self-esteem (0,94), self-efficacy (0,79) and life satisfaction (0,67) from the self-characteristics set. The second pair of variates suggests that low agreeableness (-0,83) and high openness to experience (0,50) are associated with high self-efficacy (0,58) and low life satisfaction (-0,44).

IS2 Cultural differences in age trends in personality – a socio-ecological examination of the social investment theory

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De Bolle, M., Ghent University, Belgium
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Across the world, individuals from different cultures tend to become more agreeable, more conscientious, and less neurotic when they are hitting the road to adulthood. Modern personality theories differ in their explanations for these pervasive age trends in the direction of greater psychological maturity: Five Factor Theory proposes that personality maturation is largely a genetic phenomenon, whereas the Social Investment Theory proposes that it is largely the result of normative life transitions to adult social roles (e.g., becoming a parent, starting a career). The present study examined these theories from a socio-ecological perspective in order to test their conflicting assumptions regarding cultural differences in personality development. Using self-report data from a large internet sample of young adults from 60 different nations ($N = 880,785$), we first examined the absolute degree of cross-cultural variation in age differences in personality. In a second step, we tested whether these cultural differences can be linked to societal norms regarding the appropriate timing of social role transitions. In line with previous research, we found age differences in the Big Five to be relatively similar across cultures. Yet, consistent with social investment assumptions, there were slight but significant differences, which could be partly explained by cultural differences in the normative timing of social role transitions. Specifically, those cultures in which family and job role transitions are institutionalized to occur at an earlier age were characterized by accelerated increases in conscientiousness and agreeableness, and more pronounced decreases in neuroticism.

IS-6 The nonlinear interplay of person, situation and behavior

Blum, G., & Schmitt, M., Universität Koblenz Landau, Germany

It's well known in psychology that human behavior depends on characteristics of person, situation and the interaction of person and situation. The exact form of the person x Situation interaction however remains unclear. To prevent the reinvention of the wheel, we tried to learn from older interactional research. On the basis of "old" theories and logical conclusions, we construed a nonlinear model of person x situation interaction. This model is aimed at predicting joint effects of personality factors and situational aspects on behavior. Based on a number of studies using different data sources, we can show that our model is accurate and is suitable for many personality traits. It is also possible to explain and understand synergetic and compensatory interaction in the same construct. Moreover we want to introduce first research results that give us information about the underlying processes of this curve linear model. A first mechanism that plays a role is sensitivity for certain cues of the environment. Persons with a high trait score detect behavior inducing signals earlier and will therefore react earlier. Another cause of the non-linearity is behavioral borders. A linear model would predict the behavior to increase infinitely. Due to the fact that this is neither possible nor plausible a nonlinear model helps to predict the behavior accurately.

PA22 Personality, health, and brain integrity: the Lothian Birth Cohort study 1936

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Royle, N., Murray, C., Valdes Hernandez, M., Munoz Maniega, S., Starr, J., Bastin, M., Wardlaw, J., & Deary, I., University of Edinburgh, UK

We investigated the associations between the broad traits of the five factor model (Neuroticism, Extraversion, Openness, Agreeableness and Conscientiousness) and whole brain integrity as measured by atrophy, white matter lesions (WML), and white matter tract (WMT) integrity. Further, we considered whether any such associations were mediated by health related behaviours (Smoking, drinking, diet, physical activity and BMI). Participants ($n=529$ to 565 ; mean age 72.7 years, $SD=0.7$ years) were drawn from the Lothian Birth Cohort 1936, who had completed a self-report personality inventory, a questionnaire on health related behaviours, and underwent an MRI from which the measures of brain integrity were derived. Correlational analyses showed significant associations between Neuroticism and WMT integrity ($r=-0.11$, $p<0.05$); Agreeableness and WMT integrity ($r=0.13$, $p<0.01$) and atrophy ($r=-0.18$, $p<0.001$); and Conscientiousness and WMT integrity ($r=0.20$, $p<0.001$), atrophy ($r=-0.13$, $p<0.01$) and WML ($r=-0.11$, $p<0.01$). Multiple regression controlling for age and sex showed that only Conscientiousness remained as a significant predictor of WMT integrity ($\hat{\alpha}=0.15$, $p<0.001$), atrophy ($\hat{\alpha}=-0.11$, $p<0.01$) and WML ($\hat{\alpha}=-0.12$, $p<0.01$). Mediation analysis suggested that health behaviours mediate some, but not all of the direct effect of Conscientiousness on whole brain integrity. The current study provides evidence of the association between Conscientiousness and the integrity of brain tissue in ageing, an effect which is not fully mediated by major health behaviours known to impact upon the integrity of the brain.

PA2 Do men vary more than women in personality? A study in 51 cultures

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Terracciano, A., Florida State University, USA
McCrae, R.R., Baltimore, USA

Do men vary more than women in personality? Evolutionary, genetic, and cultural arguments suggest that hypothesis. In this study we tested this hypothesis using 12,156 college student raters from 51 cultures who identified an adult or college-aged man or woman whom they knew well, and described that target person on the 3rd-person version of the Revised NEO Personality Inventory. These ratings were analyzed using hierarchical linear modelling. In most cultures, male targets varied more than female targets in Extraversion, Openness to Experience, Agreeableness, and Conscientiousness, but not in Neuroticism. Moreover, ratings by female informants varied more than descriptions by male informants, which may explain why higher variances for men are found in descriptions by others but not in self-reports of personality. Higher variances were found in more developed countries even if data quality was controlled, and the effects of target sex were stronger in more individualistic societies. That may reflect that more individualistic cultures enable a less restricted expression of personality dispositions resulting in larger variances, and particularly so among men.

PO2-24The joys of hurting others: everyday sadism and the dark tetrad of personality

Buckels, E.E., & Paulhus, D.L., University of British Columbia, Canada

Past research on malevolent personalities has centered on subclinical psychopathy, narcissism, and Machiavellianism, which together comprise the Dark Triad of personality. The present research introduces everyday sadism—a dispositional tendency to take pleasure in others' suffering—as an additional dark personality operating in the subclinical domain. A series of initial studies explored the associations be-

tween everyday sadism and relevant individual difference variables, including the Big Five, the Dark Triad, empathy and perspective-taking, interpersonal aggression, preferences for violent media, callous political views, and self-reported antisocial behaviours. Two additional studies attempted to capture everyday sadism in the laboratory. Study 1 examined sadistic behaviours using a bug-killing paradigm. Participants chose between several noxious tasks, including, (1) killing bugs, (2) helping the experimenter kill bugs, (3) cleaning toilets, or (4) ice water pain tolerance. As expected, sadists were more likely to choose to kill bugs over the other tasks. Study 2 focused on the relationship between sadism and aggression using a white noise aggression paradigm. When aggression was not costly, sadism, psychopathy, narcissism, low empathic concern, and low perspective-taking predicted unprovoked aggression. However, as expected, only sadists were willing to work to aggress against an innocent person. In both experimental studies, sadism emerged as an independent predictor of antisocial behaviour when controlling for its overlap with the Dark Triad. Together, these findings support the incorporation of everyday sadism into the new Dark Tetrad of personality.

PA4 Leveraging the power of intellectual curiosity towards working effectively with information

Cacha, L., University Tunku Abdul Rahman, Malaysia

The study sets out to determine strategies how being critical in learning transpired through infusion of information competency into content instructions to encourage critical thinking and authentic learning. Using a problem-based approach in the constructivist-cognitive framework, the study established that technology integration supports higher-level cognitive processes as it increases student's effective interaction with information. A repeated measures design is used with pre-test/post-test and investigative searching assessment to determine the degree of learning and evidence of critical thinking skills resulting from the web based assessment of competence. The design manipulates the impact of instructional strategies for furthering critical thinking through active engagement with problem solving in steady progression of information competency. Twenty-one graduate students with strongly varying academic backgrounds, professional experience and different levels of competence participated in this study. Students' intense participation in multiple cognitive skills assessment allows researcher to check perspectives that facilitate understanding through descriptive qualitative strategies supplementing quantitative measures. Findings signified that individual students can make an enormous amount of improvement through active learning engagement on tasks that trigger further inquiry and careful evaluation thus sharpen critical thinking. Finally, the study has given an account that web based assessment of information competency can be an invaluable tool for encouraging critical thinking as evidenced by assessment results and participants' responses. It provides the means to practice and increase awareness of their critical thinking to improve the outcomes of their thought processes.

SY2 Narcissism and perceptions of national character in five cultures

Campbell, W.K., & Miller, J., University of Georgia, USA

Previous research has found that individuals in the U.S. rate acquaintances as higher in narcissism than they themselves are and, in addition, rate the typical member of their culture as even more narcissistic. The ratings of the typical member of the culture are important because they serve as perceptions of national character (PNC's) and are reasonable predictors of the character of the culture. In the present research, we asked three questions: 1. Do PNC's of elevated cultural narcissism reflect more extraverted or disagreeable aspects of narcissism? 2. Does this same pattern of ratings of narcissism, self < acquaintance < PNC, occur in other cultures. And 3. do these other cultures see the U.S. seen as especially narcissistic? In Study 1, we examined self, acquaintance and PNC measures of narcissism and Five Factor Model traits in U.S. undergraduates. Reports of cultural narcissism were associated primarily with reports of cultural disagreeableness rather than extraversion. In Study 2, we examined self, acquaintance, PNC (of one's own culture) and PNC (of the U.S.) on measures of narcissism. Samples were from the Basque region of Spain,

England, China, Turkey and the U.S. Across samples, the pattern of higher narcissism in PNC's of one own culture than in self-ratings and acquaintance ratings of narcissism was found. In addition, across the four non-U.S. samples, the U.S. was seen as more narcissistic than the home culture. Furthermore, these rating of U.S. narcissism by individuals from other cultures matched the rating of U.S. narcissism made by U.S. samples.

PA15 Confidence in personality impressions is stable, predicted by Narcissism, and functional

Catterson, A.D., & John, O.P., University of California, USA

First impressions are critical in many social contexts (e.g., dating, international talks, etc.). Though research suggests the confidence people place in their impressions of others may not be related to the actual accuracy of those impressions, less is known about when and why there are individual differences in the tendency to feel confident rating other people. In this talk, we present findings from the first study that uses Social Relations Modelling to focus on perceiver effects of perceptual confidence. We expected these effects would comprise a substantial and stable portion of individual differences in confidence, be predicted by general self-enhancement bias, and facilitate subsequent social interaction. Participants (N=169) rated each other on personality traits in groups of 4-6 people at zero-acquaintance (T0) and after a 30-minute interaction task (T1); they also rated their confidence in making these ratings for each person in the group. SRM revealed that a person's general tendency to rate others confidently explained the majority (55%) of variance in confidence at both T0 and T1, and showed considerable stability. Second, perceiver confidence was predicted by overly positive self-views such as narcissism. Finally, people who were more confident in their initial perceptions of the other group members shared more in the subsequent interaction task (even when controlling for extraversion), and were more attuned to others' evaluations of them. Together, these findings present evidence that although perceptual confidence may be unrelated to accuracy, it also represents systematic individual differences in perception that can serve important social functions.

IS12 Better, faster, stronger: using R to analyse status self-enhancement with the social relations model

Catterson, A.D., University of California, USA

Many personality researchers believe Kanye West's claim of being the "end-all, be-all of music" can best be understood in the context of how he perceives, and is perceived by, other people. Are Kanye's self-perceptions more positive than his perceptions of other people (i.e., social comparison bias), or does he simply think that everyone (including himself) is the best? Are Kanye's self-perceptions of status really more positive than others' perceptions of him (i.e., self-insight bias), or do others agree that he's the best? To measure these two distinct types of self-enhancement, researchers have turned to Kenny's componential Social Relations Model (SRM) of interpersonal perception to separate (a) how a person generally rates other group members (perceiver effects) from (b) how a person is generally rated by others (target effects). In this talk, I first use R to demonstrate how to extract perceiver and target effects of social status from a SRM study of 169 participants. Variation in status was explained both by a significant perceiver effect (26%) and target effect (38%), suggesting that not only were there substantial individual differences in the general tendency to rate others as high or low in status, but that group members also generally agreed on who had status within the group. I conclude by demonstrating how to use target and perceiver effects in R by replicating previous findings on the consequences of status self-enhancement and presenting new research on who attains social status in groups.

PA8 Entrepreneurial confluence: an emerging paradigm of entrepreneurial strategy and its application to the 'selection' and growth of talent

Chikamba, A., University of South Africa, Republic of South Africa

Business leaders today, faced with global competition, constant change, and slow growth, view entrepreneurship and innovation as a key to sustained competitive advantage and value creation. However, the entrepreneurship construct has many definitions, is still to be fully understood and lacks a unifying framework. Researchers have often focused on 'who the entrepreneur is' not 'what the entrepreneur does' which is critical. While growth is the dominant goal of the entrepreneurial business, its relationship with the behaviour that drives it, constitutes a research puzzle. What is in the make-up of today's entrepreneurial firm that can promote or limit its growth if not well managed? How can an entrepreneurial culture that drives superior performance be nurtured? In this paper entrepreneurially strategic behaviour is explored through an inductive and fully mixed methodology that infers a generalizable paradigm of the creation and growth of firms - Entrepreneurial Confluence. Entrepreneurial behaviour is at the confluence of the ability to continuously identify new strategic opportunities (Enterprise), adapt and transform both internal and external firm environments (Evolution), and to make things happen in order to deliver results (Execution). A new self-developed, valid, reliable, multi-factor questionnaire - Entrepreneurial Confluence Measuring Instrument (ECMI) - has been administered to 30 founder/leaders of some of South Africa's largest growing firms listed on the Johannesburg Stock Exchange and comprising a third of its market value. The ECMI underpins the new strategy matrix that I have developed, and can be developed into a practical psychometric test- Entrepreneurial Confluence Talent Assessment (ECTA) - for selecting, training, retaining and growing entrepreneurial talent.

SV7 Sleep, physical activity, affect, and life history strategy: a multi-measure, multi-predictor approach

Clacey, K., Edmunds, C., & Wolf, P., University of Cape Town, Republic of South Africa

Few studies assess the constructs of sleep, affect, and physical activity simultaneously in a naturalistic environment. Using objective and subjective measures, the current study examined the associations among these variables in 66 undergraduate students. It was expected that high positive affect, low negative affect, high physical activity, life history strategy, and healthy sleep would be positively related. In our final model, an interaction between life history strategy (measured with the Mini-K) and physical activity (measured by an accelerometer) a main effect of physical activity and a main effect of negative affect predict 54 per cent of the variance in sleep quality. Sleep quality was composite score composed of a questionnaire self-report measure (PSQI Global Score), diary self-report measure, and an objective measure of sleep quality (measured by an accelerometer). These results support the ecological validity of the Mini-K.

IS11 Birds of a feather drink together: social network and personality correlates of collegiate alcohol misuse

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Hall, A., Skidmore College, Saratoga Springs, NY, USA

Alcohol misuse among college students is a major public health problem, which is likely driven by both individual differences and social influences. We assessed the acquaintance and friendship connections among N=96 students, and used social network analysis to model these social networks. We also conducted assessments of personality traits and alcohol misuse by these students, and examined the relationship with social network characteristics. As expected, Extraversion and Agreeableness were predictive of network position, including centrality and connectivity (indegree and outdegree), within the social net-

work. Cohesive subgroups within the larger social network were most strongly predicted by similarities in Impulsivity and Sensation Seeking, and demonstrated highly similar levels of alcohol misuse. Results suggest that both personality and social network characteristics are important in understanding, and potentially reducing, collegiate alcohol misuse.

PA1 Getting the substance out of my style: a new paradigm incorporating peer-reports to study the dimensionality of social desirability

Connelly, B.S., University of Toronto, Canada
Warren, R.A., LMAP, Inc., USA

The past five decades have produced a wealth of research examining the dimensionality of socially desirable responding. Most studies have typically distinguished between two factors of social desirability: impression management and self-deceptive enhancement. The dominant paradigm in these studies has been to factor analyse social desirability scales built from unlikely virtues items (e.g., "I never lie"). We present an alternate by contrasting self-reports with ratings from peers. Discrepancies between self- and peer-reports thus reflect the extent to which self-ratings are overestimated, with much of the confounding effects of substantive trait variance removed. We study the dimensionality of social desirability in a database of 1,715 working adults in the US. These adults completed self-reports on the Leadership Multi-rater Assessment of Personality (LMAP), a 141 item personality inventory designed to provide developmental feedback to employees on their strengths and weaknesses. These 1,715 targets were rated by an average of 12 co-workers (22,255 raters in total). We subsequently replicated these findings in databases of targets in Europe and Asia. We present the results from factor analysing the residual self-report variance in personality items (controlling for the average peer-rating on the item). Though cross-cultural replications showed some deviations, there were marked similarities in the factor structures of overestimation tendencies. However, all three samples indicate that self-report overestimation tendencies on personality items follow a pattern markedly different than that indicated by social desirability scale items. We discuss the implications that these response distortion tendencies have for relying solely on self-reports as measures of personality.

PA11 The role of positive and negative urgency in adolescent alcohol use

Cooper, A., & Stautz, K., Goldsmiths, University of London, UK

Trait positive and negative urgency, the tendency to act rashly when in a highly positive or negative mood state, respectively, have been strongly related to problematic levels of substance use in a range of adult samples. Much less research has considered the role of these traits in the initiation and early development of substance use in adolescent samples. We firstly highlight some key findings from a meta-analysis that examined the role of impulsivity traits in adolescent alcohol use, focusing in particular on the distinction between the urgency traits and more widely studied impulsivity-based traits such as sensation-seeking. Secondly, we present data from an empirical study that examined the role of urgency traits in alcohol consumption and alcohol problems in a sample of adolescents. 270 adolescents were recruited from secondary schools in south-east London, UK, and completed self-report measures of alcohol consumption, the Rutgers Alcohol Problems Index (RAPI), the UPPS Impulsive Behaviour Scale, and perceptions of peer alcohol use. Analysis of the bivariate relations between these variables showed that only positive urgency had a moderate and significant positive relationship with the RAPI, while only lack of premeditation had a significant positive relationship with alcohol consumption. In addition, alcohol consumption and perceptions of peer use both moderated the relationship between positive urgency and RAPI scores; this positive relationship was stronger for high consumers of alcohol and those who perceived their peers using alcohol at high levels. Findings are discussed in relation to theories of decision-making and risk-taking in adolescence.

IS4 Is the psycho-lexical approach universal equivalent? Methodological challenges when used with the Arabic language

Daouk-Öyry, L., & Zeinoun, P., American University of Beirut, Lebanon

Globally, personality has been studied by investigating the natural language of a culture (psycho-lexical approach), under the assumption that important human characteristics must have developed naturally in a language. Early psycho-lexical studies using then English language resulted in the emergence of the Five Factor Model, which was, for a long time, considered to be universal and sufficient in breadth to cover all personality constructs cross culturally. However, in the past decade, studies in non-English languages and non-western target cultures have found the FFM is not universal. Indigenous studies have found that more or fewer factors more adequately explain personality in a given culture. The personality lexicon in Arabic – a language native to 280 million speakers, and official in 21 countries has not been investigated thus far. In this paper, we discuss four main challenges of using the psycho-lexical approach on the Arabic language: 1) Diglossia / Trigllossia, and the use of colloquial descriptors; 2) Idiosyncrasies of Arabic dictionaries and adjectives (Root based versus Alphabetical dictionaries, gender-specific terminology, salience of negatives); 3) Technology; and 4) Collecting data amidst the Arab Spring.

PO1-4 Model of personality: the elements of psychology

Dasari, V.N., RK Hospitals, India

I introduce a model of personality with 8 elements, of which 3 are primary elements present from the 2nd trimester of a human organism, namely Learning, Emotion and Energy. They are derived from the main properties of the neuron- excitability, interpretability, and recordability. Through interactions between these 3 primary elements, 5 secondary elements are formed, namely Present-living, Pleasure-seeking, Habituation, General Humanitarian, and Ego. Present-living is formed first, followed by Pleasure-seeking. With the repetition of activities, Habituation is formed. And with progress of understanding, General Humanitarian and later Ego are formed. Each element has different characteristics. Ego is the driving force of personality expressed by the 'serious drive'. It establishes and sustains the 'identity' of the person. Once Ego is formed each element works towards its realization. This model explains the nature of these elements, their influence on personality and behaviour, the process of their development, the effect of the psychological environment on them, the structure of relationships, how men and women vary from each other and to what degree, and the blue-print of hurt and pain. So, behaviour can be explained as the actions and decisions made by a person in situations with the best of his knowledge to preserve his Ego. Depending on the elements and the psychological environment, personality obtains two values, the Absolute and the Positional. The "Absolute" value describes the internal development of the person accounting for character and the "Positional" value expresses the person's position in the environment. The two values depict how close to the truth his personality is determined in the society.

IS2 Maladaptive personality and psychopathology: An investigation of the continuity, pathoplastic and complication models

De Bolle, M., & De Clercq, B., Ghent University, Belgium

This study investigated the continuity, pathoplastic, and complication models as plausible explanations for relations between maladaptive personality and psychopathology in a combined sample of community (N = 571) and referred (N = 146) children and adolescents. Multivariate structural equation modeling was used to examine the structural relations between latent personality symptom dimensions on the one hand and internalizing and externalizing dimensions on the other hand across a 2-year period. Item response theory models were fitted as an additional test of the continuity hypothesis. Based on hierarchical

models, it is expected that the empirical connection between maladaptive personality and psychopathology is mainly consistent with the continuity/spectrum model, and that other etiological models (i.e., the vulnerability, complication/scar, or pathoplasty/exacerbation model) augment and extend the spectrum or “shared factor” model.

SY1 The relation between personality and psychopathology in younger age groups

De Caluwé, E., & De Clercq, B., (conveners), Ghent University, Belgium
Bagby, R.M., (discussant), University of Toronto, Canada

The present symposium draws the attention to various phenotypic and genetic connections between developmental manifestations of personality and psychopathology or adjustment across a wide age group ranging from preschool to late adolescence, and focusing on several clinical disorders across the internalizing and externalizing spectrum. Evidence for different etiological perspectives on various kinds of trait-psychopathology relations will be discussed, including the spectrum and the vulnerability associations. In addition, more sophisticated relations between traits and psychopathology in terms of interaction and non-linear effects will be presented. The findings from the current studies all point towards the complex nature of personality and psychopathology and underscore the relevance of including a trait measure in the course of psychopathology assessment at a young age

SY1 An integrative variable-centered perspective on childhood obsessive-compulsive symptoms and personality

De Caluwé, E., & De Clercq, B., Ghent University, Belgium

A recent conceptual model on the trait-psychopathology relationship has proposed a unifying model of personality, Axis I and Axis II disorders, including specific relations between (1) personality and Axis I, (2) personality and Axis II, and (3) Axis I and II pathology. The current study explores the relevance of this model for the obsessive-compulsive (OC) field in adolescents and examines how personality predicts different OC-related symptoms, comparing the relative contribution of maladaptive and general personality traits. In addition, the current study explores whether some OC symptoms are more related to specific OCPD traits. Referred and population adolescents ($N = 344$; 61% girls; 12-20 years old, $M = 16.06$, $SD = 1.76$) completed the Childhood Obsessive-Compulsive Symptoms Scale (COCSS) and the Personality Inventory for DSM-5 (PID-5). All mothers reported on their child's general (Hierarchical Personality Inventory for Children) and maladaptive personality (Dimensional Personality Symptom Item Pool and PID-5). Hierarchical regression analyses reveal that childhood personality can differentially predict OC symptoms, as well as OCPD trait symptoms. Results also show that a specific set of OC symptoms which is the most related to personality, as well as the OCPD traits, can be incrementally predicted by maladaptive personality measures. Pearson correlations reveal that certain OC symptoms are more related to specific OCPD traits. From these findings, the importance of including both general and maladaptive personality measures in the assessment of developmental psychopathology, such as childhood OC-related difficulties, will be discussed.

IS7 A closer look at dysfunctional work behaviour from its general and maladaptive trait components

De Clercq, B., Wille, B., & De Fruyt, F., Ghent University, Belgium

Dysfunctional work behaviour can be considered as a core element of trait psychopathology, as it illustrates that certain dispositional tendencies have a much wider impact on human functioning than the traditional indicators of psychosocial impairment. The current study takes a closer look at the relative contribution of trait components to dysfunctional work behaviour, as reflected in aspects of burn-out,

inflexibility, inappropriate ambitiousness, stress-intolerance, and inefficacy. A large group of employees ($N=474$) from various professional work contexts in Flanders was recruited by undergraduate students of Ghent University and participated in an online assessment procedure that included both measures of general and maladaptive traits, as well as indicators of dysfunctional work behaviour. Work behaviour of each participant was independently described by two peers, supervisors or subordinates, who were in general well-acquainted with the target. From these different informant perspectives, we explored the associations of dysfunctional work behaviour with Five-Factor Model and DSM-5 maladaptive personality traits, in an attempt to delineate the role of personality at work across the spectrum of normal and abnormal trait variance.

SY4 Structure and development of personality across childhood and adolescence

De Haan, A.D., (convener), Ghent University, Belgium

This symposium concerns the structure and development of temperament and personality from childhood into early adulthood. The five presentations in this symposium include large, cross-sectional and longitudinal samples that together span ages 3 to 31 years, originating from several countries, and using self-, parent-, and teacher-ratings. Tackett shows that the structure of parent-ratings of child temperament is importantly linked with child personality dimensions (3-12 years). Soto demonstrates that the structure of parent-ratings of child and adolescent personality (3-20 years) is best represented by six dimensions, of which the content differs between age groups. De Haan shows that mother-rated child personality facets have different, gender-specific, shapes of growth (6-17 years). Van den Akker illustrates differences and similarities in the development of mother- and child-ratings of personality dimensions (6-20 years). Hutteman shows that teacher-ratings of child aggression and shyness (4 years) predict important self- and parent-rated life outcomes in adulthood (29/31 years). Findings presented in this symposium draw attention to the importance of closely examining the content and structure of temperament and personality, of investigating specific aspects of personality, and of studying gender and informant effects for the development of personality in childhood and adolescence. Overall, the structure and development of childhood temperament and personality may differ in important ways from findings on adult personality, while at the same time, individual differences assessed at young ages hold important clues for later personality (development), and predict important life-outcomes well into adulthood.

SY4 Gender differences in the development of personality facets in childhood and adolescence

De Haan, A.D., Ghent University, Belgium
Prinz, P., & Van den Akker, A.L., Utrecht University, The Netherlands

In a large community sample ($N=579$; 49.7% girls), this study examined gender differences in the development of mother-rated facets of Benevolence (altruism, obedience, dominance, egocentrism, irritability) and Conscientiousness (perseverance, concentration, orderliness, achievement motivation) during childhood and adolescence (6-17 years). Questions were addressed using multigroup, cohort-sequential latent growth modeling. Results indicate that the facets showed different types of growth (linear, quadratic, and cubic). The development of egocentrism, obedience and dominance was similar across gender, but changes in irritability, altruism, and all facets of Conscientiousness were gender-specific. Only egocentrism showed mean-level stability across childhood and adolescence. Levels of concentration, on which girls initially scored higher than boys, and levels of obedience decreased over time. Girls and boys converged in levels of irritability over time, but diverged in levels of perseverance, with girls scoring increasingly higher than boys. Children became less dominant until age 12/13, after which they became slightly more dominant (u-shape). Children became more altruistic until age 12/13, after which they decreased (inverted u-shape); girls started higher and increased more in altruism than boys. Children became more achievement motivated until age 10 (the increase was stronger for girls than boys), then decreased until age 15, after which girls stabilized but boys continued to decrease (cubic growth). Overall, the personal-

ity facets showed intricate patterns of development, and girls scored generally, and increasingly, more 'mature' than boys on mother-rated facets of Benevolence and Conscientiousness during childhood and adolescence.

PA2 Locating experience of anger in the Five-Factor space

Del Pilar, G.E.H., & Sio, C., University of the Philippines, Philippines

In 3 studies, the authors tested the widely accepted belief among trait theorists that the tendency to experience anger is characteristic of N (Neuroticism), whereas the propensity to express anger is associated with A (Agreeableness). In study 1, experience of anger emotions loaded substantially on both the N (0.65) and A (-0.52) factors of the Masaklaw na Panukat ng Loob (MAPA), a comprehensive inventory of the Filipino personality developed using the Five-Factor model as an integrative framework. In study 2, feelings of anger shared a significantly higher proportion of variance with the A ($r_{bis} = -0.43$) than with the N ($r_{bis} = 0.31$) domain of the MAPA. And in study 3, self-reported frequency of anger experience within the preceding week correlated about equally with both N ($r = 0.31$) and A ($r = -0.36$) subscales of the indigenous five-factor instrument. Results show that experience of anger does not fall unambiguously within the N factor despite its widely acknowledged status as a facet of Neuroticism. Findings are discussed in the context of their implications for the five factor model of personality.

P01-25 Empirical investigations on the relationship of personality traits to the use of Bahala Na

Del Pilar, G.E.H., University of the Philippines, Philippines

"Bahala na," a well-known topic in the psychology and social science literature in the Philippines, is a phrase believed to be uttered by many Filipinos when faced with a difficult situation with an uncertain outcome. It may be translated as "come what may," "on verra," or perhaps "que sera sera." Much speculation has been advanced regarding the basic attitude that it reflects, with some authors inclining towards the view that it manifests submissive fatalism, while others consider it as a reflection of determination in the face of uncertainty. In an effort to contribute to the meager empirical literature on the subject, a series of four studies were undertaken at a Philippine university to determine the personality trait correlates of using Bahala na (total N = 1,188). Using the Masaklaw na Panukat ng Loob (Mapa ng Loob), a 15-facet locally-developed personality inventory that operationalizes the Five-Factor Model, participants were asked to estimate the frequency with which they used Bahala na in the last three months (Study 1), and their average rate of use of the phrase (Studies 2, 3, and 4). Using Spearman's rho, low to moderate significant results from three of the four studies suggest that both attitudinal interpretations above are supported, with Bahala na use correlating negatively with Conscientiousness, and positively with Neuroticism. Preliminary results of an interview with participants in the fourth study (N = 46) who scored low in C, and/or high in N, and reported frequent Bahala na use, are also discussed.

PA25 Outcome of psychotherapy assessed with NEO-PI-R personality inventory after intensive treatment in a day hospital

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The aim is to evaluate pre- vs post-psychotherapy effectiveness using the NEO-PI-R personality inventory. This pilot study was based on 100 patients (64% women), young adults (median age 29) with a predominant diagnoses of neurotic disorder (75%, including 32% with diagnoses of other anxiety F41, 18% with

phobias F40, 8% somatoforms F45, and 9% adaptation disorders F43, coded according to ICD-10 classification), treated with 12 weeks of psychodynamic psychotherapy in a day hospital (total of 12 individual sessions once a week and 180 group sessions). The pre- vs post-therapy distributions of sten scores in NEO-PI-R were compared with nonparametric tests. In the group studied, the NEO-PI-R scores for Neuroticism decreased significantly (in all subscales except Impulsiveness), as did those for Extraversion, especially the subscales Warmth and Gregariousness, and the subscale Competence. After three months of intensive psychotherapy patients became less “neurotic”, more “extravert”, and – as a group – more similar to the general nonclinical population. These preliminary results are consistent with the expectations resulting from reports that have suggested elevated Neuroticism and diminished Extraversion as the most prominent personality traits of patients with anxiety disorders.

SY11 The role of personality in attention-deficit/hyperactivity disorders and autism spectrum disorders

De Pauw, S.S.W., (convener), Ghent University, Belgium

Evaluating personality in pervasive developmental disorders such as attention-deficit/hyperactivity disorder (ADHD) and autism spectrum disorder (ASD) is a fresh and promising, yet not fully explored area in personality psychology research. This symposium joins five pioneering talks on how studying personality may advance our understanding of ADHD and ASD, two of the most frequently diagnosed neuro-developmental disorders. Acknowledging that subclinical ADHD and ASD symptoms manifest in the general population, Presentation 1 discusses how personality differentially contributes to the development of ADHD- and ASD-related behaviors in a large, normative sample children and adolescents. Presentation 2 narrows the focus on ADHD, demonstrating how early personality markers distinguish ADHD from Oppositional-Defiant Disorder in a high-risk sample of preschoolers. Presentation 3 shifts the focus to ASD, illustrating that both children and adults with high-functioning autism present distinct personality profiles but similar levels of self-insight in their personality traits, relative to controls. The two latter presentations explicitly examine the differential specificity of trait profiles for ADHD versus ASD. Presentation 4 compiles the personality profiles of children and adolescents with ADHD, ASD and comorbid ADHD+ASD, whereas Presentation 5 contrasts such personality profiles in adults with ADHD and/or ASD. Overall, all presentations emphasize that personality traits may have primordial diagnostic relevance, in young age as well as in adulthood, and stand poised to expand our understanding of current ASD and ADHD diagnostic criteria. Thomas Widiger will discuss the broader significance of these findings, while highlighting future promises and challenges for research on personality in ADHD/ASD

SY11 How specific are temperament and personality profiles for children diagnosed with ADHD or ASD?

De Pauw, S.S.W., Ghent University, Belgium

Rommelse, N., & Buitelaar, J., Radboud University Nijmegen, The Netherlands

Busschgens, C., Oldehinkel, T., & Hartman, C., University of Groningen, The Netherlands

Accumulating research shows that both ADHD and ASD are associated with specific temperament or personality traits. To date, however, such trait research in ADHD mostly proceeded in parallel to research on traits in ASD. Hence, little is known on the diagnostic specificity of trait constellations distinguishing ADHD from ASD conditions. This study aims to comprehensively describe and contrast temperament and personality profiles of children with ASD and ADHD as rated by their parents. Given the significant comorbidity across these two populations, we also inquire the trait profile of a comorbid ASD + ADHD group. Relevant data were combined from three large samples that collected temperament/personality ratings of clinically diagnosed youth with ADHD and/or ASD: the Flemish Study on Temperament and Personality in Pervasive Developmental Disorders (N=294), the TRacking Adolescents Individual Lives Survey (N=200), and the International Multicenter ADHD Genetics Study (N=800). Preliminary analyses reveal limited speci-

ficity in the direction of associated traits but marked differences in the levels of effect sizes across the three groups. These differences reflect core and associated features of the two disorders and hence confirm a certain degree of differential specificity. Similar levels of Negative Affect/Neuroticism are found across the three groups. Extraversion is lowest in the ASD-ADHD group, more intermediate in the ASD+ADHD group and highest in the ADHD-group. Conscientiousness is significantly lower in the ASD+ADHD group than both the ADHD-group and ASD-group. Low Agreeableness is most pronounced in the ASD+ADHD group, compared to the more intermediate low scores in the ADHD-group and ASD-ADHD group.

PO1-47 Take 2 pan-cultural personality factors

De Raad, B., Barelds, D.P.H., & Timmerman, M.E., University of Groningen, The Netherlands

Previously, a two-dimensional higher order structure of Big Five factors had been proposed in which a factor called alpha combined Agreeableness, Conscientiousness, and Emotional Stability, and a factor called Beta combined Extraversion and Intellect. The structure led support to Bakan's metaconcepts Communion and Agency, and to Hogan's distinction between "getting along" and "getting ahead", respectively. Recently, DeYoung, who suggested that these two factors represented "basic tendencies", offered instead the labels Stability (the need to maintain a stable organization of psychosocial function), and Plasticity (the need to explore and incorporate novel information into that organization). We used input from 11 psycho-lexically based trait-taxonomies from different languages, to find out about more about the meaningfulness of the Digman-model. Among other things we constructed a joint-matrix from these 11 data sets, consisting of ipsatized ratings on 922 trait-variables by 7,104 participants. The matrix was subjected to Simultaneous Components Analysis (related to PCA), that searches for orthogonal components in the eleven structures that agrees most with a kernel structure for all. We extracted two components, assuming that two such components should be similar to the above higher order factors. The results are depicted in a circumplex. We challenge the viewer of the poster to provide an appropriate interpretation of the circumplex. In addition, results are given on the higher order configuration based on the input material.

SY10 Crime: the impact of HEXACO personality and dual-processes

De Vries, R.E., University of Amsterdam, The Netherlands

Criminological research into the relation between personality and crime has a lengthy, albeit turbulent, history. The lack of agreement on which personality instruments to use and the erstwhile relative meager explained variance led most criminologists to abandon the search for stable individual differences to explain criminal tendencies. Instead, criminologists have spent time on explaining crime using notions derived from rational choice models, neglecting personality or relegating it to the sidelines of their research. In this presentation, to explain criminal choices, I will integrate conceptualizations of personality in terms of the six-dimensional HEXACO model of personality with state models, such as the rational choice model and perspectives that focus on affect or feelings when criminal choices are about to be made. First of all, I will present a number of studies that have been conducted together with Jean-Louis van Gelder which show that HEXACO Honesty-Humility is by far the most important personality determinant of criminal choice. Second, I will show that the relation between personality and crime is mediated by two state variables, i.e., cognition and affect vis-à-vis criminal choices. Third, I will provide evidence that the relations between the state variables and criminal choice are moderated by the processing mode; that is, when a cognitive mode is triggered, the cognitive state variable has a stronger relation with criminal choice. When an affective mode is triggered, the affective state variable is more strongly related to criminal choice. Implications are discussed.

PA19 A cross-cultural study of emotional intelligence competences

Dewi, Z.L., & Halim, M.S., Atma Jaya Catholic University of Indonesia, Indonesia
 Derksen, J.J.L., Radboud University Nijmegen, The Netherlands

Research in emotional intelligence (EI) with the focus on the Eastern societies is sparse compared to the Western countries. It might be due to the fact that the development of EI theory itself is relatively recent compared to, for example, IQ and personality theories. This study attempts to portray the EI competencies of Indonesia, as the fourth most populous Eastern society, compared to the Netherlands normative samples. This study is a field study and a cross-cultural psychology study that applied the BarOn EQ-i to 2,801 Indonesian and 1,639 Dutch participants. Overall findings show that the level of EI of Indonesian participants is generally lower than of the Dutch. The independent-samples t-test found significant differences for total EI, scales, and sub-scales between Indonesian and Dutch groups. However, there are no significant differences for positive impression between Indonesian ($M=23.2$, $SD=4.5$) and Dutch participants ($M=23.4$, $SD=4.1$); $t(4435)=-1.47$, $p = 0.14$ and optimism between Indonesian ($M=23.2$, $SD=4.5$) and Dutch ($M=23.4$, $SD=4.1$); $t(4438)=-0.96$, $p = 0.34$. These findings support the previous studies on the contrast between Eastern and Western cultures which found the possibility that emotion and personality are expected to vary cross-culturally. Indonesia as a country which tends to be more collectivist is being characterized by strong interrelationship and interdependency among the members of the society which makes most Indonesian more difficult to be independent and to express their thinking and emotion adequately than the Dutch. The other possible reason is discussed later.

IS10 The biological basis of personality traits

DeYoung, C.G., (convener), University of Minnesota, USA

Personality psychology has recently seen a surge in research using neuroscience methods to investigate the biological basis of personality traits. This symposium presents a sample of cutting edge research in personality neuroscience. The traits investigated include Neuroticism, Extraversion, Psychoticism, Affiliation, and Openness/Intellect, and the methods used include neuroimaging, molecular genetics, EEG, and pharmacological manipulation. Neuroscience has tended to focus on human universals, investigating how the average brain functions. Personality neuroscience is bringing the focus to the individual brain and to the ways in which individual differences in brain function are systematically related to individual differences in emotion, motivation, cognition, and behavior. This symposium attests to the breadth and promise of the field, as it begins to test and refine theories of the mechanisms involved in personality traits.

IS10 A unifying theory of the role of dopamine in personality

DeYoung, C.G., University of Minnesota, USA

Dopamine is a neurotransmitter crucially involved in reward, approach behavior, exploration, and various aspects of cognitive function. Variations in dopaminergic function are believed to be associated with variations in personality, but exactly which traits are influenced by dopamine, and how, remains an open question. I propose a theory of the role of dopamine in personality that organizes and explains the diversity of findings. In short, the primary manifestation of dopaminergic variation in personality is proposed to be the higher order personality factor, Plasticity, which comprises the shared variance of Extraversion and Openness/Intellect. The theory specifies that the primary function of dopamine is to promote exploration and engagement with cues of the possibility of reward, at every level of abstraction. This theory accounts for the association of dopamine not only with Extraversion and Openness/Intellect, but also with sensation and novelty seeking, with externalizing behavior and impulsivity, with achievement striving, with

creativity and cognitive abilities, and with the overinclusive thinking characteristic of schizotypy.

SY6 Can personality traits be measured using purely biological assessments?

DeYoung, C.G., University of Minnesota, USA

Personality traits necessarily have a biological basis, regardless of the relative contributions to personality of genetics and the environment, because all behaviour is governed by the brain. In principle, it would be appealing to have purely biological methods for assessing personality traits. Both self-reports and peer reports are subject to various sources of error, including motivated bias and incomplete knowledge, that could be avoided in biological assessments. At present, we do not know enough about the biological basis of most personality traits to assess them biologically. But will it ever be possible to do so in future? This presentation considers this question using the example of intelligence, about which we have more biological knowledge than most other traits. Based on an MRI study ($N = 225$), I conclude that it may indeed be possible to assess personality traits biologically. A surprisingly large proportion of the variance in IQ was predictable in an independent test sample, after developing a regression model including only sex and neural parameters as predictors in two other training samples. Both brain structure and brain function contributed to the neurometric regression model for IQ. The implications of these findings are considered for the future of personality assessment.

IS9 Dissemination of personality psychology

Dijkstra, P., (convener), Freelance author and researcher, The Netherlands

It is important for scientists to share their knowledge with people outside of their direct academic circle, especially in fields in which science may help improve individuals' personal and professional lives, as is the case with personality psychology. The science of personality psychology, for instance, has enabled us to assess personality in various contexts (e.g., personnel selection), may enhance self-knowledge by providing individuals with a framework from which to reflect on their own personality, and provides clinicians with important knowledge and tools to help treat and guide clients. However, for knowledge on personality psychology to be used, it should be distributed first to those that may be interested in using it. In this symposium, the dissemination of knowledge on personality psychology to different audiences is discussed. More specifically, attention will be paid to the dissemination of personality psychological knowledge to students, other scientists and the general public.

IS9 Cooperation between science and media

Dijkstra, P., Freelance author and researcher, The Netherlands

Many scientists tend to operate from an 'ivory tower', sharing their knowledge only with a few fellow researchers and sometimes students. In this talk I would like to encourage researchers to spread their knowledge and research results to a wider audience, such as HRM-professionals and the general public, in the form of, for instance, lectures, interviews with popular media or written articles for these media. Both the media and the scientist may profit from an exchange of knowledge and means. Whereas, for instance, scientists may use the media as a channel to collect data, the popular media may profit by providing their readers or viewers with new insights from science on topics such as personality, happiness and ways to improve one's life. However, for scientists to take this step, they often need to overcome several hurdles, such as the challenge of connecting practical implications to their (theoretical) research findings. This talk will discuss the pro's and cons of disseminating scientific theory and research findings to a wider audience and ways to tackle possible hurdles.

IS3 Response time and intelligence: analysis beyond a trivial correlation

Dodonova, Y.A., Moscow City University of Psychology and Education, Russia

Response time on elementary cognitive tasks is associated with intelligence. However, a trivial correlation between intelligence score and average response time on a speeded task with equally demanding trials reveals little about which individual differences are captured by the obtained single index of processing speed and what underlies its association with cognitive ability. From this standpoint, employing speeded tasks with assumed differences in trial difficulty is a more theoretically sound approach, since evaluating change in the response times obtained for different difficulty levels (or experimental conditions) provides information about the time required for meaningful components of cognitive processing. In this talk, I show that modern statistical methods have much to offer for this kind of analysis. Based on response-time data obtained for different cognitive tasks, including those requiring enumeration, mental rotation, rearranging letters, and comparing meaningless figures, I demonstrate how the entire variance of response time can be decomposed within a structural equation modeling framework, a step that allows for estimating at latent level even those individual parameters of response-time change over conditions that enter the model nonlinearly. I compare these parameters by their power in predicting intelligence scores and show that components that describe response-time change over conditions are frequently better predictors of ability than components representing constancy over conditions. I also discuss examples where the opposite is observed, both for methodological and substantive reasons.

PA2 Multi-level analysis of country differences on OPQ32

Dowdeswell, K., SHL, South Africa
Bartram, D., SHL group Ltd, UK

The search for talent is frequently an international effort in the global economy in which we live and work today. What that means for personality assessment is an increasing need to ensure that assessments operate effectively and equivalently in the languages in which they will be delivered. As such, the purpose of this paper is to report on multi-level analysis of country differences on a personality measure (OPQ), utilising multinational data from two samples and two different versions of OPQ32. Bartram (2011, 2012) has reported analyses of OPQ32i data across 31 countries, supporting construct equivalence across countries for the OPQ 32 primary scales and Big 5 scales. It has been shown that much of the between-country differences in Big Five means and SDs is accountable for by independent country level measures (Culture, global competitiveness, the UN Human Development Indices, etc). Evidence has also been published supporting scalar equivalence for the OPQ32 Big Five (Bartram, 2011) based on OPQ32i data. The aim of the specific analyses reported here was to use multi-level analysis to identify the percent of total scale variance for each of the 32 (facet level) OPQ scales that is accounted for by between-country differences. Fischer (2012) has argued that between 5% and 10% of measures of psychological processes are typically accountable for by country level aggregations of psychological measures. Two data sets are utilised: OPQ32i data from over one million cases from 31 countries and OPQ32r data of N=113,480 covering 39 countries. This provides the opportunity to cross-validate the results from each data set on the other. The OPQ32r findings replicate and extend those found previously for OPQ32i. Overall, patterns of correlation are very consistent across the two data sets. The data support the view that between-country variation is relatively small, averaging around 7-8% of the total, but it does vary systematically across scales. It is also meaningful in terms of its patterns of correlation with independent country-level measures.

PO2-12 Mirror, mirror on the wall: reviewing methodologies to address credibility concerns of self-report personality questionnaires

Dowdeswell, K., SHL, South Africa

A recent finding tells that 69 percent of surveyed HR Professionals indicated they were using personality questionnaires as part of their assessment processes. A common criticism against using personality measures to inform personnel selection decisions questions the wisdom of using a self-report instrument in situations where the respondent is expected to engage in some form of impression management to secure a desirable outcome. From a test design and construction perspective, one response is the use of forced-choice response formats to reduce response biases. Forced-choice item formats have shown to be useful in applicant contexts because they are less susceptible to impression management distortion than single-stimulus formats. The disadvantage of forced-choice tests is that their traditional scoring methodology results in ipsative data, very special properties of which pose threats to construct validity, score interpretation, and other substantial psychometric challenges. We review different item response formats utilised for personality questionnaires in occupational settings – in relation to their contribution to addressing impression management – and unpack the pros and cons of both single-stimulus and forced-choice item formats. We then move on to how the application of Item Response Theory (IRT) to the scoring of multi-dimensional forced-choice personality questionnaires may overcome traditional challenges associated with forced-choice tests. Finally, the relationship between results from candidate completions of a personality questionnaire – scored using the multi-dimensional IRT approach – and performance outcomes in a service role in the travel industry are shared, illustrating the contribution the inclusion of a personality questionnaire can have in personnel selection decisions.

PA17 Do I know what makes me happy? A systematic assessment of self-knowledge of motive dispositions

Dufner, M., Humboldt-University Berlin, Germany
Denissen, J.J.A., Tilburg University, The Netherlands

Self-knowledge can be defined as the accuracy of personality self-reports. This means that self-knowledge is indicated by a large overlap between self-reported and more objectively assessed personality. An assessment of self-knowledge therefore requires a broad and theoretically informed set of criteria. The present study addressed this requirement by focusing on the motive dispositions of over 200 participants, operationalized as individual differences in affective reactions to circumscribed stimuli. We implemented a multi-method approach toward the assessment of motive dispositions and compared subjective measures of achievement, affiliation, and power to more objective measures of the same constructs. We measured subjective motive dispositions using self-report questionnaires. In addition, we implemented five different methods to assess motive dispositions more objectively. These measures were (a) electromyographical recordings of affective reactions to motive relevant stimuli in the laboratory (EMG), (b) motive relevant outcomes and reactivity parameters in a 14-day diary design, (c) reaction time based measures (IAT), and (d) verbal responses to a set of projective images (PSE), (e) independent peer-reports of at least three observers. The psychometric properties of these indicators and their interrelations were first investigated. The degree of congruence between the aggregated objective indicators and self-reports was then established as an index of self-knowledge. Finally, we investigated to what extent self-knowledge can be predicted by personality determinants and whether it has consequences for psychological adjustment.

SY5 Perfectionism dimensions and depressive symptoms over four years: a longitudinal study of daily stress-generation and stress-reactivity models

Dunkley, D.M., Mandel, T., Moroz, M., & Ma, D., SMBD Jewish General Hospital, Canada

This longitudinal study of community adults ($N = 196$) examined daily stress-generation and stress-reactivity as mechanisms through which personal standards (PS) and self-criticism (SC) dimensions of perfectionism are differentially related to depressive symptoms over four years. Participants completed questionnaires assessing perfectionism dimensions at Time 1, questionnaires measuring daily stress, coping, and affect for 14 consecutive days at Month 6 and Year 3, and questionnaires assessing depressive symptoms at Year 4. In contrast to PS, SC was related to daily stress-generation tendencies (i.e., aggregated daily stressfulness of most bothersome events, aggregated daily avoidant coping) at Month 6 and Year 3, and depressive symptoms at Year 4. Structural equation modeling results indicated that aggregated daily avoidant coping and event stress mediated the relation between SC and depressive symptoms over four years. Multilevel modeling results demonstrated that individuals with high SC and individuals with high PS, relative to individuals with low SC/PS, exhibited heightened emotional reactivity (i.e., increases in depressive affect) in response to daily increases in event stress and avoidant coping at Month 6 and Year 3, as well as greater emotional reactivity to daily decreases in perceived control with most bothersome events at Year 3. In addition, high-SC individuals, relative to low-SC individuals, exhibited heightened emotional reactivity in response to daily negative social interactions at both Month 6 and Year 3. These findings demonstrate daily stress-generation and stress-reactivity as important mechanisms that explain the differential impact of perfectionism dimensions on depressive symptoms over the long-term.

PA15 The epidemic of workplace bullying: why do we grow bullies instead of leaders? thinking about situational and systemic contributing factors

Du Plooy, B., Nelson Mandela Metropolitan University & University of South Africa, South Africa

Bullying in its many guises has become a global concern - it can even be called an epidemic. When there is so much focus on human rights, tolerance, respect, diversity, and equality in the discourses that saturate our local and global engagements, why do we still grow bullies instead of leaders? In many countries legislation against bullying in the workplace has become a norm. In South Africa, however, the Labour Relations Act fails to address bullying in the workplace. This leaves workers at all levels in organizations extremely vulnerable to this form of abuse. This paper investigates the socio-political, cultural, and institutional aspects of situational and systemic environmental factors which in a country without effective anti-bullying legislation can contribute to the development or encouragement of bully-type personalities, temperaments, or dispositions. One can arguably even speak of institutional personalities (as opposed to individual personalities) that are malignantly abusive - thus institutions can be bullies. The theoretical point of departure for this paper is the archaeological and genealogical problematization (in the Foucauldian sense) of the power-knowledge-discourse processes at work in a violence-prone society, such as South Africa, and the ways in which discursive supra-structures lend itself to the emergence of institutionalized, or institutionally sanctioned, bullying as a form of, what Foucault described as, governmentality and the creation of docile bodies and what, through the lens of Phillip Zimbardo's work (*The Lucifer Effect*) can be seen as akin to torture tactics.

SY9 Personality types as psychological constructs

Eaton, N.R., Stony Brook University, USA

Person-centred research throughout the years has highlighted numerous "types" of normal-range and pathological personality. Such personality types can simplify conceptualization of individual differenc-

es, categorize persons with relative ease, facilitate communication, provide constructs for research, and support prospective prediction. Although appealing in many respects, there are also significant concerns associated with typal personality approaches. Notably, personality type theories require assumptions such as meaningfulness (validity) and robustness (reliability) of types, in addition to statistical properties such as discrete latent distributions and/or zones of rarity of observations. When such assumptions are tested, they frequently fail to garner empirical support; rather, they are often refuted. These issues are non-trivial. For instance, the DSM-IV posits the existence of 10 categorical personality types (i.e., personality disorders), which research indicates are highly problematic in multiple domains. Yet, these constructs are used daily to diagnose patients, frame treatment efforts, and serve as targets of scientific inquiry. This symposium contribution will focus largely on personality type considerations as applied to pathological personality. Empirical findings regarding personality disorder and other psychopathology will be presented, including meaningfulness and robustness of types/diagnoses; results of direct tests of discrete versus continuous and hybrid (discrete and continuous) latent distributions; and the possible utility of types, even if they fail to meet the strict assumptions with which they are associated. Discussion will include implications for mental disorder classification generally and for the current DSM-5 Personality and Personality Disorders Work Group proposal in particular.

PO1-42 Emergent themes in the therapeutic expressive writing of perfectionists

Ege, E., & Suh, H., University of Florida, USA
Rice, K., Georgia State University, USA

There is considerable agreement that certain kinds of perfectionism are especially problematic for mental health. Much of the current literature on alleviating the consequences of maladaptive perfectionism emphasizes coping strategies and emotional regulation as possible remedies. The current study builds on the limited body of research on interventions that directly target perfectionist thoughts and related emotions with an expressive writing intervention. University students ($N = 219$) were randomly assigned to an expressive (emotional) writing condition or a control (non-emotional) writing condition. The dependent variables involved change from pre-test to post-test on positive and negative affect, depression, and perceived stress. Despite reviews indicating positive improvements in well-being indicators for participants who engage in expressive writing, the current study found no significant effects for expressive writing, nor did the interaction between maladaptive perfectionism and treatment produce significant effects. Prior research identified themes in the expressive writing of maladaptive perfectionists. Therefore, exploratory analyses are also underway to determine if the content of the writing in the present study represents interesting themes or patterns, and whether writing about certain themes is associated with changes in affect, depression, or stress.

PO1-43 Distress and fear: two temperamental structures explaining co-morbidity among emotional disorders

Elhami ASI, M., & Dejkam, M., Shahid Beheshti University of Medical Science, Iran
Bakhshipour Roodsari, A., Tabriz University, Iran

The high rate of co-morbidity among depression and anxiety disorders has caused many difficulties in clinical and research areas. Various ways have been offered, like assuming latent factors, to explain this problem. Introducing the distress-fear model is one of the most notable endeavours. While the distress factor explains co-morbidity in depression, dysthymia and generalized anxiety, fear is considered as the common factor in panic, agoraphobia, social and specific phobia. The replication of these two factors in various groups with different ages, gender, cultures and so on, has highlighted their temperamental features. In a recent study, we evaluated the existence of these two factors using exploratory factor analysis. A sample of 739 undergraduate students of the Shahid Beheshti University of Medical Science selected through a multi-level clustering method, were asked to complete the second edition of the Beck Depres-

sion Inventory, the General Behaviour Inventory, the forth edition of the GAD Questionnaire, the Social Phobia Inventory, the Phobic Stimuli Response Scale, and the Albany Panic and Phobia Questionnaire. The relations between the variables were analyzed using Exploratory Factor Analysis. The results showed stability and repetition of the fear and distress factors. These findings were congruent with research performed in western societies. According to these results, we can express that fear and distress can be considered as two reliable and universal temperamental structures explaining co-morbidity among emotional disorders.

PA18 Future-orientation: the effect on goal pursuit and well-being among individuals who exercise

Engelbrecht, C., Carson, D., & Kempe, V., University of Abertay Dundee, Scotland

People's belief that they can influence change through their own actions is the basis for well-being, accomplishments, and motivation. It has been suggested that future orientated individuals have the ability to think about and plan for the future. As such they understand how current behaviour is associated with desired future goals and attainment of these goals. The aim of this study was to investigate the causal relationships between future orientation, exercise goal pursuit, and well-being. Future orientation was assessed using the Hope and the Personal Growth Initiative measures. Thus the degree to which these two cognitive, goal-directed concepts independently predict exercise goals and well-being were also of interest. Two hundred and ten individuals who engage in regular exercise agreed to participate in the study. Data were collected at three time points over a four month period. Data collected at time point one considered the relationships between future orientation, exercise goals, and well-being. Goal change was measured at time two, while goal attainment was assessed at time point three. The causal relationships between future-orientation, goal setting, and well-being were assessed through pathway analysis. The results indicated that exercisers' future orientation had an effect on the type of goals exercisers pursue, which in turn contributes to well-being. The results also indicated that future orientation and goal attainment contributed to an increase in well-being. Potential future research regarding goal setting and the measurement of attainment is discussed.

PA12 Disentangling relations with alexithymia, affect intensity and ruminative thinking regarding affective disorders? Moderation and mediation paths

Fantini-Hauwel, C., Université Libre de Bruxelles, Belgium

Affect intensity (AI), the strength with which people experience affect, is a multidimensional construct related to anxiety, depression and emotion regulation strategies. Alexithymia is characterized by difficulties identifying (DIF) and describing feelings (DDF) but also by a paucity of affect representation (EOT). Alexithymia is considered as a vulnerability factor regarding depression or anxiety. People scoring high on alexithymia generally experience higher level of negative symptoms regarding their frequency but little is known regarding the affect intensity. 285 female students (mean age: 22.99 ± 6.43) completed the Toronto Alexithymia Scale, the Emotion Intensity Scale, the Ruminative Response Scale and the Hospital Anxiety Depression Scale. DIF was positively correlated to negative AI, reflection, and brooding while DDF was only related to brooding and inversely to positive AI. EOT was inversely related to reflection. Experiencing higher scores of DIF, brooding (Ruminative thinking subscale), negative AI but lesser level of positive AI contribute significantly to depression ($R^2=.27$, $p=.000$). Higher levels of DIF, negative AI but lower scores on positive AI contribute significantly to anxiety ($R^2=.34$, $p=.000$). We tested conditional effects between AI and alexithymia to explain brooding and reflexion. We found a moderating effect of DDF through negative AI to Reflexion ($B=-.03$, $p=.001$), no interaction effect regarding brooding. The interaction between alexithymia and positive AI did not moderate reflexion. We found that negative AI was partially mediated by alexithymia to explain brooding (indirect effect: .10, 95% BCI of .05 to .15). It is concluded that ruminative thinking allows distinguishing the process that leads to depression from that of anxiety. Negative AI

was found to heighten affective disorders while positive AI tended to dampen them. Alexithymia shows complex relationships between AI and the ruminative thinking subscales, highlighting that the alexithymia dimensions should not be considered as acting in the same way, through the same processes.

PO2-26 Gratefully curious: a multilevel analysis of individual differences in aesthetic appreciation

Fayn, K., & Tiliopoulos, N., University of Sydney, Australia

Beauty has been said to be in the eye of the beholder; yet the mechanisms for individual differences in aesthetic appreciations are still rather elusive. While previous attempts have found associations between personality and aesthetic preference and engagement, they have done so through aggregational designs, simple appraisals of pleasantness and preference, and primarily in response to visual art. The current study looked at idiographic and nomothetic relationships between personality traits and interest, gratitude, and the emotion of beauty, as well as their relationships with cognitive appraisal. Additionally we looked at the appreciation of quotations and two forms of visual art. Results indicate that personality variables significantly mediate as well as moderate the relationships between cognitions and emotions in response to art. Gratitude, curiosity and openness to experience were found to predispose people to appreciation. Furthermore, personality was particularly predictive of interpretation and appreciation of quotations compared to visual art. These findings suggest a clear association between subjective well-being or virtues and engagement with the arts.

PO2-49 The relationship between personality and high performance of stock market investors

Ferraz, S., Pacico, J., Cervo, C., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

The aim of this study was to investigate the relationship between high performance and personality of Brazilian investors in the stock market. High performance refers to an individual who performs above average in a particular area of action. Excellent individuals are influenced by psychological mediators that facilitate or hinder the expression of excellence such as motivation, self-concept, and other non-cognitive personal traits, indicating the participation of personality. The criterion to evaluate high performance was provided by 20 investors who were interviewed in a pilot study and it was related to the Brazilian stock market index. Investors who had a performance above the index in two or three of the years between 2009 and 2011 were classified as "high performance". Preliminary analyses were conducted with 92 Brazilian investors, 95.7% male, mean age 37 years ($SD = 10$). The instrument used was the Personality Factor Battery (a Five Factor Model battery similar to the NEO-PI). A logistic regression analysis (high performance as the dependent variable) and Neuroticism, Extraversion, Agreeableness, Conscientiousness, and Openness (predictive variables) was performed. The results showed only a weak negative relationship between Neuroticism and High Performance. These results contradict a few studies conducted in the USA that show that other dimensions of personality also have correlations with high performance. These findings may reflect specific cultural differences among investors. But this is a field that received little attention and more research is required to better explore the psychological characteristics of high performance investors, especially in developing countries.

PA15 Putting Narcissism under the spotlight: a study of its effects in 'American idol'

Feys, M., Anseel, F., & Wille, B., Ghent University, Belgium

In the industrial and organizational psychology literature, narcissism is commonly seen as a personality tendency belonging to the 'dark triad' with predominantly negative outcomes for the individual and his/her environment. However, recently there has been a shift in this literature with authors arguing that

subclinical personality tendencies, including narcissism, should be considered 'aberrant' instead of 'dysfunctional'. By doing so, these authors propose that such personality tendencies may also have positive outcomes. Although some studies have shown that narcissism may be favorable in some situations and under some conditions (for instance, leadership functions), until now no research has been done to investigate why these positive outcomes occur and whether they generalize to other contexts. Moreover, to date the study of mediating mechanisms that can explain why narcissistic individuals may be potentially successful, remains underexplored. Therefore, in this study, we first investigate whether scoring high on narcissism is associated with positive outcomes in a context that is presumed to be appealing to individuals high on this trait, namely during the selection phases of 'American Idol' (Belgian version). Second, we investigate what variables may mediate this relation (for instance, objective self-presentation skills, self-reported and observed behavioural anxiety, interpersonal treatment). Qualitative and quantitative data was collected from 409 candidates over three points in time over the course of 6 months to address these research questions.

PA9 The role of proactive personality in newcomer learning and adjustment during socialisation in small firms

Field, R., Eastern Institute of Technology, New Zealand

Organisational socialisation (OS) literature has traditionally focused on the role of the organisation as the primary influence on newcomer learning and adjustment. This approach tends to regard newcomers as passive and reactive participants during the OS process and underestimates the role of newcomers' proactive personality in facilitating their own learning and adjustment. In addition, the majority of OS research has been conducted in large organisations. The purpose of this paper is to examine the relationship between proactive personality and new employee learning and adjustment outcomes in small firms. The results of this quantitative study provide valuable insights into the relationship between proactive personality and newcomer learning and adjustment during the socialisation process in small firms. Key findings of this study show that there is a positive relationship between the proactive personality of newcomers and the learning and adjustment outcomes of organisational knowledge, role clarity, task mastery and social integration. The implications of these findings include small firms considering the administration of proactive personality surveys during the pre-encounter phase of socialisation to determine those newcomers who are able to learn and adjust more readily to their new environment and those who are less proactive, who might require more organisational support to facilitate their learning and adjustment. Limitations are outlined and opportunities for further research are suggested.

PA25 Approach and withdrawal behaviours: expressions of trait-like dynamic systems?

Fielden, C., Tiliopoulos, N., Kemp, A., & MacCann, C., University of Sydney, Australia

Reinforcement Sensitivity Theory - revised (RSTr), holds that approach and withdrawal behaviours interact over time as a dynamic system (e.g., with reciprocal feedback loops and non-linear effects). Prior research has typically modelled RSTr theory in a linear fashion, and has typically used questionnaire methods rather than behavioural observations. In two studies, these limitations have been addressed by; (a) using a dynamics system approach to data analysis and (b) comparing behavioural observations to existing RST questionnaire responses. Approach and withdrawal behaviours were assessed using the responses of university students to selected images from the International Affective Picture System. Data was analysed using a dynamics systems perspective: Specifically, time series data was modelled using state-space reconstruction and recurrent quantification analysis. These analyses demonstrate that although a three-dimensional model is consistent with human behaviour, it is not complex enough to reveal clear causal networks. Correlations of RST questionnaire variables to the behavioural variables obtained from such analyses demonstrate that anxiety is particularly complex, being positively associated with increasingly rapid and extreme transitions between approach and withdrawal responses. The implications of these

findings and the future relevance of a dynamic systems approach to personality will be discussed.

IS3 IQ, human capital and economic growth of Latin America

Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil.

Recently, a positive correlation was found between the mean IQ of countries and their capacity to achieve economic growth. Several studies have reported a mean IQ of 100 for developed countries and a mean IQ of 88 for developing countries. However, while the US and Europe are concerned with huge deficits and threats to a fragile recovery, Latin America became a fast-growing economy. We assert the necessity to distinguish between “achieving wealth” and “keeping a solid economical growing”. Latin America demonstrates that instead IQ, free market economic policies, strong commodity pricing, growing consumer markets and low interest rates underpin the relative wealth achieved by Latin America countries. Nevertheless, this Latin American wealth is not solid. It can be somewhat transient. Our recent study called SLATINT (Study of the Latin American Intelligence) conducted in six Latin American cities, and a European city, has indicated that the school achievement differences depend of IQ as well as depend of the quality of schools. The challenge for Latin America seems to be in how to improve schools. In general, the results indicated a mean IQ for Latin American countries slightly different from Lynn's estimate. It is also noteworthy that the cognitive performance of Latin American top students was indistinguishable from the top students from the only European country who participated in this study. It is known that the human capital with high cognitive performance is the only segment of society able to produce and to upgrade technologies, move up the development ladder and catch up with developed countries. Thus, for certain Latin American countries, in which there are governmental devices for stimulating talent, it was concluded that the national mean IQ could be not a good indicator of its potential. Instead, one of the best indicators could be the magnitude (and the governmental careful) of the top human capital which can be estimated in millions of people. The number can rival the human capital of developed countries in both quality and potential.

PO2-28 Media And Violence

Fonseca, D., Escola Bahiana de Medicina e Saúde Pública, Brazil

This work is about reflections on the violation of human rights by the television media in Salvador (Brazil), especially focused on discussions about violence and the subjectivity of the people of today. It makes a crossover between the Brazilian mass communication vehicle - specifically, the TV show *Se Liga Bocão* (A soccer program)- and the human rights. The aim is to discuss the political, cultural, and subjective repercussions that violent media talk brings about in the individual and in the collective. It is argued that the popular television media talk uses violence on a daily basis in news programs with the intention to let the viewer feel social insecurity and to incite the viewer to claim a type of justice that is increasingly punitive and aggressive. As a result, the viewer begins to fight violence with more violence, thus reproducing the continuation of a violence structure without taking into account the social, cultural and economic conditions of the political situation.

PA4 Social development and intelligence: comparative study of Brazilian children from rural and urban context

Fontes, W., Flores-Mendoza, C., Scapolatempore, F., & Coutinho, J., Universidade Federal de Minas Gerais, Brazil

Intelligence is undoubtedly associated to different levels of social and educational achievements, professional success, income, health of individuals. A causal relationship between these variables has generally

been interpreted as one-way (e.g. the biggest promoter of social change would be intelligence). However, the effect of environmental differences in cognitive differences has been little investigated. This study compared the cognitive status of 578 school children (6 to 11 years), from urban and rural areas from two cities with different levels of social development. 66 rural and 66 urban children (year 2004) from a city of lower socioeconomic development (Americaninha, Minas Gerais) participated. From a city of greater socioeconomic development (Belo Horizonte, Minas Gerais) 128 rural children (year 2011) and 318 urban children (year 2002) participated. Raven's Progressive Matrices, Arithmetic and Span test were used as cognitive measures. The results indicated that urban children from Belo Horizonte city (year 2002) had the best cognitive performance in three cognitive measures. The next best cognitive performance was of rural children from Belo Horizonte city (year 2011) and then urban children from Americaninha city (year 2004). Rural children from Americaninha (year 2004) had the worst results. The largest mean difference was found in the Raven test, a measure of fluid intelligence, which was equivalent to 12.5 points (or 33 IQ points) favoring urban children from Belo Horizonte (year 2002) compared to rural children of Americaninha (year 2004). These results may be evidence of the impact of socioeconomic differences of the geographic contexts on cognitive individual differences.

IS8 Why do personality traits predict mortality: the Terman study of gifted children

Friedman, H., University of California, USA

Leslie, M., La Sierra University, USA

Kern, M., University of Pennsylvania, USA

Personality traits from childhood and young adulthood reliably predict mortality risk across the lifespan. This is especially true of Conscientiousness and interactions of Conscientiousness with other traits. Analyses, refinements, and new data (including new scales we constructed and validated, and death certificates we collected) on 1,528 participants from the 8-decade Terman study suggest that a single set of mediating mechanisms for this effect is not likely. Rather, clusters of mutually-reinforcing behaviour patterns, emotional reactions, social relations, and work and career achievement all contribute to healthy or unhealthy lifelong trajectories. These especially involve mental adjustment patterns, relationship (marital and friendship) patterns, education, work patterns and successes, and motivations toward fulfilment. Explanatory mechanisms have important implications for any attempts at promoting health and longevity.

IS6 The basic dimensions of situations: an examination of the structure of the Riverside Situational Q-Sort

Gallardo-Pujol, D., University of Barcelona, Spain

Over the last ten years, there has been a renewed interest on the study of person-situation transactions. However, it has not been until very recently that personality psychologists have developed tools in order to assess how people appraise specific situations. The ship's figurehead in the field is the Riverside Situational Q-Sort (RSQ), but little is known about its structure. The aim of the present study was to investigate the structure underlying the items of the RSQ. We gathered a sample of 105 college students and we performed different analyses in order to uncover this structure. Principal component analysis with oblimin rotation revealed six interpretable components that were labelled as "Challenge & Demand for Individual Competition", "Warmth & Demand for Interpersonal approach", "Demand for Action", "Demand for Rational Thinking", "Threat", and "Hostility & Aggression". This is the first attempt to investigate whether situations may share some features across them and the preliminary answer seems to be positive. It is possible that people tend to appraise situations according to their personalities. Implications for future research on person-situations transactions will be discussed.

PA8 What does it take to be a Maverick? How personality, risk-taking propensity and learning style predicts Maverick behaviour

Gardiner, E., London School of Economics and Political Science, UK
Jackson, C.J., University of New South Wales Australia

Maverickism is a behavioural tendency to engage in creative, dynamic, risk-taking, and disruptive goal-directed behaviours. In a series of two studies, we identify what, as well as how, individual and situational factors predict Maverick behaviour. Results from Study 1 (N= 458) reveal Five Factor Model's (FFM) extraversion, openness to experience, and low agreeableness as significant predictors of Maverickism. Maverickism also appears to be highest for individuals who are low in neuroticism and who have a left hemisphere preference. Furthermore, the propensity of individuals high in Maverickism to take risks seems to be unaffected by task feedback. Study 2 (N= 490) aimed to retest and extend these results by comparing the predictive utility of the FFM with Jackson's hybrid model of learning in personality. Analyses reconfirm the FFM findings of Study 1, however, the hybrid model of learning in personality was shown to predict considerably more variance in Maverickism than the FFM ($R^2 = .29$ compared with $R^2 = .11$). Overall, our results highlight the multifaceted nature of Maverickism and support the use of the hybrid model of learning in personality as a superior model to the FFM in predicting Maverickism.

PA8 Personality dimensions as determinants of individual attitudes towards money

Gasiorowska, A., & Zaleskiewicz, T., University of Social Sciences and Humanities, Poland

We study how people's attitudes toward money are related to the big five factors of personality. Such attitudes reflect individual differences in how people perceive and interpret money. Classical economy assumes that people's approach toward money is rational but numerous studies from behavioural economics showed that the meaning of money is in the eye of beholder. Some people treat money more instrumentally, and others connect it stronger with emotions: both positive and negative. We conducted a survey [N = 605, 51.6% females, age 22.91 (5.21)]. Personality was measured with the NEO-FFI. Money attitudes were measured with the short version of the MAQ scale. On the basis of the k-means cluster analysis on the MAQ scores, participants were divided into four different money profiles. Two were characterized as affective or symbolic (positive - anxious admirers and negative - money repellers); the other two were more instrumental in their approach (tight - reflective managers and loose - detached hedonists). Further analysis revealed that the four money types differed in terms of personality traits, and these differences are the strongest for Neuroticism ($p < 0.001$, $\zeta^2 = 0.102$) and Conscientiousness ($p < 0.001$, $\zeta^2 = 0.04$). Moreover, people from the two affective/symbolic profiles did not differ significantly in terms of these traits between each other but they reported significantly higher levels of Neuroticism and lower levels of Conscientiousness than those form the instrumental/rational profiles. Neuroticism seems to influence money attitudes to the highest degree. Surprisingly, this personality dimension was significantly associated not only with negative but also with positive approach to money: Neuroticism seems to be a basis for interpreting money as a source of evil (the money repellers profile) but also for seeing it as a source of power, prestige, control and predominance (the anxious admirers profile).

PA17 Worries and well-being during childhood and adolescence

Gaspar de Matos, M., Technical University of Lisbon, Portugal
Gaspar, T., Universidade Lusíada, Portugal
Cruz, J., & Tome, G., Technical University of Lisbon, Portugal

The aim of this study was to understand what children and adolescents' worries are; and the strategies used to face them, but also their sources of well-being. The sample consisted of 1,207 Portuguese chil-

dren and adolescents, 48.4% boys, 5th to the 12th grades, mean age 12. 5. Confronted with the following questions: What worries you more? How to get rid of worries? What increases your well-being?, and with a set of general questions about how to cope with difficult situations, it was clear that children and adolescents are better at moving away from difficult situations than coping with them, especially when there is an interpersonal conflict or an external "temptation" included, furthermore they have difficulties understanding their own emotional states. School, family, peers and leisure time are important issues in young people's well-being but they play differential roles. The implications for children healthy mental development and interventions in families and in schools are discussed.

PO2-13 Leaders' personal attributes, situational factors and organizational decision making strategies: an integrative model

Ghimbuluț, O., Marton, L., Rațiu, L., & Opre, A., Babeș-Bolyai University Cluj-Napoca, Romania

How do situational factors and leaders' personal qualities affect the process of leadership? We propose an integrative model that explains how leaders' attributes, both distal (personality, cognitive abilities, and motivations) and proximal ones (social skills and problem solving abilities) can influence their strategy in decision making in specific contexts. We assessed each one of these dimensions on a sample of 100 working teams and, using pathway analysis, we were able to determine the relationship between the considered variables. The results provide an integrative model that explains the role of leaders' personal and distal attributes in the degree of the group involvement into the decision making process.

SY5 Meaning of life as a moderator and mediator of multidimensional perfectionism, perceived stress, and life satisfaction in doctoral students

Gnilka, P.B., DePaul University, USA
Moate, R., Kent State University, USA
Rice, K.G., & Ashby, J.S., Georgia State University, USA

Both the high standards and self-criticism dimensions of perfectionism can be measured by the Standards (performance expectations) and Discrepancy (self-criticism) subscales of the Almost Perfect Scale-Revised (APS-R). High Standards scores are associated with various positive outcomes such as higher life satisfaction and lower levels of perceived stress. Conversely, Discrepancy is associated with multiple negative outcomes, including lower levels of life satisfaction and higher levels of perceived stress. Although researchers have investigated how various perfectionism dimensions directly affect well-being and perceived stress, more noteworthy investigations have explored various moderators and mediators of perfectionism and various outcomes. One promising area of research is the presence and search for life meaning defined as the awareness and significance an individual makes of their own existence. Research has supported the link between the search of life meaning and psychological distress as well as the presence of life meaning and positive outcomes including life satisfaction. Graham et al. tested a slightly different existential model, which suggested that perfectionistic concerns and depressive symptoms were mediated by difficulty accepting the past. Few studies have investigated the relationship between both adaptive and maladaptive perfectionism, life meaning, and various psychological outcomes such as life satisfaction and perceived stress. Based on data from a large sample ($N = 529$) of doctoral students, we extended Graham et al.'s findings and tested life meaning as a possible moderator and mediator of perfectionism and both life satisfaction and perceived stress. Other effects involving gender and life meaning were also explored.

KN The next big challenge for lexical personality research: opening the EFA black box

Goldberg, L.R., Oregon Research Institute, Oregon, USA

Exploratory factor analyses (EFA) of descriptions of oneself and others--using subsets of the indigenous personality-related terms in each lexicon--have provided us with an extraordinarily useful initial set of factors from different languages. However, it is now time to understand more deeply the reasons why those varimax-rotated factors in EFA analyses are located differently in diverse languages. For future studies in the lexical tradition, it is now necessary to peel back the cover of the EFA box, peer into each lexicon to learn what is there, and thereby be able to predict what the varimax factors should look like in empirical studies of that language, without actually having to conduct such analyses. Why is this now so necessary? The first reason is theoretical and substantive: There must be some characteristics of the lexicon that determine those factor positions, and it is high time that we understood the nature of the links between the lexical inputs and the factor outputs. To abdicate a deeper analysis of the lexical hypothesis by merely describing the content of each varimax factor hides any true scientific understanding of the nature of those factors, and the reasons for any cross-cultural similarities and differences among them. A second reason is more practical: It will never be possible to carry out empirical studies in all of the languages of the world, and so any search for lexical universals must rest on analyses of their personality lexicons alone. Indeed, one might argue that some of the most interesting comparisons among sets of personality factors might stem from languages of the past (e.g., classical Greek, Chinese, or Hebrew) and from languages used by tribes of non-literate and/or highly isolated speakers where empirical lexical studies are not feasible.

IS8 Lifespan personality and health mechanisms: findings from the Hawaii Personality and Health Longitudinal study

Goldberg, L.R., Hampson, S.H., Dubanoski, J.P., Hillier, T.A., & Edmonds, G.W., Oregon Research Institute, Oregon, USA

Mediating mechanisms to account for the relation between personality traits and longevity assume that early personality traits influence variables such as health behaviours that lead to poor health and, eventually, to early mortality. However, few studies have the necessary life-course data spanning childhood to midlife, including objective health outcomes, to adequately test this hypothesis. The on-going Hawaii study spans over 40 years from elementary school to age 50+. Teacher-assessments of 2,404 elementary school children's Big Five personality traits were obtained between 1959 and 1967. Since 1998, we have located 1,943 (84%) of the original sample and recruited 72% of these for follow-up studies including a comprehensive medical examination. We will present findings related to personality-and-health mechanisms by which childhood traits, particularly childhood conscientiousness, predict self-reported and objectively measured health outcomes at midlife. Supporting health-behaviour mechanisms, the association between childhood conscientiousness and a latent construct of general health, measured by self-report, was partially mediated by educational status, physical activity, smoking, and diet. Consistent with a basic assumption of models of personality and health, childhood conscientiousness also predicted adult health status measured objectively: less conscientious children were found to have more physiological dysregulation (a composite based on 11 biomarkers) at age 50 (N = 753), after controlling for gender, ethnicity, childhood SES, and adult conscientiousness. Implications of these and other findings from the Hawaii study for lifespan models will be discussed.

IS8 Personality and mortality in the Lothian Birth Cohorts: identifying mediators and confounders

Gow, A.J., Starr, J.M., & Deary, I., University of Edinburgh, UK

Associations between personality traits and mortality are well-replicated, particularly low Conscientiousness. In two longitudinal cohorts, we examined personality-mortality associations while considering relevant variables proposed as potential mediators—variables that might lie on the causal chain—of these effects. The proposed mediators included demographics, health behaviours, cognitive ability, and social support characteristics, for example. Personality was assessed at age 81 years in the Lothian Birth Cohort 1921 (N = 467), using the International Personality Item Pool Big-Five Factor Marker scales for Extraversion, Agreeableness, Conscientiousness, Emotional Stability, and Intellect. Previous analyses suggested an interaction between Conscientiousness and childhood cognitive ability in predicting mortality to age 90: higher levels of Conscientiousness provided a survival advantage in men of lower childhood ability. Cognitive ability therefore appeared to be a moderator of the Conscientiousness-mortality association. These results will be presented and further updated as there are now over 10 years of follow-up data. In addition, personality-mortality associations will be reported from the Lothian Birth Cohort 1936, a sample twice as large, for the first time. It will be used to replicate the earlier analyses. The sample was recruited at age 70 years and mortality has been continuously monitored for 6 to 7 years. As these samples are well-phenotyped they represent a valuable opportunity to not only describe associations between personality traits and survival across the eighth decade, but to examine explanatory mechanisms. The ultimate aim is to identify potential pathways to intervention or to target individuals at the greatest risk of mortality.

PO1-5 Comparison of methods to measure physical activity in Finnish elementary school students

Gråstén, A., University of Jyväskylä, Finland

Recent evidence from the World Health Organization reinforces the strong link between physical activity (PA) and continuing positive benefits to health, well-being and weight control. A number of measurement techniques are available for assessing PA in children. Self-reported PA measures have been used widely in Finnish, and the international studies due to economical and practical issues. However, previous findings have shown that children are less able than adults to recall their PA, consequently questionnaires provide a poor measure of PA in children and adolescents. To advance research on PA in children and youth, it is important to obtain valid and reliable measurements of typical behaviour. The aim of this study is to compare different self-report and direct methods to measure PA in Finnish elementary secondary school students. The sample comprised 100 students aged 11 to 12 years from two elementary schools located in Northeast Finland. According to the findings of particular and previous studies, both self-report and direct techniques are recommended to be used in combination to optimize and enrich the quality of the data collected from respondents in daily PA. This information could be utilized in various practical applications, such as promoting children's and adolescents' PA in school PE and leisure time, PE teacher training, and the professional progress of existing PE teachers by providing a clearer understanding development of students' PA across the school years.

PO2-3 Personality and psychometric intelligence in relation to academic performance

Gupta, A., Manav Rachna International University, India

The aim of the study is to explore the nature of the relationships between Big Five personality traits as measured by the (NEO PI-R), psychometric intelligence as measured by Ravens in relation to academic performance of MBA 1st year students. A model was developed which proposed that Big Five personality

traits, predicted psychometric intelligence and which in turn predicted academic performance. Results showed that Openness was significantly correlated with, and predicted, fluid intelligence (Ravens). Academic performance was found to be predicted by trait Conscientiousness, and also by Raven's (fluid intelligence). Implications of this study are discussed

IS10 Social neuroscientific perspectives on the neurotic brain

Haas, B.W., The University of Georgia, Athens, Georgia, USA

Canli, T., Stony Brook University, Stony Brook NY, USA

Elucidating the biological substrates of trait neuroticism contributes to models describing the association between personality and the vulnerability to developing psychological conditions characterized by aberrations in affective processing. In a series of studies, we show that trait neuroticism is associated with neural reactivity within a network of key brain regions involved in social and affective processing. Specifically, higher neuroticism is associated with greater amygdala response when processing emotional conflict and greater sustained medial prefrontal cortex response to sad facial expressions. These findings build a foundation to investigate how neuroticism is associated with brain function during other important social and affective processes, such as emotional memory. Integrating recent findings on personality and the biological substrates of emotional memory indicates that several mechanisms may contribute to the association between neuroticism and increased memory for negative affective stimuli. Here we present evidence from psycho-neuroendocrinology and neuroimaging to describe potential mechanisms mediating this effect. We conclude with a perspective on future directions in personality neuroscience with an emphasis on neuroticism and functional neuroimaging.

IS8 Personality and health: Why do personality traits predict mortality?

Hagger-Johnson, G., (convener), University College, London

Several personality traits, particularly low conscientiousness and high neuroticism, have been found to increase risk of adverse health outcomes, including all-cause and cause-specific mortality. The mechanisms or mediators that might explain these associations are not yet known. The emerging field of 'epidemiological personology' has been restricted by the limited number of methodologically high quality studies, where traits are measured before the onset of health outcomes, and where health outcomes are objective. The cohorts represented in this symposium meet both criteria: The Hawaii Personality and Health cohort, the Lothian Birth cohorts of 1921 and 1936, the MIDUS cohort, the Terman cohort of gifted children and the Whitehall II cohort of British civil servants. Each of the speakers will present recent work evaluating associations between traits and adverse health outcomes, with particular reference to mortality and possible mediators. Taken together, our speakers show that a single set of mediators that fully explain associations between traits and health outcomes is unlikely. Additionally, other variables may modify (interact with) traits and their association with health outcomes. Personality-health research can make an important contribution to epidemiology and ultimately to public health, if we can show that traits have replicable associations with health outcomes, show which biologically plausible mechanisms explain the associations, show which groups in the population are most at risk, and show clinicians and policy makers why this research is important.

IS8 The role of consistent heavy alcohol drinking in the association between low conscientiousness in midlife and subsequent mortality risk: the Whitehall II cohort

Hagger-Johnson, G., Bell, S., Britton, A., & , University College London, UK

Personality traits including low conscientiousness have been associated with unhealthy behaviours and mortality. Health behaviours have been shown to partly explain the association with mortality. Low con-

scientiousness may be associated with persistent heavy alcohol use across the life course. Repeated measures of alcohol use may explain a greater proportion of the association between this trait and mortality risk than single measures. The current study involved data from 6,043 participants (men 74%) from the Whitehall II study of civil servants who reported alcohol use in the previous 7 days at baseline in 1991/1993 (age 39 to 65), completed a two-item measure of conscientiousness having good internal consistency ($\alpha = 0.72$) and provided data on alcohol consumption at least once over follow-up. We first evaluated the association between 1 SD lower conscientiousness and heavy alcohol drinking ($>14/>21$ units/week for women/men) across four measurement occasions: 1991/1993, 1997/1999, 2002/2004, 2007/2009 (age 39 to 80). The association between low conscientiousness in 1991/1993 and heavy alcohol use from age 39 to 80 was estimated using multilevel logistic regression (measurement occasions are nested within individuals). Being 1SD lower in conscientiousness was consistently associated with heavy alcohol use (OR = 1.33, 95% CI 1.21, 1.47), adjusting for age, sex and socio-economic status. These results show that the association between midlife conscientiousness and heavy alcohol consumption persists into old age. These results will be updated to illustrate whether persistent heavy drinking from midlife into early old age explains more of the association between low conscientiousness and mortality risk than single assessments.

SY7 The effects of mortality salience on life history strategy and religiosity: a terror management study with an evolutionary perspective

Heany, S., & Wolf, P., University of Cape Town, South Africa

Using a Terror Management Theory framework, but also considering evolutionary psychology, three controlled studies were completed with samples of South African university students in order to assess the effects of mortality salience (MS) on both religiosity and life history strategy (LHS), while considering IQ and various control variables as additional predictors. In Study 1, a MS prime resulted in a significant converging of degree of religiosity in a sample of 104, showing an interaction between IQ and LHS. In Study 2, the LHS scores of 75 participants (using the HKSS measure) were assessed after a MS prime. Higher Religiosity was correlated with more variety in HKSS scores. In addition, IQ was a positive predictor of HKSS. In Study 3, another 75 participants' LHS scores were assessed using a separate measure (the Mini-K). Mini-K scores were lower overall following MS, but within that change there was an interaction with Religiosity. Lower levels of Religiosity led to a significant drop in Mini-K scores, while higher levels of Religiosity provided a protective factor and reduced any changes in LHS following MS. Females were also found to score higher in the Mini-K overall. The reactions to MS are discussed as possibly adaptive behaviours. This exploratory work establishes relationships which should be considered in future research of TMT and LHT. Additionally differences between the two measures of LHS are noted.

SY2 Can narcissists be empathic?

Hepper, E., University of Surrey, UK

Hart, C., University of Southampton, UK

Low empathy is assumed in theoretical models of narcissism. However, research has not examined which aspects of narcissism are linked to empathy or tested whether narcissists' low empathy reflects inability or motivation. Study 1 (N=533) showed that the maladaptive facets of narcissism (i.e., entitlement, exploitativeness, exhibitionism) were negatively associated with dispositional cognitive and affective empathy. Study 2 (N=98) examined whether narcissists are capable of empathy. Female participants watched an empathy-inducing video clip under instructions to take the target's perspective or no instructions. High (versus low) maladaptive-narcissists reported lower empathy for the target in the control condition, but this difference was no longer significant in the perspective-taking condition. Study 3 (N=39) examined whether narcissists' lack of empathy is reflected at a physiological level. Physiological responses were recorded while participants listened to an empathy-inducing audio blog. High (versus low) maladaptive-narcissists showed lower heart rate during the blog controlling for baseline. Although narcissists

lack empathy at both a self-reported and automatic level, there is promising evidence they are capable if forced to take another's perspective.

PO1-26 Is a "good judge" more accurate in ratings of national stereotypes?

Hrebickova, M., & Graf, S., Academy of Sciences of the Czech Republic, Czech Republic

This research deals with accuracy of national heterostereotypes in five central European countries (Austria, the Czech Republic, Germany, Poland, Slovakia). The five-factor model of personality was used as a framework for assessing personality traits of a typical country representative from the outside perspective (heterostereotype) and for self-reports and observer ratings of real people. Recent meta-analysis revealed that Extraversion and Openness to experience predict interpersonal sensitivity and are thus characteristics of a "good judge". In our study, we tested whether good judges are accurate also in intergroup context – in ratings of national stereotypes. Based on self-reports on Big Five markers, we selected 227 highly extraverted and open individuals from a database of 2,247 respondents. National heterostereotypes were rated using National Character Survey (NCS). Altogether 17,377 self-reports or observer-ratings on NEO-PI-R from five countries were compared to the aggregate national heterostereotypes. Heterostereotype accuracy was estimated using the intraclass correlations (ICC). The comparison between national heterostereotypes rated by the overall sample ($N = 2,020$) and profiles of real people ranged from $-.43$ to $.17$, $Md. = -.26$. The ICC showing the agreement between national heterostereotypes rated by the "good judges" and profiles of real people in the five countries ranged from $-.42$ to $.19$, $Md. = -.18$. The major conclusion of our study is that extraverted and open people, the "good judges", are not more accurate in assessing national heterostereotypes in comparison to "ordinary judges".

PA12 Understanding cognition in Autism Spectrum Disorders: social and flexible cognition in the general population

Hudry, K., & Vivanti, G., La Trobe University, Australia
Goken, E., University of London, UK
Smillie, L., University of Melbourne, Australia

Individuals with ASD present clinical features of impaired social-communication and restricted/repetitive behaviours/interests. There is increasing interest in understanding the heterogeneity observed among diagnosed individuals, and sub-threshold presentation (the Broader Autism Phenotype), and while ASD has long been placed on a continuum with neuro-typical (NT) development, individual-differences approaches have yet to be fully embraced by the field. Baron-Cohen et al.'s Autism Spectrum Quotient (AQ) is a self-report measure of social-communication, attentional and other features, demonstrating normally-distributed data in the general population. Using this measure, and sampling adults in the general population, we have sought to investigate the relative standing of two cognitive skills sets known to be impaired in ASD. Social- and flexible-cognition, traditionally assessed in isolation, likely pose greatest functional impairment when combined – as approximates everyday, real-life experience. Across two studies, 139 NT adults completed the AQ alongside established tests of social- and flexible- cognition, and new tests of flexible social-cognition. While extreme-scoring AQ-subgroups demonstrated marked differences in performance on this new test in Study 1, in Study 2 we observed few associations among AQ and key performance measures, whether analysed continuously or through selection of extreme-scorers. Individual-differences approaches to understanding the clinical condition of ASD are discussed.

IS11 Accurate first impressions leave a lasting impression: the long-term benefits of accuracy for relationship development

Human, L.J., Sandstrom, G.M., Biesanz, J.C., & Dunn, E.W., University of British Columbia, Canada

Does the accuracy of our first impressions have immediate and longer-term effects on relationship development? Although biases such as positivity and assumed similarity are known to benefit social relationships, the role of accuracy is unclear. To address this question, we examined whether accurate first impressions of new classmates leave a lasting impression – one that promotes liking and relationship development. Assessing accuracy as distinctive self-other agreement, we found that more accurate first impressions of personality were marginally associated with greater liking at the start of the semester. Importantly, accurate first impressions significantly predicted greater interaction throughout the semester and greater liking and interest in future interactions by the end of the semester. Further, accurate first impressions continued to promote social interaction even after controlling for Time 1 liking, suggesting that these positive effects of accuracy operate independently of initial liking. Forming positively biased first impressions was a strong predictor of both initial and longer-term relationship development, while assumed similarity showed strong initial but not long-term associations with relationship development. In sum, independent of the benefits of biased impressions, forming accurate personality impressions has a positive impact on relationship development among new acquaintances.

SY4 The predictive validity of early childhood inhibition and aggressiveness for personality and social transitions in young adulthood

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 Denissen, J.J.A., Tilburg University, The Netherlands
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Several longitudinal studies have found childhood personality to be predictive of intra- and interpersonal functioning later in life. The longitudinal continuity of maladaptive traits, such as shyness and aggressiveness, is thought to be result of the accumulation of their own consequences (cumulative continuity) and of reciprocal reactions from others in social interactions (interactional continuity). In the present paper we used data from the Munich Longitudinal Study on the Genesis of Individual Competencies (LOGIC). This 27-year longitudinal study consists of 150 participants born in 1980-1981 in the Munich area, Germany, who were studied annually from age 4 until age 12 and reassessed at ages 17, 23, 29, and 31. We investigated how teacher ratings of shyness and aggressiveness at age 4 predicted self- and parent-ratings of personality, social relationships, and demographic transitions at age 29 and 31. Findings show that the 15% most aggressive children were more aggressive in young adulthood compared to the comparison group that was below average on childhood aggressiveness. In addition, these children showed more maladaptive outcomes in adulthood, such as higher sexual promiscuity and lower education when controlled for IQ. The 15% most inhibited children were not only more inhibited in adulthood, but they also felt more socially isolated and reported to have problems in social relationships compared to less inhibited children. These results implicate that aggressive children continue to show an externalizing profile in young adulthood, whereas inhibited children maintain an internalizing profile.

PA24 Having a weak sense of self: implications for situated self-image and identity

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All selves are not created equal. People vary in the degree to which their sense of self is weak (tentative, uncertain, nebulous) versus strong (definite, certain, clearly defined). This difference is captured by the

concept of a weak versus strong sense of self, which my colleagues and I have recently been exploring. Our research using the Sense of Self Scale (SOSS) confirms clinicians' observations about what people with a weak sense of self are like. First, they are more likely to temporarily "borrow" the personality of an interaction partner with a strong sense of self than their strong-sense-of-self interaction partner is to "borrow" theirs. Second, they are more likely than people with a strong sense of self to accept a generic (false) but specific-sounding personality summary as an accurate description of their own personality. Third, they are more likely to report having one of the less-mature identity statuses (diffused, foreclosed, moratorium), whereas people with a strong sense of self are more likely to report having the most-mature (i.e., achieved) identity status. In summary, these findings collectively validate the Sense of Self Scale, which should be a useful measure to both clinicians and to personality and identity researchers who are interested in people with a weak sense of self.

PA2 An item level exploratory factor analysis of the sphere of personality: an eleven-factor model

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There is a huge volume of empirical evidence in support of the current consensus model of personality: the Five Factor Model. However, there has been a significant body of criticism of the model both empirically and methodologically. Here we present an exploratory factor analysis of seven major personality inventories, together with four supplementary scales, comprising 1,772 items in total. The database was consolidated from instruments administered to the Eugene-Springfield Community Sample, with a total sample of 972. The initial item set was subject to analysis in five stages which used factor analysis and an expert panel to eliminate redundant items. A final exploratory factor analysis was conducted on 78 retained facets of personality which were comprised of 635 items. Maximum likelihood extraction was followed by four different rotations: Geomin, CF-Equamax, CF-Parsim, and Oblimin. In order to determine the number of factors the criteria applied were: Velicer's minimum average, parallel analysis, and Very Simple Structure. The most convincing solution comprised 11-factors, namely Straightforwardness, Social Astuteness, Sociability, Risk, Positive Affect, Negative Affect, Conscientiousness, Prejudice, Tenacity, Openness, and Neuroticism. This solution incorporates important conceptual distinctions which have been previously suggested. Conscientiousness splits into facets of methodicalness (Conscientiousness) and achievement (Tenacity); Extraversion splits into Sociability, Positive Affect (energy and activity) and Risk (boldness and adventurousness); while Openness and Neuroticism remain pretty much intact. The alignment of the 11+ factor model with extant models of personality is considered. The 11+ Factor Model should be viewed with caution, since the analysis was subject to significant limitations.

PO2-29 The associations between the students' Fundamental Movement Skills and self-reported physical activity during junior high school

Jaakkola, T., University of Jyväskylä, Finland

We analysed associations among FMS and self-reported physical activity during junior high school. The participants were 152 13-year-old Finnish students enrolled in Grade 7 (66 girls, 86 boys). The sample was drawn from three junior high schools. Both the Finnish FMS test package and self-report questionnaires were completed annually during a three year period: In August (when the participants were in Grade 7), January (Grade 8), and in May (Grade 9). The relationships between self-reported physical activity and FMS were analysed using the Structural Equation Modelling (SEM) with a multi-group method. The SEM indicated that FMS in Grades 7 and 8 as well as physical activity in Grade 9 explained FMS in Grade 9 in both gender groups. Squared multiple correlations revealed that these variables explained FMS in Grade 9, 69 % and 55 % in the girls and boys model, respectively. Physical activity in Grade 7 and FMS in Grade 9 explained physical activity in Grade 9. Squared multiple correlations revealed that that these variables

explained FMS in Grade 9, 12 % and 29 % in the girls and boys model, respectively. In the boys group, three additional paths were found; FMS in Grade 7 explained physical activity in Grade 9, physical activity in Grade 7 explained FMS in Grade 8, and physical activity in Grade 7 explained physical activity in Grade 8. These results suggest that in the boys' group rather than in the girls' group FMS and physical activity have reciprocal relationship during junior high school.

IS2 The effects of educational experiences on personality trait development

Jackson, J.J., Washington University in St. Louis, USA

Educational attainment is associated with positive outcomes, such as greater health, wealth, and reduced criminality. Typically, these positive outcomes are often interpreted as being the result of increases in knowledge and skills, which, in turn, are valuable in the labor market and for health awareness. Recently, theorists suggest that education is also beneficial because it can change characteristics that closely resemble personality traits. In four different longitudinal studies, spanning from adolescents to young adulthood, I explore the relationship between various educational experiences and personality trait development. Results suggest an important relationship between educational experiences and personality traits. Namely, personality traits influence the selection into or interpretation of various educational experiences, such as the amount of homework they do and how often they go to class. Moreover, spending time in these experiences was subsequently associated with changes in personality traits. For example, spending more time on one's homework was associated with increases in conscientiousness, whereas having fewer stressful experiences was associated with decreases in neuroticism. The findings suggest a reciprocal relationship between educational experiences and personality traits whereby personality leads one to select into specific situations, which results in subsequent changes to personality traits. In turn, these changes in personality lead individuals to seek out experiences consistent with their personality, resulting in even further changes to personality traits. Overall, the findings suggest that one can "learn" more in school than just class material; one may come away with better self-control and stress management.

PA6 Hunhu and Tsika: traditional Zimbabwean notions of personality

Javangwe, G., University of Zimbabwe, Zimbabwe

The paper looks at how personality develops from a traditional Zimbabwean perspective. This paper illustrates how various aspects of hunhu and tsika help us to understand personality from a cultural perspective. Actually, the paper demonstrates that hunhu and tsika are enduring as well as changing facets of personality. Indeed, the lack of tsika and hunhu are clearly traditional conceptualizations of personality disorders that the society grapples with. These dimensions can be used to underscore how traditional concepts of personality influence human behaviour in community contexts and how these same contexts shape and prescribe human behaviour.

PO2-30 Adult attachment and reinforcement sensitivity

Jiang, Y., & Tiliopoulos, N., University of Sydney, Australia

The revised Reinforcement Sensitivity Theory (r-RST) proposes fundamental motivational systems – the Fight-Flight-Freeze System (FFFS), Behavioural Activation System (BAS) and Behavioural Inhibition System (BIS) – that regulate responses to rewarding and threatening stimuli. The relationship between individual differences in the sensitivity of these systems and adult attachment orientation were examined in the present study. Participants (N = 225) completed self-report measures of adult attachment, global r-RST motivations, and state affect. Controlling for gender, age, relationship status and state affect, attachment avoidance was found to have consistent, inverse weak associations with all BAS indices except for Drive

and Impulsivity; attachment anxiety had a positive, weak-moderate association to FFFS sensitivity (as measured by scores on the Fear Survey Schedule); while both attachment dimensions had positive and moderate-strong links with BIS sensitivity. The results suggest that the two attachment dimensions are differentially associated with BAS and FFFS sensitivity, while attachment insecurity in general appears to involve motivational conflict. These findings attest to links between the attachment system and more global motivational systems, which may inform our understanding of interpersonal stress regulation.

KN The Big Five paradigm shift: History, development, and applications

John, O.P., University of California, USA

One of the core tasks in personality psychology is to describe what makes each person an individual. That task requires a common scientific language, which was sorely lacking in the mid-1980s when I was in graduate school. With the emergence of the Big Five trait taxonomy, our field has changed remarkably. I will review how research findings organized by the Big Five have challenged and changed my views on many fundamental issues: the origin of personality traits in nature and nurture, the continuity between human and nonhuman mammalian personality, the development of personality in terms of both stability and change, and the consequences of personality traits for adaptation and life outcomes.

IS1 Are East-Asians Lower in Conscientiousness and Openness than Westerners? Testing Reference-Group and Value Explanations

John, O.P., University of California, USA
Naumann, L.P., Sonoma State University, USA

Cross-cultural studies of self-reported personality traits suggest differences between East Asians and North Americans. One counterintuitive finding—East Asians score lower in conscientiousness—has raised questions about how cross-national differences in self-reports should be interpreted. One hypothesis proposes that cultural groups use different reference-group standards. But does that hold for all traits? We suggest processes are domain-specific. First, we replicate cross-cultural differences in Conscientiousness and Openness in U.S. participants using the same English-language instruments. In Study 1, we experimentally manipulated the reference-group: when participants compared themselves to the average Asian student, white participants evaluated themselves lower in conscientiousness, such that the Asian-White difference disappeared. However, the difference in openness remained. In Study 2, we measured cultural values: Asian Americans valued being open less, and this value difference mediated self-report differences in openness (but not in Conscientiousness). In Study 3, we measured peer-reports and behavioral acts to test whether self-reported personality differences replicate across other data sources. Consistent with our value explanation for openness, Asian Americans were rated as lower in openness by peers and reported performing fewer openness behaviors but we found no differences for conscientiousness. In sum, self-reported differences in conscientiousness result from self-perception processes involving choice of reference-groups whereas self-reported differences in openness appear to reflect real personality differences. Implications for the validity of self-reports and Asian American mental health are discussed.

KN The importance of personality variables in the manifestation of creativity: neuroimaging findings

Jung, R.E., University of New Mexico, USA

Prior to the advent of neuroimaging techniques, Eysenck (1995) formulated a theory of creativity and the brain that proposed the importance of disinhibition (i.e. less neuronal activation), especially in frontal lobes. Indeed, the interplay of both excitatory and inhibitory processes characterize studies of both

creativity and personality, predating the advent of modern neuroimaging techniques. And now, we have some rather marvellous neuroimaging tools with which to peek into the brains of both normal subjects and clinical patients to link these rather fanciful constructs and theories together. What is emerging is a rather complex picture. This review will focus on stable (i.e., trait) neuroimaging measures (structural Magnetic Resonance Imaging - sMRI, Diffusion Tensor Imaging - DTI, Random Episodic Silent Thought - REST) that have demonstrated relationships between the personality variable of Openness and frontal lobe integrity. A model will be offered (OK-CIG) by which various exploratory mechanisms, predominantly Openness (O), leads to higher levels of knowledge acquisition (K), serving better creative idea generation (CIG).

IS3 Intelligence, creativity, and personality: the triad of human cognition

Jung, R.E., University of New Mexico, USA

Three main advances have emerged within the cognitive neurosciences regarding intelligence and the brain: 1) the frontal lobes are engaged in intellectual pursuits in a brain-behavior dependent manner, a concept known as "neural efficiency"; 2) the frontal and parietal lobes work in tandem to coordinate intellectual pursuits, a theory identified as "P-FIT"; and 3) the likelihood of increasing intelligence significantly through training in a related task (e.g., working memory), while tantalizing, appears to be low. These major advances will be reviewed and integrated, with data from our laboratory, providing a basis for discussion. What emerges from this review is several exciting prospects, namely that: while intelligence remains a unified component of cognition, characterized by "g", there are other factors of keen interest to the cognitive neurosciences which appear to be outside of the purview of intelligence, particularly aspects of creative cognition and personality. Neuroscientific inquiries will advance our understanding of both creativity and personality, but only within a grounded context of intelligence.

PO1-6 Role of personality factors in the induction of Rubber Hand Illusion

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Previously, a Rubber Hand Illusion (RHI) was elicited while subjects participated in a thermo pain threshold measurement paradigm. The effects and presence of RHI were defined by four main components: (a) rubber hand ownership, (b) proper hand disownership, (c) proprioceptive drift, (d) pain threshold difference (RHI induced in comparison with control condition). We studied traits or temperament components that play a role in the activation of the feeling of ownership and disownership under RHI induction. Twenty six university students participated. The Temperament and Character Inventory TCI, the Anxiety Sensitivity Index ASI, the Toronto Alexithymia Scale TAS, the Interpersonal Reactivity Index IRI, and the Dissociative Experiences Scale DES were completed before RHI induction. Under RHI induced condition a rubber hand ownership was detected in persons with high scores on TCI self-directedness and low scores on DES depersonalization and on ASI social anxiety scales. Under RHI induction an elevated feeling for real hand disownership was found in persons with low scores on TCI reward dependency, attachment, empathy and trans-personality, and low scores on ASI physical and social danger sensitivity. Comparing of the rate of proprioceptive drift in RHI (induced versus not induced), subjects with elevated proprioceptive drift score had elevated scores on TCI reward dependency, low scores on self-directedness, and high scores on TAS affective state identification inability. Persons with pain threshold elevation in RHI induced condition had elevated scores on TCI reward dependency and collaboration and lower scores in self directedness factors. Further findings are presented at the conference.

PA22 A facet of the self-development trait? Development of a measure of stress-beneficiality

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Recent evidence reveals that people differ in their rate of personality development. In light of this evidence and in an effort to expand the breadth of research beyond various types of situational factors (activities, roles, experiences and/or environments) as possible causal variables, I proposed the higher order construct self-development trait (SDT). Specifically, I proposed that SDT has causal precedence in the prediction of individual differences in personality development, as well as in person-environment fit perceptions. I also posed a research question concerning a possible facet of the SDT, the stress-beneficiality trait (SBT), which might account for an individually-beneficial disposition (preference) for engagement into situations characterized by high felt (stimuli) intensity and/or stress levels. Individually-beneficial means that in contrast to sensation seeking, SBT is proposed to correlate positively with adoptive development, well-being, and performance. Relevant evidence reveals that higher intensity and/or stress levels are associated with engagement into situations, where the perceived person-environment fit in terms of similarity/homogeneity is relatively low. Furthermore, the lower the individual fit perception in terms of similarity/homogeneity, the higher the individual personality development. Thus an individually-beneficial disposition for engagement into situations characterized by relatively high intensity and/or stress levels ought to be associated with relatively high rates of personality development. In Studies 1 and 2 I conduct exploratory and confirmatory factor analyses of the initial pool of stress-beneficiality items developed. In Studies 3 and 4 I examine convergent and discriminant validity, as well as criterion related validity with reference to individual development, psycho-physical well-being, and performance.

PA1 Grasp the meaning by a contextualized measure: promising way to assess personality

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The context-specific and experience based personality test (P-CEP) was developed. The construction of the measure was based on the assumptions that (a) items of largely used personality tests might be interpreted diversely and thus lead to biased deductions, that (b) assessing the items on a Likert-type scale only could produce "empty" answers because the manifestation of traits is always conditional (based on if...then constructions), and (c) personality traits (e.g., Big Five model) can be derived from individuals' self-reflections and interpretations for given situations. 88 adults (mean age 34) participating in an employment process completed the P-CEP and the NEO-PI-R. In the P-CEP participants were asked to explain the answers based on their past experiences. The results revealed that the P-CEP and NEO-PI-R measured the traits equally well. However, the findings were intriguing. First, test items were often understood diversely which confirms that there is more than one way to interpret the items. For example, the statement "I am self-critical" was interpreted either as a tendency to emphasize one's negative aspects (Neuroticism), or a tendency to deliberate over pros and cons (Conscientiousness). Second, a number of participants reflected more than one personality trait for each item which indicates that there may be more than one relevant interpretation for a given situation within a person. Third, those who were more likely to describe opposite sides of the personality dimensions (e.g., both extraversion and introversion) as a normal coexistence, demonstrated more diverse self-reflection skills as a whole. Finally, the preliminary results allow us to suppose that the P-CEP is not likely to be prone to socially desirable responding.

PA22 The development of temperament and personality from infancy to late adolescence

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 Ørstavik, R., Norwegian Institute of Public Health, Oslo, Norway

Personality is a well-established predictor of mental health (depression, anxiety, subjective well-being). Temperament is suggested as a precursor of personality. The main aim for this study was to examine the longitudinal relations between childhood temperamental traits and late adolescence personality traits. We used data from The TOPP Study, a sample of over 900 families. Using questionnaires, mothers reported child temperamental traits when children were 1.5, 2.5, 4.5, 8.5, 12.5 and 14.5 years. Children reported temperament traits at age 12.5 and 14.5, and personality traits at age 16.5. The EAS scale was used to measure the temperament traits of Emotionality, Activity, Shyness and Sociability. The Big Five Inventory was used to measure the personality traits of Neuroticism, Extraversion, Agreeableness, Conscientiousness and Openness. Structural equation modelling was used to explore longitudinal relations between temperamental traits and personality. It was found that Conscientiousness was predicted by activity and shyness at age 8.5, and low distress at age 14.5. Neuroticism was predicted by anger, fear, and low activity at age 14.5. Extraversion was predicted by activity, sociability and low fear at age 14.5, and low shyness at age 8.5. Agreeableness was predicted by sociability, low fear, and low anger at age 14.5. The only direct path for openness was a negative relationship from shyness at age 2.5. We have delineated some long term pathways in which childhood temperament transforms into adolescent personality. We are able to indicate which childhood traits grow into more stable traits, which a possible impact on later mental health.

PA21 Mental contrasting: a way to counter self-motivation deficits in stressful academic situations

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Self-motivation has proven to be a most important core competency in the school context. It refers to a person's ability to independently overcome motivational deficits and to remain capable of acting regardless of particular situational factors. As prior research indicates, students with high self-motivation skills show high persistence in goal striving, sustained performance and higher frustration tolerance under demanding and stressful conditions. While highly self-motivated students can successfully cope with demanding academic situations, their low self-motivated classmates show a decrease in performance and goal attachment under growing pressure. These findings were confirmed in two student samples, each completing an achievement task after assessing their self-motivation competencies and actual stress level. Amongst the highly self-motivated students only those who reported high stress levels displayed better result in the task. Students with low self-motivation, in contrast, showed good performance under relaxed conditions while their performance dramatically deteriorated with increasing stress. In order to support students in the execution of the difficult achievement task, an imagination exercise was conducted with one of the samples as a brief intervention prior to the achievement task. Using the technique of mental contrasting, students were instructed to contrast between the attainment of a desired goal and the obstacles standing in the way of attaining the goal. The results indicate that low self-motivated students reporting high stress scores particularly benefit from the intervention. Mental contrasting turns out to be an effective tool to help students with low self-motivation skills to sustain academic performance in stressful and demanding situations.

PO2-8 Evaluation and comparison of self-concept and adjustment (in two groups of prisoner and regular women) in Mashhad

Keshavarz, A., Hashemi, S., & Erfanian, M., Islamic Azad University, Iran

Self-concept or self-identity is the mental and conceptual awareness and persistent regard that sentient beings hold with regard to their own being. Researchers are of the belief that committing crime in women not only may relate to personality disorders but also it can be caused by emotional, physical and sexual problems. The purpose of this research is causal-comparative, a study of the self-concept and adjustment in two groups of prisoner and ordinary women in Mashhad in the year 1390. The research project methods are regular random sampling (systematic) as well as multi-stage cluster sampling. Two adjustment and self-concept tests were taken by two different groups, after that the data were analyzed by the T-Test method. The hypotheses of this study are 1- There is a significant statistical difference in self-concept between ordinary and prisoner women; 2- There is a significant difference between in adjustment between ordinary and prisoner women.

PA16 Does it matter where you live? A longitudinal study on home leaving, motivation, and adjustment during emerging adulthood

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In today's Westernized societies, the transition to adulthood takes longer than ever before. As a part of this general delay to adulthood, a substantial number of emerging adults nowadays continue to live with their parents. Even though this socio-demographic phenomenon has received increasing attention, the psychological impact of co-residing with parents remains largely unexplored. In previous cross-sectional research we found that the motivation for one's living arrangement is more strongly related to emerging adults' well-being than the living arrangement as such. When emerging adults experience their living situation as freely chosen, they reported more well-being compared to young people who felt forced into their residential status either by external (e.g., parents and finances) or internal (e.g., guilt) compulsions. The present study builds on this research by examining longitudinal associations between young people's living arrangements, motivation, and adjustment. In this 4-wave study, 224 Belgian emerging adults were questioned annually through self-reports from age 23 to 26. Using Latent Growth Curve Modelling (LGCM), we aim to investigate 1) how change or stability in residential status is related to changes in well-being and self-determination over time, 2) how the motivation for one's living arrangement changes over time and how this is related to changes in well-being and self-determination, and 3) the possible moderating effect of the stability or change in residential status. Results reveal whether emerging adults' living situation as such or rather the underlying motivation for that living situation is crucial for later adjustment.

SY7 Off-time personality development, identity formation, and parent- and peer relationships in adolescence

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Adolescents tend to change towards a more mature personality. However, little is known about what the correlates are of changing at a faster pace (i.e., hypermaturity) or a slower pace (i.e., immaturity) when compared to same-aged peers. In other words, the correlates of off-time personality development are unclear. Previous work showed that hypermaturity is associated with internalizing problems, and immaturity with externalizing problems. However, adolescence also marks a redefinition of the self and the social network. Specifically, adolescents are expected to establish a clear sense of self and gain satisfying peer

relations. The present study examines how these adolescent developmental tasks are related to hypermaturity (i.e., 12-year-olds with a personality profile resembling the profile of an average 20-year-old) and immaturity (i.e., 20-year-olds with a personality profile resembling the profile of an average 12-year-old) of personality. For this purpose, longitudinal data on 923 early adolescents and 390 late adolescents were employed. Analyses revealed that hypermature boys had few doubts about their identities, felt supported by parents and peers, yet felt they had little power in their relations. Hypermature girls also felt relatively powerless in their relationships. Immature boys had somewhat low levels of identity commitment, whereas immature girls, who tend to have elevated levels of delinquency, had few doubts about their identities. In addition, these girls felt supported by both their parents and peers. Overall, the present study provides additional insight into off-time personality development as a new person-centred approach.

PA7 Using the internet in longitudinal personality research: advantages and restrictions

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We summarize global experience of applying online panels, mobile and browser-based applications and web surveys in longitudinal personality research, describe advantages and restrictions of internet methods and suggests possible ways to overcome them. The main difficulties are lack of clear methodology and forced innovation. High quality Internet research project requires a high level of management because of participation of specialists with little understanding of scientific procedures. The experience of these professionals' work with specific audiences, user interface design, and different communication channels, allows us to achieve high quality of research. Another problem is respondents' dropping out. Lack of personal contact with the experimenter, anonymity and soft measurement procedures are factors in this case. Internet technologies allow working with very large samples, minimizing data loss. Also, an interactive user interface and methods to increase conversion, can be helpful. Analysis of the experience of researchers has shown that a low percentage of dropping out in longitudinal internet research correlates with applying user interfaces that give the respondents feedback regarding their participation and their mental properties. Minimizing errors is possible, but feedback should be as independent of the subject of research as possible. High complexity in using internet technologies is compensated by wide possibilities of adjusting, withdrawing or amending, as well as by tracing the impact of these changes. Errors concerning inaccessibility of many social groups are minimized by using mix methods and performing parallel testing of hypotheses by classical methods. The internet opens the door for studies that are difficult traditionally.

PA4 Executive functioning as a structural component of the ability to learn.

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The research design, as well as the pilot-study results in the paper represent a "three-in-one" approach to cognitive assessment of personality. Interdisciplinary research on executive functioning - currently in progress - encompasses normative measurement, the specification of underlying processes, and the prescription of intervention. The research results could provide the understanding of standard as well as exceptional (gifted and learning impaired children) cognitive performance, and the implications for remediation. The paper provides the information related to 1) the process of translation, adaptation and preparation of D-KEFS (Delis-Kaplan Executive Function System) for construct validation study, 2) specification of the theory for the consequent research work: by means of multivariate statistical modelling to quantify the degree to which the individual domains of executive functioning are both predictors and at the same time constituents of the ability to learn (what portion of variance in children's ability to learn can be accounted to the quality of executive functioning factor). In conclusion the article presents also the preliminary findings of a pilot study on cognitive planning on Roma (Gypsy) children. To what extent do the anthropological and cultural specifics of former travelers (e.g. permanent makeshift, day-to-day living, reduced need for planning, to name a few) manifest in the cognitive functioning of a Roma child?

Are there some “cognitive universals” reflected in systematic cognitive deficits which could possibly contribute to low scholastic achievement of Roma pupil’s?

PA25 Personality correlates of breast cancer patients

Kreitler, S., & Kreitler, M.M., Tel-Aviv University, Israel

Previous studies about personality correlates of cancer patients led to inconclusive results. Studies have shown that focusing on theoretically-relevant factors provides new insights into personality correlates of cancer patients. The study was done in the framework of the Cognitive Orientation (CO) theory of health behaviour and wellness which enables identifying relevant factors in cancer patients. The goal was to examine whether personality tendencies grounded in the CO theory can be identified in breast cancer patients. The participants were 250 breast cancer patients and 180 matched healthy controls. They were administered the CO questionnaire of breast cancer assessing personality dispositions identified in pre-tests as relevant for breast cancer. Discriminant and logistic regression analyses showed that patients and controls differed significantly in most personality dispositions, including concern with controlling oneself and others, dependence on others’ evaluations, emotional blocking, perfectionism, and conflicts about self identity and giving to others. Some of these variables were related to medical features, none to demographic ones. It was concluded that there exists a relevant set of psychological correlates of breast cancer patients that could serve as basis for psychological interventions accompanying medical treatments and needs to be examined in other cultural settings.

PA1 The psychosemantic approach to the NEO-PI personality traits

Kreitler, S., & Kreitler, M.M., Tel-Aviv University, Israel

The purpose of this paper is to describe the psychosemantic approach to personality traits, which is based on the meaning system of Kreiter and Kreitler. The meaning system defines meaning as cognitive contents focused on an input. Five sets of variables describing meaning (contents, relations between the input and the cognitive contents, and means of expression) constitute the meaning variables. The tendency to apply them is assessed by the Meaning Test which provides the individual’s meaning profile. The psychosemantic approach to personality traits is based on analyzing the relations between trait assessments by questionnaire and the meaning profiles. This study deals with applying the psychosemantic approach to the assessment of the five major traits assessed by the NEO-PI. The participants were 200 undergraduates who were administered the NEO-PI and the meaning test. The relations between the meaning profiles and the trait scores were analyzed by correlations and analyses of variance. The findings consist in five profiles of the traits in terms of meaning variables. The trait profiles are distinct but indicate more similarity between some of the traits than others. The study illustrates major advantages of the psychosemantic approach to traits: it provides insight into the underlying dynamics of personality traits, enables assessing a great number of traits through one instrument, makes possible comparing traits in terms of their structure and dynamics, and highlights the relations between personality traits and cognitive tendencies. It is recommended to amend the standard assessment method of traits by the psychosemantic approach.

PA3 Locus of Control and anti-hypertensive medication adherence

PA18 Locus of Control and anti-hypertensive medication adherence

Kretchy, I., & Owusu-Daaku, F., Kwame Nkrumah University, Ghana
Danquah, S., University of Ghana, Ghana

Medication non-adherence is a major public health problem. One of the important determinants of health behaviour is the ability of personality traits, like LoC, to have an impact on illness and treatment. Although

differences in locus orientation have been found to significantly influence health, this relationship requires further exploration especially when a barrier to medication intake exists. The study 1) identifies the relationship between LoC and adherence to medications among hypertensive patients, 2) assesses the relationship between medication side effects and adherence with LoC as mediating factor. The study was carried out using a mixed methodological approach. Structured questionnaires were used to obtain information from 400 patients on demographic characteristics, Health LoC, medication side effects, and medication adherence behaviour. In-depth interviews were conducted on 15 patients about their perception and experiences of side effects of medications and medication adherence. Hypertensive patients who participated in this study exhibited high external LoC scores for doctors (62.5%) and chance (54.25%). While most patients (93.25%) poorly adhered to antihypertensive medications, the research findings demonstrated a significant relationship between medication side effects and non-adherence behaviour ($p = 0.001$). This relationship was considerably mediated by LoC [$p = 0.004$ (internal), $p = 0.019$ (external)] at $p < 0.05$. Considering likely predictive factors of medication non-adherence, significant results was obtained for high external LoC [odds ratio (OR) = 11.6 (95% CI 6.93 – 19.27)], medication side effects [OR = 3.8 (1.56 – 9.41)] as well as other factors like stress [OR = 3.0 (0.31 – 28.84)], and religion [OR = 3.3 (1.06 – 9.97)]. It is concluded that medication non-adherence, perceptions and experiences of medication side effects, and LoC are interlinked. Multifaceted intervention programmes highlighting personality characteristics like LoC is necessitated to improve antihypertensive medication adherence.

KN Personality traits, personality disorders, the structure of psychopathology, and official classification systems: current directions

Krueger, R., University of Minnesota, USA

Current editions of the DSM and the ICD are undergoing revision. This provides an unprecedented opportunity to bring contemporary personality science to bear on psychiatric nosology. Indeed, DSM-5 may very well be the first official psychiatric classification system that includes an empirically-derived personality trait model, a maladaptive variant of the normative Five Factor Model (FFM). In this talk, I will review current research on the DSM-5 trait model, with a focus both on its role in re-conceptualizing personality disorders, as well as its role in framing the DSM-5 more broadly (the so-called “meta-structure of psychopathology”). I will also discuss the current status of the model with regard to the DSM-5 process per se. Last, I will review how an expanded FFM, including both maladaptive and adaptive variants, is both a tractable goal and a key framework for both clinical psychiatry and psychology.

SY2 A lover or a fighter? Narcissistic popularity unmasked.

Küfner, A.C.P., Hutteman, R., Nestler, S., & Back, M.D., University of Münster, Germany

The initial (un-)popularity of narcissists at early stages of interpersonal interactions is a complex phenomenon. Evidence suggests a Dual-Pathway model describing a positive pathway (via dominant and expressive behaviors) and a negative pathway (via arrogant and combative behaviours) to narcissists being popular, or not. In the present study we show that this pattern can be further disentangled by distinguishing two narcissistic dimensions that each trigger one path specifically: Narcissistic Admiration and Rivalry. 328 previously unacquainted participants met in groups of 5 to 6 persons for 3 times in 3 consecutive weeks. During the sessions participants got to know each other, engaged in problem-solving tasks, discussed moral dilemmas and played personality games. After each task they rated each other (Round-Robin Design) on multiple behavioural dimensions and regarding how much they like each other. Results show that Narcissistic Admiration evokes the positive path and Narcissistic Rivalry the negative path. Whereas the former is related to participants being rated as more dominant and assertive, the latter is associated with being perceived as competitive and annoying. Both, perceived dominance, as well as perceived aggressiveness, are related to popularity—but in an antagonistic fashion. This extended Dual-Pathway Model gives further insight into the interpersonal effects of narcissism as well as into the structure of narcissism

itself. Longitudinal and context effects and future research questions are discussed.

PO2-14 Personal characteristics and cognitive performance of people who works in a prison service

Kukanova, M., & Vasina, L., Masaryk University, Czech Republic

This report is part of a project of the Centre for complex psychological research of stress, Brno, Czech Republic. The goal is a detailed analysis of the influence of stress on people who work in prison service. Relations between selected personal characteristics and the cognitive performance in stressful situations were examined. Participants (N=188) included both male (141) and female (32) prison officers from 10 prison facilities across the Czech Republic. As for methods, the EPQ-R and the IVE were used to identify personal characteristics, and the Test of attention d2 to assess cognitive performance. As a representative of cognitive performance was chosen ability of attention – both quantity (pace of work) and quality (making mistakes). Statistically significant correlations between the quantity of cognitive performance and extraversion ($r=0.22$, $p<0.05$) and Neuroticism ($r=-0.17$, $p<0.05$), and correlations between the quality of cognitive performance and impulsivity ($r=0.26$, $p<0.05$) were found. These results support the need for further research of personality of people who work under constant stress.

PO2-33 Subject paradigm in studying person's self-relation

Kurginyan, S.S., Russian Academy of Science, Russia

Following a Russian psychological tradition to study a person in its relations as presented by 'Subject-Activity Conception' (Rubinshtein) and 'Personality Relations Conception' (Myasishchev), we define self-relation phenomenon as the person's relatedness to its Self. The subject implicitly exists when we describe the characteristics of personality's inner relation as a psychic activity belonging to subject. This relational activity is defined by peculiarities of the subject's activity to keep and maintain the individual human being. In studying a person's self-relation we keep our attention on the identification of the Self's nature and its ontological status since the relatedness of the Self to the person might be explained by revealing peculiarities of its inner relation and by defining the objective necessity that induces the person to perform this relation in the form of psychic activity. Our premise concerns a person's self-relation as the subject of psychic activity. This suggests the person as the subject of relation to its Self where the Self describes that domain of human being in which the subject and the object of person's self-referencing treatment exist in psychic life of human being as a totality of all its attributes: physical, mental and psychic, conscious and unconscious, public and private. The subject paradigm forms a methodological basis that serves approaching conceptual premises of diverse psychological theories of personality. The significance of that principle is more evident in studying a person's self-relation, in which the person is a subject of relation to its self.

PO1-7 Small-parametric models of individual behaviour

Kuznetsova, M., & Shadrikov, V., National Research University, Moscow, Russia

In many taxonomic researches of personality traits it is evident that to meet the requirement of a complete personality description is impossible. Therefore psychology needs to describe the personality by small-parametric models which reproduce the model of individuality based on a psychogram of fully represented features that are available to the researcher. To build the small-parametric models is a main theoretical goal of psychology, in which one should proceed from the practical object and the theoretical concepts of the inner human world and the principles of their functioning. A small-parametric model is always built for a concrete goal. It is determined by its owner. A human being's individuality might differently manifest in various situations. It seems to be the situations of conflict between distinct aspects of individ-

uality. The cases of traits compensation by one another in sense of behaviour and activity goal achieving are of special interest. The small-parametric models might be developed for the occupational selection and occupational guidance, and individual approach in training. Thus, we put forward a methodological proposition that one cannot describe human individuality by single model. Consequently, it is necessary to particularly describe the field for what that model would be developed in applied and experimental researches. The model of subject's advertisement perception which we have developed in our research is an example of small-parametric model. Details of the model are presented. The individual behaviour representation in concrete situation by small-parametric models could be a step in developing psychology.

SY1 Child personality traits as predictors of common psychopathology in Russian children

Kuznetsova, V.B., Slobodskaya, H.R., & Kozlova, E.A., Academy of Medical Sciences, Russia

Although recent findings have demonstrated the links between child personality and common psychopathology, the empirical evidence on the role of personality traits in the development of child mental health in Russia is scarce. The present study was designed to longitudinally evaluate the problem behaviour and the effects of the Big Five personality traits on Internalising, Externalising, Total Problems and Impact of problems on everyday life in a community sample. Parents of 440 Russian children (50 % female) completed the Strength and Difficulties Questionnaire (SDQ, Goodman et al., 2001) and Inventory of Child Individual Differences (ICID, Halverson et al., 2003) in a two-wave assessment. Externalising problems were most stable ($r = .60$), whereas Impact was least stable ($r = .27$). Externalising and Total Problems decreased with age. The effects of personality traits were analyzed using hierarchical multiple regression controlling for child's age and gender. After accounting for initial problem levels, the subsequent level of Externalising was predicted by Extraversion ($\beta = .17$; $p < .01$) and Disagreeableness ($\beta = .12$; $p < .05$). Disagreeableness was the predictor for subsequent level of Impact ($\beta = .13$; $p < .05$). The predictive validity of personality was significant for change in Externalising only (2.4 % of variance) and non-significant for Internalising Total Problems and Impact in everyday life.

PA17 Maternal well-being and psychological distress following the birth of a child with a congenital anomaly

Landolt, M., University Children's Hospital, Zürich, Switzerland
 Hauge, L.J., Norwegian Institute of Public Health, Norway
 Røysamb, E., University of Oslo, Norway
 Kornstad, T., & Irgens, L., Norwegian Institute of Public Health, Norway
 Eskedal, L., Sørlandet Hospital, Kristiansand, Norway
 Kristensen, P., National Institute of Occupational Health, Norway
 Vollrath, M.E., & Nes, R.B., Norwegian Institute of Public Health, Norway

Life satisfaction and psychological distress may result from stable dispositions and responses to external circumstances and events. This study explores the stability and change in maternal life satisfaction and psychological distress following a major life stressor, namely the birth of child with a congenital anomaly. Data consist of five assessments from the Norwegian Mother and Child Cohort Study collected from gestation week 17 to 36 months post partum. Participating mothers were divided into those having infants with i) Down syndrome (DS, $N=92$), ii) cleft lip/palate (CLP, $N=156$), and iii) no disability ($N=87,136$). Responses on the Satisfaction With Life Scale (SWLS) and a short version of the Hopkins Symptom Checklist (SCL-5), assessing anxiety and depression, were analysed using structural equation modelling. Relative to cohort mothers, DS mothers had lower SWLS scores 6 months after birth and higher SCL-5 scores at all post partum assessments. Longitudinal modelling showed substantial unique effects from DS on both SWLS (Cohen's $d: -.62$) and SCL-5 (Cohen's $d: -.57$) at 6 months. Higher SCL-5 scores at 18 and 36 months appeared to reflect a persistent influence from the distress experienced already at 6 months post partum. There were no differences between CLP and ND mothers. Having a child with DS uniquely affects maternal

mental health 6 months after birth, whereas a curable condition like CLP appears to have no independent influence. The influence of DS on maternal life satisfaction appears to be mainly temporary with satisfaction levels reaching pre-birth levels at 36 months post partum. By contrast, the impact on maternal psychological distress lasts throughout the toddler period.

KN Personality and emotion regulation in everyday life

Larsen, R.J., Washington University in St. Louis, USA

Personality functions, in part, as a guide for responding and adjusting to the demands of everyday life. Some of the adjustments we make have an affective goal: to feel more positive and/or less negative in the context of life events. Affect regulation is therefore one area of life where we can see personality in action, as the person strives to maintain a positive hedonic balance in the face of pleasant and unpleasant life events. In this talk I outline model of personality and emotion, describe a taxonomy of affect regulation strategies, report on their effectiveness, discuss their correlations with personality variables, and argue that components of personality traits function as mood regulation systems for individuals. The personality traits of extraversion and neuroticism receive special attention, as these traits have an affective core and are the traits most consistently associated with affective variables in the literature. We know, for example, that extraverts have more positive affect in their lives compared to introverts. We also know that extraverts react with stronger positive affect than introverts to standardized events and mood inductions. The work in this paper addresses the question as to how extraverts accomplish this, what do they do that results in stronger and more frequent episodes of positive affect? Conscientious and Agreeableness also have affective implications for emotional life. Discussion concludes that personality traits themselves have component parts (behaviors and cognitive strategies) that influence ongoing emotion. A person's personality profile can tell us a lot about how he or she goes about managing emotions in daily life over time.

IS9 Dissemination of knowledge in the classroom: lessons learned from writing a personality textbook

Larsen, R.J., Washington University in St. Louis, USA

My talk in this symposium focuses on the teaching of personality psychology. I begin by describing the frustration I experienced with the way personality was taught early in my career. These experiences became the motivation behind my desire to write a new kind of textbook for the teaching of personality psychology. This book has now been in use for the past 15 years, and is widely adopted around the world. The focus of the talk is on the specific goals we had in mind when writing the book, and the various ways we found to communicate our enthusiasm for the field of personality science to today's students. Techniques that work well in the classroom are also described. The overall goal in teaching personality psychology is to have students realize that it is a lively and energetic field, that it has implications for understanding people and events, both past and present, and that it connects to any branch of psychology where the effort is to understand individual variability. Many students also desire an increase in self-understanding, which can be another legitimate goal in teaching personality psychology.

PO1-35 The role of education and environment in shaping personality characteristic of the Fulani girlchild participant in a nomadic education program, Nigeria

Lawal Kontagora, H., Ohidah, E., Kato, R.L., & Mivanyi, Y.J., Kaduna Polytechnic, Nigeria

We investigated, compiled and compared the Psychological Profile of the nomadic girlchild participant in education with the nonparticipant nomadic girlchild. A sample of 122 participants was drawn from the

Rafin Guza Community of Kaduna state Nigeria for a survey. 61 girls in school and 61 from out of school. We assessed personality for both group of participants. The study proposed that the personality characteristic (i.e.: physical disposition, mental capacity, emotional stability, economic status, social interaction and moral observance) of those in school will not differ significantly from those out of school because they are from the same environment and their schooling is too short to make much impact on their personality. The result of this research is still under analysis; findings are discussed at the conference.

PO1-8 Historical trends in the construction of ideal personality

Leontiev, D., Lomonosov Moscow State University, Russia

What is to be treated as a (or the) desirable type of personality. Many answers in terms of "mature", "normal" and "healthy" have much in common, but they need to be seen within a broader framework. I state that the ideal (desirable) type of personality is culturally construed; its relation to social demands is not the same in different periods, it changes through history, and some regularities of this change can be found. Four Ideal Personality Constructs (IPC) can be distinguished. 1). IPC of the adjusted personality with its emphasis on being able to fit to environmental demands has dominated the first half of the 20th century. 2). IPC of the self-actualizing personality with its emphasis on unfolding the inborn potentialities and self-expression was important in 1950s-70s. 3). IPC of the self-regulating personality with its emphasis on being capable to master and direct one's own internal impulses, in particular with the help of cultural tools, became largely relevant in 1970's-1990s. 4). IPC of the generative personality with its emphasis on one's authored contribution to social units and other people's good has become the central one in the 2000s. These IPC's can be classified along 2 dimensions: agency vs. adjustment and self-centeredness vs. self-transcendence. The historical development of IPC has a spiral shape: from the self-transcending (in fact, selfless) passively adjusted personality to the self-transcending agentic personality through self-centered models. Multiple implications of the model regarding the future development of the field are discussed.

PO1-9 Country region as an independent variable in personality measurement: insights from the Russian adaptation of MMPI-2

Leontiev, D., & Rasskazova, E., Lomonosov Moscow State University, Russia
 Bogomaz, S., Tomsk State University, Russia
 Chetoshnikova, E., Altay State Pedagogics Academy, Russia
 Dorfman, L., Perm State Institute for Art and Culture, Russia
 Neyaskina, J., Vitus Bering Kamchatka State University, Russia
 Sulimina, O., Moscow Institute for Humanities and Economics, Russia

Traditionally, cross-cultural research of personality tends to specify culture as a country-specific factor. Social changes nowadays shape the focus of attention to sub-cultural differences between regions and nationalities in multi-cultural contexts. The Russian Federation is a good model of such a context partly because of the large territory, the differences in language and nationalities as well as in economic and social situations. Interestingly, the factor of the region may not only have a main effect on the personality structure but also be a moderator of the relationship between socio-demographic variables and personality traits. Our aim was to study the role of country regions in personality structure. It was hypothesized that the factor of region may not only have a main effect on personality traits but also moderate the relationship between age, gender and personality. Region-specific differences in lifestyle, traditions, language dialect, and social identity were suggested as possible mediators of the these effects. The MMPI-2 was chosen as one of the most prevalent measures of personality that allows to differentiate a wide range of traits. Data were collected during the Russian adaptation of MMPI-2 in six cities: Barnaul, Moscow, Perm, Petropavlovsk-Kamchatsky, Tomsk, and Tver. 1,200 adults of different age, gender and nationality filled out the Russian version of the MMPI-2 and a checklist to measure socio-demographic variables. Region-related differences in personality profiles revealed in the study are discussed in terms of possible explanatory

mechanisms (social, economic, lifestyle contexts, etc.). Such differences should be taken into account in personality measurement in multi-cultural countries.

PO1-27 Patterns of personality development in orphan adolescents

Leontiev, D., Lomonosov Moscow State University, Russia
Sulimina, O., Moscow Institute for Humanities and Economics, Russia

An Orphanage is a special situation for personality development that belongs to the class of "complicated developmental conditions" (CDC). It is characterized by a deficit of social resources requiring compensatory mobilization of personal resources. The aim of the study was to reveal general and typological peculiarities of personality development in orphan adolescents as compared to adolescents from regular families. The participants were 37 adolescents aged 14 to 17 (12 boys and 25 girls), from orphan houses of different regions of Russia that came to a charity IT camp for adolescents lacking parents in Tver, Russia. The control sample were 44 Moscow adolescents of the same age and sex with a distribution from regular families. The participants were offered a set of personality inventories. As compared to control adolescents, orphans revealed a moderately less favourable pattern of personality and well-being; in particular, lower satisfaction with life and autonomous locus of causality and higher external and impersonal locus of causality. Cluster analysis (Ward's method) revealed three patterns of personality mechanisms with moderate age and sex discrepancies: (1) adjusted (low Autonomy and Ego development, medium Meaning in life, high Impersonal and External Causality, Locus of Control and Satisfaction with Life), (2) autonomous (high Autonomy, Locus of Control, Meaning and Satisfaction with Life) and (3) alienated (low scores on most scales with prevailing Impersonal causality). The similarities and dissimilarities of these patterns to those of regular adolescents are discussed.

PO1-36 A case study: using a combination of on-line assessment, a development centre and career interviews in order to develop leadership potential

Long, G., SHL, South Africa

This case study concerns an organisation in the manufacturing environment, which identified a need to develop their middle level managers in order to anticipate future growth and to increase talent mobility. A comprehensive leadership development intervention was introduced for the first time in 2011, whereby candidates were identified through nominations from their managers. Twenty potential future leaders were identified and participated in a development centre in order to identify their strength and developmental areas. The developmental centre consisted of a personality questionnaire, group exercise and presentation exercise. After completing the intervention, a 360 was conducted in order to identify success. Several areas for improvement were identified and a more comprehensive screening and selection approach was adopted for the 2012 programme. More focus was given to aligning the personality traits with the desired behaviour within the organisation, a cognitive component, emotional intelligence as well as a career interview were also included. This enabled the assessment manager to benchmark not only the individuals assessed, but also benchmark the group against other managers globally. This presentation focuses on the practical learning and development of the centre and programme over two years. The difference in findings are discussed with a focus on the business impact, both resulting from 2011 and 2012.

SY10 A comparison of the South African integrity dimension and the HEXACO model

Lötter, M., Stellenbosch University, South Africa

Meiring, D., University of Pretoria, South Africa

The SAPI project aims to develop a single, unified personality inventory for South African multi-cultural society that takes into consideration both universal and unique personality factors across the eleven language groups. Although unique characteristics were concluded within the SAPI's Integrity model, good correspondence was also found with the HEXACO's Honesty-Humility factor (specifically with regards to the facets of sincerity, fairness and modesty). In the Integrity dimension's Honest facet of the SAPI, one can find elements of being genuine, sincere and straightforward. The Fairness facet of the SAPI's Integrity dimension consists of Fairness which focusses on accepting and treating all people equally. Another good fit exist between the SAPI's Conscientious dimension and the Conscientious factor of the HEXACO. Lexical studies have shown that the Irresponsible facet within the Conscientiousness factor of the HEXACO loads onto the Conscientiousness cluster of the SAPI. However, in the SAPI's structure the Responsibility facet features in the Integrity dimension. This facet consists of elements such as accepting responsibility, acknowledging one's mistakes and not blaming others. In this presentation we will discuss this relationship and do a comparison of the SAPI Integrity facet with that of the HEXACO model.

PO1-10 The validation and use of the Thomas-Kilmann Conflict Mode Instrument in coping behaviour research

Lvova, E., Shliagina, E., & Mitina, O., Lomonosov Moscow State University, Russia

The main aim of our studies is to analyze relations between personality psychological resources and preferred coping strategies. To examine preferred coping strategies we used the Ways of Coping Questionnaire, the Coping Strategy Indicators, and the Thomas-Kilmann Conflict Mode Instrument (all adapted to Russian). Usually (in Russia) Thomas-Kilmann Conflict Mode Instrument is not used for coping behaviour research. So to verify a simultaneous use of these three methods we conducted comparative analysis and we found that all three methods share semantic similarity of items. Obtained raw data were tested for reliability and validity. For the Thomas-Kilmann Conflict Mode Instrument we found that five methods of dealing with conflicts (competing, accommodating, avoiding, collaborating, and compromising) had very low reliabilities. The original scale structure of the Russian version of the Thomas-Kilmann Conflict Mode Instrument was unreliable in two different samples (teenagers and adults). After performing exploratory factor analysis and confirmatory factor analysis we got a new scale structure with five bipolar factors: 1) appeasement versus antagonism, 2) compromise as mutual profit versus compromise as mutual loss, 3) flexible consistency of aim versus the path of least resistance, 4) focusing on positive emotional background versus avoidance of emotional stress, and 5) accommodation versus consistent problem solving. The obtained results showed that the Thomas-Kilmann Conflict Mode Instrument requires a validation for Russian sampling.

SY3 Short, reliable and valid?

MacIver, R., Saville, P., & Kurz, R., Saville Consulting, UK

Can behavioural self-report questionnaire scales that form the basis of personality questionnaires be markedly shortened, while still maintaining their criterion-related validity? Content considerations are hypothesized as a key consideration. Analyses were conducted based on one standardisation of items that form the basis of behavioural assessments: Wave Professional Styles and Work Strengths (N=1,153). This standardisation included a standardisation of alternate forms and a concurrent criterion validation (external raters against 36 behavioural competencies, N=500-632). The analyses looked at the internal

consistency and alternate forms of two item, three item and six item scales and also how the length of the scales related to their criterion validity. The standardisation of the two alternate forms allowed the construction of shorter scales and also longer scales which had overlapping content. The design also allowed the comparison of short scales with longer scales which did not have overlapping content in the items. For the non-overlapping content, the internal consistency of the long scales is higher than for short scales, as is the criterion-related validity. For the scales, with overlapping content, the increase in the internal consistency was not matched by a corresponding increase in the average criterion-related validity. The validity of short scales such as the three item scales for Work Strengths results in assessments with levels of criterion related validity comparable to their longer counterparts, good alternate form reliability, but relatively low average internal consistency. The implications for validity and the length of self-report scales are discussed.

PA19 The influence of emotional intelligence on the attitude towards diversity: a South African study

Mahembe, B., Stellenbosch University, South Africa

Given the history of discrimination and predicaments regarding diversity management, workplace diversity is perhaps one of the most critical challenges facing South African organisations today. Employees with high levels of emotional intelligence are able to master their interactions with diverse others in a more effective manner and, as a result, maintain a more positive attitude towards diversity. The primary goal of this study was to design and conduct an analysis of the relationship between emotional intelligence and the attitude towards diversity. The aim of the study was to validate a theoretical model explicating the structural relationships between these variables in the South African business context. The sample consisted of 264 employees from various South African organisations. The content and structure of the constructs were investigated by means of item analysis, as well as confirmatory and exploratory factor analysis. The results of structural equation modelling (SEM) demonstrated good model fit for the measurement and structural models. A positive relationship was found between valuing individual differences and the latent variables of emotional intelligence, tolerance of affirmative action and diversity as a competitive advantage. The practical implications for organisations are that they should provide organisational members with adequate opportunities for training in emotional intelligence. This type of development could enhance members' understanding, appreciation and acceptance of the individuality of others, thus prompting an organisational culture where cultural awareness, sensitivity, fairness and mutual respect can prosper.

PO2-4 Effect of cognitive training in Brazilian children

Mansur-Alves, M., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

We study the effectiveness of a cognitive training in Brazilian children from different intellectual levels. Fifty-three sixth-grade students ($M = 11.17$ years, $SD = 0.376$) were randomly assigned to the experimental group/GE ($N = 26$) and control group/GC ($N = 27$). Each group was divided into three subgroups according to IQ: high (120 or above), medium (95 to 110), and low (70 to 85). The Standard Progressive Matrices of Raven (SPM) was used in the pre and post-test. A Brazilian School Achievement test and school grades were used to assess school achievement in the pre and post-test. There were two post-tests; a month after the last training session and four months after the end of training. Three tasks of working memory were used. The children received the intervention at school twice a week for 10 weeks at the most. No significant differences were found between the training and control group at post-test performed one week after training and, also, four months after that, for any measures of cognitive and academic performance. However, for the low IQ group, the difference (d index) between GC and GE on the Raven test which was favourable to GC prior to the training (3.75 IQ points) came to be favourable to GE immediately after training ($d = -0.47$ or 7.05 IQ points). This trend was not observed for the groups of medium and high IQ.

These results point to the difficulty in finding a genuine intellectual change with intervention programs of short duration.

PA21 Cognitive abilities of positive thinkers in a sample of teacher students at Alexandria University in Egypt

Mansy, M.A.H., Alexandria University, Egypt

Positive thinking has numerous benefits and it has been proven in various psychological studies to have a beneficial effect on behaviour. This is a plus for those who may believe that positive thinking is just over hyped sensationalism. So if you have ever doubted the benefits of positive thinking, considering the results of such studies may help persons to have a different outlook, around us or about ourselves. Positive thinking leads to a good self-esteem and is also proven to be effective in career satisfaction and quality of life. In Egypt, teachers are facing a lot of criticism in society. This criticism makes them unhappy and dissatisfied with their career. This could cause negative thinking beliefs towards their career. Therefore, assessment of the cognitive abilities required for positive thinkers is needed in the Egyptian culture. We investigate the cognitive abilities of teacher-students who have positive thinking beliefs in order to construct a new test to measure abilities related to positive thinking. In the present study, the researcher also tested the relationship between positive thinking beliefs of student teachers who were enrolled in the teachers pre-service program at the college of education at Alexandria university. Positive beliefs of teacher students towards teaching career reflects their motivation to study at the college of education. A sample of 850 students (400 males and 450 females) were chosen randomly from the third grade scientific and humanistic specializations at the college of education at Alexandria university and a scale of positive thinking beliefs was administered in order to select those who were of high positive thinking beliefs. A test battery of cognitive abilities was applied for students with positive thinking beliefs. Data are examined using SPSS Program (ANOVA, Correlations and Factor analysis statistics) and results are deduced as a result of testing the present study hypotheses.

PA12 Personality changes after the onset of dissociative amnesia

Markowitsch, H., & Staniloiu, A., University of Bielefeld, Germany

Across various cultures, dissociative amnesia is triggered by psychological stress or trauma. Its hallmark is a severe (usually retrograde) memory impairment, occurring without evidence of significant brain damage (as detected by conventional structural brain imaging). Sometimes dissociative amnesia occurs on a background of a personality disorder (narcissistic or borderline). Other times, amnesia itself triggers long lasting personality changes. Our own data from patients with dissociative amnesia, who were investigated medically, neuropsychologically and with neuroimaging, point to various personality changes after the onset of amnesia. These may involve affect (e.g. an emotional blunting), perception (e.g. impaired self face or face-emotion processing), cognition (e.g. social cognition) and behaviour (e.g. changing in eating, smoking, drinking or working habits). We argue that these personality changes could be interpreted in various ways. They may represent a consequence of amnesia. Functional imaging studies have shown metabolic changes in dissociative amnesia in brain areas involved in conscious mnemonic processing. Several structures engaged in processing within episodic-autobiographical memory system (such as amygdala, ventro-medial prefrontal cortex) were also implicated in self and reward-related processing. Some changes in personality profile may result from assuming the sick role and consequently "adapting" to the societal and cultural expectations with respect to the new role. Alternatively, it may be speculated that it is the personality change that is pivotal in the development and maintenance of dissociative amnesia; this personality shift subsequently leads to enduring changes in ways of cognitive processing, self-processing, perception, and affect.

SY1 Temperament and common disruptive behavior problems in preschool

Martel, M.M., University of Kentucky, USA

The study evaluated trait associations with common Disruptive Behavior Disorders (DBD), Oppositional Defiant Disorder (ODD) and Attention-Deficit/Hyperactivity Disorder (ADHD), during an understudied developmental period: Preschool. Participants were 109 children ages 3 to 6 ($M=4.77$; 64% male) and their families over-recruited for DBD-related problems. DBD symptoms were available via parent and teacher/caregiver report on the Disruptive Behavior Rating Scale. Traits were measured using observational coding paradigms, and parent and examiner report on the Child Behavior Questionnaire and the California Q-Sort. As expected, preschool children with DBD exhibited significantly higher negative affect, higher surgency, and lower effortful control compared to preschool children without DBD (all $p<.05$). Specificity of trait-DBD symptom associations was apparent. Negative affect was associated with most DBD symptom domains ($r=.38-.65$, all $p<.01$); surgency and reactive control were associated with hyperactivity-impulsivity ($r=.51$ and $-.31$ respectively; both $p<.01$); and effortful control was associated with ADHD and inattention ($r=-.21$ — $-.24$, all $p<.05$). Interactive effects between effortful control and negative affect and curvilinear associations of reactive control with DBD symptoms were evident ($p=.04$; $\Delta R^2=.03$ for interaction; $p=.01$; $R^2=.1$ for curvilinear effect). Temperament trait associations with DBD during preschool appear similar to those seen during middle childhood. Extreme levels of temperament traits are associated with DBD as early as preschool.

SY11 Emerging control and attention-deficit/hyperactivity disorder during early childhood

Martel, M.M., University of Kentucky, USA

Both affective and effortful temperamental traits and cognitive control substantially develop between the ages of 3 and 6, while Attention-Deficit/Hyperactivity Disorder (ADHD) and Oppositional-Defiant Disorder (ODD) are often first diagnosed during this period. The current study evaluated associations among multiple temperament/personality traits, cognitive control, and ADHD and ODD during preschool. Participants were 98 children between ages 3 and 6 ($M=4.34$ years; 57% male) and their primary caregivers over-recruited for disruptive behavior problems. Diagnostic information on ODD and ADHD symptoms was available from parents and teachers/caregivers via standardized rating forms. Temperament/personality traits and cognitive control were measured using parent and examiner ratings on standardized questionnaires, observational ratings, and child performance on laboratory tasks of cognitive control. Results indicated that the temperament/personality trait of reactive control, but not effortful control, was significantly associated with cognitive control ($p<.05$ for reactive control; $p>.1$ for effortful control). An emerging control latent factor, comprised of reactive temperament/personality control and cognitive control, was significantly associated with teacher-rated ADHD ($r=-.39$, $p<.01$), but not ODD ($r=.05$, $p=.61$), symptoms (significant difference $z=-3.18$, $p<.01$). Emerging temperament/personality control and cognitive control appear to be most associated with ADHD (vs. ODD) symptoms during preschool and hence may predispose to the low Conscientiousness often seen in older children and adults with ADHD.

PA15 The dark triad traits and sexual behaviour among African students

Mashegoane, S., University of Limpopo, South Africa

A study was conducted to explore the relationship between dark triad personality traits and sexual behaviour among African university students. It was predicted that patterns of sexual behaviour do not differ across the three dark triad personality traits of Machiavellianism, narcissism and psychopathy. Contrary to expectations, the scores of the three personality traits varied on sociosexuality, a measure used to conceptualize sexual behaviour. The results are discussed in the context of culture.

IS1 The factor structure of personality adjectives in the Malaysian context

Mastor, K.A., Universiti Kebangsaan Malaysia, Malaysia

Saucier, G., University of Oregon, USA

The paper reports a study on the factor structure of the personality adjectives in Malaysia. One of the aims was to determine possible existence of between 5-6-7 factors in the structure of the personality. A total of 1,151 personality-relevant adjectives were extracted from Kamus Dewan (2005), an authorized Malay dictionary. Based on selected criteria, 332 terms were discarded and only 819 terms were subjected to further investigation. Three separate lists of personality descriptors were compiled: (1) the 405 words with the highest mean clarity-of-meaning (405-HCD); (2) the 405 words with the highest mean frequency-of use (405-HFD); and; (3) 296 terms that appears on both top-405 lists (296-HCFD). The current analysis is based on the HCFD data (N=742) which were ipsatized and subjected to the Principal Components analysis with Varimax rotation. Big Five and Big Six markers were constructed based on previous studies and the factor scores were correlated with these markers. Separate analyses were also conducted among Malays and Chinese samples. Higher correlations were found for Conscientiousness and especially Honesty, Agreeableness and Emotional Stability in the Big Six factor solution. Extraversion, especially in Big Six factor solution and Intellect-Openness and Conscientiousness (in Big Five) were not so proven appear. It was also found that more proportional emphasis on virtue, morality, self-regulation content apparently in the personality traits in the Malaysian context. The study suggests the need for bigger and representative samples and wider selection of variables for better understanding of the structure of personality among Malaysian people, taking into account of its multicultural society.

IS12 Using multilevel modelling to study affect changes during Ramadan fasting

Mastor, K.A., & Kasan, H., Universiti Kebangsaan Malaysia

Wilt, J., & Revelle, W., Northwestern University, USA

Fasting is normally associated with various physiological changes based on many studies but its relation to affect changes is not widely studied. Some psychological changes due to fasting are then expected, especially fasting for religious reasons – that fasting helps develop the positive emotion. The present study examines the changes in positive and negative affects during fasting month of Ramadan. Samples were 164 undergraduate students enrolled in the emotional management class in UKM. Measures of emotion were recorded daily a week before Ramadan and during Ramadan by the respondents regardless of their religious background. Multilevel analyses were used to analyse the effects by selected variables. In general, we found that the pattern of positive affects mean scores increasing and negative affects decreasing throughout the month of Ramadan. Interestingly, the quite similar pattern of affect changes was also observed among the non-muslims. Factors of being Muslim, older age and weeks of Ramadan were significant effects on happiness, calm, fear and moody. Findings support the hypotheses of the positive effects of fasting on human emotion.

PA22 Affect in Play Scale, Preschool Version (APS-P): a study of child behaviour in a developmental context and parenting style within the family environment

Mazzeschi, C. Università di Perugia, Italy

Parolin, L., Università Milano- Bicocca, Italy

Chessa, D., Del Vecchio, E. & Lis, A., Università degli studi di Padova Italy

Assessing symbolic play in children, especially preschooler groups, shows the relevance of preparing an accurate setting of naturalist observation, such as play contest and stimulus-objects, consistent with the developmental level and establishing and maintaining a neutral position of the researcher. The Affect in

Play Scale, Preschool version (ASP-P) is a task of play using a set of toys (animals and daily objects). Sessions are videotaped and then an observer coded them using four cognitive variables and thirteen categories. Our rationale is that the ability of playing is influenced by the parenting style and family environment, an assumption that does not receive great attention in the empirical context of developmental research. The aim of this work is to present some preliminary data comparing child play evaluation with parenting style. The sample includes 1,439 children of four and five years with their parents. We administered the APS-P task to children and a set of self reports to parents, such as the Child Behavioural Questionnaire (CBQ) to evaluate parent's perception of children's behaviours, and the Parenting Styles and Dimensions Questionnaire (PSDQ, to tap parenting styles.

IS4 Cross-cultural aspects of personality in South Africa

Meiring, D., (convener), University of Pretoria, South Africa

The South African Personality Inventory (SAPI) project aims to develop a new personality inventory for South Africa, locally derived from indigenous conceptions of personality in the country's 11 indigenous language groups. This project spans two stages: qualitative exploration phase and a quantitative test development phase. In the first stage, data were collected by means of interviews in stratified samples from the 11 language groups. The data were content-analyzed to derive the main personality structure encoded in lay people's perceptions. In the second stage, scales were developed from the output of the first stage and psychometrically tested and administered onto a cross-cultural sample. This symposium comprises four presentations to demonstrate the development of this indigenous personality inventory in the South African context. One presentation will focus on an upcoming project - Psycholexical study, in the Middle East region. First, Velichko Valchev will set the stage by presenting the overall personality structure that was derived in the first, qualitative stage. He will continue with the Second presentation focusing on similarities and differences of the personality structure of the different ethno-cultural groups. Thirdly, Lina Daouk-Öyry and a colleague will discuss the main challenges of using the psycholexical approach on the Arabic language. Fourthly, Fons van de Vijver will present a study on social desirability, a second wave of SAPI pilot data that was collected and analyzed. Finally, Deon Meiring will give a presentation on the development of the SAPI items and the results of factor analysis on a second SAPI pilot version. In sum, the SAPI project is the first study to be undertaken where an indigenous bottom up design is followed with the explicate aim to develop a personality measure that is relevant and culturally applicable in the South African context.

IS4 Development and validation of measurement scales for the SAPI

Meiring, D., University of Pretoria, South Africa

This presentation provides an overview of the second stage of scale development and validation of the SAPI second pilot inventory. For each of the 9 clusters, scales were developed in English utilizing the original responses from the qualitative stage (53,000 personality-descriptive terms). Items were formulated as statements in the 1st person singular using both trait terms and concrete behaviors. A systematic approach (e.g., psychometric criteria, idiomatic expressions items removed, long items removed and "I" items) were followed to cull down the original 2,497 items to a manageable size of 263 items for the SAPI second pilot inventory. Self-rating data were obtained from a cross-cultural sample of $N = 1,328$ respondents. Data are analyzed with factor-analytic procedures (e.g., exploratory factor analyses (EFA), confirmatory factor analyses (CFA), exploratory SEM, bi-factor analyses and Bayesian factor analyses) making use of the Mplus 7 statistical program. The underlying structure of the inventory is explored and compared with the qualitative structure model in the first stage of the project.

PO2-15 Safety leadership

Mhone, K., JvR Consulting Psychologists, Johannesburg, South Africa

We discuss the concept of safety leadership, which has over the past few years gained increasing interest particularly among practitioners. The aim is to define the fuzzy concept and determine the key functions and outcomes of safety leadership, using the transformational-transactional leadership as a theoretical framework. Furthermore, the paper discusses the Regulatory Focus Theory, and proposes regulatory focus as a potential mechanism for transformational-transactional safety leadership. Safety leadership was evaluated within the domain of transformational-transactional leadership theory, and the criterion variable, safety performance, was conceptualised in terms of follower safety behaviours (safety compliance and safety participation) and safety outcomes (accidents and injuries). The selection of both leading and lagging indicators of safety was to gain a more comprehensive picture of the impact of leadership on safety. This approach goes beyond traditional accident and injury measures which have certain disadvantages. A model of safety leadership was built to inform the design, implementation and evaluation of safety-specific leadership interventions.

IS5 Structure of virtues in the natural language in relation to the Moral Foundations Theory

Mikloušić, I., Mlačić, B., & Milas, G., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia

In order to explore the possibility of cultural universals in the structure of virtues, and to investigate the relation of cross-culturally derived virtue structures, we employed the lexical approach that was previously shown to be extremely valuable in both personality and virtues structure research. Furthermore, we used the lexically derived virtues structures to examine the proposition of the existence of certain evolved moral foundations, as suggested by the Moral Foundations Theory. MFT proposes the existence of six distinct moral foundations- Harm/Care, Fairness/cheating, Liberty/oppression Loyalty/betrayal, Authority/subversion and Sanctity/degradation, which was developed through simultaneous review of current evolutionary views on morality and cross-cultural research on virtues. However, the evidence for the existence of such a structure in various cultures has not been adequately investigated. After extracting virtues descriptors from the natural language in Croatia, 324 adjectives were rated for self and peer descriptions by a large sample of (N=500) University of Zagreb students and their best acquaintances. The lexically acquired structure in Croatian language was compared with the lexical virtues structures from Dutch and English language, as well as the proposed moral foundations as measured by the Moral Foundations Questionnaire. Discussed is the underlying structure of virtues in Croatian language, the comparison of cross-culturally derived lexical structures as well as the relations with the dimensions proposed by the MFT.

PO1-37 Human development in the context of society in transition: a sample of the Brno longitudinal study on life-span development

Milllová, K., & Blatný, M., Academy of Sciences of the Czech Republic

Macrosocial factors provide a broader perspective of human development, since changes in society to some extent get gradually reflected at the individual level. Unique opportunities for such studies are provided by societies passing through significant change (political, cultural). Social and psychological stability in a changing society is low, while mobility is high. There are only a few psychological (longitudinal) studies which have the potential to address this issue. Among them is the Brno Longitudinal Study on Life-Span Development which began in 1961. The current sample consists of 83 participants (48 women, 35 men, aged 36 to 44 years). In comparison with other longitudinal studies provided in stable societies exploring the area of social functioning, we found differences mainly in the job career area, especially frequent occurrence of changeable career or differences in personality predictors of social characteristics

(e.g. level of adolescence extraversion). In terms of psychological characteristics, we focused on subjective health. In this area regression analysis did not confirm any significant effect of the “traditional” correlates of positively assessed health (e.g. sense of coherence). Unlike other psychological research ongoing in changing societies (e.g. reunified Germany, former USSR countries), our research is characterized by higher intergenerational continuity, for example in the field of education.

PO1-38 How are preschool children perceived? relations among behavioural inhibition, temperament and cognitive performances

Minelli, M., Bertossi, E., Agostini, F., Benassi, M., Dellabartola, S., & Giovagnoli, S., University of Bologna, Italy

We study the existence of the relations between temperament and cognitive abilities in preschool aged children, focusing on the Behavioural Inhibition (BI) temperamental trait, recognised in literature as a risk factor for the development of social phobia in adolescence. The sample consists of 100 3 to 5 year old children and the teachers and parents. Direct measurements on the child were used to assess cognitive abilities (IQ and linguistic abilities) and the perceptions of teachers and parents, regarding child temperament and Behavioural Inhibition, were assessed and compared. We used the Behavioural Inhibition Questionnaire, the Italian Questionnaires of Temperament, the Raven's Coloured Progressive Matrices, two subscales from the Metaphonological Competences, and the Non-Word Repetition. The results suggest that the parents and teachers have a significantly different perception of children, regarding certain temperamental dimensions. The teachers perceive the children as having a higher level of Behavioural Inhibition and Attention, compared to the perception of parents, while the former describe the children as having higher levels of Inhibition towards Novelty, Negative Emotionality, and Motor Activity. Regarding cognitive abilities, children with a higher IQ are perceived as less inhibited towards novelty by mothers and teachers. Mothers describe children without linguistic difficulties as having lower positive emotionality, compared to children with linguistic difficulties, while teachers show an opposite perception. The difference in perception between parents and teachers could be tied to the different observational context and to their different role, which might indicate a more complete perception of child temperament in teachers. Further research is needed to better study these aspects.

PO1-11 Using the method of plural identification for the adaptation of the Shmishek Test of Personality Accentuations in Azerbaijan

Mitina, O., & Rustamzade, N., Moscow State University Lomonosov, Russia

Personality accentuations are very difficult to determine when the test detecting them is adopted from one culture to another. Some types of behaviours, that are rare and indicate a deviation within one culture, can be custom and normal within the other culture, even when people speak the same language. To solve this problem in our case a special method was suggested. Experts-psychologists were asked to evaluate how fit the test's items are for hypothetical images that are antonymic to the detected accentuation. The examined scales with corresponding antonymic images are scales for the demonstrative-shy person, the getting stuck-easily switchable person, pedantry-sloppy person, excitability-calm person, hyperthermia-passive person, dysthymia-active person, anxiety/fearfulness-sure person, exaltation-melancholic person, emotiveness-unfeeling person, and cyclothymia-self-controlled person. Also the images of the typical and ideal persons in the Azerbaijan culture were evaluated. The mean scores obtained through experts' estimates on each scale for the corresponding antonym were used as the low bounds of normal behaviour, the upper bounds were calculated as symmetrical relative to the scores for the typical person for the corresponding scale and were interpreted as bounds after which the corresponding accentuations begin. The differences among the norms calculated in this way for the Azerbaijan sample and the norms of accentuations used for Russians show that the Azerbaijan people, in contrast to the Russians, on average are more emotional, sociable, active, self-confident. So, norms of accentuations on at least 6 scales need to be corrected comparing with Russian norms.

IS1 Morality in the natural language: findings from the Croatian taxonomy of personality descriptors

Mlačić, B., Mikloušić, I., & Milas, G., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia

The issue of morality became one of the most salient phenomena studied in psychology in recent years. However, despite the popularity of the construct, we know of no studies on the morality in the natural language. Following the basic premise of the lexical approach that all significant individual differences are embodied in language we conducted a psycholexical study of morality in the Croatian language, as a part of larger study on natural-language virtues. In the first study, a group of 11 judges used the 2,045 adjectives classified as prototypical for the categories of dispositions and social aspects of personality from the Croatian taxonomy and rated how well these adjectives describe morality (or lack thereof). The first study yielded 163 morality descriptors in the Croatian language. In the second study, those 163 adjectives were rated for self-descriptions by a large sample of (N≈500) University of Zagreb students and for peer-descriptions by (N≈500) students' best acquaintances. Discussed is the underlying structure of morality in the natural language, the relations of those dimensions with existing measures of morality, the Big-Five factors of personality, as well as the relations between morality and virtues in the natural language.

PO1-39 How social desirability moderates the sex differences in physical aggression throughout the life span

Morales-Vives, F., & Vigil-Colet, A., Universitat Rovira i Virgili, Spain

Sexual selection theory proposes that sex differences in physical aggression are due to greater competition for reproduction in males than in females, which leads males to use more risky strategies. This difference seems to peak around 20-30 years old, which is consistent with this theory. As a consequence of this theory, sex differences should decrease with age and reach a minimum in the elderly. Nevertheless, only one study has focused on sex differences in aggression in the elderly. It found that although sex differences were present in physical aggression, the effect size was small and lower than the effect sizes obtained in younger samples. Taking into account that recent studies have found that aggression measures are highly affected by social desirability, of which elderly samples (especially women) have high levels, the present study analyses sex differences in physical aggression using a new test which has been developed with a method that provides measures free of social desirability. This study involved the participation of 1600 participants aged between 14 and 97 years old. The results showed that when social desirability is controlled, the expected high sex differences in physical aggression are found in adolescence and the first years of adulthood, while these differences are not found or are almost negligible in late adulthood and old age. The results seem to show that when social desirability is controlled sex differences in physical aggression throughout the life span fit with sexual selection theory.

IS5 Psycho-lexically based virtue factors in Spain and their relation with personality traits

Morales-Vives, F., Universitat Rovira i Virgili, Spain

De Raad, B., University of Groningen, The Netherlands

Vigil-Colet, A., Universitat Rovira i Virgili, Spain

The psycho-lexical approach was used to identify virtues in a Spanish population and to establish the similarities and differences with the results obtained in other cultures. A further aim was to determine the relation between these virtues and the Big Five Personality Factors. A total of 209 descriptors were identified as virtues and administered to 485 participants who were instructed to indicate the extent to which each virtue term applied to them. Principal Components Analysis revealed seven factors: Self-confidence, Reflection, Serenity, Rectitude, Perseverance & effort, Compassion, and Sociability. Women had higher

scores on the Sociability factor and also on the Perseverance factor, while men had higher scores on the Serenity factor. The results indicate that the virtue factors are somewhat similar to those factors obtained in other cultures, especially to the structure obtained for Dutch, although there is no simple one-to-one correspondence. These results are congruent with previous psycho-lexical studies performed in several countries, which also show cultural differences in the conception of virtues. The findings concerning the relation between virtues and personality traits are generally similar to the ones obtained in previous studies.

IS3 Cognitive ability, genes and diabetes

Mõttus, R., Department of Psychology, University of Edinburgh, UK, and Department of Psychology, University of Tartu, Estonia

There is a well-established association between diabetes and slightly lower cognitive ability, which is commonly interpreted as the former causing the latter. However, the many findings of cognitive epidemiology showing that low childhood or young-age cognitive ability predicts less healthy lifestyle and ill-health decades later suggest the need to consider other causal interpretations. Here, I present the findings of two related studies. In one study, we compared the scores of the same general cognitive ability test of people with and without diabetes at age about 70 years at two time-points: concurrently to diabetes assessment and about 59 years earlier (at age 11), when any diabetes diagnoses would have been unlikely. Scores of those with diabetes were lower by a similar amount at both time-points, suggesting that diabetes was unlikely to impair general cognitive ability in this group of people. Instead, individual differences in cognitive ability, which are relatively stable over decades, might have contributed to variation in diabetes, or diabetes and cognitive ability variation might have common genetic or early-life causes. In another study, we tested for the potential role of cognitive ability as a moderator of diabetes genetic risk manifestation. In particular, we hypothesized that low cognitive ability might facilitate genetic risk manifestation of diabetes, whereas high cognitive ability might offer (environmental) protection against it. Diabetes genetic risk was quantified as the aggregated effect of up to nearly 200,000 thousand single-nucleotide polymorphisms. The hypothesis was confirmed, suggesting that one of the mechanisms by which cognitive ability might relate to diabetes is by modifying its genetic risk manifestation.

IS2 Comparability of personality trait scores across adulthood

Mõttus, R., Realo, A., & Allik, J., University of Tartu Estonia

Investigating age-differences in the personality traits subsumed under the Five-Factor Model has been a prominent personality research topic for years. Importantly, comparing test scores of people at various points across the life-course is based on the assumption that the scores represent the same latent traits at different age-levels. To date, however, this assumption has been only rarely explicitly tested. In this presentation, data from nearly 2,200 Estonians, aged between 18 and 89 years, was used to test for cross-sectional measurement invariance of the 30 NEO Personality Inventory-3 facets across adulthood. In addition to self-reports, ratings from knowledgeable informants were used. Analyses were carried out at the level of single items, which were treated as ordered- categorical variables. In self-reports, most facet scales met the criterion of metric but not of scalar invariance, implying that, for the majority of the scales, the same item scores corresponded to different latent trait levels at different ages. In other words, items belonging to the same facets tended to exhibit different age-differences and, therefore, aggregate scores could have masked more nuanced developmental patterns. In informant-ratings, however, most facets met the criterion of scalar invariance. This may suggest that personality trait levels are more easily comparable across adulthood if they are based on informant-ratings rather than self-reports. Alternatively, given that age-differences were generally weaker in informant-ratings than in self-reports, this may suggest that informants failed to perceive age-differences to their full degree and complexity. In either case, care is warranted when studying age-differences in personality traits.

PA8 State- and trait-greed, its impact on risky decision-making and underlying neural mechanisms

Mussel, P., Reiter, A., Osinsky, R., & Hewig, J., Julius Maximilians University Würzburg, Germany

Contrary to the public interest that greed has received during the current financial crisis in Europe, scientific investigations are rare. We define greed as a relatively stable disposition in sensation and action, associated with approach motivation and positive affect, typically aiming at permanently increasing limited or unlimited material benefits without reaching a state of satisfaction. According to this definition, we developed 50 self-report items to assess greed. Based on expert ratings and data obtained from a sample of students, the set of items was subsequently reduced to a seven-item measure. Next, we applied the measure to a sample of students in economics and investigated whether greed would predict risky decision-making. We found that individuals high in greed, as a stable personality trait, took higher risks to maximize monetary outcome. Furthermore, this relationship was moderated by state-greed; specifically, greed had a stronger impact on risky decision-making when activated by situational characteristics. We also recorded neural responses during the monetary gambling task using EEG. Results showed that greedy individuals showed a specific response to favourable and unfavourable outcomes, indicating that they might have difficulty in learning from experience, especially from mistakes and negative feedback. Similar results have previously been reported for psychopaths. It is concluded that greed may explain risky and reckless behaviour in diverse settings, such as investment banking, and may account for phenomena such as stock market bubbles.

PA11 Investigating effects of authoritarian parenting to borderline personality disorder among rape convicts. A case of the Kamiti Prison, Kenya.

Mutisya, J., Mount Kenya University, Kenya

Authoritarian parenting grows children with little options in life. The consequence is that it breeds conflict in child's personality with great predisposition to anti-social behaviours. We sought to investigate effects of authoritarian parenting to convicts who exhibited character that qualifies to fit what is equal to borderline personality disorder. We used a descriptive survey design. The target population comprised 1,892 rape convicts. The accessible population was 944 and 273 were sampled given the sensitivity of the activity. This included five counsellors from the prison department. Questionnaires were used to collect information. Data were analysed using frequencies, percentages, and Chi-square. The statistical package for social sciences (SPSS) version 15.0 for windows was used to analyse data.

PO2-5 Self-knowledge and knowing other minds: the implicit/explicit distinction as a tool in understanding theory of mind

Nathan, B., University of Denver, USA

Holding content explicitly requires a form of self-knowledge. But what does the relevant self-knowledge look like? Using theory of mind as an example, this paper argues that the correct answer to this question will have to take into account the crucial role of language-based deliberation but warns against the standard assumption that explicitness is necessary for ascribing awareness. It argues in line with Bayne that intentional action is at least an equally valid criterion for awareness. This leads to a distinction between different levels of implicitness. Postulating these different levels, it is argued, allows us to make better sense of the empirical literature on early false-belief task abilities.

PO2-34 Personality traits act differently in women and men as predictors of subjective well-being

Natividade, J., Fernandes, H., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

Research about relationships between personality traits and subjective well-being (SWB) has consistently pointed Neuroticism and Extraversion as its main predictors. Literature has shown that personality explains a great portion of the variance of SWB. It has also shown that sex differences in personality are stable in different cultures. Therefore it remains to be explained why the findings about sex differences in SWB are inconsistent. A possible explanation is that the levels of SWB of men and women covariate differently with personality to solve different adaptive problems. This study aimed to search for sex differences in the relationship between personality and SWB. Participants were 722 individuals, 58% women, mean age of 28 years who answered a survey containing a Five Factor Model battery test, the Life Satisfaction Scale, and the Positive and Negative Affects Scale. Results generated different predictive models for each dimension of SWB for men and women. Neuroticism and extraversion were the only predictors that behaved similarly for both sexes. Agreeableness predicted life satisfaction for men, and negative affect for women. Conscientiousness predicted life satisfaction only for women. Openness to experience predicted positive affect only for women. Results suggest that analyzing data from men and women indistinctly might mask the effects of personality, because the difference between sexes is not considered when testing the relationships between constructs. The results suggest that sex differences should be included in the explaining models of the origin and development of SWB.

PA12 Dispositional life satisfaction and DSM Axis II personality disorders: a population-based twin study

Nes, R.B., Norwegian Institute of Public Health, Norway
Czajkowski, N., & Røysamb, E., University of Oslo, Norway
Ørstavik, R., Tambs, K., & Reichborn-Kjenenrud, T., Norwegian Institute of Public Health, Norway

The extent to which subjective well-being and personality disorders share etiological influences has been studied to a limited degree only. We examine the genetic and environmental influences on association between dispositional life satisfaction and DSM-IV Axis II personality disorders. The associations between two-wave questionnaire data on dispositional life satisfaction (assessed 6 years apart) and dimensional representations of DSM-IV Axis II personality disorders obtained by structured clinical interviews in a population-based sample of adult twins (N=2,801) were explored by stepwise logistic regression. Multivariate twin models were then fitted using the Mx program to estimate genetic and environmental correlations. The sample consists of twins only and there are limitations associated with the twin design. Results are presented and their theoretical and clinical implications discussed.

IS3 Intelligence

Neubauer, A.C., (convener), University of Graz, Austria

Research in human psychometric intelligence is flourishing. In the last 20 years considerable progress has been made: First, elementary cognitive and neuroscience approaches delivered deeper insight into individual differences in intelligence. Second, implications of intelligence for achievement in educational and professional contexts (on an individual basis and in cross-cultural comparisons) emphasized its practical importance. Moreover, epidemiological approaches even demonstrated the link between intelligence and disease, mortality as well as health. This symposium tries to cover a broad range of recent research findings while, at the same time gathering scientists from different countries and continents. The elementary cognitive approach is presented by Yulia Dodonova (Russia) who demonstrates recent methodologi-

cal advances in the analysis of the relationship between RTs in basic cognitive tasks and intelligence. The neuroscience approach to intelligence is presented by Rex Jung (USA) who also deals with the interplay between intelligence and creativity as well as personality. The relationship between intelligence and personality is also the focus of Aljoscha Neubauer's (Austria) talk, who investigates this interplay with respect to the prediction of school performance. The relationship of intelligence and education is further analyzed at a cross-country level by Heiner Rindermann (Germany). Carmen-Flores-Mendoza (Brazil) enhances this cross-cultural perspective by presenting data on relations between national intelligence scores and economic growth, with a focus on Latin America. Finally, recent advances from the field of cognitive epidemiology are highlighted by Catherine Calvin (Scotland) when analyzing the implications of individual differences in intelligence for disease and mortality.

IS3 School achievement - is it more than intelligence?

Neubauer, A.C., Jauk, E., & Treichler, E., University of Graz, Austria
Opriessnig, S., NOE Landesakademie, Austria

Intelligence is generally known to be the best predictor of school achievement. Moreover, various personality dimensions have been identified to play a role for academic achievement. This study presents a broad investigation of potential predictor variables of school achievement, not only including intelligence and classical personality traits, but also self-discipline, self-concept, interest and motivation. A further aim was to investigate the interaction of these predictor variables in a structural equation model, focussing on the relations between interest and intrinsic motivation, extrinsic motivation and self-discipline, as well as between intrinsic and extrinsic motivation. A sample of 464 eight graders completed an intelligence test and a large battery of personality questionnaires comprising self-discipline, interest, intrinsic and extrinsic motivation, self-concept, self-efficacy, work avoidance and conscientiousness. Hierarchical regression analysis for grades in Math, mother language and first foreign language (English) show, that beyond intelligence also some of the assessed personality, motivational and self-variables contribute substantially to the prediction of school achievement; the reverse is true as well: After entering personality variables also psychometric intelligence contributed incrementally to the prediction of school performance. A structural equation model for the interrelations between the variables confirmed only partially the expectations derived from the literature.

PA5 Psychological profiling of political prisoners during apartheid; Nelson R Mandela and others

Nicholas, L., Monash, South Africa

Documents first released during the Truth and Reconciliation Commission hearings revealed that the State Security Council formed a plan to psychologically break former president Nelson Mandela and to discredit him before his release from prison. This paper will describe these efforts, the use of Mandela's personality profile within the broader context of the psychological profiling of political prisoners. It will also explore the involvement of psychologists in using such measures and present personality profiles for discussion.

PA5 Personality psychology as the integrative study of traits and worldviews

Nilsson, A., Lund University, Sweden

Previous attempts to construct an integrative framework for personality psychology are primarily descriptions of what the field looks like today rather than analyses of its logical structure and therefore threaten to reify and perpetuate the current structure of the field. I draw attention to logically important points that may help to integrate the field and suggest potentially fruitful research paths that are unrealized due to historical contingency. My point of departure is that the crucial defining feature of personality psychology

is that it studies human beings not just as mechanical systems, but also as rational agents, whose experiences and actions are imbued with intentionality and meaning. I argue that it follows if we take this core feature of personality seriously that the study of personality consists of two equally basic and mutually irreducible projects: the study of traits, defined as objective patterns of behaviour, and the study of worldviews, defined as subjective sources of meaning. I argue that worldviews are, contrary to popular belief, not inherently less universal, or in other ways less basic, than traits, although they have seldom been studied systematically, and that both universalistic and historic-cultural levels of analysis can be usefully combined with both the study of traits and the study of worldviews. I conclude by emphasizing the importance of integration across the trait-worldview divide, as well as the nomothetic-idiographic divide, for the development of richer and more unified portraits of personalities.

PO1-28 Humanism and normativism as fundamental aspects of the personal worldview: their differential explanatory power

Nilsson, A., Lund University, Sweden

Systems of meaning that cut across different aspects of the personal worldview, such as view of human nature, values, and metaphysical beliefs, are crucial when worldviews are considered from the perspective of personality, because they organize specific beliefs, values, and attitudes and imbue lives with meaning and direction. Yet there is little research addressing such broad systems. The current research focused on Humanism and Normativism, which are arguably the broadest worldview constructs to date, encompassing attitudes about human nature, society, morality, affect, and epistemology. According to Polarity Theory, the two constructs are antithetical: Humanism idealizes and glorifies humanity, portraying human beings as intrinsically valuable, whereas Normativism portrays human beings as able to attain value and reality only through norm conformity and achievement of ideals. Previous research has showed that Humanism and Normativism are distinct and negatively correlated on some issues but orthogonal on others. The current research further investigated their differential explanatory power. Study 1 suggested that they map onto other worldview constructs: mechanism, positivism (Normativism), organicism, constructivism, and transcendentalism (Humanism). Study 2 demonstrated relations between normativism and absolutist thinking, including belief in certain knowledge, essentialism and static-world beliefs, political conservatism, and both religious fundamentalism and opposition to religion, whereas humanism was related to spirituality and opposition to inequality. Study 3 demonstrated relations with the Big Five Aspects, including compassion, politeness, enthusiasm, and openness (Humanism) and low compassion, politeness, openness, and intellect, but high orderliness (Normativism). The explanatory powers of the constructs are discussed and emphasized.

PA21 The self as negotiator of inner conflicts and everyday decisions

Nir, D., Ono Academic College, Israel

This talk introduces the Negotiational Self Theory (NST). By integrating literatures on the self-concept and interpersonal negotiation, NST conceptualizes the resolution of inner conflict as an internal negotiation between different and opposing self-aspects, each representing unique perspectives and promoting different needs and interests. NST further suggests that the decisions reached to resolve everyday inner conflicts may vary according to a key variable—the Decision Integration (DI) level. DI level represents the extent to which various and conflicting self-aspects are addressed and satisfied in any given decision. Low DI reflects coercive win-lose decisions, in which aspects grouped at one pole of the conflict are fully satisfied, whereas opposing self-aspects remain lacking and unfulfilled. High DI reflects integrative win-win decisions, in which opposing self-aspects are equally acknowledged and addressed, and a creative solution is constructed that incorporates and satisfies all self-aspects. In this talk I discuss four studies that demonstrate the basic tenets of NST. Study 1 & 2 show that DI levels can be reliably identified as ranging from low to high DI, and that while people tend to reach low DI solutions, high DI levels are associated

with higher positive, and lower negative post-decision emotions, thus positively influencing well-being. Study 3 demonstrates the effectiveness of training people to arrive at decisions with higher DI levels, and Study 4 examines the effect of reaching integrative decisions on subsequent creativity tasks, showing that the higher the initial DI level, the higher the creative performance in an unrelated task.

PA5 Moral consciousness and self-esteem of personality

Nizovskikh, N., Vyatka State University of Humanities, Russia

Mitina, O., MSU of Psychology and Education

Nokhrina, A., Vyatka State University of Humanities, Russia

Moral development of personality is one of the most pressing issues nowadays. Many of the traditional values are destroyed. The moral consciousness plays a central role in the moral development of the individuality. An empirical study of the relationship between moral consciousness and self-relation was held in 2010 on the basis of a school in the Kirov city. Respondents ($n = 115$) – are the students of 9-11 grades at the age of 15 to 17 years: 59 boys and 56 girls. The methods are: "Resolution of moral dilemmas", "Method of diagnosing value orientations" and multidimensional questionnaire of self-relation. According to the results of the methods of moral dilemmas and of diagnostics of value orientations Q-factor analysis (respondents' factoring) was made. Three factors have been identified, corresponding to the three types of respondents. Type I "Selfless" (explaining 42% of the total variance), type II "Contradictory" (10%), III type of "Cold-blooded" (8%). Moral consciousness of 40% of respondents is not structured. Moral consciousness of "Selfless" is positively associated with self-confidence ($r = 0,425$, $p < 0,01$), self-leadership ($r = 0,286$, $p < 0,01$), self-esteem ($r = 0,246$, $p < 0,01$) and self-acceptance ($r = 0,185$, $p < 0,05$). Moral consciousness of "Contradictory" has a negative relationship with self-blame ($r = -0,232$, $p < 0,05$). Moral consciousness "Cold-blooded" is negatively correlated with openness ($r = -0,313$, $p < 0,01$) and positively with self-blame ($r = 0,200$, $p < 0,05$).

SY10 The Effects of CEO ethicality on prospective job applicants: the role of honesty-humility personality

Ogunfowora, B., Brock University, Canada

The ongoing global financial crises demonstrate that the ethical misconduct of corporate leaders can have detrimental effects on multiple stakeholders. The present research was conducted to investigate the effects of corporate executive officer (CEO) ethicality on prospective job applicants' organizational attractiveness and job pursuit behavior. In addition, the roles of applicant values and personality in understanding these effects were examined. The results of an experimental study involving 335 undergraduate students revealed that prospective job applicants indicated greater organizational attraction and were more likely to apply for a job with an ethical CEO's company, compared to that of a morally-questionable CEO or one whose ethicality was unknown. Further, perceived value congruence with the CEO mediated the relationships between CEO ethicality and these outcomes. These observed indirect effects of CEO ethicality on the outcomes were conditional on the Honesty-Humility personality of the prospective job applicant. When applicant Honesty-Humility was high, perceived value congruence mediated the relationships between CEO ethicality and organizational attractiveness and job pursuit behavior. In contrast, these effects were not observed for applicants low on Honesty-Humility. Further investigation revealed that congruence along Schwartz's self-transcendence versus self-enhancement value dimension was responsible for the observed indirect effects for individuals high (but not low) on Honesty-Humility. The other major values dimension, openness to change versus conservation, did not explain the observed conditional effects of CEO ethicality. These research findings highlight the importance of applicant personality and values in understanding the effects of executive ethical leadership within the recruitment context.

PA2 Development and standardization of the Elegbeleye Personality Scale

Olasupo, M.O., Obafemi Awolowo University, Nigeria
Elegbeleye, O., Awolowo University Ile-Ife, Nigeria

A new personality scale with 90% local contents constitutes the focus in this study. We did a standardization check on the instrument to ascertain its fit for measuring personality in Nigeria and Africa at large. The scale was patterned after the Big Five except we treated extrovert and introvert as separate, believing that some individuals do exhibit both these attributes significantly enough to earn a description that defies the continuum. The scale is structured into four parts (ABCD). Part 'A' was designed to produce data on respondent's self-description by picking from the array of constructs, words that they feel fairly represent their personality. Part 'B' consists of a 'blind' self-rating based on a set of statements arranged from A-L. Part 'C' is designed as a cross rating subscale on which data are supplied by a person other than the respondent but by whom he is well known. Part 'D' contains a rating scale using the semantic differential format to conduct an internal validity of the respondents' answers to part A and C subscales. Scores of 400 participants for section A of the scale were correlated with their scores for part D of the scale to establish internal consistency. The correlation between the two was 0.89. A four week test-retest correlation was 0.80. The participants were tested for criterion validity on each of the subscales and the results revealed adequate validity. The instrument is considered sufficiently valid and reliable as a measure of personality in the Nigerian and African population at large.

PA5 Individualism and collectivism: are the lines becoming blurred? An investigation using the PPA

Olivier, J., De Kok, C., & Huang, T., Assessment Centre Technologies, Pretoria, South Africa

A cross-cultural study of the Personal Profile Analysis (PPA) assessment tool was conducted in South Africa, Australia, China, Singapore, Malaysia, and Indonesia, between 2000 and 2012 (N=9,989). The aim of the study was to explore the cultural differences and similarities within these countries. The research yielded several patterns or profiles that are commonly observed within these different cultures. This study seeks to suggest that these profiles are likely to occur, given the characteristics of the various cultures. This paper also aims to discuss the fact that Eastern cultures (China, Singapore, Malaysia, and Indonesia) have demonstrated a pattern of results that are similar to those found among English Speaking-cultures (South Africa and Australia). Results show that dominant behaviour profiles are very likely to appear in Eastern as well as English-European cultures. It may be postulated that such similarities originate from a shared education style, as well as the general globalisation of the business world. It must also be noted that most of the participants within the Eastern cultures were sampled from large European or American-owned international corporations. The implications of the current study are manifold, such as the questioning of collectivism-individualism culture theory. This research paper aims to revisit the issues and difficulties within cross-cultural psychological testing, and stimulate interest in this field for future researchers.

KN Utility of personality variables in work settings

Ones, D.S., University of Minnesota, USA

Personality plays a major role in work settings. The last two decades have witnessed a resurgence of interest in personality variables for describing and understanding behaviour in this important life domain. A voluminous research literature in industrial, work, and organizational psychology demonstrates the breadth of influence personality constructs have for explaining and predicting attitudes, behaviours, performance, and outcomes in organizations. Personality variables are related to many behaviours firms care about, including job performance, work motivation, avoidance of counterproductive and delinquent be-

haviours, pro-social work behaviours, job satisfaction and commitment, effective leadership, performance in teams, and customer service, among others. For individuals, personality also explains career choices and outcomes, including income. This presentation will focus on the usefulness of personality variables in work settings, highlighting new findings for different work criteria and outcomes, for different approaches to personality measurement, and for different levels of analyses (e.g., individual, team, organization, and culture). Theoretical issues relating to how and why personality plays an important role at work will be discussed.

PA1 Will personality questionnaires survive technology?

Oosthuizen, D., SHL, South Africa

The field of psychometric assessment has seen many changes in the past century. Notably, personality questionnaires have been revolutionised through the introduction of technology to such an extent that one could ask the question whether the rapid change in technology is to the benefit or detriment of the science of personality assessment. The aim of this paper is to investigate the technological changes that have and will influence the way we construct, use and interpret personality questionnaires. Firstly, the presenter gives an overview of major technological changes that have influenced personality assessments, and summarises literature evidence on the impact of these changes on for example the validity and reliability of personality instruments and the way personality instruments have been used. Secondly, the way forward is explored by presenting a brief overview of the likely changes future technology will bring, based on trends observed from around the world. In particular, the impact of using smart phones and tablets to conduct personality assessments are investigated. Finally, lessons learnt from the past on how to adapt to new technology are explored to provide guidelines on how future challenges can be overcome in adapting personality assessments to suit the technology while maintaining and protecting the scientific rigour of personality assessments.

PA6 "He is a murderer": perceived attributions of suicidal persons in Ghana

Osafo, J., University of Ghana, Ghana

Suicide is a global public health problem and as one of the measures to curb it, suicidologists around the world are intensifying research to understand sociocultural factors that facilitate negative attitudes toward suicidal persons. In a study aimed at understanding suicide from a cultural perspective that started in 2008, researchers from Ghana and Norway attempted to explore the cultural meanings of suicide in Ghana. Participants including psychologists, nurses, police, politicians, lay person and psychology students were interviewed. In this presentation, the perceptions the participants held about the personality attributes of suicidal persons were analysed. The results showed that participants perceived a suicidal person as murderer, wicked person, selfish, a coward, a fool, a needful individual among others things. There is a general perception that suicidal persons are moral deviants, whilst a few participants (esp. the psychologists) viewed them as mentally sick. These attributes are discussed within the African discourse on personhood and social ethic. The discussion seeks to elucidate how these attributions of a suicidal person influence the widespread social stigma against suicide and how that could be reduced.

PO1-29 Can personality contribute to development of hope?

Pacico, J., Bastianello, M., Ferraz, S., Cervo, C., Salvador, C., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

The aim of this study was to investigate the correlation between hope and the Big five personality factors. Dispositional hope refers to positive emotional state that emerges when the subject aims to achieve an

objective. This state emerges from the interaction between the motivation to achieve such result and the paths to reach it. The participants of the study were 450 Brazilian adolescents (56% female), mean age= 16.8, SD=3.4. The instruments used were Snyder's Adult Dispositional Hope Scale and Bateria Fatorial de Personalidade (a Brazilian Personality Test functionally equivalent to the NEO-PI). Dispositional hope correlated positively with Extraversion ($r = .46$), Agreeableness ($r = .24$), Conscientiousness ($r = .50$) and negatively with Neuroticism ($r = -.36$). These results suggest that personality has a significant impact on the development of hope. The results also showed too that the strongest correlation between hope and personality is with Conscientiousness. This effect can be explained because hope and Conscientiousness are related to objectives. So, the more competent, prudent and engaged (dimensions of Conscientiousness) the more hopeful the individual will be. The results also suggest that hope may be an indicator of how healthy the individual is, because it is negatively associated with Neuroticism.

PA18 Can personality traits influence hope?

Pacico, J., Bastianello, M., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

The aim of this paper is to present how personality could influence hope in Brazilian adolescents. We investigated personality (Five factorial Model) and dispositional hope. Snyder defined dispositional hope as a positive motivational state based on a sense of success derived from the interaction of agency (goal directed energy) and pathways (planning to meet goals). So, to emerge, hope needs three parts: objective, agency and pathways. The participants of the study were 450 Brazilian adolescents (56% female), mean age= 16.8 (SD=3.4). Instruments used were Snyder's Adult Dispositional Hope Scale and Bateria Fatorial de Personalidade (a Brazilian Personality Test which is functionally equivalent to the NEO-PI). The Adult Dispositional Hope Scale was adapted and validated to Brazilian adolescents. Results indicated that Dispositional hope correlated positively with Extraversion ($r = .46$), Agreeableness ($r = .24$), Conscientiousness ($r = .50$) and negatively with Neuroticism ($r = -.36$). These results suggest that personality has a significant impact on hope. Conscientiousness is the factor of personality whose impact is strongest on hope. This could be because hope and Conscientiousness are both related to objectives. So, the more competent, prudent, and engaged (dimensions of Conscientiousness) the more hopeful the individual will be. The negative correlation between hope and neuroticism could suggest that the more hopeful an individual is, the healthier he also is.

PO1-44 Childhood adversity, personality traits and schemas in adult psychopathology

Pedersen, B.B., Psychiatric Clinic - District West, Slagelse, Denmark
Mortensen, E.L., University of Copenhagen, Denmark
Simonsen, E., Psychiatric Research Unit, Region Zealand, Denmark

Several studies have found strong associations between childhood adversities and psychiatric disorders in adulthood. We still need to know more about whether this link is a causal relation and what could possibly mediate it? The aim of the present study is to investigate Cognitive schemas and Personality Traits as possible mediating constructs in the childhood-psychopathology link. According to Jeffrey Young's schema model, maladaptive schemas ("core beliefs") are hypothesized to be the result of adverse attachment with significant others during childhood, and are considered as the core of many psychiatric disorders. According to a vulnerability perspective, maladaptive personality traits are early developed patterns of thoughts, emotions and behaviour that are considered a risk-factor for psychopathology. In order to investigate this, a cross-sectional self-report study of two hundred and fifty clinical (N=125) and non-clinical (N=125) participants is carried out. Associations between childhood adversities, schemas, personality traits, and current symptoms of psychopathology are explored and analysed with mediation analysis. Further, the relationships between Schemas and Personality traits are investigated. Findings are expected to support the personality-vulnerability model of psychopathology and the schema model of psychopathology. The findings are considered useful for the assessment, conceptualization and treatment of non-psychotic dis-

orders. The relationships between schemas and personality traits are particularly interesting in a clinical context since the applied personality trait measure is proposed for the future DSM-5.

PO2-16 Utilizing personality, emotional intelligence, intelligence, and 360° assessments in high potential talent development at Vanguard

Pederzani, A., Vanguard, Malvern, USA

Vanguard is dedicated to ensuring it has a sustainable talent pipeline to meet future leadership needs. A recent effort was to provide a customized development experience to sixteen employees who were deemed by senior leaders to have the greatest potential to assume senior, general management roles. A battery of assessments was administered including the Wechsler Adult Intelligence Scale – Fourth Edition (WAIS-IV), the NEO-4 personality assessment, the BarOn EQi 2.0 emotional intelligence assessment, VOICES 360 assessment, and a 90 minute interview. Each employee received two individual assessment feedback sessions and one session to review and integrate the assessment results. Individuals were then assigned a coach to work on developing skills identified through the assessment. The most pronounced group results indicate that the group was high on Extraversion and Conscientiousness, with no one falling in the Low or Very Low range on these two scales. They were also a very verbally skilled group, with the Verbal Comprehension Index on the WAIS-IV falling in the Superior range, on average. Emotional intelligence group results indicated a very high reported emotional intelligence level, with the highest score for the group coming in the Stress Tolerance Composite. Interview results revealed a group of engaged employees who believe they are largely utilizing their full range of talents and aspire to broad, senior levels in the organization, however, many stated that they need senior leader assistance and sponsorship with determining the next best career moves. Group results from the VOICES 360 assessment will be presented at the conference.

PO2-17 Professional development as a positive functioning resource

Petrash, M., Strizhitskaya, O., & Alexandrova, N., Saint Petersburg State University, Russia

Professional activity plays a crucial role in psychological functioning and well-being of an adult. In the process of professiogenesis, the social situation of development is transformed, highlighting internal demands in specific personality traits and attitudes. In the current study it is argued that professional development is a dynamic process and every adult developmental stage has its particular specifics. From this perspective, we assumed that professional factors contributing to positive functioning will also vary across lifespan. The sample in this study comprised 2,706 adults, aged 18-60 (1,070 males; 1,636 females). Participants were divided into two age groups: (1) early adulthood aged 18-25 (N=1,865); (2) middle adulthood aged 26-44 (N= 526); (3) later adulthood aged 45-60 (N=315). The methods used for assessment included a test developed by Cattell, Locus of control, a Self-regulation styles questionnaire, Subjective Well-being questionnaire, and a specific questionnaire "Professional development factors". The latter questionnaire measures six professional development factors: "Contentment of a professional life" and "Professional Self-realization"; "Psycho-physiological recover", "Dedication", "Self-control of behaviour", and "Interpersonal communication". The study revealed that in different adulthood periods positive professional development is provided by different characteristics. In early adulthood, the leading feature was discovered to be satisfaction with professional activity, in middle adulthood it was professional self-realization, while in later adulthood interpersonal communication. According to our findings, positive functioning is related to satisfaction with professional development, high psycho-physiological level of functioning, behavioural self-control, dedication and positive interpersonal communication.

SY11 Normative development of attention, thought, and social problems from age 6 to 15 years: associations with child personality

Prinzle, P., Utrecht University, The Netherlands
De Pauw, S., Ghent University, Belgium

Recent research suggests that studying personality variables increases our understanding of the broad phenomenology within neurodevelopmental disorders such as Attention-Deficit/Hyperactivity Disorder (ADHD) and Autism Spectrum Disorder (ASD). Both ADHD and ASD are increasingly conceptualized as 'dysfunctional extremes' of normally distributed abilities. Therefore, one step towards better understanding trait processes within these disorders is to evaluate associations between personality and ASD- and ADHD-related problem behaviors in normative samples. This study investigated the development of attention, social and thought problems (linked to ADHD- and ASD-symptoms) in a stratified general population sample of children and adolescents from age 6 to 15 years. Moreover, associations between personality characteristics and the development of these problems were tested. Data were used from the Flemish Study on Parenting, Personality and Development. Latent Growth Modeling was used to analyze data of four age cohorts (6-7-8-9 years at first assessment) measured at three time points (2001-2004-2007). These data included mother ratings on the Child Behavior Checklist of 500 youngsters and teacher reports of children's personality on the Hierarchical Personality Inventory at Time 1. Preliminary results indicated that different forms of problem behaviors were characterized by different growth curves. In addition, some of the relations between personality and problem behavior reported in samples of children with ADHD or ASD were replicated. Extraversion and Conscientiousness were related to attention problems. Benevolence was related to thought problems whereas Extraversion and Benevolence explained variance in social problems. Overall, our results show that child personality characteristics are differentially linked to problem behaviors in a non-clinical sample.

PA6 Personality traits and suicidal tendency

Putri, A., & Halim, M., Catholic University of Indonesia, Indonesia

Suicide is one of the leading causes of death worldwide. This phenomenon is characterized by complex causes, including economic factors, psychiatric disorders and many other negative life events. Those factors may often act as significant contributors. However, in many cases the exposure to the same factors does not result in increased suicidality. There must be other factors that should be considered in explaining suicidal tendency. One of those possible factors is personality. Therefore, this study aims to examine the role of personality traits in explaining suicidal tendency. A sample of 150 young adults (55% females & 45% males), aged 18 – 24 years in Jakarta, participated in this study. They completed the revised NEO Personality Inventory and the Multi Attitude Suicide Tendency, which consists of 4 dimensions: Attraction to Life (AL), Repulsion by Life (RL), Attraction to Death (AD) and Repulsion by Death (RD). Using multiple regression analysis, it was found that the dimension of AL was positively predicted by Extraversion and negatively predicted by Neuroticism. Meanwhile, RL was negatively predicted by Extraversion and Agreeableness and positively predicted by Neuroticism. Agreeableness and Neuroticism were also found to be significant contributors to dimension of AD and RD. On the facet level, this study also found some significant contributors to suicidal tendency such as positive emotions, depression, and values. Some possible explanations of this result are discussed.

PO1-12 Emodiversity and the emotional ecosystem

Quoidbach, J., Harvard University, USA

Drawing from research in the natural sciences on the benefits of biodiversity, we introduce the concept of emodiversity. Across cross-sectional, experience-sampling, and longitudinal studies of more than 40,000 individuals, we found evidence to indicate that the variety and relative abundance of emotions people experience is an independent contributor to their well-being, and buffer the extent to which negative emotions and negative events "take over" their mental life. Our results offer support for the notion that emodiversity is a significant and previously unidentified metric for assessing the health of the human emotional ecosystem.

PO2-35 A comparison of motivational aspects and personality traits of boys and girls across medical, social and engineering college students

Rafiei, A., Islamic Azad University, Iran

The purpose of this study was to compare the motivational aspects and personality traits among college students. Two questionnaires, the Eysenck Personality Inventory and the Inventory of School Motivation, were administered to 344 (168 females and 176 males) fourth year college students of the Shiraz University. A cluster sampling method was used for selecting the subjects. Two-way ANOVA was used for the comparison among six subsamples. The analyses of data showed that a) there was a significant difference between social and engineering college students in the neurotic type; social college students scored higher than engineering students, b) no significant difference was found among college students in the extroversion type, c) there was a significant difference among social, medical and engineering college students in motivation. Engineering students scored lower than social and medical students. The results also illustrated that there is a gender effect regarding intrinsic motivation in favour of engineering and medical students.

IS5 Acquiescence effects on personality measurements: an 18-country cross-cultural study

Rammstedt, B., Kemper, C.J., & Borg, I., GESIS – Leibniz Institute for the Social Sciences, Mannheim, Germany

For groups of persons with low or medium levels of education, Big Five personality scales typically yield scores that poorly replicate the idealized Big Five factor pattern. On the basis of representative samples of German adults, we have previously demonstrated that correcting each person's score for acquiescence eliminates this problem. In the present 18-country study using large samples representative of each country's adult population, we found that, in all cases, correcting for acquiescence did indeed improve the congruence of factor loadings with an idealized Big Five pattern. However, while this correction led to acceptably high correspondence levels in all countries classified as individualistic, this was not always true for non-individualistic countries. Possible reasons for this finding are discussed.

SY3 Can't we do it any shorter? How personality assessment limits itself

Rammstedt, B., & Beierlein, C., GESIS – Leibniz Institute for the Social Sciences

Personality questionnaires intent to portray a person's standing on the personality dimensions as good as possible. Good in this context means that the scales need to possess maximal high psychometric properties such as reliability and validity. How far these scales measure a construct efficiently is usually not

investigated yielding scales assessing one single construct with 30 to 60 items. In contexts outside the core field of personality research such scales are often far too long. The focus of such studies is often to investigate correlative effects of personality on outcome variables of any kind. In such contexts personality dimensions are usually assessed as one construct besides multiple others. Furthermore, several of these contexts, e.g. large-scale surveys, have severe time limitations. If such studies intent to measure personality they will not be able to use an established full-scale questionnaire. As a loophole such studies start developing their own, mostly not or only minor validated scales for the construct in question. Thus, to ensure a high quality assessment and to expand the assessment of personality constructs in fields outside personality research, validated short scale measures for the assessment of personality constructs are needed. First steps undertaken in this direction will be exemplarily marked. Benefits of short scale measures especially for interdisciplinary research endeavours will be highlighted.

PA15 Not all bad boys get the girls: Narcissists are hot, Machiavellians and psychopaths not

Rauthmann, J., Humboldt-University Berlin, Germany
Denissen, J.J.A., Tilburg University, The Netherlands

The sub-clinical Dark Triad traits narcissism, Machiavellianism, and psychopathy have been linked to a fast life strategy and short-term mating in males, but strong ecologically valid evidence of their success in actual mating situations is lacking. We thus examine data for natural, non-hypothetical, and potentially consequential mating interactions. The current work capitalizes on our novel "Courtship Project" paradigm to investigate how individual differences in the Dark Triad are related to different indicators of mate appeal and courtship success in self-reports, observer-reports, and objective criteria. We examined (a) whether the Dark Triad traits are differentially related to mate appeal and courtship success, (b) the mediating variables of men's success, (c) the moderating role of men's physical attractiveness, and (d) the moderating role of women's characteristics (e.g., physical attractiveness). Sixty-three men approached each about 20-25 women (total N of nearly 1,400) on the streets of a German city to gather their contact information, while two female research assistants unobtrusively observed these interactions and questioned the approached women afterwards. Findings revealed that narcissism was uniquely associated to various indicators of mate appeal beyond Machiavellianism and psychopathy, and that this was due to approach-oriented behaviours (e.g., self-assuredness, charmingness, etc.). Machiavellianism and psychopathy showed neutral and even negative relations. Moreover, men's physical attractiveness functioned as a moderator for the link between narcissism and Machiavellianism with courtship success. Women's characteristics as moderators provided mixed findings. Findings are discussed regarding the reproductive success and volatile environmental niche of males with "dark personalities".

IS6 Personality and Situations

Rauthmann, J., (convener), Humboldt-Universität zu Berlin, Germany
De Raad, B., (convener), University of Groningen, The Netherlands

This symposium broadly tackles person-environment transactions – how persons, situations, and behaviors are structurally and dynamically interrelated. It touches upon the diverse topics of non-linear interplays of person, situations, and behaviors (Gabriela Blum & Manfred Schmitt), structural dimensions of situations and their measurements (David Gallardo-Pujol), future directions for situation and person-environment transaction research (John Rauthmann), situational taxonomies (Matthias Ziegler, Johanna Eisenhofer, & Marco Vetter), and the infamous function $P = f(S, B)$ (Yu Yang). Together, this symposium broadly covers many areas of a "psychology of situations" that seeks to inform, extend, and advance a mature science of personality. Implications and prospects of a stronger integration of concepts such as situations, environments, and contexts into personality studies are discussed.

IS6 The future of situation research: new directions in the study of person-environment transactions

Rauthmann, J., Humboldt-Universität zu Berlin, Germany

The person-situation debate is over (Fleeson & Nofhle), it is useless to pursue it further (Hogan), nobody denies the interdependence of person and situation (Lewin; Funder), and yet contemporary personality psychology (still) has problems addressing a crucial point of investigation: the situation. By strengthening knowledge on situations, different person-environment transactions typically studied in contemporary personality psychology (e.g., processing of situational information; selection and modulation of situations; trait expression and behavioral variability; salience of needs and motives in situations; environment in behavioral genetics; culture and personality; environment in personality development; environment in evolutionary psychology) can be theoretically and empirically advanced. However, three core problems of situations as a topic to study in personality psychology need to be addressed: (1) conceptualization, (2) measurement, and (3) taxonomization of situations. I outline theoretical and methodological suggestions for future strands of research (e.g., variance componential approaches, network analysis, predictive analytics, convergent cross-mapping, etc.) and conclude with the plea "Let's incorporate more situations into personality psychology."

IS11 The psychological basis of musical preferences

Rentfrow, P.J., University of Cambridge

Music is a pervasive social phenomenon. Individuals demonstrate manifestly different preferences for music, and yet relatively little is known about the underlying structure of those preferences or their psychological correlates. Can social-personality psychology inform our understanding of why individuals like certain styles of music and detest others? Results from multiple studies involving several thousand participants converged to suggest that there exists a latent five-factor structure underlying music preferences that is genre-free, and reflects primarily emotional/affective responses to music. These five orthogonal dimensions can be interpreted as: Mellow, Unpretentious, Sophisticated, Intense, and Contemporary (or MUSIC). Investigations of the correlates of MUSIC preferences reveal robust links to psychological values and personality traits. Results from cross-sectional data reveal normative age trends in musical preferences that correspond to the social roles individuals assume at different life stages. Taken together, the results from this work suggest that individuals seek out musical styles that reflect and reinforce their values, personalities, and identities. More generally, this research demonstrates how social-personality psychology can inform our understanding of important social phenomena.

SY2 I just don't care about you! Interpersonal effects of self-enhancement at school

Rentsch, K., University of Bamberg, Germany
Schröder-Abé, M., Freie Universität Berlin, Germany

Previous research findings on the adaptivity of self-enhancement have been inconsistent and contradictory. Furthermore, only little is known about the social consequences of an inflated self-view in adolescents. In the current study, we investigated interpersonal effects of enhanced self-evaluations of 14-year-olds in the academic context. In classrooms at school, 330 eighth-grade students responded to questionnaires and evaluated each of their classmates using a Round Robin Design. On the habitual level (i.e. analyzing perceiver and target effects from Social Relations Analyses), an inflated self-view with respect to one's academic abilities was related to low agreeableness and high academic self-esteem, and was more pronounced in boys than in girls. Results showed that students with an inflated self-view tended to report only little liking for their classmates, but received neither positive nor negative evaluations from their

classmates. Analysing the dyadic relationships among classmates, however, revealed that an inflated self-view of student A was related to less liking of student B and to being less liked by student B in turn. Our study indicates that the controversially discussed negative social effects of self-enhancement especially occur in direct social interactions between certain individuals.

IS12 Using R in personality research

Revelle, W., (convener), Northwestern University, USA

Examples of using the R statistical system are particularly appropriate for a World Conference on Personality. Originally developed in New Zealand, R is now distributed by a world-wide consortium of statisticians and computer scientists (Core R) and supported by researchers from all around the world. R is both open source and free to all users. More than 4000 "packages" have been supplied by users. Of these, many are of interest to personality researchers. This symposium discusses at least six different packages and show how they may be used in personality research. Revelle introduces the use of R and gives examples of scale construction and multivariate analysis using the psych, sem and lavaan packages. Catterson considers the use of the TripleR package to study Round Robin Ratings of social comparison. Biesanz will consider both the lme4 and multilevel packages to analyze complex multi-level models for social accuracy. Mastor, Kasan, Wilt and Revelle will show how the lme4 and multilevel packages can be used for multilevel analyses of changes in affect over time.

IS12 Traditional and modern psychometrics using R

Revelle, W., Northwestern University, USA

To understand how personality constructs relate to other psychological constructs as well as real world criteria, it is first necessary to develop and assess the reliability and validity of personality scales. The "psych" package in R has been developed for this purpose. Basic item analysis, factor and cluster analysis, reliability analysis, and item response measures can be done in the psych package. Two other packages, "sem" and "lavaan" have been developed to allow confirmatory factor analysis and structural equation modeling. The use of all three of these packages in measuring and evaluating the structure of personality constructs will be demonstrated.

SY5 Cross-cultural and cross-national measurement and implications of perfectionism

Rice, K.G., & Ashby, J.S., Georgia State University, USA
Gnilka, P.B., DePaul University, USA

Much of the early measurement work in the area of perfectionism can be traced to North America. More recently, perfectionism research has become decidedly "global," with important work originating in Europe, Asia, and Australia. Although translations of scales from their original English versions are typically undertaken with great care, less often are other fundamental aspects of perfectionism measurement rigorously examined. In this presentation, we will summarize results from three different studies addressing item-level measurement characteristics for the Almost Perfect Scale-Revised (APS-R). We followed similar procedures across studies to test measurement invariance between groups: factor-loading invariance, intercept invariance, and residual invariance. Study 1 (A Comparison of English and Korean Administrations of the APS-R): A total of 235 Korean Americans living in Eastern, Southwestern, and Midwestern parts of the USA chose to complete either an English-language version (N = 126) or Korean-language version (N = 109) version of the APS-R. Study 2 (Chinese Students in Mainland China and Chinese Students in the USA): Chinese university students in China (N = 129) were compared with students from China attending a university in the USA (N = 129). The students in China completed the APS-R in Mandarin and the students

in the USA completed the English-language version of the APS-R. Study 3 (Comparing Spanish- and English-Language Administrations of the APS-R): A total of 202 participants from Costa Rica, 217 from Peru, and 229 from the USA completed either Spanish or English versions of the APS-R. Findings have implications for the cross-cultural assessment of perfectionism.

PA7 Relationships between personality and coping with stress: an investigation in South African and Swedish police trainees

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 Lauritz, L.E., Umeå University, Sweden
 du Preez, E., Auckland University of Technology, New Zealand
 Nafisa, C., Visser, M., & Meiring, D., University of Pretoria, South Africa
 Ghazinour, M., Umeå University, Sweden

The major aim was to investigate the relations between personality characteristics derived from Cloninger's personality theory and ways of coping. The Temperament and Character Inventory (TCI) and the Ways of Coping Checklist (WoC) were administered to about 1200 police trainees from one South African Police Academy and 103 police trainees from one Swedish police academy at intake. Groups of trainees were derived by cluster analysis based on personality. A MANOVA with coping scales as dependent variables and these clusters as fixed factor were used to analyse the complex relationships between personality and ways of coping. Several particularities in characterising the trainees within the various clusters were expected to be related to particularities in coping. Multiple regression analyses with personality onto the various ways of coping and vice versa were performed. We assumed to be able to demonstrate the comprehensive interrelatedness of personality and coping with some coping behaviours often jointly occurring, depending on the specific stressful situation from a culturally comparative perspective. These combinations were related to particular personality trait constellations; structural similarities existed between personality and coping; and certain personality traits were likely to facilitate particular coping behaviours, thereby affecting coping strategy selection; but coping responses were not only epiphenomena of personality.

PA7 Development of an integrity measure

Rintala-Rasmus, A., & Honkaniemi, L., Finnish Institute of Occupational Health, Finland
 Griffith, R.L., Florida Institute of Technology, USA

This project aimed to create an integrity measure that has from onset been developed cross-culturally. The project has been carried out in collaboration between the Florida Institute of Technology's (FIT) School of Psychology, USA, and the Finnish Institute of Occupational Health, FIOH, Finland. The aim of this project was to create a personality-based, covert integrity measure to be used as part of a multi-method assessment process for professional-level job candidates. The test consists of sub-scales of constructs which have been theoretically and empirically linked to counterproductive work behaviours (CWBs) and integrity at work. These include the honesty-humility factor from the HEXACO model of personality (sub-facets sincerity, greed, modesty, and fairness), thrill-seeking, locus of control, narcissism, and Machiavellianism. For each construct, a pool of items with Likert-scale was generated. The first pilot study was conducted with two US samples: undergraduates (N=74) and professional working adults (N=131). The construct of the measure and the criterion validity (to CWB) were explored. Based on the results, items were screened and some new items were developed. The selected set of items are tested with both US and Finnish samples during 2012. Items which work best in both cultures are selected for the next phase of the project. Additionally, this project has worked as a real-life exercise for the students at FIT. Recommendations for the next phase of the project are discussed (i.e. design of faking scale items to be included in the measure, cross-cultural comparisons).

PA1 Normative knowledge: what it is and what it isn't

Rogers, K., Biesanz, J., & Morrow, B., University of British Columbia, Canada

Accurately perceiving the personality of the average person corresponds broadly with stereotype accuracy – the generalizability of one's impressions to other individuals. Previous research has demonstrated that the normative personality profile is highly socially desirable. Due to the highly evaluative nature of the normative personality profile, individual differences in perceiving others either more or less positively – the halo effect – is often considered an evaluative artefact that is either statistically removed or minimized through item selection. However, what if individual differences in normative judgments reflect not just evaluative tendencies but also individual differences in generalized knowledge? Using a modified Q-sort, perceivers (Sample 1: N=77, Sample 2: N=62) sorted an abbreviated 21-item version of the Big Five Inventory (BFI) to describe the average person's personality. Perceivers with greater accuracy in describing the average person rated the personality of ten videotaped targets or the personality of other participants in the round-robin more normatively. This strongly suggests that individual differences in normative judgments are not simply evaluative, but also include a component of knowledge regarding the average personality. Further, in a second study (N=118) we examined the relationship between Normative Knowledge and other measures of generalized knowledge used in impressions (i.e., Test of Nonverbal Cue Knowledge and Diagnostic Analysis of Nonverbal Accuracy). These three constructs were not found to have any significant relationships, thus suggesting that there is no broad, generalized ability of understanding others.

PO1-13 Personality and time perspectives: towards a typology

Rowinski, T., & Cybis, N., Cardinal Stefan Wyszyński University in Warsaw, Poland

It is suggested that our goals and life decisions remain under strong, but often unrecognized, influence of time perspectives. Time perspectives represent the way we organize our experiences within "temporal categories, or time frames, that help to give order, coherence and meaning to those events". It seems that time perspectives can be compared to characteristic adaptations and self-concept from the five-factor theory personality system, with elements determined by the interaction of dimensions of personality with the environment and history of life. Our study applies Canonical Correlations Analysis (CCA) procedure to investigate the interactions between Big Five personality traits and five time perspectives. The BFQ-2 (Big Five Questionnaire - 2) was used to measure Big Five personality traits and their ten aspects, while the ZTPI (Zimbardo Time Perspective Inventory) was used to measure five time perspectives (past positive, past negative, present hedonistic, present fatalistic and future). The sample consisted of over 700 participants. We obtained three main types of personality/time perspective profiles, that can be called Professional, Balanced and Maladapted. Linear combinations of mentioned sets of variables, extracted with CCA, are a step towards a typology of time perspective profiles, anchored in personality.

PA11 The influence of early childhood, pre-verbal traumatic experiences on personality formation

Rutkowski, K., Dembińska, E., Sobański, J., & Muldner-Nieckowski, E., Jagiellonian University Medical College, Poland

We aimed to assess the impact of traumatic experiences in early childhood, prior to the development of verbal memory, on the formation of the personality. The participants were individuals persecuted for political reasons in Poland in the years 1939–1956, mainly people deported from Poland by the Soviet army to labour camps deep in Siberia. These individuals were exposed to numerous life-threatening stressors and lived in conditions of incarceration, forced slave labour, lack of food, and danger to their lives. In these camps children were constantly hungry, cold and deprived from proper parental care. The group was

divided into two subgroups: the first consisted of those who were deported as adults, and the second of those who were taken with their families as small children, or were born in the camps. Over a dozen psychological questionnaires were administered among which the MMPI. This presentation shows the results of the MMPI. The results for the MMPI scales (except L and Mf) are higher for people exposed to the trauma in early childhood; there are significant differences in scale F and those of clinical Depression (D), Psychopathy (Ps), Psychasthenia (Pt), Schizophrenia (Sc), Social Introversion (Si) and Hypochondriasis (Hs). People exposed to trauma before the age of 5, who do not seem to remember the trauma, are characterised by deep-seated pathological symptoms and a maladaptive mode of functioning. These symptoms are linked to the trauma experience and are a reaction to it, occurring in spite of the non-memory of details of the trauma.

PO2-6 Specific cognitive and psychomotor abilities predict child school achievement better than fluid intelligence

Saldanha Silva, R., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

Attention has been given to identify children's characteristics that predict later primary grade success. As sources of influence on children's school achievement, intelligence, specific cognitive abilities, and motor skills are suggested. We assessed the relationship between the above three factors, evaluated in the beginning of the first-grade, and school achievement assessed in the end of the grade. 72 six-year-old children (31 boys, 41 girls) were administered, beginning of first-grade, the Teste Não-verbal de Inteligência Infantil (TNVRI), measuring fluid intelligence, similar to Raven's Coloured Progressive Matrices, and the Teste de Habilidades e Competências Pré-alfabetização (THCP), a readiness test assessing five specific abilities: Perceptual-motor skills, Language, Quantitative Thinking, Memory and Sustained Attention. Eight months later, the same children were evaluated via the Teste de Desempenho Escolar (TDE), which measures reading, writing, and arithmetic. To investigate the relationship between preschool competencies and later achievement, multiple regression analyses were conducted using fluid intelligence, specific cognitive abilities and motor skills functions showed significant predictive value to school achievement, even better than intelligence. Regarding the reading and writing subtests of TDE, the best model was composed by the Language subtest of the THCP as predictor ($\beta=0,49$; $\text{sig.}=0,000$). Concerning arithmetic, the best model included childrens' ability in Memory ($\beta=0,26$; $\text{sig.}=0,02$), Perceptual-motor skills ($\beta=0,26$; $\text{sig.}=0,02$) and Language ($\beta=0,31$; $\text{sig.}=0,005$). It is concluded that childrens' motor and cognitive abilities were consistently better predictors of school achievement at the first-grade than fluid intelligence.

PO2-7 The relationship between preschoolers' cognitive and motor abilities

Saldanha Silva, R., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

Recent advances in the study of children's development have shown that motor and cognitive development may be fundamentally interrelated. When cognitive development is disturbed, as in a neurodevelopmental disorder, motor development is often affected and vice versa. This study aimed to evaluate the associations between cognitive and motor development in young children. The sample consisted of ninety-eight preschoolers' (53% female), aged between four and five years (mean age=4.56). The children were evaluated with a pilot version of a Brazilian Readiness Test, the Teste de Habilidades e Competências Pré-alfabetização (THCP), a Brazilian motor screening, the Exame Neurológico Evolutivo (ENE), and a General Information Questionnaire (GIQ) about the child's history, socioeconomic status and family environment. The results showed significant positive correlations between scales of ENE and: (1) Perceptual-motor skills (correlations between 0.306 and 0.422, $p<0.01$); (2) Memory (correlations between 0.222 and 0.274, $p<0.05$); (3) Attention (correlations ranging from 0.259 to 0.358, $p<0.05$); (4) total score of THCP (correlations ranging from 0.244 to 0.389, $p<0.05$). Quantitative Thinking and Language were not associated with any index of motor development. Using a multiple linear regression analysis, with a stepwise

inclusion design, it was found that Memory was the best predictor of motor abilities, after other motor signs and control variables. These results are partially consistent with those found in the literature of the field. Nevertheless, other studies including different cognitive and motor measures should be done to replicate these finds.

PA7 Psychometric characteristics of higher potential managers

Sale, R., EDAC Ltd, Cyprus

Haworth, J., Bioss Southern Africa, South Africa

Drawing on a substantial managerial sample (N=1,204), we present the results of an analysis of 29 psychometric dimensions against increasing levels of potential in terms of the ability to handle increasing levels of complexity and uncertainty. The psychometric dimensions cover team roles, conflict handling, work styles, learning styles, personality, and managerial style, obtained by the application of the EDAC LPA integrated 'expert system'. Individual potential comes from the application of the Bioss tools Career Path Appreciation and its online surrogate the MCPA. Statistical analysis of the sample using t-Test, Correlation Analysis, and Factor Analysis shows a clear pattern of psychometric scores associated with increasing levels of potential across a wide range of managers in Europe and India. All results were obtained from the application of the tools in management development programmes and are therefore directly representative of the overall management population. We demonstrate the overall profile and identify differences between the European (N=281) and Indian (N=923) managers, in the process showing how stable the results are across these two seemingly very different cultures. We suggest that there is strong evidence to indicate that higher potential managers share a number of common psychometric qualities and this therefore has implications for the application of psychometrics in selection and development in a multi-cultural global environment.

PA22 Personality traits during young adulthood: person- and variable oriented approach

Salmela-Aro, K., University of Jyväskylä, Finland

Leikas, S., University of Helsinki, Finland

Personality traits show impressive rank-order stability over time, but both mean-level and individual-level change in trait levels occur. The present longitudinal study examined young Finns for a period of seven years, from the age 15 to 23. Personality was measured along the Big Five dimensions at the age 20 and 23. The average rank-order stability over the three-year follow-up was .62. Conscientiousness and Agreeableness showed mean-level increases, but mostly among women. To model individual-level change, a cluster analysis was conducted on the five traits. Two clusters were found, one representing a "well-adjusted" profile (high Extraversion, Openness, Agreeableness, and Conscientiousness; low Neuroticism), and the other, a "vulnerable" profile with the trait scores showing an opposite pattern. Participants were further classified based on cluster membership at both time points, resulting in four clusters: Stable-Adjusted (those in the well-adjusted cluster at both time points), Stable-Vulnerable (those in the vulnerable cluster at both time points), Improving (those who moved from the vulnerable cluster to the well-adjusted cluster), and Declining (those who moved from the well-adjusted cluster to the vulnerable cluster). The Stable-Adjusted were more likely to be in tertiary education and in a relationship; the Stable-Vulnerable were less likely to have completed secondary education, be in tertiary education, be in a relationship, and more likely to receive financial support from their families and from social services. The results provide novel information about individual differences in personality change during young adulthood, as well as about the antecedents and correlates of such change.

SY3 Briefly measuring ten universal values

Sandy, C.J., & Gosling, S.D., The University of Texas at Austin, USA

Personal values can be defined as “desirable, trans-situational goals, varying in importance, that serve as guiding principles in people’s lives” (Schwartz). Ten basic, human values have been theoretically and empirically identified. These values have shown strong reproducibility cross-culturally, as well as offer robust predictive ability across a number of human behavior contexts. Unfortunately the measurement of values in psychological research has lagged behind that of other individual differences such as personality traits. In order to encourage researchers to integrate measures of values into their studies, we attempted to identify a subset of items that could assess values more efficiently and effectively than existing measures. Specifically, we used methods were used to reduce the 40-item Portrait Values Questionnaire (PVQ) to a smaller number of items. The first method used standard psychometric procedures to select items based on reliability, convergence with existing PVQ scales, and patterns of predicted correlates. The second method used an automated abbreviation method based on Genetic Algorithms. The item sets derived by the two methods were then evaluated in a new validation sample. We compared the scales using patterns of predicted correlates. On the basis of these analyses, we present 10- and 20-item measure of values that can be used by researchers who would like to incorporate a values scale into their study but do not have the time to administer a longer measure.

PA18 Personality and well-being: what we know, what we think we know, and what we don’t know

Schimmack, U., University of Toronto, Canada

Well-being is an evaluation of an individual’s actual life based on an individual’s subjective and freely chosen ideals. Well-being can be measured with global evaluations, averaged domain-specific evaluations, and affective experiences. Judgments can be made by individuals themselves and close others and different measures have approximately equal and moderate validity (about 40% of the total variance). Nation’s wealth and related indicators of development are strong predictors of national differences in wellbeing and account for about 20% of the global variation in wellbeing at the individual level. About half of the within-nation variability is stable and heritable. However, the causal processes underlying these stable-genetic effects are not clear. Of the Big Five, only neuroticism makes a notable unique contribution to the prediction of the heritable-stable variance in wellbeing. The effect of extraversion is weak and culture-specific, and most of the heritable-stable variance in wellbeing is not explained by the Big Five. I discuss several potential explanations for the unexplained heritable-stable variance in wellbeing. First, twin studies may be misleading due to flawed assumptions. Second, existing studies fail to take systematic measurement error into account. Third, personality facets, especially the depression facet of neuroticism, predict wellbeing above the Big Five and contribute to the heritability of wellbeing. Fourth, heritable characteristics other than traditional personality traits (e.g., income) contribute to wellbeing. Uncovering the causal processes underlying heritable-stable causes of wellbeing is important because a better understanding of these processes can suggest strategies for improving wellbeing because heritability does not necessarily imply destiny.

SY3 A short knowledge scale for the measurement of crystallized intelligence

Schipolowski, S., Humboldt-Universität zu Berlin, Germany
Wilhelm, O., Ulm University, Germany
Schroeders, U., Humboldt-Universität zu Berlin, Germany
Kemper, C., Institute for Medical and Pharmaceutical Proficiency Assessment, Mainz, Germany
Rammstedt, B., GESIS – Leibniz Institute for the Social Sciences, Mannheim, Germany

Crystallized intelligence (gc) is a well-established cognitive ability factor that has been conceptualized as reflecting influences of learning, education, and acculturation. Although gc is best measured by capturing knowledge from various domains, in practice gc assessments are often limited to verbal skills (e. g., vocabulary). Based on a large item pool covering declarative knowledge from 16 domains in natural sciences, the humanities, and civics we compiled a 32 item gc assessment that included 2 items from each knowledge domain. Using data from a nationally representative sample of 1,134 German adults covering a broad age range and various educational backgrounds we derive an ultra-short version with 12 items for 5 minutes testing time. First, we investigate mean, floor, and ceiling effects as a function of context variables. Second, we evaluate competing measurement models in terms of model fit, reliability of the latent factors, and practical implications. Finally, we compare the short scale with the 32 item full scale in terms of their relationships to criteria such as educational background, socio-economic status, and other psychological constructs including the Big Five personality traits and self-reported knowledge. Potential and problems of short scales for ability measurement will be discussed.

PA5 Advances in justice sensitivity theory and research

Schmitt, M., & Baumert, A., University of Koblenz-Landau, Germany

Individuals differ consistently in how easily they perceive injustice and in how strongly they react to perceived injustice. Justice sensitivity is a trait. The presentation begins with a briefly summary of what we know about justice sensitivity (JS): (1) JS consists of four components, (a) perceptual readiness, (b) affective reactivity, (c) ruminative tendency, and (d) motivation to restore justice. (2) JS can be decomposed into four facets corresponding to the role a person can play in cases of injustice: (a) victim sensitivity, (b) observer sensitivity, (c) beneficiary sensitivity, (d) perpetrator sensitivity. (3) JS facets can be measured with highly reliable 10 item scales or with highly efficient 2 items scales. (4) JS does neither overlap much with other justice dispositions nor with personality domain and facet factors. (5) Observer, beneficiary, and perpetrator sensitivity reflect a genuine sense of justice for others. By contrast, victim sensitivity reflects a selfish concern of being exploited by others. (6) JS predicts justice related emotion and behaviour better than any other disposition that has been considered so far on theoretical grounds. In the second part of the talk we show that JS translates into emotion and behaviour via cognitive mediators. These include (a) enhanced activation potential of justice concepts and (b) enhanced elaboration of justice related information. Three studies are presented showing that these mechanisms facilitate (i) selective attention to justice related cues, (ii) justice related interpretation of ambiguous situations, (iii) selective memory for justice related information.

PO1-15 Retrospective time frame and time lag affect the longitudinal stability of self-reported personality: The case of depression

Schmitt, M., Heckmann, N., Pretsch, J., & Fabian-Krause, T., University of Koblenz-Landau, Germany

Using depression as an example, this study examined two sources of longitudinal stability of self-reported personality, retrospective time frame and time lag between occasions of measurement. Based on episodic and semantic memory theory it was predicted that the stability of self-reported depression would in-

crease with the length of the retrospective time frame participants adopted when making self-ascriptions of depression. Based on developmental theorizing it was predicted that the stability of depression would decrease with an increasing retest-interval. These hypotheses were tested using a simplified version of the Beck-Depression-Inventory that was administered to a sample of $N = 581$ participants on two occasions. Retest interval (14 days, 3 months) and retrospective time frame (14 days, 3 months) were manipulated employing a 2×2 fully crossed between subjects design. Results of single and multiple group latent state-trait analyses supported both hypotheses. Effect sizes were considerably larger for retest interval than for retrospective time frame.

PA4 Implicit-explicit profiles of the intelligence self-concept moderate the effect of feedback on objective test performance: an experimental replication

Schmitt, M., & Gerstenberg, F., University of Koblenz-Landau, Germany

Previous correlation studies conducted by the authors addressed the question of how changes in performance after different feedback interventions depended on the underlying correspondence between the explicit self-concept of intelligence (eSCI) and the implicit self-concept of intelligence (iSCI). In three studies, persons with a low eSCI and a high iSCI showed better intraindividual achievement changes after negative feedback than persons with any other combination of implicit and explicit SCI. The present study demonstrates the causal direction of the effect. Both, the eSCI and the iSCI were experimentally manipulated by using a directed thinking task and evaluative conditioning, respectively ($N = 132$). Results showed that the manipulated eSCI and iSCI combinations had the same effects on achievement change scores as the individual differences assessed in previous research. Over and above demonstrating the specific effect, the study provides an example how the causal ambiguity of cross-sectional correlation studies can be disambiguated by replicating their results experimentally.

PO2-36 On the road to the unconscious self: Understanding when people gain self-knowledge of implicit disgust sensitivity from behavioural cues

Schmitt, M., & Zinkernagel, A., University of Koblenz-Landau, Germany Germany

When and how can people gain insight into their unconscious selves? Based on an integration of dual process models of information processing and the lens-model framework of person perception, we investigated in two studies whether self-perceivers could detect their implicit disposition from video feedback of behavioural cues and whether these cues were used for explicit dispositional inferences under conditions that maximized the presumed self-perception process. Using a different approach from Hofmann, Gschwendner, and Schmitt, we used (a) a more detailed and stepwise self-perception procedure, (b) a specific explicit measure compared to a global explicit measure, and (c) disgust sensitivity as a domain with clear, unambiguous cues and assumed low self-presentation bias. The results from two studies ($N = 117$; $N = 130$) on disgust sensitivity provide the first evidence for the assumed process with regard to bodily reaction cues but not with regard to facial expression cues. These novel findings suggest that people can get to know their unconscious selves better if supporting conditions are met and the right behavioural cues are attended to. Additional boundary conditions of this self-perception process were investigated using display rules and need for closure in Study 2.

SY6 Implicit measures of personality: prospects and limitations

Schnabel, K., Humboldt-University Berlin, Germany

This review of implicit personality measures starts with a brief overview of different implicit measurement procedures together with their specific advantages and disadvantages. The main focus is put on the incremental validity of implicit personality measures over and above explicit questionnaire measures. Additionally, moderators of the validity of implicit measures are considered and current results on free association methods and two Implicit Association Tests for the assessment of the implicit gender and the implicit alexithymia self-concept are reported. Discussion comments on the applicability of implicit measures in clinical, educational and occupational contexts and deals with future developments of implicit measurement procedures.

PO1-45 When success is unreachable: coping of perfectionists with the experience of computer adaptive testing

Schneider, N., Wolf, E., Altstötter-Gleich, C., & Schmitt, M., University of Koblenz-Landau, Germany

In an experimental study we investigated the relationship of perfectionism with active and avoidant coping after a potentially stressful computer adaptive test. Previous research found that perfectionistic strivings are associated with active coping, whereas perfectionistic concerns are associated with avoidant coping. In contrast to the commonly used coping measures asking for the frequency of coping strategies after experiencing daily hassles we developed a behavioural coping measure. 67 university students were assigned to one of two achievement related conditions. Previous to performing on the Frankfurter Adaptive Concentration Test participants received either information about the functioning of adaptive testing, or were just asked to perform as good as possible. The clarification about the functioning of the test should lead to more avoidant coping. The following behavioural coping measure consists of the time participants watched an irrelevant video and then switched to a video claimed to enhance their concentration capabilities. Additionally to the behavioural measure we presented adapted items from the COPE and the CISS coping inventory. The results show different relationship patterns of the behavioural and the self-report coping measure with concern over mistakes (CM), personal standards (PS), the experimental condition and their interactions. Furthermore, it is shown that with growing magnitude of PS participants engage more in active coping behaviour whereas reporting to have been coping avoidant in the self-assessment measure. The results are discussed in the light of further theoretical assumptions and empirical findings.

SY5 What happens when perfectionists achieve against their own expectations? An experimental study

Schneider, N., University of Koblenz-Landau, Germany
Zureck, E., & Gerstenberg, F., Technische Universität München, Germany
Altstötter-Gleich, C., & Schmitt, M., University of Koblenz-Landau, Germany

Current research investigating the reactions of perfectionists to success and failure focuses mostly on affective states. It has been shown that perfectionistic concerns in contrast to perfectionistic strivings are associated with unfavorable affective reactions. Similar results exist regarding attributional reactions. In an experimental study (N = 114) we investigated the affective and attributional reactions of perfectionists to unexpected successful or failed performance. In contrast to previous studies which used imagined situations, in our study succeeding and failing was experimentally induced by giving artificial feedback based on the expectations of the participants. Before and after the feedback we assessed the affective state. In order to investigate if affective reactions were mediated by attributional reactions we also asked for attributions of success or failure. To measure perfectionism we used the Almost Perfect Scale-Revised

with the facets “high standards” and “discrepancies.” The study found different reaction patterns regarding attributional and affective states dependent on the combination of perfectionism dimensions. As expected, a combination of high standards and low discrepancies was accompanied by attributing in a more favorable way (e.g., perceiving success as more internal than failure), and showing more pleasant emotions (e.g., more pride, less shame). A combination of low standards and high discrepancies was accompanied by unfavorable attributions and affective states. Furthermore an effect of attributional state on the affective reaction was obtained. The results will be discussed in the light of previous theoretical assumptions and empirical findings.

SY11 Personality and self-insight in individuals with autism spectrum disorders

Schriber, R.A., & Robins, R.W., University of California, USA

Autistic spectrum disorders (ASD) involve widespread difficulties in social understanding, communication, and behavioral flexibility. Consequently, individuals with ASD are believed to exhibit a number of unique personality tendencies - including a lack of insight into those tendencies. However, surprisingly little research has examined these issues. Two studies investigated the personality trait profiles of high-functioning individuals with ASD, and a third study investigated their level of self-insight. Study 1 compared self- and parent reports of Big Five personality traits of youth with ASD (N=50) to those of typically-developing (TD) controls (N=50). Study 2 examined whether any observed differences replicated in adults with ASD (N=37) and TD controls (N=43). Study 3 probed levels of self-insight in individuals with ASD vs. TD controls by looking at the degree to which self-reports of personality converged with parent reports in terms of accuracy (child-parent correlations) and self-enhancement bias (positive discrepancies between child and parent reports). Individuals with ASD were more neurotic and less extraverted, agreeable, conscientious, and open to experience. These personality differences replicated for (a) self and parent reports of personality, (b) males and females, and (c) children, adolescents, and adults (age 8 to 40). Finally, despite their demonstrating differential biases toward self-enhancement vs. self-diminishment, both samples showed significant levels of self-other agreement that were quite similar. Indeed, the only group difference was for Extraversion, for which TD controls had particularly high agreement. Thus, high-functioning individuals with ASD exhibit a distinct personality profile relative to TD individuals but may have similar levels of self-insight.

SY2 Overly positive self-perceptions in the social context: the role of narcissism and self-enhancement in interpersonal perceptions and behaviour

Schröder-Abé, M., (convener), University of Bamberg, Germany
Vazire, S., (discussant), Washington University in Saint Louis, USA

Narcissism and self-enhancement are important personality dimensions with considerable interpersonal consequences. However, the underlying cognitive, affective, motivational, and behavioural mechanisms and the contribution of different forms of narcissism and self-enhancement have been investigated only recently. The symposium comprises five timely and innovative approaches to overly positive self-perceptions and social perception and interaction processes. The contributions cover different forms of narcissism (e.g., narcissistic admiration and rivalry) and self-enhancement (generalized vs. dyadic), several social contexts (e.g., intercultural context, school context, short-term acquaintance, and romantic relationships) and various mediators. First, Keith Campbell examines narcissism and perceptions of national character in five cultures. Katrin Rentzsch investigates interpersonal effects of enhanced self-evaluations of 14-year-olds in the academic context. Albrecht Küfner explains the different effects of narcissistic admiration and rivalry on popularity in social interactions applying a dual-pathway model. Erica Hepper investigates capability and motivation as factors explaining the link between narcissism and low empathy. Michela Schröder-Abé examines the role of empathy and self-control explaining the link between narcissism and relationship quality in on-going romantic relationships. Finally, Simine Vazire will discuss the talks within a

broader framework of research on narcissism and self-enhancement as well as future prospects.

SY2 Self-regulatory resources buffer against low empathy in narcissism

Schröder-Abé, M., Freie Universität Berlin, Germany
Geisler, F.C.M., Ernst Moritz Arndt University of Greifswald

A lack of empathy is mentioned in laypersons' descriptions of narcissism and clinical classification systems. However, empirical research does not always back up a negative relation between narcissism and empathy. Empathizing with another person consumes self-regulatory resources that are limited and easily depleted. Individuals differ in the amount of self-regulatory strength they have at their disposal, and low self-regulatory strength is related to intrapersonal and interpersonal problems. In the present study, we assessed individual differences in self-regulatory strength by measuring vagal tone via high-frequency heart rate variability at rest (HF-HRV). We hypothesized that HF-HRV moderates the effects of narcissism on empathy. 96 participants completed the Narcissistic Personality Inventory. Two weeks later, they were invited to the laboratory with their romantic partners. First, we measured participants' heart rate at rest to extract HF-HRV. Then, the couples discussed an ongoing conflict in their relationship. Two trained coders provided ratings of empathy from the videotaped conflict discussions. After the discussion, the partners rated the extent to which they felt satisfied with the relationship at that moment. We expected and found a negative relationship between narcissism and empathy only in individuals with low HF-HRV. High HF-HRV acted as a buffer, resulting in a less pronounced relation between narcissism and empathy. In addition, empathy acted as a mediator of the relation between narcissism and the other partner's relationship satisfaction. In sum, the findings demonstrated how self-regulatory strength can be included to elucidate the contradictory findings on interpersonal outcomes of narcissism.

IS10 Trait affiliation, liking, and interpersonal trust: a pharmacogenetic investigation of opioid ergic influences

Schweiger, D., & Wacker, J., Philipps-Universität Marburg, Germany

Trait affiliation, a facet of extraversion associated with valuing close interpersonal relationships, has been theoretically linked to the emotional system "warmth-liking" (WL) associated with feelings of affection and acceptance, which is regularly activated in social contexts, and could, thus, be predictive of the responsiveness of WL. Brain opioids have been proposed to underlie both trait affiliation and WL. However, in this context opioidergic influences have received far less attention than the frequently investigated neuropeptide oxytocin, especially on the human level. In the present study, either a neutral emotional state or WL was induced in female students by film/imagery after intake of either placebo or the opioid antagonist naltrexone. We assessed current emotions by repeatedly administering a self-report scale and also measured interpersonal trust (TRUST, i.e., a behavioral indicator of WL) before and after the induction of emotions as a behavioral indicator of WL. Trait affiliation was measured with the Multidimensional Personality Questionnaire (MPQ) (subscale "social closeness"). The results showed that (1) participants reported more WL in the placebo/emotion group than in the placebo/neutral group and both naltrexone groups, (2), TRUST increased in the emotion group after placebo, but not after naltrexone, and this pattern was reversed in the neutral groups. Additional analyses focus on the modulatory effects of both trait affiliation and the mu opioid receptor gene polymorphism (OPRM1) on these general patterns. These results implicate brain opioids in both WL and TRUST and suggest the need to further refine the opioid theory of the affiliative aspect of positive emotionality.

PA4 The contribution of learning to performance in reasoning measures

Schweizer, K., & Ren, X., Goethe University Frankfurt, Germany

In completing the items of reasoning measures the participants have to process a number of similar items showing an increasing degree of difficulty. Because of the similarity of the items there is the possibility that learning processes occur while completing the items. We analyzed the data of Raven's Advanced Progressive Matrices (Raven's Matrices) that were applied to a sample of 220 participants. Fixed-links models were applied for decomposing the variance of Raven's Matrices into a position component associated with the position effect, and an ability component independent of the item positions. These two components were linked to associative and complex learning measured by means of corresponding scales. Results indicated that the two types of learning accounted for 66% of the latent variance of Raven's Matrices. Complex learning showed a very strong association with the position component and associative learning a moderate association with the ability component. It is concluded that learning processes are an important ingredient of fluid intelligence.

IS9 On publishing in the assessment area

Schweizer, K., Goethe University Frankfurt, Frankfurt, Germany

Writing a manuscript for consideration as a contribution to a scientific journal is a special challenge of its own. Although the manuscript may be simply thought to bring a scientific study and its outcome to the attention of the scientific public, it is usually not easy to be accomplished, and it may turn out to be even difficult to find an outlet. This situation is not that unusual because of the large number of manuscripts in the system and because of the specialization of the journals. Nowadays there is hardly any general journal that welcomes manuscripts from every area. There are always specific expectations in addition to the general expectations that the manuscript should report something novel and exciting and should be in agreement with the standards of the field. This presentation concentrates on publishing in the assessment area, the topics that are welcomed by assessment journals and the more specific expectations regarding manuscripts submitted to assessment journals. It provides a description of the editorial management process and a list of reasons that are likely to lead to the rejection of manuscript in the course of this process. Furthermore, the process of composing a manuscript is considered. There are desirable and undesirable properties of manuscripts that increase respectively decrease the probability that a manuscript find the reviewers' approval. These aspects of publishing are considered with respect to the assessment area and with a special journal in mind: European Journal of Psychological Assessment.

PO1-16 An issue to defining the personality's essential traits

Shadrikov, V., National Research University, Moscow, Russia

To aim at exposing the personality's essential traits we have reviewed the classic works of antique and contemporary researchers and philosophers. Based on the given review the more frequently occurring personality traits and virtues are defined. They are justice, wisdom, courage, modesty, compassion, mercy, and love. We also mark out personality traits based on neurophysiological grounds such as vitality (activity), anxiety, abilities, sexuality, and aspiration for pleasure and for domination. In comparison, the given traits which constitute the structure of personality questionnaire we have come to the following conclusions: Personality traits based on neurophysiological grounds characterize the behaviour that is directed mainly for the individual's saving and survival. They might be characterized as Ego-traits. According to G. Allport they should be referred to as central personality dispositions. They determine the egocentric character of a person's behaviour and activity. Personality traits based on reviewing classic

works characterize the socially-significant behaviour. To some extent they are opposed to traits based on neurophysiological grounds. The individual personality traits structure consists of both group of marked out traits, and a group of traits that are determined by genetic factors as well as sociocultural factors. The given structure formation is conditioned by the principles of uneven development and split growth. The conducted research refers to a wide variety of taxonomic studies of personality traits. It exposes that there is natural ground for persistent personality traits. Together with the sociocultural traits they constitute the substantive characteristic of personality.

PA7 The role of personality in cross-cultural leadership

Shalhoop, J., Hogan Assessment Systems, USA
Vorster, P., & Taylor, N., Jopie van Rooyen and Partners, South Africa

We explore the role of personality in leadership behaviour in different cultures. Understanding leadership within the context of globalization is critically important for organizations. The need to be able to communicate effectively with leaders from different cultural backgrounds is vital to the sustainability of organizations in this global context. Data were collected from participants in organizational talent management programs for various purposes such as leadership development, executive coaching, high potential identification, and team building. In this paper, we focus on four countries that represent a diverse set of cultures, economies, and organizations: Australia (N=4,864), China (N=992), South Africa (N=2,830), and the United States (N=4,184). Participants completed the Hogan Personality Inventory, Hogan Development Survey, and the Motives, Values, Preferences Inventory. Analyses of the leadership profiles in these countries revealed both statistically and practically significant differences, which conform to previous research on population cultural differences from the GLOBE studies, as well as anecdotal accounts of cultural differences in the workplace. For example, Chinese leadership profiles indicated a more consensus-driven, cooperative interpersonal style, aligning well with beliefs about more collective leadership styles in China. We present the leadership profiles for each country, highlight the meaningful differences, and discuss the implications for cross-cultural leadership in organizations. Suggestions for future research to better understand the complex relationship between culture-specific leadership profiles and organizational performance are presented.

IS7 The developmental building blocks of psychopathic traits: revisiting the role for theory of mind

Sharp, C., University of Houston, USA

Theories of the normative and abnormal development both emphasize social-cognition as an important building block for personality development. While social cognition has been identified as an important building block for the development of psychopathic traits in children and adolescents, research focusing on theory of mind deficits has by and large resulted in null findings. In this paper, new research is presented to illustrate the relation between theory of mind (or mentalizing) and psychopathic traits in adolescents using a more sophisticated measure of theory of mind and multiple measures of psychopathic traits. The Inventory of Callous-Unemotional traits (ICU), the Youth Psychopathic Inventory (YPI) and the Antisocial Process Screening Device (APSD) were administered to N = 341 inpatient adolescents (12-17 years of age; 60% girls) alongside the Movie Assessment for Social Cognition. Results showed that excessive theory of mind and reduced theory of mind differentially associated with unique aspects of psychopathy, such that the affective component of psychopathy was related to excessive theory of mind while the interpersonal component of psychopathy was related to reduced theory of mind. In all, the study suggests that when more differentiated measures of theory of mind is used to study psychopathic traits, a more complicated picture emerges where theory of mind capacity depends on the level of traits of a particular sub-component of psychopathy. Implications of measuring theory of mind as building block for normal and abnormal personality development are discussed.

PO1-17 Attitudes toward big five traits: a correlational study

Shchebetenko, S., Perm State University, Russia

The study addresses the issue of attitudes toward Big Five personality traits. Do people distinguish their personality traits from their attitudes toward respective characteristics? To address this problem, a correlational study has been prepared employing a sample of 100 Russian adults (37 males, $M=29.2$, $SD=11.2$). Participants filled out the 44-item Big Five Inventory twice randomly: First, they completed the original form of the questionnaire; they also completed it with modified instruction as a measure of evaluative opinions on each of BFI items. As an additional measure of traits, participants filled out the Goldberg's IPIP factor markers. Two-factor structure of personality traits has been repeatedly obtained using BFI and IPIP explaining respectively 60.6 and 64.2% of variance. Meanwhile, a single-factor structure was revealed when BFI measured attitudes toward traits. This factor has explained 62.3 of variance. Means of traits and respective attitudes differed substantially regarding each of five traits, all t-tests for dependent samples > 8 , such that an attitude toward a trait has been consecutively higher (more positive) than respective trait. Various personality traits correlated with corresponding attitudes differently; while openness and agreeableness correlated with attitudes toward them very strong ($r=0.59$, and 0.41 , respectively), correlation of extraversion with the respective attitude merely approached significance ($r=0.19$). Neuroticism and conscientiousness demonstrated absence of relation with their corresponding attitudes ($r=-0.03$, and -0.09 , respectively). Importantly, although getting somewhat weaker, all these correlations have been replicated administering IPIP as a personality traits measure instead of BFI.

PA14 Faith-based personality change: dynamics of religious conversion

Shikongo, A., University of Namibia, Namibia

We studied the phenomenon of individual religious conversion, with a specific reference to conversion to Islam in Malaysia. The study made use of the cognitive-behavioural approach to personality change as its theoretical framework. The study had a sample of 161 participants. Data collection was done using a self-tailored questionnaire and the data were analysed using SPSS, version 16.1 and themes analysis method, since the data were both quantitative and qualitative. The study found several antecedents, consequences and moderating variables to be key dynamics in faith-based religious change, highlighting some key challenges, especially in terms of cultural adjustment to a new identity and lifestyle.

SY11 Temperament and personality as endophenotype in adults with autism or ADHD

Sizoo, B., Dimence Institute of Mental Health, Deventer, The Netherlands

Autism Spectrum Disorder (ASD) and ADHD overlap on several domains, complicating diagnostic discrimination. Little is known with respect to the nature of this comorbidity. Rommelse et al. postulated ADHD to be a 'light form of ASD'; because in an extensive review of cognitive and structural endophenotypes, no impairments were found that occurred in ADHD, but not in ASD. The clinical impression is, however, that despite overlap, ADHD has distinct features, not shared by ASD. To explore the postulated model with temperament and personality as endophenotype, we used data on adults with ASD ($N=75$) or ADHD ($N=53$), to compare scores on the autistic symptoms (Autism spectrum Quotient, AQ), and the temperament and personality measures (abbreviated Temperament and Character Inventory, VTIC) in both groups. Scores for Harm Avoidance concurred with the model, as they were higher in ASD compared to ADHD, but higher than the norm population in both groups. Novelty Seeking however, was higher in ASD compared to ADHD, but only higher than the norm in ADHD. Whereas Harm Avoidance was highly correlated to the AQ scores in both groups, Novelty Seeking was not correlated to autistic symptoms. Low character scores on Self Directedness indicated a vulnerability for personality disorder in both groups.

PO1-18 Personality traits in common marmosets

Slipogor, V., University of Zagreb, Croatia
Gunhold, T., & Bugnyar, T., University of Vienna, Austria

Animal personalities are defined as time-consistent individual differences in sets of correlated behaviours within the same or across different contexts or situations. Although personalities have a long history in human psychology research, this topic has only recently generated considerable scientific interest in animal biology. Indeed, non-human primates received increasing interest, but many of the studies so far analysed behaviours as analogues of "The Big Five". This study is different in the sense that it takes an approach that studies traits widely distributed in various taxa, allowing comparison and validation of the results on the interspecies level. Common marmosets (*Callithrix jacchus*) prove to be great model organisms, not only because of their small size, availability and ease of breeding. Several previous studies already noted that individual marmosets consistently differ from other marmosets in their reactions to various stimuli. The aim of this study was to disentangle whether marmosets exhibit different individual consistencies when exposed to diverse experimental conditions. The monkeys were tested in five tasks: general activity, novel food, novel object, predator and foraging under risk. All behaviours were digitally recorded, and parameters such as latencies, manipulation time, vocalisations, foraging, locomotion and focus were analysed. Our results show three proposed non-social personality traits: general activity, shyness-boldness and exploration-avoidance. These traits seem to be consistent within an individual over time and across different contexts.

IS10 The relationship between extraversion and EEG indices at rest and during simulated approach behaviour

Smillie, L.D., The University of Melbourne, Australia
Cooper, A.J., Goldsmiths University of London, UK
Laham, S.M., The University of Melbourne, Australia
Wacker, J., Philipps-Universität Marburg, Germany

The theoretical basis of trait extraversion in approach motivation represents an increasingly influential perspective on personality science. Two putative neural indices of approach motivation are frontal alpha asymmetry and posterior vs. frontal theta. Frontal alpha asymmetry has been related to approach motivation via a wide variety of experimental manipulations, but measures of trait extraversion have tended not to be included in these studies. Conversely, resting measures of posterior vs. frontal theta have been repeatedly associated with trait extraversion, but have seldom been examined using experimental manipulations of approach motivation. In addition, most of the key studies concerning these EEG indices come from just two laboratories. To further explore this area of research, the present studies examine the relationship of extraversion with (1) resting measures of frontal alpha asymmetry and posterior vs. frontal theta, and with (2) changes in both of these EEG indices during experimentally simulated approach behaviour, via a task that draws upon principles of embodied psychology. In this task, participants view pictures of appetitive stimuli and imagine bringing these toward them. Simultaneously, an arm flexion movement is made, resulting in the enlargement ('zooming') of the viewed image. Key findings will be summarised, and implications for approach motivation perspectives of extraversion will be discussed.

PO1-30 Psychology of political culture of contemporary Russian youth

Solovyeva, M., St. Petersburg State University, Russia

The ways that a nation takes to find answers to vital questions of being are mostly determined by its political culture. Political culture is a foundation for the building of real politics. Cognition of the psycho-

logical component in political culture opens prospects for political forecasting, making specific political managerial decisions and effectively implementing them not only in our country, but in the whole world under conditions of rapidly increasing cultural and economic globalization. Having a specific political and cultural «genotype», Russia has been developing under the conditions of permanent conflict between various subcultures during last centuries. Representatives of these subcultures speak different languages and practically don't understand each other. And while the political culture of Western Europe gives subjects of political life an opportunity to coordinate their interests avoiding fierce conflicts, Russian political culture still hasn't stored essential potential. Therefore, we need to find a common language to arrange a dialogue between representatives of different subcultures. A solution of this urgent problem demands enlarging the space of general political senses and studying individuals and groups «value portraits» in order to determine their points of contact. In this regard studying youth political culture proves to be especially important as the youth, being in the general context of social and political changes, has a special status that is determined by its social and political diversity. As Russian political leaders point out during press conferences, we should pay intent attention to youth as a main resource of society that will influence political decisions very soon.

SY4 Big Five, little six: the development of hierarchical personality structure from ages 3 to 20

Soto, C.J., Colby College, USA

John, O.P., University of California Berkeley, USA

How does personality structure develop from childhood to adulthood? The present study analysed a sample of 16,000 personality parent-reports made using the common-language California Child Q-set, a broadband measure of youths' personal characteristics. The target children ranged in age from 3 to 20 years old, with an equal number of males and females. Results from analyses of the full sample, and from comparisons of 16 age groups, supported three main conclusions. First, youths' personality traits can be organized within a hierarchical structure that both resembles and differs from the adult personality hierarchy. Second, a set of six dimensions, Extraversion, Agreeableness, Conscientiousness, Neuroticism, Openness to Experience, and Activity, may constitute the basic level of the personality hierarchy from middle childhood through adolescence. This "Little-Six" structure represents a union of the most prominent temperament and personality dimensions. Third, the meanings of some basic trait dimensions may differ by age, even within childhood and adolescence. For example, at older ages the Conscientiousness dimension expanded to include some pro-social behaviours (e.g., responsibility), while the Activity dimension shifted from physical characteristics (e.g., motor activity) toward psychological ones (e.g., motivation, competitive drive). These findings help us understand when and how personality structure develops during the first two decades of life.

PA18 Effect of personality, optimism, and hope on the subjective well-being of consumer experience: a hedonic adaptation of Brazilian soccer fans

Souza Vazquez, A.C., Universidade Federal de Ciências da Saúde em Porto Alegre, Brazil

Plocharski Pedrosa, J., Fett de Assunção Marques, P., da Silveira, T., Vargas Rossi, C.A., &

Hutz, C., Universidade Federal do Rio Grande do Sul, Brazil

Consumers of the same hedonic experience describe and interpret their well-being in a distinctive ways. Consumer researchers point out that subjective well-being (SWB) in consumption of experiences or material purchases depends on a hedonic adaptation. In turn, psychology studies demonstrate that optimism, cognitive hope and the Big-5 traits of personality are predictors of subjective well-being. Based on this literature, our research objective was to analyse the influence of consumers' traits of personality on the process of retrospective interpretations of purchased experiences and their impacts on subjective well-being. Specifically, our aim was to identify the effect of Optimism, Cognitive Hope and the Big-Five Factors in the hedonic adaptation of 84 soccer fans of a Brazilian football club (70% male, mean age=39 years) who

purchased a travel experience to follow their team in the 2010 FIFA Club World Cup at Abu Dhabi. The participants were interviewed and responded to personality, optimism, hope, and SWB tests. The results showed that the more optimistic fans were slower to interpret and feel positively the travelling experience purchased, especially because of the negative performance of their football team. Furthermore, Extraversion, Neuroticism, and Socialization influenced significantly the process of hedonic adaptation, and consequently their subjective well-being in this negative consumption experience.

SY9 Development of personality types across adulthood: latent profile analyses in two large-scale panel studies

Specht, J., University of Leipzig, Germany
Luhmann, M., University of Illinois at Chicago, USA
Geiser, C., Utah State University, USA

Personality types describe inter-individual differences by classifying individuals with similar patterns of scores across several personality traits into one personality type category. Although several studies analyzed personality development using a variable-centred approach, this person-centred approach has rarely been used to examine changes in personality across the life span. To fill this gap of knowledge, we analyzed personality types across adulthood (age 15 to 82). Two representative samples of Germans (N = 14,718) and Australians (N = 8,315) provided longitudinal data on the Big Five personality traits. We (1) identified the number and shape of personality types and tested measurement equivalence across gender and age, (2) analysed differences in the number of individuals classified within each personality type category across age, and (3) examined longitudinal transitions in personality type classification. Latent profile and latent transition analyses revealed the following findings: (1) The three common personality types (resilients, overcontrollers, and undercontrollers) were replicated in both data sets (with two types of overcontrollers in Australians) across all age groups with slight differences between men and women. (2) We found personality maturation in that the likelihood of being classified as a resilient type increased with age, whereas the likelihood of being classified as an undercontrolled type decreased with age. (3) There was very high stability in personality type membership with more than 80% of individuals being classified into the same personality type category after a period of four years. However, stability decreased slightly in the oldest old.

PO2-37 The effect of social and environmental cues on fear of crime: A case in Kuala Lumpur urban parks, Malaysia

Sreetheran, M., University of Copenhagen, Denmark
Arnberger, A., University of Natural Resources and Life Sciences, Vienna, Austria
Konijnendijk, C., University of Copenhagen, Denmark

Although the many benefits of urban green spaces are usually stressed, these environments also provide some disservices. For example, encounters with natural threats may evoke strong fears or other negative emotions. However, very few studies have examined the negative emotions occurring in urban green spaces, particularly regarding fear of crime. This study attempted to examine the effects of environmental cues and social cues on fear of crime in urban park settings. Manipulation of the environmental and social cues were represented via photographs which were created using Adobe Photoshop 6.0 software. Respondents were requested to view a set of 12 manipulated photographs in an urban park setting. As they look at each scene, there were asked to imagine that they are actually in this setting walking alone and moving towards the situation in the photograph. The respondents were then asked to rate their fear of crime for each photograph by using a seven point Likert scale. The results showed that photographs with lower levels of prospect-refuge and with the present of disorder (e.g. graffiti, lack of maintenance) appeared to be perceived more fearfully. However, the presence or absence of people (social cues) in the photographs seems not to have any impact on the fear of crime.

IS11 Social psychological aspects of personality

Srivastava, S., (convener), University of Oregon, USA

Vazire, S., (convener), Washington University in Saint Louis, USA

Individuals do not exist in a vacuum. Personality shapes and is shaped by the social interactions we engage in every day. In this symposium, we highlight how personality interacts with social situations, from first impressions to intimate relationships. First, Mitja Back shows how personality plays a role in first impression interactions. Second, Lauren Human discusses what happens after first impressions. Third, Allan Clifton discusses how personality traits can influence college students' social networks, which in turn predict students' alcohol misuse. Fourth, Heike Winterheld discusses how individual differences in regulatory focus influence how people seek and provide support in romantic relationships. Fifth, Jason Rentfrow discusses how individual differences in music preferences reflect important differences in personality, values, and identity. Finally, Simine Vazire discusses how stable personality traits interact with social situations to predict within-person fluctuations in behavior and personality states. These talks use a variety of research designs, from laboratory interactions and behavioral codings to assessing real-world social networks and musical preferences. In addition, these talks employ a variety of data analytic techniques commonly used in social/personality research including network analysis, profile correlations, and lens model analysis. Finally, these talks span a broad range of personality constructs (traits, preferences, regulatory focus) and social contexts (first impressions, friendship development, romantic relationships, and aural environments). Together, these talks demonstrate the dynamic nature of personality: personality predicts how people interact with the social world, and these interactions in turn shape perceptions of personality and personality itself.

PO2-38 A life story approach to negative life experiences, personal growth, and relationship satisfaction

Stadler, K., Gomez, V., & Grob, A., University of Basel, Switzerland

Life stories are a fundamental part of personality through which individuals construe their identity and give meaning and purpose to their lives. People's narratives contain distinct dynamic situations with some turning from good to bad (i.e., contamination sequences), and others from bad to good (i.e., redemption sequences). We collected life stories of 136 individuals in young and middle adulthood. Preliminary analyses indicate that contamination sequences are positively associated with redemption imageries. Furthermore, ultimate concerns dealing with existential topics (e.g., facing terminal illness) were associated with enhanced interpersonal relationships. We discuss these experiences of individual growth as possible processes of positive personality development, and suggest implications for people's relationship satisfaction on an individual and a dyadic level, respectively.

SY6 Getting the most out of multidimensional forced choice tests: methods for improving accuracy and enhancing personnel decisions

Stark, S., University of South Florida, USA

Chernyshenko, O.S., Nanyang Technological University, Singapore

Drasgow, F., University of Illinois, USA

Multidimensional forced choice (MFC) testing has been proposed as a way of reducing faking and other types of response bias in high stakes non-cognitive assessment. New models for test construction and scoring, combined with adaptive item selection, now make it possible to assess many dimensions or traits simultaneously with relatively short, time-efficient tests. Research on applications of MFC personality testing in organizational settings has shown noteworthy validities for predicting important workplace

outcomes falling within the broad categories of citizenship and counterproductive work performance and attrition. However, because MFC tests are designed to be more “difficult” than traditional Likert-type measures, as a way of thwarting efforts to fake, questions have arisen as to whether the MFC format might unwittingly invoke some careless responding due to examinee fatigue or efforts to finish a test in the allotted time. This presentation will discuss methods for improving MFC personality assessment. First, we will show the benefits of computerized adaptive item selection and present validity data collected in high stakes environments. Next we will discuss new methods for post hoc data screening aimed at detecting strategic and careless responding, and we will conclude with some suggestions for how these methods might be used in tandem to inform personnel decisions.

PA16 Empathy development in adolescence predicts relationship outcomes two decades later

Steiger, A.E., & Allemand, M., University of Zurich, Switzerland

We examined the predictive influence of dispositional empathy development in adolescence on social outcomes in adulthood in a 23-year study. The predictor variable (adolescent empathy) was measured yearly at the age of 12 to 16 years. The outcome variables (adult empathy, social integration, conflicts in the relationship, and relationship satisfaction) were measured at the age of 35 years. Five important findings emerged. First, longitudinal measurement invariance was established for the measure of adolescent empathy. Second, empathy tended to decrease during the adolescent years. Third, significant individual differences in adolescent empathy change were found. Fourth, gender was related to both level and change of adolescent empathy. Fifth, change in adolescent empathy predicts social outcomes in adulthood.

SY5 Perfectionism: new research findings from around the world

Stoeber, J., (convener), University of Kent, UK

Over the past 20 years, an impressive body of findings from research conducted around the world has accumulated demonstrating that perfectionism is an important personality characteristic that affects people's psychological health and subjective well-being. One of the major developments is that perfectionism has become viewed as a multidimensional construct, with certain dimensions of perfectionism having both adaptive and maladaptive aspects and certain dimensions being primarily maladaptive. Furthermore, research has found specific forms of perfectionism that show unique patterns of relationships providing us with a better understanding of what perfectionism is and what it does. The overall aim of our symposium--convening researchers from four countries (Canada, Germany, United Kingdom, United States) and presenting data from four continents (Asia, Europe, North America, South America)--is to showcase new research findings on perfectionism with five paper presentations regarding (1) how different dimensions of perfectionism affect people's sexuality, (2) how perfectionists feel when, against their expectations, they achieve success, (3) what implications cross-cultural and cross-national differences have for the measurement of perfectionism, (4) how meaning of life moderates the effects of multidimensional perfectionism on subjective well-being, and (5) what longitudinal effects different dimensions of perfectionism have on stress and coping. Dr. Kenneth G. Rice (as discussant) offers commentary on the presentations and their findings and discuss their implications for future research on perfectionism and how the different dimensions of this pervasive personality characteristic affect the way people feel, think, and behave.

SY5 Exploring multidimensional sexual perfectionism

Stoeber, J., Lubej, L., Almeida, I., & Lyons, E., University of Kent, UK

Perfectionism is a multidimensional personality characteristic that can affect all areas of life. This article presents the first systematic investigation of multidimensional perfectionism in the domain of sexuality exploring how different forms of sexual perfectionism relate to individuals' thoughts and feelings about their sexuality. A sample of 272 university students (52 male, 220 female) completed measures of four forms of sexual perfectionism: (a) self-oriented sexual perfectionism, (b) partner-oriented sexual perfectionism, (c) partner-prescribed sexual perfectionism, and (d) socially prescribed sexual perfectionism. In addition, students completed measures of sexual esteem, sexual self-efficacy, sexual optimism, sex life satisfaction (capturing positive aspects of sexuality) and sexual problem self-blame, sexual anxiety, and sexual depression, and negative sexual perfectionism cognitions during sex (capturing negative aspects). Results showed differential patterns of unique relationships for the different forms of sexual perfectionism, suggesting that only socially prescribed sexual perfectionism was a thoroughly maladaptive form of sexual perfectionism associated only with negative aspects of sexuality, whereas self-oriented, other-oriented sexual perfectionism and, to a lesser degree, partner-prescribed emerged as ambivalent forms associated with both positive and negative aspects.

PA22 Personality maturity development over lifespan as a resource of positive functioning

Strizhitskaya, O., Petrash, M., & Golovey, L., Saint Petersburg State University, Russia

The current study is dedicated to a phenomenon of personality maturity, that consists of several core characteristics. Based on theoretical analysis, we defined 11 components: responsibility, reflexivity, self-development, self-acceptance, autonomy, hardiness, life self-management, congruence, width of social network, tolerance, and positive social relations. Every maturity characteristic was revealed to have a complex structure. It was found (consistent with our hypothesis) that maturity characteristics are developed unevenly. Formation of different maturity criteria occur while solving different developmental tasks, specific for each period considered. The theoretical model assumed that life crisis, psychological defences, and coping-behaviour can be considered as maturity development factors and mechanisms. We used a sample of 2,706 adults, aged 18-60 (1,070 males; 1,636 females). The participants were divided into two age groups: (1) early adulthood aged 18-25 (N=1,865); (2) middle adulthood aged 26-44 (N=526); (3) later adulthood aged 45-60 (N=315). The instruments used for assessment consisted of a variety of measures in accordance with the structure of a theoretical model and included, among other things, a Cattell test, a Locus of control test, a Self-regulation styles questionnaire, a Subjective Well-being questionnaire, and a hardiness test. The findings tell that the leading components in the early adulthood were revealed to be self-acceptance and self-respect, autonomy, certain aspects of responsibility, and hardiness. Later, in middle adulthood, an increase in tolerance, reflexivity, responsibility, and width of social network was discovered. In later adulthood, dominance switched to Self-concept and self-attitude parameters, with a crucial accent on subjective well-being.

PO2-39 Self-critical perfectionism and social connectedness

Suh, H., & Ege, E., University of Florida, USA
Rice, K., Georgia State University, USA

Perfectionism can be defined as possessing very high personal standards combined with excessive self-criticism. With characteristics such as contingent self-worth and critical self-evaluation, it is reasonable to believe that people with extensive perfectionistic tendencies may feel personally inadequate. Holding such a critical perspective of oneself and always striving to be vigilant about one's adequacy

of meeting standards may, in turn, adversely affect relations with others, resulting in greater isolation and more risk for depression and other difficulties. Alternatively, self-critical perfectionists with stronger relational connections may be buffered from more severe emotional difficulties, partly as a function of experiencing social support. In this presentation, we report findings from a study of the moderating role of social connectedness on self-critical perfectionism for a sample of 129 undergraduate students. We also examine gender difference in the moderator effects because evidence suggests that social connectedness is an important predictor of well-being, especially for women, and such effects were not examined in other research examining the association between perfectionism, social connection, and depression. The perfectionism x social connectedness interaction explained significant variance in depression for women ($\Delta R^2 = .03$) but not men. Social connectedness was inversely associated with depression at high but not low levels of self-critical perfectionism. In sum, for women, social connectedness buffered self-critical perfectionism against depression, but the effect did not hold for men. These findings expand Rice et al.'s study by delineating gender differences that may have obscured their interpretation.

PA14 Localization effects on global community

Sveshnikova, N., Saint Petersburg State University, Russia

Global community is a dominating subject that defines norms and regulations and applies social practices. On the level of local communities adaptation to global space happens by accepting some new social practices while saving cultural specifics. Localization effects of the social space should be considered as an adaptive mechanism of entering global society and not as the process of "archaisation" of the modern society. Thus, localization may be considered not as a simple fragmentation of global space but as an attempt to make being ontological by the members of local communities. This leads to diversity and variety of life in the global society.

SY7 Construct validation of the Mini-K: an exploration of Life History Theory with various methodologies

Swanepoel, T.L., (convener), University of Cape Town, South Africa

During this symposium, we aim to present evidence supporting the validity of the Mini-K, a short-form of the Arizona Life History Battery (ALHB). The first presentation will outline life history theory and the evidence supporting the convergent and nomological validity of the Mini-K, which has come out of North American college samples. We will do this by presenting the results of a meta-analysis of correlations among indicators of life history strategy, life history strategy of one's Romantic Partner, Personality, Mutualistic and Antagonistic Social Strategies, Emotional Intelligence, Executive Functions, Co-vitality, and Evaluative Self-Assessment. Following that presentation, the results of a series of individual studies will be presented. Each individual study has two things in common: 1) they test life history predictions using the Mini-K, and 2) they test different forms of validity. The second study tests life history predictions in an experimental context which has high internal validity, the third and fourth test life history predictions in an observational laboratory context and address predictive validity, and the fifth is an observational study of real world behaviours, addressing ecological validity. By addressing all these forms of validity our research team hopes to better demonstrate construct validity.

SY7 Sexual strategies among young adults in the virtual world

Swanepoel, T.L., Thomas, K.G.F., & Wolf, P., University of Cape Town, South Africa

Life History Theory predicts that natural selection favours a degree of developmental plasticity when it comes to sexual strategies. Individuals should reliably develop a faster life history strategy (e.g. higher

dating effort and a preference for variable mates) when individuals are raised in a more variable environment with high extrinsic mortality, and develop a slower life history strategy (e.g. lower mating effort) in response to being raised in an environment with low extrinsic mortality. Most previous research examining the relationship between sexual behaviour and Life History theory has used survey designs and self-report instruments exclusively. The current study represents a departure from such designs in that we used a quasi-experimental design to examine sexual strategies in virtual chatrooms. We hypothesized that, in the chatrooms, individuals would adopt sexual strategies reflective of their different measured life history strategies, and that these behaviours would manifest in the virtual world much like they would in a real-world setting. We used the Mini-K Short Form questionnaire, a 20-item instrument designed to measure both cognitive and behavioural aspects of life history strategy, to designate undergraduate males and females as having either a fast or a slow life history. These participants then interacted with each other in ten 1-hour online chat sessions, with the sessions featuring 44 males and 47 females. The results of the study explore evolutionary-based ways in which to understand online behaviour, and they demonstrate the power of evolutionary-based theories of sexual interaction to predict behaviour in online settings.

IS7 Core components of personality disorder across the lifespan

Tackett, J.L., (convener), University of Houston, USA

When characteristic patterns of thoughts, emotions, and behaviour manifest as rigid and maladaptive behavioural patterns, they fall under the domain of personality disorder. Core components of personality disorder are shared with basic aspects of normal-range personality, however. This symposium will focus on the basic building blocks of pathological personality, drawing connections with research on normal-range personality as well. Specifically, the symposium will begin with a talk by Tom Widiger, who will provide a broad perspective on pathological personality within a normal personality framework. Second, Barbara De Clercq will discuss the impact of general and pathological personality traits on dysfunctional work behaviour. Following these initial presentations, the next three presentations will focus on examples within specific personality disorders. Jennifer Tackett will discuss contributions from a normal personality perspective for understanding the development of Borderline Personality Disorder (BPD). Mike Bagby describes findings differentially relating facets of Openness to Experience to Schizotypal PD. In the final talk, Carla Sharp discusses results implicating theory of mind as showing divergent associations with distinct types of psychopathy in adolescents.

IS7 Contributions from normal personality to conceptualizations of youth borderline personality disorder

Tackett, J.L., University of Houston, USA
Kushner, S., University of Toronto, USA

Research on borderline personality disorder in childhood and adolescence is limited, yet this topic has been attracting increased attention in recent years. Research on normal personality in childhood has also lagged behind similar work with adults and has not been well integrated into the study of personality disorder development. This talk focuses on the utility of a normal personality framework for better understanding the development of borderline PD. First, a developmental psychopathology perspective is highlighted with an emphasis on the utility of interconnected perspectives on normal and abnormal development. Connections between normal personality traits and youth BPD are reviewed in the context of different models of personality-psychopathology interrelation (e.g., vulnerability, spectrum). Finally, empirical research on the hierarchical nature of normal personality is discussed, highlighting the relevance of such models for understanding the development of BPD. Future directions and clinical implications for integrating normal child personality concepts and early manifestations of BPD, in both research and practice, are discussed.

SY4 Temperamental components of the developing personality

Tackett, J.L., University of Houston, USA
Rothbart, M.K., University of Oregon, USA
Victor, J.B., & Baker, S.R., Hampton University, USA

This presentation summarizes a multi-phase study aimed at the identification of temperamental components of personality in childhood. Large and diverse samples varying in ethnicity, gender, and SES were employed. Personality scales from parents' free descriptions of their 3- to 12-year-old children were sorted into scales based on the 5-factor model NEO-PI, resulting in the Hampton Scale of Child Personality. Because parents had not reported on several aspects of temperament, items and scales from the Children's Behaviour Questionnaire (CBQ) temperament measure were added, yielding 30 scales. In the emerging model, Conscientiousness was linked to developing temperamental inhibitory and attentional control, and Openness to temperamental perceptual sensitivity. Finally, Internalizing Negative Affectivity, linked to temperamental fear, was distinguished from Externalizing Negative Affectivity/Stimulation Seeking, linked to temperamental anger. These findings hold important implications for longitudinal research on developing temperament and personality.

SY1 Common genetic influences on negative emotionality and the general factor of psychopathology in childhood and adolescence

Tackett, J.L., University of Houston, USA
Waldman, I., Emory University, Atlanta, USA
Van Hulle, C., University of Wisconsin, USA
Krueger, R.F., University of Minnesota, USA
Rathouz, P.J., University of Wisconsin, USA
Lahey, B.B., University of Chicago, USA

Previous research using a bifactor model approach to capturing psychopathology comorbidity has established support for a general factor of psychopathology in children, adolescents, and adults, with additional more specific factors reflecting unique variance in internalizing and externalizing problems. The nature of this general factor has not yet been established, however. The current study tests a spectrum hypothesis by proposing that the psychopathology general factor shows substantial overlap—at both phenotypic and genetic levels—with the dispositional trait of negative emotionality (NE). Data on psychopathology symptoms and dispositional traits were collected from both parents and youth for a sample of 1,569 twin pairs (ages 9-17) from five metropolitan areas in Tennessee. Results supported a spectrum hypothesis for the general psychopathology bifactor, such that variance in NE and the general bifactor substantially overlapped across phenotypic and genetic levels of analysis. Furthermore, relations between NE and the general psychopathology bifactor were stronger than for both other dispositions and more specific types of psychopathology.

PO1-31 The relationship between negative reminiscence and mental health in older and younger adults

Takahashi, M., University of the Sacred Heart, Japan
Kamiya, S., Meijo University, Japan
Ueda, E., Kyoto Notre Dame University, Japan
Sato, K., Gunma University, Japan
Kawaguchi, J., Nagoya University, Japan

We examined the relationship between daily reminiscence and mental health in both older and younger

adults. One-hundred fifty six older participants (71 males and 85 females) and 291 younger participants (118 males and 173 females) answered Reminiscence Functions Scale (RFS) and the General Health Questionnaire 28 (GHQ28). We excluded six items for Death Preparation on the original RFS because our participants included healthy young adults. Therefore, their reminiscence function was measured by seven sub-scales of RFS; Boredom Reduction, Identity, Problem Solving, Conversation, Intimacy Maintenance, and Bitterness Revival. Results indicate that frequency of reminiscence on three sub-scales have significant positive correlations with mental health levels as estimated by the GHQ28 scores; Boredom Reduction ($r = .274$), Problem Solving ($r = .180$), and Bitterness Revival ($r = .219$) for older adults; Identity ($r = .145$), Intimacy Maintenance ($r = .119$), and Bitterness Revival ($r = .246$) for younger adults. It is suggested that negative reminiscence (i. e., Bitterness Revival) is correlated with higher levels of physical and psychological disorders irrespective of ages, although lower correlations are found for positive reminiscence (i. e., Boredome Reduction and Problem Solving in older adults; Identity and Intimacy Maintenance in younger adults). Some implications of these findings are discussed.

PO1-40 Subjective reflection of a father of adolescents from single-parent families and coping style

Tashimova, F., Al-Farabi Kazakh National University Kazakhstan
Pfeifer, N., Kolyukh, O., Zhunusova, A., & Mukhambetova, R., Pavlodar State University, Kazakhstan

The problem of adaptation of adolescents, their ways of coping, is one of the important problems of the age. The particular significance is given to the adolescents from single-parent families. Numerous studies of adolescent coping ascertain dependence on the particular problems of the family, or social inheritance. In our view, the ways of coping depending on the parent of the subject is not a reflection in the inner world of a teenager on the characteristics of its presentation. And most of all is the absence of a father. Therefore, in this paper we determine the relationship of coping adolescent parent families on the characteristics of their subject-reflection father. According to our hypothesis we used the Coping Scale - ACS, a "Scaling of regulatory and personal relations", and Letters to the Father. Data processing was carried out by the factor, the object of analysis, calculate the average and content analysis. It was found that the representation of the father as a favourite, related as an image I, stimulating goals provide style, result oriented. The representation of the father as a favourite, but far as the image I stimulates emotion - focused coping style, with predominance of mechanisms of protection. The representation of the father as an indifferent person, far as the image I provides socially-oriented style of coping, or with predominance of mechanisms of protection challenging of masochist or aggressive behaviour.

PO2-19 Assessing the relationship between personality type preferences and values

Taylor, N., & Van Staden, L., Jopie van Rooyen & Partners, South Africa

Psychological type is often used as a theory in individual and career development processes. The foundation of personality types is linked to descriptions of behaviour and the kinds of environments that will attract individuals with certain personality preferences. That being said, individuals are also attracted to environments that fulfil their needs, motivations, and values. Previous studies have found relationships between Jung's psychological types and personal values that are consistent with descriptions of type preferences. There is much interest concerning values and their relationship to personality, but there is little information available regarding the relationship between personality type preferences and values in individuals. The purpose of this study is to explore the relationship between personality type preferences and values in individuals in the workplace. In this study, 157 South African employees were assessed using the Myers-Briggs Type Indicator (MBTI) and the Motives, Values, Preferences Inventory (MVPI) for development purposes. Specific values could be identified for the full four-letter type preferences, as well as for each of the eight dichotomies. The results will be discussed in the context of career development and recommendations made for the future application of the results in the workplace.

PO1-19 Association between cognitive skills and traits impulsivity and anti-social behaviour in a Brazilian sample preschool

Teles Santos, M., & Flores-Mendoza, C., Universidade Federal de Minas Gerais, Brazil

The last decade was marked by the effort to study the relationship between intelligence and personality. The literature reports weak to moderate correlation between intelligence and personality, indicating positive associations between general intelligence and the personality factor openness to experience, negative associations between fluid intelligence and factors neuroticism and conscientiousness, and occasionally both positive and negative correlations between extraversion and general intelligence. The present study evaluated the relationship between cognitive abilities and impulsivity and anti-sociality traits in a sample of 192 children, 4-6 years of age ($M = 4.58$, $SD = 0.69$), with 108 (56%) female and 85 (44%) male. The evaluation of temperament was performed using two scales of the instrument Scale Disorder and Attention Deficit Hyperactivity Disorder (ETDAH) - adapted for parents, namely the scale of Antisocial Behaviour scale and Hyperactivity / Impulsivity. To assess cognitive abilities, applied in children Test Skills and Knowledge Preschoolers (THCP), which evaluated Language skills, Attention, Memory, and Quantitative Thinking. There was a negative correlation between the Anti-sociality of ETDAH THCP and total score ($r = -0.193$, $p < 0.05$) and the Language subtest ($r = -0.213$, $p < 0.009$). We also found a negative correlation between the scale of Hyperactivity / Impulsivity the ETDAH with the Quantitative Thinking subtest THCP ($r = -0.207$, $p < 0.008$). The data indicate a weak association, although significant, between cognitive abilities and traits of anti-sociality and impulsivity, indicating a possible impairment in cognitive performance of children with characteristics of anti-sociality and lack of self-control.

PO2-40 How do mate retention behaviours work for both married and unmarried people in Japan?

Terashima, H., Tsukuba University, Japan

Some people seek to retain their partner because of their jealousy. The Mate Retention Inventory (MRI) was developed to measure tactics employed to retain a partner. More abandonment anxiety by current partners or commitment to them leads to more effort in mate retention. Do people get satisfied with their romantic relationship or maintain their partner because of mate retention behaviour? This study aimed to investigate two relationships: (1) the mate retention caused by abandonment anxiety and commitment to their partners, (2) the mate retention and satisfaction with their relationship, interpersonal closeness. I examined these relationships in unmarried people and married people separately. The Japanese version of the Mate Retention Inventory short form was administered to Japanese adults. In addition they completed questionnaires that measured abandonment anxiety with a relationship, commitment to their partners, degree of satisfaction with a relationship, and the Inclusion of Other in Self (IOS) scale that measures psychological distance. 207 unmarried people answered about their current partners and 199 married people answered about their marital partners. Result indicated abandonment anxiety related to the aggressive way to retain their partners and commitment related to non-aggressive way for both unmarried and married participants. Unmarried people showed that benefit provisioning mate retention behaviour led to close relationship. But in married people, negative mate retention behaviour related to close relationship and satisfaction. More research is needed to clarify the different functions of mate retention behaviours in unmarried people and married people.

PO2-9 The gap between self-estimated and psychometrically measured IQ in gender and the relationship between the dimensions of the big five inventory

Thunsdorff, C., University of Koblenz-Landau, Germany
Daseking, M., University of Bremen, Germany

In a Study with 800 individuals, the relationship between different dimensions of psychometric intelligence, personality traits, socio-demographic and self-assessed intelligence was investigated. The participants completed the short version of the Big Five Inventory (BFI-K) and estimated their own intelligence with the adapted assessment of self-estimated intelligence on the dimensions verbal intelligence, verbal fluency, mathematical intelligence, spatial intelligence, memory, speed of perception, logic and deductive reasoning and overall intelligence. For psychometric intelligence, the Wechsler Adult Intelligence Scale Version IV was used. The results show that women estimate their intelligence much higher when they assess themselves highly on the dimension of verbal intelligence ($r = .715$). Men appreciate their intelligence overall higher when they as well assess their dimension logical reasoning high ($r = .669$). Multiple regression results confirm this. For women the facet of verbal intelligence (Beta= .558) and for men the facet logical and deductive reasoning (Beta= .222) have the strongest influence on the self-assessment of intelligence. Furthermore men self-estimated their intelligence in all facets generally higher than women did, which confirms the previous research results. However, the psychometric intelligence data shows no difference performance of all facets of intelligence between genders. It also shows that men overestimate themselves more over all facets of their self-estimated intelligence than women do, with the expectation of the facet verbal fluency, which is assessed realistically by men and women. The investigation of the relationship between the personality traits and the self-assessment of intelligence facets shows that correlations exist and are gender specific.

PA16 Structurally functional model of mother competence

Tjuljupo, S., Tomsk State University, Russia

We investigated mother competence, the behaviour of mothers in the field of psychological consultation oriented on the health of their children. Consultations were carried out on the basis of the local children's polyclinic in the context of psychological support of paediatric supervision. 145 consultation protocols were analysed. Discourse analysis, intent analysis, and narrative analysis were used. Four types of attitudes held by mothers in the interaction with the child and the consultant were described. These types of attitudes are different at the direction of an advisory request, responsibility for allowing the mother in the advisory field, rationality, and awareness of her actions in problem situation. We compared results of a comprehensive evaluation of the health of children whose mothers consisted of four groups corresponding to each type attitudes. The data of a child's maps of individual development and the exact Fisher's test of angular transformation were used for this purpose. The health of children whose mothers took a conscious, responsible and reasonable position in consultation was well above those children whose mothers were passive or irrational. These differences are particularly pronounced when the child is constitutional-biologically weakened and needs consistent medical care. The most typical indications of types of women's behaviour were described and systematized whereby the structurally functional model of Mother competence was built. It considered as ability and readiness of the woman to operate consciously, responsibly and effectively in interests of health and wellbeing of her child in an actual situation and in the long term developments.

PA11 Temperament and eating styles in children

Torgersen, L., & Vollrath, M., Norwegian institute of public health, Oslo, Norway

The objectives of this study were to investigate whether children's temperament was associated with individual differences in eating style, and to examine whether these associations were different for boys and girls. The mothers of 1,565 7- to 12-year old children completed a questionnaire on child temperament (Emotionality, Activity, Sociability, Shyness; EAS) and child eating style (Child Eating Behaviour Questionnaire; CEBQ). The CEBQ is a multi-dimensional questionnaire designed to capture individual differences in eating styles that supposedly contribute both to underweight and overweight. These styles include food responsiveness (FR), enjoyment of food (EF), satiety responsiveness (SR), slowness in eating (SE), fussiness (FU), emotional overeating (EO), and emotional under-eating (EU)). The confounders were the children's age and maternal education. Regression analyses showed that the temperament trait Emotionality was strongly positively associated with emotional eating (EO, EU) and with overeating (FR), but to a lesser extent with the restricted food styles (SR, SE, FU). Sociability was positively associated with the appetite scales (SR, FR). Activity was negatively associated with fussiness and emotional overeating, while Shyness was negatively associated with enjoyment of food, but positively with fussiness. There were two interactive effects of temperament and gender: fussiness was more strongly negatively associated with Activity in boys, while food responsiveness was more strongly positively associated with emotionality in girls. Temperament was concluded to be differentially associated with eating styles in children, with partly different results in boys and girls.

PO1-20 Proving the convergent validity of the 300-item scale from the international personality item pool (Goldberg, 1992)

Treiber, L., & Thunsdorff, C., University of Koblenz-Landau, Germany

The aim of this investigation is to prove the convergent validity of a new scale, the German translation of the 300-item IPIP markers for the big-five factor structure. This scale should measure the personality facets just as differentiated and reliable as well as the – in personality research already established – counterpart, the NEO Personality Inventory Revised ("NEO-PI-R"). Both personality scales are based on the assumptions of the five-factor model, which posits the following five main dimensions of personality: neuroticism, extraversion, openness, agreeableness and conscientiousness. Every dimension can be split up again in six facets. The NEO-PI-R consists of 240 items, 8 items per facet. In contrast, the IPIP-Scale measures each facet with 10 items. In March 2012, 102 persons – most of them students of psychology at the University of Landau – completed both scales during one session. The first results show a high comparability between the structures of these two scales. On the one hand, reliability analysis within the IPIP-scale shows high values on both facet ($\alpha > .696$) and dimension level ($\alpha > .744$). On the other hand, there are high significant correlations ($r < .911$) on dimension level between each of two comparable dimensions (neuroticism: $r = .956$; extraversion: $r = .916$; openness: $r = .911$, agreeableness: $r = .912$; conscientiousness: $r = .927$). This findings were confirmed by the first results of a confirmatory factor analysis, which shows a high comparability in structure on facet and dimension level, represented by RMSEA-indices in a acceptable range ($RMSEA < .09$) within the IPIP-Scale. Further confirmatory factor analysis will follow. Finally, the German version of the 300-item IPIP-Scale is a good alternative to its well-known counterpart to indicate the five factors of one's personality.

PO1-46 A case study of hyper active child with reference to his personality

Trivedi, B.S., The Arts, Commerce, Science College, Lunawada, India

I studied the personality development of a hyper active child. This child and his family are my neighbours. I have observe his development from last eight years. The name of the child is Shlok. His father is master of surgeon in the king city Ahmabad. The stress for Shlok's parents is that he is not sitting silently at home and in school. He is always busy, his body is in continuously in movement. This is the situation of worry in Shlok's life. Shlok is very hyper active even though his personality development is normal and healthy. His education level is quite all right. There is a separate school for the hyper active child in Ahmadabad city. Shlok is studying in this school. His learning is average. He matches with other students of his school and society. Some of his works are even brilliant. At the age of 13 he drives all kinds of cars and two wheelers in the traffic of the city. In cultural activity he got a prize in drama. He is outstanding in sports also. In many events, like running and jumping he won the first prize. This is the special case for the study.

PA12 A comparative study of factors of personality traits among students of arts, commerce, and science of Lunawada college (Gujarat-India)

Trivedi, B.S., Arts, Commerce, Science College, Lunawada, India

Several studies have previously been performed on the personality traits of participants of sports with a view to achieve success in sports. The present study is an attempt to find out about difference in personality traits of students of arts, commerce, and science. The 16PF of Cattell (Gujarati version) is administered to 150 students randomly selected from Lunawada college of arts (n=50), commerce (n=50), and science (n=50) of the Gujarat University. The groups of students are pairwise compared on the basis of the 16PF outcomes. Results are discussed at the conference.

IS8 Smoking mediates the predictive relationship between conscientiousness and mortality

Turiano, N.A., & Mroczek, D.K., University of Rochester Medical School, Purdue University

Personality traits have emerged as important predictors of mortality, but little is known about the intervening mechanisms that bring about this relationship. Theoretically, health behaviours are one of the likely mechanisms, but few studies have tested this directly. We formally tested the pathway from a trait to a class of health behaviours to the endpoint of mortality. Moreover, we did so with a large sample over a follow-up period of 14 years. We examined whether number of years as a smoker, average daily alcohol use, and illegal or prescription drug abuse mediated the relationship between conscientiousness and mortality risk, utilizing data from the Midlife in the United States (MIDUS) Study. In 1995-96, the Big Five personality traits as well as the health behaviours of smoking, drinking and drug use were assessed on 6,325 participants in the MIDUS. We employed proportional hazards modelling through an SEM framework to test if these substance-use health behaviours mediated the relationship between conscientiousness and all-cause mortality risk. Initial models confirmed that higher levels of conscientiousness predicted lower mortality risk. In subsequent models, both number of years as a smoker and high alcohol usage each mediated the conscientiousness-mortality association. Drug use did not mediate. In a final combined model, smoking emerged as the sole mediator of the association. We concluded that, at least in this largely middle-aged and older sample, the main reason conscientiousness lowers mortality risk is because persons high on this trait spend many fewer (and often, zero) years as a smoker.

PA4 The role of personality and cognitive ability in predicting learning agility

Ungemah, J., & Moye, N., PDRI, Arlington, USA

In today's rapidly changing and volatile environment, the capacity to learn from experience is being hailed as an important enabler of success. It has been observed that there is individual variability in the amount and accuracy of lessons learned from experiences; not everyone learns, or learns the right things, from a given experience. Learning agility is a concept that has emerged to explain this individual difference. Learning Agility is most commonly defined as an individual's capability and willingness to learn from experiences. While increasingly popular in practice, the scientific conceptual development of learning agility is lagging behind practice. In an effort to advance the conceptual development of this popular concept, we propose and partially test a model for Learning Agility that incorporates both established personality dimensions and cognitive abilities as important antecedents to learning agile attitudes and cognitive skills, and ultimately, to experiential learning processes. A large US government agency took part in the validation of a new tool for assessing Learning Agility that involves direct measurements of both the personality and cognitive components of our model. The presentation will present the content of this tool, the research undertaken in its development, and conclude with a discussion of the utility of Learning Agility as a construct for recruitment and development as well as future research needed to further refine the concept of learning agility.

IS1 Social-relational personality concepts in South Africa

Valchev, V.H., & Van de Vijver, F.J.R., Tilburg University, The Netherlands

The associations of indigenous South African social-relational personality concepts with the Big Five, the Interpersonal Relatedness concept, social desirability, and prosocialness were examined. Students completed the South African Personality Inventory (SAPI) social-relational scales and combinations of a local Big Five instrument, the Cross-Cultural (Chinese) Personality Assessment Inventory's Interpersonal Relatedness (IR) scales, social desirability measures, and a prosocialness measure. In Study 1 (N = 1,483), the SAPI scales defined two factors (positive and negative) distinct from the Big Five, which were more strongly linked to relational than to tradition-focused IR aspects and to impression management than to deception. The scales were structurally equivalent for Black and White students. Links to tradition-focused concepts were stronger, and scores on the positive SAPI social-relational scales were higher in Blacks than in Whites. In Study 2 (N = 325), the SAPI scales explained substantial variance in prosocialness above the Big Five. Finally, Study 3 explored the replication of the South African social-relational personality concepts in the mainstream and several immigrant groups in the Netherlands. The findings are discussed with reference to the coverage of the Big Five in the domain of social-relational functioning.

IS4 The implicit structure of personality in the 11 languages of South Africa

Valchev, V.H., Tilburg University, The Netherlands

This study aims to uncover the indigenous personality structure in the 11 official languages in South Africa. Semi-structured interviews were conducted with 1,216 participants from the 11 linguistic groups. The interviews yielded over 53,000 personality-descriptive terms, categorized into 188 facets, of which 79 occurred in all languages and 150 in at least 7 languages. In an iterative process of semantic clustering, the facets were grouped into 37 sub-clusters and 9 broad clusters: Conscientiousness, Emotional Stability, Extraversion, Facilitating, Integrity, Intellect, Openness, Relationship Harmony, and Soft-Heartedness. A quantitative cluster analysis of the relations between the 37 sub-clusters yielded largely convergent results. Given this shared model, differences in the salience of its components across ethno-cultural groups were also identified: Blacks referred more to social-relational descriptions and Whites to personal-growth

descriptions, with Coloureds and Indians displaying an intermediate pattern.

IS4 Traits and context in South Africa

Valchev, V.H., & Van de Vijver, F.J.R., Tilburg University, The Netherlands

Cross-cultural differences in the use of traits and contextual information for personality descriptions have mostly been documented between European and Asian populations. We investigated 3 ethno-cultural groups in South Africa: Blacks (N = 1,027), Coloureds and Indians (N = 84), and Whites (N = 105), representing the country's 11 official languages. We found both similarities in the total set of categories—traits, behaviours, preferences, and perceptions (over 86%), which were context-free (over 66%)—and substantial differences in the relative use of these categories across groups. The responses of Blacks confirmed expectations for collectivistic groups (fewer traits and more contextualization), of Whites for individualistic groups (more traits and less contextualization), and Coloureds and Indians had an intermediate pattern. There were significant interactions with agency–communion and 9 indigenous South African personality clusters similar to the Big Five. Both linguistic practices and distance from the target person played a role in cross-cultural differences. The results are discussed in the framework of the trait and cultural psychology perspectives on personality.

SY4 Development of the Big Five personality dimensions across childhood and adolescence

Van den Akker, A.L., & Deković, M., Utrecht University, The Netherlands

Asscher, J.J., University of Amsterdam, The Netherlands

De Haan, A.D., Ghent University, Belgium

Prinz, P., Utrecht University, The Netherlands

Mean level personality development across the transition from childhood to adolescence has been indicated to differ from development in late adolescence and adulthood, as it appears not to be directed towards increasing maturity. However, the development of the Big Five dimensions has not been investigated longitudinally from middle childhood into late adolescence. In this five wave study of a large community sample (N = 576, 50.3% boys) comprised of four cohorts, mothers reported on their child's personality from T1 to T4 (covering development from 6y to 17y), and children provided self-reports reports from T2 to T5 (9y–20y). Results indicated that extraversion decreased linearly from when children were six to when they were twenty years old. Mothers reported that benevolence, conscientiousness and imagination decreased from childhood into late adolescence, whereas children reported a decrease specifically across the transition to adolescence, with mean levels increasing from 14 years onwards. Mothers reported a specific decrease in emotional stability across the transition to adolescence, with an increase thereafter. However, children reported that they became less emotionally stable from age 9 to age 20 years, with this decrease becoming stronger as they transitioned to young adulthood. Overall, results provide evidence of a temporary defiance of the maturity principle of personality development, across the transition to adolescence.

SY9 Person-centered approaches to personality

Van den Akker, A.L., (convener), Utrecht University, The Netherlands

This symposium discusses findings based on several person-centred approaches to personality: The resilient, undercontrolled, and overcontrolled personality typology, hyper- and immaturity of personality profiles, and extremity of personality configurations. Findings on the development of these configurations/types will be presented, as well as evidence for the utility of these different approaches for predicting important life-outcomes, such as health behaviour, quality of peer relations, identity development, symp-

toms of personality pathology, and internalizing and externalizing adjustment problems. In addition to providing evidence for the utility of these person-centred approaches, this symposium draws attention to the limitations of the typological approach, by indicating that assumptions regarding statistical properties, such as discrete latent distributions and/or zones of rarity of observations, may not always be met. Overall, the present symposium aims to present a diverse view on person-centred approaches, by presenting several ways to conceptualize personality configurations within individuals. At the same time, this symposium aims to provide a balanced view on person-centred approaches, by presenting both findings on their predictive utility, as well as drawing attention to their limits

SY9 Personality extremity: predictive utility of a personality configuration above and beyond the personality dimensions

Van den Akker, A.L., & Deković, M., Utrecht University, The Netherlands
Asscher, J.J., University of Amsterdam, The Netherlands
Prinzle, P., Utrecht University, The Netherlands
De Haan, A.D., Ghent University, Belgium
Widiger, T., University of Kentucky, USA

Relations between lower levels of extraversion, benevolence, conscientiousness, and emotional stability and higher levels of adjustment problems have been well established in children and adolescents. However, both extremely low and extremely high levels of the personality dimensions may indicate deviation from the norm, resulting in adjustment problems. This study investigated the development of the extremity of configurations of big five personality dimensions (deviation of an average midpoint of all personality dimensions together) across childhood and adolescence, and relations between personality extremity and adjustment problems. For 591 children (mean age T1 = 7.5 years), mothers reported the Big Five personality dimensions four times across eight years. A child's vector length in a five dimensional configuration of the Big Five dimensions, represented personality extremity. Mothers, fathers, and teachers reported the child's internalizing and externalizing problems at the first and final measurement. In a cohort-sequential design, we modelled personality extremity from 6-17 years. Growth Mixture Modelling revealed a small group (13.1%) with relatively long vectors (extreme personality configurations) that were stable over time, and a large group with relatively short vectors that were stable over time (86.9%). Probability of belonging to the extreme class predicted internalizing and externalizing problems in late adolescence, controlling for previous levels of adjustment problems and Big Five personality dimensions. Personality extremity appears important to be taken into account in addition to children's levels of the big five personality dimensions, when investigating risk for adjustment problems.

SY1 Non-linear relations between adolescent Big Five personality dimensions and adjustment problems

Van den Akker, A.L., & Deković, M., Utrecht University, The Netherlands
Asscher, J.J., University of Amsterdam, The Netherlands
Prinzle, P., Utrecht University, The Netherlands

Relations between higher extraversion, agreeableness, conscientiousness and emotional stability and better adjustment are well established in adolescents. However, extremely high levels of these dimensions may not indicate optimal adjustment, as they reflect deviation from the norm. Most studies have only investigated linear relations between personality and adjustment, potentially obscuring this fact. This study investigates non-linear relations between Big Five personality dimensions and adjustment. For 422 adolescents (mean age = 15.5, 47% boys), mothers reported their child's personality and adjustment problems (anxiety, depression, aggression, and delinquency). In addition to negative linear effects, 12 out of 20 relations showed significant non-linear effects. The relation between extraversion and aggression was completely u-shaped, with high and low extraverts exhibiting similar levels of aggression. For seven

relations, the direction of effects also changed after a certain point, but this point was located at a higher level of the personality dimensions (> 1 SD above the mean). Five effects indicated that the strength of the relations with problem behavior decreased to zero toward the high end of the dimension. Results indicate that there is an optimal level of the personality dimensions in relation to adjustment problems in adolescents. Perhaps extremely high levels of the personality dimensions indicate that children deviate too much from other children around them, resulting in adjustment problems. These findings suggest that relations between personality and adjustment from population samples may not be readily generalized to groups of individuals with extreme scores on the personality dimensions (e.g., clinical samples).

PO2-20 Producing a safer, more productive workforce, by measuring the disposition of risk tolerance

Van der Merwe, G., SHL, South Africa

Occupational health and safety issues form top priority of trade unions, employers and government in South Africa. Minister Mdladlana indicated that between 2006/7 "we had lost one valuable brother, sister, mother or father on average almost per day" and that the strategies South Africa was employing were ineffective. The statistics the financial year 2006/7, indicate that three sectors showed the greatest number of incidents, namely Manufacturing; Construction and Community and Social at 186, 65 and 57, respectively, with Manufacturing contributing to 22% of all fatalities. Health and safety requires workers to be aware and equipped to change the way things are done at the workplace. Safety relies on three key factors, the design of equipment and facilities, the processes and procedures that govern the day-to-day operations and the most difficult factor to deal with – human behaviour. Research has shown that there will always be employees with a disposition to take risks that can lead to accidents and in the worst case fatalities. The solution to this is one of training, and of organisations taking a more behavioural/personality approach to safety. Identifying an employee's tolerance for risks and managing this tolerance can assist organisations in ensuring employees who work safer and thus lower the risk of accidents. We investigate the risk tolerance behaviour of manufacturing workers in South Africa to assist the organisation in employing employees who are less inclined to take risks, less inclined to have accidents and overall display safer behaviour.

PO2-41 Social dominance in relation to other putative basic emotions in humans.

Van der Westhuizen, D., & Solms, M., University of Cape Town, South Africa

The hormone testosterone appears to play an integral role in the regulation of behavioural incentives for social dominance in human groups. While the literature is considerable, the study of the emotional aspects of this intrinsic state has received little attention. Attempts to ascertain to what extent the neural circuitry, and its associated affects and behaviours, can be accommodated within a primary emotional taxonomy have not been systematically initiated. Based on the Affective Neuroscience Personality Scales (ANPS), developed to measure the relative influence of brain affective systems on human temperamental variability, this research used hormone assays and factor analytic methods to explore the latent structure of the ANPS with the inclusion of DOMINANCE items. Participants ($N=300$) from a South African university completed online versions of the revised scales and a series of criterion-related measures. In addition, a subsample ($N=100$) was tested for basal salivary testosterone and oestrogen. An exploratory factor analysis revealed a distinct social dominance factor, conceptualised as an incentive for maintaining social influence, for which moderate to strong correlations with criterion assessments were observed. This model was supported by a confirmatory factor analysis, which showed superior fit with the inclusion of social dominance in the factor structure. Hormone assays are currently pending, which will add insights into the role of testosterone and oestrogen in primary affective experience. This research offers support for the possibility of a distinct primary affect governing social dominance incentives. Clinical and theoretical implications are discussed.

IS5 Culture shock or challenge? Personality as a determinant of intercultural success

Van der Zee, K., University of Twente, The Netherlands

Van Oudenhoven, J.P., University of Groningen, The Netherlands

The present paper provides a theoretical framework for the role of traits as determinants of intercultural success, relying on the A(ffect) B(ehavior) C(ognition)-model of culture shock and our own five dimensional model of intercultural competence. With respect to Affect, we argue that intercultural traits can be differentiated according to whether they predispose individuals to be (in-)sensitive to either threat or challenge. Whereas stress-related traits (emotional stability, flexibility) are linked to a lower tendency to perceive an intercultural situation as threatening, social/perceptual traits (social initiative, open-mindedness) predispose individuals to perceive its challenging aspects and respond with positive affect. As a Behavioural consequence, stress-buffering traits may protect against culture shock, whereas social/perceptual traits may facilitate cultural learning. Finally, the ABC-model defines Cognitions in terms of associated cultural identity patterns. Whereas stress-related traits may help individuals to refrain from sticking to the own culture, social/perceptual traits reinforce identification with the new culture. Implications for training and development are discussed.

KN Personality and culture: recent advances

Van de Vijver, F.J.R., Tilburg University, The Netherlands

The study of the relationship of personality and culture has a long past, but a short history. In this presentation I will give an overview of the basic questions and current answers of the field, using a trait perspective. I will discuss the strengths and weaknesses of the popular view that the structure of personality is universal and that trait mean scores are different. The presentation will deal with (i) the claimed completeness of the Five-Factor Model: I will illustrate how social aspects of personality are not well represented in the Five-Factor Model, using a South African study; (ii) the role of response style factors: Recent cross-cultural studies on response styles will be presented suggesting that these styles can be conceptualized as communication styles; (iii) cross-cultural differences in traitedness: based on the same South African study, I will illustrate systematic differences in traitedness among ethnic groups in descriptions of self and others; (iv) the meaning of personality traits at country level: The meaning of trait differences at country level is discussed, based on studies of the nomological network of traits at country level

IS4 Social desirability and the South African Personality Inventory

Van de Vijver, F.J.R., Tilburg University, The Netherlands

A modified version of the Marlowe-Crowne Social Desirability Scale was administered in two different data collections involving the South African Personality Inventory (SAPI). The first data collection involved the first pilot versions of the SAPI scales whereas the second data involved a shorter second pilot version. Psychometric properties of the Social Desirability Scale are discussed, notably its factor structure and equivalence (multigroup analysis). Correlations of the scale with the personality clusters are discussed. Correlations with the social-relational clusters were high, as could be expected. Ethnic differences in social desirability scores are presented.

PA19 Social mindfulness: personality and perceiver influences

Van Doesum, N., & Van Lange, P., VU University Amsterdam, Netherlands

To mind others and be minded in return is a crucial feat for social interaction. Social mindfulness therefore can be seen as a sign of prosocial intentions that helps individuals to better navigate the social world. Social mindfulness is defined as the ability to notice the effect of one's own actions on the options of another person (or persons) in the social environment, in concert with the willingness to adjust one's behaviour accordingly. This requires both skill (e.g., Theory of Mind, perspective taking, mentalizing) and will (e.g., empathy, prosocial social value orientation). We operationalized social mindfulness in a new social decision-making paradigm (the SoMi paradigm) across four novel studies. Study 1 showed that an other-oriented mindset lead people to leave others more options than both a self-oriented and/or unspecified mindset. Study 2 revealed that being mindful made someone more likeable than being unmindful, even when performed at moderate levels. Study 3 showed that unknown others with trustworthy (versus untrustworthy) faces were met with more social mindfulness. And Study 4 revealed that social mindfulness could be traced in personality by being positively related to Honesty-Humility and Agreeableness (HEXACO-PI-R) as well as to Empathy (IRI) and a prosocial value orientation (SVO). Together, these findings provide evidence for the convergent and divergent validity of the concept of social mindfulness, and how it is importantly associated with personality and perceiver influences.

PA5 Personality and politics: are the left-winged different from the right-winged in terms of interpersonal values?

Van Lange, P., VU University Amsterdam, The Netherlands
 Bekkers, R., University Amsterdam, The Netherlands
 Chirumbolo, A., & Leone, L., Sapienza University of Rome, Italy

Do political preferences reflect individual differences in interpersonal orientations? Are conservatives less other-regarding than liberals? On the basis of past theorizing, we hypothesized that, relative to individuals with prosocial orientations, those with individualistic and competitive orientations should be more likely to endorse conservative political preferences and vote for conservative parties. This hypothesis was tested in three independent studies conducted in Italy (Studies 1 and 2) and the Netherlands (Study 3). Consistent with hypotheses, a cross-sectional study revealed that individualists and competitors endorsed stronger conservative political preferences than did prosocials; moreover, this effect was independent of the association between need for structure and conservative political preferences (Study 1). The predicted association of social value orientation and voting was observed in both a four-week (Study 2) and an eight-month (Study 3) longitudinal study. We also discuss recent research which not only reveals additional support for the basic role of interpersonal orientation (and trust) in understanding political preferences and behaviour, but also provides some further evidence for understanding the values that might lead to navigate to the right or the left in the political spectrum. The discussion focuses on (a) the importance of experimental games, rooted in game theory, in predicting political preferences, and addresses (b) previous findings and theories about social value orientation (such as their link to donations, volunteering, and career choices), and integrates (c) existing models and theories relevant to understanding the role of personality in politics and ideology.

IS5 Personality and culture

Van Oudenhoven, J.P., (convener), University of Groningen, The Netherlands

Psychology, and personality psychology even to a stronger degree, has for a long time largely ignored cultural influences. The last decades, however, there is a growing interest in different patterns of individual differences across cultures. Schwartz, in particular, has opened the door to cross-cultural research on values as an important concept on which individuals may differ. A related concept, virtues, as morally good characteristics is becoming fashionable. Key questions are which are crucial virtues in several nations, and whether virtues are national, related to religion, or universal. (Fabia Morales-Vives, Boele De Raad & Andreu Vigil-Colet) discuss their psycholexical approach to virtues in Spain, and Igor Mikloušić, Boris

Mlačić & Goran Milas in Croatia. Jan Pieter van Oudenhoven, Boele de Raad & al. try to answer the question whether virtues are national or universal. Performing research across nations shows that acquiescence varies considerably from nation to nation, as Beatrice Rammstedt, Christoph J. Kemper & Ingwer Borg demonstrate in their 18 nations study. Finally, in this symposium Karen van der Zee & Jan Pieter van Oudenhoven discuss five intercultural traits that help individuals to deal with different cultures.

IS5 Do virtues reflect national, regional or universal cultures?

Van Oudenhoven, J.P., et al., University of Groningen, The Netherlands

The present paper examines the relative influence of religion and national culture on conceptions of virtues. In a first study, which took place in the Netherlands, 926 respondents from different professions, ages, gender, and religious backgrounds rank ordered a list of 15 virtues. A comparison of Dutch Muslims and non-Muslims showed a remarkably high resemblance in their ratings of virtues. Only Faith was rated as much more important by Muslims than by non-Muslims. In the second study the influence of national cultures was examined. Adults ($N = 2,819$) from 14 countries rated the same list of virtues. Cross-national differences between (cultural blocks of) countries exceeded by far the influence of religion on the importance ratings of virtues. The implications of the findings for the often-mentioned clash of religions are discussed. Currently, the influence of religion on the values of immigrants may be overemphasized and other important characteristics may be underestimated.

PA15 Self-inflated, social, and suspicious: communal concerns predict conspiracy beliefs among narcissists

Van Prooijen, J.W., VU University Amsterdam, The Netherlands
IJzerman, H., Tilburg University, Netherlands

People who score high on narcissism typically have low empathic concern, and lack warm and meaningful interpersonal relations. Researchers have argued that inducing concern for others may mitigate such negative interpersonal consequences of narcissism. In the current presentation, the authors propose that inducing such communal concerns have detrimental side-effects for narcissists by making them more suspicious about power holders who could potentially harm their community, leading to an increase in political conspiracy beliefs. We conducted three studies to test this hypothesis. In Study 1, we operationalized communal concern by measuring empathic ability, as indicated by participants' ability to infer other people's emotional states. Results revealed that empathic ability predicted belief in a 9-11 conspiracy, but only among participants scoring high on narcissism. In Study 2, we orthogonally manipulated perspective-taking in a laboratory experiment, and measured conspiracy beliefs in the context of a fictitious scenario involving a traffic accident of an African opposition leader. Results revealed that perspective-taking increased conspiracy beliefs, but again only among people scoring high on narcissism. Finally, in Study 3 these findings were extended in the context of real-time elections by operationalizing communal concerns through a manipulation of psychological warmth. Participants who were primed with warm interpersonal relations reported stronger conspiracy beliefs than participants who were primed with cold interpersonal relations, but only if they scored high on narcissism. The authors conclude that feelings of connectedness and concern with others increase conspiracy beliefs among narcissists.

PA8 Predicting risk-taking behaviour with the five factor model of personality

Van Zyl, C., Jopie van Rooyen & Partners, South Africa

The purpose of the present study was to investigate the relationship between personality and a range of risk-taking behaviours. In particular, this study sought to investigate the extent to which the five factor

model (FFM) of personality can be used to predict nine different risk-behaviours. The risk behaviours included smoking, sexual promiscuity, illegal substance use, alcohol consumption, thrill-seeking behaviour like bungee jumping or skydiving, number of prior arrests, getting involved in physical fights, gambling, and romantic cheating. Personality was measured with the Basic Traits Inventory (BTI), a South African developed assessment based on the FFM with excellent psychometric properties in this context. The sample consisted of 683 respondents, all second-year students from a bilingual (Afrikaans and English) university in Johannesburg. There were 142 men and 538 women of which were 425 were White, 120 Black, 83 Indian, and 46 Coloured. The mean age was 20.99 years with a standard deviation of 5.10 years. The data was analysed using Poisson regression. Result showed that all five factors were predictive of the risk behaviours to some extent, although there were substantial differences in the number of risk behaviours each personality factor predicted and the relative strength of its predictive power in the analysis. Of the five factor dimensions, Conscientiousness and particular Extraversion were the strongest predictors of most risk-behaviours.

PO1-21 Item bias across gender and ethnicity in emotional intelligence testing

Van Zyl, C., Jopie van Rooyen & Partners, South Africa

The Emotional Quotient Inventory (EQi) has been used successfully in South Africa (SA) for many years. A new version of the assessment has recently been released by the test publisher. The EQi2.0 is a revised model of the EQi with changes made to the model, and selected scales and items of the inventory. Local research on the new version has found that it displays satisfactory psychometric properties in the South Africa. Mean score differences were identified across gender and ethnicity, specifically Black and White respondents. In order to determine if these differences reflect real population differences or if they are the result of item bias, the focus of this study was to investigate the presence of differential item functioning (DIF) on each of the EQi2.0 scales. The data was collected from 1200 working adults for standardisation purposes. There were 600 men and 600 women of which 432 respondents were Black and 361 were White. The remaining respondents did not indicate their ethnic group. This study made use of an Item Response Theory technique in combination with a two-way ANOVA to identify DIF. In particular, Rasch analysis was used due to the strict requirements that it sets for measurement. Results revealed items reflecting DIF on most of the EQi2.0 scales. However, investigation of effects sizes and test characteristic curves suggests that the DIF seems to have little practical impact at scale level.

IS11 How social situations shape the expression of personality

Vazire, S., Washington University in Saint Louis, USA
Wilson, R.E., Bollich, K., & Srivastava, S., University of Oregon, USA

People's personalities fluctuate. A person may be responsible when she is alone but carefree when she's with her friends, or quiet in groups but talkative one-on-one. Little is known about how personality traits and social situations interact to predict these fluctuations in states and behaviors. Social-cognitive perspectives on personality suggest that these fluctuations are idiosyncratic – everyone reacts to social cues differently, and one's unique patterns of "if...then" contingencies is itself a dimension of one's personality (i.e., a "personality signature" that varies across individuals). However, little research has examined whether these situational influences on behavior are "main effects" that are relatively universal or whether, as social-cognitive perspectives argue, they are "interaction effects" that vary widely from person to person. In our study, participants' (N = 125) global personality traits were assessed with self- and informant-reports and their personality states and behaviors were assessed with one week of data from Experience Sampling Methods (ESM) and the Electronically Activated Recorder (EAR). The ESM and EAR measures also provided information about the social situations participants found themselves in over the week. Multi-level models examined the associations between situational variables and momentary personality states, whether these associations were similar for all participants or showed significant variability, and if they

did vary, whether individual differences in these associations were moderated by global personality traits.

PO2-21 What can we learn from aggregating personality assessment results? A case study reporting on the value of data aggregation

Venter, N., SHL, South Africa

Assessment practitioners sometimes struggle to convince key decision makers of the added value assessment can offer in an organisational context. Personality assessment is included in a measurement solution but talent management professionals find it challenging to quantify the effectiveness of this investment. Recently, this has been changing with the advent of data analytics in the people management space, a trend reported on by industry analysts. The key objective of data, or talent, analytics is to enable better data-driven workforce decisions. By elevating the view of personality assessment data, amongst others, organisations are able to unlock critical insights into their talent from an individual- to a group-level perspective. The purpose of this paper is to demonstrate how two South African organisations were able to unlock critical insights into their talent through talent analytics. Critical questions posed by the organisations about their talent include: (1) Are we attracting the top talent into our graduate programme? (2) Are my selection decisions discerning enough to ensure that the best quality candidates receive offers? (3) Where in my employee base do I have the leadership potential we need for the long term? (4) What is the bench strength of my leadership pool? The paper provides a short background to the assessment projects, a brief description of the assessments administered and process followed, a group-level view of the assessment results and a summary of the qualitative feedback received on the value-adding benefits of the analytics.

PO2-22 Unpacking the history of the Occupational Personality Questionnaire (OPQ) in South Africa

Venter, N., Joubert, T., & Dowdeswell, K., SHL, South Africa

The international search for talent in the global economy of today means for personality assessment that there is an increasing need to ensure that assessments operate effectively and equivalently in different languages. We report on multi-level analysis of country differences on a personality measure (OPQ), utilising multinational data from two samples and two different versions of OPQ 32. Earlier reports of OPQ32i data across 31 countries supported construct equivalence across countries for the OPQ 32 primary scales and Big 5 scales. Much of the between-country differences in Big Five means and SDs is accountable for by independent country level measures (Culture, global competitiveness, the UN Human Development Indices, etc). There is also evidence supporting scalar equivalence for the OPQ32 Big Five based on OPQ32i data. The present analyses aimed to use multi-level analysis to identify the percent of total scale variance for each of the 32 (facet level) OPQ scales, accounted for by between-country differences. Two data sets are utilised: OPQ32i data from over one million cases from 31 countries and OPQ32r data of N=113,480 covering 39 countries. This enables cross-validating the results from each data set on the other. The OPQ32r findings replicate and extend those found previously for OPQ32i. Patterns of correlation are very consistent across the two data sets. The data support that between-country variation is relatively small, averaging around 7-8% of the total, but it does vary systematically across scales. It is also meaningful in terms of its patterns of correlation with independent country-level measures.

PA11 Comparing psychoticism and oddity in adolescence.

Verbeke, L., & De Clercq, B., Ghent University, Belgium

In order to capture the full range of personality difficulties at a young age, the Dimensional Personality

Symptom Item Pool (DIPSI) was recently expanded with a fifth higher-order domain "Oddity". This Oddity domain bears a conceptually strong resemblance to the fifth Psychoticism factor of the Personality Inventory for DSM-5 (PID-5). The current study explores the association of these two maladaptive constructs with child-specific general personality traits and psychopathology. A community sample of Flemish adolescents ($N=434$; 44.7% male) provided self-ratings on the PID-5, the DIPSI and a measure for general personality (HiPIC). All mothers rated their child on the Child Behaviour Check List (CBCL). The connection of Oddity and Psychoticism with HiPIC Imagination and the CBCL dimensions was explored by correlational and regression analyses. The Oddity and Psychoticism facets displayed positive associations with Imagination "Creativity" and "Curiosity" and yielded no significant associations with "Intellect", with a negative association between one Psychoticism facet and "Intellect" as the only exception. Furthermore, both the Oddity and the Psychoticism facets accounted for substantial variance of most of the CBCL syndrome scales. However, only the incremental validity of Oddity beyond Psychoticism, and not vice versa, was demonstrated in the prediction of CBCL psychopathology. It is concluded that from a cross-informant perspective, these results indicate a similar connection of Oddity and Psychoticism with general personality, but a stronger connection of Oddity with psychopathology, compared to Psychoticism.

PO1-32 How state image influences person's civic identity

Volyńska, M., St. Petersburg State University, Russia

Civic identity is a vital issue as it defines citizens of the country and therefore shows how the country will develop, how citizens will teach their children, and it defines future. Nowadays the world is changing rapidly as globalization has infiltrated every part of life and dictates its rules. Therefore, saving political culture of the state is crucial. When everything is becoming standardized it is very important to preserve values and peculiar qualities of the state. State image is one of the most important concepts for a citizen as it is a part of persons' national identity that influences their life choices and their outlook. Understanding the roots of the state image is very important for everyone because it is the key to defining oneself and if the person is somehow lost in life he can always relate to the foundation and find a new way. As states' image plays major role in persons' political identity, finding its structure may help to figure out the plan of development which Russian political culture should take to provide a better political environment. That is why through understanding state image we can gain much more information that will help to face the challenges of the contemporary world.

PA9 Exploring personality differences across job levels in South Africa

Vorster, P., & Taylor, N., Jopie van Rooyen & Partners, South Africa
Shalhoop, J., Hogan Assessment Systems, USA

Assessments of personality are often used in the workplace to guide selection, development, succession planning, and other talent management processes. Although personality has been shown to be predictive of performance in the workplace, it is useful to identify those aspects of personality that are most salient for performance at different levels of work. It is crucial to map the personality requirements for the job itself, but it is also important to consider job level, as different job levels may require different personality characteristics for effective performance and fit across the organisation. This study aims to investigate differences in personality, derailing behaviours, and values across job levels in the South African context. A sample of South African employees from different industry sectors completed the Hogan Personality Inventory ($N=3,512$), Hogan Development Survey ($N=3,398$), and Motives, Values, Preferences Inventory ($N=2,541$) for selection, development, or succession planning purposes. Differences in mean scores across four levels (Executive, middle management, entry-level supervisor, and individual contributor) in the organisation were examined. Significant effects were found on a number of scales across all levels on all three assessments. Notable differences in competitiveness, drive for learning, types of derailing behaviours, and a need for a stable environment were found. The results are discussed with the implications for

selection, coaching, and employee development initiatives in mind.

PA14 Development of a model to predict career blood donations: the role of personality and the theory of planned behaviour

Waller, D., & Garradd, A., Australian Red Cross Blood Service, Australia

The Australian Red Cross Blood Service is a national blood service that relies on voluntary, non-remunerated blood donations. Whilst approximately 1 in 3 Australians will require blood product in their lifetime, only 1 in 30 donate. Identifying psychological predictors of voluntary blood donation can help to inform recruitment and retention strategies. The current study is a three-year investigation of long-term relationships between the five-factor model of personality, the theory of planned behaviour and blood donation. A random sample of 1,000 consenting registered blood donors were posted the NEO five factor inventory and a theory of planned behaviour measure. Responses were linked to demographic and blood donation data from the records of the Australian Red Cross Blood Service. Repeated measurements over the next two years will allow assessment of the longitudinal stability of personality, motivation to donate blood and donation behaviour within this cohort. Initial results suggest that personality plays an important role in blood donation intentions and behaviour. Relationships between five-factor model traits, motivation, and donation history are presented along with a theoretical model to predict future blood donations. This program of work will generate new knowledge regarding the role of personality and the theory of planned behaviour in blood donation and will inform future marketing approaches to recruit and retain blood donors.

PA24 Facultative formidability: physical size shapes aggressive traits and behaviours in men

Webster, G., University of Florida, USA
DeWall, C N., University of Kentucky, USA
Xu, Y., University of Pennsylvania, USA
Schember, T.O., University of Florida, USA
Nezlek, J., College of William and Mary, USA
Bryan, A., University of Colorado at Boulder, USA
Bator, R., University of New York at Plattsburgh, USA
McGraw, A.P., University of Colorado at Boulder, USA

Can one's physical size inform the development of personality traits and interpersonal behavioural strategies? Drawing on resource holding potential, reactive heritability and facultative calibration, the recalibration theory of anger, and the general aggression model, we predicted that men—but not women—would show positive height-aggression and weight-aggression associations. We tested this prediction across six studies (total $N > 2,500$). In two studies of undergraduates, we showed double dissociations for weight (Study 1) and height (Study 2); the weight- and height-aggression associations were positive only for men (vs. women) and only for trait measures of anger or physical aggression (vs. hostility or verbal aggression). In two studies of professional male athletes, we showed that both height and weight were positively related to penalization for aggression in both indoor lacrosse (Study 3) and ice hockey (Study 4) at both the individual and team levels. Small-scale meta-analyses showed that the height- and weight-aggression links for men were significant and stronger for contact (vs. response scale) physical aggression (Study 5). Finally, from the victim's perspective, using an archival forensic homicide sample, we showed that men—but not women—were more likely to be killed at a distance (i.e., gunshot) than at close range (e.g., beating, stabbing, strangulation) the heavier—but not taller—they were (Study 6). Collectively, these findings supported the abovementioned theories and suggested that, in men, physical size may shape aggressive personality traits and behaviours in adaptive ways.

PA16 Romantic relationships and personality change over time

Weisberg, Y., Linfield College, USA
 DeYoung, C., & Simpson, J., University of Minnesota, USA

The question of how an individual's personality develops and changes is central to personality theory. Engaging in a romantic relationship instigates changes in personality, though exactly what aspects of the relationship affect personality change is not yet well understood. Additionally, the personality change that results can then affect the dynamics of the enduring romantic relationship. This study examined how the characteristics of a romantic relationship affect personality change, and how this change in turn can impact the relationship. Sixty-four heterosexual dating couples completed measures of their personality and the relationship characteristics of perceived partner responsiveness and interpersonal trust every eight weeks over a four month time period. Personality change was associated with the relationship such that individuals who had higher levels of trust and responsiveness increased in Agreeableness and Extraversion and decreased in Neuroticism over time. Men who reported higher levels of trust and responsiveness also increased in Conscientiousness and Openness. Moreover, personality change affected the relationship characteristics such that individuals with lower levels of Neuroticism reported increases in both responsiveness and trust. Increases in trust were also seen for men who experienced increases in the Agreeableness aspect of Politeness and women who increased in Conscientiousness, the Enthusiasm aspect of Extraversion, and Openness. These findings support a social investment hypothesis, by which investment in the social role of the relationship leads individuals to become more mature in order to suit the needs of that role.

PO1-22 Croatian Machiavellianism scale and its relation with personality dimensions

Wertag, A., Milas, G., & Mlačić, B., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia

Machiavellianism describes a set of interpersonal tactics and beliefs regarding human nature. Even though the theoretical concept implies multidimensionality, it was usually operationalized as a unidimensional construct. Whereas psychometric analyses and recent conceptualizations of the construct suggest a multidimensional approach, the aim of this study was the construction and psychometric evaluation of the Croatian multidimensional Machiavellianism scale. Data were collected on two samples of young adults in 1997 (N=444) and in 2007 (N=328) using the Croatian Machiavellianism scale and different personality measures (EPQ, BF bipolar scales and IPIP). Results of EFA on the 1997 data showed that the Croatian Machiavellianism scale has 4 slightly correlated subscales with satisfactory metric characteristics (alpha coefficients between .77 and .82), while results of CFA on the 2007 sample showed that the cut-off indices are satisfactory (RMSEA= .045; CFI= .931; GFI= .934; AGFI= .919), indicating a good model fit. Regarding the relationship of Machiavellianism scales with personality dimensions, the basic correlation matrices seem consistent over time and instruments, showing that Machiavellianism is consistently correlated with psychoticism, or agreeableness and conscientiousness; hence placing Machiavellianism along socially important dimensions of personality.

IS1 Five Factor Model of personality disorder

Widiger, T.A., University of Kentucky, USA

The predominant dimensional model of general personality structure is arguably the Five Factor Model (FFM). One of the strengths of the FFM is its robustness, providing a useful means for organizing vast amounts of otherwise disparate trait research, as well as capturing the commonalities of existing measures of personality. One specific example of this is the hypothesis that personality disorders can be understood as maladaptive variants of the domains and facets of the FFM. The purpose of this paper is to provide an overview of the empirical support for and advantages of this conceptualization of personality

disorder. It also appears to be the case that the official diagnostic nomenclatures of personality disorder are themselves now shifting toward the FFM of personality disorder. This presentation will compare and contrast the FFM with the proposals for the forthcoming Diagnostic and Statistical Manual of Mental Disorders and the International Classification of Diseases.

IS7 Maladaptive variants of the Five Factor Model

Widiger, T.A., University of Kentucky, USA

The predominant dimensional model of general personality structure is the Five Factor Model (FFM). It has long been proposed that personality disorders are maladaptive variants of the FFM. However, existing measures of the FFM have been confined largely to just the normal variants. This confinement is shifting, as authors are now developing new measures of the FFM to assess for its maladaptive variants. Provided within this paper is one such effort, consisting of a series of studies to identify, construct, and validate scales to assess maladaptive variants of the FFM that also cover the traits and features of the current taxonomy of personality disorder.

PA9 Vocations as a source of identity: reciprocal relations between Big Five traits and RIASEC environments over 15 years

Wille, B., & De Fruyt, F., Ghent University, Belgium

Today's research on personality development increasingly considers the effects of individuals' role experiences, including their experiences at work. The general idea is that investment in the work role promotes normative trait changes in adulthood, such as increases in Conscientiousness and Agreeableness, and decreases in Neuroticism. Up until now, however, this stream of research has mainly focused on the quality of work experiences (i.e. in terms of work role satisfaction) rather than on the specific nature of these vocational experiences (i.e. in terms of work role content). The present 15-year longitudinal panel study addresses this gap in the literature by examining reciprocal relations between Big Five personality traits and RIASEC vocational environments across young to middle adulthood. A Belgian sample of college alumni ($N = 266$) was assessed one year after graduation and 15 years later when their careers had unfolded. At both measurement occasions, personality was assessed in terms of the Five-Factor Model and vocational environments were rated according to Holland's RIASEC dimensions. Results showed evidence for (a) personality traits shaping individual's vocational environments, and (b) vocational environments influencing trait development. Interestingly, some vocational environments (e.g., Enterprising) mitigated rather than stimulated normative trait change (i.e. the increase in Agreeableness). For vocational psychologists, these results offer new insights into the dynamics of person-environment fit. For personality psychologists, testing the interplay between vocational characteristics and personality traits challenges the Correspondence Principle of trait development.

IS11 Bringing the dyad into focus: Self-regulatory orientations and goal pursuit in close relationships

Winterheld, H., California State University, East Bay, USA

Regulatory focus theory proposes two self-regulatory orientations: (1) promotion focus, which is concerned with advancement through the pursuit of hopes and aspirations, and (2) prevention focus, which is concerned with maintaining security through the fulfillment of responsibilities and obligations. Much regulatory focus research is based on the assumption that people pursue goals as individuals. To fully understand individual differences in regulatory focus, however, we need to consider the social environment of which individuals are a part. This behavioral observation study with romantic couples demonstrates how

the relational environment in which goals are pursued can influence the expression of self-regulatory orientations. Each partner first completed a regulatory focus measure, and described an important personal promotion goal (aspiration) and prevention goal (responsibility). After assessing perceived attainability of each goal, couples were videotaped while discussing their goals. Participants then rated how supportive their partners were, and independent observers coded each discussion for support behaviors. When promotion-focused individuals believed that their aspirations were difficult to attain, their perceptions of partner responsiveness increased and they sought more support from their partners. Consequently, their partners provided more support to them when discussing their aspirations. Prevention-focused individuals were generally perceived as more responsive by their partners, and individuals reported greater control over their responsibilities after having obtained support from prevention-focused partners. Finally, prevention-focused individuals perceived greater partner responsiveness when partners were less withdrawn while talking about responsibilities. I will discuss how a dyadic approach can yield novel insights into both self-regulatory and interpersonal processes.

PA24 Identification of connections between physical appearance and personality

Wolffhechel, K., Majewski, W., Jacobsen, U.P., Lorentzen, S.K., Larsen, C.L., Hemmingsen, A.S., Fagertun, J., & Jarmer, H., Technical University of Denmark, Denmark

Though, personality to a large extent is hereditary, interactions with the environment play a crucial role in the continuous shaping of who a person is. Psychologists have not been able to identify the concrete parameters, and have based on extensive twin-studies settled on the conclusion that individual environment is the main contributor. This means that the same environment does not affect two individuals in the same way. There are most likely several reasons, and physical appearance is likely to be one of them. Physical appearance, including the way a person looks, talks, facial expressions, posture and how he or she gestures and moves in a context, is prone to affect the way that the person is perceived by others. Based on such impressions, pre-assumptions about typical behavior is likely to form and affect the way that the given person is being treated, and hereby add to the shaping of his or her personality. From a study of 244 subject, who have been photographed, rated based on 12 different questions and personality tested using the Cubiks In-depth Personality Questionnaire, we have found a range of such connections. Besides the already known association between facial width-to-height ratio and male dominance, both as personality trait and as perceived by others, we see for example subtle links between being rated to look Responsible and the personality traits Conscientiousness and Agreeableness. Likewise if a person is perceived Dominating he/she is more likely to have a higher score in the personality sub-trait Shaping. We also observe gender-specific connections such as women rated to appear Adventurous seem to be more Open to Experience. The facial analysis is based on both the systematic and objective measure obtained by Active-Appearance Models and 20 ratings/face/question. By combining the results artificial faces showing the extremes have been created - as for example Intelligent, Responsible and Trustworthy looking.

IS6 On $P = f(S, B)$

Yang, Y., China Europe International Business School, China

The trait and social cognitive perspectives are often considered disparate approaches to understanding personality. In this talk, I discuss studies that established close connections between the two perspectives and suggest that personality traits can be adequately described by the kinds of situations people find themselves in, their behavioural responses to those situations, and their explanations for their behaviours in those situations. In short, the key ingredients of personality traits may include situations, behaviours, and explanations (SBEs). Study 1 demonstrated strong associations between traits (described by the trait perspective) and SBEs (derived from the social cognitive perspective) across the Big Five dimensions. Studies 2 through 5 examined the importance of the individual ingredients of situations, behaviours, and explanations by investigating whether situations and behaviours alone (Study 2), situations and behav-

ious combined with incompatible explanations (Study 3), explanations alone (Study 4), and behaviours alone (Study 5) would lead to equally strong associations with traits. Studies 6 and 7 investigated whether the strong associations between traits and SBEs would generalize to both American and Chinese cultures (Study 6), and whether the nationality of the target persons to be judged would moderate the strength of these associations (Study 7). Implications and future directions are discussed.

PO2-43 Time perspective and tolerance for ambiguity in the structure of perfectionism

Yasnaya, V., & Mitina, O., Moscow State University, Russia

We investigated interrelations between adaptive and maladaptive perfectionism, time perspective (TP), tolerance for ambiguity (TFA) and action control. Adaptive perfectionism includes high personal standards, preference for order and commitment to act. Maladaptive perfectionism includes sense of discrepancy between standards and performance, perfectionistic anxiety and interpersonal problems. Given previous research on positive and negative perfectionism we hypothesized that adaptive perfectionists as compared to maladaptive ones would have more balanced time perspective and would be more active, i.e. would have higher levels of behavioural TFA and risk and would be action oriented in situations of planning, failure and realization. Besides we expected that tolerance for ambiguity dimensions should mediate relation between perfectionism and time perspective. We used two Russian versions of the Almost Perfect Scale of perfectionism, the Zimbardo Time Perspective Inventory, four TFA subscales and the HAKEMP scale to measure action orientation. Significant differences were obtained between adaptive and maladaptive perfectionists in both negative and positive past orientations, Present fatalistic, Future, Strive for risk, Intolerance for ambiguity, Behavioural TA and state/action orientation in situations of planning and realization. We revealed the construct of perfectionistic time perspective and obtained some evidence that low cognitive TFA is an essential component of perfectionism. Action control type moderated some of maladaptive perfectionism dimensions.

PA16 Psychological trends of feelings of loneliness

Zalomov, Y., Vyatka State Humanities University, Russia
Mitina, O., Moscow State University, Russia

People usually feel lonely in situations of remoteness and isolation from others, especially when there is nobody from "their loved ones". Nowadays, a person can acutely feel alone even in situations of intensive communication, being, for example, in a crowd. Indicators of experiences of loneliness were selected on the basis of an online survey on 1,200 respondents. A group of experts helped to select 360 indicators of feelings of loneliness. After an initial reduction of the questionnaire we had 98 statements. This questionnaire was tried out on a pilot sample of 60 participants, who were asked to rate the degree of agreement with each of the statements about themselves. Results of correlation, asymmetry, and kurtosis allowed eliminating the broken or ambiguous items. A semantic analysis of the items allowed revealing common trends in the perception of the situations of loneliness. Six main factors determining the "Self" of the lonely person were formulated: 1) "Trends of Self isolation" describes aspiration to protect own personal space, 2) "Deprivation" describes the experience deficit of meaningful relationships, 3) "Communication difficulties" includes the experience of own communicative incompetence, 4) "Distance"; this factor describes the experience of the psychological distance between the individual and the society, 5) "Self-development": the person uses the situation of isolation as a resource, 6) "Compensation": this describes personal activities designed to combat a sense of emptiness. Relations are functional and are built on mutual benefit. The theoretical model of the structure of the experience of loneliness was confirmed by factor.

PO1-33 The importance of personality and parenting styles to optimism on adolescents

., Pacico, J., Bastianello, M., & Hutz, C., Federal University of Rio Grande do Sul, Brazil

Some studies have suggested that intrinsic variables such as personality factors (neuroticism, extraversion, conscientiousness, and agreeableness) are important factors to optimism development. Other group of research has emphasized that family relations are relevant variables to optimism. To contribute to optimism aetiology, this study aimed to integrate both approaches and evaluate the importance of parenting styles (authoritative—responsive and demanding, neglectful—neither responsive nor demanding, indulgent—responsive but not demanding, and authoritarian—demanding but not responsive) to optimism controlling for the variance accounted by personality factors. Participants were 344 Brazilian high school students (44% male) with mean age of 16.2 years ($SD = 1$) who answered the Factorial Personality Battery, Life Orientation Test (adapted to adolescents) and the Responsiveness and Demandingness Scale in their classrooms. A hierarchical regression analysis was conducted having neuroticism, extraversion, conscientiousness, and agreeableness (on the first step) and maternal and paternal authoritative, neglectful, indulgent, and authoritarian styles (on the second step) as predictive variables and optimism as the criterion. Results showed that the personality factors accounted for 34% of the optimism variance and no significant variance was predicted exclusively by parental styles. These findings suggest that the relation between parenting styles and optimism is mediated by personality. Thus, personality is more important to optimism development than parental styles, because it is related with both constructs, but contributes more to optimism.

SY10 The HEXACO model of personality: new insights into applied and diagnostic issues

Zettler, I., (convener), University of Tübingen, Germany
 Hilbig, B.E., (convener), University of Mannheim, Germany
 Goldberg, L.R., (discussant), Oregon Research Institute, USA

In recent years, Ashton and Lee provided ample evidence that people's personality might be most accurately represented by six core constructs. Specifically, they introduced the HEXACO (as an acronym for Honesty-Humility, Emotionality, eXtraversion, Agreeableness, Conscientiousness, and Openness to Experience) Model of Personality as a result of large-scale psycholexical studies across more than ten languages. The key distinction between the well-known Five-Factor Model and the HEXACO Model is the suggested addition of a sixth factor, named Honesty-Humility, which encompasses the facets greed avoidance, sincerity, fairness, and modesty. Empirical findings confirm that the inclusion of Honesty-Humility is indeed advantageous as this factor predicts several criteria above and beyond the Big Five; examples include (more) integrity, (less) counterproductive work behavior, or (less) sexual harassment tendencies. In this symposium, we aim to provide further insights into the HEXACO Model of Personality in general and Honesty-Humility in particular. More precisely, we bring together recent work dealing with crime, business ethics, and integrity, which further substantiates the importance of Honesty-Humility for these important outcomes all of which bear noteworthy societal relevance. Also, we delve into diagnostic issues in terms of examining whether self-reports of Honesty-Humility are (un)perturbed by socially desirable responding, and present a new questionnaire assessing the HEXACO factors in elementary school children. Finally, Lew Goldberg discusses the contributions.

SY10 Honesty-humility and socially desirable responding

Zettler, I., University of Tübingen, Germany
Hilbig, B.E., University of Mannheim, Germany
Göllner, R., University of Tübingen, Germany

In several studies, the basic personality dimension Honesty-Humility has been successfully linked to socially (un)desirable criteria such as cooperativeness, integrity, crime, or ecological behavior. However, given that Honesty-Humility comprises attributes such as being sincere, honesty, or loyal versus deceitful, boastful, or greedy, it reflects a desirable attribute in and of itself. Thus, self-reported values of Honesty-Humility need not purely represent a basic personality dimension but rather the degree to which people avoid presenting themselves in a socially undesirable manner. In a set of studies, we addressed this research question, which points to the central difference between the HEXACO and the Five-Factor Model of Personality (i.e., the addition of Honesty-Humility as a sixth basic factor), by teasing apart the effects of Honesty-Humility and response tendencies (including answer-faking). Specifically, in several experimental as well as field-studies we investigated the role of Honesty-Humility with regard to faking and warning instructions, the Balanced Inventory of Desirable Responding, an overclaiming questionnaire, the agreement between self- and observer-ratings of important personality characteristics, and indirect questioning in terms of the randomized response technique. In line with the theoretical underpinnings of the HEXACO Model of Personality, results of these studies corroborated the notion that Honesty-Humility is an important core individual difference construct in and of itself – with little to no special biasing tendency. Indeed, Honesty-Humility is not only largely unperturbed by socially desirable responding, but it also actually predicts truthful responding, as suggested by its content.

IS6 Filling the situational vacuum – a taxonomy capturing important inter-individual differences in situation perception

Ziegler, M., & Eisenhofer, J., Humboldt-Universität zu Berlin, Germany
Vetter, M., Schuhfried GmbH, Austria

Theories such as the Trait-Activation-Theory or Interactionism describe the complex interplay between person and situation characteristics for the expression of human behavior. Nevertheless, only few psychometrically well tested instruments exist to actually measure inter-individual differences in person perception. The present research project was two-fold. In a first series of qualitative and quantitative studies a hierarchical taxonomy describing major inter-individual differences in situation perception was developed. To this end 216 semi-structured interviews using the critical incident technique were conducted. Additionally a lexical study was performed applying exploratory and confirmatory factor analyses. The resulting taxonomy comprises two higher order factors and five facets. These facets were crossed with 52 Big 5 facets and items filling the cells of this rhombus were constructed based on interviews with human resource managers. The resulting questionnaire was tested in a student as well as a general population sample and allows the computation of individual test scores for personality and situation perception. The findings are compared with other situational taxonomies. Moreover, the usefulness and limitations of the new questionnaire are discussed.

SY3 Brevity is the soul of wit? Measuring personality with short scales

Ziegler, M., (convener), Humboldt-Universität zu Berlin, Germany
Bertling, J., (convener), Educational Testing Service, USA

In recent years there has been a steady increase in the widespread use of so-called personality short scales. These scales claim to capture personality constructs with as little as one or two items. This development

has not been uncontroversial. The present symposium tries to add to the ongoing debate by introducing short scales covering a diverse range of research fields. Moreover, theoretical as well as practical issues important to the construction of short scales are addressed. Within the first talk Rammstedt and Beierlein outline the strong need for short scales and describe a research program concerned with construction of such tools. The next talks present the development of short assessment tools and empirical evidence with regard to the psychometric quality of their respective test scores. Sandy and Gosling will present two brief value measures comprising ten universal values. The authors used conventional psychometric criteria as well as an automated abbreviation method based on Genetic Algorithms. MacIver, Saville, and Kurz talk about the construction of work-related measures and the impact test shortening has on reliability and criterion-related validity. Besides measuring non-cognitive traits, short tests for cognitive abilities are also needed. Schipolowski et al. introduce a short knowledge scale to measure crystallized intelligence. The final presentation by Ziegler, Trapp, and Fischer uses techniques from Generalizability Theory to investigate the effects of test shortening on a test-score's variance composition.

SY3 The inner workings of test shortening – an investigation based on Generalizability Theory

Ziegler, M., Humboldt-Universität zu Berlin, Germany

Trapp, S., University Graz, Austria

Fischer, F., Humboldt-Universität zu Berlin, Germany

Poropat, A., Griffith University, Australia

There is a strong demand for short measures of personality. Usually such measures are constructed using principals from Classical Test Theory. Therefore, reliability and validity of the test score are focused. This approach does not pay attention to the actual effect of test shortening on the variance composition of the items and the test score. Within the present project techniques from Generalizability Theory (GT) were used to investigate these effects. GT allows to define facets besides random error and trait variance contributing to the measured variance (e.g., items, time). It is then possible to determine the amount of variance each of the facets is responsible for. Study 1 used data from a personality research project in which the Big 5 were assessed on two occasions using short and long scales. Study 2 uses data from clinically depressed patients who filled out short and long versions of depression scales on three occasions. The findings show that test shortening decreases the relative amount of variance due to item differences and increases the relative amount of trait variance. Implications for the psychometric quality and best use of short and long scales are discussed.

PO1-23 Differential Perfectionism Test: Reliability, Validity and Psychometric properties

Zolotareva, A., National Research University, Moscow, Russia

Perfectionism is a personality disposition characterized by striving for flawlessness. Psychologists suggested that two types of perfectionism can be distinguished. Normal perfectionists set high standards for themselves yet feel free to be less precise as the situation permits. Conversely, pathological perfectionists desire high standards in every situation. Our main purpose was to understand more about an ambivalent nature of perfectionism by developing a new measure, the Differential Perfectionism Test (DPT). Measure. The DPT is a 24 item self-report measure of normal (NP) and pathological (PP) perfectionism. The questionnaire is answered on a seven point scale ranging from strongly disagree to strongly agree. The sample was composed of 2,500 people (852 men and 1,648 women) with an average age of 35.17 years. The DPT demonstrated good levels of test-retest reliability (0.75 for the subscale NP and 0.72 for the subscale PP) and internal validity (the alpha values range between 0.61 and 0.69 for the subscales). Furthermore, the subscales show adequate constructive validity. Subscale NP is associated with resilience, purpose in life, personal dynamism, tolerance to ambiguity, orientation, sense of coherence, psychological well-being, self-efficacy, satisfaction with life et al. The subscale PP revealed significant correlations with psychopathological infringements. The factor analyses indicated that there are two factors that correspond to the types of perfectionism outlined previously. It is concluded that a new measure, the DPT, was developed to clarify the ambivalent nature of perfectionism.

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