



3rd World Conference on Personality (WAPP 2019)

2–6 April, 2019 | Hanoi, Vietnam

PROGRAMME & ABSTRACTS

www.perpsyconference.com

A word of welcome

The third conference organized under the auspices of the World Association on Personality Psychology (WAPP) takes place in exciting Hanoi, Vietnam. With similar numbers of abstracts included (some 350) as for the first conference in South Africa and the second in Brazil, and delegates from just over 45 countries, the conference attracts a consistent number of participants.

Participation in this third conference, as reflected in the abstracts, shows a decrease of North and South Americans, and of Africans, and an increase of Europeans, and a substantial increase of delegates from the vast region of Asia and Australasian. Interestingly, the contents of the abstracts demonstrates different emphases, with special interests in personality in relation to family, learning, and education. Besides a great diversity of topics, there are some densities, such as a strikingly broad interest in Dark-Triad related topics.

We welcome you to this third conference, and hope it will be a great resource for building contacts and for the development of fresh ideas for research. No decision has yet been made about where the next conference takes place; possibly further developments at this point are available during the conference in Hanoi.

On behalf of the program committee, we wish you a great conference,

Boele De Raad
Tran Kieu

Organization

Scientific program committee

Boele De Raad (Chair; University of Groningen, The Netherlands)
 Dick Barelds (University of Groningen, The Netherlands)
 Deon Meiring (University of Pretoria, South Africa)
 Claudio Hutz (Federal University of Rio Grande do Sul, Brazil)
 Boris Mlacic (Institute of Social Sciences Ivo Pilar, Zagreb, Croatia)
 Lew Goldberg (Oregon Research Institute, Eugene, USA)
 Colin De Young (University of Minnesota, USA)
 Tran Thi Le Thu (Hanoi National University of Education, Vietnam)
 Le Van Hao (Institute of Psychology, Vietnam)
 Dang Hoang Minh (University of Education, Vietnam National University)
 Khairul Anwar Mastor (Universiti Kebangsaan Malaysia, Malaysia)
 Gregorio Del Pilar (University of the Philippines, Philippines)

Local organizing committee

Tran Kieu (Chair; President of the Vietnam Association of Psychology & Education, VAPE)
 Nguyen Ngoc Phu (Vice-chair; the Vietnam Association of Psychology & Education, VAPE)
 Nguyen Tung Lam (Vice-chair; the Vietnam Association of Psychology & Education, VAPE)
 Tran Thi Le Thu (Vice-chair; Hanoi National University of Education, Vietnam)
 Nguyen Thi Hoang Yen (the Vietnam Association of Psychology & Education, VAPE)
 Le Quang Son (University of Education, The University of Da Nang)
 Huynh Van Son (University of Education, Viet Nam National University Ho Chi Minh City)
 Nguyen Duc Son (Hanoi National University of Education, Vietnam)
 Truong Thi Khanh Ha (University of Social Sciences and Humanities, Vietnam National University)
 La Thi Thu Thuy (Institute of Psychology, Vietnam)
 Phan Thi Mai Huong (Institute of Psychology, Vietnam)
 Tran Thanh Nam (University of Education, Vietnam National University)
 Nguyen Tuan Vinh (University of Education, Hue University)
 Vu Thi Ngoc Tu (Hanoi National University of Education, Vietnam)
 Bui Thi Thu Huyen (Hanoi National University of Education, Vietnam)
 Tran Van Cong (University of Education, Vietnam National University)
 Le Minh Cong (University of Social Sciences and Humanities, Vietnam National University)

Assistants to the conference

Thi Quynh Trang Chu
 Gia An Thieu
 Que An Le Nguyen
 Anh Khoi Tran
 Phuong Thao Nguyen
 Thanh Tam Nguyen
 Hong Anh Vu
 Hoang Duong Le

Conference address

Boele De Raad
 Heymans Institute, University of Groningen
 Grote Kruisstraat 2/1, 9712TS Groningen,
 The Netherlands
 Phone: +31-640732889; Email: b.de.raad@rug.nl

Conventions office

Paragon Africa
 2nd Floor, Block B, Woodstock Exchange, 66 - 68 Albert
 Road, Cape Town,
 South Africa
 Phone: +27 87 470 0365; Email: lvanzyl@paragong.com

General information

Language

The official language of the conference is English; all presentations must be in English

All poster presentations will be ePosters

With traditional posters, the connection between presenters and viewers is limited: presenters stand at the side of the posters, waiting for people to stop and read it, and perhaps ask a question. Other disadvantages are production-costs and transportation on aircraft, and they are viewed as less prestigious than paper presentations. Like posters, e-posters can be made in PowerPoint (ppt); the simplest form is the same as a poster, but unprinted and in electronic format. For the present conference, we only use a format with one up to four poster slides

The Electronic Posters will be screened on full three days (April 3, 4, & 5) of the conference. The presentation will be viewed on a plasma screen along with other presentations in a loop (playing throughout the day). Scrolling on the screen or searching for a specific presentation is possible.

To prepare your presentation, use PowerPoint 2013/2010 or earlier, and then save it as a PDF file. E-posters Presentations should be in 16:9 ratio (Vertical page layout)! (*In ppt, navigate to Design/Slide-size or Custom-slide size./on-screen show 16:9 & portrait.*). The size of the screen will be 42 inches width and 74,5 inches height (or 106 cm and 188 cm)

Program changes

Be aware of last minute program changes, to be announced at or near the registration desk.

Conference proceedings

There is no plan to have conference presentations published, except in the form of this abstractbook, which will be made available on the website of the WAPP. Participants are advised to submit their papers for publication to the IJPP (International Journal of Personality Psychology), the official journal of the WAPP.

Local transport (from Lonely Planet)

Cyclo. The *cyclo* is a bicycle rickshaw, still found in some Vietnamese cities. Settle on a fare before going anywhere. Approximate fares are between 12,000d and 25,000d (short ride), between 25,000d and 40,000d (longer ride).

Xe Om. The *xe om* (zay-ohm) is a motorbike taxi. *Xe* means motorbike, *om* means hug (or hold). Fares are around 15,000d for a short hop, or from 20,000d in HCMC or Hanoi. Negotiate the price beforehand.

Taxi. Taxis with meters are very cheap and safe. Average tariffs are about 12,000d to 15,000d per kilometre. Only travel with reputable or recommended companies. Two companies with excellent reputations are Mai Linh (www.mailinh.vn) and Vinasun (www.vinasuntaxi.com). App-based taxis (Uber and Grab) are available in Hanoi.

Tips

Tipping is not expected, but is appreciated. In tourist cities, like Hanoi or Saigon, tipping is becoming more familiar.

Electricity

Electricity in Vietnam is supplied at 220V, 50Hz and has a three-pin connecting plug

Currency

The unit of currency in Vietnam is the Dong (VND). Approximate currency rates as of March 2019 are as follows:

US \$ 1 = 23,202.81VND Euro € 1 = 26,332.37VND. There is no restrictions on transfer and use of foreign currencies in Vietnam. Most international credit cards are accepted

Telephone

The country code for Vietnam is +84

Supporting Societies:



Related events:



Media partners:



Map of the location of the conference hotel

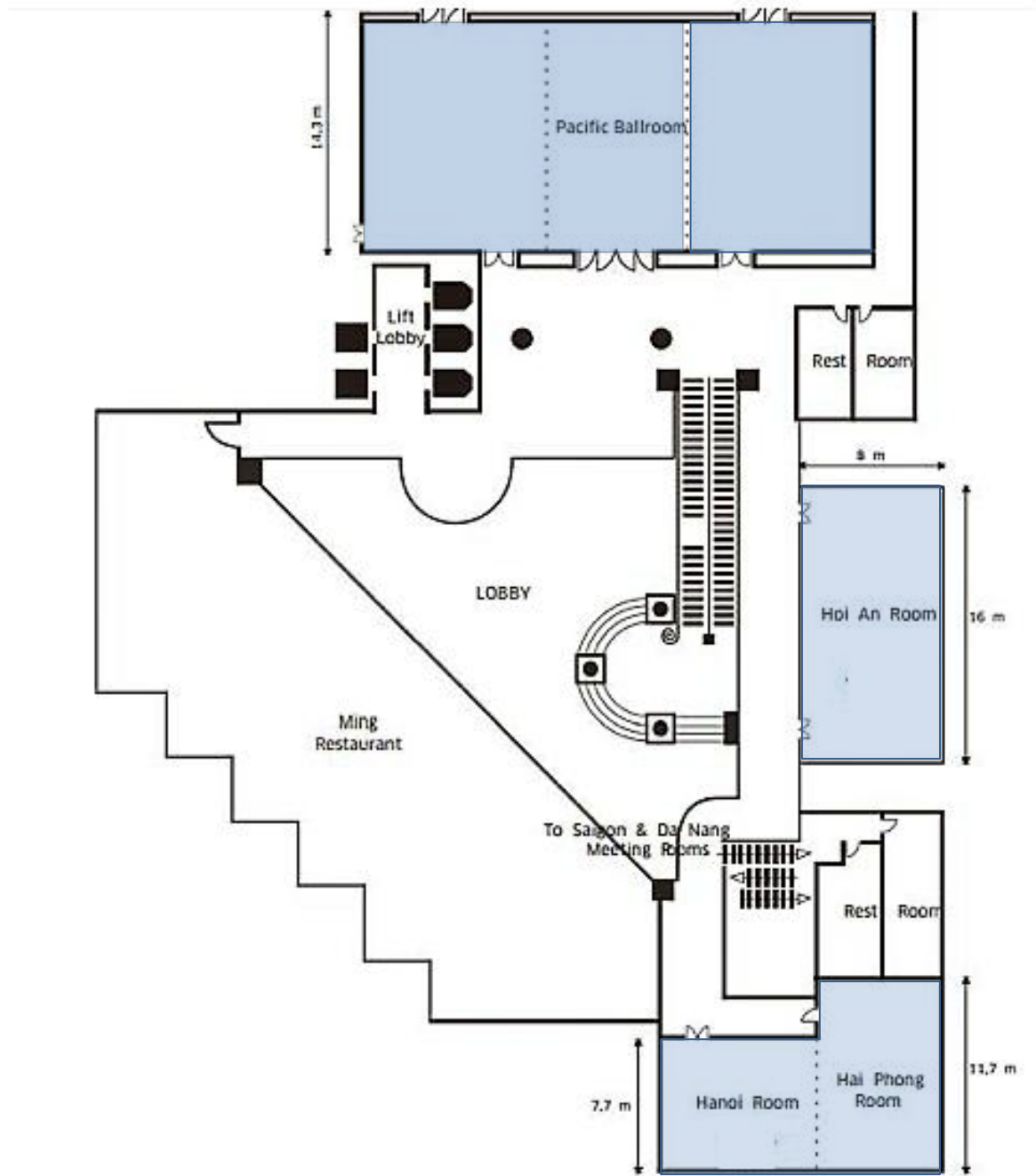
Pan Pacific Hanoi

1 Thanh Nien Road, Ba Dinh Dist.

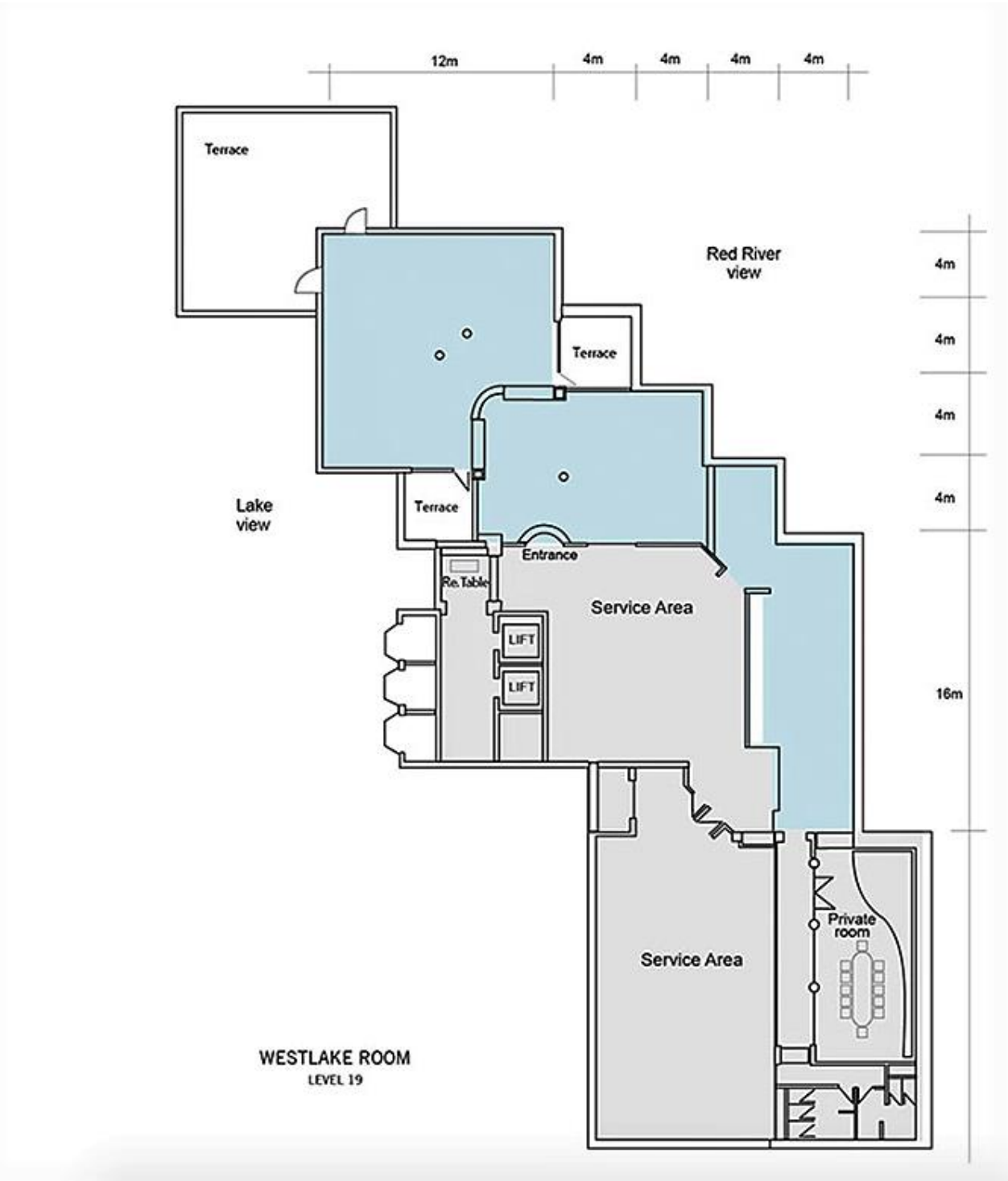
Hanoi, Vietnam



Map of conference venue (conference rooms) 2nd floor



Welcome reception at 19th floor



Keynote speakers:

Title: What we need to know about intelligence but don't

Speaker: Wendy Johnson

Affiliation: University of Edinburgh, UK

Research interests:

She is interested in how people become who they are, especially how they develop their cognitive abilities and personalities and use them throughout their lives. This inevitably means that she is interested in all ways in which individuals vary, how genetic and environmental influences transact throughout development, and how the ways people adapt to and cope with the life circumstances they create and encounter contribute to but also all too often undermine health and well-being.

Title: Narcissism: On the past, present, and future of an enigmatic personality construct

Speaker: Mitja Back

Affiliation: University of Münster, Germany

Research interests:

His research interests center around two main topics: the conceptualization and corresponding assessment of personality as well as the interplay of personality and social relationships. In his work on the former topic he focuses on the convergence and incremental predictive validity of different kinds of personality measures (self-reports, other reports, indirect tests, behavioral measures assessed in laboratory and field settings) and a process understanding of the state dynamics that make up traits. He has a special interest in the conceptualization, structure, and assessment of self-knowledge, self-enhancement, and narcissism. In his work on personality and social relationships, he examines the social interaction processes (interpersonal perceptions, behaviors) underlying (a) the accuracy of social judgments, (b) the effects of personality on peer and romantic relationship development (from first encounters to committed relations), and (c) the development of personality. More recently, he also applies concepts and methods of this research to study the therapeutic process, personnel selection, and refugee integration.

Title: Developments in personality development

Speaker: Filip De Fruyt

Affiliation: Ghent University, Belgium

Research interests:

Core themes in his research are the structure and development of general and maladaptive traits, cross-cultural manifestations of personality, and applied personality psychology. The past years, he studied the development of social-emotional characteristics in youth and young adults across cultures as predictors of personal and professional success and employability in particular. He is also interested in leadership emergence and career advancement and development questions.

Title: Personality neuroscience: should we start with biology and look for neural-level factors?

Speaker: Neil McNaughton

Affiliation: Dept. Psychology and Brain Health Research Centre, University of Otago, New Zealand

Research interests:

His focus is on the biology of emotion in general and the neuropsychology of anxiety in particular. The neuropsychological approach has forced him to use the same fundamental constructs to explain states, personality traits and psychiatric disorders – viewing the disorders as trait extremes. Recently, he and his colleagues have developed a measure of rhythmic “theta” brain activity recorded from the human scalp EEG that provides the first theoretically valid anchor for trait BIS sensitivity within Reinforcement Sensitivity Theory. They are currently testing whether this is also the first theoretically derived biomarker for any psychiatric disorder.

Title: Personality and learning

Speaker: Arthur Poropat

Affiliation: Griffith University, Australia

Research interests:

He is particularly interested in how personality and relationships guide learning and performance in both education and work. These interests have informed his research, practical work, and theoretical ideas, especially regarding the implications of theories of learning and relationships for personality and performance development. His research has emphasized the raters’

role in assessment, especially how raters' culture and relationships with targets affect personality-performance linkages. Alongside these, he has examined alternative forms of performance, especially organizational citizenship behaviors, and how they express personality within study and work. More recently, his research has examined how people learn to describe personality within specific cultures, and how relationship development contributes to both personality and performance.

Title: Cultural factors and cultural assessment of psychopathology

Speaker: Fanny M. Cheung

Affiliation: The Chinese University of Hong Kong, Hong Kong

Research interests:

She is interested in cross-cultural personality assessment and psychopathology, gender equality, and women leadership. She has demonstrated important cultural considerations in test translation and adaptation with the Chinese version of the MMPI-2 which she translated and standardized. She pioneered the use of the combined emic-etic approach to develop indigenous personality measures as illustrated by the Chinese Personality Assessment Inventory which was later renamed Cross-cultural Personality Assessment Inventory (CPAI-2). In addition to promoting the mainstreaming of cultural perspectives in psychology, she advocates for rights of women and people with disabilities in Hong Kong.

Invited symposia

IS-1 Personality structure, B. Mlačić. (convener & discussant)

- The structure of the Polish personality lexicon based on a comprehensive and unrestricted list of descriptors, **T. Misiuro, O. Gorbaniuk, B. De Raad, M. Majewska, M. Zajkowska, P. Stefaniak, M. Olborska**
- The structure of Polish personality relevant verbs, **N. Toruj, A. Czarnejko, O. Gorbaniuk, B. De Raad**
- Personality structure in sub-Saharan Africa: Strong tests of the big five and other models in three African languages, **A.G. Thalmayer, G. Saucier**
- Lexical personality dimensions in the land of distributional semantics, **P. Čolović, D.F. Dušica**
- Mining personality structure in natural language registers: A study using Twitter as data source, **A.J. Peres, J.A. Laros**

IS-2 Personality and intelligence: United they stand, M. Ziegler (convener)

- Intelligence and personality: The current state of the field, **C. DeYoung**
- The Openness-Fluid-Crystallized-Intelligence-Model (OFCI): Current status and outlook, **M. Ziegler**
- Intelligence and pathological personality, and personality in individuals with higher levels of intelligence, **A. Soubelet**
- Genetic and environmental transactions linking socioeconomic status, intelligence, alienation, and school achievement, **W. Johnson, M. McGue, W.G. Iacono**

IS-3 Personality and genetics: New developments, D. Bratko (convener)

- A just-one-structure of personality, **R. Möttus, C. Kandler, J. Ando, E.K. Mortensen, L. Colodro-Conde, N.G. Martin, K.L. Jang**
- Sources of variance in HEXACO personality traits across the lifespan: Evidence from a cross-national twin study, **C. Kandler, G.J. Lewis, A. Butković, T. Vukasović, D. Bratko**
- Personality, wellbeing and mental health: Findings from the Norwegian Twin Registry, **R.B. Nes, E. Røysamb**
- Dispositional approach to prejudice: Univariate and multivariate analysis of prejudice toward different groups, and it's relationship with personality and intelligence, **D. Bratko, J.M. Bojić, A. Butković, T. Vukasović, M. Pocrnić**
- Personality, intelligence, and genetic contributions to intergenerational social mobility, **M. McGue**

IS-4 Values and traits, R. Fischer (convener)

- Ethics-relevant values in adulthood: Longitudinal findings from the life and time study, **A.G. Thalmayer, G. Saucier, S. Srivastava, J.C. Flournoy**
- Personality traits, values, and broad well-being over time: A five-wave study of a nationally representative sample, **V.H. Fetvadjiev, J. He**
- Integrating traits and values in early adolescent personality: A developmental twin study, **A. Knafo-Noam, L. Twito**
- A multi-rater and twin study on the convergence of basic value orientations and foci of moral concern, **A. Zapko-Willmes, S.H. Schwartz, J. Richter, C. Kandler**
- Integrating achievement goal orientations with values results with the introduction of amity goal orientation and evidence for its importance for success, **L. Levontin, A. Bardi**
- Tracing values and personality in historical narratives using a computational approach, **M. Luczak-Roesch, A. Grener, J. Karl, V. Fetvadjiev, R. Fischer**

IS-5 Personality neuroscience: New approaches, new challenges, C.G. DeYoung, L.D. Smillie (conveners)

- Subcortical MRI volumes associated with personality type: A cross-sectional study, **Dongtao Wei, Yu Li, Kangcheng Wang, Zhiting Ren, Qunlin Chen, Wenjing Yang, Jiang Qiu**
- Extraverts do not learn faster than introverts on category learning tasks with probabilistic rewards, **A. Pickering, S. Ince, L. Smillie, D. Hunt**
- Can a mechanistic model of dopamine can simulate individual differences in extraversion and openness to experience? **H.K. Jach, L.D. Smillie, A. Pickering**
- Does openness/intellect predict dopaminergic non-instrumental information-seeking? **L.D. Smillie, N. Tan, K. Suttcliff, S. Bode, D. Bennett, J. Wacker**

IS-6 Dark Triad traits and effects on entrepreneurial intentions, abusive supervision, follower trust, meat consumption and CWB, B. Wisse (convener)

- Entrepreneurial intentions of teams over time: Dark triad traits interact with team resilience to predict intentions, *M.C. Schippers, A. Rauch, F.D. Belschak, W. Hulsink*
- The relation between leader stress, narcissism and abusive supervision, *D. Rus, B. Wisse, E. Sleebos*
- Leader psychopathy and the role of emotion regulation strategies in explaining follower trust, *B. Wisse, E. Sleebos, A. Keller*
- Dark Triad and interpersonal CWB: the role of the need to belong. *D.P.H. Barelds*

IS-7 Personality and situations J. Rauthmann (convener), M. Schmitt, (discussant)

- How the measurement of situations can benefit from the diagnostic experience of personality psychologists, *G. Blum, & C. Bohndick*
- An empirical integration of situational perception dimensions, *K.T. Horstmann, S.K. Reinhardt, M. Ziegler*
- A systematic review of person-situation transactions at the workplace, *J. Sosnowska, J. Rauthmann, & J. Hofmans*,
- Explorations in situational assessment: The RSQ and the SCM, *D. Funder*.

IS-8 Cross-cultural themes in work-related personality assessment, M. Born (convener)

- The internal and external validity of the South African Personality Inventory: Employment equity compliance for the workplace, *D. Meiring, A.J.R. Van de Vijver, V. Fetvadjev, A. Nel*
- Using cognitive pretesting to explore language and cultural effects on personality item bias, *D. Pelt, M.Ph. Born, J.K. Oostrom*
- The relationship between personality and work-life balance in Kenya and Germany: Are there cultural differences? *M. Saunders, L. Wickord, C. Quaiser-Pohl, J.N. Arasa*
- The relationship between personality and work engagement and work stress among expatriates in South Korea, *M.Ph. Born, T. De Graaff*

IS-9 Within-person variability in personality, emotion, and well-being, E.C. Willroth (convener), O.P. John (convener & discussant)

- Short-term variability in life satisfaction as an individual difference: Reliability, stability across time, emotional antecedents, and associations with psychological health, *E.C. Willroth, O.P. John, J.C. Biesanz, I.B. Mauss*
- Positive affect as a heterogeneous construct: Implications for health and well-being in adulthood and later life, *A.D. Ong, D.K. Mroczek, N. Ram, N.L. Sin, D.M. Almeida*
- Emotion regulation goals predict strategy use in daily life, *L. Eldesouky, T. English*
- Relating neuroticism to emotional exhaustion: A dynamic approach to personality, *J. Sosnowska, J. Hofmans, F. de Fruyt*

IS-10 Personality and social media use, S. Gosling (convener)

- The relationship between personality traits and Facebook Intrusion moderated by country, *A. Blachnio*
- Delineating the performative and private self with social media data, *M. Hall*
- Predicting Personality from Digital Footprints, *M. Kosinski*
- The five factor model of personality and social media use in a Swedish context, *J.M. Roos*
- Who is using Facebook and who is not? Personality differences between users and non-users of Facebook, *C. Sinder-mann, C. Montag*

IS-11. Personality and culture, V.H. Fetvadjev (Convener), F.M.C. Cheung (discussant)

- The structure of character description in Khoekhoegowab, *A.G. Thalmayer, G. Saucier, S. Job*
- Reciprocal relationship between parenting styles and indigenous personality at Chinese adolescents, *W. Fan, M. Li, & F. Cheung*
- The South African Personality Inventory (SAPI) beyond South Africa, *V.H. Fetvadjev, T. Neha, F. Van de Vijver, M. McManus, D. Meiring*

- Ubiquitous personality-trait concepts in 13 independent languages: A cluster-classification approach, *J.K. Wood, M. Gurven, L.R. Goldberg*
- Niche diversity can explain cross-cultural variation in personality structure, *M. Gurven, A. Lukaszewski, C. von Rueden, P. Smaldino,*
- Person–culture fit and well-being, *J. Karl, V.H. Fetvadjev*

IS-12. The politics of personality: Examining the political implications of personality in diverse contexts, C.G. Sibley (convener), D. Osborne (convener)

- Things to consider when starting a longitudinal panel study: Lessons from the NZAVS, *C.G. Sibley*
- Authoritarianism and prejudice: A seven-wave longitudinal assessment of the Dual Process Model of Ideology and Prejudice, *D. Osborne, C.G. Sibley*
- The social costs of defensiveness: Individual and collective narcissism in politics, environment and organisations, *A. Cichocka, A. Cislak*
- Personality and politics: The Big Five’s Openness to Experience correlates with political attitudes and behaviours, but primarily for those “in the know”, *D. Osborne, C.G. Sibley*
- What is the relationship between Māori identity and the Big Five Personality traits? *C. Houkamau, C. Sibley*

IS-13. Personality and education: The Big Five are going to school, R. Primi, O.P. John (conveners)

- What do we know about 21st century characteristics in kids? Labels, links to school achievement, change, and socio-emotional prevention programs, *O.P. John, F. De Fruyt*
- Self-reports of the Big Five and their facets differentially predict objective measures of school achievement in language and math, *G.A. Mizuta, R. Primi*
- Personality development from late childhood to adolescence: A longitudinal test of the “reversal of maturity and recovery” hypothesis, *C.M. Sarmiento de Assis, D.D. dos Santos, O.P. John*
- Importance of the school environment for youth personality: Does neighborhood crime interfere with the development of emotional and interpersonal traits? *L.G.D. da Silva Scorzaface, D.D. dos Santos*

IS-14. Understanding personality dynamics and change at the trait, affective, and cognitive levels, P.L. Hill (convener), J.J. Jackson (convener)

- Variability of future time perspective in everyday life, *M. Katana, P. Hill, M. Allemand,*
- Individual differences in the relationship between brain networks, neuroticism, and anxiety, *S.R. Cooper, T.S. Braver, P.L. Hill, J.J. Jackson*
- Do the stars align? An investigation of convergence between trait and state emotion regulation, *L. Eldesouky, E.D. Beck, J.J. Gross, T. English*
- Linear and quadratic personality change across 16 longitudinal studies of aging, *E.K. Graham, D.K. Mroczek*
- Predictors of personality change across 16 longitudinal studies of aging, *D.K. Mroczek, E.K. Graham*

Submitted symposia

SY-1. Personality dynamics: Neurobehavioral approaches towards deciphering the causal mechanisms of personality traits and states, M. Quirin & J. Rauthmann (conveners)

- Hormonal influences on personality perception and mate preferences across women's ovulatory cycle, *J. Jünger, T.M. Gerlach, L. Penke*
- Personality order in neural chaos: the first 'trait anxiety' biomarker, *N. McNaughton*
- A cybernetic approach to personality dynamics: Implications for psychopathology and well-being, *C.G. DeYoung*

SY-2. Individual narcissism, collective narcissism and its diversity: Linking personality with social phenomena, M. Żemojtel-Piotrowska (convener), M. Back (discussant)

- Circumplex model of narcissism: Theoretical background and empirical evidences, *M. Żemojtel-Piotrowska, J. Piotrowski, R. Rogoza, R., J. Cieciuch, W. Strus*
- Circumplex model of narcissism and perception of social world: Trust and cynicism, *M. Jaworski, A.J. Sawicki*
- Narcissism(s) and spirituality, *J. Piotrowski, M. Żemojtel-Piotrowska*
- Low self-esteem predicts out-group derogation indirectly via collective narcissism, *A. Golec de Zavala, C.M. Federico, D. Lantos, M. Cyprianska, R. Guerra, S. Sedikides, T., Baran*

SY-3. Genes and personality: Novel approaches to loci identification - recovering the heritability of personality and intelligence, A.H. Zohar (convener)

- The hidden genetic architecture of temperament and character, *J. Sung, I. Zwir, J. Arnedo, C. Del-Val, T. Romero-Zaliz, D. Rujescu, L. Keltikangas-Jarvinen, T. Lehtimäki, R. Cloninger*
- Recent findings regarding the genetics of intelligence and personality, *W.D. Hill*
- Contribution of rare genetic variants to intelligence and personality revealed by genomic analysis of family data, *L. Penke, W.D. Hill, R.C. Arslan, C. Xia, M. Luciano, C. Amador, P. Navarro, C. Hayward, R. Nagy, D.J. Porteous, A. McIntosh, I.J. Deary, C.S. Haley*
- Genetic and personality factors in human sexual behavior, *H. Belmaker*

SY-4. Measurement issues in large-scale cross-cultural research projects, G. Gardiner (convener), D. Funder (discussant)

- Towards meaningful comparisons of personality in large-scale cross-cultural studies, *K. Sauerberger, G. Gardiner, D. Funder, International Situations Project Members*
- Examining the structure of psychological situation characteristics within and across countries, *J. Rauthmann*
- What happened to functional equivalence: Reflections on personality, culture and levels of explanation, *R. Fischer*

SY-5. Interests--Investigating their stability, development, and situational fluctuations, L. Roemer (convener), M. Ziegler (convener)

- Innovations in interest assessment in vocational counseling, *F. De Fruyt, B. Wille, S. Dingemanse*
- Seeds of interest: Tracking career aspirations during high school and beyond, *L.H. Schultz, J.J. Jackson*
- The relation between situational vocational interests and situation perception, *L. Roemer, K.T. Horstmann, M. Ziegler*
- Do those high in investment traits get going when the going gets tough? The dynamics of cognitive-affective states that underlie the relationship between investment traits and learning, *K. Fayn, D. Birney, L. Leng, S. Verdonck, P. Kuppens*

SY-6. What i say, what you see, and what i do: The relation of self-report, informant reports, and behavior in daily life, K.T. Horstmann (convener), M. Ziegler (convener)

- Hello from the other side, *M. Ziegler, L. Lämmle, F. Nussbeck*
- The relation of trait self-reports, state-self-reports, and peer-reports: An application of the CTCM-1 Model, *K.T. Horstmann, M. Ziegler*
- The incremental validity of average state self-reports: A replication and extension of Finnigan and Vazire (2017), *P. Schweppe, S.M. Breil, K. Geukes, S. Nestler, M.D. Back*

- Teachers' personality states and momentary job performance: a multi-informant experience sampling approach, *L. Abrahams, F. De Fruyt*
- Do people know what they're like in the moment? *J. Sun, S. Vazire*
- On predicting other people some of the time: Within- and cross-situational consistency in behavior, *E.D. Beck, J.J. Jackson*

SY-7. The role of personality expression in personnel selection and job performance: A dynamic approach, S.M. Breil (convener), M.D. Back (convener), F. De Fruyt (discussant),

- Using artificial intelligence in HR selection processes!? *M. Ziegler, A. Peikert*
- A deeper look at construct validity of assessment centers - Which behaviors do actually matter? *S.M. Breil, M.D. Back*
- Adaptive Personality Regulation: Exploring individual differences in the ability to express 'the right' personality across tasks, *D.J. Hughes, A.R. Phillips, P. Irwing, K. Niven*
- Revisiting the personality-performance link: A dynamic approach to neuroticism and conscientiousness, *J. Sosnowska, J. Hofmans, Y. Griep, F. Lievens*
- The influence of role contexts on personality expression: A trait-reputation-identity study, *B.S. Connelly, M.P. Wilmot*

SY-8. From dusk till dawn: Differences between and within dark traits, C. Wehner (convener), M. Ziegler (convener)

- Can they be separated? An exploratory analysis of the Dark Tetrad, *C. Wehner, U. Maaß, M. Ziegler*
- Unmasking narcissus: A comprehensive test of grandiose narcissism and discrepancies between explicit and implicit self-esteem, *S. Mota, S. Humberg, S. Krause, K. Geukes, R. Fatfouta, M. Schröder-Abé, M.D. Back*
- Puffed up but shaky – positive but precarious? State affect level and variability in narcissists, *K. Geukes, L.M. Dein, J. Scharbert, S. Nestler, M.B. Back*

Conference program

Oral presentations (in symposia and in paper-sessions) are all expected to be done in slots of 20 minutes (this includes discussion time); general advice: prepare for 15 minutes talk, thus leaving sufficient amount of discussion time. Symposia conveners are free to redistribute the total amount of time within the limits set by the number of presentations x 20 minutes.

CONFERENCE ROOMS

A: Pacific Ballroom 1&2

B: Pacific Ballroom 3

C: Hoi An

D: Hanoi-Haiphong

TUESDAY 2 APRIL 2019

16:00

Registration opens

18:30

Welcome Reception & Exposition of Vietnam Psychology

	WEDNESDAY 3 APRIL 2019			
07:30	Registration opens			
08:00	Tea & Coffee			
08:30	Opening by Boele De Raad & Le Van Hao			
08:45-09:30	Keynote Address by FANNY M. CHEUNG: Cultural factors and cultural assessment of psychopathology <i>Chair: Velichko Fetvadjeiev</i>			
	Room A	Room B	Room C	Room D
09:30-	IS-6 Dark Triad traits and effects on entrepreneurial intentions, abusive supervision, follower trust, meat consumption and CWB <i>B. Wisse (convener)</i> Entrepreneurial intentions of teams over time <i>Schippers, M.C., Rauch, A., Belschak, F.D., & Hulsink, W.</i> The relation between leader stress, narcissism, and abusive supervision <i>Rus, D., Wisse, B., & Sleenbos, E.</i> Leader psychopathy and the role of emotion regulation strategies in explaining follower trust <i>Wisse, B., Sleenbos, E., & Keller, A.</i>	PA-39 <i>Maria Laura Bettinsoli (chair)</i> Comedians' mean level and stage personalities <i>Irwing, P., Cook, C., Pollet, T.</i> Like grandma used to make: The relationship between social change and atavistic products and processes <i>Bettinsoli, M.L., Napier, J., Newman, G., Suppes, A.</i> Personality and career roles: The mediating role of career role preferences <i>de Jong, N., Wisse, B., Heesink, J.A.M., van der Zee, K.I.</i>	PA-24 <i>Ada Zohar (chair)</i> Personality as a mediator of health outcomes <i>Zohar, A.</i> Predicting life satisfaction from Big Five personality dimensions: Moderation by national goals for socializing children <i>Bond, M.H., & Lun, V.M.-C.</i> On the affective core of the NEO-PI-3 among the Chinese <i>Yik, M., Sze, I.N.-L., Kwok, F., & He, X.</i>	SY-4 Measurement issues in large-scale cross-cultural research <i>G. Gardiner (convener), D. Funder (discussant)</i> Meaningful comparisons of personality in large-scale crosscultural studies <i>Sauerberger, K., Gardiner, G., Funder, D., & International Situations Project Members</i> Examining the structure of psychological situation characteristics within and across countries <i>Rauthmann, J.</i> What happened to functional equivalence: Reflections on personality, culture and levels of explanation <i>Fischer, R.</i>
10:30	Tea & Coffee			
10:45	IS-6 continued Testing the psychopathy x sense of power on average meat consumption relation <i>Sleenbos, E., & Wisse, E.</i> Dark triad and interpersonal CWB: The role of the need to belong <i>Barelds, D.P.H.</i>	PA-40 <i>Tran Thi Le Thu (chair)</i> The Big-Five personality traits and characteristics of leisure activities <i>Ahn, J., Kim, A., Jeong, S., et al.</i> Neuroticism and well-being in the context of time perspective <i>Sobol-Kwapinska, M.</i>	PA-12 <i>Tongle Sun (chair)</i> Self-efficacy and personality development: Individual differences in Chinese semester-abroad sojourners <i>Sun, T.</i> The nomological network of the group strength model of ethnocentrism <i>Bizumic, B.</i> Linking spontaneously regulated personal space to personality traits through video-based body tracking <i>Van Emden, R., & Gracanin, A.</i>	PA-29 <i>Ariana Turner (chair)</i> Narrative identity as a lens for understanding sexual personality <i>Turner, A., & Reischer, H.</i> Why do (some) women wear choker necklaces? <i>Al-Shawaf, L., & Williquette, H.</i> Pleasure or meaning: Subjective well-being orientations and donations decisions to identified and general targets <i>Kogut, T., Sabato, H.</i>

11:45	<p>PA-7 <i>Annica Hjalmarsson & Anna Daderman (chairs)</i> Big Five and empathy as predictors of transformational leadership <i>Follesdal, H.</i> Emotional leadership meta-resource factor explicated by work motivation and stress resilience <i>Daderman, A.M., Hallberg, H., Skog, S., & Kajonius, P.J.</i> Is self-other agreement about personality advantageous for psychological adjustment? A response surface analysis <i>Humberg, S., Zimmermann, J., Nestler, S., Leising, D., Back, M.D.</i></p>	<p>PA-27 <i>Tran Thi Le Thu (chair)</i> The role of personality in the teacher-student interaction change <i>Tran, T., Bui, H., Phan, H., et al.</i> On the interest of studying learning readiness from the point of view of personality <i>Grasset, R., Juhel, J., Trenvoux, A., & Didry, A.</i> Vietnamese Youth's attitudes towards old people <i>Le, V. H., Le, M.T., Mai, V. H.</i></p>	<p>PA-6 <i>Corina Greven (chair)</i> Multimodal stress trainings can change personality traits <i>Renner, K-H., & Pracht, G.</i> Exploring associations between personality and mind-body practices <i>Dave, D., Fayn, K., Lopez Portillo, B., et al</i> Associations between dispositional mindfulness and ADHD traits <i>Greven, C., Nienke, S., Asherson, P., et al</i></p>	<p>PA-11 <i>Alejandro Vasquez (chair)</i> Validating the Proactive Personality Scale in South Africa <i>Steyn, R.</i> The Big Five Inventory in Swahili: Development and psychometric evaluation in Kenya <i>Garrashi, H., Barelds, D., & De Raad, B.</i> Time attitude scale: Initial validation, latent profiles, and relations with eating behaviors in a Spanish-speaking sample <i>Vasquez-Echeverria, A., & Alvarez-Nunez, L.</i></p>
12:45	Lunch			
13:45-14:30	<p>Keynote Address by MITJA BACK: Narcissism: On the past, present, and future of an enigmatic personality construct <i>Chair: Boele De Raad</i></p>			
14:30	<p>IS-5 Personality and neuroscience: New approaches, new challenges <i>C.G. DeYoung & L.D. Smillie (convener)</i> Subcortical MRI volumes associated with personality type <i>Dongtao, W., Yu, L., Kangcheng, W., et al</i> Extraverts do not learn faster than introverts on category learning tasks with probabilistic awards <i>Pickering, A., Ince, S., Smillie, L., & Hunt, D.</i> Can a mechanistic model of dopamine simulate individual differences in extraversion and openness to experience? <i>Jach, H.K., Smillie, L., & Pickering, A.</i></p>	<p>IS-7 Personality and situations <i>J. Rauthmann (convener), Schmitt, M. (discussant)</i> How the measurement of situations can benefit from the diagnostic experience of personality psychologists <i>Blum, G., & Bohndick, C.</i> An empirical integration of situational perception dimensions <i>Horstmann, K.T., Reinhardt, S.K., & Ziegler, M.</i> A systematic review of person-situation transactions at the workplace <i>Sosnowska, J., Rauthmann, J., & Hofmans, J.</i></p>	<p>IS-9 Within-person variability in personality, emotion, and well-being <i>E.C. Willroth (convener) & O.P. John (convener & discussant)</i> Sort-term variability in life satisfaction as an individual difference <i>Willroth, E.C., John, O.P., Biesanz, J.C., & Mauss, I.B.</i> Positive affect as a heterogeneous construct <i>Ong, D., Mroczek, D.K., Ram, N., et al</i> Emotion regulation goals predict strategy use in daily life <i>Eldesouky, L., English, T.</i></p>	<p>IS-10 Personality and social media use <i>Gosling, S. (convener)</i> The relationship between personality traits and Facebook Intrusion moderated by country <i>Blachnio, A., Przepiorka, A., Cudo, A., et al</i> Delineating the performative and private self with social media data <i>Hall, M.</i> Predicting Personality from Digital Footprints <i>Kosinski, M.</i> Matching people to their ideal jobs using social media-predicted personality traits <i>Kern, P.</i></p>
15:30	Tea & Coffee			

15:45	IS-5 continued Does openness/intellect predict dopaminergic/non-instrumental information-seeking? <i>Smillie, L., Tan, N., Suttcliff, K., et al</i> 16:00-17:30	IS-7 continued Explorations in situational assessment: The RSQ and the SCM <i>Funder, D.</i> 16:00-17:30	IS-9 continued Relating neuroticism to emotional exhaustion: A dynamic approach to personality <i>Sosnowska, J., Hofmans, J., & De Fruyt, F.</i> 16:00-17:30	IS-10 continued The five factor model of personality and social media use in a Swedish context <i>Roos, J.M.</i> Who is using Facebook and who is not? Personality differences between users and non-users of Facebook <i>Sindermann, C., & Montag, C.</i>
16:45	PA-5 <i>Raphaël Grasset (chair)</i> The developmental course of addiction prone personality characteristics <i>Barnes, G., Jansson, M., Stockwell, T., & Franco, C.N.</i> Cross-cultural study in well-being and conscientiousness <i>Kormi-Nouri, R., Farahani, M-N., & De Raad, B.</i> The pathological personality trait profiles of recidivists based on PID-5 <i>Halim, M.S., Rossalia, N., & Adhiatma, W.</i>	PA-21 <i>Jannica Heinstrom (chair)</i> Personality and sense of coherence as influencing information mastering in everyday life <i>Heinstrom, J.</i> Examining the relationship of Five Factor personality traits with Chronotype <i>Lenneis, A., Teder-Laving, M., Lemola, S., et al</i> Body image satisfaction among adolescents in Hanoi, and the relationship with bullying and school environment <i>Nguyen, M.H., Thanh, N.M., Vu, T.L., et al</i>	PA-22 <i>Ingo Zettler (chair)</i> The relation between guilt proneness and dishonesty <i>Scigala, K., Schild, C., & Zettler, I.</i> Influences of racial and religious discrimination on well-being in migrants in Germany <i>Hufer, A., Osman, A-N., Riemann, R.</i> Longitudinal pathways from shyness in early childhood to personality in adolescence: Do peers matter? <i>Baardstu, S., Coplan, R., Boelstad, K.E., et al</i>	PA-16 <i>Emanuel Jauk (chair)</i> Core dimensions of narcissism: A network analysis of the grandiose-vulnerable spectrum <i>Laverdiere, O., Kealy, D., & Ogrodniczuk, J.S.</i> Exploring explicit and implicit attitudes towards gay men using the dark tetrad and the dual process model of prejudice <i>Anderson, J.</i> Narcissistic grandiosity and vulnerability <i>Jauk, E., Hildebrandt, M., Maliske, L., et al..</i>
17:45-18:45	Poster Session			

THURSDAY 4 APRIL 2019				
07:30	Registration opens			
08:00	Tea & Coffee			
08:30-09:15	Keynote Address by WENDY JOHNSON: What we need to know about intelligence but don't <i>Chair: Deon Meiring</i>			
	Room A	Room B	Room C	Room C
09:15	IS-3 Personality and genetics: New developments <i>D. Bratko (convener)</i> A just-one-structure of personality <i>Mottus, R., Kandler, C., Ando, J., et al</i> Sources of variance in Hexaco personality traits across the lifespan <i>Kandler, C., Lewis, G.J., Butkovic, A., et al</i> Personality, wellbeing and mental health: Findings from the Norwegian twin registry <i>Nes, R.B., & Roysamb, E.</i>	IS-4 Values and traits <i>R. Fischer (convener)</i> Ethics-relevant values in adulthood <i>Thalmayer, A.G., Saucier, G., Srivastava, S., & Flournoy, J.C.</i> Personality traits, values, and broad well-being over time <i>Fetvadjiev, V.H., & He, J.</i> Integrating traits and values in early adolescent personality <i>Knafo-Noam, A., & Twito, L.</i>	PA-18 <i>Patrick Mussel (chair)</i> The dark factor of personality: An overview and outlook <i>Zettler, I., Hilbig, B.E., & Moshagen, M.</i> The bright side of dark: Exploring the positive effect of grandiose narcissism on perceived stress through mental toughness <i>Papageorgiou, K., Gianniou, F.M., Wilson, P., et al</i> When and why trait greed comes at the expense of others: A neural perspective <i>Mussel, P., & Hewig, J.</i>	SY-7 Personality expression in personnel selection and job performance: A dynamic approach <i>S.M. Breil & M.D. Back (conveners), F. De Fruyt (discussant)</i> Using artificial intelligence in HR selection processes!? <i>Ziegler, M., & Peikert, A.</i> A deeper look at construct validity of assessment centers - Which behaviors do actually matter? <i>Breil, S.M., & Back, M.D.</i> Adaptive Personality Regulation: Exploring individual differences in the ability to express 'the right' personality across tasks <i>Hughes, D.J., Phillips, A.R., Irwing, P., & Niven, K.</i>
10:15	Tea & Coffee			
10:30	IS-3 continued Dispositional approach to prejudice <i>Bratko, D., Matic Bojic, J.M., Butkovic, A., et al</i> Personality, intelligence, and genetic contributions to intergenerational social mobility <i>McGue, M.</i>	IS-4 continued A multi-rater and twin study on the convergence of basic value orientations and foci of moral concern <i>Zapko-Willmes, A., Schwartz, S.H., Richter, J., & Kandler, C.</i> Integrating achievement goal orientations with values results <i>Levontin, L., & Bardi, A.</i> Tracing values and personality in historical narratives <i>Luczak-Roesch, M., Grener, A., Karl, J., et al</i>	PA-17 <i>Carolin Palmer (chair)</i> A cross-cultural comparative study of the Dark Triad and the Five Factor Model in relation to aggression and prejudice <i>Artamonova, E.</i> Birds of a feather flock together? How the perception of supervisor's dark triad impacts OCB and job satisfaction <i>Palmer, C.</i> Personality traits and rule breaking in youth basketball <i>Schild, C., Lang, J.W.B., Scigala, K., & Zettler, I.</i>	SY-7 continued Revisiting the personality-performance link: A dynamic approach to neuroticism and conscientiousness <i>Sosnowska, J., Hofmans, J., Griep, Y., & Lievens, F.</i> The influence of role contexts on personality expression: A trait-reputation-identity study <i>Connelly, B.S., & Wilmot, M.P.</i>

11:30	<p>PA-20 <i>Manfred Schmitt</i> <i>(chair)</i> The characteristics the Vietnamese need for modern globalization <i>Nguyen, N.P., Loc, P.T., & Nguyen, H.Y.</i> Values, moral and the good life: Differences and similarities between Norway and USA <i>Vitterso, J.</i> Justice sensitivity: Past, present, and future <i>Schmitt, M.</i></p>	<p>PA-15 <i>Khairul Mastor</i> <i>(chair)</i> Personal religiosity and introvert/extrovert personality traits <i>Ji, C-H.</i> Applying the Hobsen's psychology of rituals framework: Effects of Muslim daily solat on piety and personality states <i>Mastor, K.A.</i> The interaction effect of confession and individual differences in moral behavior <i>Ayal, S., Gino, F., Nina, M., et al</i></p>	<p>PA-14 <i>Fabia Morales Vives</i> <i>(chair)</i> The association between callous and unemotional psychopathic traits and mental health problems <i>Essau, C., & Allan, S.</i> External emotions influence the inhibitory brain-stem reflexes differently in schizoid and histrionic disorders <i>Wang, C., Jia, Y., Shao, X., & Wang, W.</i> Development and validation of the INventory of CALLous-unemotional traits and antisocial behavior <i>Morales-Vives, F., Cosi, S., Duenas, J.M., & Vigil-Colet, A.</i></p>	<p>PA-13 <i>Jane Hergert</i> <i>(chair)</i> The letter of recommendation effect in organizational settings: How do work relationships affect other-ratings of personality and job performance? <i>Hergert, J., & Berkmann, E.M.</i> Personality measures in selection to Norwegian Armed Forces <i>Heimdal, J.O., & Skoglund, T.H.</i> Measuring character strengths: Are self-ratings or other-ratings best? <i>Bang, H., Eilertsen, D.E., Boe, O., & Nilsen, F.</i></p>
13:30-14:15	<p>Keynote Address by ARTHUR POROPAT: Personality and learning <i>Chair: Boris Mlačić</i></p>			
14:15	<p>IS-2 Personality and intelligence: United they stand <i>M. Ziegler (convener)</i> The current state of the field <i>DeYoung, C.</i> Openness-Fluid-Crystallized-Intelligence-Model <i>Ziegler, M.</i> General and specific thoughts regarding the personality-intelligence interface <i>Soubelet, A.</i></p>	<p>IS-13 Personality and education: The Big Five are going to school <i>R. Primi, O.P. John</i> <i>(conveners)</i> What we know about 21st century characteristics in kids? Labels, school achievement, change, and socio-emotional prevention <i>O.P. John, F. De Fruyt</i> Self-reports of the Big Five and their facets differentially predict objective measures of school achievement in language and math <i>G.A. Mizuta, R. Primi</i> Personality development from late childhood to adolescence: A longitudinal test of the “reversal of maturity and recovery” hypothesis <i>C.M. Sarmiento de Assis, D.D. dos Santos, O.P. John</i></p>	<p>IS-8 Cross-cultural themes in work-related personality assessment <i>M. Born (convener)</i> <i>J. Rauthmann (discussant)</i> The internal and external validity of the South African Personality Inventory <i>Meiring, D., Van de Vijver, A.J.R., Hill, C., et al</i> Using cognitive pretesting to explore language and cultural effects on personality item bias <i>Pelt, D., Born, M.Ph., & Oostrom, J.K.</i> The relationship between personality and work-life balance in Kenya and Germany <i>Saunders, M., Wickerd, L., Quaiser-Pohl, C., & Arasa, J.N.</i></p>	<p>IS-11 Personality and culture <i>V.H. Fetvadjev (convener), F.M.C. Cheung (discussant)</i> The structure of character description in Khoekhoegowab <i>Thalmayer, A.G., Saucier, G., & Job, S.</i> The South African Personality Inventory beyond South Africa <i>Fetvadjev, V.H., Neha, T., Van de Vijver, F., et al</i> Ubiquitous personality-trait concepts in 13 independent languages <i>Wood, J.K., Gurven, M., & Goldberg, L.R.</i></p>
15:15	Tea & Coffee			

15:30	IS-2 continued Genetic and environmental transactions linking socio-economic status, intelligence, alienation, and school achievement <i>Johnson, W., McGue, M., & Iacono, W.G.</i>	IS-13 continued Importance of the school environment for youth personality: Does neighborhood crime interfere with the development of emotional and interpersonal traits? <i>L.G.D. da Silva Scorza-fave, D.D. dos Santos</i>	IS-8 continued The relationship between personality and work engagement and work stress among expatriates in South Korea <i>Born, M.Ph., & De Graaff, T.</i>	IS-11 continued Nich diversity can explain cross-cultural variation in personality structure <i>Gurven, M., Lukaszewski, A., Von Rueden, C., & Smaldino, P.</i> Person-culture fit and well-being <i>Karl, J., & Fetvadjeiev, V.H.</i>
		16:00-17:30	16:00-17:30	
		PA-25 <i>Gina Pancorbo (chair)</i>	PA-36 <i>Jiahui Lu (chair)</i>	
16:30-17:30	PA-30 <i>Asmir Gračanin (chair)</i> Individual differences in intrasexual competition: From personality and demographic context to hormones and behavior <i>Buunk, A.</i> The effects of emotion regulation on relationship satisfaction: Actor-partner interdependence modelling <i>Gracanin, A., Kardum, I., & Hudek-Knezevic, J.</i> Association of prosocial behavior with smoking and alcohol-taking among school-going adolescents <i>Nurulhuda, M.H., Abd Aziz, A., Norwati, D., et al.</i>	Developing and validating scoring rubrics to measure social-emotional skills in Brazilian adolescents <i>Pancorbo, G., & De Fruyt, F.</i> The role of effortful control in the development of childhood personality <i>Slobodskaya, H., & Kornienko, O.</i> Psychometric properties of the Indonesian PID-5 <i>Adhiatma, W., Halim, M.S</i> The concept of vanity in Chinese culture: Theoretical analysis and construct validation <i>Chuang, S-C., Hsu, K-Y.</i>	Cue isomorphism - Organizing environmental cues in personality expression and perception <i>Lu, J., Cheng, L., Chen, X.</i> The effects of situation characteristics on the manifestation of trait expressions <i>Sun, H., Richardson, B., Smillie, L.</i> How does environmental identity contribute to empathy with people and nature <i>Nartova-Bochaver, S., & Irkhin, B.</i> Self-argumentation in favor or against extraversion: Does it change the trait and the attitudes toward it? <i>Shchebetenko, S. Mishkevich, A.</i>	PA-10 <i>Kristelle Hudry (chair)</i> Concurrent and predictive validity of the Autism Observation Scale for Infants <i>Hudry, K., Varcin, K., Chetcuti, L., et al</i> Does the mentalizing of others prospectively predict individual differences in cognitive vulnerabilities for social phobia and generalized anxiety disorder in childhood? <i>Lim, M.</i> The sociopolitical beliefs of people who committed suicide <i>Napier, J.</i>
17:30-18:30	Poster Session			

FRIDAY 5 APRIL 2019				
07:30	Registration opens			
08:00	Tea & Coffee			
08:30-09:15	Keynote Address by NEIL MCNAUGHTON: Personality neuroscience: should we start with biology and look for neural-level factors? <i>Chair: Colin DeYoung</i>			
	Room A	Room B	Room C	Room D
09:15	IS-1 Personality structure <i>B. Mlacic (convener)</i> Structure of the Polish personality lexicon <i>Misiuro, T., Gorbaniuk, O., Stefanek, P., et al.</i> Taxonomy and structure of Lithuanian personality descriptors: self-rating study <i>Ivanova, A., Gorbaniuk, O., Mlačić, B.</i> Personality structure in sub-Saharan Africa <i>Thalmayer, A.G., & Saucier, G.</i>	IS-12 The politics of personality: Examining the political implications of personality in diverse contexts <i>C.G. Sibley & D. Osborne (conveners)</i> Things to consider when starting a longitudinal panel study <i>Sibley, C.G.</i> Authoritarianism and prejudice <i>Osborne, D., & Sibley, C.G.</i> The social costs of defensiveness: Individual and collective narcissism in politics, environment and organizations <i>Cichocka, A., & Cislak, A.</i>	PA-23 <i>Ana Butkovic (chair)</i> Flow, personality, and life satisfaction <i>Butkovic, A., Pocrnic, M., & Bratko, D.</i> Memories of holocaust-related traumatic experiences, sense of coherence, and survivors' subjective well-being in late life <i>Zeidner, M.</i> Implementation of the covariance index in a personality assessment: An assessment-internal measure of socially desirable responding <i>Cummings, D.</i>	SY-6 The relation of self-report, informant reports, and behavior in daily life <i>K.T. Horstmann & M. Ziegler (conveners)</i> Hello from the other side <i>Ziegler, M., Lämmle, L., & Nussbeck, F.</i> The relation of trait self-reports, state-self-reports, and peer-reports <i>Horstmann, K.T., & Ziegler, M.</i> The incremental validity of average state self-reports <i>Schweppe, P., Breil, S.M., Geukes, K., et al</i>
10:15	Tea & Coffee			
10:30	IS-1 continued Lexical personality dimensions in the land of distributional semantics <i>Colovic, P., & Durdevic, D.F.</i> Mining personality structure in natural language registers <i>Peres, A., & Laros, A.</i>	IS-12 continued Personality and politics: The Big Five openness to experience correlates with political attitudes and behaviors <i>Osborne, D., & Sibley, C.G.</i> What is the relationship between Maori identity and the Big Five <i>Houkamau, C., & Sibley, C.</i>	PA-1 <i>Said Aldhafri (chair)</i> Goal pursuit and migration success: Does approach versus avoidance goals make a migrant happy? <i>Toth-Bos, A.</i> Personality changes and intercultural competence development in a study abroad context <i>Jackson, J., & Sun, T.</i> Autonomy and relatedness: The experiences of internationally mobile students <i>Nguyen, L.L.A., Roszik-Volovik, X., & Hosseini, S.</i>	SY-6 continued Teachers' personality states and momentary job performance <i>Abrahams, L., & De Fruyt, F.</i> Do people know what they're like in the moment? <i>Sun, J., & Vazire, S.</i> On predicting other people some of the time <i>Beck, E.D., & Jackson, J.J.</i>

11:30	<p>PA-3 <i>Daniel Danner</i> (chair)</p> <p>Circumplex structure of interpersonal trait words in Japanese language <i>Hashimoto, Y., & Oshio, A.</i></p> <p>Comprehensive psycholexical taxonomy of personality and emotional states based on Polish lexicon <i>Macheta, K., & Gorbaniuk, O.</i></p> <p>Modelling the incremental value of personality facets: The blended-domain-bifactor model <i>Danner, D., Lechner, C., Soto, C., & John, O.</i></p>	<p>PA-26 <i>Gennady Knyazev</i> (chair)</p> <p>Toward a new identity model: The Identity Dynamics Questionnaire as operationalization and verification of the theoretical assumptions <i>Brygola, E., & Zieba, M.</i></p> <p>Personality and resting state networks in developmental perspective <i>Knyazev, G., Savostyanov, A., Bocharov, A., et al</i></p> <p>A cascade model of behavioral variance <i>Phan, L.V., Furr, R.M.</i></p>	<p>PA-28 <i>Agnes Toth-Bos</i> (chair)</p> <p>Parents' assessment of problem solving ability of elementary school students <i>Tran, H., & Nguyen, K.</i></p> <p>Omani students' personality across gender and academic achievement levels <i>Alrajhi, M., & Aldhafri, S.</i></p> <p>Anxiety and stress in college students <i>Delvecchio, E., Germani, A., Buratta, L., et al.</i></p>	<p>PA-8 <i>Gina Pancorbo</i> (chair)</p> <p>Educational supervisors' personality traits in relation to organization silence in Oman <i>Alsaaidi, D., & Aldhafri, S.</i></p> <p>Self-determination and identity features of managers: The gender aspect <i>Antonova, N.</i></p> <p>The moderating role of personality factors on mental health problems of adolescent siblings of persons with substance use disorder <i>Fente, H.K.L., & Pachau, L.</i></p>
12:30	Lunch			
13:30-14:15	<p>Keynote Address by FILIP DE FRUYT: Developments in personality development Chair: Gregorio del Pilar</p>			
14:15	<p>SY-8 From dusk till dawn: Differences between and within dark traits <i>C. Wehner & M. Zieger</i> (conveners)</p> <p><i>I. Zettler</i> (discussant)</p> <p>Dark relationships: The associations between attachment styles and dark personality traits <i>Visser, B., Scharfe, E., & Boon, S.</i></p> <p>Can they be separated? An exploratory analysis of the Dark Tetrad <i>Wehner, C., Maaß, U., & Ziegler, M.</i></p> <p>Unmasking narcissus: A comprehensive test of grandiose narcissism and discrepancies between explicit and implicit self-esteem <i>Mota, S., Humberg, S., Krause, S., et al</i></p>	<p>IS-14 Understanding personality dynamics and change at the trait, affective, and cognitive levels <i>P.L. Hill & J.J. Jackson</i> (conveners)</p> <p>Variability of future time perspective in everyday life <i>Katana, M., Hill, P., & Allemand, M.</i></p> <p>Individual differences in the relationship between brain networks, neuroticism, and anxiety <i>Cooper, S.R., Braver, T.S., Hill, P.L., & Jackson, J.J.</i></p> <p>An investigation of convergence between trait and state emotion regulation <i>Eldesouky, L., Beck, E.D., Gross, J.J., & English, T.</i></p>	<p>SY-5 Interests: Investigating their stability, development, and situational fluctuations <i>L. Roemer & M. Ziegler</i> (conveners)</p> <p>Innovations in interest assessment in vocational counseling <i>De Fruyt, F., Wille, B., & Dingenan, S.</i></p> <p>Seeds of interest: Tracking career aspirations during high school and beyond <i>Schultz, L.H. & Jackson, J.J.</i></p>	<p>SY-1 Personality dynamics: Neurobehavioral approaches towards deciphering the causal mechanisms of personality traits and states <i>J. Rauthmann</i> (convener)</p> <p>Hormonal influences on personality perception and mate preferences across women's ovulatory cycle <i>Jünger, J., Gerlach, T.M., & Penke, L.</i></p> <p>Personality order in neural chaos: the first 'trait anxiety' biomarker <i>McNaughton, N.</i></p> <p>A cybernetic approach to personality dynamics: Implications for psychopathology and well-being <i>DeYoung, C.G.</i></p>
15:15	Tea & Coffee			

15:30	SY-8 continued Puffed up but shaky – positive but precarious? State affect level and variability in narcissists <i>Geukes, K., Dein, L.M., &Scharbert, J., et al</i>	IS-14 continued Linear and quadratic personality change across 16 longitudinal studies of aging <i>Graham, E.K., & Mroczek, D.K.</i> Predictors of personality change across 16 longitudinal studies of aging <i>Mroczek, D.K., & Graham, E.K.</i>	SY-5 continued The relation between situational vocational interests and situation perception <i>Roemer, L., Horstmann, K.T., & Ziegler, M.</i> Do those high in investment traits get going when the going gets tough? <i>Fayn, K., Birney, D., Leng, L., et al</i>	PA-32 <i>Bongiwe Hobololo (chair)</i> Psychological well-being of young adults: The roles of family and occupational training <i>Strizhitskaya, O., & Kharitonova, T.</i> Positive relations as an indicator of successful professional development <i>Petrash, M.</i> Intrapsychic factors and their impact on career development of women <i>Hobololo, B.</i>
16:30	PA-4 <i>John Magnus Roos (chair)</i> Expert validity of a non-verbal version of the Big Five model of personality <i>Persson, B., Roos, M., & Kajonius, P.</i> The South African Personality Inventory: A psychometric evaluation of a Setswana version <i>Oosthuizen, H.R., Nel, J.A.,</i> The Arabic version of the TIPI: Reliability and validity examination <i>Aldhafri, S.</i>	PA-9 <i>Sebastian Clifton (chair)</i> An interpersonal analysis of counterproductive work behavior <i>Clifton, S., De Bruin, G., & Morgan, B.</i> Item response modelling of Perf ECHO-R, a forced-choice questionnaire of people's preferred style of behavior at work <i>Juhel, J., Trenvouez, A., Grasset, R., & Didry, A.</i> Profiles of job-related affect: Their relationship with coping from a temporal perspective <i>Basinska, B., & Gruszczynska, E.</i>	PA-38 <i>Mariusz Zieba (chair)</i> Constructing stories and its relation to well-being: how individual tendency to interpret life events positively relate to satisfaction with life <i>Zieba, M., Wiecheć, K., Kowalska, N.</i> Relationship satisfaction and personality: The role of genetic and environmental factors <i>Roysamb, E., Nes, R.B., Czajkowski, N.O., et al</i> Trajectories of generalized and dyadic insights and biases in meta-perception as people become acquainted <i>Modersitzki, N., Phan, L.V., & Rauthmann, J.</i>	PA-34 <i>Jan Wacker (chair)</i> Expanding the scope of implicit personality assessment: The questionnaire-based Implicit Association Test (qIAT) <i>Yovel, I., Friedman, A., & Aviram, G.</i> Early childhood poverty and cognitive functioning in late adolescence <i>Strauss, H., Zentner, M., & Venables, P.</i> Openness to experience predicts the effects of a selective dopamine D2 receptor antagonist on divergent thinking <i>Wacker, J., Bott, A., & Kückenmester, W.</i>
17:30	On becoming/being a personality psychologist Oliver John & Filip De Fruyt (Panel discussion)			
18:00 19:00	Poster Session			

SATURDAY 6 APRIL 2019				
08:00	Registration opens; Tea & Coffee			
	Room A	Room B	Room C	
08:30	SY-3 Genes and personality: Novel approaches to loci identification - recovering the heritability of personality and intelligence <i>A.H. Zohar (convener)</i> The hidden genetic architecture of temperament and character <i>Sung, J., Zwir, I., Arnedo, J., et al</i> Recent findings regarding the genetics of intelligence and personality <i>Hill, W.D.</i> Contribution of rare genetic variants to intelligence and personality revealed by genomic analysis of family data <i>Penke, L., Hill, W.D., Arslan, R.C., et al</i>	SY-2 Individual narcissism, collective narcissism and its diversity <i>M. Zemojtel-Piotrowska (convener), M. Back (discussant)</i> Circumplex model of narcissism: Background and evidences <i>Zemojtel-Piotrowska, M., Piotrowski, J., Rogoza, R., et al</i> Circumplex model of narcissism and perception of social world: Trust and cynicism <i>Jaworski, M., & Sawicki, A.J.</i> Narcissism(s) and spirituality <i>Piotrowski, J., & Zemojtel-Piotrowska, M.</i>	PA-2 <i>Sabina Lissitsa (chair)</i> Four generational cohorts and hedonic mobile shopping: Association between personality traits and purchase intention <i>Lissitsa, S., & Kol, O.</i> Bags of impulsiveness: Psychological and demographic predictors of plastic bag consumption in big data <i>Lavelle-Hill, R., Smith, G., Goulding, J., et al</i> Personality and the meat paradox: Individual differences in the denial of animal mind <i>Tan, N., Bastian, B., & Smillie, L.</i>	
09:30-	Tea & Coffee			
09:45	SY-3 continued Genetic and personality factors in human sexual behavior <i>H. Belmaker</i>	SY-2 continued Low self-esteem predicts out-group derogation indirectly via collective narcissism <i>Golec de Zavala, A., Federico, C.M., Lantos, D., et al</i>		
10:15	Plenary closing session: next conference, association, journal			

Instructions to ePoster presenters

Presentation through ePoster is dynamically different. While paper-Posters are presented during a fixed and restricted time, with viewers going to the posters one by one, in the case of ePosters the posters come (so-to-speak) to the viewers, through a small number of screens. All eposters are presented continuously through the screens during three full conference days. To increase rapprochement between viewers and authors, authors are advised to stay around the screens for explanation during the planned poster periods in the program, as follows:

April 3: authors of Group A posters

April 4: authors of Group B posters

April 5: authors of Group C posters

List of ePosters

GROUP A

A1-1 Personality and self in sociocultural context: personality traits in relation with social independence and interdependence, Cerha, O.

A1-2 Expecting parents' relational patterns and early parental adjustment, Dollberg, D., Tolmacz, R., Shai, D.

A1-3 Childhood gender nonconformity, sexual orientation and BIS/BAS sensitivity among men, Dragan, W., Folkierska-Żukowska, M.

A1-4 Interaction between Oxytocin and Dopamine and Attachment: A molecular genetic approach, Hennig, J., Munk, A.

A1-5 Emotional eating among adolescents, Hertz, P., Samish, S.

A1-6 The learning program for adult children who closely control the jobs of foreign caregivers, Lu, T-S., Yeh, K-H.

A1-7 Dichotomous thinking, IQ and reasoning, Mieda, T., Oshio, A.

A1-8 Interpersonal relationships between secondary teacher and school student in Hanoi, Nga, Giap Binh

A1-9 Expression of family psychological atmosphere: A case study in Ninh Phung commune, Ninh Hoa town, Khanh Hoa province, Nguyen, T.A., Ho, T.H., Nguyen, T.D.

A1-10 Examining the effect of raters' and targets' gender on self- and parental estimates of intelligence, Pocrnic, M., Butkovic, A., Bratko, D.

A1-11 Designing problematic situations to training problem-solving ability in elementary school students, Tran, H., Nguyen, K.

A1-12 The impact of experiential activities on the creativity of learner's personality, Vu Anh, T., Nguyen Tien, D.

A1-13 Collecting to the bitter end: A correlational study of hoarding, distressed personality type, hostile world assumptions, and fear of death, Zohar, A., Bitton, M., Shmotkin, D.

A2-1 Where does this scale fit anyway? Methods for incorporating personality scales into the Big Five, Bainbridge, T., Ludeke, S., Smillie, L.

A2-2 A South African Interpersonal Circumplex Instrument: A revision of the International Personality Item Pool-Interpersonal Circumplex (IPIP-IPC), Clifton, S., De Bruin, G., Morgan, B.

A2-3 Investigating causal relations in personality by combining path analysis and search algorithms, Gomes, C.M.A., Nascimento, E., Peres, A.J.S.

A2-4 The psycho-lexical structure of Belarusian personality-descriptive adjectives, Gorbaniuk, O., Santocki, A., Gorbaniuk, J.

A2-6 Sentiment analysis of controversial topics on Wikipedia, Madahali, L., Hall, M.

A2-7 Taxonomy of children lexicon of personality and emotional states, Macheta, K., Bojan, I., Bondyra, A., Gorbaniuk, O.,

A2-8 Measuring gratitude in adolescents: The validity of the Vietnamese adaptation of the Gratitude Questionnaire (GQ) and the Revised Short Gratitude, Resentment, and Appreciation Test (S-GRAT), Nguyen, P.C.T., Tran, T.T.A., Dinh, T.H.V., Nguyen, T.V.

A2-9 Stimulating students' motivation in learning pedagogical practice courses by using student portfolios, Nguyen, Nam Phuong

- A2-10 Evidence of factor and convergent validity of two Brazilian reduced scales measuring the Big Five**, Peres, A.J.S., Laros, J.A., Andrade, J.M., Passos, M.F.D.
- A2-11 Cross-validation of the NEO-BFAS: Further evidence for construct validity**, Ross, S., DeYoung, C.
- A2-12 A new measure of prospective memory: Factor structure, reliability, validity, and reference data of the Metacognitive Prospective Memory Inventory**, Rummel, J., Danner, D., Kuhlmann, B.
- A2-13 Academic pressure and negative impacts on Vietnamese high school students**, Thuc, T.P. Pham
- A2-14 Evaluation of a personality model for the Kenyan context**, Wickord, L-C., Quaiser-Pohl, C.M., Saunders, M., Kariuki, P.W., Arasa, J.N.
- A3-1 The effects of personality traits on leisure obsession and leisure guilt**, Han, J., Ahn, J., Jeong, S., Kim, A., Hur, T., Sung, Y., Kim, M.
- A3-2 Relationship between emotional intelligence, personality, and work performance: A cross-sectional study**, Dåderman, A.M., Hjalmarsson, A.K.V.
- A3-3 Self-concept clarity and personality profiles assessed by Perf ECHO-R, a forced-choice questionnaire of people's preferred style of behavior at work**, Juhel, J., Brunot, S., Trensouez, A., Grasset, R., Didry, A.
- A3-4 University students' representations about the ideal qualities of educational institution manager**, Kozhukhar, G.
- A3-5 Soft skills for human resources professionals and behavioral styles in the workplace: A literature review**, Trensouez, A., Didry, A., Juhel, J., Grasset, R.
- A3-7 Leaders' personality in international integration**, Nguyen Hai, T.
- A3-8 Counterproductive work behavior, trait anxiety and trait anger: A latent transition analysis**, Rusu, A., Sulea, C., Notelaers, G., Iliescu, D.

GROUP B

- B1-1 Determinants and effects of mobile phone addiction and phubbing: A study in 17 countries**, Blachnio, A., Przepiórka, A., Gorbaniuk, O., Ivanova, A., Abreu, A.M., Angeluci, A., Babić, N.Č., Bendayan, R., Ben-Ezra, M., Blanca, M.J., Benvenuti, M., Brkljacic, T., D'Souza, L., Makita, M., Malik, S., Mazzoni, E., Milanovic, A., Musil, B., Pantic, I., Rando, B., Seidman, G., Vandenabeele, M., Wu, A.M.S., Yu, S.
- B1-2 Exploring the relationship between personality structure and smartphone usage**, Burtaverde, V., Avram, E., Vlăsceanu, S.
- B1-3 Do you agree with bullshit? The relation of bullshit receptivity and agreeableness**, Cavojoja, V., Brezina, I., Jurkovič, M.
- B1-4 Participation of interactive styles in the infant's nutrition status: Responsive vs non-responsive style**, Cortes-Moreno, A.
- B1-5 'Doing nothing' vs. 'Doing something': The relations between the big-five personality traits and leisure motive**, Jeong, S., Kim, A., Han, J., Ahn, J., Kim, M., Sung, Y., Hur, T.
- B1-6 An experience sampling study on the association between Facebook use and self-esteem in women**, Miljeteig, K., von Soest, T.
- B1-7 Is the reactivity towards erotic pictures in ERPs during females' menstrual cycle influenced by sex steroids?** Munk, A.J.L., Hennig, J.
- B1-8 Selfie behavior and self-evaluation of one's attractiveness**, Nikitina, E.
- B1-9 Are purposeful people more satisfied partners?: Associations between sense of purpose and romantic relationship outcomes in adulthood**, Pfund, G., Brazeau, H., Allemand, M., Hill, P.
- B1-10 Behavioral, structural, and functional signature of action control**, Pinnow, M., Schlüter, C., Fraenz, C., Friedrich, P., Güntürkün, O., Genç, E.
- B1-11 Relationship of Number Sense and function curvature of time perception with affective background**, Szymanski, K.
- B1-12 Psychological mechanisms behind organ-donation decisions: Individual differences in regulatory focus**, Van-Dijk, D., Kogut, T.
- B2-1 Personality predictors of positive prosocial development: A longitudinal study**, Blatny, M., Mollova, K., Jelinek, M., Romanakova, M.
- B2-2 Does mindset matter? How critical life events influence personality: The moderating role of mindset**, de Vries, J.H., Spengler, M., Frintrup, A., Mussel, P.
- B2-3 Ruminative thinking style and related metacognition: Analysis of gender differences**, Dragan, M.
- B2-4 Personality is the system of self-worth attitude**, Hac, P.

- B2-6** The nomological net of personality constructs, creative personality constructs, intelligence, and creative potential, Martinsen, O.
- B2-7** Birth order and dispositional sovereignty in Russian youth, Nartova-Bochaver, S.
- B2-8** An integrative framework to study wisdom, Phan, L.V., Horstmann, K.T., Jayawickreme, E.
- B2-10** Young, mid-life, and oldest-old adults narrate self-transcendence: Themes across the lifespan, Reischer, H., McAdams, D.
- B2-11** Motivation of school teachers and policy recommendations to enhance their motivation in Vietnam, Trinh, H.
- B2-12** The power of narrative: The emotional significance of the Life Story Interview, Turner, A.
- B3-1** Perceived clinical utility of ICD-10 versus ICD-11 classification of personality disorders, Bach, B., Hansen, S.J., Kongerslev, M.T., Simonsen, E.
- B3-2** Bridging the gap: a network approach to the dark triad, mental toughness, the big five, and perceived stress, Bilello, D., Costantini, G., Benini, E., Gianniou, F.M., Clough, P.J., Papageorgiou, K.A.
- B3-3** Testing the bidirectional relationships between self-esteem, narcissistic admiration and narcissistic rivalry, Cichocka, A., Cislak, A., Sibley, C., Stronge, S.
- B3-5** Measuring personality disorder traits in the Philippines with the PID5, del Pilar, G.E.H., Morales, M.R., Jimenez, C., Petras, J., Bautista, T., Untalan, J.H.
- B3-6** Grandiose narcissism reduces indirectly symptoms of stress and depression through mental toughness and physical activity, Gianniou, F.M., Clough, P.J., Papageorgiou, K.A.
- B3-7** Relational dysfunction in borderline, narcissistic and antisocial personality disorders: Clinical considerations, presentation of case studies, and implications for therapeutic intervention, Lay, G.
- B3-8** The effect of narcissistic admiration and rivalry on mental toughness, Manley, H., Jarukasemthawee, S., Pisitsungkagarn, K.
- B3-9** The role of impulsivity, aggressiveness and callous-unemotional traits in explaining antisocial and delinquent behaviors in adolescence, Morales-Vives, F., Dueñas, J.M., Vigil-Colet, A.
- B3-10** The effect of narcissistic admiration and rivalry on public speaking performance, Paisarnsrisomsuk, N., Manley, H., Roberts, R.
- B3-11** Dark triad personality traits and overt/relational aggression, Shimotsukasa, T., Oshio, A.

GROUP C

- C1-1** Chinese cultural contribution to personality traits and personality disorders: evidence from fiction and contemporary society, Fan, H., Shao, X., Wang, W.
- C1-2** Compensatory function of conspiracy beliefs: search for meaning moderates relationship between negative emotional states and information control conspiracy beliefs, Halama, P.
- C1-3** Vietnamese minority from the point of view of the Czech majority: Links between intergroup contact, acculturation attitudes, and self-esteem, Hrebickova, M., Zingora, T., Graf, S.
- C1-4** Adaptive personality and residence abroad: Neophilia and self-efficacy, Jackson, J.
- C1-5** Personality changes after conversion among Japanese Muslims, Mastor, K.A.
- C1-6** Relations among moral foundations, personality, right wing authoritarianism, social dominance, and right-wing political orientation differ by gender, Moore, K., Joens-Witherow, A., Ross, S., Benegal, S.
- C1-7** Mindfulness and psychological well-being in a sample of African participants, Nell, W.
- C1-8** Family intergenerational relationships: outcomes for teenagers' social adaptation, Polyakova, M., Petrash, M.
- C1-9** Generativity and values in different periods of adulthood, Polyakova, M.
- C1-10** Caught in the mystery – what happens to psychologists in cross-cultural personality assessment and/or treatment? Sever, R.
- C1-11** “The most important thing for me is to study”: A qualitative study of resilience among asylum seekers from darfur in Israel, Slonim-Nevo, V., Lavie-Ajayi, M.
- C1-12** Intergenerational relationships and intergenerational conflict: tendencies and perspectives, Strizhitskaya, O., Petrash, M., Polyakova, M.
- C1-13** Attachment, trust, and compatibility in inter-cultural relationships, Tran, S., Rodrigo, A., Javam, L., Rasheed, A.,
- C1-14** Tolerance of immigrants in Japan: Big Five personality traits and population ratio of foreigners, Yoshino, S., Oshio, A.
- C2-1** Self-construal in a higher education culture, Devi, S.P.
- C2-2** Some factors influencing the social intelligence of teacher students in Ho Chi Minh city, Kieu, T.T.T.

- C2-3- Pre-competition motivation and other psychological determinants of sport outcome: Results of a practical experience with semi-professional hockey athletes**, Lopez De La Llave Rodriguez, A., Pérez-Llantada, C., Buceta, J-M., Dáz Tendero, P.
- C2-4 Self-regulation in school children and students**, Malykh, S., Ismatullina, V., Zakharov, I., Ptukha, M.
- C2-5 Examining the relationship between the WISC-IV Vietnamese version and student's academic performance**, Nam, T.T.
- C2-6 The application of a mindfulness method in reducing stress in young people**, Tran, M., Nguyen, O., Nguyen, D.
- C2-7 A content analysis and factor analytical investigation of the Thai translation of the revised Cheek-Buss Shyness Scale (RCBS)**, Sirikantraporn, S., Phan, A.T., Nguyen, N.P.A., Vu, A.M.
- C3-1 Prenatal programming of stress sensitivity**, Alexander, N., Ilg, L., Rosenloecher, F., Li, S-C., Kirschbaum, C.
- C3-2 Family therapy in Psychological therapy for children with somatic symptoms disorder (children with gastritis resistance drug treatment)**, Do, M.T.L.
- C3-3 Impact of FAAH genetic variation on fronto-amygdala function during emotional processing and anxiety**, Gärtner, A., Dörfel, D., Diers, K., Witt, S.H., Strobel, A., Brocke, B.
- C3-4 Emotional regulation competences but not extraversion are related to the modulatory impact of transcranial direct current stimulation on emotional regulation**, Hansenne, M., Goderniaux, P., Dumont, R.
- C3-5 Sex and age differences in face dissatisfaction**, Ito, I., Mori, M., Kato, T.
- C3-6 An investigation on verbal bullying among high school students in Viet Nam**, Le Quang, S., Le Nguyen, T.H.
- C3-7 Relationship between personality traits and Facebook addiction among adolescents in a South African secondary school**, Maepa, M., Watt, A.
- C3-8 The correlation between self-differentiation and fatigue of young people in Vietnam**, Ngo, M.U., Du, T.N., Nguyen, N.Q., Nguyen, K.N., Le, T.P.
- C3-9 Self-concept clarity and regulatory focus: their relationship to self-esteem, depression, and anxiety**, Onishi, A.
- C3-10 Psychological consequences of child sexual abuse**, Pérez-Llantada, C., López de la Llave, A., Pinzón, E.
- C3-11 Trauma types and mental health in asylum seekers: The mediation role of negative interpersonal cognitions**, Regev-Dorchine, S., Slonim-Nevo, V.
- C3-12 Comparing two models of psychopathy using the Big Five Aspect Scales**, Ross, S., Kolbus, M., Moore, K.
- C3-13 On the influence of age in the success of the early stimulation treatment**, Sanz Aparicio, T., Rosique, T.
- C3-14 Anger-Aggression vs. Impulsive-Sensation seeking: Which one is a better predictor for speeding? A meta-analysis approach**, Sarbescu, P., Rusu, A.
- C3-15 Personality and dental anxiety**, Sobol-Kwapinska, M., Senejko, A., Jaśkiewicz, L., Kwiatkowska, A.
- C3-16 The ways of thinking about time, coping with negative mood and extraversion**, Sobol-Kwapinska, M., Przepiórka, A.
- C3-17 What is a shade of your emotions - empathy, personality and physiological responses**, Wertag, A., Sučić, I., Juničić, N.

Abstracts

The abstracts are alphabetically listed by first author name

The conference abstracts are all provided with session codes, as follows:

KN = Keynote Address

IS = Invited Symposium

SY = Symposium

PA = Oral presentation in paper session

A, B, C = ePosters

SY-6. Teachers' personality states and momentary job performance: a multi-informant experience sampling approach

Abrahams, L., Ghent University, Belgium (Loes.Abrahams@UGent.be)
De Fruyt, F., Ghent University, Belgium

Studies have suggested that intraindividual variability in personality states may affect momentary job performance (e.g., Debusscher, Hofmans, & De Fruyt, 2017). A limitation of these studies is, however, that they are limited to self-reports as it is almost impossible in most job contexts to obtain informant ratings in an experience sampling design. The teacher-in-training context, where a teacher is continuously observed by a supervisor and the students, appears to be an exception to this. The main objective of our study was to examine how within-individual variability in teachers' Big Five personality states predicts within-individual variability in teachers' job performance (i.e., instructional quality), using a multi-informant experience sampling design. We conducted a 14-day experience sampling study with 76 teachers-in-training (1,233 measurements), their supervisors ($n = 49$; 646 measurements), and their 5th/6th grade students (41 classes with 753 students; 11,257 measurements) during an internship. Twice daily, participants rated teachers' Big Five personality states (self- and supervisor-ratings) and job performance (self-, supervisor-, and student-ratings). Teacher-rated (i.e., self-rated) personality states significantly predicted self-, supervisor-, and student-rated job performance, in the expected direction. This was also the case for supervisor-rated personality states, with three exceptions: supervisor-rated Agreeableness did not predict teacher-rated job performance, and supervisor-rated Conscientiousness and Neuroticism did not predict student-rated job performance. Overall, our findings demonstrate that both self- and informant-ratings of personality states predict both self- and informant-rated momentary job performance. This suggests that relationships found in similar previous experience sampling studies are not (solely) attributable to common method bias.

PA-25 Psychometric properties of the Indonesian version of the personality inventory for DSM-5 (PID-5): A confirmatory factor analysis

Adhiatma, W., Atma Jaya Catholic University of Indonesia, Jakarta, Indonesia (widhi.adhiatma@atmajaya.ac.id)
Halim, M.S., Atma Jaya Catholic University of Indonesia, Jakarta, Indonesia

The Indonesian version of the PID-5 has been adapted in Indonesia. Nevertheless, further psychometric testing is still necessary for further clinical application. This research was aimed to test its internal validity using Confirmatory Factor Analysis (CFA). We involved 165 undergraduate students as sample with an average age of 20.01 years ($SD = 1.41$) to complete the instrument. The Indonesian version of the PID-5 consists of 220 items with four alternative answers. IBM SPSS AMOS 21 was used to assess the tenability of a five-factor model of pathological personality traits depicted in the PID-5. Three indices were used to measure its tenability, namely GFI, p-value, and RMSEA. First, we tested the uni-dimensionality of the PID-5 domains, namely Negative Affectivity, Detachment, Antagonism, Disinhibition, and Psychoticism. The results showed that the Psychoticism domain did not show model fit. The rest of the four domains showed model fit after several modifications, except Detachment which did not need any modifications. After completing the uni-dimensionality testing, we proceeded to first-order testing to test the goodness of fit of the pathological personality trait model based on the DSM-5. The test indicated that this model did not give adequate goodness of fit indices, even after ten modifications had been done. The findings are discussed regarding the importance of cultural factors in Indonesia, which might have affected the results. Further explanation will be elaborated in the discussion part.

PA-40 The relationships between the Big-Five personality traits and characteristics of leisure activities

Ahn, J., Korea University, Seoul, South Korea (ahn0331@gmail.com)
Kim, A., Korea University, Seoul, South Korea
Jeong, S., Korea University, Seoul, South Korea
Han, J., Korea University, Seoul, South Korea
Hur, T., Korea University, Seoul, South Korea
Sung, Y., Korea University, Seoul, South Korea
Kim, M., Korea University, Seoul, South Korea

Leisure can be defined as a set of activities that people engage in during their free time. Leisure is important in the lives of individuals as most people find leisure life more satisfying than their work. While prior research suggests that personality traits are related to leisure choice (Liu, 2014), leisure time (Przepiorka, 2017) and life satisfaction (Schimmack et al., 2002), no study yet has examined the relationships between personality traits and characteristics of leisure. To fill the gap in the

literature, the current study examined how the Big Five personality traits (i.e., extraversion, neuroticism, agreeableness, conscientiousness and openness to experience) are associated with six leisure characteristics (i.e., psychical activity, psychological activity, relationship quality, relationship quantity, entry barriers, and possibility for improvement) identified in our preliminary research. An online survey with a total 3,144 participants was conducted in Korea. Among them, 50.7% were male and 49.3% were female. The age of respondents was widely distributed from 10 to 60s. The findings suggest that extraversion and agreeableness were positively related to the six leisure characteristics, whereas neuroticism was negatively correlated with all of the six characteristics. Conscientiousness correlated positively with physical and mental activities. Openness was related positively to physical activity, mental activity and possibility for improvement, while correlated negatively entry barriers. In conclusion, the results of this study suggests the Big Five traits all independently relates to the six leisure characteristics which in turn determine the choice of leisure activities. Further research is needed to provide a better understanding of the relationships among personality traits, motives, and a variety of demographic characteristics such as family structure, social status, disposable income, work hours, etc.

PA-4 The Arabic version of the TIPI: Reliability and validity examination

Aldhafri, S., Sultan Qaboos University & the Research Council, Muscat, Oman (aldhafri@squ.edu.om)

The current paper examined the reliability and validity evidences of the Ten-Item Personality Inventory-(TIPI). The TIPI includes ten items that were constructed by Gosling et al. (2003) and examined by a series of researches across different cultures and found to be a valuable measure of the Five Big Factors of personality traits (Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness to Experiences). The TIPI was constructed so that each main factor is measured by two items that focus on the main characteristics of that specific factor. One of the item corresponding to each factor was worded positively and the other item was negatively stated (and should be recoded). The researcher translated the English version of the TIPI and then another bi-lingual specialist examined the Arabic version. The sample of the current study consisted of 211 Omani university students who study in different universities. The participants responded to an online questionnaire. Reliability was examined using Cronbach's Alpha which showed different values for the five factors. The researcher examined different types of validity including construct validity and concurrent validity. The results showed that additional examination of the TIPI should be done before the use of the TIPI in the Arabic context.

C3-1 Prenatal programming of stress sensitivity

Alexander, N., Medical School Hamburg, Germany (ncalex@freenet.de)

Ilg, L., Technische Universitaet Dresden, Germany

Rosenloecher, F., Technische Universitaet Dresden, Germany

Li, S-C., Technische Universitaet Dresden, Germany

Kirschbaum, C., Technische Universitaet Dresden, Germany

Prenatal stress and associated increases in maternal glucocorticoid (GC) concentrations are discussed as possible causes of permanent changes in the child's hormonal stress sensitivity. In neonatal practice, women at risk of preterm delivery are routinely treated with synthetic glucocorticoids (sGCs) to accelerate fetal lung maturation, which can be used as a valid model to study effects of prenatal GC excess. Within the current study, the relationship between prenatal sGC exposure and stable changes in hormonal stress reactivity was investigated using a sample of term-born participants first tested in childhood (6-10 years; n = 209) and as a sub-sample again in adolescence (14-18 years, n = 49). Cortisol secretion patterns in response to a standardized laboratory stressor (Trier Social Stress Test for Children) were assessed in children with antenatal GC exposure (a single course of either dexamethasone or betamethasone) and compared to different control groups. Regardless of the type of sGC used, cortisol stress reactivity in children with prenatal sGC exposure was significantly increased in both childhood and adolescence compared to controls. Furthermore, we observed a moderating effect of sGC treatment on the stability of cortisol stress reactivity from childhood to adolescence with a trend for higher rank-order stability in sGC exposed individuals compared to controls. These findings suggest that antenatal sGC exposure yields long-term changes of major stress response systems that persist into late adolescence and may confer increased vulnerability for developing stress-related disorders.

PA-28 Omani student's personality across gender and academic achievement levels

Alrajhi, M., Sultan Qaboos University, Muscat, Oman

Aldhafri, S., Sultan Qaboos University & the Research Council, Muscat, Oman (saidaldhafri@gmail.com)

The current study aimed to verify the personality dimensions of Omani students and their relationship with some demographic and academic variables. The study sample consisted of 470 students selected from grades 9 and 11. The researchers applied the Hexaco model with the six factors of personality (HEXACO- PI-R; Ashton & Lee, 2009). The instrument measures the six factors of personality; Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience. The study revealed that students have high levels in all personality patterns. The results indicated that female students have higher levels in Honesty-Humility, Emotionality, Conscientiousness and Openness to Experience. Moreover, it showed that high-achieving students possess higher levels in Honesty-Humility, Extraversion, conscientiousness and openness to experience compared with low-achievers.

PA-8 Educational supervisors' personality traits in relation to organization silence in Oman

Alsaaidi, D., Ministry of Education, Muscat, Oman (omaniresearchers@gmail.com)

Aldhafri, S., Sultan Qaboos University & the Research Council, Muscat, Oman

This study examines the connection between educational supervisors' personality traits and their perceptions of organizational silence (i.e. not expressing opinions related to the organization) in the Sultanate of Oman. The personality characteristics influence people's behavior in their life settings including work environment. The researchers used the Arabic version of the Ten-Item Personality Inventory-(TIPI) to examine the participants' personality characteristics. The TIPI uses two items to examine each of the Five Big Factors of personality traits (Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness to Experiences). The sample consisted of 58 educational supervisors from different Omani school districts who responded to an online questionnaire. The researchers constructed a new measure to examine the participants' perceptions of Organizational silence. The new measure of organizational silence was validated in a pilot study and showed evidence for three-factor structure including defensive silence, compliant silence, and preventive silence. The findings showed that each of the five Big Factors correlated differently with the three dimensions of the organizational silence. While extraversion was the only factor correlated with compliant silence, emotional stability was the only factor correlated with defensive silence and preventive silence.

PA-29 Why do (some) women wear choker necklaces?

Al-Shawaf, L., University of Colorado - Colorado Springs, USA (laith.alshawaf@gmail.com)

Williquette, H., University of Colorado - Colorado Springs, USA

In a series of three studies, we generated and tested seven distinct hypotheses about why women wear choker necklaces and what they signify. Study 1 (n=102) showed that *interest in wearing chokers* and *frequency of wearing chokers* were both predicted by women's sociosexuality, a stable individual difference variable that indexes a person's dispositional orientation toward short-term vs. long-term mating. Study 2 (n=104) showed that male observers correctly use women's chokers as a cue to their sociosexuality. Study 3 (n=115) showed that female observers *also* correctly use women's chokers as a cue to their short-term mating orientation. These studies find clear support for the hypothesis that wearing chokers is a function of short-term mating orientation and no evidence for the other six hypotheses. These findings suggest two key conclusions: a) choker necklaces appear to be valid cues of sociosexual orientation and b) both male and female observers use them as such.

PA-16 Exploring explicit and implicit attitudes towards gay men using the dark tetrad and the dual process model of prejudice

Anderson, J., Australian Catholic University, Melbourne, Australia (joel.anderson@acu.edu.au)

Attitudes towards gay men are typically negative and pervasive, and research has begun to focus on understanding the individual difference factors underlying prejudice towards this group. The Dual Process Motivational Model of Prejudice (DPM) is often used to understand such attitudes. It posits that prejudiced attitudes stem from the combination of two socio-political ideologies— right-wing authoritarianism (RWA) and social dominance orientation (SDO). In addition, research has begun exploring the moderating role of personality in using this theoretical framework to explain prejudice. This presentation presents cross-sectional data exploring the predictive potential of the dark tetrad model of personality (D4: narcissism, psychopathy, Machiavellianism, everyday sadism) and the DPM in explaining implicit and explicit attitudes towards gay men in a sample of 182 Australians. Multiple regression analyses revealed that the D4 predict variance in explicit (but not implicit) attitudes towards gay men, above that contributed by the DPM. These findings will be discussed in terms of the theoretical

and empirical contributions to the ongoing debate surrounding the utility of the D4 in explaining antisocial cognitions. This evidence may be used to inform prejudice-relevant interventions through understanding of the individual-level factors that facilitate societal-level anti-gay attitudes.

PA-8 Self-determination and identity features of managers: The gender aspect

Antonova, N., National Research University Higher School of Economics, Russia (nvantonova13@gmail.com)

In this investigation, self-determination is supposed to be a process of forming knowledge about one's selves by taking deliberate decisions about "Self". The result of self-determination is identity. The goal of the investigation is to identify the gender-specific features of self-determination and identity of managers. The hypothesis is that there are gender differences in self-determination and identity of managers. To study the characteristics of the identity we used the author's modification of the technique "Who am I?" (Kuhn & McPartland). To study the processes of self-determination we elaborated the survey methodology called "Significant problems and solutions." The sample consisted of 98 managers (58 females and 40 males). The results tell that there are gender differences in characteristics of identity: a) female managers have stronger personal components of identity, while male managers have stronger social components; b) men have a stronger professional identity than women; c) women have more identity crisis indicators than men. We also found gender differences in identity status: men more often have a closed stable identity status and women have an open stable identity; in general, women show a higher degree of openness to changes than men. Men have higher degree of identity stability. This may show that men are less likely to change anything in their lives. The processes of self-determination and making decisions about themselves and their lives are more intensive among women. The main areas for self-determination are well-being of the family and the entourage for women, and self-development and the achievement of social status for men. The results can be used in coaching. Male managers need to develop their openness to change, while females need to overcome the identity crises, and to achieve balance between personal and professional areas of life.

PA-17 A cross-cultural comparative study of the Dark Triad and the Five Factor Model of personality in relation to aggression and prejudice

Artamonova, E., Manchester Metropolitan University, UK (elena.artamonova@stu.mmu.ac.uk)

When examining socially malevolent outcomes in the form of prejudice and aggression, previous research in the area of the dark triad and the five-factor personality model has failed to consider sufficiently cross-cultural comparisons. A deeper understanding and an assessment of cross-cultural comparisons is necessary since prejudice and aggression represent important social problems. Previous research in this area has established preliminary relationships between the dark triad and the big five, and how these relationships influence prejudice and aggression. The current research consists of two phases. The first phase examines interrelationships between dark triad traits and big five personality variables. Analysis considers a cross-cultural comparison of UK and Russian samples. The second phase uses the results from the first phase to inform the baseline of a predictive model, which is extended and tested in relation to outcomes of prejudice and aggression. Both phases use cross-sectional designs and correlation-based methods of analysis (e.g., confirmatory factor analysis, structural equation modelling). In both phases approximately 1300 Russian participants and 700 British participants take part, incorporating a range of backgrounds and ages. We predict that results will identify the percentage of contribution from dark triad and big five personality model to the overall variance in prejudice and aggression. Also, we predict that there will be statistical differences between Russian and UK samples and that those differences are due to culture. Further results are discussed at the conference. Analyses for phase 1 and 2 are completed via AMOS.

PA-15 The interaction effect of confession and individual differences on moral behavior

Ayal, S., Interdisciplinary Center (IDC) Herzliya, Israel (s.ayal@idc.ac.il)

Gino, F., Harvard University, Boston, USA

Nina, M., Boston University, Boston, USA

Barkan, R., Ben Gurion University of the Negev, Beer Sheva, Israel

Ariely, D., Duke University, Durham, USA

Does confession promote honest behavior? We examined the effect of confession in four studies and measured individual differences in guilt proneness and religiosity as possible moderators for this effect. The first two studies examined people's intuitions. To this end we presented a scenario portraying a person who faces an immoral temptation. In one condition, this

person expected to go to Church for confession, and in another condition the person just came back from confession at Church. In two control conditions, the person either expected or came back from a meeting with a neutral consultant at the Bank. We found that people believe that ‘sin’ is more likely just before confession, and that the level of sin falls markedly immediately after confession (Study 1). People also believe the effect of confession is short-lived and expect that dishonesty will rise again (Study 2). Next, two behavioral studies tested people’s intuitions and examined the effect of confession on cheating in the lab with individual differences as possible moderators. In both studies dishonesty was measured with the dots paradigm (Mazar & Zhong, 2010). In Study 3 participants first completed the dots task, then one group confessed to cheating and asked for God’s forgiveness, whereas a control group reported a neutral event. Then, all participants completed the dots task again. The findings indicated a significant decrease in cheating in the confession group but not in the control group. In study 4 participants completed the dots task 3 times: before confession, immediately after confession, and in a later follow-up measure. The findings suggest that confession induces an immediate ethical salience that reduces dishonest behavior. This effect is temporary and as it decays the level of dishonesty bounces back to the baseline level. Surprisingly, the magnitude of these effects was not correlated to guilt or religiosity.

PA-22 Longitudinal pathways from shyness in early childhood to personality in adolescence: Do peers matter?

Baardstu, S., University of Oslo & National Institute of Public Health, Norway (silje.baardstu@gmail.com)

Coplan, R., Carleton University, Ottawa, Canada

Boelstad, K.E., University of Oslo, Norway

Laceulle, O., Utrecht University, The Netherlands

von Soest, T., University of Oslo, Norway

The temperamental trait of *shyness* is suggested to be an important contributor for youth’s personality. Yet, no previous studies have specifically explored how shyness development in childhood prospectively predicts personality traits in adolescence. Further, little is known about whether there are gender differences in these relations. Moreover, we know little about mechanisms that could explain such potential links. In this regard, the domain of peer relationships may be of particular importance because shyness is proposed to have substantive implications for adolescent’s peer relations, and because peer relationships are likely to affect adolescents’ personality development. Thus, the primary goals of this study were to: (1) explore how shyness in infancy and its development through early and late childhood prospectively predict Big Five personality traits in adolescence; (2) delineate the role of peer experiences in early adolescence for these prospective relations; and (3) examine potential gender differences in these associations. To accomplish these goals, we drew upon data from a population-based study that followed 939 Norwegian children and their families from age 1.5 and across 17 years. Results from piecewise latent growth curve modeling showed early shyness levels to rapidly increase from age 1.5 to age 4.5 years whereas later shyness levels on average somewhat decreased from age 4.5 to age 12.5. Interestingly, shyness as assessed at different stages of development demonstrated distinct predictive associations with aspects of adolescent personality. Whereas *early* shyness development predicted lower levels of extraversion, emotional stability, and openness to experience, *later* shyness development was only predictive of lower extraversion. Moreover, problematic peer relations accounted for the prospective associations of both initial shyness and growth in shyness across later childhood with lower emotional stability and extraversion in adolescence. This study is the first to demonstrate the role of childhood shyness and peer relations for adolescents’ personality development.

B3-1 Perceived clinical utility of ICD-10 versus ICD-11 classification of personality disorders

Bach, B., Center of Excellence on Personality Disorder, Slagelse, Denmark (bbon@regionsjaelland.dk)

Hansen, S.J., University of Southern Denmark, Odense, Denmark

Kongerslev, M.T., Center of Excellence on Personality Disorder, Slagelse; University of Southern Denmark, Odense

Simonsen, E., Center of Excellence on Personality Disorder, Slagelse; University of Copenhagen, Denmark

The forthcoming WHO ICD-11 includes new diagnostic guidelines for Personality Disorders (PD), which involve classification of PD Severity (Mild, Moderate, Severe) along with five individual trait qualifiers, and the option of specifying a “borderline pattern”. The Danish health care is expected to adopt the ICD-11 classification system in 2020-2023. The WHO emphasizes that classification of ICD-11 PDs must be usable and useful for health care workers who are not highly trained specialists – across all WHO member countries. We aimed to evaluate the perceived clinical utility of ICD-11 Classification of PDs in comparison to the established ICD-10 approach – as judged by mental health professionals with different levels of expertise and clinical experience. We conducted a survey among professionals ($N=163$) recruited from the Danish mental health care and universities. Participants were asked to judge the clinical utility of the ICD-11 versus ICD-10 models. For this purpose they were asked to use a particular case from their own clinical experience. The results were that overall, the ICD-11

approach received significantly higher ratings of perceived clinical utility than the ICD-10 approach. However, this did not apply to “communication with other professionals”, which was not significantly better or worse than the ICD-10. For the subgroup of *medical doctors*, the ICD-11 approach was only rated as superior in regard to “formulating an effective intervention”, whereas the remaining domains showed no significant differences. For the subgroup of *psychologists*, the ICD-11 approach was rated as superior in regard to “ease of use” and “formulating an effective intervention”, whereas the remaining domains showed no significant differences. We conclude that this preliminary survey suggests that the forthcoming ICD-11 classification of personality disorders has some favorable appeal for mental health professionals in Denmark, including nurses, nurse assistants, medical doctors, and psychologists; at least in terms of “formulating an effective intervention”.

KN Narcissism: On the past, present, and future of an enigmatic personality construct

Back, M.D., University of Münster, Germany (mitja.back@wwu.de)

Narcissism is one of the most popular and enigmatic but also one of the least consensually understood psychological constructs. In the first part of my talk I will summarize past research, characterized by a gap between a more structural tradition typically dealing with correlations between global measures of narcissism and their relation to well-being, social and occupational outcomes and a more dynamic tradition trying to describe and making sense of heterogeneous motivational underpinnings, state fragilities, and interpersonal signatures of narcissism. The second part of the talk will focus on present approaches that aim to structurally disentangle various aspects of narcissism and investigate their distinct nomological networks, relations to outcomes, and to dynamic properties. In the final third part of my talk, I will outline an agenda for a more complete integration of structural and dynamic research on narcissism. Specifically, I will propose a conceptualization of narcissism as between-person differences in within-person systems of circumscribed behavioral and mental state levels and state contingencies with wide-ranging implications for the assessment of narcissism and the understanding of its development and consequences.

A2-1 Where does this scale fit anyway? Methods for incorporating personality scales into the Big Five

Bainbridge, T., The University of Melbourne, Victoria, Australia (tfb@student.unimelb.edu.au)

Ludeke, S., University of Southern Denmark, Odense, Denmark

Smillie, L., The University of Melbourne, Victoria, Australia

As personality psychologists, we often assume that narrow personality-trait scales (e.g., self-compassion, optimism, grit) should be located within taxonomic models such as the Big Five or HEXACO. However, many such scales have not been systematically incorporated into the Big Five (or demonstrated to be beyond the Big Five) and our assumptions remain untested. In this presentation, a method to evaluate scale location is described and a study to assess how good experts really are at identifying where scales fit within the Big Five is proposed. A number of different measures of expert accuracy are considered, and a mixed effects model that will compare expert estimates with data collected in two student samples and an MTurk sample (total N = ~1,000) is briefly summarized. This emerging research program will evaluate how well major taxonomic models describe narrow personality-trait scales, and how well personality experts understand these mappings.

PA-13 Measuring character strengths: Are self-ratings or other-ratings best?

Bang, H., University of Oslo & the Norwegian Defence University College, Norway (henning.bang@psykologi.uio.no)

Eilertsen, D.E., University of Oslo, Norway

Boe, O., The Norwegian Defence University College, Norway

Nilsen, F., The Norwegian Defence University College, Norway

Character strengths are usually measured through self-ratings, e.g. with the VIA Survey. There is, however, a debate concerning if self-ratings or other-ratings have the highest predictive validity. In a meta-analysis of the predictive validity of personality on academic achievement and job performance, Connelly and Ones (2010) found that “other-ratings yielded predictive validities substantially greater than and incremental to self-ratings” (p. 1092). We examined whether self-ratings or other-ratings of character strengths are best for predicting military and academic performance in army cadets. The sample comprised 123 army cadets attending a three years Bachelor’s degree program at the Norwegian Military Academy (NMA). Self- and other-ratings of character strengths were done one year before final graduation, when the cadets participated in a highly stressful combat fatigue course. Self-ratings of character strengths were done with VIA Survey and with a character strengths observational instrument (OBSCIF) prior to the combat fatigue course, and with OBCIF immediately after the course. Other-

ratings were done with OBSCIF immediately after the combat fatigue course, first by 8-9 peer cadets from their own squad, and then by two supervisors following them 24/7. Military performance was measured through the supervisors' ratings of the cadets' performance at the combat fatigue course, and through how the cadets were rated on suitability as military leader at the end of the three years Bachelor's degree program. Academic performance was measured as Grade Point Average from their Bachelor's degree program. The VIA Survey showed lowest predictive validity, followed by self-rated OBSCIF measures, while other-rated OBSCIF measures of character strengths showed good to very good predictive validity for both military and academic performance. As a conclusion, this study indicates that other-ratings of predict military and academic performance much better than self-ratings of character strengths.

IS-6 Dark Triad and interpersonal CWB: the role of the need to belong

Barelds, D.P.H., University of Groningen, The Netherlands (d.p.h.barelds@rug.nl)

The Dark Triad is a term used to describe a constellation of three sub-clinical personality traits: Machiavellianism, psychopathy, and narcissism (Paulhus & Williams, 2002). Although the three Dark Triad traits are relatively independent, they are all characterized by a high degree of selfishness and a willingness to put one's own needs before those of others (O'Boyle et al., 2012). Recently, organizational researchers have advocated an increased emphasis on such aberrant personality traits in the study of counterproductive work behavior (CWB; Grijalva & Newman, 2015). The need for such research is evidenced by recent studies showing that the Dark Triad traits have a lot of maladaptive outcomes at work, such as lower job performance, white-collar crimes, and unethical and risky decision-making (e.g., Jones, 2014). Research on the DT traits in organizational contexts so far has largely neglected a crucial perspective: the perspective of organizations as social arenas. If we are to fully understand the impact of the Dark Triad traits, we need to understand how they relate to social motivations and relationships. The present research will examine the links between the Dark Triad traits and interpersonal CWB more closely, zooming in on the question *why* the Dark Triad traits and interpersonal CWB are related. Specifically, it is argued that a person's need to belong (Baumeister & Leary, 1995) will explain these relationships. The need to belong refers to the notion that human beings have a pervasive drive to form and maintain lasting, positive, and meaningful interpersonal relationships. Although this need is often depicted as a fundamental human motivation, we argue that the need to belong is not so fundamental for those scoring high on the Dark Triad traits.

PA-5 The developmental course of addiction prone personality characteristics

Barnes, G., University of Victoria, British Columbia, Canada (gbarnes@uvic.ca)

Jansson, M., University of Victoria, British Columbia, Canada

Stockwell, T., University of Victoria, British Columbia, Canada

Franco, C.N., University of Victoria, British Columbia, Canada

In the research on the relationship between personality and alcohol and drug use, one research strategy has been to develop a specific measure that could be used to discriminate heavy alcohol and drug users from non-users or light users. These measures have been successful to a certain extent in discriminating heavy users from lighter users. The research on the developmental course of the addiction prone personality characteristics assessed in these instruments has been quite limited. The general research on personality change has supported the idea that personality patterns tend to change in the direction of maturity and better adjustment over time. The first objective in the current project was to examine the developmental course of two measures of addiction prone personality characteristics (Addiction Prone Personality (APP) Test and Early Adolescent Addiction Prone Personality (EAAPP)). The second objective in this project was to examine gender differences in the pattern of change for these measures. Data were obtained through the Health Youth Survey, a panel survey using a community sample of young people aged 12-18 ($n = 664$) who were followed up at two year intervals for the next eight years (2003-2011). Data for the Addiction Prone Personality (APP) test was available for the last three waves of the survey and a proxy measure for the APP (the EAAPP) was developed for the 2003, 2005, 2007, 2009 and 2011 surveys. Gender by time repeated measures anovas were conducted for APP scores (3 data points) and EAAPP scores (5 data points). Results of the anovas showed that APP, and EAAPP scores were significantly higher in males than females, and declined significantly over time for both males and females. APP scores declined significantly more in males than females. The results supported the maturation theory of personality change.

PA-9 Profiles of job-related affect: their relationship with coping from a temporal perspective

Basinska, B., University of Social Sciences and Humanities & Gdansk University of Technology, Poland

(Beata.Basinska@pg.gda.pl)

Gruszczynska, E., *University of Social Sciences and Humanities, Poland*

The aim of the study was to identify profiles of job-related affect and to examine their relationship with coping in a work context. The affective profiles can be conceptualized as a configuration of two dimensions: valence and arousal (Russell, 2003). Palliative coping is aimed to reduce negative affect, whereas salutary coping is aimed to increase positive affect (Folkman & Moskowitz, 2000). Moreover, as in the area of well-being (Waterman et al., 2008), salutary coping may be more eudaimonic (e.g., looking for meaning) or hedonic (e.g., looking for pleasure) in nature. We conducted a three-wave longitudinal study. The job-related affect (JAWS, van Katwyk et al., 2000), rumination (Treynor et al., 2003), positive reappraisal (Brief COPE, Carver, 1997) and positive sensory events (Shiota, 2006) were measured among 238 civil servants (75% women; mean age = 37.9 ± 9.7 years). Two-step cluster analysis was applied to job-related affect obtained at first measurement point, then ANOVA with Bonferroni's post-hoc test were used to examine differences between profiles in terms of coping at each time point. Four affective profiles were identified: satisfied employees (31% of the sample; characterized by a domination of positive affect at work), dissatisfied employees (21%, negative affect), passive employees (30%, low arousal negative affect) and ebullient employees (18%, high-arousal mixed-valence affect). Cross-sectionally, these groups differed significantly on both, palliative and salutary coping. However, one month later only rumination varied significantly between the profiles and after next three months also this difference was no longer observed. Results suggest that palliative coping can be a more stable correlate of affective work experience. Salutary coping strategies, both eudaimonic and hedonic, were only momentary associated with job-related affect. The findings indicate the need to take into account the temporal perspective when analyzing job-related affective well-being and coping with stress at work.

SY-6 On predicting other people some of the time: Within- and cross-situational consistency in behavior

Beck, E.D., *Washington University in St. Louis, USA* (edbeck@wustl.edu)

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

Since its inception in the early 20th century, personality psychology has grappled with questions of stability and consistency, with evidence suggesting that personality is temporally stable but somewhat cross-situationally inconsistent. Situationally contingent changes in behavior neither suggest that personality traits do not exist nor diminish the importance of traits. Instead, cross-situational inconsistency is proof of the ability to regulate and respond to the needs of different situations, and variability in cross-situational personality may be a meaningful, "trait-like" individual difference characteristic itself. Some evidence suggests that individuals can a priori estimate their own average variability of personality manifestations (defined as within-person standard deviations; Bem & Allen, 1974), while other evidence suggests that individual estimates of average variability only correspond to the consistency of *if...then* contingent patterns of personality manifestations in context (Mischel & Shoda, 1995). In other words, it remains an open question whether self-reported consistency corresponds to overall consistency (i.e. cross-situational consistency) in behavior or whether individuals are actually picking up on their tendency to respond consistently in similar contexts (i.e. within-context consistency). However, the existent evidence relies on the overlap of self-reports and/or a lack of objectively defined estimates of variability, thereby artificially inflating the likelihood that there are reliable individual differences in consistency across situations due to method variance. Currently there has been no systematic study of self- and observer differences in cross-situational consistency. The current study investigated self- and observer-reported variability with empirical estimates of within-person variability from Experience Sampling Method data to test whether selves, observers, or neither can accurately capture real variability in personality manifestations. Using longitudinal self-, observer-, and ESM reports, we additionally test the long-term stability of variability estimates.

SY-3 Genetic and personality factors in human sexual behavior

Belmaker, H., *Ben-Gurion University, Israel* (belmaker@bgu.ac.il)

Human sexuality is a major component of human behavior and is carefully regulated by genetic factors in other animal species. However, this control is highly species specific and it has been hard to generalize numerous findings on genes affecting sexual behavior in animals to humans. One common variant of human sexual behavior that has been studied in recent years is homosexual behavior in both males and females. Clear genetic factors seem to be present from twin studies, and GWAS reports several areas of interest in the genome. The social reverberations of genetic causation theory as opposed to the "life style choice" model must always be handled carefully and with scientific modesty. A more recently studied variant of sexual behavior that apparently exists in 1-3% of the population is asexuality, a total lack of interest in or attraction to any sexual activity. This phenomenon has high-lighted the variation in the population in sexual interest and arousability in both sexes, and erectile function in males and orgasmic frequency in females. Rapid male ejaculation seems to have a major genetic

component across individuals despite clear influence of age of subject and setting of sexual activity. Molecular polymorphisms related to sexual arousability have been reported. Feedback effects on general personality, including self-confidence, of physical genetic variation in body shape such as bust size in females or muscle mass in males should be included in our concept of the genetic effects on personality.

PA-39 Like grandma used to make: The relationship between perceptions of social change and preferences for atavistic products and processes

Bettinsoli, M.L., New York University Abu Dhabi, United Arab Emirates (mlb23@nyu.edu)

Napier, J., New York University Abu Dhabi, United Arab Emirates

Newman, G., Yale University, USA

Suppes, A., New York University Abu Dhabi, United Arab Emirates

What's the difference between using natural remedies rather than over-the-counter medicine for throat-ache? In two studies ($N_{tot}=724$), we provided participants with vignettes' pairs representing two different ways of approaching the same life events. Specifically, "old and natural" scenarios reported descriptions of people preferring old products and practices, whereas "new and technological" scenarios described people preferring new and high-tech product and practices. Participants were either asked to rate scenarios expressing to what extent they could relate to each of the described persons (Study 1) or choose the description of the person they identify with more (Study 2). We tested why and which individual differences (e.g., openness to experience, connectedness to nature, optimism) can lead people to show strong preferences for "atavistic" (i.e., old and/or natural) things or ways of doing things-e.g., homemade products, DIY projects, contact with nature, etc.-and eschew more modern technology. First, we show that preferences in seemingly unrelated domains-including natural products (e.g., for herbal vs. conventional medicines), regressive technologies (e.g., record player vs. digital stereo system), vintage styles, homemade products, and contact with nature—are correlated with each other, even after adjusting for demographic differences, but this correlation is reduced when we consider individual differences in desire for a connectedness to nature. In a follow-up study we are currently running, we predict that making salient technological advances increases people's preferences for atavistic products and practices, and that this can be explained by an attempt to reduce feelings of depersonalization, i.e., a loss of sense of self, perhaps especially for those with a high need to connect to nature. We argue that atavistic products and practices can quell people's need for stability and permanence in the face of uncertainty.

B3-2 Bridging the gap: A network approach to the dark triad, mental toughness, the big five, and perceived stress

Bilello, D., Queen's University Belfast, Northern Ireland, UK (dbilello01@qub.ac.uk)

Costantini, G., University of Milan-Bicocca, Milan, Italy

Benini, E., University of Milan-Bicocca, Milan, Italy

Gianniou, F.M., Queen's University Belfast, Northern Ireland, UK

Clough, P.J., Huddersfield University, West Yorkshire, UK

Papageorgiou, K.A., Queen's University Belfast, Northern Ireland, UK

The network approach has been proposed as an alternative to models that focus exclusively on latent dimensions. In two studies, we employed the network methodology to elucidate the complex web of connections involving the Dark Triad (DT), mental toughness, Big Five (B5), and perceived stress, with the main aim of inspecting the role played by narcissism within the network. Participants [$N=364$ ($M=24.30$ years) and $N=384$ ($M=25.43$ years) for study 1 and study 2, respectively] completed self-report measures. Network analyses were undertaken to explore connections between the DT, mental toughness, and perceived stress, independently in the two samples, and in the combined dataset. Additional analysis was undertaken to investigate if the B5 factors are responsible for the connections that emerged in the original network. Arguably, the most important finding involved narcissism: Whilst this trait did not have strong direct connections to other nodes, it occupied a strategic position in the network acting as a bridge between the prosocial and "dark" side of personality. Narcissism's role in the network did not depend entirely on the B5. The results establish the role of narcissism as a trait that is unique among the DT, suggesting that simply clustering the three DT traits together may not be particularly informative. The findings also indicate that studying narcissism connections with prosocial traits (e.g. mental toughness) may be the key to moving forward from a dichotomous way of perceiving personality traits to focusing on a dynamic continuum of human personality. Finally, based on our results, joint and specialized intervention programs could be developed in order to simultaneously boost certain traits (e.g. the mental toughness facets of Control and Confidence), while weakening other traits (e.g. neuroticism) in an attempt to maximize efficiency, when trying to reduce symptoms of psychopathology, such as perceived stress.

PA-12 The nomological network of the group strength model of ethnocentrism

Bizumic, B., The Australian National University, Canberra, Australia (boris.bizumic@anu.edu.au)

The concept of ethnocentrism was introduced by Gumpłowicz in the 1870s, popularized by Sumner in the 1900s, and first investigated psychometrically by Adorno and colleagues in the 1940s. Over time, it has become a fundamental concept in personality and social psychology. Nonetheless, the area of ethnocentrism has been affected by problems, mainly stemming from diverse conceptualizations and theoretical frameworks. This research program works to reinvigorate the study of ethnocentrism by clarifying its structure, causes, and consequences. It tests a nomological network of ethnocentrism, investigating the relationships between the six dimensions of ethnocentrism (devotion, group cohesion, preference, superiority, purity, and exploitativeness), and their relationships with proposed causes and consequences. The research program is based on a series of studies that used the recently developed Ethnocentrism Scales 1 and 2, and numerous validity criteria in multiple samples (approximately 7,000 participants) from primarily Western countries (mainly from the US and Australia). The findings indicate that ethnocentrism is a hierarchical construct, with six first-order factors, two second-order factors, and one third-order factor. They also show that ethnocentrism has multiple origins, such as personality, values, morality, ideology, identification, and social factors, and consequences, such as prejudice, discrimination, intergroup emotions, and political attitudes. The paper argues that ethnocentrism has distal evolutionary causes, and stems from the need to strengthen one's own ethnic group at the expense of anything and anyone that can weaken it.

B1-1 Determinants and effects of mobile phone addiction and phubbing: A study in 17 countries

Blachnio, A., The John Paul II Catholic University of Lublin, Poland (gatta@kul.pl)

Przepiórka, A., The John Paul II Catholic University of Lublin, Poland

Gorbaniuk, O., The John Paul II Catholic University of Lublin, Poland

Ivanova, A., The John Paul II Catholic University of Lublin, Poland

Abreu, A.M., Universidade Europeia of Lisbon, Portugal

Angeluci, A., City University of So Caetano do Sul, Brazil

Babić, N.Č., University of Maribor, Slovenia

Bendayan, R., University of Malaga, Spain

Ben-Ezra, M., Ariel University, Israel

Blanca, M.J., University of Malaga, Spain

Benvenuti, M., University of Bologna, Italy

Brkljacic, T., Institute of Social Sciences Ivo Pilar, Croatia

D'Souza, L., University of Mysore, India

Makita, M., University of Wolverhampton, UK

Malik, S., University of Sargodha, Pakistan

Mazzoni, E., University of Bologna, Italy

Milanovic, A., Clinic for mental disorders Dr Laza Lazarević, Serbia

Musil, B., University of Maribor, Slovenia

Pantic, I., University of Belgrade, Serbia

Rando, B., Universidade Europeia of Lisbon, Portugal

Seidman, G., Albright College, USA

Vandenabeele, M., Tilburg University, The Netherlands

Wu, A.M.S., University of Macau, China

Yu, S., University of Macau, China

Smartphones have become an integral part of people's lives. The number of studies reporting the detrimental effects of smartphone use on mental and physical health as well as life satisfaction is constantly increasing. The main aim of the study was to test a model of relations between self-esteem, distress, flourishing, mobile phone addiction, and phubbing. The participants in the study were 6,514 participants from 17 countries, with an average of 383 respondents per country, aged between 15-65, $M = 25.73$ ($SD = 9.86$), 62.7% were women. We used the Phubbing Scale, the Adapted Mobile Phone Use Habits, the Rosenberg Self-Esteem Scale, the Brief Self-Control Scale, Kessler's six-item K6, the Center for Epidemiologic Studies Depression Scale, and Diener's Flourishing Scale. The ICC of the measured variables ranged from .072 to .195, which justified using 2-level analysis to adjust for variance resulting from differences between countries. The tested model had a good fit ($\chi^2(36) = 354.533$, $RMSEA = .037$, $CFI = .936$, $TLI = .901$, $SRMR = .031$). Results showed that mobile phone addiction is positively related to phubbing. Self-esteem and self-control negatively predicted mobile phone addiction. Moreover, phubbing was negatively related to flourishing and positively to depression and distress.

IS-10 The relationship between personality traits and Facebook Intrusion moderated by country

Blachnio, A., The John Paul II Catholic University of Lublin, Poland (gatta@kul.pl)

Przepiórka, A., The John Paul II Catholic University of Lublin, Poland

Cudo, A., The John Paul II Catholic University of Lublin, Poland

Ben-Ezra, M., Ariel University, Israel

Benvenuti, M., University of Bologna, Italy

Ciobanu, A.M., University of Medicine and Pharmacy Carol Davila, Romania

Durak, M., Bolu Abant İzzet Baysal University, Turkey

Giannakos, M.N., Norwegian University of Science and Technology, Norway

Holdoš, J., Catholic University in Ruzomberok, Slovakia

Mahmoud, A.B., University of Liverpool, UK

Mazzoni, E., University of Bologna, Italy

Pappas, I.O., Norwegian University of Science and Technology, Norway

Popa, C., UNATC-CINETIC Bucharest, Romanian Academy, Romania

Seidman, G., Albright College, USA

Senol-Durak, E., Bolu Abant İzzet Baysal University, Turkey

Wołonciej, M., The John Paul II Catholic University of Lublin, Poland

Wu, A.M.S., University of Macau, China

Yafi, E., Universiti Kuala Lumpur, Malaysia

Yu, S., University of Macau, China

Social networking sites have become an important means of communication used for professional, private, recreational, or information purposes. Many studies have shown that the way we present ourselves on Facebook depends on some personality dimensions. The important question is whether this relation is universal or depends on culture. The main aim of the study was examining the relation between personality traits and Facebook intrusion moderated by countries. The participants were 4,041 Facebook users who came from 12 different countries: China, Ecuador, Greece, Israel, Italy, Malaysia, Poland, Romania, Slovakia, Syria, Turkey and the United States of America. The participants' mean age was 23.57 years ($SD = 7.37$) with a range from 15 to 68 (57,8 % women). We used The Facebook Intrusion Questionnaire and Ten Item Personality Measure. We tested a mediation model using the PROCESS tool developed by Hayes for every relationship between personality trait and Facebook intrusion. In the analyses, Poland was used as a baseline for comparisons with other countries. Our results showed differences between Poland and the other countries in terms of the relationship between personality traits and Facebook intrusion. The results suggest that the relation between personality traits and Facebook intrusion is not universal but depends on the country/culture.

B2-1 Personality predictors of positive prosocial development: A longitudinal study

Blatny, M., Czech Academy of Sciences, Brno, Czech Republic (blatny@psu.cas.cz)

Milova, K., Czech Academy of Sciences, Brno, Czech Republic

Jelinek, M., Czech Academy of Sciences, Brno, Czech Republic

Romanakova, M., Czech Academy of Sciences, Brno, Czech Republic

The study aims to broaden the knowledge of the relationship between personality and generativity as an expression of positive prosocial development. The study tests personality predictors of generativity on the basis of longitudinal data and includes not only personality traits but also self-concept variables while examining five of the seven components of generativity within the McAdams and de St. Aubin model. The sample consists of 150 participants from two longitudinal studies (63 men, 87 women; mean age 54.82). Generativity (concern, belief in the species, commitment, action, and narration measured by different methods) was assessed in the last wave of the study, personality traits (measured by NEO-FFI) and self-concept variables (Rosenberg Self-Esteem Scale, Generalized Self-Efficacy Scale, Self-Concept Clarity Scale) were assessed in previous two stages of the study (at the age of 50 and 40 of the participants). Regression analysis was used to identify unique relationships between variables. From the longitudinal point of view, extraversion is the main predictive factor of later generativity, and openness to experience also contributes to the prediction of generativity. Self-concept variables are not as strong predictors of generativity as personality traits. The only association between variables of self-concept and generativity was found between self-concept clarity and belief in the species.

IS-7 How the measurement of situations can benefit from the diagnostic experience of personality psychologists

Blum, G., Technische Universität Dresden, Germany (Gabriela.Blum@tu-dresden.de)

Bohndick, C., Universität Hamburg, Germany

As personality psychologists, we enjoy the luxury that for many personality traits we want to study, assessment tools have already been designed by researchers and successfully applied in studies. For the prediction of behavior, however, the measurement of the situation is just as important as the measurement of the personality and for this we have considerably fewer measuring instruments at our disposal. For example, there are established measures for the jealousy tendency of people, but there is no measure for the jealousy inducing content of situations. Or there is a measure for the procrastination tendency of persons but no measure for the procrastination friendliness of situations. In this talk, we would like to present a new way of turning a scale for personality traits into a scale for the traits of situations in ten steps. This enables all researching psychologists to measure the characteristics of a situation in their special field of research and throws out the excuse of a lack of methods to measure the characteristics of a situation which can be included in the analyses. Differences, advantages and disadvantages compared to other approaches to situation measurement are discussed.

PA-24 Predicting life satisfaction from big five personality dimensions: Moderation by national goals for socializing children

Bond, M.H., Hong Kong Polytechnic University, Hong Kong China, (ssmhb@polyu.edu.hk)

Lun, V.M-C., Lingnan University, Hong Kong China

This research examines the link between personality dimensions and satisfaction with life, assessing whether this link is moderated by a nation's goals for socializing its children. We use representative national samples from 23 nations participating in wave 6 of the World Values Survey, and find main positive effects for Agreeableness, Conscientiousness, and Emotional Stability. However, effects for Conscientiousness and Emotional Stability were stronger in nations socializing their children for self-directedness. In addition, effects for Extraversion became positive but only in Self-directed nations. These findings are discussed in terms of attaining the fundamental goals of sociality and achievement served by the five factors of personality in different cultural contexts for socializing human capital.

IS-8 Cross-cultural themes in work-related personality assessment

Born, M. (convener), Erasmus University & Vrije Universiteit, The Netherlands, & North-West University, South Africa (m.ph.born@essb.eur.nl)

Personality measures are particularly predictive of attitude aspects of work, such as organizational citizenship behavior, turnover, and problematic work behavior. Lagging behind in this tradition on the validity of personality for work-related purposes, however, is a focus on cross-cultural themes, be it knowledge on the predictive value of one's personality for working in another cultural context or knowledge on the comparability of personality measurement among a culturally heterogeneous group of applicants or employees. This symposium adds to this knowledge by a series of four presentations and one discussant commenting on this domain of research.

IS-8 The relationship between personality and work engagement and work stress among expatriates in South Korea

Born, M.Ph, Erasmus University & Vrije Universiteit, The Netherlands & North-West University, South Africa (m.ph.born@essb.eur.nl)

De Graaff, T. Erasmus University, The Netherlands

Among 172 expatriates working and living in South Korea using this e-survey study investigated the relationship between Hexaco-personality and two important work outcomes, namely work engagement and work stress. Given the different cultural context in which expatriates need to work, next to the two work outcomes, also engagement and stress of living in a non-native host culture were assessed. These were labeled as life engagement and life stress, respectively. Work engagement was mainly predicted by extraversion, as was life engagement. Work stress was predicted by emotionality, whereas life stress was predicted by emotionality and openness, and also, negatively, by honesty-humility and extraversion. Following the e-survey, during five weeks the expatriates also filled out a weekly diary assessing their work and life engagement and work and life

stress. The presentation will compare the relationships of personality with the e-survey outcomes with the relationships between personality and the weekly diary outcomes. The relevance of our outcomes for predicting the suitability of applicants for expatriate jobs will be discussed.

IS-3 Personality and genetics: New developments

Bratko, D. (Convener), University of Zagreb, Croatia (dbratko@ffzg.hr)

The behavioral genetic approach has a long tradition in the field of personality. It may be very useful in development of personality models and understanding the individual differences in broad personality dimensions. On the other hand, it may be useful in our understanding of the etiology of the relationship between personality and other concepts or life-relevant outcomes. This invited symposia is directed to both topics. The first contribution deals with the phenomenon of parallel structure, the finding that covariance structures of personality characteristics are very similar on phenotypic, genetic, and environmental levels, and give us some theoretical explanation for that. The second contribution presents the cross-cultural study of the HEXACO model which is underrepresented in the behavioral genetic literature. The other three contributions are aimed to the role of individual differences in personality and/or intelligence in other important concepts: well-being, mental health, prejudices, and social mobility. The third contribution presents a review of new developments within the intersecting fields of wellbeing, mental health, personality, and genetically informative research, while the fourth is directed to the concept of generalized prejudice, its plausibility on phenotypic and latent genetic/environmental level, and its genetic and environmental overlap with personality and intelligence. The fifth and last contribution is directed toward personality, intelligence, and the genetic contribution to the intergenerational, educational, and occupational mobility. It presents a study conducted on the large sample of parents and offspring, it analyzes the circumstances in which offspring move up or down relative to their parents, and it studies the role of personality and intelligence in that process.

IS-3 Dispositional approach to prejudice: Univariate and multivariate analysis of prejudice toward different groups, and it's relationship with personality and intelligence

Bratko, D., University of Zagreb, Zagreb, Croatia (dbratko@ffzg.hr)

Matić Bojić, J.M., Institute for Social Research, Zagreb, Croatia

Butković, A., University of Zagreb, Zagreb, Croatia

Vukasović, T., University of Zagreb, Zagreb, Croatia

Pocrnić, M., University of Zagreb, Zagreb, Croatia

Prejudice is an unfavorable opinion or feeling toward members of other groups prior to, or not based on, actual experience. Different groups may be target of prejudices. However, a person who is anti-homosexual is likely to be anti-immigrant or anti-atheist, leading to the concept of generalized prejudice. The dispositional approach to prejudice situates individual differences in generalized prejudice into the frame of other dispositions. In this study, we examined relations between generalized prejudice, personality, and intelligence. In study 1 we developed measures of five prejudices: anti-fat, anti-mentally ill, anti-atheist, anti-immigrant, and anti-gay prejudices. We used those measures, together with a measure of the five factor model (BFI) and a measure of intelligence on the sample of 1,050 Croatian youth. Data were analyzed in order to examine the plausibility of the concept of generalized prejudice and its relationship with personality and intelligence. The results support the concept of generalized prejudice, which is related to the intelligence and openness to experience. In study 2, we used measures of anti-atheist, anti-immigrant, and anti-gay prejudices, together with a measure of the six factor personality model (HEXACO) and intelligence on the sample of 836 twins. The aims were i) to replicate the plausibility of the generalized prejudice model and its relationship with personality and intelligence, ii) to perform univariate and multivariate behavioral genetic analyses of prejudices, and iv) to examine genetic/environmental overlap between generalized prejudice, personality, and intelligence. Results suggest that i) the generalized prejudice model is plausible both at the phenotypic and genetic level, ii) genetic, shared and non-shared environmental influences contribute to the individual differences in prejudice toward specific targets and in the generalized prejudice as well, and iii) phenotypic overlap between generalized prejudice and openness and intelligence is both due to the overlap between genetic effects and environmental influences.

SY-7 The role of personality expression in personnel selection and job performance: A dynamic approach

Breil, S.M. (convener), University of Münster, Germany (simon.breil@uni-muenster.de)

Back, M.D. (convener), University of Münster, Germany

De Fruyt, F. (discussant), Ghent University, Belgium

Recent advances in the dynamic conceptualization and assessment of personality (e.g., observation of states, inclusion of situational contexts, analysis of intraindividual variability) have the potential of bringing new insights to the role of personality in personnel selection and job performance settings. Moving beyond static personality approaches and correlations between personality questionnaires and outcome measures, this symposium aims at showcasing the role of dynamic processes and dynamic methodologies in applied settings. The first presentation (Ziegler & Peikert) provides an introduction of machine learning algorithms and empirical examples for the application in the context of personnel selection. The next two presentations highlight how dynamic approaches to personality can be used to shed light on performance differences in Assessment Centers. While Breil & Back focus on how differences in specific behavioral cues lead to subsequent rating differences, Hughes, Irwing, & Nieven investigate the adaptiveness of personality across different exercises. The last two presentations both revolve around personality expression in the workplace. Sosnowska, Hofmans, Griep, & Lievens study the relation between job performance and level/variability in personality expression. In a similar way, Connelly & Wilmot investigate how the expression of conscientiousness varies across different working roles (e.g., supervisor, peer) and how such role-specific reputations impact job performance. Collectively, the set of presentations underline the utility of a dynamic approach when investigating personality at the workplace. Following the presentations, Filip de Fruyt will serve as a discussant and summarize the findings and derive prospects for future research.

SY-7 A deeper look at construct validity of assessment centers - Which behaviors do actually matter?

Breil, S.M., University of Münster, Germany (simon.breil@uni-muenster.de)

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

What is and what can be measured within Assessment Centers (ACs)? This question has engaged researchers for the last decades, but left them with confusion and disagreement. It has been debated whether specific (social) skills can be reliably assessed across stations or if AC results reflect general performance differences within specific tasks, independent of desired skills. We aimed to move the decomposition of AC variance and took a closer look into actual interpersonal behavior shown in ACs. We aimed at 1) identifying specific behavioral cues (i.e., specific trait expressions) relevant for performance differences and 2) analyzing their structure and optimal combination in predicting performance. Data of an actual (speed) AC for the selection of medical students ($N = 203$ applicants, 60 judges) was used, which focused on short interpersonal role-plays. The whole AC was videotaped and trained experts rated over 50 specific behavioral cues (e.g., upright posture, statements of support, hectic facial movements, fluent speaking) within three stations. SEMs showed that behavioral differences can be reduced to the broader constructs of *Agency*, *Communion*, *Nervousness* and *Intellectual competence* which all influence subsequent performance judgments. Furthermore, using a machine learning approach, we identified specific behavioral combinations that had a strong impact on subsequent judgments. The present study offers micro-analytical behavioral insights into what can and cannot be distinctively measured within ACs. Results have implications for the development of AC stations since they point at context features that reliably evoke individual differences in desired behaviors / skills.

PA-26 Toward a new identity model: The Identity Dynamics Questionnaire as operationalization and verification of the theoretical assumptions

Brygola, E., SWPS University of Social Sciences and Humanities, Poznan, Poland (ebrygola@swps.edu.pl)

Zięba, M., SWPS University of Social Sciences and Humanities, Poznan, Poland

The paper presents the Identity Dynamics Questionnaire (IDQ) as a new method for measuring identity processes and modes included in the identity dynamics model proposed by Oleś (Batory, Brygola, & Oleś, 2016). The model refers to general processes of personality development that underlie identity functioning, located on two dimensions: the intrinsic experience and the external activity related to the social environment. One of the main rules of development of personality (and identity as its part) is alternate increasing and decreasing discrepancies within system and between system and its outside. The new questionnaire was created to operationalize the theoretical proposition, and to verify its assumptions and relations between components of the model. Four studies were conducted as succeeding stages of constructing of the IDQ. Study 1 ($N = 342$; aged 19-61, $M = 28.71$, $SD = 8.69$) and Study 2 ($N = 347$; aged 18-60, $M = 26.42$, $SD = 8.40$) were aimed to exploratory setting the content of subscales designed to measure four identity processes (integration, reconstruction, adaptation, expansion) and four identity modes (stabilization, fluidity, amplification, pliability). Study 3 ($N = 356$; aged 18-52, $M = 24.93$, $SD = 7.72$) and Study 4 ($N = 747$; aged 18-72, $M = 42.81$, $SD = 14.11$) served to confirmatory analyzes concerning the structure of the IDQ. The studies have shown the satisfactory psychometric properties of current, 62-item version of the new method. The validity was tested mainly with using the Identity Style Inventory by Berzonsky and colleagues (2013), the Dimensions of Identity Development Scale by Luyckx and colleagues (2008), as well as the scales measures well-being and tendency do

personality disorders. The results suggest that the identity dynamics proposed in the primary model may be reconsidered in reference to a kite metaphor, what will be presented and discussed.

B1-2 Exploring the relationship between personality structure and smartphone usage

Burtaverde, V., University of Bucharest, Romania (vlad.burtaverde@gmail.com)

Avram, E., University of Bucharest, Romania

Vlăsceanu, S., University of Bucharest, Romania

A main aim of personality research is to predict and interpret behavior by relying on individual differences. In this regard, most studies on this topic relied on self-reported behaviors in order to assess personality. This approach evoked criticisms referring to the fact that personality psychology rarely deals with observable behavior (Baumeister, Vohs, & Funder, 2007). It seems that personality research is mostly concerned with assessments about how people think they behave rather than their actual behavior (Stachl et al., 2017). A source of information that is important to individual differences in personality is provided by the use of apps (Stachl et al., 2017). Because of this, important individual differences relevant to personality research may be found through a device that is used daily by the majority of people. In this study, we aimed to investigate the relationship between personality dispositions and actual and observed behavior that is expressed in several smartphone apps categories by relying on a built-in function of the smartphone, namely the app usage from the battery information menu. Moreover, we aimed to investigate the association between personality traits and the number of installed apps per category. The research sample consisted of 341 participants that monitored their app usage relying on the function of app usage from the battery information menu for 30 days. Participants completed measures that are related to personality structure (Big Five, HEXACO, and the Dark Triad). The findings of the study showed that personality dispositions predicted usage of smartphone apps in various categories such as entertainment apps, music apps, gaming apps, business apps, e-health apps, and dating apps. In conclusion, this study showed that actual behavior expressed in various app categories is associated with broad and important personality dimensions. The findings of this research can be useful in integrating actual behavior in psychological research.

PA-23 Flow, personality and life satisfaction

Butkovic, A., University of Zagreb, Croatia (abutkovic@ffzg.hr)

Pocrnic, M., University of Zagreb, Croatia

Bratko, D., University of Zagreb, Croatia

According to activity-based theories of life satisfaction, engagement in meaningful and challenging activities with clear goals and feedback results in the “flow” experience, leading to higher well-being. In other words, experiencing more flow in life should be related to greater life satisfaction. The goal of this study was to examine the relationship between experiencing flow in leisure time and life satisfaction controlling for personality traits. Participants were 140 males and 139 females, aged between 18 and 67 years ($M = 35.87$, $SD = 14.75$). They filled in Satisfaction with Life Scale (Pavot & Diener, 1993), IPIP-NEO-120 (Johnson, 2014) and measure of flow proneness in leisure time from Swedish Flow Proneness Questionnaire (Ullen et al., 2012). In line with the hypotheses, flow proneness was significantly correlated with life satisfaction ($r = .50$, $p < .001$), as well as with conscientiousness ($r = .57$, $p < .001$), neuroticism ($r = -.49$, $p < .001$), extraversion ($r = .44$, $p < .001$) and agreeableness ($r = .24$, $p < .001$). Also in line with previous findings life satisfaction was significantly correlated with extraversion ($r = .41$, $p < .001$), neuroticism ($r = -.39$, $p < .001$), conscientiousness ($r = .37$, $p < .001$) and agreeableness ($r = .31$, $p < .001$). In regression analysis, personality traits were entered first as predictors and they explained 30% of the variance in life satisfaction. Flow proneness was entered in the second step and explained additional 4% of the variance in life satisfaction. In line with activity-based theories of life satisfaction, experiencing flow seems to be related to higher life satisfaction, even when personality traits are controlled for.

PA-30 Individual differences in intrasexual competition: From personality and demographic context to hormones and behavior

Buunk, A., University of Groningen, The Netherlands (a.p.buunk@rug.nl)

Intrasexual competition refers to rivalry with same-sex others over the access to mates, and has been widely studied in behavioral biology, and more recently in psychology. It is becoming increasingly clear that there are considerable individual differences in the degree of *intrasexual competitiveness (ISC)*, i.e., the tendency to view same-sex others as rivals, especially in

mating contexts. ISC is measured with a cross-culturally validated 12-item scale (α 's $> .80$; Buunk & Fisher, 2009). An increasing number of studies is showing evidence for the determinants of ISC, and for the effects of ISC on behavior. For instance, ISC appears in part rooted in personality: it is positively correlated with extraversion among men and with a lack of agreeableness among women. ISC is also relatively higher among women who grew up without a father, and mediates between father absence and a variety of non-verbal seductive tactics. Among men and women ISC is positively associated with Testosterone (T), and mediates between T and mate retention tactics. ISC is relatively high among women of high socio-economic status, and among men of low socio-economic status. In addition to reviewing the current state of research on ISC, I present results from a new study in a representative sample of 1,466 Dutch individuals, with an age range from 15 to 80, predicting that the need to compete with same-sex others is especially high among adolescents, and will decrease with age. This prediction was confirmed. In addition, somewhat unexpectedly, there was also an effect of gender, with men being higher in ISC than women. These effects were maintained when controlling for educational level. The adaptive functions of ISC are discussed in relation to life history theory and frequency dependent selection.

B1-3 Do you agree with bullshit? The relation of bullshit receptivity and agreeableness

Cavojova, V., Slovak Academy of Sciences, Bratislava, Slovakia (vladimira.cavojova@savba.sk)

Brezina, I., Slovak Academy of Sciences, Bratislava, Slovakia

Jurkovič, M., Slovak Academy of Sciences, Bratislava, Slovakia

Bullshit, usually defined as statements produced without concern for the truth (Frankfurt, 2005), has recently attracted the attention of psychologists (Pennycook, Cheyne, Barr, Koehler, & Fugelsang, 2015). One of the defining features of pseudo-profound bullshit is that it attempts to impress rather than to inform, to be engaging rather than instructive. A freshly validated Non-spiritual Bullshit Receptivity Scale (NBSR, Čavojová, Jurkovič, Brezina, 2018) was developed with aim to explore the bullshit receptivity in a more complex background, compared to the original Bullshit Receptivity Scale (Pennycook et al., 2015). The original scale was initially designed to measure receptivity and sensitivity to pseudo-profound bullshit. The new instrument instructs participants to rate 13 descriptions of generally well-known concepts (e.g. tax, sadness, detox, adultery, etc.) in categories of (1) profoundness, (2) truthfulness and (3) impressiveness (likeability). 459 participants, representative of the Slovak population, filled out two bullshit measures (the original BSR and the new NBSR), together with a measure of the Big5 (BFI-2-XS), of cognitive reflection, and several questionnaires measuring epistemologically suspect beliefs, such as paranormal, conspiracy, pseudoscientific beliefs, and ontological confusion. We found strong positive correlations among the ratings of profoundness, truthfulness and likeability of both scales (BSR and NBSR) (.61 - .64) indirectly referring to construct and instrument validity of the NBSR. Intercorrelations between the three dimensions revealed that judgment of profoundness is related to perceived truthfulness and likeability. Of the Big5 variables, agreeableness correlated both with the original and the new measure of bullshit on all dimensions (except profoundness of transcendental bullshit). Interestingly, conscientiousness correlated positively with judgment of profoundness of non-transcendental bullshit, while Openness correlated positively with judgment of profoundness of transcendental bullshit. As expected, we found significant correlations between accepting bullshit (both transcendental and non-transcendental) and adhering to all kinds of unsupported beliefs. Moreover, it seems that people who judge bullshit statements as more likable, truthful, and profound tend to take metaphorical statements more literally (showing more ontological confusion) and are less cognitively reflective.

A1-1 Personality and self in sociocultural context: personality traits in relation with social independence and interdependence.

Cerha, O., Charles University, Prague, Czech Republic (o.cerha@gmail.com)

In this empirical study personality and the social orientation of a self-concept are examined. In a sociocultural context, there are two basic modalities of self, most often referred to as independent self and interdependent self. The independent self is characterized by the notion of individual uniqueness, while the interdependent self is characterized by connectedness, and the tendency to think of oneself in terms of close relations with others. The aim of the study is to explore the mutual relationship of personality and the social orientation of a self-concept. Research questions presume testable relationships among Big Five personality factors (and its facets) and social independence, or more precisely social interdependence. Several methods are used in this research. Personality traits are identified by a reliable and valid personality measure, the Big Five Inventory (BFI-2). Social independence and interdependence are measured by two complementary instruments. The research sample consists of adults from the Czech Republic. The sociocultural context of the study (nationality of the research participants) is described as one of the controlled variables. Previous studies using the Big Five Inventory have been repeatedly used for cross-cultural research. The results of this study will also serve for a cross-cultural comparison.

KN Cultural factors and cultural assessment of psychopathology

Cheung, F.M., The Chinese University of Hong Kong (fmccheung@cuhk.edu.hk)

Cultural factors influence the development, presentation, classification and assessment of psychological disorders. While differences have been found in presentation and rates of psychopathology among cultural groups, there is a lag in our understanding on how these cultural factors affect psychopathology. Early studies of cultural psychiatry and psychopathology have been criticized for their superficial understanding of the role of culture. In this address, I will cite the example of research on the Chinese somatization tendency to illustrate these controversies and how culture can provide useful nuances to understand psychopathology. Cultural factors also affect the accuracy of the assessment we use to understand and diagnose psychopathology. I will highlight some of the issues when these cultural factors are ignored, and introduce advances in cross-cultural psychology methods that have brought international best practices in the assessment of psychopathology in cultural contexts.

PA-25 The concept of vanity in Chinese culture: Theoretical analysis and construct validation

Chuang, S-C., National Chung Cheng University, Taiwan China (scc.kimi@gmail.com)

Hsu, K-Y., National Chung Cheng University, Taiwan China

Previous studies of vanity were based on the western culture context and the vanity scale was inapplicable to eastern culture. In order to identify theoretical concepts of Chinese vanity, three studies were carried out. In Study 1, we based on the fundamental lexical hypothesis to analyze the Chinese personality adjectives and Chinese proverbs to conceptualize Chinese vanity. The result of study 1 indicated that there are three dimensions of Chinese vanity: appearance, achievement and interpersonal. Based on the findings of the Study 1, we developed the initial 80 items of Chinese vanity inventory (CVI) in the Study 2. A total of 605 Taiwanese participants were asked to complete the initial CVI items. Hierarchical factor analysis and exploratory factor analysis were conducted to determine the underlying structure of CVI. It showed that the only 40 items kept in the final version of CVI and identified four components: socialite vanity, appearance vanity, achievement vanity, and popularity vanity. In Study 3, we investigated the CVI's reliability and construct validity with respect to 1,070 participants. In testing structure validity, confirmatory factor analysis was used to reconfirm the structure of four-factor and multi-group confirmatory factor analysis was used to examine the measurement invariance of four-factor structure in two samples. In order to test the criterion-related validity, the materialism, money attitude, narcissism and conspicuous consumption was regarded as the criterion-related indicators. The results showed the CVI had good internal consistency, stable structure validity, and satisfactory criterion-related validity. The cultural implication of Chinese vanity, limitations and future directions are discussed.

IS-12 The social costs of defensiveness: Individual and collective narcissism in politics, environment and organisations

Cichocka, A., University of Kent, United Kingdom (a.k.cichocka@kent.ac.nz)

Cislak, A., Nicolaus Copernicus University, Poland (Aleksandra.cislak@gmail.com)

People can be defensive about their own self-image, but also about the image of the groups they belong to. These tendencies are usually captured by examining individual and collective narcissism—exaggerated feelings of self- or in-group worth, associated with the need for external validation. In this talk, we will review cross-sectional, longitudinal and experimental research which elucidates the consequences of individual and collective narcissism for politics, environment and organisations. First, we will discuss studies demonstrating that these two predispositions can pose challenges to democracy and harmonious intergroup relations. Second, we will review work that suggests that both individual and collective narcissism are associated with counterproductive intragroup attitudes and behaviours.

B3-3 Testing the bidirectional relationships between self-esteem, narcissistic admiration and narcissistic rivalry

Cichocka, A., University of Kent, UK (a.k.cichocka@kent.ac.uk)

Cislak, A., Nicolaus Copernicus University, Poland

Sibley, C., University of Auckland, New Zealand

Stronge, S., University of Auckland, New Zealand

In this work we examine the associations between self-esteem and narcissism over time. Cross-sectional research indicated that self-esteem was positively associated with narcissistic admiration, but negatively with narcissistic rivalry (e.g., Back et

al., 2013). Diary studies further suggested that narcissistic admiration was related to higher levels of state self-esteem, whereas rivalry was associated with higher variability of self-esteem (Geukes et al., 2017). However, less is known about the bidirectional associations between the two sub-dimensions of narcissism and self-esteem. We examined these associations in a three wave (Wave 1 $N=557$; Wave 3 $N=158$) panel study, conducted over a period of one year, in which we measured narcissistic admiration and rivalry (Back et al., 2013) and self-esteem (Robins, Hendin, & Trzesniewski, 2001). We tested cross-lagged associations between the three variables, both with a standard cross-lagged model and with a random-intercept cross-lagged panel model, which allows for distinguishing the between-person (i.e., trait-like) associations from the within-person (i.e., state-like) associations. In the standard cross-lagged model, we found that self-esteem had a bidirectional relationship with narcissistic admiration, and that narcissistic rivalry predicted later scores on narcissistic admiration but the opposite effect was not significant. There were no cross-lagged associations between self-esteem and narcissistic rivalry. In the random-intercept cross-lagged model, however, there were no cross-lagged relationships between self-esteem and admiration or rivalry. Instead, self-esteem was associated with narcissistic admiration (but not with rivalry) at the trait level. These results shed light on the relationship between self-esteem and narcissism—although admiration is associated with higher self-evaluation in terms of stable personality predispositions, there is less evidence that within-individual fluctuations in self-esteem and admiration affect each other over time. However, we observed bidirectional associations between admiration and rivalry, suggesting that the within-person fluctuations in these two sub-dimensions of narcissism reinforce each other over time.

A2-2 A South African Interpersonal Circumplex Instrument: A revision of the International Personality Item Pool-Interpersonal Circumplex (IPIP-IPC)

Clifton, S., University of Johannesburg, South Africa (sebastianclifton@hotmail.com)

De Bruin, G., University of Stellenbosch, South Africa

Morgan, B., University of Johannesburg, South Africa

Recent findings from the examination of the Northern American developed IPIP-IPC in South Africa hold promise for the transportability of the interpersonal circumplex as a prominent personality model to this context. Specifically, we found evidence of circumplex structure and satisfactory reliabilities for the two underlying dimensions (i.e., Dominance and Warmth). The reliabilities of the octant scales (i.e., Dominant, Hostile-Dominant, Hostile, Hostile-Submissive, Submissive, Friendly-Submissive, Friendly and Friendly-Hostile) were, however, mostly unsatisfactory, which raised important concerns about the precision of measurement when directly applying the IPIP-IPC in the South African context. Two possible reasons for the lower reliabilities are that (a) some items contain metaphorical language unfamiliar in South Africa and (b) the low number of items each octant scale comprise. Revising the language used in the IPIP-IPC and including additional items may therefore enhance the measurement of the interpersonal circumplex in South Africa. We aim to report on the South African revision of the IPIP-IPC and the evaluation of its psychometric and circumplex properties. A sample of 756 South African adults completed the revised IPIP-IPC. Multidimensional scaling, the randomization test of hypothesized order relations and circumplex covariance structure modelling were used to investigate circumplex structure. Coefficient alpha and omega were used to investigate reliability. The revised IPIP-IPC showed improved reliabilities and presented satisfactory fit to circumplex structure. Fit for white participants, however, appeared to be better than black African participants. Concern also remained for the reliabilities of some octant scales. The results showed that the revised IPIP-IPC is an enhanced interpersonal circumplex instrument for South Africa, holding promise for the operationalization of the interpersonal circumplex in this context. Further refinement of the revised IPIP-IPC is recommended. The poorer fit of the model for the black African ethnic group may also suggest cross-cultural differences.

PA-9 An interpersonal analysis of Counterproductive Work Behavior

Clifton, S., University of Johannesburg, South Africa (sebastianclifton@hotmail.com)

De Bruin, G., University of Stellenbosch, South Africa

Morgan, B., University of Johannesburg, South Africa

Counterproductive work behavior (CWB) has been mapped onto the Five Factor Model personality traits and the Dark Triad of personality. However, other prevalent personality models, specifically the interpersonal circumplex, warrant investigation because CWBs such as bullying, incivility, harassment, gossiping, maltreatment, humiliating behavior, betrayal, emotional abuse and manipulation are inherently interpersonal. It is therefore likely that an individual's interpersonal style is related to CWB. To date, little is known about this relationship. Mapping CWB onto the interpersonal circumplex can then be a fruitful means to advance the understanding, prediction and management of such behavior. This paper examines the relationship between CWB – as it is popularly conceptualized (i.e., interpersonal and organization CWB) – and the interpersonal circum-

plex. A South African revised International Personality Item Pool-Interpersonal Circumplex (IPIP-IPC) and the Counterproductive Work Behavior Checklist (CWB-C) were administered to 634 working adults from South Africa. The structural summary method was used to examine (a) the relationship between the interpersonal circumplex and CWB, and (b) the location of CWB in the interpersonal space. The results showed that CWB and its two dimensions of interpersonal and organization CWB correspond strongly to the interpersonal circumplex, and are located in the top-left quadrant, in close proximity to the Arrogant-Calculating octant scale. The overarching discernible interpersonal theme, therefore, indicated that individuals who are interpersonally arrogant and calculating are more likely to engage in CWB. These findings advance the understanding and prediction of CWB beyond that of other prominent personality models, showing that CWBs are indeed interpersonal. This, in turn, opens up opportunities for further research on the theoretical and practical applications of the interpersonal circumplex in the workplace.

IS-1 Lexical personality dimensions in the land of distributional semantics

Čolović, P., University of Novi Sad, Serbia (petar.colovic@uns.ac.rs)

Dušica, D.F., University of Belgrade, Serbia

Psycho-lexical studies have seldom relied on distributional semantics, an approach that classifies and quantifies semantic similarities among words based on distributional characteristics, or used semantic vectors (multi-dimensional meaning representations of a word) as the source of information for the description of personality traits. The aims of this study are: a) to examine the latent structure of personality-descriptive adjectives in the Serbian language using methods routinely applied in the field of distributional semantics, b) to determine the degree of similarity among vector-based lexical dimensions and the dimensions obtained by self-report, and c) to explore the structure of lexical dimensions that are “common” to the two methods. Semantic vectors were extracted using the srWaC lexical corpus (Ljubešić & Klubička, 2016) containing approximately 600 million words, harvested from the Serbian-language media on the World Wide Web. The target word list comprised 383 personality descriptors extracted in the third psycho-lexical study in the Serbian language, while the context words (used in distributional semantics to facilitate the description of semantic content of target words) were 3000 most frequent adjectives, nouns and verbs contained in the Corpus of Serbian language (Kostić et al, 2001). After the exclusion of sparse descriptors and context words, the principal components analysis, with Oblimin rotation pointed to plausible 2 – 7 component solutions, highly similar, but not identical to the dimensions of current psycho-lexical models of personality. Multi-group principal components analyses, besides the semantic vectors, included the self-report data obtained in the third psycho-lexical study in the Serbian language, conducted on a sample of 1,575 participants (58% female), aged 18 to 60 years. The analyses pointed to a fair degree of structural similarity among the 2-, 5-, 6- and 7-factor solutions, whereby plausible common solutions with 2 to 8 components were found. The results point to stability of lexical personality dimensions across media, encouraging further research in this field.

SY-7 The influence of role contexts on personality expression: A trait-reputation-identity study

Connelly, B.S., University of Toronto, Canada (Brian.Connelly@rotman.utoronto.ca)

Wilmot, M.P., University of Toronto, Canada

In its history, personality psychology has typically focused on studying personality traits that generalize across situations and how they influence workplace behavior. In contrast, multiple theoretical perspectives (e.g., Fleeson & Jayawickreme, 2015; Fournier et al., 2009) articulate the importance of examining ways that individuals vary their trait expressions across situations. However, little research has explored situational variations within the workplace. The present study examines how Conscientiousness expression varies across being a supervisor, a peer, a subordinate, and working with clients. We obtained archival data from a consulting firm that has administered the Leadership Multi-Rater Assessment of Personality (LMAP) to 6,120 target managers. Targets were rated by up to 3 peers, 3 subordinates, 2 supervisors, and 3 clients on personality and job performance. Conscientiousness variance turned out to be apportioned across consistent roles (“trait”), specific to the role (“role context”), and specific to the individual rater (“rater”). Raters were idiosyncratic in their target perceptions (on average=52%). Much of the remaining variance was consistent across roles (trait=35%), with reputations still meaningfully distinct within role contexts (14%). In predicting performance, trait Conscientiousness had a moderate positive effect ($\beta=.28$), but role-specific reputation factors dominated prediction ($\beta=.59$, $.30$, and $.27$ for peers, subordinates, and clients, respectively). By comparison, unique self-perceptions contributed nil ($\beta=-.01$). Thus, performance is predicted best when Conscientiousness is expressed within particular roles, and less so as a generalizable trait. Roles we adopt meaningfully impact how our Conscientiousness is expressed. Although consistency exists across situations in trait expressions, job performance is more closely tied to the way in which individuals characteristically adapt to their specific roles. Critical insights into personality may be found in the multi-faceted nature of how traits are expressed across job roles.

IS-14 Individual differences in the relationship between brain networks, neuroticism, and anxiety

Cooper, S.R., Washington University in St. Louis, St. Louis, MO, USA (shelly.cooper@wustl.edu)

Braver, T.S., Washington University in St. Louis, St. Louis, MO, USA

Hill, P.L., Washington University in St. Louis, St. Louis, MO, USA

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

In systems neuroscience, fMRI is often used to impose specific task states in order to understand the neural underpinnings of cognitive functions, personality traits, and mental health. Previous literature has shown that anxiety is related to increased connectivity in the cinguloopercular and ventral attention networks (CON, VAN) and decreased connectivity in the frontoparietal and default mode networks (FPN, DMN). Yet it is unclear if these relationships hold in task activation settings, and if the task context also plays an important role in these relationships. That is, while individual variability may be characteristic of the brain network or region (task-independent), tasks may also have global effects (i.e., non-specific to brain network) that reveal individual differences. We hypothesized that specifying task states and brain networks as independent factors would yield patterns of brain-behavior relationships as those seen in the literature, and further explore relationships with the task context. A structural equation model (SEM) was built from the Human Connectome Project dataset (based on the full release; $n=1200$), focusing on two cognitive control tasks (N-back/Gambling) and four networks (CON/VAN/FPN/DMN). Each of the four networks were measured during each task, thus allowing a bifactor SEM to be defined. The NEO-Neuroticism and DSM Trait Anxiety were regressed onto each of the six latent factors (4 networks, 2 tasks). Overall model fit was acceptable (RMSEA: .06). Regression coefficients for each of the brain networks predicting Neuroticism and Anxiety were in the same direction as purported in the previous literature (positive for CON/VAN, negative for FPN/DMN). While the Gambling task did not significantly predict either Neuroticism and Anxiety, the N-back task significantly predicted both Neuroticism and Anxiety. These findings highlight the dynamic relationships between brain networks, neuroticism, and anxiety, as well as reveal new insight into the importance of task contexts on personality and mental health.

B1-4 Participation of interactive styles in the infant's nutrition status: Responsive vs non-responsive style

Cortes-Moreno, A., University of Mexico-Iztacala, Mexico (assol@unam.mx)

The study of interactive styles in different populations and different contexts can contribute to the explanation of some health problems, such as child malnutrition. Understanding that this problem is derived from several factors such as sociodemographic and cultural variables, this work is aimed to search if there are interactive styles characteristic of mothers of malnourished infants and mothers of eutrophic children. For this, a sample of 30 mother-child dyads was selected. Children mean age was 17.4 months old. Seven girls and eight boys had an optimal nutritional status (GE), five girls and ten boys had some degree of malnutrition (GD). Three video records of the interactions were made during mealtime. Videos were coded using a system of observational categories with four behavioral dimensions: closeness/orientation; presentation/consumption of food; vocalizations, and affective adjustments. The relative durations of the categories between the two groups were compared using a Student's t-test. It was found that in GD mothers paid less attention to the child even when they were close to him, did not vocalize and were apathetic or irritable; while in GE the mothers paid more attention, they changed the food when the child when the child did not like it, they talked more about the organoleptic properties of food or behavior and showed more positive affect. The cluster analysis selecting the categories that showed differences between both groups revealed two clusters, a first with non-responsive feeding patterns including two dyads of the GD and 28 of GE, and the other with a sensitive and responsive feeding pattern that comprised two dyads of the GE and 28 of the DG. Results indicate that it is possible to differentiate interactive styles that promote or hinder the child's food consumption that influence the infant's nutritional status.

PA-23 Implementation of the covariance index in a personality assessment: An assessment-internal measure of socially desirable responding

Cummings, D., Chandler Macleod People Insights, Brisbane, Australia (dan.cummings@griffithuni.edu.au)

The covariance index (Christiansen, Robie, Burns, & Speer, 2017) is a relatively novel, assessment-internal method of detecting socially desirable responding in assessments. It is based upon the premise that item pairs have inflated correlations in applicant samples compared to non-applicant samples, and these inflated correlations are method variance due to socially desirable responding. This study developed and implemented a modification to the covariance index for use in a personality assessment for selection. Large samples of applicant ($N = 2,430$) and non-applicant ($N = 804$) participants were split into development and validation sets. Items pairs which had low correlations in the non-applicant development set and higher

correlations in the applicant development set were identified and used to calculate the covariance index. The results indicated that the applicant validation set had a higher covariance index than the non-applicant validation set with a small to medium effect size, providing support for the suggestion that there is greater socially desirable responding in applicant samples. Additionally, we assessed the relationship between the covariance index and personality traits in the full samples. Twenty out of 36 traits had a significantly different correlation with the covariance index in the applicant compared to the non-applicant sample. All of these differences were of a greater magnitude in the applicant sample compared to the non-applicant sample, providing further evidence that the covariance index detects intentional response distortion.

PA-7 Emotional leadership meta-resource factor explicated by work motivation and stress resilience

Dåderman, A.M., University West, Trollhättan, Sweden (anna.daderman@hv.se)

Hallberg, A., University West, Trollhättan, Sweden

Skog, S., University West, Trollhättan, Sweden

Kajonius, P.J., University West, Trollhättan, Sweden

Past research links emotional leadership resources (e.g., emotional intelligence) positively with important working life outcomes, such as health, job satisfaction, job performance, organizational commitment, and leadership effectiveness. However, no study has yet described emotional leadership resources based on traits linked with work motivation and stress resilience. The aim was to describe emotional leadership resources based on traits in a novel fashion (meta-traits, based on structural trait analysis). Our hypothesis was that an emotional leadership meta-resource factor would converge with motivation and stress resilience. Participants ($N = 344$) were leaders aged between 23 and 65 years ($M = 49$, $SD = 8.6$; 58% women) who completed an online questionnaire including measures of common traits (e.g., trait emotional intelligence, Big Six), and coping resources. We estimated work motivation by self-rated work engagement, and stress resilience by the level of perceived stress. We used an exploratory factor analysis approach to describe and structure our data, and structural equation modelling (SEM) to test whether an emotional leadership meta-resource factor would converge with work motivation and stress resilience. Our findings revealed that the investigated traits and resources could be described along four broad emotional leadership resource factors, namely (1) Externalizing, (2) Moral goodness, (3) “Destrudo”, and (4) Rational mastery. As expected, the emotional leadership meta-resource factor showed a strong convergence ($\sim .80$) with both work motivation and stress resilience. “Externalizing” and “Rational mastery” were the most important emotional resource factors. The findings are discussed using Hobfoll’s motivational Conservation of Resources (COR) theory. It is concluded that common traits, including personality traits, and coping resources comprise an emotional leadership meta-resource factor, which to a high degree converges with work motivation and stress resilience. The results imply that organizations may strengthen work motivation and reduce stress by recruiting leaders possessing valuable emotional leadership resources.

A3-2 Relationship between emotional intelligence, personality, and work performance: A cross-sectional study

Dåderman, A.M., University West, Trollhättan, Sweden (anna.daderman@hv.se)

Hjalmarsson, A.K.V., University West, Trollhättan, Sweden

The background of this study is the observation that people with high emotional intelligence (EI) perform well at work. The aim of this study was to further validate the Trait Emotional Intelligence Questionnaire Short Form (TEIQue-SF) by (1) investigating its relationships with the Mini International Personality Item Pool-6 Inventory (Mini-IPIP6), the Short Dark Triad Assessment (SD3), and the Individual Work Performance Questionnaire (IWPQ), (2) identifying which personality traits best explain variations in trait EI, and (3) investigating whether trait EI can predict variations in each dimension (Task Performance, Contextual Performance, and Counterproductive Work Behavior, CWB) of self-perceived work performance. A cross-sectional study was done with 228 Swedish participants ($M = 34$ years, $SD = 12.6$, range 16-71 years, 66% women) with an average work experience of 14 years ($SD = 11.5$). One expected result was that all dimensions of trait EI correlated negatively with Neuroticism and Machiavellianism, and positively with Extraversion, Agreeableness, Conscientiousness, Openness to Experience, and Narcissism. Self-control and Sociability had, however, almost zero correlation with Machiavellianism. A positive correlation was found between all dimensions of EI and Task Performance and Contextual Performance. Standard regression analyses showed that 26% to 46% of the variation in the different dimensions of EI was explained by the “Big Six” personality traits. Hierarchical multiple regression analyses indicated that trait EI accounted for a significant proportion of the variation in Contextual Performance that was not explained by any of the “Big Six” personality traits, and that trait EI did not explain any variation in CWB above Neuroticism and Honesty-Humility. In addition, trait EI explained an additional 6% of the variation in Task Performance when controlling for gender, age, Neuroticism and Conscientiousness. It is concluded that the Swedish version of the TEIQue-SF has shown reasonable theoretically and empirically grounded relationships with relevant variables for the workplace.

PA-3 Modelling the incremental value of personality facets: The Blended-Domain-Bifactor Model

Danner, D., University of Applied Labour Studies, Mannheim, Germany (daniel.danner@hdiba.de)

Lechner, C., GESIS Leibniz-Institute for the Social Sciences, Mannheim, Germany

Soto, C., Colby College, Waterville, Maine, USA

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

Personality can be described on different levels of abstraction. Whereas the Big Five domains are currently the dominant level of analyses, several researchers have called for more fine-grained levels of analyses such as personality facets. Compared to domains, facets may allow for more comprehensive descriptions of individual differences, more accurate predictions of outcomes, and a better understanding of the mechanisms underlying trait–outcome relationships. However, there are several methodological issues that plague existing evidence on the added value of facet-level descriptions: manifest facet scores differ with respect to their reliability, domain-specificity (i.e., variance that is due to the domain factor) and facet-specificity (i.e., variance that is specific to a facet and not shared with the other facets from the same domain). In addition, manifest scale scores overlap substantially which can bias associations with criterion variables. We develop a novel structural equation modeling approach that combines bi-factor models and exploratory structural equation modelling. This approach allows to control for different reliabilities of and the overlap between manifest variables. The approach also allows to separate domain-level variance from incremental facet-level variance. We analyze data from a heterogeneous online sample comprising 1,193 respondents from the US who answered the 60-item Big Five Inventory 2. The results suggest that manifest personality variables contain domain-specific as well as facet-specific variance. The association with criterion variables (educational attainment, income, health, and life satisfaction) further demonstrate the incremental predictive power of specific personality facets above global domains. We conclude that personality facets bear an added, incremental value beyond global domains. Manifest variables contain domain-specific as well as incremental facet-specific content. Investigating the association with criterion variables further demonstrate the incremental value of personality facets because they allow a better prediction and a deeper understanding of the associations between personality and achievement and quality of life criteria.

PA-6 Exploring associations between personality and mind-body practices: A three country study

Dave, D., University of Miami Miller School of Medicine, Florida, USA (djd132@med.miami.edu)

Fayn, K., University of Sydney, Australia

Lopez Portillo, B., University of Sydney, Australia

Tiliopoulos, N., University of Sydney, Australia

Koru-Sengul, T., University of Miami Miller School of Medicine, Florida, USA

McClure, L., Sylvester Comprehensive Cancer Center, Florida, USA

Lee, D., University of Miami Miller School of Medicine, Florida, USA

Mind-body practices such as meditation, yoga and Tai-Chi are increasingly gaining popularity in the west. Yet, an understanding of the associations between personality and prevalence of mind-body practices in eastern and western nations is lacking. We sought to explore associations between these mind-body practices and sociocultural and personality factors across Australia, Indonesia (Bali) and the US. A total of 1,141 participants completed a self-report survey on their personality (BFI-2), demographics, and whether they engaged in these mind-body practices. Multiple logistic regression models were fit to practices related to meditation techniques, yoga, and Tai-Chi in the previous 12-months. Adjusted odds ratios of personality predictors were calculated with age, gender, education, country as covariates. The country-specific prevalence of each practice was: meditation (80.8% Australia, 41.0% Bali, 71.5% US), yoga (67.4%, 41.3%, 67.6%), Tai-Chi (20.3%, 4.3%, 17.8%). Compared to Bali, US and Australian participants had higher odds of practicing yoga and meditation. Higher agreeableness, neuroticism and, open-mindedness were associated with greater likelihood of meditation practice. Higher open-mindedness was associated with greater likelihood of yoga and Tai-Chi practices. Focusing on the facets of the personality domains, those higher on emotional volatility and aesthetic sensitivity were more likely to practice meditation techniques. Higher aesthetic sensitivity was associated with higher likelihood of practicing yoga and Tai-Chi. Those higher on respectfulness were less likely to practice Tai-Chi. Finally, participants higher in aesthetic sensitivity were more likely to practice Tai-Chi. Notably, the effect sizes – particularly for the associations with open-mindedness – were substantial, suggesting clear links between personality and mind-body practice. These findings suggest a fit between certain personality traits and such practices, which could be used for person and group tailored practice recommendations. These findings and their mental and physical health applications will be discussed in the context of the growing popularity of such practices in the western world.

KN Developments in personality development

De Fruyt, F., Ghent University, Belgium (Filip.DeFruyt@UGent.be)

Trait psychology achieved a well-established position in empirical psychology the past decades, partly due to its strong connections to many applied fields in psychology. Two questions were (and still are) central in personality research, i.e. how to assess traits and how do traits develop? In this talk I will focus on the second issue and review how increased knowledge on personality development has impacted on three different applied areas, i.e. career counseling and development, clinical diagnostics, and education and education economics.

SY-5 Innovations in interest assessment in vocational counseling

De Fruyt, F., Ghent University, Belgium (Filip.DeFruyt@ugent.be)

Wille, B., Ghent University, Belgium

Dingemans, S., Zeeuws Bureau voor Toegepaste Psychologie, The Netherlands

Holland's RIASEC model has dominated the research field of vocational interests for about 50 years. A RIASEC-based new assessment tool will be presented considering interest facets and additional indicators of interest perceptions. The psychometric characteristics of this extended model will be discussed, including its validity to better describe vocational developmental trajectories.

PA-39 Personality and career roles: The mediating role of career role preferences

de Jong, N., University of Groningen, The Netherlands (n.de.jong@rug.nl)

Wisse, B., University of Groningen, The Netherlands & Durham Business School, United Kingdom

Heesink, J.A.M., University of Groningen, The Netherlands

van der Zee, K.I., VU University of Amsterdam, The Netherlands

At work, employees have gained increased influence over their own careers. Indeed, fixed role boundaries have become scarce, which may provide room for peoples' individual differences and associated personal preferences to influence their career role development. Two studies varying in both methods and sample (e.g., a 2 wave student sample [$N = 277$] and a cross-sectional worker sample [$N = 285$]) were collected to investigate the influence of personality and associated career role preferences on (expected) career role enactment. Results indicate that personality is indeed related to career role enactment via career role preferences. Thus, peoples' personality predicted which roles they would like to have in the work context, which, in turn, predicted the career roles they have or expect to have in the future. These results underline the importance of acknowledging individual differences in explaining how peoples career develops over time. Further implications, limitations and research ideas are discussed.

B3-5 Measuring personality disorder traits in the Philippines with the PID5

del Pilar, G.E.H., University of the Philippines Diliman, Philippines (gedelpilar@up.edu.ph)

Morales, M.R., University of the Philippines Diliman, Philippines

Jimenez, C., University of the Philippines Diliman, Philippines

Petras, J., University of the Philippines Diliman, Philippines

Bautista, T., University of the Philippines Manila, Philippines

Untalan, J.H., University of Santo Tomas, Philippines

The full version of the Personality Inventory for the DSM5 was administered in its original and translated Filipino versions to two separate college samples in the national state university. In the sample administered the English version ($N=293$, Mean Age = 19.76, SD = 1.96, 63% female), scale reliabilities ranged from .52 to .93 (Mean=.82). Principal Component Analysis of the fifteen marker scales showed clearly the expected five-factor structure. In the sample administered the translated Filipino version ($N=286$, Mean Age = 19.95, SD =1.64, 59% female), scale reliabilities ranged from .62 to .93 (Mean =.81). Principal Component Analysis of the fifteen marker scales showed the expected five-factor structure, but with three facet scales having secondary loadings on unintended factors (Anhedonia on Negative Affectivity, Unusual Beliefs and Experiences on Antagonism, and Eccentricity on Disinhibition). Both versions were validated through a Joint Factor Analysis (JFA) with the *Masaklaw na Panukat ng Loob*, a well-validated measure of the five-factor model using twenty Filipino trait constructs,

with four facets per domain (Del Pilar, 2017). The JFA involving the English version of the PID5 yielded a clear six-factor structure similar to that found in a number of previous studies (Al-Dajani, et al., 2015), with four of the rationally corresponding domains of the two instruments jointly defining factors as expected, while the Psychoticism and Openness to Experience domains formed separate factors. On the other hand, for the JFA with the Filipino version, the Scree Plot, Parallel Analysis, and trial solutions of a specified number of factors yielded structures suggesting that the domains of the two instruments were not convergent. Implications for research and applications using the English version in the Philippines, and procedures being undertaken to improve the Filipino version, are discussed.

PA-28 Anxiety and stress in Chinese, Italian, Russian and US college students

Delvecchio, E., University of Perugia, Italy (elisa.delvecchio@unipg.it)

Germani, A., University of Perugia, Italy

Buratta, L., University of Perugia, Italy

Lis, A., University of Padova, Italy (adriana.lis@unipd.it)

Mazzeschi, C., University of Perugia, Italy

Literature suggests that anxiety and stress levels may vary according to stage of life as well as cultures. Emerging adulthood is seen as a challenge phase for identity definition and psychological well-being. Although, collectivistic cultures, characterized by collective norms, family values, and higher levels of self-control and emotional restraint, have been found related to higher levels of anxiety and stress comparing to individualistic cultures, there is not a shared view on this issue. Uncertainty Avoidance (UA) as stated by Hofstede's, has to do with the way that a society deals with the idea that the future can never be known. UA score is the extent to which members of a culture feel threatened by ambiguous or unknown situations and created beliefs and institutions devoted to avoid them. This ambiguity might carry anxiety. The present study compared anxiety and stress across two individualistic (U.S. and Italy) and two collectivistic (China and Russia) countries, with different levels of UA. About seven-hundred college students (18-21 years old, $M=19.20$, $SD=1.10$) coming from China ($UA=30$), Italy ($UA=75$), Russia ($UA=95$) and the U.S. ($UA=46$) filled in the Depression-Anxiety-Stress Scale. After controlling the effect of age and gender, MANCOVA showed a significant effect of UA on anxiety and stress. Italians and Russians reported higher anxiety and stress compared to US and Chinese people. Also, the Chinese showed lower stress than the Russians. The higher the UA score of the country, the higher the average score of anxiety and stress showed by emerging adults who live there. The differences were not explained by individualism score. Results suggest that anxiety and stress in emerging adults, may be influenced by the way a society deals with the instability and the uncertainty of future.

C2-1 Self-construal in a higher education culture

Devi, S.P., Jawaharlal Nehru University, India (priyanka.salam2203@gmail.com)

Culture plays an important role to shape a person's point of view. Different cultures often hold different assumptions about selfhood. Culture can be broadly classified in terms of its preference either for independent or for interdependent self-construal (Markus & Kitayama, 1991). Most ethnic minority students are first-generation college learners who come from working-class contexts wherein norms of interdependence exist (e.g., Ogbu, 1982; Stephens, Fryberg, Markus, Johnson & Covarrubias, 2012). They experience challenges in academic settings as they experience cultural differences between their home culture and the academic culture (Ogbu, 1982; Tyler, Uqдах, Dillihunt, et al. 2008). In a higher education culture the prevalent norm is the norm of independence where the individual is more focused on uniqueness and self-preferences, and where importance is given to self-expressiveness. In contrast, norms of interdependence require members to focus more on adjusting, responding to, and connecting to others' needs. Being from a different culture, speaking a different language, and experiencing other shortcoming by their own group members, they are more concerned and bothered about what others may think about them. As a consequence, sometimes they are restricted to share their opinions and experiences in front of others and subsequently develop a fear of being negatively judged. We tested the effect of self-construal and fear of being negatively judged on a person's self-expression, using a questionnaire, in a sample of one hundred and twenty students from the North-Eastern part of India, which constitutes an ethnic minority group. We used a factorial ANOVA mixed design. Our findings suggest that fear of being negatively judged and self-construal strongly influence self-expression. Since little empirical work has been done in this area, more research is needed.

B2-2 Does mindset matter? How critical life events influence personality: The moderating role of mindset

de Vries, J.H., FU Berlin, Germany (jantje.de.vries@fu-berlin.de)

Spengler, M., *HR Diagnostics, Stuttgart, Germany*
 Frintrup, A., *HR Diagnostics, Stuttgart, Germany*
 Mussel, P., *FU Berlin, Germany*

Every day people face challenges which can be more or less significant. When those challenges represent a decisive experience, they become so-called critical life events. Critical life events refer to time-discrete transitions that mark the beginning or the end of a specific status, for example, leaving the parental home at a young age. Often such events require behavioral, cognitive and/or emotional adaptations. Considerable efforts have been made in recent years to study and quantify consequences of critical life events with theory and research suggesting that life events can influence personality traits. Changes following major life events were noted for all of the Big5 domains. However, much less is known about underlying processes and moderating variables of these relations. Uprising research on the construct of mindset empathizes that believes over the malleability of global attributes can be seen as predictor of resilience to challenges. People who believe their core qualities can develop (growth mindset) suffer from less anxiety and distress. Thus, mindset may act like a buffer for critical life events due to subjective perceptions of the life event. In the present study, we investigated the moderating role of mindset in the context of critical life events. Using a sample of 1,667 people entering adulthood who experienced emotionally and socially critical life events, three research questions were addressed. First, we examined whether two major critical life events (graduation and moving out from home) had an impact on the Big5 and whether these influences were mediated by subjective perceptions of the event. Second, we investigated the relation between mindset and the subjective perception of critical life events. Third, we tested a moderated mediation model, examining whether mindset moderates the relation between life events and personality by influencing subjective perceptions of critical life events.

IS-2 Intelligence and personality: The current state of the field

DeYoung, C., University of Minnesota, USA (cdeyoung@umn.edu)

Intelligence and personality have often been viewed as distinct psychological domains that intersect only to a very limited degree. However, research over the last four decades suggests the possibility that, both conceptually and empirically, intelligence could be integrated with larger models of personality. I discuss conceptual and empirical issues in the relation of intelligence to personality, emphasizing the Big Five trait hierarchy as an organizing structure. Conceptually, I challenge three dichotomies that have often been used to justify a categorical distinction between intelligence and personality: 1) the description of intelligence as “cognitive” and personality as “non-cognitive”; 2) the difference between questionnaire and performance-test measurement; 3) the description of intelligence as “maximal performance” and personality as “typical behavior.” Empirically, the situation has been clarified in the last 10 years by the identification of two major subfactors within each of the Big Five (labeled “aspects”) and especially by investigation of the distinction between the “Openness to Experience” and “Intellect” aspects, which are differentially related to intelligence. Additionally, distinguishing between verbal and nonverbal intelligence (often referred to as “crystallized” and “fluid,” but I review conceptual problems with this terminology) helps to provide clarity regarding the relation of intelligence to personality and poses challenges for some developmental theories of links between personality and intelligence. I close with an overview of the associations of intelligence with a reasonably comprehensive array of personality constructs.

SY-1 A cybernetic approach to personality dynamics: Implications for psychopathology and well-being

DeYoung, C.G., University of Minnesota, USA (cdeyoung@umn.edu)

Cybernetics is the study of goal-directed, self-regulating systems. As such, it supplies a useful set of principles for describing moment-to-moment psychological dynamics. Cybernetic Big Five Theory (CB5T) applies these principles to defining and explaining the components of personality—that is, persistent patterns in psychological dynamics. Personality traits are conceived as probabilities of being in particular motivational, emotional, cognitive, and behavioral states, with these probabilities caused by stable parameters of mechanisms that evolved to respond to broad classes of stimuli present in human environments over evolutionary time. Characteristic adaptations reflect the goals, interpretations, and strategies that individuals have learned in response to their particular life circumstances. This talk lays out the core propositions of CB5T and then discusses how they shed new light on the nature of both psychological well-being and its converse, psychopathology. Psychopathology is seen as cybernetic dysfunction, requiring persistent failure to make progress toward important goals, whereas optimal well-being is seen to derive from having well-functioning characteristic adaptations that are sufficiently integrated with each other, with one’s personality traits, and with basic human needs.

IS-5 Personality neuroscience: New approaches, new challenges

DeYoung, C.G. (convener), University of Minnesota, USA (cdyoung@umn.edu)

Smillie, L.D. (convener), University of Melbourne, Australia (lsmillie@unimelb.edu.au)

Personality neuroscience is growing rapidly, and many methodological improvements are being made to advance the field. The current symposium highlights studies that are taking a variety of new approaches to investigating the neural correlates of personality. Some of these developments mirror improvements being made elsewhere in psychology in response to the replication crisis, such as using large samples to ensure adequate power, preregistration to avoid the possibility of questionable research practices, and replication to assess the robustness of novel findings. Others are less widespread, but nonetheless innovative, such as using simulations to test hypotheses or pharmacological manipulation of neurotransmitters. Wei begins the symposium with an MRI study of over 1000 participants investigating whether three widely replicated personality types are associated with individual differences in the volume of subcortical structures. Then Pickering presents the results of two studies examining a venerable hypothesis that has never before been tested in well-powered research: that extraversion is associated with speed of learning under reward. Jach presents a simulation study investigating the mechanisms by which dopamine may be involved in the determination of both extraversion and openness to experience. Finally, Smillie discusses two studies testing the hypothesis that openness to experience is associated with the reward value of information, signalled by dopaminergic neurons. As a whole, this symposium presents an array of cutting-edge research in personality neuroscience, demonstrating many of the ways that such research can be carried out rigorously, while also showing that we have much still to learn about the neural underpinnings of personality.

C3-2 Family therapy in Psychological therapy for children with somatic symptoms disorder (children with gastritis resistance drug treatment)

Do, M.T.L., Vietnam National Children's Hospital, Vietnam (dolientla17@gmail.com)

In the world in general and in Vietnam's culture in particular, family plays an important role in people's lives and the development of a person. This is especially also true for children who are sick. Some of those children have persistent fatigue symptoms, notwithstanding being treated through drugs. They are said to suffer from somatic symptom disorders. Through the emphasis today on psychosomatics, we understand this type of problem to have a psychological cause, with the somatic symptoms being the accompanying signs. Under such circumstances, individual psychotherapy and family therapy are understood to be the most effective. The aims of this research are to investigate the role of families in maintaining the pain of children with gastritis, and the role of family in the psychological therapy for children with somatic symptoms disorder. The study is done through clinical observation of and interviews with 30 patients, and through clinical case reports with 3-5 cases; these cases were evaluated for overall psychological function with Wechsler intelligence scale for children, the CAT test. They are involved in individual psychotherapy and family therapy. We expect that family is the factor that maintains the pain of children with gastritis, and that family therapy helps relieve somatic symptoms of children with gastritis. The children with gastritis are examined gastroenterologically; they are treated with medication, and in case they is no improvement, the treatment with medication by the doctor of gastroenterology is continued and they are advised for psychiatric examination. If they don't wish to follow this advice, they are expected for new appointments. If they do agree, then it is followed by an overall psychological evaluation, individual psychotherapy and family therapy.

A1-2 Expecting parents' relational patterns and early parental adjustment

Dollberg, D., Academic College of Tel Aviv-Yaffo, Israel (daphna@mta.ac.il)

Tolmacz, R., Baruch Ivcher School of Psychology, Interdisciplinary Center (IDC), Israel

Shai, D., Academic College of Tel Aviv-Yaffo, Israel

Attachment styles (Mikulincer & Shaver, 2007), relational entitlement, i.e. one's feeling of privilege in intimate relations (Tolmacz & Mikulincer, 2011), pathological concern for others, i.e. a compulsive concern for others' welfare while denying own needs (Shavit & Tolmacz, 2014), are suggested as personality characteristics that shape interpersonal adjustment. However, their contribution to expecting parents' transition to parenthood had not been investigated so far. The objectives are (1) to assess links between expecting parents' relational patterns, spousal satisfaction and antenatal attachment, and (2) to test the contribution of these prenatal characteristics and parents' adjustment. 95 first-time expecting parents (69 mothers, 26 fathers) participated in this 2-phased study. At time 1 (pregnancy) parents completed the Experience in Close Relations (ECR), Sense of Relational Entitlement (SRE), Pathological Concern Questionnaire (PCQ), Adult Caregiving Questionnaire (ACQ), Dyadic Adjustment Scale (DAS) and Parental Antenatal Attachment Scale (PAAS). At time 2 (6 months postpartum) parents repeated the DAS and completed the Parent Stress Inventory (PSI) and Parent Sense of Competence (PSOC). The results are that high SRE excessive and restricted entitlement, high ECR avoidance and high PCQ were associated with women's low PAAS. For

men, only DAS was associated with PAAS. High prenatal ECR anxiety, SRE excessive and restricted entitlement, PCQ and low PAAS were associated with women's high postpartum stress (PSI) and low competence (PSOC), whereas high SRE assertive entitlement was associated with low PSI and high PSOC. For men, high prenatal ECR avoidance, SRE excessive and restricted entitlement and pre- and postnatal spousal dissatisfaction were associated with higher postpartum PSI and lower PSOC. We conclude that expecting parents' pre-parenting relational patterns are linked with their emerging parenting. Excessive and restricted entitlement, pathological compulsive care for others and high attachment avoidance are identified as risk factors for early parenting, whereas assertive relational entitlement and satisfaction with the spousal relationship support early adjustment.

IS-5 Subcortical MRI volumes associated with personality type: A cross-sectional study

Dongtao, W. Key Laboratory of Cognition and Personality & Southwest University, China. (dongtao@swu.edu.cn)

Yu, L. Key Laboratory of Cognition and Personality & Southwest University, China

Kangcheng, W. Key Laboratory of Cognition and Personality & Southwest University, China

Zhiting, R. Key Laboratory of Cognition and Personality & Southwest University, China

Qunlin, C. Key Laboratory of Cognition and Personality & Southwest University, China

Wenjing, Y. Key Laboratory of Cognition and Personality & Southwest University, China

Jiang, Q. Key Laboratory of Cognition and Personality & Southwest University, China (qiuji318@swu.edu.cn)

Personality type is described in terms of unique combinations of personality traits. Three replicable personality types were identified: Resilient, Over-controlled, and Under-controlled. Previous studies have shown that individual differences in personality traits were associated with structure in one or more brain regions. However, whether there is an association between personality type and subcortical volume of structures involve in reward, motivation and emotion, is yet unknown. Through a cross-sectional design including 1,184 participants from Southwest University of China (female = 763, male = 421, age range = 17-27 years), participants' personality traits were measured using the 240-item NEO-PI-R. Seven subcortical grey matter regions were assessed using the fully automated and validated segmentation software FreeSurfer. We used a clustering method known as community detection to form specific subtypes of participants based on personality traits. Then, we examined distinct personality type differences in subcortical volume using an analysis of covariance model. All models controlled for age, sex and total intracortical volume. We found four distinct personality types (Average, Resilient, Over-controlled, and Under-controlled) in a large Chinese sample. A significant main effect of personality type was found for the nucleus accumbens (NAcc) [$F(3, 985) = 7.11, p = 0.0001$], putamen [$F(3, 985) = 5.2, p = 0.001$], and amygdala [$F(3, 985) = 2.98, p = 0.031$]. Subsequent multiple comparisons analyses showed that under-controllers had a larger volume of nucleus accumbens than over-controllers and resilient, and larger volume of putamen than resilient. Additionally, under-controllers had a larger volume of amygdala than resilient. Four distinct personality type had a significant difference in the subcortical volume of structures involve in reward processing, motivation, and impulse control. Structural differences in NAcc, putamen, and amygdala in under-controllers may mediate vulnerability to addiction, impulse disorders, and other externalizing problems.

B2-3 Ruminative thinking style and related metacognition: Analysis of gender differences

Dragan, M., University of Warsaw, Poland (mdragan@psych.uw.edu.pl)

Rumination is repetitive and passive self-focused thoughts about one's negative states and their causes and consequences (Nolen-Hoeksema et al., 1999). It is a significant predictor of psychopathology. Research shows that women are more likely to ruminate than are men (Johnson & Whisman, 2013). Rumination is also the central element of cognitive-attentional syndrome, which is a key factor in the metacognitive model of psychopathology. According to this model, the syndrome results from general maladaptive metacognitive beliefs. Studies have shown that these beliefs are also a significant predictor of psychopathology (Wells, 2013). To date, there has not been much research on gender differences in metacognition. The main goal of the current analysis is to examine gender differences in rumination and dysfunctional metacognition in a large group of participants. The study was conducted through an internet survey panel and included 1,225 participants. Of these, 61% were women. Participants completed a set of self-report questionnaires concerning rumination and metacognitive beliefs. Rumination and metacognitions correlated significantly at $r = .66, p < .001$. Gender differences were detected for rumination, but not for general score of metacognitions. Significant differences were found only for two subscales: the Uncontrollability and Danger scale and the Need to Control Thoughts scale. We confirmed that women are more likely to ruminate than men. They also have stronger beliefs about negative aspects of rumination and the need to control thoughts.

A1-3 Childhood gender nonconformity, sexual orientation and BIS/BAS sensitivity among men

Dragan, W., University of Warsaw, Poland (wdragan@psych.uw.edu.pl)
Folkierska-Żukowska, M., University of Warsaw, Poland

Relationships of personality traits with sexual orientation and childhood gender nonconformity among men have been poorly characterized. Previous studies revealed mixed results – some of them showing that anxiety-related personality traits are linked to non-heterosexuality and high levels of childhood gender nonconformity. However, other studies revealed high levels of approach-related traits among gay men as compared to heterosexuals. This study aimed to evaluate the relationships of childhood gender nonconformity, sexual orientation, and BIS/BAS personality components. We recruited a group of 2,160 men aged 18-50 years ($M=28.24$, $SD=6.88$). We used a web-based survey. Sexual orientation was characterized by the use of Sell's Sexual Orientation Questionnaire; childhood gender nonconformity was measured using Zucker's The Recalled Childhood Gender Identity/Gender Role Questionnaire. Personality traits were assessed using Carver and White's BIS/BAS Scales. We identified a weak but significant positive relationship between childhood gender nonconformity and BIS. After controlling for age and CGN we identified sexual orientation-related differences in BIS sensitivity – gay men scored higher than heterosexuals. Heterosexual men scored lower in BAS Drive compared to bisexual and gay men, while gay men scored higher in BAS Reward Responsiveness compared to bi- and heterosexual men. We also identified differences in BAS Fun seeking – bisexual men scored higher than gay men. The conclusion is that sexual orientation was associated with BIS/BAS sensitivities. Individuals with a homosexual orientation showed higher scores in both anxiety- and approach-related personality traits when compared to bi- and heterosexual men.

IS-14 Do the stars align? An investigation of convergence between trait and state emotion regulation

Eldesouky, L., Stanford University, USA (leldesou@stanford.edu)
Beck, E.D., Washington University in St. Louis, USA
Gross, J.J., Stanford University, USA
English, T., Washington University in St. Louis, USA

The ways we manage the experience and expression of our emotions have profound consequences for our well-being. Researchers typically assess emotion regulation using trait measures, but state measures have become the gold standard due to their potentially greater accuracy. However, the degree of convergence between trait and state emotion regulation remains largely unknown. Building on personality theories proposing that traits are averaged states, we tested whether there is moderate trait-state convergence in two commonly used emotion regulation strategies: suppression and reappraisal. We tested our hypothesis across four large, independent samples of undergraduates (Study 1: $N = 150$, Study 2: $N = 200$, Study 3: $N = 417$) and community adults (Study 4: $N = 272$) who completed the Emotion Regulation Questionnaire (Gross & John, 2003) and a daily emotion regulation survey at least once a day for 1-2 weeks. Results showed either weak (Studies 1-2) or moderate trait-state convergence (Studies 3-4). Across all studies however, convergence was higher for reappraisal than suppression. These findings align with many personality studies showing moderate trait-state convergence. However, they strongly suggest there are also additional construct-level (e.g., strategy type) and study design (e.g., daily assessment schedule) moderators at play. Implications for emotion regulation measurement will be discussed.

IS-9 Emotion regulation goals predict strategy use in daily life

Eldesouky, L., Stanford University USA (leldesou@stanford.edu)
English, T., Washington University in St. Louis, USA

The ways we typically manage our emotions have important long-term consequences for our emotional well-being and social relationships. However, little is known about why people tend to use certain emotion regulation strategies. In the current study, we examined the role of emotion regulation goals, or the reasons why people regulate their emotions, because they are believed to activate regulatory behavior. We tested the general hypothesis that strategies are linked to the distinct goals they best serve. We conducted a nine-day daily diary study ($N = 272$; 23–85 years; 50% female; 84% European American) in which we examined the associations between two common types of emotion regulation goals (hedonic, social) and a wide range of strategies. There was sufficient within-person variability in both goals and strategies. However, goals had relatively higher between-person variability than strategies, especially hedonic goals. Results showed that pro-hedonic goals were positively associated with strategies that mainly target emotional experience (e.g., situation selection, distraction), pro-social

goals were positively linked to cognitive reappraisal, and impression management goals positively predicted expressive suppression. These associations held at both the between-person and within-person levels, but were weaker at the within-person level. Our results suggest that the reasons why people regulate their emotions are linked to the strategies they use in daily life. These links appear to be functional, such that people typically use strategies that are suitable for their goals.

PA-14 The association between callous and unemotional psychopathic traits and mental health problems

Essau, C., University of Roehampton, London, UK (c.essau@roehampton.ac.uk)

Allan, S., University of Roehampton, London, UK

Adolescents with callous and unemotional (CU) psychopathic traits have been described as lacking sympathy, having diminished guilt, reduced need for social affiliation, and dampened emotional expression. CU traits are also associated with an increased severity and chronicity of conduct problems. However, little is known about the association between CU traits and mental health problems. The main aim of this study was to examine the association between CU traits, antisocial behavior, and mental health problems. Participants consisted of 318 adolescents (223 male and 95 female), aged 11 to 18 years. The adolescents were recruited from special and mainstream schools. They completed a set of questionnaires that are used to measure psychopathic traits, and antisocial behavior, and mental health problems. The results tell that adolescents from special schools had higher levels of CU traits and antisocial behaviors compared to adolescents from mainstream schools. Multiple regression showed a significant two-way interaction term between CU traits and anxiety and depression. Antisocial behaviors were positively associated to anxiety and depression in the full sample. A significant three-way interaction term between CU traits, antisocial behaviors and type of schools emerged: specifically, the two-way interaction term between CU traits and antisocial behaviors was significant in adolescents from special schools, but not in adolescents from mainstream schools. Among adolescents from special schools, CU traits were positively associated to anxiety and depression at high levels of co-occurring antisocial behaviors, whereas CU traits were more strongly and negatively associated to anxiety and depression at low levels of co-occurring antisocial behaviors. The conclusion is that the pattern of CU traits seem to differ among adolescents in special and mainstream school

C1-1 Chinese cultural contribution to personality traits and personality disorders: evidence from fiction and contemporary society

Fan, H., Zhejiang University College of Medicine, China

Shao, X., Zhejiang University College of Medicine, China

Wang, W., Zhejiang University College of Medicine, China (drwangwei@zju.edu.cn)

The Chinese culture has core structures such as Confucianism, Buddhism, and Taoism, and these structures contribute significantly to harmony significantly on harmony in its collectivistic context. Individuals make efforts to meet their own needs, which fits into the Maslow Hierarchy of Needs. Individuals benefit from their efforts if needs are met, but suffer from sorts of psychological disorders if needs are not met. Through laboratory investigations in participants of the contemporary society and text-search from a famous Chinese novel in the 17th - 18th century, *A Dream of Red Mansions*, we have studied both normal and disordered personalities and their relationships with Chinese culture. Through lab designs and text-search, we have confirmed the five-factor model of personality traits in both fiction and contemporary society of China, and their Chinese culture relevance. Though text-search, we have found evidence of personality disorders which can be diagnosed according to the 5th edition of the Diagnostic and Statistical Manual of Mental Disorders (American Psychiatric Association, 2013), and their Chinese culture relevance. We have found links between Chinese culture and normal/ disordered personalities. Our studies offer hints to the understanding, preventing and treatment of these disorders in a Confucian or Collectivistic context, such as in China or other parts of the world.

IS-11 Reciprocal relationship between parenting styles and indigenous personality at Chinese adolescents

Fan, W., Shanghai Normal University, Shanghai, China (fanweiqiao@shnu.edu.cn)

Li, M., Shanghai Normal University, Shanghai, China

Cheung, F., The Chinese University of Hong Kong, China

Numerous studies have highlighted the associations between parenting style and offspring's personality development, mainly focusing on the influences of parenting style on the development of personality. The corresponding empirical evidence about the effects of a child's individual characteristics on parenting style, however, is largely lacking, with a few of exceptions. This

study examined a reciprocal relationship between parents' parenting styles and their children's personality. 672 Chinese secondary school students were recruited from Shanghai, China. Their personality trait of Interpersonal Relatedness and perceived parenting styles were assessed at Grade 6 and Grade 8. Correspondingly, one of parents of each student reported their parenting style two times as well. Significant reciprocal associations between adolescents' indigenous personality and their parents' parenting styles were largely supported. The dynamic process of adolescents' personality and their parents' parenting styles, and cultural influences on the process were further discussed and empirically highlighted in the present study.

SY-5 Do those high in investment traits get going when the going gets tough? The dynamics of cognitive-affective states that underlie the relationship between investment traits and learning

Fayn, K., Max Planck Institute for Empirical Aesthetics, Germany (kirill.fayn@ae.mpg.de)

Birney, D., University of Sydney, Australia;

Leng, L., KU Leuven, Belgium

Verdonck, S., KU Leuven, Belgium

Kuppens, P., KU Leuven, Belgium

When it comes to individual differences in the acquisition of knowledge, the most important predictors from previous investigations are divided into cognitive and conative, or maximal and typical performance indicators. Intelligence represents the *ability* of a person for knowledge acquisition, and investment traits represent the *disposition* of a person towards knowledge acquisition. Both types of variables have been shown to be associated with learning outcomes and general knowledge, but little is known about the processes by which investment traits influence learning. Taking an affective dynamics approach to trying to understand individual differences in learning, the current investigation sought to test the influence of cognitive affective states – interest, confusion, frustration and boredom – on performance on a complex problem solving task. Participants ($n = 246$) were asked to manage an island ecosystem where their task was to keep the population of the island constant. Over the course of the simulation, the difficulty of the task was manipulated – from relatively simple to almost impossible – in order to influence the dynamics of cognitive-affective states and provide a broad range of complexity. Broadly, we predicted that investment traits (need for cognition; NFC), but not intelligence, would predict greater engagement with the task (more interest, less frustration and boredom) particularly as complexity increased. The results suggest distinct processes that underlie the relationship between NFC and learning outcomes, which are not associated with intelligence. These results will be linked to recent process theories of learning, and models of individual differences in learning. Our findings broadly suggest that investment personality traits get you going when the going gets tough.

PA-8 The moderating role of personality factors on mental health problems of adolescent siblings of persons with substance use disorder

Fente, H.K.L., Mizoram University, India (hkdinpuui.psy@mzu.edu.in)

Pachau, L., Govt. Aizawl West College, India

The study aimed to elucidate the moderating role of personality factors (NEO-FFI) on mental health problems of adolescent siblings of substance abusers. The sample comprised of 870 adolescents, consisting of 290 adolescents (145 male and 145 female) having drug-abusing siblings, 290 (145 male and 145 female) having alcohol-abusing siblings, and 290 (145 male and 145 female) having normal siblings. Results revealed significant 'Sex x Status' effects on personality and psychopathological symptoms. Significant moderating roles of neuroticism, openness, agreeableness, and extraversion for boys and conscientiousness and neuroticism for girls were found to explain the relationship between status of having substance-abusing (drugs, alcohol) siblings and psychopathological symptoms (eating disturbance, self-concept, ODD, academic problems, suicidal ideation and behavior). Discussions highlighted the importance of considering not only the needs of the other brothers and sisters of the substance abusers but specifically how their personality factor may alleviate or aggravate the impact of such sibling's substance abuse, as not everybody in the family is equally affected to develop psychopathological symptoms.

IS-11 Personality and culture

Fetvadjeiev, V.H. (Convener), University of Limerick, Ireland (velichko.fetvadjeiev@gmail.com)

Cheung, F.M.C. (Discussant), Chinese University of Hong Kong, China

The field of personality and culture is characterized historically by a diversity of perspectives and methodological approaches. After a long opposition between relativistic and universalistic perspectives, there is a recent tendency for an integration of

perspectives. The presentations in this symposium exemplify both the diversity of approaches and the overall tendency toward broader integration. The first set of studies focuses on personality models in individual cultures, broadly based on the psycholexical approach and implicit conceptions of personality. (1) Amber Thalmayer and colleagues examine the personality structure in the little-studied Khoekhoe language in Namibia. They used a psycholexically derived inventory and follow-up interviews to clarify the meaning of emic terms, and compare the resulting model to etic models. (2) Pia Zeinoun and colleagues developed a brief version of the Arab Personality Inventory, based on an indigenous study of personality concepts in the Levant. Findings are presented on the properties of this instrument in participants from several countries of the Levant as well as Yemen. (3) Velichko Fetvadjiev and colleagues assessed the replicability of the South African Personality Inventory in New Zealand and Ireland, and its incremental validity for social-relational outcomes and well-being. Although derived from an indigenous perspective in South Africa, the inventory proved relevant in different cultural contexts. The second set of studies deals with the patterns in wider cross-cultural comparisons of personality. Still within the general psycholexical approach, (4) Joshua Wood and colleagues investigate the ubiquity of personality concepts in 13 isolated languages. Building upon a previous study (by a different research team) that examined the occurrence of single terms in bilingual dictionaries, the present authors used clusters of synonymous terms instead, and found a different though overlapping set of ubiquitous concepts. (5) Michael Gurven and colleagues propose a niche diversity hypothesis, according to which socioecological complexity is associated with the prevalence of more diverse patterns of behavior covariation in a culture. They found support for this hypothesis in a large cross-cultural data set using a Five-Factor Model instrument. Finally, (6) Karl and Fetvadjiev examine the proposition that person–culture fit is associated with well-being, using data from the World Values Survey. After data transformation and reduction to meet basic requirements of cross-cultural comparability, they found limited evidence for person–culture fit effects. This symposium offers a platform for a discussion on the opportunities and obstacles in the integration of approaches to personality and culture.

IS-4 Personality traits, values, and broad well-being over time: A five-wave study of a nationally representative sample

Fetvadjiev, V.H., University of Limerick, Ireland (velichko.fetvadjiev@gmail.com)

He, J., Tilburg University, The Netherlands & German Institute for International Educational Research, Germany

The existence of links between personality traits, values, and well-being and self-esteem is well established, but the nature and direction of these links have been less clearly understood. This study examines longitudinally the stability of traits and values, their mutual effects, and their effects on affective and cognitive well-being and self-esteem. We analyzed data from a nationally representative panel in the Netherlands, spanning five time points spread across eight years ($n = 5,159$ to $7,021$ per time point, total $N = 11,890$). We estimated latent trait–state models and random-intercepts cross-lagged panel models to account for the trait-like, time-invariant stability of the constructs. Traits were more stable than values. The bidirectional effects tended to be significant, but could be distinguished by their relative size. Traits predicted values more strongly than they were predicted by values, and generally predicted well-being and self-esteem more strongly than values did. Traits predicted broad well-being (especially its affective aspects) more strongly than they were predicted by it; values, by contrast, were predicted by well-being (especially its cognitive aspects and self-esteem) more strongly than they predicted it. The findings highlight the central role of traits for personality functioning, while also supporting the mutual constitution of traits and other personality concepts. The results are discussed in the framework of different theoretical approaches to the composition of the broader personality system.

IS-11 The South African Personality Inventory (SAPI) beyond South Africa

Fetvadjiev, V.H., University of Limerick, Ireland (velichko.fetvadjiev@gmail.com)

Neha, T., Victoria University of Wellington, New Zealand

Van de Vijver, F., Tilburg University, The Netherlands

McManus, M., Victoria University of Wellington, New Zealand

Meiring, D., University of Pretoria, South Africa

Indigenous personality research in various countries such as China and South Africa has identified social-relational concepts as a salient aspect of personality. These concepts deal with predispositions in the domains of interpersonal and social behavior, and are not well represented in the Big Five model. How relevant are these social-relational concepts beyond the cultures where they were initially identified? The present study investigates the construct and predictive validity of the South African Personality Inventory (SAPI) model in the different, although similarly multicultural context of New Zealand. European ($n = 428$) and Maori ($n = 226$) university students in New Zealand completed the SAPI, the Big Five Inventory (BFI), and measures of family orientation and well-being. The SAPI model was clearly replicated and had metric invariance between Europeans

and Maori. The social-relational concepts had substantial incremental validity above the BFI for family orientation and well-being in both groups, and especially in Maori participants. Although derived from an indigenous perspective in South Africa, the SAPI proved relevant in a different cultural context. Initial results are also presented from a similar replication sample in Ireland. The results are discussed with respect to the integration of universal and culturally specific aspects of personality.

IS-4 Values and traits

Fischer, R. (convener), Victoria University of Wellington, NZ & Instituto D'Or de Pesquisa e Ensino, Brazil (ronald.fischer@vuw.ac.nz)

This symposium examines the conceptual and empirical links between personality traits and values. The study of both values and traits can be traced back to the early foundations of personality psychology, including Gordon Allport's foundational work. However, they emerged as two distinct research streams and only recently have researchers started to make greater efforts to examine the linkages between values and personality traits in more detail again. The current symposium reflects some of the diverse approaches that exist in this field at the moment, from classic cross-sectional studies to longitudinal surveys, twin studies, and computer-based text analyses. The diversity of perspectives on personality traits is also noticeable, including classic trait approaches but also broader conceptualizations of personality systems, which include motivational goals and morality. The emerging picture across the presentations is that values and personality are closely coupled at the empirical level, possibly driven by some overlapping genetic systems, but the divergence in some of the findings across the studies also suggest that environmental and measurement effects play a significant role. The first three studies focus on the relationship between values and personality traits, using longitudinal and twin study designs. In the first presentation, Thalmayer and colleagues report data from a longitudinal study in early and middle adulthood. They show stability of values' scores suggesting dispositional aspects, but also point to socialization effects towards more inclusive value priorities. Values had a stronger correlation down-stream with traits than vice versa. Fetvadjeiev and He report a representative longitudinal study in the Netherlands. In contrast to the previous presentation, they found that traits were stronger statistical predictors of both values and well-being over time, but the effects were also moderated by the specific aspects being measured. Knafo-Noam and Twito present longitudinal twin data from Israeli youth. Their data show support for arguments that values and traits reflect overlapping genetic effects, but with some variation across domains and traits. They also report stronger correlations with increasing maturation. Broadening the argument beyond classic Big Five traits, Zapko-Willmes and colleagues report a German twin-study which shows that moral concerns and values are closely related, with strong genetic overlap for some values and moral concerns, but greater distinctions for other domains. Moving from twin and longitudinal designs to more classic cross-sectional study, Levontin and Bardi present data that link values to motivational goals. Using values as the theoretical foundation, they show that a theory-driven approach can help to identify motivational goals that have been overlooked so far in the study of personality systems. Finally, Luczak-Roesch and colleagues present a new computational approach that can be used to trace both values and traits in historical (and contemporary) texts. Their data suggest that it is empirically difficult to distinguish traits and values in narratives, and that linguistic expressions of traits and values are more contextually sensitive than some of the contemporary individual-focused psychological theories predict.

SY-4 What happened to functional equivalence: Reflections on personality, culture and levels of explanation

Fischer, R., Victoria University of Wellington, NZ & Instituto D'Or de Pesquisa e Ensino, Brazil (ronald.fischer@vuw.ac.nz)

In this talk, I will reflect on the state of cross-cultural invariance testing and the status of personality traits within behavioral science. Statistical techniques for assessing equivalence and bias within an invariance framework have improved dramatically over the last few decades, with an ever increasing sophistication of statistical methods. At the same time, invariance tests typically show equivalence of slopes (metric equivalence), but full score or scalar equivalence is often not achieved. This failure to find invariant intercepts may be due to a number of factors, which include an unclear understanding of the functions of the construct and the measurement processes (as experienced by the respondent) across different contexts. I will use this starting point to reflect on the status of personality traits within behavioral sciences. Personality is often measured using self- or other-reports. To what extent is it possible to extract dimensions of behavioral variability that are functionally meaningful and biologically plausible? This issue of functional equivalence (what is the nature of the construct) has received little attention. What do we know about the emergence of personality traits as observable regularities that can then be perceived, memorized and described in verbal reports by the self and others? Is it even plausible to assume independent latent variables (as implied by the statistical tests that dominate personality research)? I review research in neuroscience that speaks to the question of emergence of personality structure, and present some data that suggests that cognitive processes that are relevant to the lexical hypothesis (which drives the survey approach) are context dependent. Overall, my argument is that the presence

of personality traits is contextually bound and does not represent isomorphic neurobiological processes. Therefore, the possibility to find cross-cultural invariance through statistical means may only be achievable in limited historic, economic and social niches.

IS-7 Explorations in situational assessment: The RSQ and the SCM

Funder, D., University of California, Riverside, USA (funder@ucr.edu)

Despite the long-recognized importance of the interaction between persons and situations, the conceptualization and measurement of situations has lagged far behind the conceptualization and measurement of personality. The Riverside Situational Q-sort (RSQ) was developed to begin to rectify this discrepancy, by casting a wide, deliberately atheoretical descriptive net intended to bypass premature reification of putatively essential factors of situations. The RSQ is the empirical companion to the theoretical Situational Construal Model (SCM), which describes behavior as a function not only of direct effects of personality and situations, but also as a function of construal, how the individual perceives and responds to each situation he or she confronts. This talk will summarize the development of the RSQ through its several versions, and illustrate its use in diverse research contexts including recent data comparing situational experience across countries around the world.

PA-7 Big Five (BFI-2) and empathy as predictors of transformational leadership: A multilevel study

Føllesdal, H., BI Norwegian Business School, OSLO, Norway (hallvard.follesdal@bi.no)

Several studies have found that leaders' personality and emotional intelligence is associated with transformational leadership, but few studies have assessed these relationships using a multilevel approach, after identifying the factor structure in transformational leadership. That is, inconsistent results have been reported regarding the factor structure of the most frequently used measure of transformational leadership (MLQ-5X), and the validity of the scores have been questioned. No known studies have yet used a multilevel approach to assess the factor structure of scores, and then assessed the factors relationships with other variables, like personality. Moreover, it has been assumed that emotional intelligence is important in transformational leadership, but meta-analyses suggest that the Big Five is a better predictor of transformational leadership than emotional intelligence. The present study will first use Multilevel Confirmatory Factor Analysis (MCFA) in order to assess the factor structure in scores from the MLQ-5X. Secondly, the relationship between sub-dimensions of transformational leadership and scores from a new measure of Big Five (BFI-2) will be assessed, along with incremental validity of narrow traits and empathy over broad traits. 181 Norwegian executives were rated by an average of 2.7 subordinates ($n = 490$) on transformational leadership using the MLQ-5X. Leaders also completed the BFI-2 and two subscales from the Interpersonal Reactivity Index: Empathic Concern and Perspective Taking. MCFA was conducted with Mplus 8.2. Results will be presented and discussed. Many researchers and practitioners use the MLQ-5X to assess transformational leadership. Previous studies have often ignored the hierarchical nature of the scores, which may lead to biased conclusions about the factor structure and their relation to other variables, like personality and empathy. It is therefore important to assess such relationships using a multilevel framework.

PA-8 Teacher effectiveness as a product of individual, job and organizational factors: a study among engineering college teachers in India

Ganesh, M.P., Indian Institute of Technology Hyderabad, Telangana, India (mpganesh@iith.ac.in)

Sujiv, N., Indian Institute of Technology Hyderabad, Telangana, India

An effective teacher is not only an instructor but also a leader who can inspire the students to become better individuals. Various individual, job related and organizational factors can influence the effectiveness of teachers. In this present study we have chosen Teacher Self-Efficacy, Perceived Meaningfulness of the Job, Psychological Safety at the Workplace as the individual, job related and organizational factors respectively to understand their effect on teacher effectiveness. Standardized questionnaires were used to measure the three independent variables and a tool was developed to measure effectiveness of teachers. Based on literature review, we hypothesized that Perceived Meaningfulness of the Job and Psychological Safety at Workplace will moderate the relationship between Teacher Self-Efficacy and Teacher Effectiveness. 178 eight engineering college teachers (88 men and 90 women) were selected using purposive sampling method for the survey. Exploratory factor analysis showed that three sub-dimensions emerge from the teacher effectiveness questionnaire and we named them as Pro-activeness, Intellectual Openness and Interpersonal Openness. Hierarchical regression analysis showed that self-efficacy had

significant positive effect on all three dimensions of teacher effectiveness and perceived meaningfulness of the job had positive impact on interpersonal openness and pro-activeness. Perceived meaningfulness in the job also moderated the relationship between self-efficacy and interpersonal openness. Psychological safety at workplace did not show any significant main or moderating effects. We also discuss the implications and limitations of this research in the paper.

SY-4 Measurement issues in large-scale cross-cultural research projects

Gardiner, G. (convener), The University of California, Riverside, USA (gwendolyngardiner@gmail.com)
Funder, D. (discussant), The University of California, Riverside, USA

The recent growth in cross-cultural research has brought with it an expansion of the study of personality across cultures, particularly with large collaborations of researchers accumulating data across numerous cultural groups. This expansion in data collection has brought with it numerous challenges unique to cross-cultural research, particularly when assessing a large number of distinct cultural groups. Specifically, testing for biases in the data that lessen the comparability of measures between groups, often referred to as “measurement invariance,” has become increasingly widespread in the field. In this symposium we present three talks and a discussion on issues surrounding the concept of measurement in large-scale cross-cultural research projects. Kyle Sauerberger first presents on a new method of testing the comparability of measures across numerous cultural groups using personality traits. Next, John Rauthmann demonstrates potential issues that may arise when testing for measurement invariance in measures that do not have a known latent structure. Lastly, Ronald Fischer discusses if cross-cultural equivalence of measures is even possible given the limitations of the methods used. David Funder will then lead a discussion on the promises and pitfalls of testing the comparability of measures across cultural groups.

PA-11 The Big Five Inventory (BFI) in Swahili: Development & psychometric evaluation on a student sample in Kenya

Garrashi, H., Pwani University, Kilifi, Kenya & University of Groningen, The Netherlands (h.garrashi@pu.ac.ke)
Barelds, D., University of Groningen, The Netherlands
De Raad, B., University of Groningen, The Netherlands

The Big Five factor structure is one of the popular models of human personality in modern personality psychology. It conceptualizes personality in terms of five broad dimensions, namely Extraversion, Agreeableness, Conscientiousness, Emotional Stability/Neuroticism, and Intellect/Openness to experience, discovered through a series of psycho-lexical studies. The Big Five Inventory (BFI) is one of the several instruments that have been developed and validated to measure these five factors. In this study we translated the BFI into the Swahili language and evaluated the psychometric properties of both the newly developed Swahili version and the original English version on a sample of 200 university students (114 women; 86 men; average age: 20.16) in Kenya. The English version of the BFI returned a good replication of the Big Five factors but the Swahili version only replicated the Extraversion factor and failed to replicate the other four factors of the model. Results also showed poor-to-moderate reliabilities of both the English and the Swahili versions of the BFI.

C3-3 Impact of FAAH genetic variation on fronto-amygdala function during emotional processing and anxiety

Gärtner, A., Technische Universitaet Dresden, Germany
Dörfel, D., Technische Universitaet Dresden, Germany
Diers, K., Technische Universitaet Dresden, Germany
Witt, S.H., University of Heidelberg, Germany
Strobel, A., Technische Universitaet Dresden, Germany
Brocke, B., Technische Universitaet Dresden, Germany (b.brocke@tu-dresden.de)

Recent translational studies identified a common endocannabinoid polymorphism, *FAAH* C385A, in the gene for the fatty acid amide hydrolase (FAAH). This polymorphism alters endocannabinoid anandamide levels, which are known to be involved in the fronto-amygdala circuitry implicated in mood regulation and anxiety-like behaviors. While it has been shown that the variant that selectively enhances fronto-amygdala connectivity at rest is associated with decreased anxiety-like behaviors, no study so far has investigated whether this finding of *FAAH*-related differential plasticity extends to task-related differential functional expression and regulation during negative emotional processing. Using an imaging genetics approach, this study aimed to replicate and extend prior findings by examining functional activity and task-related connectivity in fronto-amygdala regions during emotion reactivity and emotional down-regulation of negative affect. Therefore, 48 healthy young

adults underwent a functional MRI resting state measurement, completed an emotion regulation paradigm and provided self-reports on anxiety and use of emotion regulation strategies. In line with previous studies, preliminary evidence suggests that A-allele carriers demonstrate stronger fronto-amygdala connectivity during rest. In addition, exploratory whole-brain analyses indicate differential functional activity of A-allele carriers during emotion reactivity and emotion regulation. There were no associations with anxiety-related self-reports and use of emotional regulation strategies. Further research using larger samples and polygenic approaches is indicated to clarify the precise role and its underlying mechanisms in emotion processing. Results of a replication study will be presented.

SY-8 Puffed up but shaky – positive but precarious? State affect level and variability in narcissists

Geukes, K., University of Münster, Germany (katharina.geukes@www.de)

Dein, L.M., University of Münster, Germany

Scharbert, J., University of Münster, Germany

Nestler, S., University of Leipzig, Germany

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

As previous research has indicated that grandiose narcissists have puffed up (high level) but shaky (high variability) state self-esteem, the aim of the present research was to determine whether these associations also translate into narcissists' state affect valence – that is, whether their state valence can be characterized as being positive but precarious. Based on the Narcissistic Admiration and Rivalry Concept and according to differentiated results gained for state self-esteem, admiration should go along with high valence levels and low variability, whereas rivalry should go along with low valence levels and high variability. To also target a less evaluative affect dimension, we explored the associations of narcissism with state arousal (level, variability). Moreover, we compared different indices of variability (i.e., flux, mean squared successive difference, pulse, spin) for state valence and arousal. Empirical analyses based on a longitudinal laboratory-based ($N=311$, $Mdn=10$ time points; PILS) and a field-based daily diary study ($N=83$, $Mdn=80$ time points; FLIP), which involved participants to complete a narcissism questionnaire and repeatedly an affective grid. Across both studies, admiration was associated with high and rivalry with low levels in state valence; rivalry was further related to high qualitative variability (i.e., spin) – that is, to greater affective swirls across both dimensions. For other valence variability indices (flux, mean squared successive difference, pulse) and for all arousal measures, findings were largely insignificant, and, if not, did not converge across studies. Findings of the present research underline that narcissists' affect can be characterized as being positive (affect valence) but only partly as being precarious (only spin). Importantly, however, they showcase the necessity to differentiate between (1) admiration and rivalry, (2) valence and arousal, (3) state level and variability, and (4) different variability indices to gain more conclusive insights on the complexity of narcissists' affective world.

B3-6 Grandiose narcissism reduces indirectly symptoms of stress and depression through mental toughness and physical activity

Gianniou, F.M., Queen's University Belfast, Belfast, UK (fwteini_15@hotmail.com)

Clough, P.J., Huddersfield University, UK

Papageorgiou, K.A., Queen's University Belfast, Belfast, UK, & Tomsk State University, Russia

Subclinical Narcissism (SN) is part of the dark triad but it has been linked to positive outcomes such as higher Mental Toughness (MT). MT associates with higher Physical Activity (PA), optimal performance across achievement contexts, and significantly lower symptoms of psychopathology. The study tested a mediation model, which suggests that SN increases MT resulting in higher levels of PA, which in turn reduces symptoms of Perceived Stress (PS) and Depression (DS). One hundred and forty-four undergraduate students ($M = 22.00$ years; $SD = 5.5$) completed self-report measures assessing the aforementioned traits. To test the proposed mediation model, hierarchical regression analyses were performed. The findings indicated that the indirect effects of SN on PS and DS, via MT and PA, were negative, statistically significant and of medium sizes ($b = -3.79$, $SE = 0.98$, 95% CI $[-6.017, -2.069]$; $b = -4.11$, $SE = 1.12$, 95% CI $[-6.523, -2.117]$ for PS and DS, respectively). In line with our hypotheses, it was the Grandiose SN that exerted negative indirect effects on both PS and DS ($b = -3.84$, $SE = 1.05$, 95% CI $[-6.253, -2.038]$; $b = -4.31$, $SE = 1.18$, 95% CI $[-6.908, -2.279]$ for PS and DS, respectively); Vulnerable SN showed the opposite pattern ($b = 4.41$, $SE = 0.94$, 95% CI $[2.862, 6.720]$; $b = 4.17$, $SE = 1.02$, 95% CI $[2.418, 6.469]$ for PS and DS, respectively). The findings support the view that SN is a particularly complex personality trait and exploring its relation to prosocial traits, such as MT, can be particularly helpful when trying to identify and promote its adaptive tendencies. Considering the malleability of MT, joint intervention programmes could promote the adaptive, rather than maladaptive, aspects of SN and train MT in an attempt to reduce symptoms of psychopathology.

PA-5 The relationships between attachment, emotion regulation and impulsivity with self-injury

Gideoni Cohen, S., Beit Berl College, Kfar Saba & IDC, Herzelia, Israel (sarit.gideoni@gmail.com)

Impulsivity is a behavior that involves making quick decisions, acting without operating thinking processes, and lack of future planning or forethought (Barratt & Spence, 1985). Studies found that self-harm occurred almost immediately after the thought of it (De Leo & Heller, 2004; Kingsbury et al., 1999; Klonsky et al., 2003). Other studies of clinical and non-clinical samples found that individuals involved in self-injury described it as resulting from difficulties to control themselves (Castille et al., 2007; Favazza, 1989). In this study a mediation pathway is proposed based on previous work that has shown that quality of attachment is linked to the capacity to regulate emotions (Cassidy, 1994) and to the ability to control impulses (Olson, Bates, & Bayles, 1990). While secure attachment leads to emotion regulation strategies that are viewed as adaptive, insecure attachment leads to emotion regulation strategies that are viewed as less adaptive. Young people who experience insecure attachment have less ability to mentalize and regulating emotions. The quality of parent-child relationships has been acknowledged as contributing to the ability of the child to control impulses; insecure attachment was related to later child impulsivity (Olson et al., 1990). Therefore, it is suggested that in some cases insecure relationships may contribute to low ability to control impulses, which may lead to self-injury behavior. A total of 275 young people (84 males and 191 females) aged 13-26 years (mean = 17.02 years, SD = 3.37) participated in this study. Impulsivity was found to be associated with self-injury in the maternal and paternal attachment regression models and to mediate the relationship between peer attachment and self-injury. In addition, comparing the three sub-traits dimensions of impulsivity between the two groups, those who self-injured and those who did not, revealed that the self-injured group scored higher in all three dimensions.

SY-2 Low self-esteem predicts out-group derogation indirectly via collective narcissism

Golec de Zavala, A., University of London, UK; University SWPS, Poland; Instituto Universitário de Lisboa, Portugal (agnieszka.golec@gmail.com)

Federico, C.M., University of Minnesota, Twin Cities, USA

Lantos, D., University of London, UK

Cyprianska, M., University SWPS, Poland

Guerra, R., Instituto Universitário de Lisboa, Portugal

Sedikides, C., University of Southampton, UK

Baran, T., University of Warsaw, Poland

Results converge to indicate that low self-esteem predicts out-group derogation via collective narcissism, the belief that the in-group's exceptionality is not sufficiently appreciated by others. This indirect relationship can only be observed when the positive overlap between collective narcissism and in-group satisfaction (the belief that the in-group is of high value and a reason to be proud of) is partialled out. Cross-sectional Study 1a ($N = 427$) and longitudinal Study 4 ($N = 853$) indicate that low self-esteem (measured by the Self-Esteem Scale) is uniquely linked to collective narcissism (measured by the Collective Narcissism Scale), while high self-esteem is uniquely linked to in-group satisfaction (measured by the relevant sub-scale of the Social Identification Scale). Results of cross-sectional Study 1b ($N = 506$), 2 ($N = 1059$), 3 ($N = 471$), longitudinal Study 5 ($N = 481$) and experimental Study 6 (that changed levels of state self-esteem by manipulating social exclusion, $N = 221$) corroborate those findings. They suggest additionally that the link between self-esteem and outgroup derogation is indirect, uniquely mediated by collective narcissism. Together, those results support the expectation that low self-esteem may motivate out-group derogation only among collective narcissists, who seek self-enhancement through positive social identity.

A2-3 Investigating causal relations in personality by combining path analysis and search algorithms

Gomes, C.M.A., Federal University of Minas Gerais, Brazil

Nascimento, E., Federal University of Minas Gerais, Brazil

Peres, A.J.S., Federal University of Mato Grosso do Sul, Brazil (alexandre.peres@gmail.com)

We propose a methodological approach for investigating causal relations in personality science, combining path analysis and search algorithms in graphical acyclic modeling. While path analysis and structural equation modeling are good techniques for testing and comparing models guided by hypothesis testing, search algorithms are optimal for discovering causal relationships in a system of variables in an exploratory-driven strategy. We analyzed a dataset with 716 subjects and 27 items, concerning a Brazilian self-report instrument designed to assess eight polarities of the five-factor personality model. Three search algorithms were explored using the software TETRAD: Peter-Clark, greedy equivalent search, and linear non-Gaussian acyclic model (LiNGAM). The system of observable variables consisted of the factor scores extracted from exploratory structural

equation modeling of items. We compared the resulting model with a path analysis model from a previous study with the same dataset. Results indicated that the search algorithm LiNGAM not only has a considerably better fit (BIC=10770.43; CFI=.990, RMSEA=.046) but also accounted for a number of causal relations not explored in the path model (BIC=12647.15; CFI=.973, RMSEA=.102). We conjointly approached a model guided by hypothesis and explored new possibilities, searching for causal relations beyond our first theoretical hypothesis. Results indicated a causal structure with four levels. The Extraversion is the principal polarity since it is in the base (i.e., the 4th level) of the causal relations of the system. Also, Extraversion is the unique independent variable in the model and was not explained by any other polarity. The final or distal polarity is Openness to New Experiences.

A2-4 The psycho-lexical structure of Belarusian personality-descriptive adjectives

*Gorbaniuk, O., University of Zielona Gora & the John Paul II Catholic University of Lublin, Poland
(gorbaniuk@gmail.com)*

Santocki, A., The John Paul II Catholic University of Lublin, Lublin, Poland

Gorbaniuk, J., The John Paul II Catholic University of Lublin, Lublin, Poland

East Slavic languages are among the few European languages whose psycho-lexical structure still remains unexplored to this day. This research aims to fill this gap in knowledge. The main goal of the psycholexical study was to determine the structure of the Belarusian adjective lexicon of personality. 956 personality-descriptive adjectives were selected from Belarusian unabridged universal dictionary containing 105,000 entries, by five judges in accordance with the method proposed by Angleitner et al. (1990). The taxonomic decisions of the judges have been verified due to their validity and internal consistency. Morphemic and familiarity analyses allowed to reduce the list to 760 adjectives. It was then used in self-rating study. The principal component analysis revealed a six-factor structure to be optimal. The correlation analysis showed that the structure of the Belarusian adjective lexicon of personality is to a large extent coincident with five of the six cross-cultural factors: Agreeableness, Conscientiousness, Emotional Stability, Extraversion, and Intellect.

IS-10 Personality and social media use

Gosling, S. (convener), University of Texas, USA & University of Melbourne, Australia

Over the past two decades, social media platforms have proliferated and social media has played an increasingly large role in social, economic, and political spheres. This symposium showcases research on how personality is expressed in prominent social media platforms, how personality is associated with patterns of social-media use (or lack of social-media use), and how these expressions of personality on social media can be used to understand and characterize individuals.

PA-30 The effects of emotion regulation on relationship satisfaction: Actor-partner interdependence modelling

Gracanin, A., University of Rijeka, Rijeka, Croatia (agracanin@ffri.hr)

Kardum, I., University of Rijeka, Rijeka, Croatia

Hudek-Knezevic, J., University of Rijeka, Rijeka, Croatia

While a substantial number of studies investigated the effects of different forms of emotional regulation on various interpersonal outcomes, only few studies investigated their effects on romantic partner's relationship satisfaction. These studies found that proneness to use cognitive reappraisal has positive effects while expressive suppression has negative effects on both one's own and partner's satisfaction. Importantly, no studies explored the effects of partner-reported usage of the two emotion regulation strategies on relationship satisfaction. We tested the hypotheses about the effects of reappraisal and suppression on relationship satisfaction on a sample of 205 romantic couples by using round-robin design and actor-partner interdependence modelling (APIM). Significant positive actor and partner effects of self-reported reappraisal in both genders were obtained. Therefore, both women and men higher on appraisal were more satisfied with their relationships, and their partners were more satisfied. When it comes to partner-reports, only women's actor effect was obtained. Thus, women's relationship satisfaction was higher if they were observed by their partners as being higher on reappraisal. Expectedly, partner effects showed that one's satisfaction was positively related to one's report of partner's reappraisal. Regarding suppression, significant negative actor effect was found for women self-report only, and partner effects of self-reported suppression were absent for both genders. Thus, women but not men who self-reported higher suppression were themselves less satisfied with relationships, while one's self-reported suppression failed to predict partner's satisfaction. Surprisingly, and in contrast to the effects of reappraisal, partner reports of suppression failed to show not just actor effects, but also any partner effects, which means that one's

satisfaction was also not related to one's report of partner's suppression. Implications of self and partner reports of emotion regulation for the understanding of the mechanisms that mediate its effects on relationship satisfaction are discussed.

IS-14 Linear and quadratic personality change across 16 longitudinal studies of aging

Graham, E.K., Northwestern University, USA (eileen.graham@northwestern.edu)
Mroczek, D.K., Northwestern University, USA

Questions remain regarding personality trait change across the lifespan. The availability of studies with multiple measurement occasions of personality, paired with trajectory modeling techniques, allows estimation of personality change more robustly. We describe a coordinated analysis that estimated linear and non-linear trajectories of Big Five personality traits. Using the Integrative Analysis of Longitudinal Studies of Aging and Dementia (IALSA) network, we identified 16 longitudinal studies of aging with at least 3 measurement occasions of personality traits. In each individual study the multi-level model for change was estimated using identical code in R. The individual study results were aggregated and meta-analyzed using random effects meta-analytic models. In summary, neuroticism, extraversion, openness showed decline, conscientiousness showed an inverted U pattern and agreeableness was mostly stable. Discussion will focus on the overall trajectories (both linear and quadratic), individual study deviation from the average, and sources of heterogeneity in trajectories.

PA-27 On the interest of studying learning readiness from the point of view of personality

Grasset, R., Uni Paris-Nanterre, Nanterre, France (raphael.grasset@hotmail.fr)
Juhel, J., Uni Rennes, Rennes, France
Trenvoux, A., R&D, PerformanSe, Nantes, France
Didry, A., R&D, PerformanSe, Nantes, France

Learning readiness (*apprenance* in French), studied as an attitude in the field of social psychology, seems to share some characteristics with personality. While the trait approach is limited in capturing the meaning of learning readiness, approaches as expressed in the three levels of personality (McAdams & Pals, 2006) seem to allow integration of learning readiness with relational models and domain specific schemes. A more recent approach of personality (Beauvois & Dubois, 2016) even opens the interpretation of learning readiness as a social value thus allowing the ethical questioning of the attribution of value to the social agent open to learning. The aim of this proposal is double: (1) to explore a theoretical rapprochement between learning readiness and personality and (2) to provide a first practical evaluation of their relations. We mainly hypothesized that learning readiness is correlated with constructs that depict openness and relatedness. A sample of 300 French adults (age range 17 to 62) participated in this study. Correlations were calculated between the constructs of a learning readiness scale and an occupational model of personality which describes ten bipolar dimensions of preferred styles of behavior at work. Hierarchical clustering analysis was used to arrive at personality types for different levels of learning readiness. As predicted, our results show correlation patterns in line with our hypothesis (range from 0.12 to 0.38). Significant positive relations were especially strong with the style of behavior (at work) dimensions Intellectual Dynamism, Extraversion and Motivation for Achievement. They showed moderate correlations with Motivation for belonging and Motivation for Power. Hierarchical clustering showed multiple types of personality per level of learning readiness. Our findings seem to indicate that, although learning readiness and personality constructs can be described by the same structure, they are not of the same nature. The use of personality theories to study learning readiness is discussed.

PA-6 Associations between dispositional mindfulness and ADHD traits: A population-based twin study on genetic and environmental aetiologies

Greven, C., Radboud University Medical Centre, Nijmegen, The Netherlands & Kings College London, UK
(c.greven@donders.ru.nl)
Nienke, S., Radboud University Medical Centre, Nijmegen, The Netherlands
Asherson, P., Kings College London, UK
Antonova, E., Kings College London, UK
Bogels, S., University of Amsterdam, The Netherlands
Speckens, A., Radboud University Medical Centre, Nijmegen, The Netherlands
Buitelaar, J., Radboud University Medical Centre, Nijmegen, The Netherlands

Dispositional mindfulness refers to mindfulness (the self-regulation of attention to the present moment, on purpose, without judgment) as a trait independent of training and practice. Self-regulation of attention might be particularly difficult for people with Attention-Deficit/Hyperactivity Disorder (ADHD). Studying aspects of self-regulation captured by dispositional mindfulness in relation to ADHD traits could give additional insight into the phenotype of attentional problems. We aimed to examine to what extent genetic and environmental factors explain covariation between lack of dispositional mindfulness and ADHD traits, and explored the incremental validity of these constructs over and above each other in predicting life satisfaction. We used data from a UK population-representative sample of adolescent twins ($N=1092$ pairs) on lack of dispositional mindfulness (Mindful Attention Awareness Scale (MAAS)), ADHD traits (Conners' Parent Rating Scale-Revised (CPRS-R): inattentive (INATT) and hyperactivity/impulsivity (HYP/IMP) symptom dimensions) and life satisfaction (Students' Life Satisfaction Scale). Twin model fitting analyses were conducted. Phenotypic correlations (r_p) between MAAS and CPRS-R (INATT: $r_p=.18$, HYP/IMP: $r_p=.13$) were small, but significant and largely explained by shared genes for INATT (% r_p INATT-MAAS due to genes: 93%, genetic correlation $r_A=.37$) and HYP/IMP (% r_p HYP/IMP-MAAS due to genes: 81%; genetic correlation $r_A=.21$), with no significant contribution of environmental factors. MAAS, INATT and HYP/IMP significantly predicted life satisfaction independently of each other. Our conclusion is that lack of dispositional mindfulness, assessed as self-reported perceived lapses of attention (MAAS), taps into an aspect of attentional functioning that is phenotypically and genetically distinct from parent-rated ADHD traits. The clinically relevant incremental validity of both scales implicates that MAAS could be used to explore underlying mechanisms of an aspect of attentional functioning that uniquely affects life satisfaction and is not captured by DSM-based ADHD scales.

IS-11 Niche diversity can explain cross-cultural variation in personality structure

Gurven, M., University of California, Santa Barbara, USA (gurven@anth.ucsb.edu)

Lukaszewski, A., California State University, USA

von Rueden, C., University of Richmond, USA

Smaldino, P., University of California, Merced, USA

Personality structure reflects the covariation among specific behavioral patterns in a population. Statistically derived models of personality—such as the Big Five or HEXACO—often assume that the covariance structure of personality characteristics is a human universal. Cross-cultural studies, however, have challenged this view, finding that rural, non-industrialized populations exhibit stronger covariation among behavioral characteristics, resulting in fewer derived personality factors. To explain these results we propose the niche diversity hypothesis, which predicts that a greater diversity of social, occupational and other ecological niches (i.e. socioecological complexity) elicits a more diverse set of multivariate behavioral profiles, and hence lower trait covariance, at the population level. We first formalize this hypothesis as a computational model in which individuals assort into niches, which influence their behavioral traits. We find that the model provides strong theoretical support for the niche diversity hypothesis. We then test the hypothesis using Five Factor Inventory personality data collected among participants in 55 nations ($N = 17,637$). According to our hypothesis, the degree of personality covariation observed within a population should be inversely related to that population's socioecological complexity. Consistent with the hypothesis, we find that the Big Five dimensions are more strongly intercorrelated in less complex populations, where the complexity is proxied by nation-level measures of economic development, urbanization, and sectoral diversity. This inverse relationship is robust to control variables accounting for a number of methodological and response biases. This work provides a general explanation for differences in personality structure between populations in both humans and other animals, and generates new empirical predictions. It also helps move beyond descriptive accounts of personality by positioning personality research in a functional framework, focusing on underlying causes and developmental processes.

B2-4 Personality is the system of self-worth attitude

Hac, P., Former president of the Vietnam Association of Psychology & Education (VAPE), Vietnam (pham-minhhac2018@gmail.com)

While since 1963 there have been studies in Vietnam on the psychological characteristics of elementary and secondary school students, only in the early 21st century, studies on personality appeared. The NEO PI-R (Costa & McCrae, 1992) made its appearance with a Vietnamese version with 240 items, and 60 items added to Vietnamese variant. We administered the NEO-PI-R to a total of 3,150 participants (900 high school students in six provinces and cities, 800 students of 14 universities, 1000 workers under 35 years old from six provinces and cities, and 450 overseas Vietnamese. When comparing to high school students in the United States, for example, the US students score higher on N (more economic development, more anxiety, richer thinking) than the Vietnamese students, The US students score also higher on E (more social development, human-human relations, more abundant), and on O (better living standards, more generous exchanges). The scores on A and C are

rather similar for both groups of students. Findings like these are argued to tell about the attitude of each person to himself (Hac, 2007). In reference to authors who laid the foundations for personality psychology (e.g., G. Allport), and in accordance with the methodology of worth psychology, personality psychology in Vietnam is defined as attitude. "Attitude" defines the direction of thought, sentiment and action in relation to people and objects around; attitude is associated with the good, benefit, avoiding harm, damage to oneself and society, called "worth attitude". The worth of each person is called "self-worth attitude" and self-worth is the identity - the living worth based on mind, intellect, and physical strength. In summary, personality is a system of self-worth attitudes (Hac, 2010).

C1-2 Compensatory function of conspiracy beliefs: search for meaning moderates relationship between negative emotional states and information control conspiracy beliefs

Halama, P., Slovak Academy of Sciences, Bratislava, Slovakia (peter.halama@savba.sk)

One of the psychological assumptions explaining conspiracy beliefs is related to the human desire to make sense of the social environment (Van Prooijen & Acker, 2015). This assumption suggests that accepting conspiracy beliefs can be a means of gaining control and getting a sense of meaning in the situation, especially when threats are detected in the environment. The current study focused on the relationship between negative emotional states and dispositions (such as perceived stress, low happiness, anxiety, and depression) and information control conspiracy (beliefs in unethical control and suppression of information by organizations). Also, the moderation role of presence of meaning and search for meaning in the relationship between the variables above was studied. The research sample consisted of 542 participants (49.4% males) aged from 18 to 86 years (mean age 41.76 years), recruited through an online panel of research agency. The Perceived Stress Scale (Cohen et al., 1983), the Oxford Happiness Questionnaire short form (Hill & Argyle, 2002), and the facets Anxiety and Depression from the Big Five Inventory-2 (Soto & John, 2017) were used for measuring negative emotional states and dispositions. Information control conspiracy was measured by five items extracted from the Conspiracist Beliefs Scale (Brotherton et al., 2013), and search for meaning and presence of meaning by the Meaning in Life Questionnaire (Steger et al., 2006). A correlation analysis showed no relationships between negative emotional states/dispositions and information control conspiracy; moderation analysis, however, showed that this relationship appeared in persons with high search for meaning in life. The results support the assumption of the compensatory function of conspiracy beliefs and suggest that persons experiencing negative emotional states accompanied by the need to find meaning in life can accept conspiracy beliefs as a way of their meaning-making process.

PA-5 The pathological personality trait profiles of recidivists based on PID-5

Halim, M.S., Atma Jaya Catholic University of Indonesia, South Jakarta, DKI Jakarta, Indonesia (magdalena.halim@atmajaya.ac.id)

Rossalia, N., Atma Jaya Catholic University of Indonesia, South Jakarta, DKI Jakarta, Indonesia

Adhiatma, W., Atma Jaya Catholic University of Indonesia, South Jakarta, DKI Jakarta, Indonesia

Correctional service is intended to prepare the prisoners to return in the society. Nevertheless, some prisoners commit other crimes after they are discharged, these people are called recidivist. This research was aimed to identify recidivists' pathological personality trait profiles. We involved two separate groups, namely a recidivist group, people that committed crime more than once ($n = 42$, $M = 32.3$, $SD = 11$) and a normal adult group ($n = 43$, $M = 36$, $SD = 13$); all participants were male. The Indonesian version of PID-5 was administered to all participants. We used the Mann-Whitney U as statistical analysis method because the distribution of the samples was not normally distributed. Analyses were performed at domain and at facet level. The test results showed a significant difference between the two groups on the Detachment and Disinhibition domain ($p < .05$), and there was a marginally significant difference on the Psychoticism domain ($p = .07$), in which the recidivist had a higher score than the normal adult group. There were several facets that showed significant differences in three domains, namely Withdrawal, Intimacy Avoidance, and Anhedonia (from the Detachment domain), Irresponsibility and Distractibility (from the Disinhibition domain), and Unusual Beliefs and Experiences and Perceptual Dysregulation (from the Psychoticism domain). These results suggest that the recidivist group tends to have underdeveloped attachment, leading to lack of interpersonal skill. Furthermore, they were inaccurate in thought process. These tendencies led to poor decision making in which they were not able to be responsible upon their behaviors.

IS-10 Delineating the performative and private self with social media data

Hall, M., University of Nebraska at Omaha, USA (mahall@unomaha.edu)

Across online social media users consciously or subconsciously represent themselves in a way that is appropriate for their intended audience. Though this is known theoretically and empirically, researchers have not yet adequately addressed controlling for self-representation (the propensity to post and respond in a way that is socially desirable) or for self-censorship in online settings. This can result in misleading or incorrect analyses. Researchers on these platforms risk analyzing socially-responding personas that go beyond efforts to contain common method biases (CMB) in research design. Socially responding personas in this case refers to a realized, assumed identity that maximizes social acceptability. This leaves the open question of alignment of unobtrusively gathered online data and self-reported data. This talk summarizes current challenges and research works in delineating the private and the performative based on Goffman's seminal work "*The presentation of self in everyday life*."

A3-1 The effects of personality traits on leisure obsession and leisure guilt

Han, J., Korea University, South Korea (jeongyhan315@gmail.com)

Ahn, J., Korea University, South Korea

Jeong, S., Korea University, South Korea

Kim, A., Korea University, South Korea.

Hur, T., Korea University, South Korea

Sung, Y., Korea University, South Korea

Kim, M., Korea University, South Korea

Personality is a unique characteristic of an individual which has a profound influence on one's attitudes, behavior, and perception. Prior research suggests that personality traits are closely related to a variety of leisure decision and activities. For example, personality traits are related to leisure satisfaction (Kovacs, 2007), leisure activities preference (Wilkinson & Hansen, 2006; Lu & Hu, 2005), and leisure choice (Liu, 2014). In the current study, we extend the existing leisure literature by examining how personality traits affect leisure obsession and leisure guilt. Leisure obsession is defined as obsessive thinking and stereotype about leisure-related activities. Leisure guilt is negative feeling such as regret and guilt for doing them. These two variables are not much has been examined yet. However, because they are closely linked to the leisure satisfaction, they are important factors. An online survey was conducted in South Korea. A total 1,182 participants responded to the Big Five personality traits (i.e., extraversion, neuroticism, agreeableness, conscientiousness, and openness to experience), leisure obsession, and leisure guilt. The participant's age widely covered from 10 to 60s. Among them, there were 633 males (42.8%), and 549 females (37.1%). The results show that leisure obsession was positively correlated to the leisure guilt ($r = .69$). That is, the more people tend to obsess leisure activities, the more regret and feel guilty through the activities. In addition, leisure obsession showed positive correlation with all five traits. Among them, neuroticism showed the strongest correlation ($r = .34$). However, leisure compulsion, which is a subfactor of leisure obsession, correlated negatively with conscientiousness ($r = -.08$). The results of regression analysis suggested that neuroticism significantly predicts both leisure obsession ($\beta = 0.262$, $p < 0.001$) and guilt ($\beta = 0.364$, $p < 0.001$). In addition, conscientiousness also predicts leisure compulsion ($\beta = -0.094$, $p = 0.005$) and guilt ($\beta = -0.096$, $p = 0.008$).

C3-4 Emotional regulation competences but not extraversion are related to the modulatory impact of transcranial direct current stimulation on emotional regulation

Hansenne, M., University of Liege, Liege, Belgium (michel.hansenne@ulg.ac.be)

Goderniaux, P., University of Liege, Liege, Belgium

Dumont, R., University of Liege, Liege, Belgium

Emotional regulation constitutes an important area of research for reaching a comprehensive picture of human emotional experience, and several lines of evidence claim that poor emotional regulation skills are particularly deleterious in different aspects of life. Previous transcranial direct current stimulation (tDCS) studies have suggested the beneficial role of dorsolateral prefrontal cortex (DLPFC) stimulation for improving emotional processing and regulation. Interestingly, dispositional traits like extraversion have been reported to modulate the impact of tDCS on emotional regulation. The present study was therefore conducted to confirm previous findings and extend the effects of DLPFC stimulation on emotional regulation by assessing whether dispositional emotional competences could modulate the impact of tDCS. In this between subjects study, participants were randomly assigned to get active (anodal or cathodal) or sham stimulation over the left DLPFC. Participants watched negative, positive, and neutral pictures while attempting to decrease, increase, or maintain their emotional reactions. Positive and negative stimuli both composed 16 high and 16 low arousing stimuli. Subjective reactions were assessed after each picture. The main result shows that cathodal tDCS impairs the ability to regulate emotion in difficult conditions (i.e.,

decrease emotion for high negative arousing stimuli and increase emotion for low positive arousing stimuli). Moreover, results display that individual emotional regulation competences modulate the impact of anodal tDCS, meaning that the more the emotional competences are high, the more the individuals are able to regulate their emotional responses in difficult conditions after anodal tDCS stimulation. In contrast, extraversion exhibits no relationship with the impact of tDCS. This study provides additional data on the use of tDCS as a tool to increase emotional regulation, and suggests that the modulatory impact of tDCS would be more efficient in difficult regulation conditions among individuals with higher emotional regulation competences.

PA-3 Circumplex structure of interpersonal trait words in Japanese language

Hashimoto, Y., Teikyo Junior College, Shibuya-ku & Waseda University, Shinjuku-ku, Tokyo, Japan (y.hashimoto5314@gmail.com)

Oshio, A., Waseda University, Shinjuku-ku, Tokyo, Japan

Interpersonal circumplex (IPC) is one of well-known comprehensive personality models. IPC arranges interpersonal trait domains in circumplex way on a two-dimensional space made of two orthogonal axes; Dominance and Nurturance. Circumplex structure of interpersonal trait words has been found in many languages by a psycho-lexical approach, which suggests a cross-cultural similarity of structure of interpersonal trait domains. Many previous researches examined the model in Indo-European languages, but very few in other languages, especially in Asia. We investigated the structure of interpersonal trait domains in Japanese by the psycho-lexical approach. We conducted five steps to find the structure of the Japanese interpersonal trait domain. First, five university students and one of the authors searched interpersonal personality trait words from two well-known Japanese dictionaries, and 2,817 words were collected. In the second step, three graduate students, studying psychology, excluded words which seemed unpopular. Third, 272 university students were asked to exclude words which looked difficult to understand and which they seldom used as a personality trait word. Fourth, 490 university students judged each word's appropriateness as an interpersonal trait word, and a subset of 339 interpersonal trait words was composed. Fifth, at the final step, university undergraduates (N=792) were asked for self-ratings on the subset of interpersonal trait words, and Principal Components Analysis was conducted. After excluding 80 words which seemed to highly reflect social desirability, 259 words were plotted on the circumplex surface, and the result showed that two axes approximately reflect the traditional IPC. It is concluded that the circumplex structure of interpersonal trait words and the two well-known axes, Dominance and Nurturance, were found also in Japanese, through the psycho-lexical approach.

PA-13 Personality measures in selection to Norwegian Armed Forces

Heimdal, J.O., Norwegian Armed Forces, Oslo, Norway (janoheimdal@gmail.com)

Skoglund, T.H., Norwegian Armed Forces, Oslo, Norway

Selection to military forces has a particular focus on predicting human performance. Extensive testing and evaluation of candidates is administered in order to identify the right candidates for education and training to various military functions. In addition to general mental ability (GMA), personality is typically considered as one of the most valid and therefore central predictors. The Norwegian Armed Forces use personality inventories as the basis for selection interviews for (amongst others) officer and pilot selection. A number of different validation studies have been conducted looking into the predictive validity of personality measures on educational performance and later work performance. In addition, a new five-factor personality index is under development, the Norwegian Military Personality Inventory (NMPI). The presentation will discuss practical aspects in selection using personality inventories, give an overview of the process and outcomes in developing the NMPI, as well as presenting key findings from different validation studies and the relationship between personality and performance outcomes and other measures.

PA-21 Personality and Sense of Coherence as influencing information mastering in everyday life

Heinström, J., Abo Akademi University, Turku, Finland (jheinstr@abo.fi)

The paper explores whether the five-factor model personality traits (Costa & McCrae, 1992) and sense of coherence (Antonovsky, 1987) influence the way in which people use information as part of mastering their everyday life. The aim was to identify individual styles of everyday information mastering in order to further our understanding of why people react to, avoid or use information in different ways in their daily life. Data was collected from 419 senior high school students with the use of three questionnaires. Personality was measured by a 10 item scale of the five-factor model (Lönnqvist, Verkasalo & Leikas, 2008). Sense of coherence was measured using a 13 item scale (Antonovsky, 1993). The measure of everyday

information mastering was developed in the project. The data was analyzed by regression analyses using a stepwise general linear model. A proactive everyday information mastering was related to conscientiousness, openness to experience, emotional stability and a strong sense of coherence. A passive everyday information mastering, governed by feelings of information overload and information avoidance due to stigma, was, in turn, linked to low SOC, low conscientiousness, low emotional stability and low openness. Our study found that if a person feels connected to his/her environment, is conscientious, open and emotionally stable, he/she can use information in the process of mastering everyday-life. A sense of alienation, however, combined with low conscientiousness, low openness and emotional instability, result in difficulty to handle information interaction as well cognitively as emotionally.

A1-4 Interaction between Oxytocin and Dopamine and Attachment: A molecular genetic approach

Hennig, J., University of Giessen, Germany (juergen.hennig@psychol.uni-giessen.de)

Munk, A., University of Giessen, Germany

The neuropeptide Oxytocin (OX) has received increasing interest in several behavioral domains over the last few years and is now subject of intense research in areas such as anxiety, attachment and stress. In addition, OX modulates other transmitter systems (e.g., Dopamine, DA) and enhances their functionality (e.g. the motivational salience for social stimuli). With regard to attachment, both systems are also relevant as demonstrated on the level of candidate gene approaches (OXR, e.g., rs53576, COMT Val158Met, rs4680). However, studies on adults are rare and sometimes results are inconsistent. Moreover, the interaction between the two systems on the level of suitable candidate genes, has not been investigated systematically so far. In this study, a number (N = 302) healthy Caucasian students were genotyped for rs4680 and rs53576 and compared with respect to the dimensions of the Attachment Style Questionnaire (ASQ) by co-variance analysis (with age and sex as covariates). The results show that both polymorphisms neither isolated nor combined explain variance in the secure attachment style (confidence) and insecure facets such as "Preoccupation with relationships" or "Relationships as Secondary". With regard to the dimension "Discomfort with closeness", only carriers of the OXR-A allele have significantly higher expressions than homozygous G allele carriers. However, a highly significant interaction between both gene polymorphisms explains more than 8% of variance in "need for approval". Carriers of the homozygous A-allele (rs53576) in combination with the homozygous Met-allele (rs4680) are dramatically higher as compared to all other groups. The findings are discussed with respect to the dynamic interaction between sociability and motivation.

PA-13 The letter of recommendation effect in organizational settings – How do work relationships affect other-ratings of personality and job performance?

Hergert, J., FernUniversitaet in Hagen, Germany (jane.hergert@fernuni-hagen.de)

Berkmann, E.M., FernUniversitaet in Hagen, Germany

The letter of recommendation effect (Leising, Erbs, & Fritz, 2010) describes the influence of liking and knowing on informant ratings of personality. The goal of this study was to investigate whether the effect also applies to organizational settings and ratings of job performance. An anonymous online study was conducted. A dataset consisting of 3,137 ratings (including 1,322 informant ratings) in 1,820 real workgroups was analyzed. The targets (73% female, aged 15 to 65 years) were both students at a distance university and employees. Ratings were provided online by their supervisors and by up to four co-workers. The questionnaire consisted of the Big Five personality factors as well as scales for task, contextual, and adaptive performance. In accordance with our hypotheses multilevel analyses revealed that the subjects were rated as more favorable in terms of personality traits and job performance the more the informants and the targets liked each other. Knowing the target alone hardly influenced the ratings. Implications for multisource studies and human resource management are discussed. Our conclusion is that the letter of recommendation effect partially replicates in organizational settings. Therefore, it seems reasonable to take effects of liking into account when it comes to performance ratings provided by others.

A1-5 Emotional eating among adolescents

Hertz, P., Hadassah Medical Center, Jerusalem, Israel (pninahertz@hadassah.org.il)

Samish, S., The Hebrew University of Jerusalem, Israel

Obesity is a current epidemic disease that arouses concerns within the public. As professionals we are interested in physical and emotional causes and outcomes. Emotional eating is not diagnosed in the classic manner in the DSM-V, but is common within obesity and is especially challenging in adolescence as personality is developing. Emotional eating is in essence a non-

specific automatic response to varied feelings of blame, regret, and anger. Negative feelings following emotional eating paradoxically create additional negative feelings. Such closed circles produce obesity and sickness, and affect well-being and personality development. Adolescents and parents tend to seek medical and psychological assistance when struggling with those challenges. We present a case-study, involving Emma who was a shy thirteen year old with a chunky look when referred to our clinic, feeling inferior in relation to her twin. Other conditions, such as environmental and personality conditions, led to a treatment inspired by Cognitive Behavioral Therapy (CBT). The method included the use of an intake form for systematic data collection, monthly body weighing, discussing results, identifying emotions, and preparing towards the use of food and an emotion diary. This was accompanied by parent consultation about food consumption and meal habits, and by daily email communication with Emma or her father. The main result aimed at was achieving therapeutic alliance, characterized by empowerment, self-acceptance, and self-flagellation reduction, while increasing treatment success according to CBT guidelines in the future. Long term success rates for treatment of emotional eating are generally not high but they might increase the more personality consolidates, while at the same time principles of positive psychology and of positive thinking are applied.

IS-14 Understanding personality dynamics and change at the trait, affective, and cognitive levels

Hill, P.L (convener), Washington University in St. Louis, United States (Patrick.hill@wustl.edu)

Jackson, J.J. (convener) Washington University in St. Louis, United States

Investigations into how individuals change over time typically focus on one level of analysis, attempting, for instance, to understand whether personality changes at the trait level. Moreover, even those studies of trait change typically focus on understanding how a single sample of individuals fluctuate over time. The current set of talks advance our understanding how the individual changes over time, by focusing not only on broad personality trait domains, but also on how individuals change at the affective and cognitive level. Throughout the series of talks, the speakers will consider long- and short-term longitudinal designs and neuroimaging methods to provide insight into individuals from a neurobiological, process level up to the broad trait level. The first three talks consider individual differences in affective constructs, including daily well-being, trait anxiety, and emotion regulation, while the last two focus on dynamics with respect to the Big Five personality framework. By bringing together researchers who employ different methodologies, and come from within and outside personality science, this set of talks hopes to generate new ideas into both what personality “change” means, as well as how different guilds understand individual differences.

SY-3 Recent findings regarding the genetics of intelligence and personality

Hill, W.D., University of Edinburgh, UK (David.Hill@ed.ac.uk)

Prior to December of 2017 only a handful of loci were identified as being associated with intelligence or neuroticism, and much of the underlying biology of these phenotypes was unknown. For intelligence, data from the Lothian Birth cohorts of 1921 and 1936, as well as UK Biobank, was analysed to increase the number of loci associated with intelligence from 18 to 187. The regions identified showed clear evidence of functionality by being linked to gene expression across the cortex, and implicating neurogenesis and myelination as the biological systems that, when perturbed by common genetic variation are linked to intelligence differences. For neuroticism, we increase the number of loci associated from 9 to 116. In doing so we found evidence for 249 genes being associated with neuroticism and identified a role for neurogenesis. Finally, using a bi-factor model, we show that neuroticism is composed of narrower traits; a general factor of neuroticism, and two orthogonal special factors we call Worry/Vulnerability and Anxiety/Tension. We show that, whereas the polygenic load for the general factor of neuroticism is associated with an increased risk of coronary artery disease, a lower level of intelligence, socioeconomic status, and poorer health, the genetic variants associated with high levels of the two special factors are associated with social affluence, higher intelligence, better health, and longer life. Examining the underlying biology associated with the Anxiety/Tension, and Worry/Vulnerability special factors, and the general factor of neuroticism, we find further evidence that supports their distinction.

PA-32 Intrapsychic factors and their impact on career development of women

Hobololo, B., University of South Africa, South Africa (bhobololo@gmail.com)

Eccles and Wigfield (2002) postulated that both intrinsic and extrinsic motivation are essential for career success, a finding which was confirmed by Raburu (2015). Intrapsychic factors refer to influences coming from the mind, psyche and personality, that are intrinsically motivated rather than externally motivated. Utilizing findings from a qualitative research guided by

social constructivist and feminist research lenses, this research confirmed that motivators of behavior are not common amongst women. Whilst some women academics attribute their career success to external support, women academics who did not get these still succeeded because of intrapsychic factors. Intrapsychic factors include determination to succeed, passion, overcoming obstacles to success, looking for opportunities to succeed and self-efficacy. Bandura (1977) postulated that self-efficacy is mediated by a person's beliefs or expectations about her capacity to accomplish certain tasks successfully, or demonstrate certain behaviors (Hackett & Betz, 1981). Within the context of careers, self-efficacy expectations refer to a person's beliefs regarding "career-related behaviors, educational and occupational choice, and performance and persistence in the implementation of those choices" (Betz & Hackett, 1997; Hackett & Betz, 1981). What became obvious from this research was successful women academics from the start believed that academic success is achievable, accordingly their beliefs informed their level of effort. Bandura (1977) postulated that these expectations determine whether certain behaviors or performances will be attempted, the amount of effort contributed toward the desired behavior, and how long the behavior will be sustained when obstacles are encountered. Conversely, women academics with low self-efficacy expectations regarding their outcome expectations will limit the amount of effort they put into their academic work, and are more apt to give up at the first sign of difficulty. Their efficacy beliefs thus served as barriers to their own career development.

SY-6 What I say, what you see, and what I do: The relation of self-report, informant reports, and behavior in daily life

Horstmann, K.T. (convener), Humboldt-Universität zu Berlin, Germany (horstmak@hu-berlin.de)

Ziegler, M. (convener), Humboldt-Universität zu Berlin, Germany

How do people see themselves, and how are they perceived by others? This has been a fundamental question in the field of personality psychology. Existing research indicates that informant reports and self-reports of personality traits may provide unique perspectives on a person's trait standing. Recently, however, new methods for data collection have provided an additional and potentially valuable source of information—momentary assessments of everyday behavior. This symposium investigates the relation of self-reports of personality traits, informant reports of personality traits, and behavior in daily life. Ziegler, Lämmle, and Nussbeck first present the application of a recently developed model that extends the basic idea of multi-trait-multi-method analyses and thus allows comparing self-reports and informant-reports of different personality traits simultaneously. Horstmann and Ziegler extend this approach by including experience sampling data to investigate the unique perspective that self-reports of daily behavior may provide. Schweppe, Breil, Geukes, Nestler, and Back replicate and extend previous research to examine whether experience sampling self-reports provide incremental validity, compared to global self-reports, when predicting informant reports. Abrahams and De Fruyt then investigate how informant reports obtained during experience sampling may predict important outcomes such as job performance. Sun and Vazire use observer-reports based on audio recordings of everyday life to examine the basis for experience sampling self-reports: Do people actually know what they are like in the moment? To conclude this symposium, Beck and Jackson employ self- and other-reports to predict variability of a person during daily life, thereby showing the potential of other-reports for the investigation of other person characteristics besides personality self-reports. To summarize, this symposium shows how new methods for understanding the relation between informant reports, self-reports, and behavior in daily life can provide new insights on the most fundamental questions about personality.

SY-6 The relation of trait self-reports, state-self-reports, and peer-reports: An application of the CTCM-1 Model

Horstmann, K.T., Humboldt-Universität zu Berlin, Germany (horstmak@hu-berlin.de)

Ziegler, M., Humboldt-Universität zu Berlin, Germany

How do people see themselves, how are they seen by others, and how do both perspectives diverge? Prior research usually compared self- and peer-reports on personality traits to investigate their differences and commonalities. Recent technological advances, and specifically the widely applicable method of experience sampling of behaviors (personality states) in daily life now provide an additional source of information to disentangle self-perception and perception by others. As scores obtained during experience sampling are closer tied to actual behavior, one could suspect that these reports suffer less from distortion and response biases. To investigate the relation of personality trait self-reports, personality trait peer-reports, and averaged personality state reports, we applied a CTC(M-1)-model on previously published data from Magee et al., (2016), with $N = 112$ complete cases, and $N = 146$, respectively. Results indicate that, depending on the source of the rating, different biases in self-reports, peer-reports, and reports obtained during experience sampling occur. Furthermore, different sources of variance provide unique perspectives on personality traits. Results are interpreted and discussed based on the Trait Reputation Identity Model (McAbee & Connelly, 2016).

IS-7 An empirical integration of situational perception dimensions

Horstmann, K.T., Humboldt-Universität zu Berlin, Germany (horstmak@hu-berlin.de)

Reinhardt, S.K., Humboldt-Universität zu Berlin, Germany

Ziegler, M., Humboldt-Universität zu Berlin, Germany

The person situation debate came to a close with the realization that both stable aspects of the person as well as situational characteristics allow explaining behavior. This recognition also required taxonomies that allow describing as well as assessing the psychologically relevant aspects of situations. Since 2014, several studies have addressed this issue and provided suggestions for situational taxonomies and means to assess them. Recently, Horstmann, Rauthmann, and Sherman (2018) suggested published situation taxonomies show similarities that allow integrating them and forming an overarching model of six situation dimensions: Threat, Stress, Tasks, Processing, Social Positive, Mundane. This pre-registered study is designed to test the model using a combination of exploratory and confirmatory factor analyses. Similar to the effect that a comprehensive model of personality dimensions (i.e., the Big Five) had on personality research, the results of this study will allow comparing and integrating previously published work on situation dimensions and thereby advance the knowledge on psychological situations.

IS-12 What is the relationship between Māori identity and the Big Five Personality traits?

Houkamau, C., The University of Auckland Business School, New Zealand (c.houkamau@auckland.ac.nz)

Sibley, C., The University of Auckland, New Zealand

Western ideas about personality may not be generalized to Polynesian cultures without problems. A significant body of evidence suggests that the nature and characteristics of personality traits vary across cultures. For example, the Big Five personality factors (Agreeableness, Conscientiousness, Neuroticism, Openness, and Extroversion) are not expressed in the same form across cultures, with differences found between cultures that are individualistic and those that are considered collectivist. Māori are the indigenous people of New Zealand, currently comprising around 15% of the New Zealand population. Māori were colonized by the British (now called Pākehā) from the early 1800s and, as the British gained control over Māori territories and people, Māori were wrenched into that empire's cultural expansion. Māori are traditionally a collectivist culture, while the English culture is strongly individualistic. Māori have resisted full assimilation for over 170 years and as such, Pākehā characters and values, and theories of personality may not be simply generalized to Māori. Using quantitative survey data gathered during 2017 and 2018 from the Māori Identity and Financial Attitudes Survey/MIFAS, we examined data from 7,019 individuals of Māori descent; it identifies the prevalence of Big Five personality traits among Māori and relates these to systematic differences in Māori cultural identity. The MIFAS includes a revised 36-item form of the Multi-dimensional Model of Māori Identity and Cultural Engagement (MMM-ICE) (Houkamau & Sibley, 2010), an instrument used to illustrate diversity in perspectives within the ethnic group Māori. The survey also included the Mini-IPIP, a 20-item short form of the 50-item International Personality Item Pool—Five-Factor Model measure (Goldberg, 1999). We analyzed relationships between eight dimensions of the MMM-ICE scale and the five factors measured in the Mini-IPIP. It is argued that traditional cultural values may play a role in personality traits among Māori people despite 170 years of colonization.

C1-3 Vietnamese minority from the point of view of the Czech majority: Links between intergroup contact, acculturation attitudes, and self-esteem

Hrebickova, M., Czech Academy of Sciences, Brno, Czech Republic (martina@psu.cas.cz)

Zingora, T., Czech Academy of Sciences, Brno, Czech Republic

Graf, S., Czech Academy of Sciences, Brno, Czech Republic

Acculturation is a process of adaptation to new environments that are characterized by mutual interactions between people from different cultural backgrounds. In this study, we asked majority members (Czech university students) how they perceive minority members (Czech Vietnamese). We focused mainly on associations between 1) positive and negative contact with minority members, 2) acculturation attitudes majority towards minority and 3) self-esteem. Acculturation attitudes were conceptualized as the majority's expectations regarding maintenance of Vietnamese culture and adoption of Czech culture by the Vietnamese. The Self-Liking/Self-Competence Scale-Revised (Tafarodi, Swann, 2001) was used to assess participants' personal self-esteem. Data (N = 7,498) were analyzed using structural equation modeling in Mplus. Results suggest that both positive and negative contact associated with attitudes toward maintaining minority's culture and toward adoption of the majority's culture by the minority. Positive contact did not interact with self-esteem in predicting beliefs that minority should maintain its culture ($\beta = .03$, $SD = .02$, $p = .098$) and that minority should adopt majority's culture ($\beta = .01$, $SD = .02$, $p =$

.321). In contrast, the interaction between self-esteem and negative contact had a significant effect on attitudes toward maintaining minority's culture ($\beta = .05$, $SD = .02$, $p = .006$) and marginally significant effect on attitudes toward the adoption of majority's culture ($\beta = -.03$, $SD = .02$, $p = .061$). Specifically, negative contact and acculturation outcomes did not significantly associate among respondents with high self-esteem. In comparison, negative contact was negatively connected to attitudes toward maintaining the minority's culture and positively connected to attitudes toward the adoption of the majority's culture by the minority among respondents with low and medium self-esteem. These findings indicate that the association between negative contact and acculturation attitudes depends in the first place on what self-esteem a person has.

PA-10 Concurrent and predictive validity of the Autism Observation Scale for Infants (AOSI) among infants referred for possible autism

Hudry, K., La Trobe University, Australia (k.hudry@latrobe.edu.au)

Varcin, K., Telethon Kids Institute, Australia

Chetcuti, L., La Trobe University, Australia

Boutrus, M., Telethon Kids Institute, Australia

Pillar, S., Telethon Kids Institute, Australia

Dimov, S., La Trobe University, Australia

Whitehouse, A., Telethon Kids Institute, Australia

The AICES Team

The Autism Observation Scale for Infants (AOSI) is a brief assessment of the early signs of autism. After 12-months – but not earlier in life – AOSI scores exceeding a threshold of 9 have been associated with later diagnosis. However, the measure has only one independent validation study, and very limited investigation in samples representing the target population of infants referred with possible autism. To evaluate validity of the AOSI – including implications of individual differences on this measure – in a community-referred sample. Infants ($n=103$; 68% boys) with early signs of autism were assessed twice – six months apart (T1: 9-15 months old, T2: 16-21 months old) – with the AOSI and measures of developmental/cognitive ability and adaptive behavior. The gold-standard diagnostic assessment for autism (i.e., Autism Diagnostic Observation Schedule [ADOS]) was also administered at T2. AOSIs were scored live and from video, with 20% double-coded for reliability assessment. Very high within- and inter-rater agreement was observed, across live vs. video scoring. AOSI scores approximated a normal distribution in this cohort (at both T1 and T2), with sample means centered on the previously-reported threshold score of 9. T1 AOSI scores were significantly, but weakly associated with concurrent cognitive and adaptive skills. Concurrent associations at T2 were significant and moderate. Strong associations were apparent between T2 AOSI and T2 ADOS scores, while predictive associations of T1 AOSI for T2 ADOS were more moderate. We conclude that the AOSI is reliably scored and shows validity for quantifying early autism behaviors in a community-referred sample. We observed meaningful individual differences in AOSI scores for this cohort, with an approximately normal distribution of scores, and associations in the expected direction of AOSI scores with scores on other established measures. The weak-to-moderate within-participant stability observed over time suggests variable early developmental trajectories.

PA-22 Influences of racial and religious discrimination on indicators of well-being in migrants in Germany

Hufer, A., Bielefeld University, Germany (anke.hufer@uni-bielefeld.de)

Osman, A-N., Bielefeld University, Germany

Riemann, R., Bielefeld University, Germany

Moving to another country usually is an important experience in one's life, which may change everything. Migration has thus not only sociopolitical, but also individual psychological consequences, which show a mixed pattern (Lönquist et al., 2015). The influences of migration on aspects of well-being might, among other things, be mediated by how migrants feel accepted in the culture they move to. Two (negative) indicators of this acceptance are discrimination on grounds of ethnic/racial background as well as based on religious affiliation. Racial discrimination has shown to be correlated with mental illnesses, such as depression and anxiety, as well as with self-esteem and global and domain-specific life satisfaction (Benner et al., 2018). However, the concrete pathways through which those result patterns emerge, remain unclear. In this study we thus investigate the influence of migration mediated by ethnic and racial and religious discrimination on global and domain-specific life satisfaction, as well as on health and self-esteem in a representative German sample of 8,000 middle-aged adults (of which 1,100 had a migration background) and their young adult children (age 17 to 25) at two measurement points. Considering the roles of gender, year of migration, country of origin and generational differences, we use multiple regression and mediator analyses to answer our research questions. We discuss the results with regard to their psychological and sociopolitical implications.

SY-1 Adaptive Personality Regulation: Exploring individual differences in the ability to express ‘the right’ personality across tasks

Hughes, D.J., The University of Manchester, UK (david.hughes-4@manchester.ac.uk)

Phillips, A.R., The University of Manchester, UK

Irwing, P., The University of Manchester, UK

Niven, K., The University of Manchester, UK

Traditional personality questionnaires have consistently shown disappointing prediction of job performance (Hughes & Batey, 2017), perhaps because they fail to capture the fact that individuals regularly deviate from their mean/trait levels (Fleeson & Jayawickreme, 2015) in a goal-directed manner (McCabe & Fleeson, 2012). To examine whether the predictive utility of personality can be improved by capturing its dynamic nature. We propose a theoretical framework for a novel individual difference, termed Adaptive Personality Regulation (APR), which describes the extent to which individuals are able to successfully regulate their expression of personality to meet situational requirements and maximize goal attainment. We empirically examine the plausibility of APR in two lab-based studies. In Study 1 (n=70) and Study 2 (n=79) participants engaged in mock assessment center tasks that required varied personality expression (e.g., presentations, group tasks, negotiations). Prior to the studies, subject matter experts (SMEs) rated the optimal personality expression required for each task (e.g., presenting requires 8/10 extraversion). During task performance, multiple observers rated participants’ ‘expressed personality’ (e.g., level of extraversion displayed). APR is calculated as the discrepancy between the two for all task-relevant traits. Thus, APR = SME rated optimal personality – expressed personality. Smaller discrepancies indicate greater adaptive regulation. CFA models show that APR generalizes across traits (e.g., those who regulate agreeableness, also regulate extraversion) and situations (e.g., those who regulate when presenting, regulate when negotiating). Correlations and regressions show APR is distinct from related variables (e.g., trait personality, IQ, motivation, self-control, adaptive performance) and provides incremental prediction of rated and objective performance across all tasks. APR captures individual differences in the ability to regulate personality expression in a goal-directed manner. APR describes a similar phenomenon to other variables but is distinct and offers incremental prediction. APR holds promise in explaining dynamic behavior and successful performance.

PA-7 Is self-other agreement about personality advantageous for psychological adjustment? a response surface analysis

Humberg, S., University of Münster, Germany (sarah@humberg.name)

Zimmermann, J., University of Kassel, Germany (jz@uni-kassel.de)

Nestler, S., University of Leipzig, Germany (steffen.nestler@uni-leipzig.de)

Leising, D., Technische Universität Dresden, Germany (daniel.leising@tu-dresden.de)

Back, M.D., University of Münster, Germany (mitja.back@www.de)

Is it adaptive when others’ perceptions about us are in line with our self-concept? Self-other agreement is often considered one important aspect of self-knowledge and has been expected to foster psychological adjustment. However, research has only recently begun to empirically approach this claim; the present state of evidence is partly contradictory and far from being conclusive. Moreover, the statistical approach that was traditionally used to approach the consequences of self-other agreement (difference score correlations) have been criticized for being biased toward falsely accepting the hypothesis. In the present research, we applied Response Surface Analysis (RSA) to the integrated data from four studies (laboratory and field, total $N = 577$) to test whether self-other agreement concerning each of the Big Five personality traits, respectively, is associated with indicators of self-reported intrapersonal adjustment (life satisfaction) and of peer-reported adjustment in the agentic (leadership ability) and in the communal domain (liking). Results spoke against adaptive effects of self-other agreement for any of the considered personality traits or adjustment indicators. As a subsequent analysis, we applied RSA in an exploratory manner to reveal how the interplay of self- and peer-perceived personality affects the adjustment outcomes instead. We found that not the constellation of self- and peer-perceptions, but rather the personality trait levels per se predicted individual differences in psychological adjustment. These findings highlight the value of using RSA when investigating the consequences of self-other agreement, they call for a critical view on the popular assumption that self-other agreement brings psychological benefits, and they emphasize the need of a systematic empirical comparison of this assumption against plausible alternative hypotheses.

PA-39 Comedians’ mean level and stage personalities

Irwing, P., University of Manchester, UK (paul.irwing@mbs.ac.uk)

Cook, C., Northumbria University, UK

Pollet, T., Northumbria University, UK

We investigated whether comedians' mean level personalities differ from the general population, and based on recent studies which show that individuals regulate their personality to conform with situational and goal requirements, we predicted that professional comedians would show greater adaptiveness to stage requirements than amateurs. That comedians have a distinctive mean level personality profile is consistent with a variety of theories including P-E fit and the ASTMA framework. The few studies of comedians' personalities which exist, suggest that comedians are more neurotic, high on openness and less conscientious than the general population. In this study, the Big Five personality traits of 77 professional and 125 amateur stand-up comedians were compared to two large matched samples ($N > 100,000$) using multi-group confirmatory factor analysis. Comedians were also observed whilst performing and their state personality was compared to situational requirements in terms of ten NEO-PIR facets, identified by 14 industry experts as important to effective stage performance, using MANOVA. Both professional and amateur comedians were more open-to-experience, less conscientious and more extraverted than their corresponding norm samples. Additionally, professionals showed greater neuroticism. Arguably a more significant finding was that professional comedians expressed a much more adaptive state personality on stage than was true for amateurs. The direction of shift was from a personality typical of creative writers to one typical of performers. This occurred despite their mean-levels of neuroticism and extraversion diverging more from stage requirements than was so for amateurs. Moreover, this greater adaptability was evidenced across six personality facets spanning all of the broad FFM factors of personality. This suggests the existence of a general mechanism for regulation of personality to situational requirements. This finding perhaps also sheds light on the apparent paradox that personality variability is both functional and dysfunctional. In short, match reflects functional variation whilst mismatch constitutes dysfunction.

C3-5 Sex and age differences in face dissatisfaction

Ito, I., Keio University, Japan (110izumi@sfc.keio.ac.jp)

Mori, M., Keio University, Fujisawa & Japan Society for the Promotion of Science, Japan

Kato, T., Keio University, Japan

It is well known that social phobia and a strong negative body image are high-risk factors for body dysmorphic disorder and eating disorders. To assess body dissatisfaction and to determine the symptoms of the aforementioned disorders, Litleton et al. (2005) and Tanaka et al. (2011) developed the Body Image Concern Inventory. People with body dysmorphic issues tend to undergo procedures such as facial cosmetic surgery (Nabeta, 2011; Vaele et al., 2016), and it is unclear whether such a concern differs on the basis of sex and age. The present study developed a scale for measuring face dissatisfaction and then investigated whether differences exist in terms of sex and age. This study was approved by the Ethics Committee in Shonan Fujisawa Campus, Keio University, Japan. A total of 1,002 participants (461 male, 541 female) rated 32 items on face dissatisfaction using a 7-point Likert scale (level of agreement). The mean age of the participants was 23.7 years (17–42 years). Exploratory factor analysis (principal factor method and promax rotation) resulted in three factors: defensiveness (12 items); fear of appearance (9 items); and obsessiveness (6 items). The Cronbach's alpha coefficients were 0.92, 0.90, and 0.84, respectively. This scale was found to have a high degree of internal consistency, and we named this measure the "Face Dissatisfaction Scale." The results of the t-test revealed significant differences in sex and age for each subscale score. All subscale scores of female participants were higher than those of male participants. The scores of each of the younger participants (118 people under 20 years of age) were higher than those of each of the older participants (69 people over 30 years of age). These results suggest that many young women feel dissatisfied with their facial appearance.

IS-1 Taxonomy and structure of Lithuanian personality descriptors: self-rating study

Ivanova, A., The John Paul II Catholic University of Lublin, Poland (anna.iwanowa.kul@gmail.com)

Gorbaniuk, O., The John Paul II Catholic University of Lublin

Mlačić, B., Ivo Pilar Institute of Social Sciences

The goal of the study was to develop a taxonomy and the structure of Lithuanian personality traits following the principles of the psycho-lexical approach. We conducted exploratory research in three steps. In the first study, two judges selected 9,625 person-descriptive terms from the Dictionary of Modern Lithuanian. In the second study, six judges classified all the selected descriptors, based on the German classification system (Angleitner et al., 1990). Finally, in the third study, we performed a Principal Component Analysis followed by Varimax rotation on the 627 personality adjectives, morphemically unique type-nouns, and morphemically unique attribute-nouns in self-ratings from 506 Lithuanian students. We investigated structures with one up to ten factors. A clear support was found for the one-factor structure (Desirable vs. Undesirable traits), the two-factor model (Dynamism and Social Self-Regulation), and the five-factor structure (Agreeableness, Extraversion, Intellect,

Conscientiousness, and Neuroticism). Structures with one up to ten factors were correlated with the Big Five and the HEXACO models. The findings support cross-cultural replicability of five personality trait factors.

IS-5 Can a mechanistic model of dopamine can simulate individual differences in extraversion and openness to experience?

Jach, H.K., University of Melbourne, Australia (h.jach@student.unimelb.edu.au)

Smillie, L.D., University of Melbourne, Australia

Pickering, A., University of London, UK

Is dopamine a cause of individual differences in extraversion and openness to experience? To date, the most convincing evidence concerns the relation between extraversion and the feedback-related negativity (FRN)—an electrophysiological response that mimics changes in phasic dopamine cell firing. However, dopaminergic activity and personality traits are complex and multiply-determined, and it is important to incorporate this complexity in order to understand the process by which dopamine may influence personality. To provide explicit, quantitative predictions, we developed a model of individual differences in the FRN and dopamine transmission. Our simulation builds on an existing model (Pickering & Pesola, 2014) in two key ways. First, it remains neurobiologically faithful but is simpler than previous versions, allowing it to be fit to individual participant data. Second, as information is theoretically rewarding to those higher in openness to experience, our model extends the FRN paradigm to incorporate unexpected information (or lack of information) and assesses whether the same pathways that reflect unexpected reward may also reflect physiological responses to information. We thus provide a mechanistic account of the neurobiological basis of personality, and derive specified predictions to made in future electrophysiological studies of the FRN.

PA-1 Personality changes and intercultural competence development in a study abroad context

Jackson, J., The Chinese University of Hong Kong, Hong Kong, China (jjackson@cuhk.edu.hk)

Sun, T., The Chinese University of Hong Kong, Hong Kong, China

When students participate in a study abroad program they may naturally experience adjustment challenges in an unfamiliar linguistic and cultural environment. In addition to external factors (e.g., host receptivity), recent studies have identified individual elements that can lead to variations in the acculturation and developmental trajectories of participants (e.g., personality traits, degree of intercultural sensitivity) and, contrary to expectations, the newcomers may not be fully immersed in the host environment. These findings inspired the development of a fully online, credit-bearing course which aims to deepen the intercultural learning and engagement of international exchange students while they are in their host country. In addition to digesting theme-based readings, lecturettes, and YouTube links, the participants conduct intercultural fieldwork, exchange ideas online, and write a reflective essay about their international experience. This presentation centers on the most recent offering, which included 26 undergraduates from diverse disciplines who were participating in either a semester or year-long international exchange program in one of nine countries. Before and after the intervention, the participants completed the Intercultural Development Inventory (IDI), a cross-culturally validated psychometric instrument that has been designed to measure intercultural competence (Hammer, 2012). Additionally, the participants were interviewed before and after the semester; with their permission, all of the material that was generated in the course was entered into an NVivo 11 database and subjected to open, thematic coding. After describing the course, this presentation will highlight key findings related to personality change (e.g., shifts in self-efficacy beliefs, emotional intelligence) and intercultural competence development, drawing on a comparison of pre- and post-IDI results in relation to the content analysis of the rich qualitative data. The session will conclude by discussing the numerous benefits of combining quantitative measures with qualitative data to better understand the personal and context-specific dimensions affecting the learning trajectories of student sojourners.

C1-4 Adaptive personality and residence abroad: neophilia and self-efficacy

Jackson, J., The Chinese University of Hong Kong, Hong Kong, China (jjackson@cuhk.edu.hk)

To better understand the acculturation of student sojourners, a mixed-method study was conducted at a Hong Kong university that annually hosts 1,000+ semester and year-long international exchange students. This investigation tracked the developmental trajectories of 74 inbound semester-long international exchange students who spoke English as a second language and had little or no knowledge of Cantonese or Putonghua (Mandarin) on arrival. Pre- and post-semester international exchange questionnaire surveys were administered to gather demographic information as well as details about the participants' multi-cultural ties, language use, and sojourn aims, expectations, and adjustment. Additionally, in-depth semi-structured interviews

were carried out with a sampling of participants ($N = 28$) before and after their sojourn to better understand their perspectives and experiences. The quantitative data was processed with the help of SPSS (descriptive statistics) and the qualitative data was inputted into an NVivo 11 Pro database and subjected to open, thematic coding. A triangulation of the mixed-method data facilitated the identification of individual elements that appeared to either enable or hinder acculturation. The newcomers who developed a sense of belonging in the host environment displayed an adaptive personality; most possessed a novelty-seeking personality (neophilia) and strong self-efficacy (e.g., belief in their ability to overcome challenges). More willing to initiate intercultural interactions than their less confident peers, they gained more access to local communities of practice; this, in turn, facilitated their intercultural learning and helped them to feel at home in the new environment. The findings suggest that inbound international exchange students who possess an adaptive personality; a confident, positive mindset; and a high level of willingness to communicate (WTC) are better positioned to adjust to the host environment; however, it is important to note that external elements (e.g., degree of host receptivity) also affected their degree of acculturation.

PA-16 Narcissistic grandiosity and vulnerability: Personality dynamics in an intensive ecological momentary assessment study

Jauk, E., Technische Universität Dresden, Germany (emanuel.jauk@tu-dresden.de)

Hildebrandt, M., Technische Universität Dresden, Germany

Maliske, L., Technische Universität Dresden, Germany

Grob, A-M., Technische Universität Dresden, Germany

Kanske, Ph., Technische Universität Dresden & Max Planck Institute for Human Cognitive and Brain Sciences Leipzig, Germany

Grandiosity and vulnerability constitute two independent, yet related expressions of narcissism. While these reflect largely unrelated traits in the general population, clinical theory suggests that highly narcissistic individuals display both expressions in co-occurring or vacillating states. Accumulating indirect evidence supports this notion, and calls have been made to systematically study state-changes in order to quantify their magnitude and identify possible switches between states. We perform state assessment of narcissistic grandiosity and vulnerability, affect ratings, spontaneous thought, and social interactions in an intensive ecological momentary assessment design (sampling every two hours plus event-contingent recording of interactions) over the course of two weeks. This design allows quantifying state changes in grandiosity and vulnerability, their associations to affect and thought, and their interdependence in terms of co-occurrence or vacillations. Additionally, event-contingent sampling allows identifying contingencies and possible switches between states. To relate state changes to trait narcissism, we acquire a large sample ($N = 160$) specially pre-screened and oversampled for grandiosity and vulnerability in an orthogonal design. Data collection is currently in progress and coming to an end by the beginning of 2019. We will present results at the World Conference on Personality for the first time. The analyses will shed light on dynamic state changes in grandiosity and vulnerability, their situational contingencies, and switches between states. We will predict within-person variability using contemporary trait models of narcissism (narcissism spectrum model, trifurcated model). The results may help to augment our understanding of narcissism as a dynamic process and will be discussed in the light of currently prevailing models.

SY-2 Circumplex model of narcissism and perception of social world: Trust and cynicism

Jaworski, M., Cardinal Stefan Wyszyński University in Warsaw, Poland (mateusz12jaworski@gmail.com)

Sawicki, A.J., University of Gdańsk, Poland (artusa91@gmail.com)

The Circumplex Model of Narcissism (CMN) assumes existence of four basic forms of narcissism: agentic-antagonistic, agentic-communal, passive-communal and passive-antagonistic. The aim of the current study was to validate relations of cynicism and trust with narcissism organised in the circumplex model. One of the main characteristics of narcissism is interpersonal antagonism, therefore we expected positive relation of all narcissistic strategies with cynicism, understood as a negative beliefs on human nature and negative expectations from interpersonal interactions. Trust is positively related with agreeableness, openness to experience, and emotional stability. Giving the fact that CMN is based on Circumplex of Personality Metatraits (CPM), we assumed that trust is related positively to narcissistic strategies placed above delta line of CPM. Trust is also related to communal grandiose narcissism. According to that, we assumed the strongest correlation between self-presentation strategies of agentic-communal narcissists and trust. General Polish sample ($n = 683$) was examined. Results suggest that all studied narcissistic strategies were related positively to cynicism, but only strategies above delta line were related positively to trust (namely admiration, grandiose heroism, sanctity, and fusion). Results indicate that irrespectively of its form or strategies used to self-enhance, narcissism is related to antagonism and negative view on others. Trust will be discussed in terms of self-presentation strategies.

B1-5 ‘Doing nothing’ vs. ‘Doing something’: The relations between the big-five personality traits and leisure motive

Jeong, S., Korea University, South Korea (jeg2301@gmail.com)

Kim, A., Korea University, South Korea

Han, J., Korea University, South Korea

Ahn, J., Korea University, South Korea

Kim, M., Korea University, South Korea

Sung, Y., Korea University, South Korea

Hur, T., Korea University, South Korea

Previous research found that personality traits are correlated with some key leisure outcome variables such as leisure satisfaction (Kovacs, 2007), life satisfaction (Liu, 2014; Kovacs, 2007), happiness (Liu, 2014) or well-being (Sale et al., 2000). The primary objectives of the study were to 1) identify a set of leisure motives and 2) examine the relationships between the big five traits and the identified leisure motives. To that end, we employed a survey administered via an online consumer panel in Korea as a sampling technique. Two independent sample datasets were collected. In the first study (N=240), we first conducted an exploratory factor analysis (EFA) and identified a total of 10 leisure motives (ie., achievement, isolation, adventure, nature, relationship, physical, mental, self-expression, relax, and pro-social motives). Next we conducted a confirmatory factor analysis (CFA) with the second data (N=3,144) to evaluate the set of 10 motives. The results showed that the 10-motive model is stable and represents an acceptable fit. Further, the findings suggested that neuroticism is positively correlated with isolation and rest motives only, whereas extraversion, conscientiousness, and agreeableness are positively correlated with other motives also. In addition, neuroticism correlated negatively with nature, relationship, physical, mental, and pro-social motives while other four personality traits correlated positively with such five motives. Thus, our findings suggest that someone with high neuroticism scores can be motivated to take a rest rather than to participate in other leisure activities such as golfing, swimming, climbing, etc. The findings suggest that inactive leisure activities (ie., rest) could be valuable to some people. In overall, this study suggests that what is important in leisure participation is not a particular type of leisure activity itself but the level of fitness between what participants want from leisure (ie., leisure motives) and what leisure can provide for them (ie., characteristics of leisure activities).

PA-15 Personal religiosity and introvert/extrovert personality traits: The case of locus of control among American adolescents

Ji, C-H., La Sierra University, Riverside, California, USA (cji@lasierra.edu)

Framed by the long-running discussion on religion and personality traits, the purpose of the present study was to examine the effects of religious orientation and faith maturity on the development of locus of control within American adolescents. Participants were about 10,000 high school students in the United States. A set of multivariate and path analyses was carried out for each dependent variable: internal and external locus of control. After controlling the effects of gender, age, and ethnic background, adolescents with high levels of intrinsic and extrinsic religious orientations were found to positively relate to an internal and external locus of control, respectively. However, the effect of extrinsic religiosity on external locus of control was much greater in size than the one for intrinsic religiosity and internal locus of control. Faith maturity demonstrated a more complicating pattern of influence. Horizontal faith maturity led to the increase of both internal and external control, while vertical faith promoted internal but restrained external locus of control. The magnitude of their influence, however, was marginal. Scholars have traditionally focused on introvert personality traits in studying human behavior. This study emphasizes the importance of extrovert traits and shows that religion has significant effects on the development of locus of control.

IS-13 Personality and education: The Big Five are going to school

John, O.P. (convener), University of California, USA & Ayrton Senna Institute, Brazil (o_johnx5@berkeley.edu)

Primi, R. (convener) Universidade São Francisco & Ayrton Senna Institute, Brazil (rprimi@mac.com)

How can personality psychology be useful in our schools? Teachers, schools, and education officials all agree that they want to help children grow and develop into adults that are thoughtful and responsible citizens—people that have learned to show empathy and respect towards others, engage with others and show social initiative and enthusiasm, are persistent in their endeavors and responsible in their decision making, manage stress and frustrations well, and examine the world with curiosity and creative imagination. Educators call these kinds of attributes “socio-emotional” or “21st century” characteristics. Personality psychologists tend to call them “facet-level traits” and argue that these trait concepts can be organized into the five broad domains (O-C-E-A-N) that have become known as the Big Five. The first talk in the symposium provides the background for

the other talks and suggests that psychologists adopt new labels to talk to educators and parents about these socio-emotional attributes. We then review recent findings showing that (a) these traits are important for school outcomes such as learning and achievement, (b) they change during childhood and adolescence, and (c) pinpoint when and where schools and parents should provide support and intervention programs. The other three talks provide new data that speak to these issues. The second talk confirms earlier Western findings that Conscientiousness and Open-mindedness are important for school achievement in a developing country like Brazil as well, and then asks more detailed questions: which of the more specific facet traits is really the active ingredient promoting better school achievement (spoiler: for Conscientiousness, it is **not** Orderliness). The third talk reports a cohort-sequential study starting from age 9, addressing kids typically develop during adolescence (normative development) and the ways that gender differences in the Big Five domains emerge and develop. The fourth talk, finally, examines environmental effects on personality development—using an innovative multi-level design, the researchers test how crime in the immediate neighborhood of the school affects the social and emotional characteristics of the kids attending that school. Discussion will focus on the implications of these findings for teachers, schools, educational policy, and prevention programs.

IS-13 What do we know about 21st century characteristics in kids? Labels, links to school achievement, change, and socio-emotional prevention programs

John, O.P., University of California, Berkeley, USA & Ayrton Senna Institute, Brazil (o_johnx5@berkeley.edu)
De Fruyt, F., University of Ghent, Belgium

Educators are interested in teaching kids “socio-emotional,” “character,” or “21st century” skills in our schools. In many elementary schools in California, USA, teachers routinely teach empathy, respect, and how to stay calm in the face of stress or frustration. Personality psychologists have studied these kinds of characteristics for decades and call them “traits,” like Agreeableness or Neuroticism in the Big Five trait taxonomy. But educators don’t find these labels useful (teaching kids to “agree more”?), and they don’t trust trait concepts because they believe that traits are fixed and therefore not amenable to learning and change. To address these problems, we propose new labels for the Big Five that make sense to teachers and laypeople, such as *Engaging with Others* (instead of Extraversion) and Emotional Resilience (labeling the positive pole of the Neuroticism dimension). Indeed, a study of “21st century characteristics” shows that they yielded five dimensions highly correlated with the Big Five measured by the BFI-2. We then review research that these personality traits are indeed important for school success: self and observer reports of personality (especially Conscientiousness and Openness) are consistently related to academic achievement. However, educators want to know which components or *facets* of these broad traits are most important to target for teaching and intervention. What accounts for the positive effects of Conscientiousness? Is it Organization, or Persistence, or Responsibility that is most important? Finally, we review research that shows the Big Five traits change during childhood and adolescence. Conscientiousness and Agreeableness increase until late childhood (about age 12) and then show a noticeable dip in mid-adolescence (consistent with the peak of juvenile delinquency), followed by recovery and continued trend towards greater psycho-social maturation. These normative patterns are important for teachers and school officials to understand, so that prevention and support programs can be appropriately targeted and timed. Also important are findings on the emergence of gender differences in negative emotionality: girls don’t differ from boys at age 10 but then increase substantially throughout adolescence whereas boys remain stable. These findings show that girls are at much greater risk for affective disorders, like anxiety and depression, and schools should implement prevention programs that address these problems.

KN What we need to know about intelligence, but don’t

Johnson, W., University of Edinburgh, UK (wendy.johnson@ed.ac.uk)

Intelligence may be the most robustly measured construct in psychology. Most people can judge both their own and others’ quite well, and intelligence test scores predict important life outcomes from life satisfaction to markers of occupational attainment of all sorts to longevity frighteningly well, given the stability they show throughout life. The concept is abstract, and even so-called ‘expert’ definitions vary, yet we can only assess it with observed performance on specific tasks, and ability to do any kind of task clearly develops throughout the lifespan depending on exposure as well as ‘inherent’ ability and motivation/interest. This presents many problems with assessment and interpretation of associations that the field has ignored, probably because even the earliest assessments developed showed such good psychometric properties, coherent nomothetic nets, and strong associations with theoretically expected life outcomes. I outline these problems, highlighting major outstanding questions the field needs to address.

IS-2 Genetic and environmental transactions linking socioeconomic status, intelligence, alienation, and school achievement

Johnson, W., University of Edinburgh, UK (wendy.johnson@ed.ac.uk)

McGue, M., University of Minnesota, USA & University of Southern Denmark, Denmark

Iacono, W.G., University of Minnesota, USA

School fills the lives of adolescents, one way or another. Society and many parents tell them that doing well there is important to later life success. But some find school difficult, useless, and/or arbitrary. This is more common among adolescents whose parents have less education. It could arise due to lower intelligence, poorer intellectual stimulation at home, and/or relatively low parental aspirations for offspring educational attainment, all of which show genetic as well as environmental influences. Personality trait-level alienation (hostility, self-pity, and suspiciousness of others) is a common reaction to long-term compulsory immersion in environments, such as school for children and adolescents, imposing performance expectations in individuals who find them difficult to meet and/or to whom they seem silly and/or futile. Several studies have suggested that, at least in the United States, genetic influences on intelligence test scores are relatively stronger in youth from families of high socioeconomic status, including higher education, and that this sort of gene-environment interplay may underlie intelligence and personality-school achievement associations. We hypothesized that similar kinds of gene-environment interaction and correlation may be involved in associations among parental education, trait-level alienation, intelligence, family socioeconomic status, and school achievement, and explored this in the locally population-representative Minnesota Twin Family Study at age 17.

PA-9 Item response modeling of Perf ECHO-R, a forced-choice questionnaire of people's preferred style of behavior at work.

Juhel, J., Univ Rennes, France (jacques.juhel@univ-rennes2.fr)

Trenvouez, A., PerformanSe SA, Nantes, France

Grasset, R., PerformanSe SA, Nantes, France

Didry, A., PerformanSe SA, Nantes, France

Perf ECHO is an occupational model of personality which describes ten bipolar dimensions of people's preferred style of behavior at work that are measured with forced-choice paired-comparison items: Introversion vs Extraversion, Relaxation vs Anxiety, Questioning vs Assertion, Distance vs Receptiveness, Improvisation vs Rigor, Intellectual conformism vs Intellectual dynamism, Conciliation vs Combativeness, Motivation of Facilitation vs Motivation for Achievement, Motivation for Independence vs Motivation for Belonging, and Motivation for Protection vs Motivation for Power. The aim of this proposal is to explain our approach to modeling and scoring a revised forced-choice version of the Perf ECHO using a Thurstonian IRT model. Perf ECHO-R consists of 55 forced-choice paired-comparison items. Responses were obtained from a sample of 1,781 adult French participants (935 men, 846 women; age range, 17 to 63). To establish the IRT parameters needed to score individual responses, we used an exploratory structural equation modeling (ESEM) approach with target rotation linking binary responses to paired comparisons to the ten underlying dimensions. The effects of gender and age as well as differential item functioning (DIF) were further investigated using MIMIC analysis. Maximum a posteriori (MAP) method was applied to the estimation of factor scores. Our results show a pattern of correlations between dimensions in line with our expectations (average correlation: 0.133; range, -0.379 to 0.397). Significant positive effects of age were observed on Distance, Relaxation and Motivation for Power. Women's factor scores were significantly higher than men's scores for Anxiety, Conciliation, Questioning, Intellectual Conformism, Motivation for Achievement and Motivation for Protection. DIF was detected for several items. Consequently, factor scores were estimated including covariates. The approximate estimation of factor score empirical reliability was around 0.60. Our findings indicate that the Thurstonian IRT approach is well suited to identifying and improve psychometric properties of Perf ECHO-R.

A3-3 Self-concept clarity and personality profiles assessed by Perf ECHO-R, a forced-choice questionnaire of people's preferred style of behavior at work

Juhel, J., Univ Rennes, France (jacques.juhel@univ-rennes2.fr)

Brunot, S., Univ Rennes, France

Trenvouez, A., PerformanSe SA, Nantes, France

Grasset, R., PerformanSe SA, Nantes, France

Didry, A., PerformanSe SA, Nantes, France

This study aimed at providing some proof of validity of a revised version of Perf ECHO, a computerized questionnaire consisting of 55 forced-choice paired-comparison and measuring 10 bipolar dimensions of preferred style of behavior at work : Introversion-Extraversion, Relaxation-Anxiety, Questioning-Assertion, Distance-Receptiveness, Improvisation-Rigor, Intellectual conformism-Intellectual dynamism, Conciliation-Combateness, Facilitation-Achievement, Independence-Belonging, and Protection-Power. Self-concept clarity (SCC) defined as the extent to which self-beliefs are clearly defined, internally consistent, and temporally stable was used as grouping variable. In accordance with the literature (e.g., Campbell et al., 1996), we mainly hypothesized that low SCC was associated with high Anxiety and low Assertion after controlling for the effects of sex and age. The study has been conducted on a sample of 1,781 adult French participants (age range 17 to 63). Latent profile analysis was used to identify two SCC clusters (high and low) from responses to three ten-point Likert scales (e.g., I do not really know who I am) after controlling for sex and age. MAP scores to Perf ECHO-R were estimated applying a Thurstonian IRT model, and were then regressed on SCC. As predicted, high SCC participants significantly scored higher on Relaxation and Assertion than their low SCC counterparts. Results also revealed that high SCC participants scored higher on Intellectual dynamism, Motivation for Power, Motivation for Belonging and Motivation for achievement than low SCC participants. No difference between high and low SCC groups was observed for Receptiveness, Rigor and Combateness. Our results can be read at least in two ways. First, the observed relationships between SCC and several dimensions of personality as measured by Perf ECHO-R help validate the instrument. However, the impact of SCC on Perf ECHO-R scores is such that it deserves to be taken into consideration. The use of SCC assessment in personality scoring is therefore discussed.

SY-1 Hormonal influences on personality perception and mate preferences across women's ovulatory cycle

Jünger, J., University of Goettingen, Germany (julia.juenger@psych.uni-goettingen.de)

Gerlach, T. M., University of Goettingen, Germany

Penke, L., University of Goettingen, Germany

The existence of ovulatory cycle shifts in women's mate preferences has been discussed controversially. There is evidence that naturally cycling women in their fertile phase, compared to their non-fertile luteal phase, evaluate specific personality variables in men as more attractive for sexual relationships. More precisely, when fertile, women should prefer men who are more competitive (e.g. dominant, arrogant, assertive) or show more courtship behavior (e.g. flirting, self-displays). These shifts in mate preferences should be regulated by natural changes in hormone levels across the ovulatory cycle, mainly by estradiol and progesterone. However, previous research has been heavily criticized on methodological issues, two meta-analyses came to strikingly diverging conclusions about the robustness of these findings and recent research failed to replicate mate preferences shifts for other dimensions (masculine bodies, voices and faces). We addressed this debate in a large, pre-registered within-subject study including salivary hormone measures and luteinizing hormone tests. One-hundred-fifty-seven female participants rated natural videos of 70 men in dyadic interactions on sexual and long-term attractiveness. All participants were tested in four sessions each, across two ovulatory cycles. Multilevel comparisons indicated that women's mate preferences for men's personality variables did not shift across the cycle. Hormone levels and relationship status did not affect these results. However, results suggest that women's general attraction to men shifts, regardless of their personality or displayed behavior. Hormonal mechanisms and implications for evolutionary theories are will be discussed.

IS-3 Sources of variance in HEXACO personality traits across the lifespan: Evidence from a cross-national twin study

Kandler, C., University of Bremen, Bremen, Germany (ckandler@uni-bremen.de)

Lewis, G.J., Royal Holloway, University of London, U.K.

Butković, A., University of Zagreb, Zagreb, Croatia

Vukasović, T., University of Zagreb, Zagreb, Croatia

Bratko, D., University of Zagreb, Zagreb, Croatia

Behavior genetic studies have shown that about 40% to 50% of individual differences in personality characteristics are attributable to genetic sources including additive and non-additive genetic factors as well as gene \times environment interplay, whereas the remaining variance is due to environmental sources with little evidence for significant environmental factors that act to increase the similarity of family members. Recent studies found evidence for systematic declining genetic contributions to individual differences (i.e., heritability) in personality traits across adulthood. In this study on the sources of variation in the six so-called HEXACO personality traits Honesty-Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, and Openness, we combined three twin data sets from the UK, Croatia, and Germany. This sample spans a range from 14 to 90 years of age and allowed us to examine genetic and environmental components across sexes, origin of twin samples,

and ages. The entire sample encompasses 4,210 individuals including 955 monozygotic (MZ) and 1150 dizygotic (DZ) twin pairs. In all subsamples, the six personality traits were captured with the 60-item HEXACO-Personality Inventory-Revised in the relevant language version (English, Croatian, and German). We ran structural equation model analyses based on the classical twin design and tested for sex, sample, and age differences in the genetic and environmental components. Heritability estimates ranged between $h^2=.39$ (Honesty-Humility) and $h^2=.65$ (Openness) with significant additive and non-additive genetic influences for Emotionality, Agreeableness, and Conscientiousness. Genetic components significantly decline for each trait across adulthood, whereas variance due to individual environmental sources increase in relative terms. There was also evidence for a significant shared environmental component in Openness, which tended to increase with age. The current study provided further evidence for a substantial genetic contribution to variation in personality traits that declines across adulthood.

IS-11 Person–culture fit and well-being

Karl, J., Victoria University of Wellington, New Zealand (johannes.karl@vuw.ac.nz)
Fetvadjiev, V.H., University of Limerick, Ireland

While personality is primarily conceptualized as a feature of individuals, recent research suggests that cultures can also be characterized in terms of personality traits. In recent years researchers began investigating the correlates of personality factors at the level of cultures. The current study examined an intuitive, but little studied hypothesis, personality–culture fit. Personality–culture fit is a type of person–environment fit that is assumed to occur if individuals' personality matches the personality of their culture, leading to increased well-being. We used the data from 24 countries of Wave 6 of the World Values Survey ($N = 30,652$). Personality was measured using the 10-item version of the Big Five Inventory, and well-being was measured by two items capturing happiness and satisfaction with life, respectively. We first examined the congruence of the factors in each country with the ideal five-factor solution. We found that, after data transformation, a three-factor solution containing emotional stability, conscientiousness, and extraversion reached acceptable levels of structural equivalence and isomorphism. A subsequent multi-level response-surface analysis showed a marginal interaction effect of country-level and individual-level emotional stability predicting higher satisfaction with life. Our findings show that the effect of personality–culture fit may depend on the dimension under study as well as the measure used. The current study is limited by the available measures and the possibility that non-invariance was present at metric levels. We encourage further research in this area as it has implications for well-being and may explain reasons for migration and migrant attrition.

IS-14 Variability of future time perspective in everyday life

Katana, M., University of Zurich, Switzerland (marko.katana@uzh.ch)
Hill, P., Washington University, St. Louis, Missouri, USA
Allemand, M., University of Zurich, Switzerland

Despite well-documented age differences in future time perspective (FTP) across the lifespan, little is known about the extent to which FTP fluctuates over a short timescale and what everyday life outcomes are associated with daily FTP variability. Two micro-longitudinal studies over two weeks have investigated the intraindividual variability of FTP and the intraindividual coupling between FTP and with five different conceptualizations of affect daily life, namely positive and negative affect, energetic arousal, calmness and valence. The first study examined a sample of 564 adults ranging from 20 to 75 years ($M = 48.3$, $SD = 10.0$) and the second study specially examined healthy older adults ranging from 60 to 91 years ($M = 70.5$, $SD = 6.3$). Results showed that 11% to 20% of the total variance in FTP was within-person and 29% to 62% of the total variance in affect was within-person. Multilevel models showed that individuals reported a more open-ended FTP on days with higher positive affect, energetic arousal, calmness and valence. Individuals also reported a more limited FTP on days with higher negative affect. Moreover, results showed that older adults reported less within-person variability in FTP compared to younger adults. Older adults also showed a weaker within-person associations between FTP and affect compared to younger adults. Overall, these findings advance our understanding of variability of FTP in daily life and their associations with age and daily affect.

C2-2 Some factors influencing the social intelligence of teacher students in Ho Chi Minh city

Kieu, T.T.T., University of Education, HCMC, Vietnam (traktt@hcmue.edu.vn)

Social intelligence is defined as a set of abilities that helps the individual to interact effectively with others in social situations. An overview of social intelligence studies suggests that this field was initiated when E.L. Thorndike first introduced the

concept of "social intelligence". Research in this field can be divided into four main directions, namely (1) social intelligence in general, (2) the assessment of social intelligence, (3) influential factors to social intelligence, and (4) social intelligence in specific fields, especially in the educational field. These researches affirmed the richness and diversity of the concept of social intelligence. In Vietnam, studies on social intelligence are limited, and some aspects of social intelligence have only briefly been discussed in a few instances. The present research aims to examine the influence of personal and socio-cultural factors on the social intelligence of 866 teacher students in Ho Chi Minh city. A combination of methods was applied in which survey played the main role. The findings show that the social intelligence of teacher students in Ho Chi Minh city is more influenced by personal factors (influential rate is 15,9%) than by socio-cultural factors (influential rate is 8,0%). In addition, a regression model was found to be a typical, unique model of factors of influence on the social intelligence of teacher students in Ho Chi Minh city. This model reads as follows: $SI \text{ (Social Intelligence)} = 100 + 0,305 \cdot F1 + 0,225 \cdot F2 + 0,134 \cdot F3 + 0,135 \cdot F4 + 0,253 \cdot F5$ (with F1 representing academic and practice results, F2 representing personal positiveness in social activities, F3 standing for the assessment of the role and necessity of social intelligence, F4 standing for social relationships in the campus, and F5 representing policies in university or college). Based on these findings, some recommendations are proposed in order to help teacher students to develop social intelligence.

IS-4 Integrating traits and values in early adolescent personality: A developmental twin study

Knafo-Noam, A., The Hebrew University of Jerusalem, Israel (ariel.knafo@mail.huji.ac.il)

Twito, L., The Hebrew University of Jerusalem, Israel

Values and traits, two core aspects of personality, are often seen as independent constructs. Nevertheless, research has demonstrated that traits (e.g., Agreeableness) correlates systematically with values (e.g., Benevolence, Power). Meta-analyses largely support the generality of these associations. A recent longitudinal study found that although there was support for bidirectionality, traits predicted values more strongly than the other way around, in adults (Fetvadjev & He, 2018). However, less is known about the developmental processes leading to these associations, especially in the important transitional period of early adolescence, and on the origins of the value-trait association. Our first objective was to study the values-traits association using a longitudinal design. Our second objective concerned understanding the origins of this association. Specifically, we relied on our twin study to investigate the relative contribution of genetics and the environment to the values-traits association. 400 Monozygotic and dizygotic 11-year old twin pairs rated their personality traits with the Big-Five Inventory (John et al., 2001) as part of the Longitudinal Israeli Study of Twins (Avinun & Knafo, 2013). Adolescents also rated their values with Schwartz's Portrait Values Questionnaire, and ranked them with the Picture-Based Values Survey (Doring, 2010). At age 13, 300 pairs participated again. Associations between values and traits replicated findings found previously with an adult Israeli sample. Age 13 correlations tended to be stronger than age 11 correlations. Multivariate analyses indicated that most of the association between traits and values reflected overlapping genetic effects, although these effects varied by trait and value. We conclude that common underlying genetic and environmental factors give rise to values and traits. With our longitudinal genetic design we studied whether environmental or genetic factors contribute to the co-development of values and traits in early adolescence. The role of traits in the emergence of adolescents' value system is discussed.

PA-26 Personality and resting state networks in developmental perspective

Knyazev, G., Institute of Physiology and Basic Medicine, Russia (knyazev@physiol.ru)

Savostyanov, A., Institute of Physiology and Basic Medicine, Russia

Bocharov, A., Institute of Physiology and Basic Medicine, Russia

Bairova, N., Institute of Physiology and Basic Medicine, Russia

Slobodskaya, H., Institute of Physiology and Basic Medicine, Russia

The association of personality with resting state networks has been investigated in the mature brain, but its development has not been investigated, in particular not in longitudinal designs. Besides, all existing evidence is obtained using functional magnetic resonance imaging and there are no data on electrophysiological underpinnings of these associations. We have acquired three yearly recordings of resting state EEG data in 52 primary school children. Parental ratings of each child's personality were obtained in the third wave using the Inventory of Child Individual Differences – short version (ICID_S, Slobodskaya & Zupančič, 2010), which was developed from the full instrument for assessing child personality in terms of the FFM (Halverson et al., 2003), and is age and culture neutral. Seed-based oscillatory power envelope correlation analysis in conjunction with beamformer spatial filtering were used to obtain electrophysiological signatures of the default mode network (DMN) associated with self-referential processing and the central executive network (CEN) related to the control of attention. Analysis showed that in the alpha frequency band, developmental changes in the balance between DMN and CEN in frontal cortical regions involved in the representation of affective value of primary reinforcers predict parental ratings of positive

personality traits captured by the general factor of personality, whose scores were obtained by means of factor analysis of the five ICID_S scales. Latent growth curve-modeling showed that relative increase of outward directed attention associated with CEN in the first school year underlies the development of positive personality traits during this developmental stage. The study was supported by the Russian Foundation for Basic Research (RFBR) under Grant № 17-06-00055.

PA-29 Pleasure or meaning: Subjective well-being orientations and donations decisions to identified and general targets

Kogut, T., Ben-Gurion University, Israel (kogut@bgu.ac.il)

Sabato, H., Ben-Gurion University, Israel

The willingness to help others is one of the most important aspects of human social behavior. Research suggested a positive correlation between people's subjective well-being and prosocial behavior. We further explore this correlation by examining the association between donation decisions and two distinct orientations of well-being—hedonism and eudemonia. Hedonism refers to the tendency to maximize pleasure and minimize pain or unpleasant feelings and experiences. Eudemonia, emphasizes fulfillment of one's potential and living a purposeful and meaningful life. In two studies (N=312), of individual differences in levels of hedonism and eudemonia (the Orientations-to-Happiness measure, Peterson, Park & Seligman, 2005), and by experimentally enhancing their salience using a priming manipulation, we found that these two orientations interact with the nature of the help recipient during donation decisions. Specifically, hedonism was found to be positively linked to donations—especially when a specific identified recipient is presented (a person about whom some information is provided)—while eudemonia predicted greater donations to more general causes. Results of a moderated mediation analysis suggest that the intense emotional reaction sparked by identified victims mediates the above interaction. Since the 1960s, the literature in this field has wrestled with the question of whether people help others out of egoistic or altruistic motives. The distinction between the two subjective well-being orientations and between the two types of help recipients may contribute to this philosophical and psychological discussion. It appears that helping a specific identified victim is closely linked to egoistic motivations to relieve one's own distress at the sight of their plight, and to experience stronger feelings of warm-glow. Donating in aid of a general cause, on the other hand, appears to be related to a desire for meaning, which is driven by one's values, and may be perceived as a more altruistic motivation to help others.

PA-5 Cross-cultural study in well-being and conscientiousness

Kormi-Nouri, R., Orebro University, Örebro, Sweden (reza.kormi-nouri@oru.se)

Farahani, M-N., Kharazmi University, Tehran, Iran

De Raad, B., Groningen University, The Netherlands

Mental wellness and mental illness have been considered as two different dimensions. In the present study, well-being and conscientiousness have been examined in university students of Sweden (310) and Iran (296). The participants were tested by different instruments including scale of flourishing, scale of positive and negative experience, conscientiousness subscale of NEO-FFI, and an Iranian conscientiousness scale. The results showed cultural differences in emotional component of well-being but no difference in global and cognitive component of well-being. In conscientiousness assessments, there was also no cultural differences. However, in both cultures, conscientiousness differentiated among four mental health groups (languishing, troubled, symptomatic and flourishing), although languishing and troubled individuals were less conscientious than flourishing and symptomatic individuals. Furthermore, the non-healthy symptomatic individuals were more conscientiousness than flourishing individuals. The results are discussed from an individualistic–collectivistic perspective. Furthermore, the relationship between conscientiousness and mental health/mental illness is also discussed as a non-linear relationship.

IS-10 Predicting personality from digital footprints

Kosinski, M., Stanford Graduate School of Business, Stanford University, USA (michal@michalkosinski.com)

Personality traits form a key driver behind people's behavior, cognitions, motivations, and emotions; therefore, assessing others' personality is a basic social skill and a crucial element of successful social interactions. However, based on a sample of over a million participants, I show that personality judgments made by computers—and based on generic and pervasive digital footprints (Facebook Likes)—are more accurate than those made by participants' friends, family members, and even romantic partners. Furthermore, compared with humans, computers achieve higher inter-judge agreement and superior external validity (I.e. are better at predicting life outcomes). In some cases, computer-based personality judgments are even more

valid than self-reported personality scores. I conclude by discussing the consequences of computers outpacing humans in this basic social-cognitive skill.

A3-4 University students' representations about the ideal qualities of educational institution manager

Kozhukhar, G., Moscow State University of Psychology and Education, Moscow, Russia (gsk04@mail.ru)

The aim of the study was to identify the characteristics of university students' representations of the communicative, leadership, and organizational qualities of an ideal middle-ranking manager. The main research question was to identify the presence or absence of differences in both the degree of manifestation of the qualities of an ideal and of a real image of a manager in students' perceptions, and in the nature of the interrelation of the studied indicators in the structure of these images. The study used two methods, 1) a questionnaire to determine the organizational and communicative qualities (Kalininsky), and 2) a modified version of the method "I am a leader" (Fedorov & Eremin) to study leadership and organizational qualities. The respondents were 100 students (26 male and 74 female) from two universities (average age was 24.3). As a result of the study, it was found that the level of manifestation of all qualities in students' representations differed significantly in the image of ideal and of real middle-ranking managers: students wanted to see some qualities at a higher level of development, others - to a lesser degree. Students expected from their manager a greater manifestation of psychological grace, empathy, and authority, clear focus, businesslike, organizational skills, creativity, and autonomy; students wanted to see domination, stubbornness, and dependence at a lower level among managers than estimated in the real image of the middle-ranking manager. The limitations of the study were: the imbalance of the sample by gender, limited methodological tools; we had a collective image of students' representations about the real and ideal manager, since the responses of students from two universities were summarized. We can use the data of this study for both by taking into account the content of students' representations and psychological work with the image of the manager, and by improving the qualification of middle-ranking managers.

PA-2 Bags of impulsiveness: Psychological and demographic predictors of plastic bag consumption in big data

Lavelle-Hill, R., University of Nottingham, UK (lpxl1@nottingham.ac.uk)
Smith, G., University of Nottingham, UK
Goulding, J., University of Nottingham, UK
Spence, A., University of Nottingham, UK
Bibby, P., University of Nottingham, UK

Despite the success of plastic bag charges in the UK, there are still around a billion single-use plastic bags bought each year in England alone (DEFRA, 2018), and politicians are currently debating whether to double the 5 pence charge to 10 pence (Rawlinson, 2018). Previous research has identified motivations for bringing personal bags to the supermarket (Jakovcetic et al., 2014; Poortinga et al., 2016) but little is known about whom is continuing to regularly purchase plastic bags after the levy. In this study, we harness the power of big data to investigate who the regular plastic bag buyers are that future campaigns ought to target. We utilize a dataset of 12,968 questionnaire responses measuring demographics and individual differences matched to respondents' loyalty card transaction data from a UK health and beauty retailer. We used the transaction data to identify regular single-use plastic bag buyers and non-bag buyers in the real world. We optimized different prediction models and evaluated them using out-of-sample testing. A logistic regression model performed the best, predicting regular bag buyers with 76% accuracy. The results showed that England had significantly less bag sales than Wales, Northern Ireland, and Scotland per 1000 items in the 9 months after the English levy. Across the UK, more bags per 1000 items were bought during the Christmas festive period. Shopping frequency, amount spent, age (negatively), frugality (negatively), income, impulsivity, a present time focus, and Openness significantly predicted regular bag buying. Notably, climate change concerns did not. In summary, this research has identified a young, high-income demographic of regular bag buyers to target. The additional insights that this sub-population are impulsive and unconcerned with climate change also helps to inform the content type and communication style for future plastic bag reduction campaigns.

PA-16 Core dimensions of narcissism: A network analysis of the grandiose-vulnerable spectrum

Laverdiere, O., Universite de Sherbrooke, Quebec, Canada (olivier.laverdiere@usherbrooke.ca)
Kealy, D., University of British Columbia, Vancouver, Canada
Ogrodniczuk, J.S., University of British Columbia, Vancouver, Canada

There are considerable debates regarding the nature of narcissism and its core dimensions. The Narcissism Spectrum Model proposes entitled self-importance as the core of narcissism. Manifestations of self-importance would vary according to the preponderance of two orientations, grandiose and vulnerable. The objective of the current project was to assess dimensions of narcissism covering the whole spectrum and determining their centrality or peripheral nature. To do so, 213 community adults completed two well-known measures of narcissism and network analysis was used to explore relationships among dimensions. Results suggested that entitlement, superiority, entitlement rage and grandiose fantasy were core dimensions of narcissism. Moreover, exhibitionism was a central dimension of grandiose narcissism, while contingent self-esteem was central to vulnerable narcissism. Finally, both measures were largely unrelated except for the entitled self-important dimensions, suggesting that they cover different parts of the continuum. Findings are discussed in relation to major formulations of narcissism and current controversies in conceptualizations.

B3-7 Relational dysfunction in borderline, narcissistic and antisocial personality disorders: Clinical considerations, presentation of case studies, and implications for therapeutic intervention

Lay, G., Private psychotherapy practice, Sassari, Italy (doctoragl@yahoo.com)

Personality disorders are a class of mental disorders involving enduring maladaptive patterns of behaving, thinking and feeling which profoundly affect functioning, inner experience, and relationships. This work focuses on three Cluster B personality disorders (Borderline, Narcissistic, and Antisocial PDs), and specifically illustrates how relational dysfunction manifests in each condition. People with Borderline Personality Disorder (BPD) experience pervasive instability in mood, behavior, self-image and interpersonal patterns. In relationships, they tend to alternate between extremes of over-idealization and devaluation. Intense fear of abandonment, fluctuating affect, inappropriate anger and black/white thinking deeply influence how they navigate personal relationships, which are often unstable, chaotic, dramatic and ultimately destructive. They have a fundamental incapacity to self-soothe the explosive emotional states they experience as they oscillate between fears of engulfment and abandonment. This leads to unpredictable, harmful, impulsive behavior and chronic feelings of insecurity, worthlessness, shame and emptiness. Their relationships are explosive, marked by hostility /contempt for self and partner alternating with bottomless neediness. Manipulation, lying, blaming, raging and “push-pull” patterns are common features. Individuals with Narcissistic Personality Disorder (NPD) exhibit a long-standing pattern of grandiosity and lack of empathy. They have an exaggerated sense of self-importance, are self-absorbed, feel entitled and tend to seek attention. Scarcely concerned with others’ feelings, they can be both charming and exploitative. Oversensitive to criticism, they are prone to overt or covert rage, *gaslighting* and self-referential thinking. Antisocial Personality Disorder (APD) is marked by impulsive, callous and irresponsible behavior with no regard for people or rules. Interpersonally, they show little respect, empathy, or remorse. Often superficially charming, they can be manipulative, parasitic, aggressive, cold, cruel and self-serving. In addition to analyzing relational dysfunction in each disorder, this paper presents three relational case studies (BPD-couple, NPD-parent/child, APD-various relations) and discusses various treatment implications.

PA-27 Vietnamese Youth’s attitudes towards old people

Le, V. H., Vietnam Academy of Social Sciences (VASS), Vietnam (haovanle62@gmail.com)

Le, M.T., Vietnam Academy of Social Sciences (VASS), Vietnam

Mai, V. H., Vietnam Academy of Social Sciences (VASS), Vietnam

Most research examining adolescents’ and youth’s attitudes toward the old people, a rapidly growing group of with about 70% has no retired- or an old-age pension, has found that old people, as a group, are generally regarded negatively. However, some studies obtained evidence suggesting that the youth holds positive or mixed attitudes towards old age. This study explores the attitudes of 569 Vietnamese high school and university students (average age ± 19) towards old people, using the Aging Semantic Differential (ASD). The results indicated that the attitudes of the young people toward old people are in general favorable, but just above the average level. However, one fourth of students have negative attitudes towards old people. The study also indicated that the attitudes towards old people and the youth’s filial obligations and expectations are positively correlated and those young people who received help from grandparents tend to have more favorable attitudes towards old age. Social policy implications for Vietnam are discussed.

PA-21 Examining the relationships of Five-Factor personality traits with Chronotype in a large general population cohort

Lenneis, A., University of Warwick, Coventry, UK (a.lenneis@warwick.ac.uk)

Teder-Laving, M., University of Tartu, Estonia
Lemola, S., University of Warwick, Coventry, UK
Allik, J., University of Tartu & Estonian Academy of Sciences, Estonia
Realo, A., University of Warwick, Coventry, UK & University of Tartu, Estonia

Chronotype - defined as one's personal preferences to go to and get out of bed - has been extensively linked to personality in past research but often with mixed results. The majority of earlier studies have focused on broad personality traits, so the present study examines the relationship between chronotype and the Five-Factor Model (FFM) of personality traits at both the domain and facet level in a large population-based sample of Estonian adults ($N = 2,179$ with an age range of 18 to 83 years). To assess chronotype and personality, participants filled out the Munich Chronotype Questionnaire and the NEO-PI-3. Findings of the present hierarchical linear regression analyses showed that higher Conscientiousness and lower Openness to Experience were significant predictors of earlier chronotype (i.e. going to bed earlier) when controlling for age, gender, education, and season. The incremental prediction of facets over domains was modest – only three facets (higher C5: Self-Discipline, lower A2: Straightforwardness, and lower E5: Excitement-Seeking) were significant predictors of earlier chronotype ($p < .005$) when sociodemographic variables were controlled for. We will discuss possible health-related implications, particularly the role of self-discipline in defining people's biological rhythms.

C3-6 An investigation on verbal bullying among high school students in Viet Nam

Le Quang, S., The University of Danang - University of Science and Education, Vietnam (lqson@ued.udn.vn)
Le Nguyen, T.H., Le Quy Don High School, Da Nang, Vietnam

Bullying among students in general and among high school students in particular has become a pressing issue in the world today and also in Vietnam. The paper focuses on investigating verbal bullying between high school Vietnamese students and developing measures to reduce bullying in high school students. Methods used in the research include theoretical and analytical methods, questionnaire surveys, in-depth interviews, and educational experiment. Verbal bullying is explored in terms of the level and content of bullying, the consequences of bullying on students. Mitigating measures of verbal bullying are designed to use peer-to-peer influences through behavioral club activity, social networking forums, and acting in bullying situations brochure-building activities. Experimental measures are implemented through real-life activities undertaken by high school students. Research findings suggest that all the measures suggested in the research appeared effective. Peer education is an effective option to influence verbal bullying behavior in high school students.

IS-4 Integrating achievement goal orientations with values results with the introduction of amity goal orientation and evidence for its importance for success

Levontin, L., Technion, Israel (levontin@ie.technion.ac.il)
Bardi, A., Royal Holloway University of London, UK (Anat.Bardi@rhul.ac.uk)

A known approach to personality is through goal orientations. Values convey broader motivations than goals. Therefore, goal orientations can be motivated by values. The Schwartz (1992) value model covers a circumplex of motivations. If goal orientations in a particular context express some of the motivational areas in the circumplex but not all of them, it suggests a potentially overlooked goal orientation. Based on the motivational contents of the main four areas of the value circumplex and their match to known achievement goal orientations, we hypothesized that three of the four main value areas are expressed by achievement goal orientations. Specifically, mastery goal orientation may express openness to change and intellectual openness (part of universalism) values; performance-approach goal orientation may express self-enhancement values; and performance-avoidance goal orientation may express conservation values. This left the prosocial aspect of self-transcendence without an achievement goal orientation that expresses it. We therefore introduced amity goal orientation, a prosocial orientation within achievement contexts – the goal to improve others' competence together with one's own competence, which involves cooperation and assisting others to succeed. We tested the links between values and the four achievement goal orientations as well as their joint structure in the achievement contexts of studying and work. We generally found confirmation for our hypotheses. We found that people view this achievement goal orientation as important in both contexts. We also show the benefits of this new knowledge in combining achievement goal orientations to predict success. We show that the combination of mastery and amity goal orientations is the best predictor of multiple aspects of success. Hence, using the value circumplex we were able to suggest a new overlooked achievement goal orientation. More broadly, we propose that the value circumplex could be used in a similar way to inspire discovery of goal orientations in other contexts.

PA-10 Does the mentalizing of others prospectively predict individual differences in cognitive vulnerabilities for social phobia and generalized anxiety disorder in childhood?

Lim, M., National University of Singapore, Singapore (psymism@nus.edu.sg)

Individual differences in cognitive vulnerabilities for childhood social phobia (SP) and generalized anxiety disorder (GAD) have been extensively studied in recent years. Less is known about how social cognitive capacities such as mentalizing (or Theory of Mind) could contribute to the development of these cognitive vulnerabilities. Although mentalizing is known to contribute to social functioning, an over-sensitivity to others' mental states could possibly have adverse consequences. To explore this mentalizing vulnerability hypothesis, the present study is about how mental state understanding in children predicts their later development of known cognitive vulnerabilities and symptoms for SP and GAD. A community sample of 219 Primary 1 children from mainstream primary schools were observed and surveyed longitudinally on a yearly basis over 3 years. The final sample in the follow-up counted 197 children. Children's mentalizing sensitivity was assessed by coding for children's mental state language in a story-telling task. Self-report fears of negative evaluation (FNE) and intolerance of uncertainty (IU), as well as anxiety and depression symptoms were also assessed. The depression and anxiety symptoms were assessed using the self-report Revised Child Anxiety and Depression Scale (RCADS). As expected, the study revealed that cognitive mentalizing sensitivity prospectively predicted heightened FNE and IU one year later after controlling for language complexity. Mentalizing sensitivity also predicted SP and GAD symptoms but not panic, separation anxiety, or depression symptoms. The predictive association between mentalizing and anxiety symptoms was not reciprocal. Additionally, the links between mentalizing and anxiety symptoms were uniquely mediated by both FNE and IU. The developmental burden of mental state sensitivity for anxiety-related cognitive vulnerabilities are discussed in the context of possibly stimuli-driven (non-verbal) and strategic (verbal) cognitive processes.

PA-2 Four generational cohorts and hedonic mobile shopping: Association between personality traits and purchase intention

Lissitsa, S., Ariel University, Israel (sabinal@bezeqint.net)

Kol, O., Ariel University, Israel

In retailing, it is recognized that prominent differences exist between generational cohorts. As such, analysis of varying patterns of personality traits and their effects between generations is essential for understanding consumer behaviors. This research focuses on the association between the Big Five personality traits and mobile shopping intentions of hedonic products among four generational cohorts: Baby Boomers (born between 1946 and 1965), Generation X (born between 1966 and 1980), Generation Y (born between 1981 and 1994), and Generation Z (born in 1995 and after). Generational cohort theory, the Big Five Personality Model, and resistance to innovations theory are integrated in a theoretical framework. The research was conducted through an online survey of 1,241 Internet users, aged 14-72. The questionnaire included 30 questions on attitudes towards online shopping, purchase intention of different types of products using mobile phone and computer and 44 items on the Big Five personality traits. We conducted a linear regression analysis separately for four generations in two stages. In the first stage, only five personality traits were included. In the second stage, all control variables (socio-demographic background and attitudes towards online shopping) were added. Different patterns of effects of personality traits between generations were found. For Baby Boomers and Generation X, a positive association between openness to experience and mobile shopping intention was found. Moreover, in these generations, personality traits were more powerful in predicting mobile shopping intention, compared to younger generations. Among Generation Y, extraversion was positively correlated with mobile shopping intention. Among Generation Z, a negative correlation between agreeableness and mobile shopping intention was found. Based on our findings, we propose a generational approach to marketing strategy and suggest specific practical implications.

C2-3 Pre-competition motivation and other psychological determinants of sport outcome: Results of a practical experience with semi-professional hockey athletes

Lopez De La Llave, A., National University of Distance Education (UNED), Madrid, Spain (alopez@psi.uned.es)

Pérez-Llantada, C., National University of Distance Education (UNED), Madrid, Spain

Buceta, J-M., National University of Distance Education (UNED), Madrid, Spain

Dáz Tendero, P., National University of Distance Education (UNED), Madrid, Spain

The Test of the Psychological State, TEP, was created to easily evaluate the pre-competition psychological state of athletes. This test has been mainly used to advise coaches and football players (Buceta, 2010). The test was built from the PODIUM questionnaire (Larumbe, 2006), widely used with marathon runners. The aim of the present work has been to adapt this

instrument to be answered from a mobile phone the night before the competition game, so that the coach can use the information to prepare the pre-game talk in order to optimize the motivation and, in general, the psychological state of the team. The study was carried out during six months with a semi-professional hockey team. Results showed that the percentage of times that the coach used in his pre-game talks the information obtained by this means was 92%; the assessment obtained from the technical team, after each game, regarding the usefulness of this information was 7.8 (on a scale of 0 to 10), the degree to which, according to the players, the "team profile" was adjusted to what they estimated was 8.1 (on a scale of 0 to 10).

PA-36 Cue isomorphism - Organizing environmental cues in personality expression and perception

Lu, J., Nanyang Technological University, Singapore (jhlu@ntu.edu.sg)

Cheng, L., Sun Yat-sen University, China

Chen, X., Tencent Holdings Limited, China

Occupants can express, and observers can infer, personalities through environmental cues. However, how people organize environmental cues and whether they will rely on cue configurations to express and infer personality remain unknown. In this study, we propose cue isomorphism as a guiding concept of environmental cues and define it as the relationship between two cues that are derived from the same action. We offered preliminary evidence that cue isomorphism can organize environmental cues and predict associations between cues and personalities. We reanalyzed data from Gosling, Ko, Mannarelli, & Morris (2002) that investigated correlations between big-five personalities and cues in office and bedroom. We collected cue isomorphism judgment (i.e., whether a pair of cues were derived from the same action) for eighteen selected cues. Multidimensional scaling was conducted to compute the cognitive configurations of those cues. Analyses of the judgment data yield two main findings. First of all, people organized cues of personal environments based on three underlying dimensions: Scale (Overall level vs. Item level), Item (Many/Varied vs. Few/Homogeneous), Layout (Varied vs. Homogeneous). Second, these dimensions predicted correlations between cues and personalities. The Item dimension was positively associated with both self-report and observers' judgment of openness across office and bedroom. This suggests that cues derived from actions that pursue many/varied items are more associated with openness of both self-report and observers' judgment than cues derived from actions that pursue few/homogeneous items. Also, the Layout dimension was negatively associated with observers' judgment of conscientiousness and emotional stability in bedroom. The findings suggest that cue isomorphism can organize environmental cues and identify cue configurations in personality expression and perception. This study has significant theoretical contributions and provides a novel method to systematically study the nature of environments beyond a simple analysis of various cues.

A1-6 The learning program for adult children who closely control the jobs of foreign caregivers

Lu, T-S., National Taiwan University, Taiwan China (etuo357@gmail.com)

Yeh, K-H., National Taiwan University & Academia Sinica, Taiwan China

As Taiwan's population is aging at a fast rate, faced with long-term care needs, many Taiwanese adult children who cannot provide care themselves, hire foreign caregivers to take over their responsibility for taking care of their parents. However, this phenomenon provokes widespread concerns about how these adult children establish mutual trust and cooperate with foreign caregivers. With high filial anxiety many adult children who fire foreign caregivers cannot believe foreign caregivers' ability. As a result, they closely control the foreign caregivers' jobs and can not tolerate any mistake. This over-control not only makes the foreign caregiver feel restricted but also exhausts themselves. For this study it is assumed that the controlling behaviors of adult children comes close to the characteristics of perfectionism. Therefore, based on "Rational-Emotive Behavior Therapy" that is often applied to deal with "perfectionism" behavior in practice, this study designs a program to deal with the irrational ideas of these adult children. The program selected the adult children who have the characteristics of perfectionism as participants. The program includes three parts. First, the participants start with the recent negative care experience. Through case guidance and activity, this program helps the participants to detect their intrinsic language that causes their negative emotions. In the second part, through role-playing, the participants can be separated from their original position. They would try to take the perspective of the opposing party and reflect their original irrational beliefs. In the third part, the participants examine the ins and outs of their negative experience macroscopically; this part helps the participants to adjust their original over-simplified thinking and weaken their links between foreign caregivers and negative experience. 24 female adults (average 50.5years old) participated in the learning program. The scores of pretest and posttest show this program can reduce the participants' tendency to perfectionism and filial anxiety significantly when they interact with the foreign caregivers.

IS-4 Tracing values and personality in historical narratives using a computational approach

Luczak-Roesch, M., Victoria University of Wellington, NZ (markus.luczak-roesch@vuw.ac.nz)

Grener, A., Victoria University of Wellington, NZ

Karl, J., Victoria University of Wellington, NZ

Fetvadjeiev, V., University of Limerick, Ireland

Fischer, R., Victoria University of Wellington, NZ & Instituto D'Or de Pesquisa e Ensino, Brazil

How can we understand the values and personality of people in the past? In the absence of time machines, we have to rely on indirect evidence. One of the best windows into person conceptions in history is to examine person descriptions in literature. Characters in literary texts are not real people: they do not have personalities. However, the language used to represent characters provides a rich source for understanding how personality was perceived and represented across cultures and periods. One approach is to use human coders who read and code descriptions of characters. This approach is time- and work-intensive and suffers from known biases of human coders. An alternative is to use automated text analysis, typically requiring some predefined categories (top-down) or machine-learning and structural topic models which identify salient concepts emerging from the text (bottom-up). A problem with these approaches is that they either require large text corpora or only capture predefined concepts. What is missing is a more nuanced bottom-up approach that (a) is sensitive to emergence and shifts in cultural meaning and (b) traces the complex relationships between cultural norms at the micro-level of individuals and the macro-level of collectives. We present a new approach based on Transcendental Information Cascades (Luczak-Roesch et al., 2018), a method that transforms sequential data into a standardized network of information token recurrence to enable extraction of meaning structures across time. We present preliminary data using 19th century novels. We compare our approach with the results from three human coders. The evidence suggests that our approach provides complimentary and valid information on values and traits. We also critically discuss the distinction of values and traits in narratives and the implications for our understanding of human psychology across historical time periods.

PA-3 Comprehensive psycholexical taxonomy of personality and emotional states based on Polish lexicon

Macheta, K., Pedagogical University of Cracow & John Paul II Catholic University of Lublin, Poland (krystian.macheta@gmail.com)

Gorbaniuk, O., John Paul II Catholic University of Lublin & University of Zielona Gora, Poland

The vast majority of previous studies on the lexicon of individual differences were focused only on dispositional traits and adjective lexicon. The purpose of the present research was to discover: 1) the structures of the Polish lexicon of emotional states; 2) relationship between emotional states and personality. Eight judges selected 27,819 personal descriptors (adjectives, participles, nouns and verbs) from the unabridged Universal Dictionary of Polish Language (100,000 entries). The selected person-descriptive terms were classified by thirteen judges, according to the taxonomy proposed by Angleitner et al. (1990), resulting in 1,219 descriptors of emotional states. After morphological, semantic and familiarity analyses this list was reduced to 322 descriptors and was used in self-rating study (N = 404). A principal component analysis revealed a five-factor structure of the Polish lexicon of emotional states: four factors described the content, and one described the intensity of emotions. This structure was correlated with a six-factor structure of the personality lexicon and previous taxonomy of emotional states. Research shows connection between emotional states structure and structure of personality measured by HEXACO and Polish Big Six. In HEXACO analysis it was found that Agreeableness has negative correlation with Rage and Emotionality has positive correlation with discovered emotional factor named Empathy. Moreover, positive connection between Extraversion and Arousal was found. Similar results were found after comparison between discovered emotional factors and Polish Big Six. Extraversion is correlated with Arousal; Neuroticism with Anger and Agreeableness with Empathy. Research shows not only the new lexical structure of emotional states but also link between this structure and personality.

A2-7 Taxonomy of children lexicon of personality and emotional states

Macheta, K., Pedagogical University of Cracow, Poland (krystian.macheta@gmail.com)

Bojan, I., John Paul II Catholic University of Lublin, Poland

Bondyra, A., John Paul II Catholic University of Lublin, Poland

Gorbaniuk, O., John Paul II Catholic University of Lublin & University of Zielona Gora, Poland

Most of research focused on the lexicon of individual differences describing adults. The purpose of this research was to establish a lexicon of personality and emotional states of children aged from 9 to 13, based on a free description. The research involved 100 children. The children managed to describe themselves as well as the other people whom they know.

In virtue of the interview, there were collected 6,231 personal descriptors which the children used to describe people. The compiled lexical material was categorized by 13 judges, according to the taxonomy proposed by Angleitner et al. (1990). The taxonomic decisions of the judges have been verified due to their validity and internal consistency. Analyses showed the relationship between the lexical structure of the terms which children used to describe themselves and the lexical structure of the words used to describe themselves and others (likes and dislikes). Also, the difference between the structures of person-descriptive terms used for describing the children from their own perspective and another perspective is significant. Furthermore, it was discovered that the age has an impact on the received content of psycho-lexical categories. Percentage of used dispositional terms is significantly higher in descriptions made by older children. Moreover, the lexical structure of self-description is different than the structures of descriptions of liked and disliked people. Significantly larger part of self-descriptions is done with states terms although in description of others dispositional terms are dominating. Gender does not have an impact on the number of words used in the description. Analysis of the factor structure is the next step to understand the way how a child perceives themselves and others.

A2-6 Sentiment analysis of controversial topics on Wikipedia

Madahali, L., University of Nebraska at Omaha, USA (lmadahali@unomaha.edu)

Hall, M., University of Nebraska at Omaha, USA

Wikipedia is the largest wiki website and the fifth most visited website in the world. People can create content and post it from around the world. Moreover, it is also the first point of contact for general knowledge. Thus, it is integral to information dissemination about relevant topics. However, widely differing opinions on subject matters often incite arguments and results in overwhelming edits. As such, some topics are semi-protected, meaning that only administrators have access to edit those contents. Controversial topics are usually semi-protected and closed for editing. In other words, Wikipedia administrators have the final words in semi-protected topics and therefore, they influence public opinion. Sentiment analysis refers to the process of computationally identifying and categorizing expressed opinions in a text, especially in order to determine the content's attitude toward a particular topic. Most previous work of public sentiment analysis is done on Twitter, taking tweets of different users. Inspired by previous psychological findings on social media that show that online content can influence peoples' thoughts, opinions, and consequently their personality. We examine the content of controversial topics on Wikipedia to see what drives them to be controversial. We use LIWC (Language Inquiry and Word Count) software to investigate the content of the topics. LIWC has different feature categories including linguistic dimensions, grammar, psychological processes, and personal concerns. Only psychological processes features matter in this research. In this study, we represent the results of sentiment analysis between top 10 controversial topics and top 10 controversial people and compare them with neutral topics from the English-language Wikipedia. By controversy we mean edit wars, when a content is edited, and the edit gets reverted over and over. We use non-protected neutral subjects as the baseline to see how results of opinion mining of controversial and non-controversial topics differ. Moreover, religion, history, and politics are the main controversial categories on Wikipedia. Therefore, we decided to analyze and mine the opinion on different religions on Wikipedia. There has been no prior research done on sentiment analysis on Wikipedia.

C3-7 Relationship between personality traits and Facebook addiction among adolescents in a South African secondary school

Maepa, M., Sefako Makgatho Health Sciences University, Pretoria, South Africa (mokoenamepa@gmail.com)

Watt, A., Bophelong Psychiatric Hospital, Mafikeng, South Africa

We examined the relationship between personality traits and Facebook addiction in a sample of 240 adolescents in a South African high school. The study was quantitative in nature using a correlation design to explore the relationship between independent variables and dependent variables. The Facebook Addiction questionnaire and the Junior Eysenck Personality Questionnaire were used to collect the data. The results revealed that there is a significant relationship between personality traits and Facebook addiction, especially for the traits Neuroticism, Psychoticism, and Introversion. It is concluded that the usage of social network sites be monitored, the dangers be explained and prevention methods such as social skills training be provided to at risk individuals.

C2-4 Self-regulation in school children and students

Malykh, S., Psychological Institute of RAE, Moscow, Russia (malykhsb@mail.ru)

Ismatullina, V., Psychological Institute of RAE, Moscow, Russia

Zakharov, I., *Psychological Institute of RAE, Moscow, Russia*
 Ptukha, M., *Kyrgyz-Russian Slavic University, Bishkek, Kyrgyzstan*

Self-regulation (SR) plays an important role in learning. Students face many difficulties, from managing their own time, choosing an effective learning strategy, and ending with preparation for the exam at all stages of learning (Zimmerman, 1996). The transition from school to higher levels of education is characterized by new social conditions and requirements, which in turn defines new demands for SR. The main goal of study was to examine individual differences in SR in older schoolchildren and students. We used a newly developed questionnaire to evaluate one of the most important aspects of SR, the ability to build a plan and follow it. The study involved 976 participants aged from 15 to 22 years (M. age = 18.4; SD = 1.68; 457 girls). The sample included two groups - schoolchildren and students. The first group included older adolescents aged 15 to 18 years old ($N = 532$; M. age = 17.1; SD = .98), the second group included students of the first and second courses aged from 19 to 22 years ($N = 444$; mean age = 19.8; SD = .97). The results showed that schoolchildren had a higher level of ability to build a plan and follow it than students ($F [1, 974] = 132.3, p < .001; d = .74$). The obtained results may be associated with changes in the learning environment - moving from high school to university. Students have to build a new learning strategy and adapt to new environmental requirements. Turning to a new educational environment, first-year students are faced with the need to adapt to its characteristics and often experience difficulties. Successful adaptation may require a restructuring of the motivational system and cognitive interests. Further research is needed to clarify the sources (motivation, values) of age differences in SR. This work was supported by the RFBR, 17-06-00824-OGN-A

B3-8 The effect of narcissistic admiration and rivalry on mental toughness

Manley, H., *Chulalongkorn University, Bangkok, Thailand (harrisonmanley@gmail.com)*
 Jarukasemthawee, S., *Chulalongkorn University, Bangkok, Thailand*
 Pisitsungkagarn, K., *Chulalongkorn University, Bangkok, Thailand*

Are narcissistic athletes more mentally tough than their less narcissistic counterparts? Here we examined the effect of narcissistic *admiration* and *rivalry* on mental toughness. According to the narcissistic admiration and rivalry concept, narcissistic individuals seek to maintain a grandiose self-image through the use of either assertive self-enhancement strategies associated with admiration, or defensive and antagonistic strategies associated with rivalry. Based on the cognitive, affective-motivational, and behavioral pathways associated with admiration (e.g., confidence, assertiveness and striving) and rivalry (e.g., entitlement, hostility and aggression), we hypothesized that admiration would be positively related to mental toughness whereas admiration would be negatively related. A sample of elite Thai athletes ($N = 276$; 38 teams) completed measures of self-esteem, narcissistic admiration and rivalry, and self-rated mental toughness. Coaches provided informant ratings of mental toughness for a subset of athletes ($N = 109$). Linear mixed effect models revealed consistent evidence that admiration was positively associated with both self ($B = 0.13, p = .004$) and coach-rated ($B = 0.16, p = .032$) mental toughness, whereas rivalry was negatively related to self ($B = -0.18, p = .004$) and coach-rated ($B = -0.18, p = .043$) mental toughness. The effects of admiration and rivalry on mental toughness were independent of self-esteem. These findings stress the importance of considering the effects of different dimensions of narcissism and, contrary to previous evidence, suggest grandiose narcissism is not always beneficial for mental toughness. The results also develop the literature on narcissistic admiration and rivalry, offering cross-cultural support for the benefit of conceptualizing narcissism according to the dimensions of admiration and rivalry rather than as a single grandiose component.

B2-6 The nomological net of personality constructs, creative personality constructs, intelligence, and creative potential

Martinsen, O., *Norwegian Business School, Oslo, Norway (oyvind.martinsen@bi.no)*

The nomological net of normal personality constructs, creativity relevant personality constructs, intelligence, and creative potential has not hitherto been studied. Investigations of the relationships among such variables may benefit our understanding of these variables' construct validity. The aim of the study was to investigate the number of factors and the pattern of factor loadings for the included variables. There were 1,375 participants, mainly young males applying for officer training in the military. Age was not registered, but was assumed to be around 20. The NEO PI-R (Costa & McCrae, 1992) was included to assess normal personality traits. The CPP (Martinsen, 2011) was included to assess creativity relevant personality traits, two divergent thinking tasks were used to assess fluency, originality, and flexibility, and five measures of intelligence were also included. The results tell that nine factors fitted the data well. Intelligence tests defined one factor, divergent thinking another, while the seven remaining factors included personality constructs. Results showed that the anticipated pattern of factor loadings for the 30 NEO facets and the 27 CPP factors differed from theoretically based expectations. For example, two of the e-

facets in NEO turned out to have high loadings on the motivational CPP factor, while three facets measuring Flexibility /Agility in CPP was associated with lower scores on conscientiousness. It is concluded that the nomological net of personality, creative personality, divergent thinking, and intelligence constructs seemed to be well explained by nine factors, as could be expected by theory. The pattern of factor loadings, however, showed a somewhat different pattern than what could be expected by theory.

PA-15 Applying the Hobson's psychology of rituals framework: Effects of Muslim daily solat on piety and personality states

Mastor, K.A., Universiti Kebangsaan Malaysia, Malaysia (kam2000@ukm.edu.my)

Solat or daily prayer is one of religious rituals and serves as fundamental pillar of Muslim life. Due to the repeated ritual religious practices of five time cleansing, standing, prostration, kneeling and other specific movements during prayer, it is expected that solat has some effects on personality and character development of a Muslim. Based on a recent review on the psychology of rituals framework by Hobson et.al. (2018), we examined the effects of solat on piety and on personality states. A short term longitudinal design with diary sampling was employed. We developed self-report likert scale measures of quality of solat and piety based on religious scholars inputs (including an inner dimension, such as level of devotion, and an external dimension, such as perfectness of standing). Personality states were measured through behavioral acts based on Big Five domains (based on a Malay lexical study). A total of 208 undergraduate Muslim students participated in the study. Throughout 3 consecutive months, they completed all measures daily after all 5 daily prayers were performed. Data were restructured and analyzed using the HLM software. Three important findings were observed. First, at level 1 analyses of HLM, piety had a significant direct effect on personality states. Second, at the between- person cross level of analyses, direct effects of solat was stronger on piety than on personality states. Third, piety mediates fully on the relationship between solat and personality states. These findings suggest that quality of solat is plays a role in producing piety which then determines its effects on personality states. The overall finding provide additional empirical support of rituals effects of Muslim daily prayer on the psychological dimensions of individuals as proposed in the Hobson's framework.

C1-5 Personality changes after conversion among Japanese Muslims

Mastor, K.A., Universiti Kebangsaan Malaysia, Malaysia (kam2000@ukm.edu.my)

According to the Social Investment Theory (Roberts et al, 2005), personality traits might change due to the perceived social role by individuals. Conversion of religion affects one's thinking and judgement about philosophy of life, life purpose, attitude towards life and subsequently on one's behavior and character. We tested this SIT framework in understanding the possible changes in personality among 15 native Japanese (12 women, 3 men) who converted to Islam. We used both an in-depth interview and a Big Five questionnaire. We found that the majority of participants reported that they found themselves changed in terms of how they perceived their new role as Muslim, their adopted new rules and regulations, and their behavior. These factors seem to affect their personality and character but these changes were not abrupt or sudden. The combination of past teaching, and the cultural tradition with the Islamic way of life contribute to the changes. Repeated t-test on the Big Five terms showed that agreeableness and neuroticism changed significantly, with a lower score on neuroticism and a higher score on agreeableness. The overall findings suggest that conversion of religion plays a significant role in personality development.

IS-3 Personality, intelligence, and genetic contributions to intergenerational social mobility

McGue, M., University of Minnesota, USA (mcgue001@umn.edu)

Marked levels of economic inequality have led to increased interest in identifying and characterizing the processes underlying social mobility. We investigated intergenerational educational and occupational mobility in a sample of 2594 adult offspring and 2525 of their parents from 1321 nuclear families from the USA. Offspring and parents completed parallel assessments of general cognitive ability (GCA) and a battery of five personality factors related to social achievement; 91% of the sample was also densely genotyped allowing computation of polygenic scores for educational attainment (PGS). Most offspring were educationally and occupationally mobile relative to their parents. Offspring tended to move up when their GCA and personality skills exceeded those of their parents and to move down when these skills fell short. The likelihood of intergenerational mobility increased as a function of offspring-parent skill difference. Specifically, 58% of offspring who scored at least one standard deviation higher than their parents on GCA and a composite of personality skills attained a higher educational level than their parents; only 7% achieved a lower level. The comparable figures for occupational mobility were 63% and 24%,

respectively. The PGS was also associated with within-family mobility, with offspring who inherited a favorable subset of their parents' genes tending to achieve more than their parents and those inheriting a less favorable subset tending to achieve less. These data imply that upward social mobility is in part a function of whether children have greater skills and higher PGS than their parents.

KN Personality neuroscience: Should we start with biology and look for neural-level factors?

McNaughton, N., University of Otago, New Zealand (nmcn@psy.otago.ac.nz)

"Personality is an abstraction used to explain consistency and coherency in an individual's pattern of affects, cognitions, desires and behaviors [ABCDs]. ... The task of the personality researcher is to identify the consistencies and differences within and between individuals ... and ... to explain them" (Revelle, 2007). Science must start with consistent surface-level description; but explanation requires coherent cause-based predictions. Personality constructs should predict variation in ABCD patterns; with Occam's Razor pointing us to the lowest effective causal level for any particular construct. Teleonomy (historical adaptive function) explains the organisation and outputs of each conserved brain system controlling a basic emotion (e.g. fear): high levels of certain states are adaptive in a recurring type of situation (e.g. threat) and are otherwise maladaptive. Simple modulators of whole-system sensitivity then evolved because the adaptive level of, e.g., fearfulness, changes with factors such as strength. Within a causal explanation, the modulator instantiates the value of an abstract predictive personality factor construct, existing at the neural level (as an abstract, sensitivity), and explaining both coherence and occasional apparent incoherence in ABCD variation. In contrast, your native language exists, as an explanatory construct, at the level of ABCD patterns. Neuromodulators could operate anywhere in the "personality hierarchy", even accounting for some metatraits and traits, in addition to lower level entities: stability appears altered by serotonergic drugs, neuroticism by ketamine, and trait anxiety by simple anxiolytic drugs. These specific cases imply both interaction between levels and oblique factor mappings to ABCD. I also argue that a personality 'double hit' explains neurotic disorders (e.g. neurotic + trait anxious = anxiety disorder). Neuroscience techniques can help personality research at any level. But, particularly for basic emotion personality factors, I think we should start with evolutionary biology and look directly at conserved neural-level modulators for our explanatory personality constructs.

SY-1 Personality order in neural chaos: the first 'trait anxiety' biomarker

McNaughton, N., University of Otago, New Zealand (nmcn@otago.ac.nz)

Personality can be viewed by the neuroscientist as being grounded in long-term global factors that control multiple brain systems from which a coherent surface structure of affect, behaviour, cognition, and desire (ABCD) emerges. But ABCD are dynamic on a time scale of milliseconds and are the result of interactions within and between multiple neural systems. How can we extract stable personality biomarkers from the resultant neural chaos? Well-developed neuropsychological theory provides a basis for extracting goal-conflict-specific activity that should reflect anxiety-related processes. Comparison across drug classes provides the equivalent of a pharmacological 'magic bullet' that can validate anxiety-related processes. Combining these approaches has allowed construction and validation of an anxiety process biomarker extracted from the Stop Signal Task – one of the simplest paradigms for eliciting approach-avoidance conflict during the race between parallel go and stop processes. We found that variation in this biomarker in student volunteers parallels variation in Spielberger's clinically-related, but population-normed, measure, of "trait anxiety" (STAI). We also found that people recruited as anxiety disorder patients and confirmed with specific DSM anxiety disorder diagnoses have high levels of the biomarker, which varies among the specific DSM diagnoses despite similar average STAI scores. I argue that this biomarker provides a way of defining one form of "trait anxiety" (and so deconstructing this aspect of ABCD coherence); and that, at high levels, it characterises and so can, for the first time, allow us to biologically define an anxiety syndrome and move away from classifications based on symptom lists.

IS-8 The internal and external validity of the South African Personality Inventory: Employment equity compliance for the workplace

Meiring, D., University of Pretoria, South Africa (u04360982@up.ac.za)

Van de Vijver, A.J.R., North-West University & University of Johannesburg South Africa & University of Queensland, Australia

Fetvadjev, V., University of Wellington, New Zealand

Nel, A., University of Pretoria, South Africa

South Africa is a multilingual society in which psychological testing practices are regulated by employment equity legislation. The South African Personality Inventory (SAPI) project aims to discover the universal and culture specific personality traits for all 11 language groups in South Africa in order to develop a unified personality inventory that can be applied fairly towards all these language groups and that complies with extant legislation. The project yielded a comprehensive picture of personality by combining emic and etic approaches, and by tapping into knowledge and guidance from local language and cultural experts. In compliance to the legislative framework this presentation will focus on the internal and external validity of the SAPI with a specific focus on establishing nomological networks between the SAPI factors and work-related psychological traits and behaviours (work locus of control, work-life balance, psychological ownership, job crafting and green behaviour).

A1-7 Dichotomous thinking, IQ and reasoning

Mieda, T., Waseda University, Japan (jazzfuzz94014825@gmail.com)

Oshio, A., Waseda University, Japan

Dichotomous thinking (i.e., a tendency to see the world as black and white) involves inaccurate assessment of social problems and, as a result, prejudice leading to socially undesirable consequences (Dawkins & Wong, 2005; Shermer, 2015). The aim of this study was to investigate the relationship between the dichotomous thinking tendency and inappropriate reasoning, inference processes. In total, 361 Japanese undergraduates (194 females) participated and completed the Dichotomous Thinking Inventory (Oshio, 2009). The Dichotomous Thinking Inventory was used to assess each individual's tendency toward dichotomous thinking, and cognitive tasks were used to assess cognitive ability. Specifically, Cattell's Cultural Fair Intelligence Test (Cattell & Tsujioka, 1963; $N = 130$), the Tanaka-Binet Intelligence Scale (Tanaka, Okamoto, & Tanaka, 2003; $N = 126$), and the syllogism-solving task ($N = 105$) were used. The syllogism-solving task included measurement of reaction time. The distribution of participants' reaction times showed a negative skew and was normalized using logarithmic transformations. Total scores from the Dichotomous Thinking Inventory were negatively correlated with performance scores from the cognitive tasks ($r_s = -.18$ to $-.24$, $p < .05$, $N = 105-130$; $r_{\text{mean}} = -.21$, 95% CI $-.11$ — $.31$, $p < .001$, $N = 361$). We examined the relationships between dichotomous thinking, response time, and task performance using path analysis. The independent variables were subscales of the dichotomous thinking scale, the mediator variable was response time, and the dependent variable was task performance. The subscales of dichotomous thinking were positively and negatively related to response time, while task performance was positively related to reaction time. The total effect of the dichotomous thinking subscales mediating reaction time estimated task performance negatively. These results suggest that the dichotomous thinking tendency is involved in inappropriate reasoning, as well as both taking time and not taking time for reasoning.

B1-6 An experience sampling study on the association between Facebook use and self-esteem in women

Miljeteig, K., Universitetet i Oslo, Norway (krismilj@psykologi.uio.no)

von Soest, T., Universitetet i Oslo, Norway

Although commonly regarded as a relatively stable personality characteristic, later research on self-esteem has been focused on the changeability of self-esteem, and which day-to-day activities contribute to these possible changes. Still, we know little about the longitudinal associations between social media use and self-esteem. This study is the first to use intensive longitudinal data to examine the relationship between self-esteem and Facebook use on a day-to-day basis. Interestingly, other studies have discovered persistent gender-differences, where women seem to be affected by social media use to a larger degree than men. We have therefore chosen to explore the relationship between self-esteem and Facebook use in a sample of 149 women, aged 16-59 years old. By using experience-sampling methodology, we were able to examine this relationship in a new and ecologically valid way. We had the participants respond to notifications given on their smartphones several times a day for two weeks, where they reported current self-esteem as well as social media use. Multilevel analyses revealed that low initial self-esteem predicted more Facebook use during the experience-sampling period. Moreover, recent Facebook use predicted lower current self-esteem at the sampling moment. In addition to these two main findings, the poster will explore how these relationships are moderated by age and self-esteem instability. To summarize, low self-esteem may motivate increased social media use. However, this motivation to increase social media use might not have the desired effect, as social media use in our study was related to low self-esteem. Consequently, although increased social media use might be a common strategy to increase self-esteem, this strategy seems not often to succeed.

IS-1 The structure of the Polish personality lexicon based on a comprehensive and unrestricted list of descriptors

Misiuro, T., *University of Zielona Góra, Poland* (tomasmisiuro@gmail.com)

Gorbaniuk, O., *University of Zielona Góra, Poland*

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

Majewska, M., *University of Zielona Góra, Poland*

Zajkowska, M., *University of Zielona Góra, Poland*

Stefaniak, P., *University of Zielona Góra, Poland*

Olborska, M., *University of Zielona Góra, Poland*

The majority of previous psycholexical studies has been carried out on adjectives with a restrictive (exclusive) approach. It may result in the overrepresentation of some personality dimensions while other may be omitted. A number of studies indicate that adjectives do not exhaust the personality lexicon, so there is a need for comprehensive studies taking into account various parts of speech. In turn, an exclusive approach omits a number of personality relevant terms such as state descriptors, social reactions, evaluative terms etc. Indeed, the results of few studies in inclusive approach clearly confirm the presence of the larger number of dimensions than in the exclusive approach (De Raad & Barelds, 2008). The purpose of the study was to identify the structure of personality trait described in the Polish comprehensive and unrestricted lexicon of personality relevant terms. From the most comprehensive dictionary of Polish 28,834 person-descriptive terms were selected by 8 judges. Next, personality-irrelevant words were removed from the list by 6 other judges according to the multistep procedure proposed by De Raad and Barelds (2008). Finally, the list of more than 2,000 morphologically irredundant personality-relevant terms was completed. In a quantitative study, a sample of 400 subjects made a self-report and each subject was evaluated by another person. We will present the results of the different solutions of factor analyses performed on the collected data and its comparisons with the structure obtained in previous lexical studies. A comparable comprehensive lexical study has been done only in Dutch (De Raad & Barelds, 2008). The present study points to the necessity of taking into account comprehensive and unrestricted personality lexicon including various parts of speech describing in order to avoid the error of reductionism; it also contributes to the debate on universals in personality description.

IS-13 Self-reports of the Big Five and their facets differentially predict objective measures of school achievement in language and math

Mizuta, G.A., *Ayrton Senna Institute, Brazil* (gmizuta@ias.org.br)

Primi, R., *Universidade São Francisco. Itatiba, and Ayrton Senna Institute, Brazil* (rprimi@mac.com)

How are the Big Five personality dimensions related to behavior in school? The most important school behaviors involve success in learning, especially of such core subjects as language and math. Over the past 25 years, psychologists have studied how self-reports, teacher reports, and parent reports of personality are related to academic achievement, most commonly measured via school grades and teacher ratings. We review meta-analyses of these studies by Poropat and others, which have shown that Conscientiousness, Openness, and Agreeableness tend to predict academic achievement (with r 's around .20). Most past studies have assessed the five broad trait domains, and little is known about the *lower-level facets of the Big Five* and how they predict achievement. In addition, few studies have measured school performance objectively, such as using standardized test scores as indicators of learning progression. Here we report on a large study to examine the effects of the major facets of each Big Five domain on standardized tests of math and language. The sample included almost 13,000 children and adolescents from 425 public schools in the State of São Paulo in Brazil, ranging from ages 11 to 18 and attending grades 6 to 12. They answered a computerized 162-item questionnaire measuring the Big Five and 18 more specific facets, such as *Empathy, Respect, Trust, and Modesty* for the Agreeableness domain. The criterion measures were standardized achievement scores on language and math. We replicated previous findings that, overall, Conscientiousness and then Openness were the strongest predictors of both language and math achievement. However, we also found that the facets differed substantially in their unique links to achievement. As expected, the strongest unique facet correlation within Openness was *Intellectual Curiosity*. For Conscientiousness, when the other facets were controlled, the *Orderliness* facet no longer had positive effects on achievement and showed *negative* regression weights instead. In the interpersonal sphere, the strongest independent effects emerged for the Extraversion facet of *Assertiveness* and the Agreeableness facet of *Modesty*. In the Discussion, we compare these findings to those in the literature and provide a deeper analysis of what aspects of each Big Five dimension are most important for predicting learning success in public schools.

IS-1 Personality Structure

Mlačić, B. (convener & discussant), Institute of Social Sciences Ivo Pilar, Zagreb, Croatia (Boris.Mlacic@pilar.hr)

Through the past 30 years or so, the topic of Personality Structure was one of the central features at many important conferences on personality, and can be considered as one of the hallmarks of personality psychology. This invited symposium tries to follow in the footsteps of many important keynote lectures, symposia, and other presentations held at these conferences. Although some observers think the discussion on personality structure is closed, this symposium shows that the debate is far from over and breaks new ground for the topic. There are many new developments emerging which we will present here, and it is my pleasure that the lexical approach is at the forefront of these developments. Presenters of this symposium address the issues that deal with comprehensive psycholexical approach to the analysis of the lexicon, unrestricted approach to the study of personality-descriptive verbs, personality structure in Sub-Saharan languages, lexical personality dimensions in the realm of semantics and using social media as a source for the dimensions of the personality structure beyond dictionaries. The joint theme of all the presentations is the search for an underlying structure, however, expressed in diverse contexts and contents.

PA-38 Investigating trajectories of generalized and dyadic insights and biases in meta-perception as people become acquainted

Modersitzki, N., University of Luebeck, Luebeck, Germany (nick.modersitzki@uni-luebeck.de)

Phan, L.V., University of Luebeck, Luebeck, Germany

Rauthmann, J., University of Luebeck, Luebeck, Germany

Peoples' beliefs about how others view them (i.e., meta-perceptions) are moderately accurate. However, they tend to overestimate the degree to which others view them as they view themselves (i.e., self-other agreement) and underestimate the uniqueness of their self-perceptions (i.e., the self-effect). A careful inspection of the literature suggests that these distortions are even more pronounced for well-acquainted individuals than for strangers. Further, while people appear to have at least some insight into the impressions they actually convey (i.e., meta-insight), they are blind to most of their true reputation. This unawareness is greater for new acquaintances than for close others. We investigated the trajectories of self-knowledge, meta-perception biases, and self-other agreement as people got to know each other. In a round-robin design study ($N = 120$, $k = 30$ groups), participants became acquainted with strangers in a series of dyadic interactions. Immediately after each interaction, they provided behavioral self-, other-, and meta-ratings on four interpersonal states (dominance, warmth, extraversion, arrogance). Adopting a Social Relations Model (SRM) approach, we were able to distinguish between effects occurring at a generalized level and those observable on a relationship-specific, or dyadic, level. Possible explanations and implications are discussed.

C1-6 Relations among moral foundations, personality, right wing authoritarianism, social dominance, and right-wing political orientation differ by gender

Moore, K., DePauw University, Greencastle, Indiana, USA (kemoore@depauw.edu)

Joens-Witherow, A., DePauw University, Greencastle, Indiana, USA

Ross, S., DePauw University, Greencastle, Indiana, USA

Benegal, S., DePauw University, Greencastle, Indiana, USA

Inclination toward right-wing politics is a function of many personality and individual factors, including predisposed moral foundations (care/harm, fairness, authority, loyalty, and purity/sanctity), dark triad traits (psychopathy, narcissism, and Machiavellianism), social dominance orientation, and right-wing authoritarianism. The present research examines how relations among these measures differ as a function of gender in a US sample. 226 participants completed an anonymous on-line survey that included the Moral Foundations Questionnaire (MFQ-30; Graham, Haidt, & Nosek, 2008), the Short Dark Triad (D3; Jones & Paulhus, 2014) questionnaire, a measure of Right-Wing Authoritarianism (RWA; Duckitt, Bizumic, Krauss, & Heled, 2010), a Social Dominance Orientation (SDO) questionnaire (SDO7; Ho et al., 2015), an adapted version of the Perceived Leadership Integrity Scale (PLIS; Craig & Gustafson, 1998) to assess perceptions of Hillary Clinton and Donald Trump, several other personality measures, and 2016 US presidential vote choice. We found that the binding moral foundations (authority, loyalty, sanctity/purity) were positively related to dark triad measures, particularly Machiavellianism and narcissism, but only in males. Moral foundation scores were also significantly associated with right-wing authoritarianism and social dominance orientation, and this pattern also varied by gender. Moral Foundations were also significantly correlated with perceptions of both 2016 presidential candidates. Narcissism, Machiavellianism, and psychopathy were positively correlated with right-wing authoritarianism, social dominance orientation, and preference for Trump's qualities, but only in males. For

males, only the care/harm and purity/sanctity moral foundations were significantly linked to 2016 presidential vote; in females, only the fairness and authority moral foundations were linked to self-reported voting. The current results help clarify the pattern of relations between moral foundations, personality, right-wing political views, and voting. These results also highlight how relations among these characteristics differ for males and females.

PA-14 Development and validation of the INventory of Callous-unemotional traits and Antisocial behavior (INCA)

Morales-Vives, F., Universitat Rovira i Virgili, Spain, Tarragona, Spain (fabia.morales@urv.cat)

Cosí, S., Universitat Rovira i Virgili, Spain, Tarragona, Spain

Dueñas, J.M., Universitat Rovira i Virgili, Spain, Tarragona, Spain

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

Callous-unemotional traits are defined as potential markers of psychopathy in children and adolescents. Previous studies with the most widely used instrument designed specifically to assess these traits, the Inventory of Callous-Unemotional Traits (ICU), have shown major methodological problems. The purpose of the present study, then, was to develop a valid and reliable questionnaire to assess callous-unemotional traits for the adolescent population that is free of the response biases social desirability (SD) and acquiescence (AC). Besides the CU traits (unemotional, callousness and uncaring scales), this new questionnaire also contains an additional scale for assessing antisocial behaviors. The questionnaire was administered to 719 adolescents between 13 and 19 years old. The effects of social desirability and acquiescence were controlled using the method developed by Ferrando and Lorenzo-Seva (Lorenzo-Seva & Ferrando, 2009; Ferrando, Lorenzo-Seva & Chico, 2009). The sample was randomly split into two halves in order to subject the factor structure to exploratory factor analysis and confirmatory factor analysis. Convergent and discriminant validity were assessed with the CFI, I-DAQ, BIS-11c and OPERAS questionnaires. Exploratory and confirmatory factor analysis yielded the expected four dimensions with a good fit. In addition, the results indicate that the factor solution is stable across different samples. Also, correlations (as expected) were obtained with the Inventory of Callous-Unemotional Traits (ICU) scales and with impulsivity, direct and indirect aggressiveness and the Big Five personality traits. We conclude that this new questionnaire shows good psychometric properties with good reliability and adequate convergent and discriminant validity.

B3-9 The role of impulsivity, aggressiveness and callous-unemotional traits in explaining antisocial and delinquent behaviors in adolescence

Morales-Vives, F., Universitat Rovira i Virgili, Tarragona, Spain (fabia.morales@urv.cat)

Dueñas, J.M., Universitat Rovira i Virgili, Tarragona, Spain

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

The problems associated with violent and antisocial behaviors during adolescence have been on the rise in recent decades. For this reason, a considerable amount of research has been carried out to determine which variables promote these behaviors so that efficient intervention programs can be implemented. The current study aims to assess how impulsivity, aggressiveness and callous-unemotional traits explain antisocial and delinquent behaviors in adolescence. This study involved the participation of 101 juvenile offenders and 719 high-school students between 14 and 21 years old. Most of the sample of juvenile offenders were boys (80%), unlike the sample of high-school students (44% of boys). To prevent the composition of the samples from affecting the results, we chose a random subsample of 316 high-school students for the analyses, with 80% of boys. Three questionnaires were administered: BIS-11c, I-DAQ, and a new questionnaire called INCA, which assesses callous-unemotional traits in young people, controlling social desirability and acquiescence. The results show that the sample of juvenile offenders had higher scores in antisocial behavior, callousness, uncaring, physical and indirect aggressiveness than the community sample. However, no differences were found in unemotional expression, verbal aggressiveness and impulsiveness. Moreover, antisocial behavior was correlated to direct and indirect aggressiveness, especially with physical aggressiveness, and with motor and non-planning impulsiveness. Callousness was correlated with physical and indirect aggressiveness, and also with motor impulsiveness. Finally, uncaring was correlated with all the subscales of I-DAQ and BIS-11c, but unemotional expression had low correlations with all these subscales. Therefore, the results obtained with the new questionnaire INCA were similar to those obtained in previous studies, and showed the importance of impulsiveness and aggressiveness for antisocial behavior and their relationship with callous-unemotional traits.

SY-8 Unmasking narcissus: A comprehensive test of grandiose narcissism and discrepancies between explicit and implicit self-esteem

Mota, S., University of Münster, Germany (s_mota01@uni-muenster.de)

Humberg, S., University of Münster, Germany

Krause, S., University of Leipzig, Germany

Geukes, K., University of Münster, Germany

Fatfouta, R., University of Potsdam, Germany

Schröder-Abé, M., University of Potsdam, Germany

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

Within research on narcissists' self-esteem, contrasting ideas on the interplay of explicit (ESE) and implicit self-esteem (ISE) have been proposed. Examining these, partly mutually exclusive, hypotheses in a classical null-hypothesis testing approach has yielded inconsistent findings. Using data from a total of 18 studies (total $N = 5,547$), we employed an information-theoretic approach combined with Response Surface Analysis to provide the first competitive and preregistered (osf.io/9nz3d/) test of all plausible ESE-ISE combination hypotheses: High narcissism is related to (1) high ESE and low ISE (mask model), (2) low ESE and high ISE (reversed mask model), (3) high ESE and high ISE (generalized positivity model), (4) low ESE and low ISE (generalized negativity model), (5) high ESE and unrelated to ISE (explicit positivity model), (6) low ESE and unrelated to ISE (explicit negativity model), (7) a high absolute discrepancy between ESE and ISE (reverse congruence effect model), and (8) ESE is linearly associated with narcissism and the strength of this association varies depending on the level of ISE (interaction model). These alternative hypotheses are tested for different aspects of narcissism (i.e., agentic, antagonistic, neurotic, and communal) and all sorts of ISE measures (implicit association test, name letter task, name liking measure, reaction time priming task, response window priming task, affective misattribution procedure, and identification extrinsic affective Simon task). Results are aggregated across study samples using meta-analytical techniques. By simultaneously testing all discussed hypotheses against each other for each of the narcissism aspects and a wide range of ISE measures, we will provide a comprehensive and differentiated empirical update on how narcissism relates to ESE-ISE combinations. Implications for understanding underlying self-regulatory processes in narcissists are discussed. On a more general level, our approach underscores the utility of comprehensive and simultaneous tests of competing hypotheses.

IS-3 A just-one-structure of personality

Möttus, R., University of Edinburgh, UK (rene.mottus@ed.ac.uk)

Kandler, C., University of Bremen, Bremen, Germany

Ando, J., Keio University, Tokyo, Japan

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

Colodro-Conde, L., QIMR Berghofer Medical Research Institute, Herston, Australia

Martin, N.G. QIMR Berghofer Medical Research Institute, Herston, Australia

Jang, K.L., The University of British Columbia, Vancouver, Canada

The talk focuses on the “puzzle of parallel structures” (McCrae et al., 2001, *Journal of Personality*, pp. 515), whereby the covariance structures of personality characteristics are very similar at genetic, environmental, and phenotypic levels. This is puzzling because there is no *a priori* reason for such similarity. A powerful test of this phenomenon is presented, based on 240 personality items measured in nearly 3,000 pairs of twins; given that, on average, more than half of the genetic variance in individual items is unique to them, item-level analyses are well suited for this purpose. Possible explanations as well as implications for personality development and measurement are discussed.

IS-14 Predictors of personality change across 16 longitudinal studies of aging

Mroczek, D.K., Northwestern University, USA (daniel.mroczek@northwestern.edu)

Graham, E.K., Northwestern University, USA

Existing evidence for predictors of personality change is relatively idiosyncratic and difficult to generalize. The current project sought to establish a firmer understanding of factors that account for individual differences in personality change. As part of the same coordinated analysis discussed in the previous talk, we identified several constructs that most studies assessed at the initial personality measurement, and explored the extent to which these constructs predicted linear personality slopes. The constructs of interest were gender, marital status (married, divorced, widowed), retirement status, and health (heart and lung conditions, diabetes, hypertension, cancer). Studies were required to have at least 5% prevalence of a given predictor for

inclusion in the meta-analyses. The discussion for this presentation will focus on evidence for individual differences in the linear models of change, the extent to which each factor predicted change in each personality trait, as well as the process and method of coordinated analysis.

B1-7 Is the reactivity towards erotic pictures in ERPs during females' menstrual cycle influenced by sex steroids?

Munk, A.J.L., University of Giessen, Germany (aisha.j.munk@psychol.uni-giessen.de)

Hennig, J., University of Giessen, Germany

While several studies examined the reactivity towards negative emotional stimuli across women's menstrual cycle, responses to positive emotional stimuli in association with sexual hormones have only scarcely been investigated - especially on a neural level. However, we reported associations of a higher late positive potential (LPP) - an ERP-component which is associated with motivational salience and arousal - and estradiol-concentration in reaction to erotic words in a former study. The aim of the current experiment was to investigate, in which way this reaction would also be pronounced in reaction to erotic and positive pictures (other than words in the former study) during females' menstrual cycle in the LPP. Regarding reactivity towards positive emotional (and erotic) stimuli, the LPP is seen as the most relevant ERP-component, as more positive amplitudes in the LPP reflect larger incentive salience and higher arousal. The LPP in reaction to positive and erotic pictures was expected to be more pronounced during fertile phases of the menstrual cycle (around ovulation). Furthermore, associations with hormonal concentrations of estradiol, progesterone, and testosterone (as direct precursor of estradiol) were investigated. 35 young, free cycling women were tested in an Emotional Picture Stroop paradigm during follicular-, ovulation-, and the luteal phase in a balanced cross-over design, while an electroencephalogram (EEG) was recorded. Saliva samples of estradiol, progesterone, and testosterone were collected at every measuring time. LPPs in reaction to positive emotional pictures were higher than towards neutral ones during every cycle phase. Whereas testosterone was not associated with the reactivity towards positive pictures in the LPP, estradiol and progesterone-concentrations were found to be associated with LPP-reaction, and will be discussed with regard to further implications.

PA-18 When and why trait greed comes at the expense of others: A neural perspective

Mussel, P., Freie Universität Berlin, Germany (patrick.mussel@fu-berlin.de)

Hewig, J., Julius Maximilians University Würzburg, Germany

Depending on the point of view, conceptions of greed range from being a desirable and inevitable feature of a well-regulated, well-balanced economy to the root of all evil - radix omnium malorum avaritia (Tim 6.10). Regarding the latter, it has been proposed that greedy individuals strive for obtaining desired goods at all costs. Here, we investigate the influence of trait greed in decision-making in a resource dilemma. To derive at a more fine-grained understanding of the construct of greed, we investigated two potential moderators as well as neural correlates of trait greed. Fifty-nine participants played four blocks with 36 trials each of a resource dilemma game while EEG was recorded in a 2*2 design: for money vs. points and against a computer vs. against a gender-matched confederate of the experimenter. Individuals with higher levels of trait greed made more selfish decisions. This effect was amplified when individuals strived for obtaining real money, as compared to points, and when their revenue was at the expense of another person, as compared to a computer. On the neural level, we show that individuals high, compared to low in trait greed showed a characteristic signature in the EEG, a reduced FRN effect to positive, compared to negative feedback, indicating that they might have difficulties in learning from experience. Brain-behavior relations revealed that this pattern predicts greedy behavior, especially for individuals high in trait greed. Our study provides additional evidence regarding the influence of trait greed on decision-making when selfish behavior comes at the expense of others. Additionally, we identified two potential moderating variables of this influence and a neural mechanism which may explain the selfish and reckless behavior of individuals with high compared to low levels of trait greed.

C2-5 Examining the relationship between the WISC-IV Vietnamese version and student's academic performance.

Nam, T.T., Vietnam National University, Hanoi, Vietnam (tranthanhnam@gmail.com)

This paper aimed to explore the predictive validity of the Wechsler Intelligence Scale for Children (WISC) as well as the relations between cognitive ability (using the Vietnamese version of the WISC-IV) and academic performance in 100 students (grades 6-8) in Hanoi, Vietnam. Results of analyses indicated a significant correlation between cognitive ability and academic achievement in students (Cronbach's alpha ranged from 0.2-0.8). 33 out of 34 regressive models indicated a significant relationship. The full-scale IQ was the strongest single predictor of achievement in Mathematics and Literature. All the six main

indexes, namely the General ability Index (GAI), the Cognitive proficiency index (CPI), the Verbal Comprehension Index (VCI), the Perceptual reasoning index (PRI), the Working memory index (WMI), and the Speed processing Index (PSI) were also highly correlated with achievement in Mathematics and Literature. Sub-tests from Crystallized intelligence (e.g., SI, VC, CO) were predictors of achievement in Literature, Social Sciences, and Foreign language. Sub-tests from Fluid intelligence (e.g., PCn, Mr) were predictors of achievement in Mathematics, Natural Sciences, and Information Sciences.

PA-10 The sociopolitical beliefs of people who have committed suicide

Napier, J., New York University Abu Dhabi, United Arab Emirates (jaime.napier@nyu.edu)

Suicide rates in the United States are rising at a disturbing pace. From 1999 to 2010, the suicide rate among Americans aged 35-64 increased nearly 30 percent. In this research, I examine the demographic characteristics and sociopolitical beliefs of people who participated in the General Social Survey from 1978 to 2010, and have since committed suicide ($N=207$). The average age of suicide in this sample was 50.04 ($SD=16.35$) years, which is on par with clinic samples. People who committed suicide were disproportionately White (88%) and male (77%). Other than race and gender, there are remarkably few demographic differences between respondents who have committed suicide and those who are still alive, including in marital status; whether or not they had children and regardless of the number of children; level of education; household income; religious denomination; region of the US in which they lived; or town size. Respondents who committed suicide were significantly more likely to say that the government should do more to help the poor and sick, and to reduce income inequality. I interpret these findings through the lens of system justification theory, which posits that perceiving the system as fair can serve a “palliative function” and promote subjective well-being. Data are consistent with the notion that the rising suicide rate is, in part, connected to a loss of confidence in the system. These data provide a rare opportunity to gain insight into the beliefs of those who have committed suicide in a non-clinic sample.

PA-36 How does environmental identity contribute to empathy with people and nature?

Nartova-Bochaver, S., National Research University Higher School of Economics, Moscow, Russia (s-nartova@yandex.ru)
Irkhin, B., National Research University Higher School of Economics, Moscow, Russia

Environmental identity (EID), being one of the multitude of people’s identities, demonstrates the extent to which people perceive themselves as a part of nature, incorporated in it and defined by it (Clayton, 2003). Previous research has shown that EID is a strong predictor of various phenomena such as psychological well-being, social, political, and ecological attitudes. At the same time, little is known about how EID is related to empathy. However, empathy alone is a base of positive and moral attitudes to other live beings. Our study is aimed at studying the connection between EID and empathy with nature and people. We assumed that 1) EID is positively connected with empathy with nature and people, and 2) its predictive role for empathy with nature is stronger than for social empathy. Our tools were: the Environmental Identity scale (Clayton, 2003) and the Interpersonal Reactivity Index (IRI) (Davis, 1983). 200 respondents (84% females, $M_{age} = 22.5$, $SD_{age} = 6.2$) participated in the study. Correlation and multi-regression analyses were used. According to our expectations, it was found that EID is positively connected with both types of empathy. At the same time, environmental empathy was predicted by EID more strongly ($R^2 = .33$ compared to $R^2 = .09$), which fully supports both of our hypotheses. Our results show that EID might be a strong but not a universal predictor of positive attitudes to nature and society. It may happen that in a situation of choice, people with a high level of EID would feel stronger empathy with nature than with people. The results encourage looking for mediators of connection between natural identity and empathy. The outcomes are explained in reference to the biophilia hypothesis by Wilson (1984) and to the Theory of basic human values by Schwarz (1992). Supported by RFBR (19-013-00216).

B2-7 Birth order and dispositional sovereignty in Russian youth

Nartova-Bochaver, S., National Research University Higher School of Economics, Moscow, Russia (s-nartova@yandex.ru)

Dispositional sovereignty (DS) is a low-order trait demonstrating the extent to which a person can control his/her empirical Self (Nartova-Bochaver, 2017). There are six components of DS identified: sovereignty of body, territory, belongings, routine habits, social contacts, and tastes/values. It is a very important aspect of personal autonomy strongly contributing to various parameters of well-being. Therefore, it is necessary to study all the factors preventing or stimulating development of the feature. Previous research has shown that DS depends on the peers-relations (Silina, 2017) and culture (Nartova-Bochaver et al., 2014, 2018) but nothing is known about whether it depends on the person’s status in the in the sequence of siblings. Our

study is aimed at studying the connection between DS, number of siblings in the family, and person's birth order. We assumed that 1) the more children in the family the lower DS level 2) the last children in the family have a lower sovereignty level than the first ones. Our tool was the Personal Sovereignty Questionnaire-2010. 187 respondents (M-age = 17.8, 131 female) participated in the survey: 39 – the only children, 148 have brothers or sisters, 85 of them are the first children, 48 – the second, 10 – the third, and 5 – the fourth ones. Contrary to expectations, the connection of DS with the number of children in the family was not found. As for the connection of DS with a birth order, it was moderated by the respondents' gender. The first girls are less sovereign compared with the last girls. In boys, this connection is reversed. Outcomes are discussed referring to eco-psychological approach, namely, Bronfenbrenner (1986), Kagitcibasi (2013), and system family psychotherapy (Selvini Palazzoli et al., 1975). They also seem to be valuable for predicting a risk of DS underdevelopment.

C1-7 Mindfulness and psychological well-being in a sample of African participants

Nell, W., North-West University, South Africa (Werner.Nell@nwu.ac.za)

The construct of mindfulness, which has its roots in Eastern contemplative traditions, has become a significant focus of scholarly attention in recent years. Whilst much research focused on examining the relationships between mindfulness and various facets of psychological distress such as depression and anxiety, comparatively few studies examined the associations between mindfulness and psychological well-being, and virtually none could be identified that did so in the context of an all-African sample. This quantitative, cross sectional study was one of the first to investigate the psychometric properties of the Mindful Attention Awareness Scale and the relationships between mindfulness and various aspects of hedonic and eudaimonic well-being in an all-African sample comprised of 407 African participants (66.1% female) residing in the Gauteng province of South Africa. Data were gathered using the Mindfulness Attention Awareness Scale (Brown & Ryan, 2003), the Meaning in Life Questionnaire (Steger et al. 2006), the Adult Trait-Hope Scale (Snyder et al., 1991), the Satisfaction with Life Scale (Diener et al., 1985), and the Positive and Negative Affect Schedule (Watson, Clark, & Tellegen, 1988). Data were analysed by means of latent variable modelling in Mplus version 7.1. Findings showed that the MAAS is a psychometrically valid and reliable measure of mindfulness in African samples such as those used in the study, and that mindfulness is significantly and robustly associated with life meaning, positive affect and low levels of negative affect, and moderately related to elevated levels of hope and life satisfaction. On a practical level, the findings have implications for the development of therapeutic interventions, and tentatively suggest that strategies aimed at enhancing mindfulness among at least some African individuals will likely result in a significant increases in both eudaimonic and hedonic well-being.

IS-3 Personality, wellbeing and mental health: Findings from the Norwegian Twin Registry

Nes, R.B., Norwegian Institute of Public Health & University of Oslo, Norway (r.b.nes@psykologi.uio.no)
Røysamb, E., Norwegian Institute of Public Health & University of Oslo, Norway

Most human characteristics are influenced by both genetic and environmental factors, and their genetic and environmental sources may be common or distinct. In this presentation, we review exciting developments within the intersecting fields of wellbeing, mental health, personality and genetically informative research. In particular, we summarize behavior genetic findings on the heritability, commonality, and specificity underpinning personality, wellbeing, and mental health based on the Norwegian Twin Registry. Using data from young adult, adult, and elderly Norwegian twins, we have explored whether wellbeing is a family matter or a matter of circumstances, and to what extent wellbeing is a personality matter. How is subjective wellbeing related to personality traits, personality facets, and mental health – concurrently and over time? What characterizes a happy personality? Does wellbeing protect against mental health problems, and if so; why? How is “healthy” and “disordered” personality related in terms of their underlying causal factors? And how well does midlife personality and mental health predict wellbeing after midlife? These questions and the implications of our findings will be discussed in this presentation.

A1-8 Interpersonal relationships between secondary teacher and school student in Hanoi

Nga, Giap Binh, Hanoi National University of Education, Vietnam (giapbinhnga@gmail.com)

The quality of teacher-student relationships is a determining factor in student's competence in social emotional, behavioral functioning, and academic skills. Most of the research on student-teacher relationships has relied on these relationship perceptions. A well-known instrument to assess these perceptions is the Student-Teacher Relationship Scale (STRS). Koomen et al. (2012) reported satisfactory internal consistency for the three subscales (Cronbach's alpha was .88, .90, .78 for Closeness,

Conflict and Dependency respectively). Up to now, only a few studies have focused on the cross-cultural validity of the STRS. The purpose of this study was to examine the dimensional structure of the adapted STRS in the Vietnam educational settings. Another purpose was to examine the correlations of the Closeness subscale with the Conflict and Dependency subscales of the adapted version of STRS, when applied in a cultural context different from the context, where it was developed originally. We applied confirmatory factor analyses with items in this study (N=400 secondary school students and 100 teachers). Findings provided evidence for the dimensional structure of the adapted STRS subscales and its validity.

C3-8 The correlation between self-differentiation and fatigue of young people in Vietnam

Ngo, M.U., WELink Center for Professional Psychological Services, Vietnam (ngominhuy@gmail.com)

Du, T.N., Hochiminh City University of Education, Vietnam

Nguyen, N.Q., WELink Center for Professional Psychological Services, Vietnam

Nguyen, K.N., WELink Center for Professional Psychological Services, Vietnam

Le, T.P., WELink Center for Professional Psychological Services, Vietnam

Many Vietnamese complain about having too much stress and being fatigued; yet, according to our observations in psychological counseling and therapy in Ho Chi Min City (HCMC), they are not really so much stressed, but most are tired in relation to their work environment and their families. Moreover, our observation over many years also seems to be that many young people in Vietnam are having difficulties related to their differentiation of self (from their family of origin). Most of them were very close and dependent on others, especially on their family members. In this study, we used two questionnaires, DSI-SF (Differentiation of Self Inventory Short Form) of Drake (2011) to measure the self-differentiation, and the FAS (Fatigue Assessment Scale) of Michielsen (2003) to measure their fatigue status. The sample consisted of 500 randomly selected participants aged from 18 to 40 years, all living and working in HCMC, Vietnam. In addition to quantitative methods, we also conduct in-depth interviews with 20 voluntary interviewees on their case. The data collection is still under running, and we are expect the results of this to help us and many other practitioners in Vietnam guide in obtaining a more objective view of what young people are experiencing in our integrated culture. The findings are discussed at the conference.

A3-7 Leaders' personality in international integration

Nguyen Hai, T., Ho Chi Minh National Academy of Politic, Ha Noi, Vietnam (thanhhaitlh@gmail.com)

Leadership plays an important role in guiding the development of organizations at all levels. Each level of leadership sets certain requirements for personality, the higher the leadership position is, the stronger the demands for certain personality characteristics. Therefore, each of the leaders themselves constantly trains and strives to improve their personality in response to societal requirements. Moreover, they respond at the same time to the specific requirements for leadership activities, thus ensuring that a leader is successful in implementing the role of someone who creates inspiration and vision and who leads the organization to adapt to the changes for development. From those requirements, the article will focus on a number of issues regarding leaders in international integration, and some suggestions are made for leadership training in Vietnam.

PA-1 Autonomy and relatedness: the experiences of internationally mobile students

Nguyen, L.LA., Eotvos Lorand University ELTE Budapest, Hungary (lananh@ppk.elte.hu)

Roszik-Volovik, X., Eotvos Lorand University ELTE Budapest, Hungary

Hosseininezhad, S., Eotvos Lorand University ELTE Budapest, Hungary

The number of internationally mobile students has been increasing worldwide, reaching the number of 8 million by 2025 as projected by OECD. Psychological changes during their sojourn have become the focus of several research works. In the framework of an on-going research on the adaptation of international students, this paper aims to uncover the processes and specific patterns of sense-making of their acculturation experiences while focusing on the appraisal of the changes in terms of agency (autonomy vs. heteronomy) and social distance (separateness vs. relatedness) (Kagitcibasi, 1996, 2005; Kagitcibasi, Kisbu-Sakarya, and Aydogdu, 2017). Semi-structured in-depth interviews were conducted with 40 Hungarian students studying outside Hungary and with 60 international students studying at different Hungarian universities. The primary results show that in accordance with the autonomous-related self model of Kagitcibasi, although international students richly report on their personal growth in terms of autonomy (vs. heteronomy): independence, self-reliance, self-efficacy, and a growing sense of personal control, they also emphasise the need for connectedness (vs. separateness), especially the close connection to their family, and their growth in those skills that help them to fulfil the need to belong. Cultural differences and restructuring

of the bonds and attachment can be experienced. Further studies on the appraisal of changes in terms of agency and relatedness by international students are needed if we are to gain a fuller understanding of and to be able to help their adaptation.

PA-21 Body image dissatisfaction among adolescents in Hanoi, Vietnam and the relationship with bullying and school environment.

Nguyen, M.H., Viet Nam National Children's Hospital, Vietnam (maihuongnhp@yahoo.com)

Thanh, N.M., Viet Nam National Children's Hospital, Vietnam

Vu, T.L., Viet Nam National Children's Hospital, Vietnam

Tran, B.N., Viet Nam National Children's Hospital, Vietnam

Nguyen, T.T.H., Viet Nam National Children's Hospital, Vietnam

Le, T.H., Viet Nam National Children's Hospital, Vietnam

Adolescents are in the process of creating an identity for themselves and understanding their changing bodies during puberty. Body image perception is an essential part of self-esteem, which may play a critical role in shaping personality. Body image could be influenced by school environment, and adolescents are vulnerable to peers' reactions about their appearance. This study aimed to examine the relationship between body image dissatisfaction and bullying in a school environment, among adolescents (ages 12-15) in Hanoi, Vietnam. A cross-sectional survey was conducted in 2015 with 1,118 students (550 males; 568 females) from secondary schools in different parts of Hanoi. The Strengths and Difficulties Questionnaire (SDQ) and a self-administered questionnaire were employed to determine the prevalence of body image dissatisfaction and other factors. Descriptive statistics and bivariate analyses were used. The results indicated that 52.9% of the students did not feel happy about their body (23.5% males, 29.4 % females). Those who were dissatisfied about their body were more likely to have a higher score in some subscales of the SDQ than those who were not dissatisfied: emotional problems (4.4 ± 2.3 vs 3.4 ± 2.2); conduct problems (3.1 ± 5.6 vs 2.7 ± 1.4); peer problems (4.3 ± 1.6 vs 3.8 ± 1.5). There was a significant association between body image dissatisfaction and involvement in bullying: victims (Odds ratio or OR: 1.42, Confidence intervals or CI=1.15-1.81); perpetrators (OR: 1.52; CI= 1.14-2.02; OR > 1 means a significant association). Nearly half of dissatisfied students did not have a feeling of safety in school. It is concluded that body image dissatisfaction is common among adolescents in Vietnam and it is associated with bullying. This study suggests that school environment may influence body image perception.

A2-9 Stimulating students' motivation in learning pedagogical practice courses by using student portfolios

Nguyen, Nam Phuong, Hanoi National University of Education, Vietnam (phuongnn@hnue.edu.vn)

Student's motivation has been studied for ages as the main point of learning and teaching theories (Lumsden, 1994, Syed A. H., 2015, Gbollie and Keamu, 2017). Portfolios are mentioned as evidence of students' learning achievements. A student's learning portfolio is an evidence-based tool for stimulating learners' motivation thanks to its positive feedback given by the well performed lecturer (Fook, Sidhu, 2010, Vu, 2016). The paper focuses on pedagogical students' motivation shown in learning, and in pedagogical practice courses taught in Hanoi National University of Education, Vietnam. The research question is how to stimulate the students' motivation in learning especially in learning pedagogical practice courses by recording their learning performance evidence gathered in student's portfolio documents. The research is currently taking place in the school year 2018–2019. 210 undergraduates and university lecturers in Hanoi National University of Education participate. The methods that are used are observation (during the researcher's class attendance), questionnaires and deep interviews. Because the background of stimulating student motivation in pedagogical practice courses shown in Vietnam theoretically and practically has not been rich yet, the results are expected to provide a good overview of underlying issues. Moreover, since the implementation of learning portfolios in Vietnam has mainly an administration meaning, not yet equivalent to learning enhancing and supporting learners with good assessment feedbacks, it is important to gather learning achievement by student portfolios as well as to stimulate learners' motivation in general, to-be-teachers in the future job in specific.

PA-20 The characteristics the Vietnamese need for modern globalization

Nguyen, N.P., Vietnam Association of Psychology and Education, Vietnam (nguyennhocphu1234@gmail.com)

Loc, P.T., Academy of Social Sciences of Vietnam, Vietnam

Nguyen, H.Y., Vietnam Association of Psychology and Education, Vietnam

The purpose of this study is to point out which traditional characteristics of the Vietnamese people are to be preserved, in order to promote their value in the present conditions, and which traditional characteristics should the Vietnamese people change to adapt quickly to the changes that is appropriated for the international and regional integration. The method involved

a meta-analysis of independent documents of literature, ethnography, culture studies, psychology, questionnaires with 94 items by 764 subjects, 10 in-depth interviews, discussions with 35 subjects. Research results have shown that characteristics needed to be preserved are: 1-Patriotism; 2- Do not bow, subdue the enemy; 3- Self-respect, national pride; 4- Esteeming labor. The traditional characteristics of the Vietnamese people are in need of change to suit the new conditions, include: 1.Unsophisticated; 2. Respect for village and commune values; 3. Humility; 4. Patience, tolerance ... At the same time, it is necessary to continue building, forming and developing new characteristics in the Vietnamese people, such as: 1. Discipline; 2. Take advantage of opportunities; 3. Planned work; 4. Respect for "trust", "brand"; 5. Know the arrangements carefully; 6. Wise, creative; 7. Responsibility; 8. Initiative; 9. Dare to think, dare to do; 10. Agile; 11. Decisive; 12. Skillful. These are the required measures to preserve the characteristics Vietnamese people need for modern globalization.

A2-8 Measuring gratitude in adolescents: The validity of the Vietnamese adaptation of the Gratitude Questionnaire (GQ) and the Revised Short Gratitude, Resentment, and Appreciation Test (S-GRAT)

Nguyen, P.C.T., University of Education, Hue University, Thua Thien Hue, Vietnam (CatTg.Nguyh@Ugent.be)

Tran, T.T.A., University of Education, Hue University, Thua Thien Hue, Vietnam

Dinh, T.H.V., University of Education, Hue University, Thua Thien Hue, Vietnam

Nguyen, T.V., University of Education, Hue University, Thua Thien Hue, Vietnam

School-based gratitude programs have been increasingly conducted, aiming to help students develop the habits of gratitude that have been identified as the stepping stones to greater happiness and success. The studies on outcomes of these interventions are expected to bound up with the use of valid and reliable instruments to measure gratitude. We aimed to validate the Vietnamese translation of the Gratitude Questionnaire (GQ) and the Revised Short Gratitude, Resentment, and Appreciation Test (S-GRAT). Two studies were conducted with a total of 566 adolescents to determine the psychometric properties of these two instruments. In Study 1 (N =365), Confirmatory Factor Analysis (CFA) was conducted to examine the factor structure of the scale. Results confirmed the original one factor for the GQ-Vietnam (GQ-VN) and a three-dimensional model for the SGRAT-Vietnam (SGRAT-VN). The internal consistency indices of the GQ-VN and of the SGRAT-VN were satisfactory. Study 2 (N =201) was undertaken to test the predictive validity. The findings showed associations between gratitude scores and measure of life satisfaction. The results support the validity of the Vietnamese GQ and SGRAT in adolescent populations. These two instruments, therefore, can facilitate the evaluation of factors associated with adolescents' dispositional gratitude in Vietnamese settings.

A1-9 Expression of family psychological atmosphere: A case study in Ninh Phung commune, Ninh Hoa town, Khanh Hoa province

Nguyen, T.A., The University of Danang – University of Science and Education, Vietnam (tramanhtltd@gmail.com)

Ho, T.H., The University of Danang – University of Science and Education

Nguyen, T.D., The University of Danang – University of Science and Education

The psychological atmosphere of the family can be considered as one of the factors that greatly affects the psychology of all family members, especially the personality development of children. The family psychological atmosphere comprises all the psychological nuances that form the atmosphere that creates the traditional lifestyle, habits, harmony or non-harmony of family members, ensuring the family survival and development (Ngo Cong Hoan, 1993). A sample of 10 randomly selected households participated, all with similar living conditions and family structure: all families have both parents, all with children at high school age. The main research method was a questionnaire, consisting of 33 questions, measuring the facets Communication behavior, Family relationships (interest, trust, help, support), Organization of the implementation of common tasks in the family, Sense of building a family life, and Psychological atmosphere. The reliability (Cronbach alpha) of the questionnaire was 0.82. In addition, the study also used observation and interview methods to clarify the contents of the family psychological atmosphere. The results show that the psychological atmosphere of 8 of the 10 families in the Ninh Phung commune is at an average level. The positive level of the family psychological atmosphere is due to total family income, to habits, traditions, and family life, to level of empathy and sharing among family members, and to the personality of the father and the mother. Family members interact with each other, work together and consciously build a family life that affects the family psychological atmosphere and the aspects have a strong correlation. The research results are the basis for proposing measures to build a positive psychological atmosphere in the family, creating a balance, and promoting a positive and creative personality.

B1-8 Selfie behavior and self-evaluation of one's attractiveness

Nikitina, E., Russian academy of Sciences, Moscow, Russia (nalenka@yandex.ru)

We study the modern ideas about the causes and features of the placement of personal photos (selfies) in social networks. Russian psychology students (N=50; 36 girls, 14 boys, mean age 22.17, SD=4.22) rated their own attractiveness, their on-line and off-line behavior, they informed about their hobbies and number of friends, and they completed a questionnaire about selfies. The participants had to assess, on a 7-point scale, their own agreement and the agreement of their peers with 22 statements regarding the reasons for doing selfies. The answers of the respondents confirmed that the main motives of young men and women were to increase self-esteem, maintain social ties, and preserve and exchange information. Wilcoxon test confirmed significant differences ($p < 0.05$) between students' ideas about their own and others' reasons for the publication of selfies. Respondents indicate that they post photos primarily for themselves, using social networks as an archive, but also for communication. The main role in the motives of their peers is attributed to attracting the interest of others and following the group norms. No significant differences between the responses of boys and girls were found; also no significant differences were found between the responses of those who post photos frequently and those who do that from time to time. When considering the age-related quantitative and qualitative dynamics of posting photos from Instagram and Facebook, we found that the number of selfies not associated with particular events in life decreases slightly with age. The number and percentage of selfies among all photos does not correlate to attractiveness (as an aspect of) self-esteem. However, young people less confident of their attractiveness are less likely to use portraits as avatars and more often use external attributes in portraits. We discuss how the young people use selfies as a resource for maintaining satisfactory self-esteem.

PA-30 Association of prosocial behaviour with smoking and alcohol-taking among school-going adolescents

Nurulhuda, M.H., Universiti Sultan Zainal Abidin, Malaysia (nurulhudamh@yahoo.com)

Abd Aziz, A., Universiti Sultan Zainal Abidin, Malaysia

Norwati, D., Universiti Sultan Zainal Abidin, Malaysia

Juhari, S.N., Universiti Sultan Zainal Abidin, Malaysia

Mazubir, N.N., Universiti Sultan Zainal Abidin, Malaysia

Smoking and alcohol-taking remain hazardous acts to health which are important to prevent in adolescents. Some type of personality such as antisocial may be associated with smoking and drugs. This study investigates the association between hazardous acts, smoking and alcohol-taking, with prosocial behavior among school-going adolescents in Terengganu, Malaysia. A validated questionnaire adapted from the Global School Health Survey (GSHS) was administered to 620 school-going adolescents aged 13 to 18 years. Secondary-schools and classes were selected using simple random sampling. Prosocial behavior was assessed using the Strength and Difficulty Questionnaire (SDQ). Data were analyzed using SPSS ver22, using multiple logistic regression for both dependent variables of smoking and alcohol-taking. Smoking was significantly associated with abnormal prosocial behavior scores ($p=0.035$, OR: 1.86, CI: 1.05, 3.29), together with other significantly associated factors; namely older age, male gender, poorer family income, and smoking in immediate family members. However, there was no association of the abnormal prosocial behavior score with alcohol-taking ($p=0.633$). In conclusion, prosocial behavior may be protective towards the trying of smoking in adolescents. Future longitudinal study should be done to investigate the effects of promoting prosocial behaviors among adolescents towards the hazardous act.

IS-9 Positive affect as a heterogeneous construct: Implications for health and well-being in adulthood and later life

Ong, A.D., Cornell University & Weill Cornell Medical College, USA

Mroczek, D.K., Northwestern University, USA (daniel.mroczek@northwestern.edu)

Ram, N., The Pennsylvania State University & German Institute for Economic Research (DIW), Berlin, Germany

Sin, N.L., The University of British Columbia, Canada

Almeida, D.M., The Pennsylvania State University, USA

Considerable theory and research on positive affect (PA) reveals that high PA confers many benefits to individuals and that it relates to adaptive psychological outcomes. Increasingly, however, it has become clear that high PA also has a costly side, as it sometimes relates to adverse outcomes such as intense psychological distress, risky health behaviors, and even early mortality. Here, we report on research that focuses on enduring and fragile forms of PA in relation to health. Whereas PA that is enduring is relatively stable and reflects the average level of positive feeling states across time, PA that is fragile reflects short-term fluctuations in PA that are variable and subject to external influence. Using daily diary and longitudinal data from two waves of the Midlife in the United States (MIDUS) study, we provide evidence that high levels of PA instability, inertia,

and reactivity are prospectively associated with lower psychological adjustment (life satisfaction, self-esteem, depressive symptoms). We discuss how consideration of both PA level and dynamics can provide a framework for reconciling when high PA is conducive or detrimental to health.

C3-9 Self-concept clarity and regulatory focus: their relationship to self-esteem, depression, and anxiety

Onishi, A., Nagoya university, Japan (ayana.j6813@gmail.com)

Self-concept clarity (Campbell, Trapnell, Heine, Katz, Lavalley & Lehman, 1996; SCC) refers to the extent to which an individual's self-concept is clearly and confidently defined, internally consistent, and temporally stable. Previous research has repeatedly shown that SCC is positively correlated with self-esteem (SE) and negatively correlated with depression and anxiety. Regulation focus theory (Higgins, 1997, 1998) proposes two distinct modes of self-regulation: 1) a prevention focus (PreF) that involves self-regulation of the presence and absence of positive outcomes, which is associated with low SE, high depression, and anxiety and 2) a promotion focus (ProF) that involves self-regulation of the absence and presence of negative outcomes and is correlated to these variables in reverse. Given that self-concept guides the selection of which goals to pursue (Light, 2017), SCC might decide which self-regulatory mode of the two will be taken, and their relationship will affect SE, depression, and anxiety. This study investigated how these two modes of self-regulation mediate SCC and SE, depression, and anxiety. One hundred-thirty-nine women at a university in Japan completed measures of Promotion/Prevention Focus Scale, SCC, SE, depression, and anxiety in a psychology class. Results revealed that SCC was moderately negatively correlated with PreF ($r = -.51, p < .001$) but not with ProF ($r = .074, n.s.$). The result of the SEM indicated that SCC directly affected SE, depression, and anxiety and indirectly affected these variables via PreF. These findings suggest that the lower the SCC, the more people pursue avoidance goals with a PreF, thereby leading to low SE, high depression, and anxiety.

PA-4 The South African Personality Inventory: A psychometric evaluation of a Setswana version

Oosthuizen, H.R., University of Pretoria, South Africa (hiltonoost@gmail.com)

Nel, J.A., University of Pretoria, South Africa (alewyn.nel@up.ac.za)

South Africa is one of the most culturally diverse countries in the world, with 11 official languages and four officially recognized population groups: black African, coloured, Indian/Asian and white. Cross-cultural psychology researchers have identified important differences in reporting between South African cultures. For example, when asked to describe who they are, South Africans from black African descent produce significantly more interdependent and concrete self-descriptions (associated with collectivistic cultures) than South African respondents of non-African descent. The main purpose of this study was to empirically investigate the item functioning, factor structure, and internal consistency of the Setswana version of the South African Personality Inventory (SAPI; Fetvadjiev et al., 2015). Though a sample of 236 culturally heterogeneous research participants (people belonging to the Tswana culture, namely Batswana), an item analysis and an exploratory factor analysis was performed to investigate the item discrimination and to determine the factor structure of the instrument. Additionally, a reliability analysis was conducted to establish the internal consistency of measurement. The results of this study concluded that the Setswana version of the SAPI has a similar factor structure as the validated English version of the instrument with variations in the sub-constructs. It was further concluded that the instrument has a good internal consistency of measurement. A valuable finding of this study, that people belonging to the Batswana culture place a remarkable social-relational emphasis on the Conscientiousness and Openness personality traits, will enjoy specific focus during the discussion.

IS-12 Authoritarianism and prejudice: A seven-wave longitudinal assessment of the Dual Process Model of Ideology and Prejudice

Osborne, D., The University of Auckland, New Zealand (d.osborne@auckland.ac.nz)

Sibley, C. G., The University of Auckland, New Zealand (c.sibley@auckland.ac.nz)

Although social dominance orientation (SDO) and right-wing authoritarianism (RWA) are arguably the most-studied personality correlates of prejudice in political psychology, the causal direction of these associations remains a fundamental—and largely untested—assumption underlying research on intergroup relations. We address this oversight by using seven annual waves of nationally representative longitudinal panel survey data ($N = 16,842$) to assess the cross-lagged effects of RWA and SDO on prejudice, as well as to examine rates of within-person change in these constructs through latent growth curve modelling. As hypothesized, SDO and RWA predicted mean-level increases in prejudice across each of the seven years of data; the reciprocal effects of prejudice on SDO and RWA, however, were relatively small (and often non-significant). Latent

growth curve modelling revealed that within-person change in SDO and RWA correlate with the rates of change in prejudice over time. Together, these data demonstrate for the first time that SDO and RWA causally precede prejudice, and that these associations correspond to within-person rates of change.

IS-12 Personality and politics: The Big Five's Openness to Experience correlates with political attitudes and behaviours, but primarily for those "in the know"

Osborne, D., The University of Auckland, New Zealand (d.osborne@auckland.ac.nz)

Sibley, C. G., The University of Auckland, New Zealand (c.sibley@auckland.ac.nz)

Although the Big-Five's Openness to Experience correlates negatively with conservatism, research implicitly assumes that the strength of this relationship is invariant across the electorate. We challenge this assumption by arguing that political sophistication affects the degree to which personality predicts political attitudes. Specifically, we posit that political knowledge and awareness facilitates people's ability to identify issue positions that resonate with their personality. Across five datasets from the United States and New Zealand, we show that political sophistication (variously defined) consistently moderates the relationship between personality and a diverse range of political attitudes and behaviours. Whereas Openness to Experience is inversely associated with politically conservative issue positions among those high on political sophistication, Openness is often *uncorrelated* with the same attitudes among those with low levels of political knowledge. A final study with a student sample demonstrates that these moderated effects are confined to the Openness aspect of Openness to Experience. Collectively, these results identify an important—although often neglected—moderator of the relationship between personality and political attitudes.

B3-10 The effect of narcissistic admiration and rivalry on public speaking performance

Paisarnsrisomsuk, N., Chulalongkorn University, Bangkok, Thailand (nutthapai@gmail.com)

Manley, H., Chulalongkorn University, Bangkok, Thailand

Roberts, R., Bangor University, UK

Narcissistic individuals are characterized by their fundamental motivation to maintain a grandiose self-image. However, narcissistic individuals differ in the use of cognitive, affective-motivational, and behavioral processes to maintain this self-image. Narcissistic *admiration* is associated with an assertive self-enhancement characterized by agentic behavior and displays of charm. In contrast, narcissistic *rivalry* is associated with antagonistic self-protection and characterized by threatened and defensive behavioral responses. Here, we examined how narcissistic admiration and rivalry predict public speaking performance outcomes (self-ratings, observer-ratings, and anxiety). Based on the processes associated with each dimension, we predicted that admiration and rivalry would have opposite effects (positive and negative, respectively) on performance. However, because the behaviors associated with narcissistic rivalry are motivated by ego threat, we further examined whether any potentially negative effect could be buffered by the use of self-affirmations, a process designed to reduce ego threat. We assigned 90 Thai students to a self-affirmation or control group and asked them to deliver a short speech. We assessed speech performance using self-report and observer ratings of speech quality, and self-reported state anxiety. Narcissistic admiration was adaptive for speech performance and predicted lower state anxiety and higher self and observer-rated performance. In contrast, narcissistic rivalry was associated with greater anxiety but was unrelated to observer-rated speech performance. Unexpectedly, self-affirmations moderated the effect of narcissistic rivalry (but not admiration) on self-rated performance such that rivalry negatively affected self-perceived performance following (but not in the absence of) self-affirmations. These results add to the developing literature on narcissistic admiration and rivalry, and support the benefit of conceptualizing narcissism according to two distinct dimensions rather than as a single grandiose component.

PA-17 Birds of a feather flock together? How the perception of supervisor's dark triad of personality impacts OCB and job satisfaction

Palmer, C., Justus Liebig University Giessen, Giessen, Germany (carolin.palmer@psychol.uni-giessen.de)

So far, the Dark Triad of Personality (DT), which includes Machiavellianism, Narcissism, and subclinical psychopathy, has been primarily associated with leaders. This article takes the employee perspective and explores the DT at the level of the employees ($N=255$; scale: SD3) and their perception of the DT characteristics of their supervisors. Based on the Similarity Attraction Theory (Byrne, 1997), a person-supervisor-fit (PS-Fit) is considered to correlate positively with Organizational Citizenship Behavior (OCB) and job satisfaction. Thus, a strong perception of DT in the executive for employees would not

be directly harmful, but reduces their job satisfaction and willingness to additional commitment only at low own DT-expression. Furthermore, the resilience of the employees (scale: CD-RISC) is taken into account as a moderator variable in order to examine to what extent psychological resilience can act as a buffer between DT and job satisfaction as well as OCB. The results indicate that the dark triad of personality is perceived in stronger magnitude for executives than employees attribute it to themselves (DT employee > DT boss only for 21% of respondents). However, regardless of the difference in level, employees and executives fit together in this characteristic ($r = .34^{**}$). Moreover, OCB and job satisfaction do not depend on how similar employees perceive their supervisors regarding DT, but instead how much they perceive their leaders as "dark" and how resilient they are themselves. Finally, the negative effect of a perceived "dark" executive on one's job satisfaction is buffered through resilience. Limitations of this study are: (1) cross-sectional design; the group of non-executives may include former executives or future junior executives, (2) no objective or behavioral data, (3) no control for the duration of the collaboration (selection effect?).

PA-25 Developing and validating scoring rubrics to measure social-emotional skills in Brazilian adolescents

Pancorbo, G., Ghent University, Belgium (gina.pancorbo@ugent.be)

De Fruyt, F., Ghent University, Belgium

Rubrics are a set of quality criteria for scoring a certain type of performance (Allen & Tanner, 2006) and have been frequently used in formative assessment to facilitate students' self-assessment, and teacher and peer feedback (Brookhart and Chen, 2015). They have been traditionally used to assess cognitive abilities like writing or problem-solving strategies, but very few attempts have been made to use rubrics for measuring students' social-emotional skills in a comprehensive way. The current study aimed to develop and evaluate two types of scoring rubrics for a group of social-emotional skills. The first type, general rubrics, measures students' overall standing on the skill (e.g. which is students self-rating in organization?), while the second type, contextualized rubrics, measures students' performance on a situation derived from the manifestation of the skill (e.g. what does the student do when organizing her/his backpack?). We assessed the psychometric properties of the developed rubrics by collecting data from a sample of 947 middle school Brazilian students (54% girls; mean age = 13.8). Results indicated that a five-factor structure explained the common variance among the general rubrics, but not among the contextualized rubrics. Reliability coefficients of the factor scores varied between .49 and .77. We found full measurement invariance across female and male students for the general rubrics' model, while Item Response Theory analyses showed that most contextualized and general rubrics category response levels were related to the underlying constructs. Overall, findings provide support for the use of scoring rubrics to measure social-emotional skills, although their category levels' discrimination should be improved in future studies. The presentation will reflect on the opportunities and challenges of rubrics as formative assessment tools to measure social-emotional skills in the educational context.

IS-13 Importance of the school environment for youth personality: Does neighborhood crime interfere with the development of emotional and interpersonal traits?

da Silva Scorzafeve, L.G.D., University of Sao Paulo at Ribeirão Preto, Brazil (scorza@usp.br)

dos Santos, D.D., University of Sao Paulo at Ribeirão Preto, Brazil (ddsantos@fearp.usp.br)

Crime and violence are among the most harmful risk factors for the social and emotional development of school children and adolescents. Here we tested the hypothesis that an aversive environment can interfere with healthy personality development in the individual. Crimes committed in the neighborhoods close to one's school should induce an elevated state of vigilance and should thus hinder development in three Big Five domains: Negative Emotionality (N), Agreeableness (A), and Extraversion (E): Adolescents regularly exposed to high-crime neighborhoods should become more anxious and stressed (N); in addition, interpersonal factors such as trust (A) and sociability (E) should be affected, as "other" becomes associated with the source of harm and experienced as a potential threat. We used a unique dataset of more than 23,000 high school students from 600 public schools throughout the state of Rio de Janeiro. They completed a school-based assessment of social and emotional traits (a Brazilian Big Five measure). These individual-level personality data were then linked to geo-referenced information on criminal records obtained independently from 140 police stations. *Neighborhood crime close to the school* was indexed by the 3 closest police stations, and this school-level index showed substantial retest reliability over one year. In multi-level models, we found significant effects of the environment surrounding the school on three self-reported Big Five domains: students attending schools in high-crime areas were lower in emotional stability, in extraversion, and especially in agreeableness. The average difference between adolescents at the least and most violent schools reached more than 0.2 standard deviation for Agreeableness, and these effects all held even after controlling multiple plausible control variables, such as family poverty, welfare status, and school variables, like teacher tenure. These findings suggest that the environments that children

must navigate every day on their way to school can have important and deleterious consequences for their ability to develop emotionally stable and prosocial personalities that allow them to freely engage with others. Implications for schools, teachers, and prevention programs will be discussed.

PA-18 The bright side of dark: Exploring the positive effect of grandiose narcissism on perceived stress through mental toughness

Papageorgiou, K., Queen's University Belfast, UK; Tomsk State University, Russia (K.Papageorgiou@qub.ac.uk)
Gianniou, F.M., Queen's University Belfast, UK
Wilson, P., Queen's University Belfast, UK
Moneta, G.B., London Metropolitan University, UK
Bilello, D., Queen's University Belfast, UK
Clough, P.J., Huddersfield University, UK

It has been now more than 15 years since the term dark triad (DT) was proposed to include the traits of Subclinical Narcissism, Subclinical Psychopathy (SP) and Machiavellianism. Accumulating evidence however suggests that when studying narcissism in relation to—not only the other two dark traits—but also other personality traits, school performance and symptoms of psychopathology, its inclusion in the malevolent side of personality may need to be reconsidered. For example, studies using network analyses have shown that narcissism acts as a bridge between the prosocial and “dark” side of personality. In addition, previous cross-sectional and longitudinal research has shown that narcissism may increase mental toughness resulting in positive outcomes such as, lower scores on subclinical psychopathy, lower symptoms of depression and higher school grades. We conducted three studies to test if the path model, from narcissism to higher mental toughness, predicts lower perceived stress. Participants ($N = 364$, $M = 24.30$ for study 1; $N = 240$, $M = 25.40$ for study 2; $N = 144$, $M = 22.00$ for study 3) completed self-report measures of the aforementioned traits. The combined dataset included 748 participants ($M = 24.30$; range = 18 – 79 years). Mediation models tested the degree to which narcissism reduces perceived stress indirectly, through mental toughness. It was found that Narcissism exerted a negative indirect effect on perceived stress, through mental toughness. The results were replicated across all three studies and in the combined dataset. In study 3, we extended the sensitivity of the model showing that it is grandiose narcissism that decreases perceived stress, through mental toughness; vulnerable narcissism exhibited the reverse pattern. It is concluded that the findings of the current series of studies and other new studies from our team suggest that the inclusion of narcissism in the dark triad of personality may need to be reconsidered.

IS-8 Using cognitive pretesting to explore language and cultural effects on personality item bias

Pelt, D., Ixly & Erasmus University, The Netherlands (pelt@essb.eur.nl)
Born, M.Ph., Erasmus University & Vrije Universiteit, The Netherlands, & North-West University, South Africa
Oostrom, J.K., Vrije Universiteit, The Netherlands

A globalized economy implies the need for psychological tests that are able compare and assess job applicants from different cultural groups without bias due to cultural background. To this end, personality tests are often adapted from one language to the other, possibly introducing another bias namely due to the translation process. This presentation reports on two studies that attempt to disentangle these two forms of bias (culture and translation). In the first study, item bias was examined in a Dutch work-related personality questionnaire (WPQ, 2012) used for selection and advisory purposes. 1,409 Dutch participants responded to the personality questionnaire in Dutch, and another 240 Dutch participants and 281 Chinese participants responded to the personality questionnaire in English. This design tried to separate language from culture in potentially causing Differential Item Functioning (DIF). Items were identified which functioned inequivalently between the two Dutch samples due to translational issues, and between the Dutch and Chinese sample due to cultural reasons. Interestingly, results showed that translation effects were found to be larger than cultural effects. Based on the results from Study 1, specific biased and unbiased items were selected in a follow-up study, study 2, in which Dutch ($N = 18$) and Chinese ($N = 8$) respondents were asked to disclose their cognitive processes while answering these items using the cognitive pre-testing method. Results showed how specific words in items can be interpreted in different ways, either due to language issues or due to cultural reasons. Taken together, the two studies emphasize the need for separating translation and cultural effects when studying item bias. Furthermore, the studies provide insight into the usefulness of cognitive pretesting by going beyond merely demonstrating statistical bias through revealing the causes for why different cultural groups respond differently to items.

SY-3 Contribution of rare genetic variants to intelligence and personality revealed by genomic analysis of family data

Penke, L., University of Goettingen, Germany (lpenke@uni-goettingen.de)

Hill, W.D., University of Edinburgh, UK

Arsilan, R.C., University of Goettingen, Germany

Xia, C., University of Edinburgh, UK

Luciano, M., University of Edinburgh, UK

Amador, C., University of Edinburgh, UK

Navarro, P., University of Edinburgh, UK

Hayward, C., University of Edinburgh, UK

Nagy, R., University of Edinburgh, UK

Porteous, D.J., University of Edinburgh, UK

McIntosh, A., University of Edinburgh, UK

Deary, I.J., University of Edinburgh, UK

Haley, C.S., University of Edinburgh, UK

Heritability in intelligence and personality persist despite links to fitness, an ostensible evolutionary genetic paradox. Pedigree-based heritabilities for both intelligence and personality are much higher than molecular genetic estimates, possibly because rare genetic variants are missed. Using ~20,000 individuals in the genome-wide genotyped Generation Scotland family cohort, we exploit high levels of linkage disequilibrium (LD) within families to quantify the effect of genetic variants not tagged in earlier studies. We control for environmental influences by modelling shared family, sibling, and couple effects. In our models, genetic variants in low LD with genotyped SNPs explain over half of the genetic variance in intelligence and neuroticism, thus closely approximate heritability estimates from twin studies for intelligence, but not neuroticism and extraversion. Results are replicated with a different analytic technique that estimates heritability from genome-wide genetic data and stratifies estimates by rarity of the genetic variants. A substantial contribution of rare genetic variants to intelligence and neuroticism suggests mutation-selection balance.

IS-1 Mining personality structure in natural language registers: A study using Twitter as data source

Peres, A.J. S, Federal University of Mato Grosso do Sul, Brazil (alexandre.peres@gmail.com)

Laros, J.A., University of Brasília, Brazil

The lexical approach has substantiated in the hypothesis that most relevant personality traits become eventually encoded in the natural language in different cultures. Historically, the main research strategy adopted exploring dictionaries as sources of personality descriptors and used psychometric instruments in order to collect data in testing scenarios. Recently, advancements in data science allowed personality researchers to explore more naturalistic scenarios, such as human behavior in online social media (e.g., blogs, Facebook etc.). However, most of these studies used social media data aiming to predict a target model (e.g., Big Five). That way, the dimensionality of the personality structure underlying social media data would be assumed but not explored. In this study, we aimed to develop dimensional models for a Brazilian personality lexicon based on text mining of Twitter, used a source for both descriptors and data. We collected posts containing the search keyword *sou* (Portuguese for I am) and analyzed the adjectives following this expression. The collected data resulted in a term-document matrix with 172 adjectives and 86,899 subjects. Before the dimensionality analyses, we applied the TF-IDF (Term Frequency - Inverse Document Frequency) normalization to the data. We explored the dimensionality of the data adopting the Latent Dirichlet Allocation, a topic modeling technique. Finally, we estimated the reliability of each latent variable in the models using omega total coefficient. Cross-validation analyses suggested models with 7 and 14 topics as the optimal structure for the data. We also qualitatively compared the semantic content of the latent variables in our models with the factors of prominent theoretical models (i.e., Big Five, three-factors, six-factors, and 16PF). The results showed that some traits and factors from prominent theoretical models were not recovered in our data, while new traits and dimensions emerged. Furthermore, the interpretation of the models with 7 and 14 topics indicated that these are promising candidate models for future research, with an inclination for the last model, whose dimensions showed more internal semantic coherence.

A2-10 Evidence of factor and convergent validity of two Brazilian reduced scales measuring the Big Five

Peres, A.J.S., Federal University of Mato Grosso do Sul, Brazil (alexandre.peres@gmail.com)

Laros, J.A., University of Brasília, Brazil

Andrade, J.M., University of Brasília, Brazil

Passos, M.F.D., Fundacao Oswaldo Cruz, Brasilia, Brazil

The objective of this study was to evaluate the convergent and factor validity of two Brazilian scales designed to assess the five-factor personality model. The Reduced Scale of Big Five Personality Factors (ER5FP), with 20 items, and the Reduced Inventory of Big Five Personality Factors (IGFP-5R), with 32 items, were administered to a sample with 554 subjects, with a mean age of 30.6 years old ($SD=8.6$). Confirmatory Factor Analysis results showed an adequate adjustment of the measurement models to the data of both scales after excluding a number of items ($RMSEA<.06$; $SRMSR<.06$). Five items of ER5FP and 16 items of the IGFP-5R were excluded. The reliability of the factors was estimated using Guttman's λ_2 . The reliability of the ER5FP factor is acceptable for research purposes, ranging from .67 to .79, except for Openness to Experience ($\lambda_2=.58$). The reliability of the IGFP-5R factors is also reasonable, ranging from .65 to .72. The correlations between the factors of both instruments were estimated. Moderate evidence of convergent validity was found for Extraversion ($r=.57$), Neuroticism ($r=.44$), and Openness to Experience ($r=.57$). For Agreeableness ($r=.33$) and Conscientiousness ($r=.29$), weak evidence was found. However, when considering the correlation coefficients corrected for attenuation, the convergent validity evidence is satisfactory for Extraversion ($r=.80$), Openness ($r=.74$), and Neuroticism ($r=.60$), but moderate for Agreeableness ($r=.48$) and Conscientiousness ($r=.43$).

C3-10 Psychological consequences of child sexual abuse

Pérez-Llantada, C., National University of Distance Education (UNED), Madrid, Spain (mperez-llantada@psi.uned.es)

López de la Llave, A., National University of Distance Education (UNED), Madrid, Spain

Pinzón, E., National University of Distance Education (UNED), Madrid, Spain

Child sexual abuse is a complex and multicausal social problem, resulting from an interaction of individual, family, social, and cultural factors (Echeburúa & Guerricaechevarría, 1998). The aim of this work is to identify the most relevant characteristics presented by a sample of children victims of sexual abuse. This involves characteristics such as: a) the type of abuse, b) the discovery of the abuse, c) the perpetrator, and d) the social and family environment of the child. Moreover, we aimed to identify the prevalence of short-term psychological consequences presented by children victims of sexual abuse, and to identify the variables that may be associated with the presence or absence of psychological consequences in victims of child sexual abuse. A descriptive investigation was carried out, where in the first place the questionnaire "Variables related to Child Sexual Abuse" was designed, which was completed by two psychologists of the abused child care service. The sample consisted of 24 children victims of sexual abuse (17 girls and 7 boys), aged between 6 and 17, and whose first episode of abuse had occurred in a period of no more than 2 years. Among the results is that children have different consequences that do not respond to a pattern or single picture "post-abuse", including early sexual knowledge or inappropriate for their age as the most frequent, evidencing an interference in psychosexual development

PA-4 Expert validity of a non-verbal version of the Big Five Model of Personality

Persson, B., University of Turku, Turku, Finland & University of Skovde, Sweden (Bjorn.persson@his.se)

Roos, J.M., University of Gothenburg & Chalmers University of Technology, Sweden (magnus.roos@cfk.gu.se)

Kajonius, P., University College of West, Sweden

This study explores the possibility to capture the Big Five Model of Personality with ten non-verbal characters; i.e. open-minded, conscientious, extravert, agreeable, and neurotic; versus close-minded, impulsive, introvert, antagonistic, and emotionally stable. The ambition was to design unisexual and multicultural characters, free from physical objects such as clothes and hairstyles. In the development process, we have combined personality theories with research on body languages and facial expressions. Different versions of the characters have been tested in several pilot studies and continuously improved by graphic designers at an international top-ranking design and innovation agency, every day. The aim of the present study was to validate the ten non-verbal characters through experts in the field of Psychological Assessment. One hundred twenty experts at six international conferences (ECPA 2015; ICP 2016, World Conference on Personality 2016; ECPA 2017, AICP 2018 and European Conference on Personality 2018) evaluated to what degree (on a 5-point Likert scale) each non-verbal character corresponded to the Big Five Model of Personality. Three of the Big Five personality factors seem to be possible to capture with non-verbal characters. However, Openness and especially Conscientiousness, remain challenging. The non-verbal characters need to be further validated.

PA-32 Positive relations as an indicator of successful professional development

Petrash, M., Saint Petersburg State University, Russia (m.petrash@spbu.ru)

Positive relations, as a parameter of psychological well-being and satisfaction with professional development, are associated with satisfaction with life (Diener et al., 1999; Warr, 2007). We assume that positive relations are associated with favorable non-family intergenerational relations, which contribute to the formation of a positive professional development. We also believe that the "positive relations" is a marker of successful professional development. Methods: (1) Scale of psychological well-being; (2) Emotional attitude to the professional future; (3) questionnaire "Factors of professional development" (FPD); (4) The Maslach Burnout Inventory. Participants: 103 adults aged 22 - 45 were divided into three groups according to the level of "positive relations". Results. Comparative analysis revealed a high level of psychological well-being in the group with high scores of positive relations. The group showed high levels of satisfaction with professional activities, dedication and behavioral self-control, positive attitude to the professional future; low levels of depersonalization and personal accomplishment; negative attitude to the professional future. The parameter "positive relations" was positively correlated with positive attitude towards professional future, factors of professional development, indicators of mentoring and social relations, and negatively with the negative attitude to the professional future. Positive relations significantly correlated with strict upbringing; good social relations correlated negatively with the possibility of potential recovery. Regression analysis showed that cooperation with colleagues of different ages was positively correlated to a positive path of professional development; positive relationships were positively correlated with FPD-adaptation and FDP-control of behavior, and the general score of well-being was positively correlated with professional satisfaction and dedication. Our study revealed the positive role of parameters of psychological well-being, as well as the role of family intergenerational relations in the formation of a favorable path of professionogenesis. The study was supported by RFBR project 19-013-00861

B1-9 Are purposeful people more satisfied partners?: Associations between sense of purpose and romantic relationship outcomes in adulthood

Pfund, G., Washington University in St. Louis, St. Louis, Missouri, USA (gabrielle.pfund@wustl.edu)

Brazeau, H., Carleton University, Ottawa, Ontario, Canada

Allemand, M., University of Zurich, Zurich, Switzerland

Hill, P., Washington University in St. Louis, St. Louis, Missouri, USA

The current study investigated the ways in which higher *sense of purpose* levels, or the extent to which one believes they have personally meaningful goals and directions guiding them through life, predicted beneficial relationship outcomes, such as relationship satisfaction, relationship commitment, and perceived quality of alternatives (or preferring one's own partner to possible alternatives). The data were collected from a Qualtrics Panel in a single-shot survey, with 1,001 participants after excluding participants who were not in a relationship (Female: 70.4%, Male: 29.1%; Age: $M = 46.68$, $SD = 15.77$, range = 18 - 86). Measures included the Purpose in Life subscale to measure sense of purpose (Ryff, 1989), the Relationship Assessment Scale to measure relationship satisfaction, and the Commitment and Perceived Quality of Alternative Partners subscales from the Investment Model Scale (Rusbult, Martz, & Agnew, 1998) to measure relationship commitment and perceived quality of alternatives, respectively. Pearson correlations were calculated to determine the associations between sense of purpose and the relationship variables. Sense of purpose was positively related to all beneficial relationship outcomes: relationship satisfaction ($r(1000) = .298, p < .001$), relationship commitment ($r(999) = .259, p < .001$), and perceived quality of alternatives ($r(1000) = .248, p < .001$). Moderation analyses were also conducted to examine whether the associations between sense of purpose and relationship outcomes differed as a function of age while controlling for the Big 5 personality traits. Based on this analysis, sense of purpose still significantly predicted all relationship outcomes when controlling for covariates, and age was not a significant moderator. As such, sense of purpose seems to be uniquely valuable for relationship success for young, middle, and older adults. Implications of these findings are discussed in regard to future directions for understanding how to evaluate the potential causal pathways of these associations, and what sense of purpose mechanisms may promote desirable relationship outcomes.

B2-8 An integrative framework to study wisdom

Phan, L.V., University of Luebeck, Luebeck, Germany (le.phan@uni-luebeck.de)

Horstmann, K.T., Humboldt-University of Berlin, Berlin, Germany

Jayawickreme, E., Wake Forest University, Winston-Salem, USA

Psychological wisdom is a growing and flourishing field of research. However, despite several promising efforts to systematically conceptualize and operationalize this construct, no consensus exists about the definition of wisdom. We argue that there is a need for integration of wisdom models to forward the field as a whole. For this purpose, we present a comprehensive framework, the Nomological Lens Model Network (NLMN), to systematically review and categorize major models of wisdom. The NLMN is a combination of a nomological network (Cronbach & Meehl, 1955), a lens model (Brunswik, 1956) and the 4 Ps (Person, Presses, Products, and Processes) as derived from creativity research (Rhodes, 1961). The nomological network and the lens model provide a perspective that allows for a diagnostic evaluation of wisdom models. The 4 Ps, on the other hand, provide a personality psychological perspective that allows to structure the literature in a meaningful way. This approach enabled us to identify both common components and blind spots of different wisdom models. We further discuss potential goals that can be achieved using this framework and their implications for wisdom research.

PA-26 A cascade model of behavioral variance

Phan, L.V., University of Luebeck, Germany (le.phan@uni-luebeck.de)

Furr, R.M., Wake Forest University, USA

The explanation and prediction of behavior is seen as one of the most central objectives of research in psychology. However, the measurement of behavior still poses a fundamental problem in psychology. We present a conceptual cascade model of which data sources contain behavioral variance. We assume that behavior is a function of personality and the situation (Lewin, 1936) and behavior can result in behavioral products such as behavioral traces or digital footprints (Gosling et al., 2002). Both actual behavior and behavioral products can be made tangible through (a) signals detected by machine sensors such as video recordings and (b) (human) ratings of behavior or of behavioral products such as ratings resulting from direct behavioral observations. Each of the four tangible model components (1) ratings of actual behavior, (2) machine-sensed behavior, (3) ratings of behavioral products, and (4) machine-sensed behavioral products contains variance from all its preceding components, including actual behavior, as well as unique variance. The behavioral components of the model represent data sources that can be used to assess actual behavior and that differ in their proximity to actual behavior as well as the amount of systematic non-behavioral variance they contain. Taking into account the model presented above, we identify existing behavioral measures that can be categorized within the model and provide an overview of those measures and their strengths and weaknesses. We build on the distinctions of behavioral measures that were discussed by Furr (2009) and expand them to include proximity to actual behavior (i.e., the relative amount of actual behavioral variance in the data source) and whether behavior was perceived by humans or detected by machine sensors. Furthermore, we include measures and approaches that have been developed in recent years and/or measures of behavioral products indirectly reflecting actual behavior that were not accounted for by Furr (2009).

IS-5 Extraverts do not learn faster than introverts on category learning tasks with probabilistic rewards

Pickering, A., University of London, UK (A.Pickering@gold.ac.uk)

Ince, S., University of Melbourne, Australia

Smillie, L., University of Melbourne, Australia

Hunt, D., University of London, UK

Trait extraversion is hypothesized to reflect the variation in operating parameters of the behavioral activation system (BAS) which controls responses to reward cues. There is good (i.e. replicable, and adequately powered) evidence to support some of the predictions of this hypothesis. For example: extraverts show significantly greater affect-reactivity than introverts in response to clearly appetitive stimuli and situations; and correlations between extraversion and probable psychophysiological markers of BAS system activity are significant and replicable. However, another fundamental prediction -- that extraverts learn more rapidly than introverts in response to rewarding reinforcement -- has not yielded consistent results. In this work we present the first well-powered pre-registered study testing this prediction, using category learning tasks with small financial rewards, probabilistically delivered for correct responses. Another important novel feature was the within-subjects comparison with performance on closely matched observational learning control tasks which lacked active response choices and reward feedback. Results (N=124) revealed that extraverts did not learn the rewarded task significantly more rapidly than introverts (and there was also no significant effect in the non-rewarded control task). Calculation of Bayes factors suggests "positive evidence" in support of the null hypothesis. A further replication study with an identical design will be reported. Modelling of the results using reinforcement learning and other computational models will be reported. This modelling will help characterize the possible neuropsychological mechanisms affecting learning in the rewarded and non-rewarded tasks, and will help establish whether an individual's performance, across multiple similar tasks, can be captured via a characteristic setting of a psychological parameter (such as learning rate).

B1-10 Behavioral, structural, and functional signature of action control

Pinnow, M., Ruhr University Bochum, Bochum, Germany (marlies.pinnow@rub.de)

Schlüter, C., Ruhr University Bochum, Bochum, Germany

Fraenz, C., Ruhr University Bochum, Bochum, Germany

Friedrich, P., Ruhr University Bochum, Bochum, Germany

Güntürkün, O., Ruhr University Bochum, Bochum, Germany

Genç, E., Ruhr University Bochum, Bochum, Germany

Individuals differ significantly in their ability to initiate self- and emotional-control mechanisms. These differences that are considered to be stable across time have been explicitly elaborated in Kuhl's action control theory (Julius Kuhl, 1992). Although they make a major contribution to our everyday life, not much is known about the neural foundation of interindividual differences in action control. Here we used a psychometric test inventory to obtain scores for action control in a sample of 238 healthy young adults. Further, we utilized standard MRI along with fMRI to examine the brain's structure, and its resting state connectivity and assessed their contribution towards interindividual differences in action control. Our results demonstrate a significant negative correlation between decision-related action orientation (AOD) and amygdala volume ($r = -.22, p = .001$). Further, we could show that the functional resting state connectivity between the amygdala and the dorsal anterior cingulate cortex (dACC) was significantly associated with AOD ($r = .20, p = .001$). Here stronger functional connectivity was associated with more action orientation in decision-related contexts (AOD). These findings are the first to show that interindividual differences in action control, namely AOD, are related to the individual mold in the brain's structure and function.

SY-2 Narcissism(s) and spirituality

Piotrowski, J., Cardinal Stefan Wyszyński University in Warsaw, Poland (j.piotrowski@uksw.edu.pl)

Żemojtel-Piotrowska, M., Cardinal Stefan Wyszyński University in Warsaw, Poland

It seems that all forms of narcissism are about the self. It could be self-protection (vulnerable forms) or self-enhancement (grandiose forms), individual (forms from individual level) or collective (collective narcissisms) self, but the self is always important. On the other hand, spiritual transcendence, constituting sixth „big” factor of personality, „represents the ability of an individual to stand outside of his/her immediate sense of time and place and to view life from a larger, more objective perspective” (Piedmont, 2010). It is associated with transcending boundaries of the self and feeling part of something bigger. One may therefore expect that spiritual transcendence will be in opposition with the different forms of narcissism. In this presentation we will try to show, that it is not necessarily true. Quite opposite, spiritual transcendence correlates positively with some forms of narcissism. We expect that spiritual transcendence will be associated positively with grandiose forms of narcissism, especially collective and/or communal ones. We also expect negative correlations with vulnerable narcissism, especially agentic ones. In the first study ($N = 307$) associations between two forms of spiritual transcendence (religious and non-religious) and four forms of narcissism (individual agentic, individual communal, collective agentic and collective communal) were examined. According to expectations, religious form of spiritual transcendence correlated positively with both collective forms of narcissism. Nonreligious form of spiritual transcendence correlated positively with individual communal narcissism and negatively with individual agentic narcissism. The second study ($N = 586$) examined relations between spiritual transcendence and eight forms of narcissistic strategies described in the circumplex model of narcissism. Religious form of spiritual transcendence was associated negatively with the rivalry strategy, not associated with enmity and isolation, and associated positively with all other narcissistic strategies. Non-religious form of spiritual transcendence was associated negatively with the strategies of enmity and rivalry, not associated with isolation, fragility and heroism, and associated positively with admiration, sanctity and fusion. Results show that spiritual transcendence is about extending (and, to some extent, protecting) one's self, not about quieting it. Both forms of spiritual transcendence are associated positively with collective narcissism and with some (mostly grandiose and communal) narcissistic strategies from individual level.

A1-10 Examining the effect of raters' and targets' gender on self- and parental estimates of intelligence

Pocrnic, M., University of Zagreb, Croatia (mpocrnic@ffzg.hr)

Butkovic, A., University of Zagreb, Croatia

Bratko, D., University of Zagreb, Croatia

Studies in various cultures showed existence of gender differences in estimating own and parental intelligence. This is the first study in the field in the Croatian culture and using the twins as raters'. The goal of this study was to explore the raters' and targets' gender differences in self- and parental assessments of intelligence on the sample of Croatian twins, as well as

twins' agreement in parental assessments. Twins were asked to assess their own and their parents' overall intelligence, as well as multiple Gardner's intelligences, on a normal distribution with a mean of 100 and six standard deviations (-3 to $+3$). In total, 518 participants provided data on self-assessed intelligence and 483 provided valid data of parents' intelligence estimations. Male participants gave higher self-assessments on overall intelligence, logical-mathematical, body-kinesthetic and spatial abilities. There were no significant gender effects on other abilities. The twins' agreement on assessment of parental intelligence was substantial. Intraclass correlations for the overall intelligence assessments of fathers and mothers were .64, and .54, respectively, while the median correlations for assessments of multiple intelligences were .49. Fathers were estimated higher on overall intelligence, logical-mathematical, body-kinesthetic and spatial abilities, while mothers were estimated higher on interpersonal and intrapersonal intelligence. The gender effect of the rater was found for overall intelligence and inter- and intra- personal intelligences, where male raters' gave higher estimates than female raters'. Raters' and targets' gender differences in self and parental assessments of intelligence were found. In line with previous findings, males tend to give themselves and their parents higher estimates on overall intelligence and some specific abilities. Estimations of parental intelligence showed existence of stereotypes about more masculine and more feminine abilities. Twins agree in estimating intelligence of their parents.

C1-8 Family intergenerational relationships: outcomes for teenagers' social adaptation

Polyakova, M., Saint Petersburg State University, Russia (polovinayakova@mail.ru)

Petrash, M., Saint Petersburg State University, Russia

Adolescence is the time of multiple changes in one's life. These changes occur particularly in the social domain: teenagers adopt roles of an adult. This transition leads to changes in the family interaction and particularly also in relationships with grandparents. A solid body of research on teenagers was focused on parent-child relationships while few addressed the influence of grandparents on this process of transition. Authors (Letiecq, Bailey, & Kurtz, 2008) argue that grandparents provide both material support and transfer of cultural heritage, and maintain family educational level and values. We hypothesized that the association of personality traits with social adaptation can be mediated by the relationships with grandparents. Methods used were (1) the questionnaire "Interaction parent-child" (Markovskaya), (2) a method of diagnostics of personality, social, and psychological adaptation (Rogers, Dymond, Osnick), and (3) the 16PF personality test (Cattell). Subjects were 99 teenagers aged 14 – 17 (51% female). Results showed that the absence of the grandmother was negatively associated with both overall adaptation score ($t=-2,31$; $p=0,025$) and escapism level ($t=-2,61$; $p=0,012$). Having a grandmother around was associated with internal locus of control ($t=2,25$; $p=0,029$), emotional stability ($t=2,02$; $p=0,048$), expressiveness ($t=3,22$; $p=0,002$), readiness for risk ($t=2,87$; $p=0,006$). Comparative analysis revealed that teenagers who were interacting with their grandmothers were more conservative ($t=-2,51$; $p=0,02$) and restrained ($t=-3,06$; $p=0,003$). Meanwhile teenagers interacting with the grandfather showed higher scores on liveliness ($t=3,22$; $p=0,002$). Thus, we can suggest that grandmothers transfer their life experiences and wisdom to their grandchildren, providing teenagers with a better understanding of social roles, and help to find adaptive forms of behavior. We can also hypothesize that family structure that includes grandparents provides a better background for the development of social networks by teenagers. This project was supported by RFBR grant 19-013-00861.

C1-9 Generativity and values in different periods of adulthood

Polyakova, M., Saint-Petersburg State University, Russia (polovinayakova@mail.ru)

Ericson argued that generativity is a critical personality mechanism formed in middle adulthood and important for a positive development of an adult at later lifespan periods (Van Hiel, Mervielde, & De Fruyt, 2006). There is some evidence that some aspects of generativity could also be found in early adulthood (Lawford, Doyle, & Markiewicz, 2013). Thus we hypothesized that generativity develops throughout the whole adult lifespan. Different models of generativity emphasize the role of values in the development and the functioning of generativity (Schwartz & Bardi, 2001), so we elaborated our hypothesis with an idea that since the hierarchy of one's values at different adulthood periods may vary due to different developmental tasks, their impact on generativity may also differ. The participants: were 130 adults, aged 25-56 (50% female), divided in three groups: early adulthood ($n=50$), middle adulthood ($n=42$), and late adulthood ($n=38$). As methods we used (1) the Loyola generativity scale, (2) a Questionnaire on values, (3) a Self-actualization questionnaire, and (4) a Social and psychological attitudes questionnaire. We found that in early (E) and late (L) adulthood generativity was associated with prosocial values such as kindness (E: $r=0,29$; $p<0,05$; L: $r=0,3$; $p<0,05$), altruism (E: $r=0,29$; $p<0,05$; L: $r=0,32$; $p<0,05$), competence (E: $r=0,43$; $p<0,01$; L: $r=0,3$; $p<0,05$). We found that in early adulthood there was greater accent on the correspondence between generativity and self-realization; in later adulthood the main accent was on humanistic values and motives. In middle adulthood no associations between generativity, humanistic values, desire of self-realization were found. We suppose that in early

adulthood generativity exists as a more or less hypothetical model. During middle adulthood the greatest part of generativity development occurs. As the process of formation progresses, we expect a certain extent of disintegration of this characteristic from other processes and traits. In the later adulthood period we expected and proved an integrated system of generativity, values and motives, and we can expect a more mature form of generativity. This project was supported by RFBR grant 19-013-00812.

KN Personality and learning

Poropat, A., Griffith University, Australia (arthur.poropat@griffith.edu.au)

Widespread adoption of the Big 5 model of personality enabled the discovery that correlations of personality with academic and other forms of performance are comparable with corresponding correlations of intelligence with performance. When other-ratings are used, personality-performance correlations are even stronger. In hindsight, the comparative strength of correlations of personality with academic performance is surprising because, unlike the Big 5, intelligence was originally developed as a summary and/or predictor of academic performance. Links between Big 5 scales and learning-related variables partially explain this unexpected outcome; however, relatively limited inter-scale and inter-rater reliabilities of personality scores raise further questions regarding personality-performance correlations. To address this, I will use modern psycholinguistic findings to reconceptualise the lexical hypothesis, the fundamental idea that guided the identification of the Big 5. Integrating psycho-linguistics with personality assessment provides a sounder basis for understanding personality and its relationships with not only performance but also with how people learn, how they learn their personality, and how they learn to describe personality.

SY-1 Personality dynamics: Neurobehavioral approaches towards deciphering the causal mechanisms of personality traits and states

Rauthmann, J.F. (convener), Lübeck University, Germany (john.rauthmann@uni-luebeck.de)

For decades, the study of trait factors has been streamlining the language of trait description. Despite its importance, this research has yielded little understanding of the causal processes determining personality and intra-individual variation in personality-related cognitive-affective states, here called “personality dynamics”. Four speakers from three different continents present conceptual ideas and neurobehavioral research to take one further step towards understanding these causal relationships. Julia Jünger commences by reporting data on how inter-individual differences in female sexual desire are influenced by both intra- and inter-individual variation in estradiol and progesterone, two sex hormones differentially elicited in the fertile versus non-fertile phase of the menstrual cycle. The second talk switches from approach-related to avoidance-related inter-individual differences. Neil McNaughton demonstrates for the first time, how a biomarker of trait anxiety can be extracted from the neural correlates of patterns of affect, behaviour, cognition, and desires, and how this biomarker varies among different DSM diagnoses of anxiety disorders. Next, Colin DeYoung will present the Cybernetic Big 5 Theory, which defines and explains personality components as persistent patterns in goal-directed, psychological dynamics, and psychopathology as dysfunctional patterns. A similar approach will then be taken by Markus Quirin, who presents Personality Systems Interactions theory, which defines personality as dominances of, and interactions between, neuropsychological systems. All speakers will point out how their models and findings contribute to an understanding of how behaviour varies despite relatively stable personality aspects. We think that this symposium contributes to a more thorough understanding of the causal dynamics underlying personality.

SY-4 Examining the structure of psychological situation characteristics within and across countries

Rauthmann, J., Universität zu Lübeck, Germany (john.rauthmann@uni-luebeck.de)

Establishing measurement invariance (MI) often refers to a confirmatory approach wherein a scale, comprised of a set of variables, should function similarly across different groups (e.g., countries). However, if the structure of a measure is as of yet unknown across groups, traditional MI methods will not work. Additionally, when working with multi-country data, where items are nested within people and people within countries, not only the factorial structures of each country can be tested against each other, but also factor solutions from three different correlation matrices: the total, “raw” matrix without attending to any nesting (r.T); the sample-weighted and pooled within-country matrix (r.wc); and the between-country matrix (r.bc). This study examines the factorial structure of the 90 situation characteristics items from the new RSQ 4.1 across 65 countries

($N > 15,000$). The within-country solution yielded five well interpretable factors, similar in content to the Big Five traits and to the most replicable of the DIAMONDS. The between-country solution, however, was not easy to interpret (the matrix needed much smoothing due to negative linear dependencies among Q-sorted data). Differences, or the absence of MI, between rT , r_{wc} , and r_{wc} structures as well as between factor structures from individual countries are discussed. We conclude that it is important to properly specify the level of study and the corresponding target correlation matrix as findings will differ.

IS-7 Personality and situations

Rauthmann, J. (convener), Universität zu Lübeck, Germany (john.rauthmann@uni-luebeck.de)

Schmitt, M. (discussant), University of Koblenz-Landau, Landau, Germany

This symposium broadly highlights in four talks plus a final discussion how personality and situations are intertwined. First, Blum and Bohndick present a ten-step guide to turn trait assessments into the assessment of situation characteristics and discuss the advantages and disadvantages of this approach. Second, Horstmann et al. present a pre-registered study to uncover an integrated structure of situation characteristics across different extant taxonomies. Third, Sosnowska et al. aim to understand personality dynamics at the workplace better by integrating person-situation transactions at work and thereby building a bridge between personality, social, and I/O psychology. Fourth, Funder summarizes, with empirical illustrations, the development of the Riverside Situation Q-Sort (RSQ) and his Situational Construal Model (SCM). Lastly, Manfred Schmitt will discuss the talks and cast a wider picture for research on personality and situations.

C3-11 Trauma types and mental health in asylum seekers: The mediation role of negative interpersonal cognitions

Regev-Dorchine, S., Ben Gurion University of the Negev, Beer Sheva, Israel

Slonim-Nevo, V., Ben Gurion University of the Negev, Beer Sheva, Israel (slonim@bgu.ac.il)

Previous research has well documented the negative effect of exposure to war trauma on refugees' mental health. However, few prior investigations have examined the nature of the traumatic events and the potential mechanisms involved. This study explored the mediating role of maladaptive interpersonal beliefs in the relationship between exposure to different types of war traumas and psychological stress in a community sample of 300 asylum seekers. A principal component analysis on a set of 17 traumatic experiences identified four trauma dimensions: War-exposure, Life-threat, Torture-Assault and Sexual-violence. Hierarchical regressions showed that only degree of exposure to Life-threat trauma was a significant predictor of PTSD and depressive symptoms severity. Mediation analyses further revealed that maladaptive interpersonal beliefs partially mediated the association between exposure to life threat and PTSD symptoms and fully mediated the relation between exposure to life threat and depressive symptoms. Our findings stress the importance of taking into account the nature of war experiences and potential changes in maladaptive interpersonal cognitions for traumatized refugees. Implications for clinical practice and areas of future research are discussed.

B2-10 Young, mid-life, and oldest-old adults narrate self-transcendence: Themes across the lifespan

Reischer, H., Northwestern University, Evanston, IL, USA (hollen.reischer@gmail.com)

McAdams, D., Northwestern University, Evanston, IL, USA

Self-transcendence (ST) is the experience of temporal, intrapersonal, interpersonal, and transpersonal expansion—of connectedness to something greater than oneself. ST has been studied empirically, yet quantitative findings do not fully reflect lived experience; narrative analysis offers a bridge between quantitative and qualitative modes. We collected life story narratives and self-report data for three samples: emerging adults in college; a community sample of midlife adults; and oldest-old adults, including cognitive “SuperAgers.” In Study 1, we used inductive analysis to derive a coding scheme of narrative themes associated with self-reported ST. In Studies 2–4, we tested the relationship between these narrative themes and ST, personality, generativity, health, and psychological well-being. We found moderate to strong correlations between 4 of 5 themes and self-reported ST in midlife adults, and a moderate correlation for 1 theme in oldest-old adults. Emerging adult data is being analyzed. To our knowledge, ours are the first studies to employ narrative methodology in examining ST, and one of very few studies to examine ST in non-clinical samples across the lifespan.

PA-6 Multimodal stress trainings can change personality traits

Renner, K.-H., Bundeswehr University Munich, Germany (karl-heinz.renner@unibw.de)
Pracht, G., FernUniversity Hagen, Germany

Stress prevention trainings are most successful if they do not only teach relaxation techniques or apply psycho-education on stress and coping, but also consider different modes or levels like stress-enhancing cognitions and possibly lacking behavioral competencies, e.g. regarding time management or fulfilling one's needs. Based on the meta-analysis by Roberts and colleagues (2017) on personality trait change through intervention, we have pursued the question of whether multimodal stress-trainings can also change broad personality dimensions. We especially expected increases in emotional stability and extraversion since such trainings also concern dysfunctional cognitions and the regulation of emotions and hyperarousal (related to neuroticism) and competencies to assert one's needs and increase positive emotions and well-being (related to extraversion). Results of two experimental studies show that a blended training that combines a two day presence stress-training with a subsequent online coaching ($N_{1_study_1} = 14$) and a two day presence stress-training without online coaching ($N_{2_study_1} = 14$; $N_{1_study_2} = 47$) lead to lasting increases in emotional stability and extraversion (small to medium effects) compared with control groups ($N_{3_study_1} = 18$, $N_{2_study_2} = 53$). The discussion is focused on the question as to whether these changes refer to state and/or trait changes. In addition, our study contributes to closing a research gap regarding the rare non-clinical experimental studies on personality trait change through intervention with follow-up.

SY-5 Interests--Investigating their stability, development, and situational fluctuations

Roemer, L. (convener), Humboldt-Universität zu Berlin, Germany (roemerle@hu-berlin.de)
Ziegler, M. (convener), Humboldt-Universität zu Berlin, Germany (zieglema@hu-berlin.de)

Traditionally, interests are conceived as rather stable constructs—with important relations to occupational, educational, and motivational outcomes. However, questions regarding structural factors related to interest development, the decomposition of interests variance into fluctuating and stable parts, or the conceptualization of interests as a state and potential behavioral consequences remain unanswered. This symposium brings together five studies to tackle these issues. First, Filip De Fruyt presents an assessment tool, which enlarges the typical nomological network of interests by including facets, and its potential to describe vocational trajectories. Leah Schultz further examines the development of vocational aspirations clustered into the RIASEC structure by using a large scale longitudinal dataset. Next, Gundula Stoll decomposes variance of vocational interests into a stable, a slowly changing, and a situation-specific component. Lena Roemer examines intraindividual variability of interests at a state-level using experience sampling data. Finally, Kirill Fayn broadens the conceptualization of vocational interests and presents data on the dynamics between cognitive-affective states (e.g., interest), investment traits, and learning.

SY-5 The Relation Between Situational Vocational Interests and Situation Perception

Roemer, L., Humboldt-Universität zu Berlin, Germany (roemerle@hu-berlin.de)
Horstmann, K.T., Humboldt-Universität zu Berlin, Germany
Ziegler, M., Humboldt-Universität zu Berlin, Germany

Vocational interests are an individual's stable preferences for different work activities. However, comparable to the conceptualization of personality states as momentary expressions of personality that may vary across situations, first empirical evidence suggests the existence of intraindividual variability in interests across situations: Data from Ziegler, Schroeter, Lüdtke, and Roemer (2018) showed considerable amounts of within-person variability in RIASEC states (e.g., ICCs: .40-.48). Therefore, it could be assumed that RIASEC interests also have states. For personality states, such intraindividual variability goes along with variations in situation perception. Sherman, Rauthmann, Brown, Serfass, and Jones (2015) could show theoretically coherent associations between personality states and situation perception (DIAMONDS; Rauthmann et al., 2014). With regard to interests, it remains unclear a) if and which situation characteristics are related to interest states and b) whether such relations are specific or overlap with personality. To examine these questions, experience sampling data was collected from $n = 231$ persons. Data was analyzed via multi-level models. RIASEC states (level 1) were regressed on self-reported situation characteristics (level 1 and 2) and on trait-like interests (level 2). Further, personality and affect were included on both levels. Results indicate larger ICCs in interest states compared to personality states or situation perception. Furthermore, interest states covary substantially with situation characteristics, and theoretically coherent associations remain even after controlling for personality and affect. Thus, even though intrapersonal variability is not as pronounced as in personality, vocational interests vary at a state level and their fluctuations are meaningfully related to situation characteristics.

IS-10 The five factor model of personality and social media use in a Swedish context

Roos, J.M., University of Gothenburg & Chalmers University of Technology, Sweden (magnus.roos@cfk.gu.se)

According to previous research (Correa et al., 2010; De Zúñiga et al., 2017), Neuroticism, Extraversion, Openness, Agreeableness, and Conscientiousness are positively related to social media use. This study aims to explore the relationship between the five factor model of personality and social media use in a Swedish context. A postal questionnaire was randomly sent out to 3,400 Swedish citizens in the age range 16 to 85. Given attrition and missing values, the final sample size was 1,812. (852 males, 960 females, $M = 51.7$ years of age). The data were gathered Sept-Dec 2017. Personality was assessed using the Big Five Inventory, BFI-10 (Rammstedt & John, 2007). Social media use was measured with a self-reported estimation of frequencies, ranging from 1 ("no time during the last year") to 7 ("every day"). A regression analysis was conducted to test if personality factors (ranging from 1 = disagree strongly to 4 = agree strongly) predicted social media use. Only internet users were included in the analysis. The dependent variable was social media use. The independent variables were the Big Five personality factors. Gender and age were control variables. Our findings indicated that social media use was significantly ($p < .05$) related to a high degree of Extraversion ($\beta = .11, p = .000$) and a low degree of Conscientiousness ($\beta = -.05, p = .048$). It is not surprising that Extraversion is positively related to social media use, since people high on Extraversion have many friends and tend to be more outgoing and social than people with a lower degree of extraversion. However, in contrast to previous research we found a negative relation between social media use and Conscientiousness, and no relation between social media use and the other three factors (i.e. Openness, Agreeableness, and Neuroticism).

C3-12 Comparing two models of psychopathy using the Big Five Aspect Scales

Ross, S., DePauw University, Greencastle, Indiana, USA (srross@depauw.edu)

Kolbus, M., John Jay College of Criminal Justice, USA

Moore, K., DePauw University, Greencastle, Indiana, USA

The Triarchic Psychopathy Model (TriPM; Patrick, 2010) was proposed following factor analyses of the Psychopathic Personality Inventory (PPI; Lilienfeld & Andrews, 1996) suggesting a three-factor model (Benning et al., 2003; Ross et al., 2009). In the Triarchic Model, there are three major dimensions: Boldness, Meanness, and Disinhibition. Although a number of studies have examined the construct validity of the TriPM, few have examined psychopathy in the context of the Big Five Aspect Scales (BFAS; DeYoung, Quilty, & Peterson, 2007). As a comparison, we used the SRP-E/III (see Williams & Paulhus, 2007), which has four major dimensions: Interpersonal Manipulation, Callous Affect, Erratic Lifestyle, and Antisocial Behavior. In the Big Five, low agreeableness (or antagonism) has been most consistently and strongly to psychopathy. Consequently, we hypothesized strong negative relationships to BFAS Compassion and Politeness, but with the observed deficits in emotion processing and empathy, expected a stronger (negative) relationship with Compassion. In 295 participants completing the BFAS, TriPM, and SRP-III online, we found the following. Although both the TriPM and SRP-III showed similar relationships with BFAS Compassion and Politeness, clearly the strongest relationships were for psychopathy with Politeness ($r = -.64$; $r = -.70$) over Compassion ($r = -.22$; $r = -.23$). Even subscales that measure this 'core' emotional deficit, TriPM Meanness and SRP Callous Affect, were more related to Politeness ($r = -.66$; $r = -.62$) than Compassion ($r = -.40$; $r = -.41$). These findings may suggest that the emotional deficits in empathy may play less of a role in psychopathic behavior than deficits linked to the processing of reward versus punishment. These findings further bear on to what extent psychopathy in the Dark Triad is equivalent to psychopathy in Patrick's (2010) Triarchic Psychopathy Model. Across the 10 BFAS, differences in the correlations averaged .10, indicating good reciprocal validity.

A2-11 Cross-validation of the NEO-BFAS: Further evidence for construct validity

Ross, S., DePauw University, Greencastle, Indiana, USA (srross@depauw.edu)

DeYoung, C., University of Minnesota - Twin Cities, USA

The Big Five Aspects represent a mid-level framework of personality traits within the Big Five model that were recently discovered by DeYoung, Quilty, and Peterson (2007). As part of their original research, DeYoung et al. (2007) developed the Big Five Aspect Scales (BFAS) to assess individual differences in standing on the aspects. Recently, we developed the NEO-BFAS to assess the Big Five Aspects using the NEO Personality Inventory – Revised (NEO-PI-R; Costa & McCrae, 1992). In a combined sample of 510 participants obtained using Amazon's crowdsourcing platform Mechanical Turk, we provide further evidence for the validity of the NEO-BFAS in two independent samples, collected a year apart. Alpha estimates of internal consistency ranged from a high of .90 for NEO-Industriousness at 12 items, to .72 for NEO-Orderliness with 8 items (median alpha = .84). A multitrait-multimethod matrix (Campbell & Fiske, 1959) was used to further evaluate construct

validity. Concurrent/convergent validity coefficients for each of the NEO-BFAS scales with the original BFAS was very strong (range: .74 to .86; median $r = .83$). Additionally, support for divergent/discriminant validity was found where no NEO-BFAS scale was correlated greater than .64 with any other NEO-BFAS scale; in every case, there was a .20 (or greater) difference between the validity coefficient for a NEO-BFAS scale and that scale's correlation with every other NEO-BFAS scale. The original BFAS and NEO-BFAS also demonstrated a pattern of convergent relationships with the Dark Triad, measures of morality, and political affiliation.

PA-38 Relationship satisfaction and personality. The role of genetic and environmental factors.

Roysamb, E., University of Oslo & Norwegian Institute of Public Health, Norway (espen.roysamb@psykologi.uio.no)

Nes, R.B., University of Oslo & Norwegian Institute of Public Health, Norway

Czajkowski, N.O., University of Oslo & Norwegian Institute of Public Health, Norway

Thomsen, L., University of Oslo, Norway

Vassend, O., University of Oslo, Norway

Subjective wellbeing and life satisfaction are influenced by personality traits. In particular extraversion and neuroticism appear important. However, there is limited knowledge about personality influences on other aspects of wellbeing, about the effects from specific personality facets, and the role of genetic and environmental factors in the link between personality and wellbeing. We aimed to identify traits and facets that are important for relationship satisfaction, and to assess the contribution of genetics and environment to the associations. Questionnaire data were collected among twins in 2010 and in 2016 (total $N=1,987$), recruited from the Norwegian Twin Registry, and born 1945-1960. Measures included the NEO-PI-R, the Big Five Inventory and the Relationship Satisfaction scale. Regression analyses were used to identify traits and facets predicting relationship satisfaction, and biometric twin models were applied to estimate genetic and environmental influences. Neuroticism, extraversion, agreeableness and conscientiousness were all associated with relationship satisfaction. At the facet level, depression (N), warmth (E) and vulnerability to stress (N) were particularly important. Prospectively across five years personality (NEO-PI-R) explained 14% of the variance in relationship satisfaction. The heritability of relationship satisfaction was .37, and genetic factors played an important role in the associations between personality and relationship satisfaction. In conclusion, relationship satisfaction is partly heritable. Personality traits and facets account for substantial amounts of variance in relationship satisfaction, and the associations are strongly influenced by genetic factors. However, there are also genetic effects on relationship satisfaction beyond those related to personality trait and facets.

A2-12 A new measure of prospective memory: Factor structure, reliability, validity, and reference data of the Metacognitive Prospective Memory Inventory

Rummel, J., Heidelberg University, Germany (jan.rummel@psychologie.uni-heidelberg.de)

Danner, D., University of Applied Labour Studies, Germany

Kuhlmann, B., University of Mannheim, Germany

Prospective memory refers to the ability to remember to fulfill intentions at the appropriate moment in the future, a cognitive ability crucial for mastering one's every-day life. Prospective memory can be assessed with laboratory tasks but, especially in clinical and applied settings, questionnaires are frequently used to identify PM deficits. Critically, in daily life prospective-memory abilities strongly depend on the strategies people use to remember their intentions. Existing prospective-memory questionnaires hardly ever take individual differences in strategy use into account. We therefore developed a novel questionnaire, the Metacognitive Prospective Memory Inventory (MPMI), that allows for a comprehensive assessment of individual differences in self-reported prospective-memory abilities as well as in the use of mnemonic strategies (e.g., intention rehearsal) and external memory aids (e.g., calendars). The MPMI was included in a larger panel study (>3,000 participants) with two assessment points (6 months inter-assessment-interval) alongside a personality questionnaire and questions about vacation planning. Results from this study indicate that the MPMI offers reliable, stable, and valid measures of prospective-memory abilities and strategy use. As the panel sample is representative of the German population, we are further able to provide reference data. We introduce the MPMI as a new tool to measure prospective-memory abilities and prospective-memory strategy use with one instrument. We believe that the MPMI will be particularly useful for researchers and practitioners interested in assessing prospective memory.

IS-6 The relation between leader stress, narcissism and abusive supervision

Rus, D., University of Groningen, The Netherlands (d.c.rus@rug.nl)

Wisse, B., *University of Groningen, The Netherlands & Durham University, UK*
 Sleenbos, E., *(VU University Amsterdam, The Netherlands)*

Some leaders are disrespectful towards their subordinates by putting them down or ridiculing them. Unsurprisingly, such abusive supervision has negative downstream consequences (e.g., decreased employee performance and well-being), which makes understanding its antecedents critical. Leader stress may be one important determinant. The cognitive theory of stress (Lazarus, 1995) suggests that negative emotions (e.g., anxiety, emotional exhaustion) triggered by stressors motivate coping behaviors such as venting or displaced aggression (Liu et al., 2015). Moreover, stress-related emotions have been associated with increased egocentrism (Todd, Forstmann, Burgmer, Wood-Brooks, & Galinsky, 2015) which may disinhibit abusive behavior. Therefore, we argue that leader stress may be positively associated with abusive supervision. Moreover, we expect this relationship to be moderated by leader narcissism. Specifically, we argue that narcissistic leaders (given their egocentrism and an overall lower threshold to engage in abusive behavior) may engage in abusive supervision regardless of their stress levels. However, leaders scoring low on narcissism may be more likely to abuse their subordinates when they experience higher stress levels. Multi-level survey data were collected in 294 Dutch teams (from both supervisors and their employees) across different industries. The results tell that leader stress is positively associated with employee-rated abusive supervision. Moreover, increasing levels of leader stress are more strongly related to abusive supervision for those scoring low on narcissism than for those scoring high on narcissism. It is concluded that leader stress is on the rise and its downstream consequences can be devastating. Our study suggests that, even those leaders scoring low on narcissism can, under conditions of high stress, act in egocentric ways by abusing their subordinates.

A3-8 Counterproductive work behavior, trait anxiety and trait anger: A latent transition analysis

Rusu, A., *West University of Timisoara, Timisoara, Romania (andrei.rusu@e-uvf.ro)*
 Sulea, C., *West University of Timisoara, Timisoara, Romania*
 Notelaers, G., *University of Bergen, Bergen, Norway*
 Iliescu, D., *University of Bucharest, Bucharest, Romania*

Counterproductive work behaviors (CWB) are intentional harmful and costly acts for the organization and its members. Understanding them at a process level is essential for preventing and managing CWB. However, we know little on how personality affects the intraindividual process of CWB transformation over time. To address this caveat, we investigated the intra-individual transitions from one moment to another between different levels of CWB and how trait anxiety and trait anger influence these transition probabilities. We conducted a three-step latent Markov model analysis with 8-wave data (time lag of 3 weeks) collected from 300 Romanian employees (2,400 observations). First, a latent class model was used to isolate different latent classes based on the frequency of CWB. The latent class probabilities were used to study within-person transitions between states over time. Finally, covariates (i.e. trait anxiety, trait anger) were tested in association with the initial states and the probabilities to transition between states. The latent class analysis revealed that four latent states of CWB fitted the data best (lowest BIC). The 3-step Markov model indicated that both trait anxiety and trait anger were associated with the initial states of CWB. The Wald-test yielded that both traits were significantly related to the likelihood to transition to another state as compared to not transitioning. Trait anxiety seems to favor escalation from a lower CWB state to the ones with more frequent CWBs. Trait anger appears to be less critical in this process since it is involved only in flipping back and forth between the lower level states. The results are intriguing, since the bulk of previous research argued for the key role of trait anger in CWB and less for trait anxiety.

C3-13 On the influence of age in the success of the early stimulation treatment

Sanz Aparicio, T., *National University of Distance Education (UNED), Madrid, Spain (msanz@psi.uned.es)*
 Rosique, T., *Ramón y Cajal Hospital, Madrid, Spain*

This research was undertaken in order to study how early treatment affects the subsequent observed development. Our procedure has as point of departure the proved efficacy of early training and the decisive role played by the parents in this training. A sample of 30 Down's syndrome babies was used: 17 boys and 13 girls (none of them displayed associated disturbance). The sample was distributed in three subgroups: Ag0, 10 babies between newly-born and first months, Ag3: 10 babies between three and four months, and Ag6: 10 babies between six and seven months. All of the babies were staying in treatment until eighteen months of age. To check each subject, we measured their development quotients at the beginning of the treatment and at successive diagnostic points: at three, six, nine, twelve, and eighteen months, with the Brunet-Lèzine Scale. The design used was that of three independent samples distributed among three groups according to their initial age when starting training.

The independent variable was: a) age at start of treatment, and b) revisions periods. The dependent variable was the development quotient (DQ) obtained by the subjects in four areas of development in each revision with the Brunet- Lèzine Scale. We have found statistically significant differences between the three age groups in 18 months, $F(3, 18) = 67,9850$ ($p < 0.001$). Our results clearly show that the early treatment improved the DQ of all the groups under study in relationship with the preliminary diagnosis. The best scores however were achieved by those children who started the treatment soon after being born. Finally, we have shown that a two months delay in the beginning of the treatment cause an observable DQ decrease at eighteen months of life.

C3-14 Anger-Aggression vs. Impulsive-Sensation seeking: Which one is a better predictor for speeding? A meta-analysis approach

Sarbescu, P., West University of Timisoara, Romania (paul.sarbescu@gmail.com)

Rusu, A., West University of Timisoara, Romania

The purpose of this review was to analyze the relationships of both Anger-Aggression and Impulsive-Sensation seeking with Speeding. Research studies included in online databases (e.g. PsycINFO, EBSCO) were considered for selection. Inclusion criteria for the studies were a) to measure anger, aggression, impulsivity and/or sensation seeking, b) to measure speeding and c) to provide the zero-order correlation between them. Using a random effect model, we found a small but significant effect for the relation between anger-aggression and speeding ($r = .12$ [.06 - .18] $Z = 3.85$, $p < .001$). We identified a stronger effect for the relation between impulsive-sensation seeking and speeding, but still of low magnitude ($r = .23$ [.16 - .30], $Z = 6.54$, $p < .001$). Sub-group analyses indicated several moderator effects, mainly related to the type of speeding measures used.

IS-13 Personality development from late childhood to adolescence: A longitudinal test of the “reversal of maturity and recovery” hypothesis

Sarmiento de Assis, C.M., University of Sao Paulo at Ribeirão Preto, Brazil (carolinamsarmiento@gmail.com)

dos Santos, D.D., University of Sao Paulo at Ribeirão Preto, Brazil

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

There are few sequential cohort studies documenting how the five major personality traits typically develop through late childhood and adolescence, especially from developing (i.e., not WEIRD) countries like Brazil. In this talk, we examine the normative development of the Big Five, assessed with a Brazilian adaptation of the BFI, in a representative longitudinal study. Three cohorts of public school students in grades 4, 5, and 6 (i.e., ages 10, 11, and 12) were assessed in their classrooms in Sertãozinho, a city in the state of São Paulo, Brazil, initially in 2012 and then again 5 years later in 2017 ($N = 2,247$, 48% Male, 23% attrition over the 5 year retest interval). Both Conscientiousness and Agreeableness showed a decline in early adolescence and then a recovery to a positive trend at the end of adolescence, thus confirming the pattern initially found cross-sectionally by Soto, John, et al. (2011) in the United States. In terms of gender differences, girls and boys did not differ at age 10 but then girls increased substantially (Cohen's $d = .80$), whereas boys did not. The rank-order stability correlations from 2012 to 2017 showed that a stable self-conception of personality has already emerged by age 10: Over 5 years, the correlations were positive and significant but small compared to adults; however, as expected, they increased from the younger cohort (.17 in the 10-year olds) to the older cohort (.29 in the 12-year olds). Even though we studied a very different social and economic context (public schools in Brazil), these findings converge with those from developed countries: adolescence is a time of great changes in personality, age 13-16 are most challenging, and girls struggle with regulating intense negative emotions. Teachers, schools, and education officials need to be informed of these normative change patterns and find ways to provide prevention, support, and intervention programs for the many adolescents struggling during this period of life.

SY-4 Towards meaningful comparisons of personality in large-scale cross-cultural studies

Sauerberger, K., The University of California, Riverside, USA (kylesauerberger@gmail.com)

Gardiner, G., The University of California, Riverside, USA

Funder, D., The University of California, Riverside, USA

International Situations Project Members

Cross-cultural comparisons of personality traits may be problematic if measures have unique meanings in different cultural contexts that influence how individuals respond to items. Cultural differences in item interpretation may bias results and limit

the conclusions that can be drawn from the data. Traditional methods for testing measurement equivalence across cultural groups have been limited to studies of two or three cultures and are problematic when applied on a larger scale. Here we present a new and relatively simple method for testing the comparability of measures in large-scale cross-cultural studies, using an example with Big Five Inventory - 2 data from the International Situations Project (ISP). Our underlying method proposed is simply this: The meaning of an item on a psychological measurement instrument can be conceptualized in terms of its relationships with other items in the measure. By calculating the relationship between each item in a measure with every other item in a measure, researchers can compare a country's inter-item correlation matrix with other country's inter-item correlation matrix. The resulting correlation between two countries represents how similarly participants in the two countries interpret each item in relation to every other item. In a study of many countries, this approach can be expanded to produce a matrix comparing how similar the pattern of inter-item correlations is between any two countries in the sample and compute an overall average similarity for each country. The resulting average country inter-item correlations can then be compared with the average of randomized cultural group inter-item correlations to determine the expected correlation found when membership to a cultural group does not impact item interpretation.

IS-8 The relationship between personality and work-life balance in Kenya and Germany: Are there cultural differences?

Saunders, M., University of Koblenz-Landau, Germany

Wickord, L., University of Koblenz-Landau, Germany

Quaiser-Pohl, C. University of Koblenz-Landau, Germany (quaizer@uni-koblenz.de)

Arasa, J.N., United States International University Africa, Kenya

Work-life balance (WLB) is a concept describing the proper prioritization between work (career and ambition) and life domains, that is health, pleasure, leisure, and family (e.g., Ulich & Wiese, 2011). Although working and living conditions and their relevance for WLB will vary between cultures and genders, personality factors also seem to play an important role (e.g., Rantanen, Pulkkinen, & Kinnunen, 2005). Furthermore, the influence of personality on WLB can be expected to be complex and differing between individualistic and collectivistic cultures. In a questionnaire-study we examined the relative importance Five Factor Model (FFM) personality dimensions (Costa & McCrae, 1992) for WLB from a cross-cultural perspective. The South African Personality Inventory (SAPI; Fetvadjev et al., 2015), a culturally adapted measure of personality traits for Sub-Saharan African cultural groups corresponding to the FFM, and the Trier Short Scale on Work-Life-Balance (TKS-WLB; Syrek, Bauer-Emmel, Antoni, & Klusemann, 2011) was administered to a sample of $n=195$ German and $n=74$ Kenyan adults. Single linear regression analyses showed significant positive relationships between WLB the personality factors of conscientiousness, extraversion and intellect as well as a negative relationship with neuroticism. Positive aspects of social relations revealed to be good for work-life balance, while negative aspects of social relations seem to have a negative influence. For women and men, different factors contributed to WLB, but neuroticism was a negative predictor of WLB with both genders. While in the Kenyan sample only social intelligence, playfulness and extraversion showed a significant positive relationship with TKS-WLB, in the German sample many more of the SAPI-subcales were related to it. This finding might be due the smaller size and the slightly different constitution of the Kenyan sample but it also points to a possible lack of cross-cultural equivalence of the work-life-balance scale and the construct work-life balance itself.

PA-17 Personality traits and rule breaking behavior in (semi-)professional youth basketball

Schild, C., University of Copenhagen, Denmark (cs@psy.ku.dk)

Lang, J.W.B., Ghent University, Belgium

Scigala, K., University of Copenhagen, Denmark

Zettler, I., University of Copenhagen, Denmark

Rule breaking behavior in sports (fouls) can significantly impact the outcome of a game. But although (basic) personality traits have been related to a broad array of different forms of rule breaking behavior across fields, it has hardly been investigated by now whether (basic) personality traits predict rule breaking behavior in (youth) sport. In order to investigate this, we ran a longitudinal study with over 200 basketball players of the professional youth basketball leagues in Germany (NBBL/JBBL). In detail, we measured several personality characteristics prior to the start of the season and linked them to actual rule breaking behavior (i.e., official foul statistics per player) of the season. Our results show that self-reported basic (HEXACO) personality traits account for a substantial amount of variability in the committed/called fouls, while no significant relations with sports-oriented questionnaires (e.g., Sports Mental Toughness) were found. Practical implications are discussed.

IS-6 Entrepreneurial intentions of teams over time: Dark triad traits interact with team resilience to predict intentions

Schippers, M.C., Erasmus University, Rotterdam, The Netherlands

Rauch, A., University of Sydney Business School; Australia (andreas.rauch@sydney.edu.au)

Belschak, F.D., University of Amsterdam; The Netherlands

Hulsink, W., Erasmus University, Rotterdam, The Netherlands)

Many new firms fail within a relatively short period of time. While some researchers have referred to ‘people problems’ in the formation of start-ups and the pitfalls of founding a business with friends and family members as a potential explanations of their collapse, others have attributed such failures to an absence of positive personality traits in new venture teams. Emerging research in entrepreneurship indicates that entrepreneurial intentions are affected by dark triad traits (narcissism, psychopathy, and Machiavellianism). This study contributes to this research by looking at the average of dark triad traits at the level of entrepreneurial teams and also at team-level averages of dark triad traits in conjunction with the more positive team characteristic, resilience. We studied 87 teams engaged in entrepreneurial challenges and assessed how entrepreneurial intentions were formed in these teams over time. Our results indicate that the relationship between dark triad traits and intentions is more complex than previously hypothesized, as dark triad traits and their subdimensions are sometimes positively and sometimes negatively related to entrepreneurial intentions over time. Our conclusions are three fold: First, the composition of individual traits in a team has a profound influence on the team and on team outcomes. This is an important finding as most ventures are actually team efforts, even though most trait studies in the domain of entrepreneurship examine individual agency. Second, our approach shows that dark triad traits interact with positive team-level characteristics such as team resilience, and it thus shows that a contingency perspective is required. Finally, our research contributes to the debate about whether dark triad traits form a unidimensional construct or whether there are some subdimensions of these traits that should be examined separately. Specifically, our results reveal different relationships between the various subdimensions of Machiavellianism and intentions.

PA-20 Justice Sensitivity: Past, present, and future

Schmitt, M., University of Koblenz-Landau, Landau, Germany (schmittm@uni-landau.de)

Justice Sensitivity (JS) is a narrow and unique personality trait that cannot be fully reduced to combinations of domain and facet factors of the prevalent personality models (Five Factor Model, HEXACO Model). Previous research has evidenced that JS can be decomposed according to the roles a person can have in incidents of injustice: Victim, Observer, Beneficiary, and Perpetrator Sensitivity. These JS facets overlap partly. OS, BS, and PS are linked with genuine concerns for the justice of others and prosocial behavior. VS primarily reflects a selfish concern for justice and predicts antisocial behavior. Current research addresses the role of JS in moral courage, the cognitive and emotional mechanisms translating JS into behavior, and developmental changes due to experiences of injustice. Future research should more rigorously address the mechanisms that are responsible (a) for the correlations among the facets of JS (structure), (b) individual differences in behavior, and (c) short term fluctuations and long term developmental changes in JS. Finally, genetically informed studies are needed to disentangle the genetic and environmental components of these mechanisms.

SY-5 Seeds of interest: Tracking career aspirations during high school and beyond

Schultz, L.H., Washington University in St. Louis, USA (leah.schultz@wustl.edu)

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

Vocational interests stabilize at an early age (Low et al., 2005). However, little is known about the social and structural factors that drive this development and what causes interests to crystallize during adolescence and early adulthood. Using a sample of 25,200 students from the High School Longitudinal Study (HSLs 09:16; Ingels et al., 2015), characteristics of high school students’ career aspirations for age 30 were coded for their RIASEC attributes and tracked over three waves from the beginning of high school to three years post-high school. High schoolers’ career aspirations for age 30 decreased in Realistic, Artistic, and Enterprising scores and increased in Investigative, Social, and Conventional scores from 9th to 11th grade. Over the following 4 years, career aspirations decreased in Realistic and Artistic scores, while they increased in Investigative, Enterprising, Conventional scores. Influences on career aspirations were also explored. Those who, by the end of 9th grade, had not had any conversations regarding ideas for their future career were less likely to identify a career aspiration, both in 9th grade and two years later, $p < .001$. In addition, those who were unable to identify a career aspiration in high school were less likely to attend college, $p < .001$ (controlling for socioeconomic status). Availability of career resources increased the

likelihood that the student was able to identify career aspirations throughout high school and to attend college (again, controlling for SES). Those students who were unable to identify a career aspiration during high school but did attend college were less likely to endorse having chosen a college major for its potential benefit to society, $p = .02$. Precursors to vocational interest development and career aspirations are discussed, as well as the relationship between students' career aspirations in high school and their future career trajectories.

SY-6 The incremental validity of average state self-reports: A replication and extension of Finnigan and Vazire (2017)

Schweppe, P., University of Münster & University of Gießen, Germany (paula.schweppe@uni-muenster.de)

Breil, S.M., University of Münster, Germany

Geukes, K., University of Münster, Germany

Nestler, S., University of Leipzig, Germany

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

Considering recent theories in personality psychology (e.g., the Whole Trait Theory), constructing a person's trait level out of aggregates of repeatedly assessed states could be a promising tool for capturing between-person differences in personality traits. Since they capture personality in the moment, they are assumed to be a more accurate and objective method for trait assessment, compared to global self-reports, because they do not rely on people's general beliefs and self-schemas. As a replication of Finnigan and Vazire (2017), the present study contributed in the process of validating average self-reported states as a new measure of personality, using data from an intensive Experience Sampling study ($N = 120$). We extended the original study by additionally examining the incremental validity of average peer-reported states. Furthermore, the study included both, time-based ($Mdn = 7$ timepoints) and event-based assessment ($Mdn = 56$ timepoints) to measure states. By means of structural equation modeling, we investigated whether average self- and peer-reported states incrementally predict global informant reports above and beyond global self-reports. We found no incremental validity of average self-reported states over global self-reports, but we were able to show that average peer-reported states incrementally predict global informant reports for highly visible Big Five dimensions (i.e., extraversion, agreeableness and conscientiousness). Average peer-reported states even incrementally predicted global informant reports over global self-reports and average self-reported states for the same three BFI dimensions. Our results indicate that average states, in general, are suited to capture between-person differences in personality but reveal essential differences among the sources of information (self-reports vs. peer-reports). Further they suggest that average self-reported states could be more biased than commonly believed and that others, at least sometimes, might be more accurate judges of how people actually behave. Methodological and theoretical implications for personality research are discussed, pointing out directions for future research.

PA-22 The relation between guilt proneness and dishonesty

Scigala, K., University of Copenhagen, Denmark (kas@psy.ku.dk)

Schild, C., University of Copenhagen, Denmark

Zettler, I., University of Copenhagen, Denmark

Recent studies show that guilt proneness (i.e., the propensity to experience guilt; Cohen, Wolf, Panter, & Insko, 2011) is negatively related to dishonest behavior. For instance, Cohen et al. (2011) found that guilt proneness is negatively related to dishonest behavior in business negotiations, and Schröder-Abé and Fatfouta (2018) found that people high in Guilt Proneness tend to cheat less in economic cheating paradigms. Although this phenomenon seems to be fairly established in the literature, none of the studies so far examined the relation between guilt proneness and dishonesty in various contexts that may themselves elicit guilt to different degrees. Addressing this gap in research, we present some findings assessing the relation between the tendency to experience guilt (and related constructs) and dishonest behavior across different situations. For instance, in one study ($N = 581$) we examined the relation between guilt proneness and dishonesty in two conditions: one that involved and one that did not involve group punishment (i.e. withdrawal of bonus incentives for exhibiting a certain degree of dishonest behavior on the group level). The results suggests that guilt proneness is negatively related to cheating across both of those conditions. In further studies, we assess this relation in more detail.

C1-10 Caught in the mystery – what happens to psychologists in cross-cultural personality assessment and/or treatment?

Sever, R., Hebrew University of Jerusalem, Jerusalem, Israel (rsever@huji.ac.il)

Personality assessment is used more and more in the context of career development and coaching, and it is an established part of many selection procedures in Western countries. The frequency of cross-cultural personality assessments is expected to amplify in a globalized economy, where direct and indirect contacts with colleagues and customers representing diverse cultural backgrounds will be the norm rather than the exception (De Fruyt & Wille, 2013). Furthermore, mental-health professionals' and semi-professionals' diagnoses and treatments are based on explicit or implicit assessment of their patients' personality. In culturally diverse societies, where public systems serve a culturally heterogeneous body of beneficiaries, they may find themselves assessing the personality of people who belong to a cultural group that is different from their own (Sever, 2015). These multicultural contexts generate challenges that are gaining awareness in research as well as in public services. However, the awareness is mainly focused on the assessment instruments' validity (Cheung, 2009; Yang et al., 1999) rather than on the impact on the professionals who attempt to perform the assessment. The qualitative research to be presented here aimed to shed light on what happens to the professionals themselves. 188 case-stories of cross-cultural encounters with patients and their families were collected by semi-structured individual interviews with medical, educational, and welfare professionals. 79 of the interviewees were mental health professionals (e.g. psychiatrists, psychologists) or semi-professionals (e.g. speech therapists, music/art/drama/occupational therapists, etc.). Analysis of the interviews sheds light on the various ways interviewees used to cope with language-gaps, on their frustration, their doubts and the damage their professional confidence had suffered. The findings reflect the need for (a) incorporating cultural-competence in the training of mental-health professionals and semi-professionals, (b) constructing culturally-diverse mental-health teams.

PA-36 Self-argumentation in favor or against extraversion: Does it change the trait and the attitudes toward it?

Shchebetenko, S. National Research University Higher School of Economics, Russia (sshchebetenko@hse.ru)
Mishkevich, A., Perm State University, Perm, Russia

Although personality traits seem to be quite stable over time, many studies demonstrate that they can change through intervention (Roberts et al., 2017). We examined if the mean-levels of extraversion and the attitude toward it (i.e., positive/negative evaluations of extraversion itself) among 320 undergraduates would change if they are asked to provide at least five arguments for extraversion ($n = 108$) or for introversion ($n = 106$). A control group ($n = 106$) provided irrelevant argumentation that intelligence is a single-factor phenomenon. Personality characteristics were measured three times at one-month intervals and the argument manipulation was conducted just before the second measurement (T2). A Russian version (Shchebetenko, 2014) of the Big Five Inventory (John et al., 2008) and its modification (Shchebetenko, 2016) to measure attitudes toward traits were used to assess personality characteristics. Although self-reported extraversion tended to increase from T1 to T3 (the main effect of Time; $F = 2.38$, $p = .093$), this temporal change did not interact with the arguments ($F < 1$). By contrast, the attitude toward extraversion changed in the opposite direction and became more negative from T1 to T3 ($F = 7.58$, $p < .001$). Of importance is that the interaction between Time and Arguments here approached significance ($F = 2.30$, $p < .058$), such that arguments in favor of extraversion did not allow to get the attitude more negative between T1 to T2 ($t = 0.04$), presumably due to a ceiling effect. Contrariwise, the arguments for introversion gave a steep negative change in the attitude from T1 to T2 ($t = 4.70$, $p < .001$). However, it had a short-term effect: at T3 the negative attitudes among the introversion supporters partly bounced back to be more positive ($t = 1.23$), whereas the extraversion supporters started to develop more negative attitudes toward extraversion ($t = 1.84$).

B3-11 Dark triad personality traits and overt/relational aggression

Shimotsukasa, T., Waseda University, Japan (t.shimotsukasa6060@gmail.com)
Oshio, A., Waseda University, Japan

The Dark Triad is a constellation of three socially aversive traits (i.e., Machiavellianism, psychopathy, and narcissism). Previous studies have shown significant positive relationships between the Dark Triad traits and aggression. Although these results suggest that the Dark Triad traits are equally related to overt aggression and relational aggression, theoretical findings imply that there are differences in the correlations between the Dark Triad traits and the two types of aggression. Machiavellianism might be more highly related to relational than overt aggression. On the other hand, psychopathy and narcissism could be associated with overt and relational aggression to the same degree. However, little has been done to compare overt and relational aggression with respect to their association with the Dark Triad traits. The purpose of this study was to examine the correlations between the Dark Triad traits and both types of aggression. Two-hundred and twenty Japanese undergraduate students (142 women, 77 men, 1 unknown gender) completed a questionnaire with scales measuring the Dark Triad traits and overt/relational aggression. The average age of the participants was 19.47 years ($SD = 1.11$). When we computed the correla-

tion coefficients between the Dark Triad traits and overt/relational aggression, Machiavellianism and psychopathy were significantly correlated with both types of aggression. Moreover, the correlation coefficient between Machiavellianism and relational aggression was significantly higher than that between Machiavellianism and overt aggression. Machiavellianism was more associated with relational than overt aggression and psychopathy is related to both types of aggression equally. On the other hand, there were no significant relationships between narcissism and both types of aggression.

IS-12 The politics of personality: Examining the political implications of personality in diverse contexts

Sibley, C. G. (convener), The University of Auckland, New Zealand (c.sibley@auckland.ac.nz)

Osborne, D. (convener), The University of Auckland, New Zealand (d.osborne@auckland.ac.nz)

Activists, politicians and scholars alike opine that “the personal is political”—a view that inherently situates the study of enduring patterns of thoughts, feelings and behaviours within the realm of politics. The current symposium investigates the merits of this troupe by presenting cutting-edge research in personality and political psychology from across the globe. Sibley begins by providing an overview of the inner workings of the New Zealand Attitudes and Values Study (NZAVS)—a nationwide longitudinal panel study examining stability and change in core personality traits over the last 10 years—in order to highlight the merits (and challenges) of longitudinal research in personality psychology. Osborne and Sibley then present recent work on the longitudinal effects of right-wing authoritarianism and social dominance orientation—arguably the two most-studied correlates of intergroup bias—on prejudice over 7 annual waves of panel data in order to uncover the causal direction of these associations. Next, Cichocka and Cislak examine the negative consequences of collective narcissism on democratic values and intergroup relations, elucidating the dire effects of social defensiveness on various social and political institutions. Osborne and Sibley then discuss the context-dependent nature of the relationship between the Big Five’s Openness to Experience and conservatism, and argue that a certain level of political awareness and knowledge is needed for people to identify the issues and ideologies that best resonate with their personality. Houkamau and Sibley conclude by asking important questions about the generalisability of traditionally Western views of personality to Polynesian cultures, and demonstrate both the importance and the utility of incorporating Indigenous knowledge and frameworks into the study of personality. Collectively, our symposium presents research at the forefront of personality and political psychology, and demonstrates the diverse contexts and conditions where traits influence politics.

IS-12 Things to consider when starting a longitudinal panel study: Lessons from the NZAVS

Sibley, C. G., The University of Auckland, New Zealand (c.sibley@auckland.ac.nz)

I offer a ‘behind the scenes’ presentation of how the New Zealand Attitudes and Values Study (NZAVS) is conducted. The NZAVS is a 20-year longitudinal national panel study of social attitudes, personality and health outcomes. The study was started in 2009, and has now been running for 10 years. The NZAVS currently samples about 60,000 people each year in New Zealand—so our team process a lot of questionnaires. I briefly describe the NZAVS, and then discuss cost/benefit decisions and that our team have encountered in the last 10 years conducting the NZAVS. These include decisions about the sample frame, managing suggestions for questionnaire design, ethical considerations, validation of the sample via comparison with polling data in different domains, Monte Carlo simulation for power analysis, budget projections and funding options for various aspects of the project each year. I review aspects of running a national panel study that researchers considering starting their own panel study may be less aware of. These include database management, options for encryption and the protection of sensitive information, the use of matching algorithms to link participant responses over repeated waves of the questionnaire, ways in which we have successfully improved retention, how we manage people who opt-in to the study (often partners of participants), the development of standard syntax files for analysis using NZAVS data, and a myriad of other details that I wish someone had pointed out to me before I started the project.

IS-10 Who is using Facebook and who is not? Personality differences between users and non-users of Facebook

Sindermann, C., Ulm University, Germany (cornelia.sindermann@uni-ulm.de)

Montag, C. Ulm University, Germany; University of Electronic Science and Technology of China, Chengdu, China

Facebook represents one of the most relevant social networking sites with currently around 2.2 billion active users. However, clearly not everybody is using Facebook. The present work aimed to understand whether Facebook-users (FUs) and non-users (FNUs) systematically differ in sociodemographic variables and/or the Big Five of personality including their sub-facets. 3,835 participants (2,366 males) between 11 and 75 years of age ($M\text{-age}=32.18$, $SD=11.82$) filled out the Big Five Inventory

as well as one item about whether they have a Facebook account (FUs vs. FNUs). FUs were younger, higher educated and the gender ratio of males to females was smaller as compared to the FNU group (60:40 vs. 65:35). Moreover, FUs scored higher on Extraversion (only on the full scale; not on its facets, $p\text{-value}=.002$), whereas FNUs scored higher on Conscientiousness and on both of its sub-facets Order and Self-discipline ($p\text{-values} <.001$). The observed differences in sociodemographic variables and personality need to be considered when evaluating research results carried out via Facebook as generalizability to non-user samples might be in parts questionable. Additionally, it would be interesting to further investigate how preferences for specific (potentially different) Facebook applications and intensity of Facebook usage are associated with extraversion and conscientiousness.

C2-7 A content analysis and factor analytical investigation of the Thai translation of the revised Cheek-Buss Shyness Scale (RCBS)

Sirikantraporn, S., Fulbright University Vietnam, Vietnam (skultip@gmail.com)

Phan, A.T., Fulbright University Vietnam, Vietnam

Nguyen, N.P.A., Fulbright University Vietnam, Vietnam

Vu, A.M., Fulbright University Vietnam, Vietnam

Shyness affects individuals cross-culturally and is often associated with loneliness, depression, and increased risks for social phobia. Though the Thai culture may view being shy more favorably than the west, the growing globalization and modernization of the cities in Thailand have changed the social expectations of Thai people, which include successful public presentations. This mix-methods study aimed to examine the prevalence and characteristics of shyness among Thai adults in Thailand and established the psychometric properties of the Revised Cheek and Buss Shyness Scale on a Thai sample. Qualitatively, the study also investigated the themes of common self-selected strategies to cope with shyness. 173 Thai participants were included in this online study and mixed-methods data analyses were utilized. The sample consisted of 63% female, 96% single, 75% having a bachelor's degree, and 88% Buddhist. 53% of the sample reported considering themselves shy; over 50% believing that the cause of their shyness was from the negative emotional experience during their childhood and adolescence. The maximum likelihood factor analysis of the 13-item Revised Cheek-Buss Shyness Scale indicated a three-factor solution as appropriate; however, the solution appears somewhat different from previous studies (Carducci, 1999; Cheek & Krasnoperova, 1999; Melchior & Cheek, 1990). Cronbach's alpha showed 0.82 for factor 1 (overcoming shyness), 0.75 for factor 2 (cognitive and affective shyness), 0.66 for factor 3 (behavioral shyness). Content analysis of the qualitative data found nine main categories of self-selected coping strategies to combat shyness among this sample. The three most common strategies were forced extraversion (35%), cognitively induced self-reassurance (32.4%), and self-taught practices (29.6%). Clinical and theoretical implications will be discussed.

PA-25 The role of effortful control in the development of childhood personality

Slobodskaya H., Institute of Physiology and Basic Medicine, Novosibirsk, Russia (hslob@physiol.ru)

Kornienko, O., Institute of Physiology and Basic Medicine, Novosibirsk, Russia

There is a growing consensus that temperamental characteristics that appear in the first years of life form a basis for later personality (Caspi & Shiner, 2006; Rothbart, 2007; Shiner & DeYoung, 2013). Temperament is conceptualized as constitutional differences in reactivity and self-regulation (Rothbart & Derryberry, 1981; Rothbart, 2007) and it has been suggested that personality development is driven by self-regulation mechanisms (Denissen, van Aken, Penke, & Wood, 2013). The aim of the present study was to investigate the contribution of temperamental effortful control to personality traits in children of different ages. The sample consisted of parent reports of 2,175 Russian children (52% female) aged from 2 through 18 years ($M = 8.2$, $SD = 2.9$). Personality was measured by the Inventory of Child Individual Differences-Short version (ICID-S) at the three levels of the hierarchical structure, namely Alpha and Beta higher-order traits, the Big Five, and lower-order traits. Effortful control was measured by Rothbart and colleagues' questionnaires for preschoolers, school-age children, and adolescents. The results showed negative linear age trends for Beta, Extraversion, Openness, and Activity. The Agreeableness domain showed a quadratic age trend, inclining from early to late childhood and declining in adolescence. Traits from the Conscientiousness and Neuroticism domains also showed quadratic age trends: Distractibility and Fear inclined from early to late childhood and declined in adolescence; an opposite direction of change was found for the traits of Organized and Negative Affect. The contribution of effortful control to the higher-order trait Alpha, the Conscientiousness domain, Neuroticism, and Fear linearly increased from early childhood to adolescence. The negative contribution of effortful control to the trait of Strong Will showed a quadratic age trend, increasing across childhood and decreasing after about 10 years. These findings partially support the regulatory model of personality development proposed by Denissen and colleagues.

C1-11 “The most important thing for me is to study”: A qualitative study of resilience among asylum seekers from Darfur in Israel

Slonim-nevo, V., Ben Gurion University of the Negev, Beer Sheva, Israel (slonim@bgu.ac.il)

Lavie-Ajayi, M., Ben Gurion University of the Negev, Beer Sheva, Israel

We know more about experiences of trauma, despair, and abuse of asylum seekers and refugees than about their resilience, strengthen and active struggle to survive and succeed. This article examines stories of asylum seekers from Darfur in Israel to learn about their forms of strength, resilience and coping. The sample includes 8 male asylum seekers from Darfur, all are single, have been in Israel between 4-7 years, and are 27-38 years old. They have experienced different traumatic events during the war in Sudan and their escape from Sudan and are considered by the community as active and engaged people. In-depth, semi-structured group interviews were conducted in Hebrew and in English by the authors. Interviews were recoded and then transcribed. The data analysis was based on analytic induction and constant comparison strategies. Seven factors were identifies as contributing to resilience in the eyes of asylum seekers from Darfur in Israel: 1) Cognitive coping strategies, 2) Behavioral coping strategies 3) The ability to work, 4) The ability to study and educate oneself, 5) Religion and spirituality, 6) The support of family and friends, and 7) Social and political activism. We conclude with policy and practice implications.

IS-5 Does openness/intellect predict dopaminergic non-instrumental information-seeking?

Smillie, L.D., The University of Melbourne, Australia (lsmillie@unimelb.edu.au)

Tan, N., The University of Melbourne, Australia

Sutcliffe, K., The University of Melbourne, Australia

Bode, S., The University of Melbourne, Australia

Bennett, D., Princeton Neuroscience Institute, USA

Wacker, J., University of Hamburg, Germany

A recent theory in personality neuroscience proposes that openness/intellect reflects differential sensitivity to the reward-value of information, underpinned by functioning of so-called “salience coding” dopamine neurons. To date, most research linking openness/intellect with the reward-value of information is indirect or ambiguous. Seeking a more direct test of this theory, we examined whether openness/intellect predicts non-instrumental information-seeking within a lottery task (study 1; N = 150), and whether this relation is moderated by dopamine challenge (study 2; N = 195). Consistent with recent research using this paradigm, participants were willing to pay monetary costs to obtain earlier but non-instrumental information regarding lottery outcomes. However, we did not find a significant association between openness/intellect and non-instrumental information-seeking in either study. In study 2, our dopamine challenge (200mg of the D2 receptor antagonist, sulpiride) increased non-instrumental information-seeking. Potential implications of these findings will be discussed.

PA-40 Neuroticism and well-being in the context of time perspective

Sobol-Kwapinska, M., University of Wroclaw, Poland (malgorzata.sobol-kwapinska@uwr.edu.pl)

Neuroticism is strongly related to distress and poor well-being. Researchers search for variables that influence this relationship. The current study is focused on time perspective as a moderator and mediator of the relationship between neuroticism and self-esteem, satisfaction with life, optimism and life engagement. There were 200 participants, aged 17–80 years. We used the Eysenck Personality Questionnaire-Revised, the Zimbardo Time Perspective Inventory, the Carpe Diem Scale, the Self - Esteem Scale, the Life Orientation Test - Revised, and the Life Engagement Test. The results indicate that negative past time perspective and unbalanced time perspective explain the negative association between neuroticism and well-being, and that the distance to time is more beneficial for the well-being of people with high neuroticism, than a pressure of maximum use of present time. Investigating the possibility of developing techniques of working with individuals high in neuroticism, based on the intensification of balanced time perspective was suggested.

C3-16 The ways of thinking about time, coping with negative mood and extraversion

Sobol-Kwapinska, M., University of Wroclaw, Poland (malgorzata.sobol-kwapinska@uwr.edu.pl)

Przepiórka, A., John Paul II Catholic University of Lublin, Lublin, Poland

The aim of this study was to test the relations between ego-moving and time-moving representations of time and coping with negative mood, depending on the level of extraversion. We examined two basic representations of time: moving time in which the person is motionless (time-moving, e.g., "Vacation is coming") and motionless time in which it is the person that moves (ego-moving, e.g., "We are approaching vacation"). The sample consisted of 520 adults aged from 18 to 75. We used EPQ-R, PANAS and negative mood induction (by means of text to read combined with the presentation of vignettes). The ego-moving/time-moving representation of time was activated by the procedure from the experiments carried out by Hauser et al. (2009). Participants had to move rescheduled events to different days of the week in 12 trials. Next, participants answered the following question: "You will read the text that may make your mood a little worse. To what extent do you expect you will cope yourself with the rather unpleasant mood that you may experience?". A positive relationship between extraversion and the belief of coping was strong in the case of thinking of time in terms of ego-moving, whereas thinking of time in terms of time-moving resulted in a statistically insignificant relationship between extraversion and the belief of coping.

C3-15 Personality and dental anxiety

Sobol-Kwapinska, M., University of Wroclaw, Poland (malgorzata.sobol-kwapinska@uwr.edu.pl)

Senejko, A., University of Wroclaw, Poland

Jaśkiewicz, L., Specialist Dentist Clinic, Wroclaw, Poland

Kwiatkowska, A., Specialist Dentist Clinic, Wroclaw, Poland

Dental anxiety is a problem for many dental patients, and it has not yet been fully explored and it seems to be still posing challenges to both dentists and psychologists. This review investigates the relationship between personality and dental anxiety. A systematic search of articles was performed using PsycARTICLES, PsycINFO, PubMed, MEDLINE, Scopus, Cochrane, and DARE. Moreover, the most common psychological models of dental anxiety are presented: models based on the theory of learning, cognitive vulnerability, social and function-action models. Attention has been paid to the importance of neuroticism, fear of losing control, crossing borders of intimacy and self-awareness in explaining dental anxiety.

IS-7 A systematic review of person-situation transactions at the workplace

Sosnowska, J., Vrije Universiteit Brussel, Belgium (Joanna.Sosnowska@vub.be)

Rauthmann, J., Universität zu Lübeck, Germany

Hofmans, J., Vrije Universiteit Brussel, Belgium

In this work, we combine recent advances in situation management strategies with the literature in I/O research to contribute towards better understanding the *dynamics* of personality and behavior at work. We first review and discuss potential person-situation transactions at work, including their clear definitions, the course of their development at work, the relevant studies that fall within each category, and the gaps in the existing literature. By doing so, we integrate person and situation perspectives and provide a clear taxonomy of how people deal with, navigate in, and govern their daily work life. Alongside the conceptual review, we also provide an overview of the effect sizes from the relevant studies that fall within each type of transaction. As such, we build a foundation for the future research to address important issues in I/O psychology, such as the measurement, antecedents, correlates, consequences, and development of dynamic person-situation transactions at work.

IS-9 Relating neuroticism to emotional exhaustion: A dynamic approach to personality

Sosnowska, J., Vrije Universiteit Brussel, Belgium (joanna.sosnowska@vub.be)

Hofmans, J., Vrije Universiteit Brussel, Belgium

de Fruyt, F., University of Gent, Belgium

We study the relationship between neuroticism and emotional exhaustion using a novel model of personality [PersDyn]. The PersDyn model draws on dynamic systems theory and represents personality using three sources of individual differences (here applied to neuroticism): (1) the average level of neuroticism [baseline], (2) the extent to which people experience different neuroticism levels [variability], and (3) the swiftness with which they return to their neuroticism baseline once they deviated from it [attractor strength]. In our first study we conducted a five-day experience sampling study in which 89 employees were asked to report their level of state neuroticism six times per day. We found that higher levels of baseline neuroticism and variability were related to increased levels of emotional exhaustion. Furthermore, we found an interaction between baseline and attractor strength: people with a high baseline and high attractor strength tend to experience a high degree of emotional exhaustion, whereas people with low levels of baseline neuroticism are less likely to suffer from exhaustion if

their attractor strength is high. In the second study we conducted a laboratory experiment on 163 participants, in which we manipulated state neuroticism via short movie clips. The results from our second study confirmed our earlier finding that people display a significant amount of within-person variability in their personality states, and that there are substantial between-person differences in the forces driving this within-person variability. We also found an interaction between baseline neuroticism and neuroticism attractor strength, showing that only when attractor strength is high, individual differences in baseline neuroticism relate positively to the level of emotional exhaustion after the experiment. As a set, both studies show that a dynamic approach to individual differences is instrumental in understanding personality.

SY-7 Revisiting the personality-performance link: A dynamic approach to neuroticism and conscientiousness

Sosnowska, J., Vrije Universiteit Brussel, Belgium (Joanna.Sosnowska@vub.be)

Hofmans, J., Vrije Universiteit Brussel, Belgium

Griep, Y., University of Calgary, Canada

Lievens, F., Singapore Management University, Singapore

Personality has a long-established role in understanding work performance and it is one of the most frequently used tools in the selection. Although general predispositions such as personality traits predict performance, the strength of those predictions is not clear and varies between different studies. One way to address this is looking at boundary conditions and fluctuations on a within-person level, that can complement a traditional, trait approach. Responding to calls for the integration of personality traits and states, we study the relationship between conscientiousness, neuroticism and work performance using a novel dynamic model of personality, the Personality Dynamics (PersDyn) model. The PersDyn model represents personality using three sources of individual differences: (1) one's average state level [baseline], (2) the extent to which one experiences different state levels across time and situations [variability], and (3) the swiftness with which one returns to his/her baseline once (s)he deviated from it [attractor strength]. 105 employees participated in a 20-day experience sampling study, reporting their daily levels of state neuroticism and conscientiousness. Objective performance was measured by sales volumes after three and six months. Individual differences in variability were negatively related to performance, for both neuroticism and conscientiousness, while conscientiousness attractor strength related positively to performance. Looking at the interactions between baseline, variability and attractor strength, we found that for conscientiousness (but not for neuroticism) the consistency of the behavioral patterns (in terms of variability and attractor strength) moderated the relationship between baseline and job performance. To fully understand the link between personality and performance, it is essential to consider not only the average trait level, but also more dynamic components of personality. Acknowledging stability and change in personality can move forward research on the consequences of personality in a work setting.

IS-2 Intelligence and pathological personality, and personality in individuals with higher levels of intelligence.

Soubelet, A., University of Côte d'Azur, France (soubelet.andrea@gmail.com)

Over the past century, there have been several studies on possible relations between personality and intelligence, and recent attempts have been made to provide theoretical models that account for the findings linking personality and intelligence. The first objective of the talk is to present models and theoretical predictions regarding the relations between personality and intelligence in individuals with pathological personalities (e.g., Dark Triad), and in individuals with high levels of IQ (i.e., gifted individuals). I will then discuss several mechanisms that may explain the personality-intelligence relations and I will emphasize on developmental processes that may account for them. The second objective of the talk is to present current data linking pathological personality dimensions and intelligence on the one hand, and exploring the personality traits of individuals with higher IQ scores (e.g., gifted individuals) on the other hand.

PA-11 Validating the Proactive Personality Scale in South Africa

Steyn, R., University of Johannesburg & University of South Africa, Midrand, South Africa (steynr@unisa.ac.za)

The proactive personality trait attribute has often been associated with several positive outcomes in the workplace. The effective measurement of this trait may therefore assist organizations in recruiting proactive persons, which in turn may contribute towards positive organizational outcomes. The aim of this study was to gather information on the validity of the Proactive Personality Scale (PPS, Bateman & Crant, 1993) within the South African context. A diverse sample of more than 3,000 employees completed the PPS, a measure of employee citizen behavior (OCB), of innovative work behavior (IWB), as well as measures of the human resource practices (HRP) and innovation climate (IC). It was hypothesized that PPS would correlate

significantly with IWB, more so than with OCB, and not practically with IC and HRP. Furthermore, it was hypothesized that HRP and IC moderated the relationship between PPS and OCB and IWB respectively. The reliability of the PPS was acceptable ($\alpha = .881$). As expected, PPS correlated more with IWB ($r = .489$) than with OCB ($r = .302$), and less with CI ($r = .202$) and HRP ($r = .199$). PPS and IC declared 27.2% of the variance in IWB, whilst PPS and HRP declared 11.8% of the variance in OCB. HRP acted as a moderator in the PPS-OCB relationship while IC did not act as moderator in the PPS-IWB relationship. The results confirm the validity of the PPS in the South African context and also reveal the relative importance of the proactive personality profile in achieving innovation at work.

PA-34 Early childhood poverty and cognitive functioning in late adolescence: A 14-year prospective longitudinal analysis of the Mauritius Child Health Project

Strauss, H., University of Innsbruck, Austria (hannah.strauss@uibk.ac.at)

Zentner, M., University of Innsbruck, Austria

Venables, P., University of York, UK

Growing up in poverty was found to have severe, long-lasting effects on a variety of cognitive abilities, including intelligence, language, attention, memory, inhibitory control and planning (e.g. Noble et al., 2005; Walker et al., 2011). However, evidence is mostly based on cross-sectional or retrospective studies conducted in Western communities. Here, we use data from the Mauritius Child Health Project, a large-scale prospective longitudinal study conducted in a culturally diverse, low-income country, to examine the effects of poverty in early childhood on cognitive functioning in late adolescence. Analyses were based on a sample of 578 Mauritian children drawn from a 1969 birth cohort, with the majority being of Indian, African, or Middle Eastern origin, for whom data was available at ages 3 ($M = 3.05$, $SD = .14$) and 17 ($M = 17.20$, $SD = .77$) years. Poverty-related factors were assessed at age 3 and comprised psychosocial adversity, including parental characteristics and living environments, as well as malnutrition indicators. Cognitive functioning was assessed at age 3 by using standardized intelligence measures and at age 17 by using a computerized test battery comprising speed (e.g. reaction time, inhibition) and performance measures (e.g. visuo-spatial skills, planning). Adverse early life experiences were found to be significantly associated with impaired cognitive functioning in late adolescence, notably chronic malnutrition and low parental educational attainment. This relationship also held after controlling for intelligence at age 3 years, suggesting a persistent effect of early-life poverty factors on cognitive functioning. The present analyses close a major gap in literature by adding evidence from a prospective study design conducted in a non-Western population. Results indicate that to avert the deleterious effects of poverty on children's cognitive development, opportunity structures for low-income families need to be put in place long before school age.

PA-32 Psychological well-being of young adults: the roles of family and occupational training

Strizhitskaya, O., Saint-Petersburg State University, Russia (o.strizhitskaya@spbu.ru)

Kharitonova, T., Saint Petersburg State University of Economics, Russia

The emerging adulthood is the time of many changes in one's life. Young people are supposed to start their adult and independent life, and at the same time often face a variety of challenges related to changes in their family status, beginning of the career path, etc. In our study we were interested if family relations or professional satisfaction may affect psychological well-being during this period. We also hypothesized that professional satisfaction may be associated with support from a mentor and that mentorship may mediate the impact of professional realization on hardiness. Participants were 89 students aged 18-22 (30% - males, 70% - females). Methods were (1) the Scale of psychological well-being (Ryff), (2) a hardiness test (Maddi), (3) a mentorship scale (Petrash & Strizhitskaya), and data from a demographic survey. Based on preliminary descriptive and correlation analyses, we formulated the model that would uncover the specifics of relations between psychological well-being, quality of family relationships, professional self-realization, mentorship, and hardiness score. We found that in the model that best fitted out data (Chi-square=3.303; df=6; CFI=1.000; GFI=.986; RMSEA=.000; PCLOSE=.849) psychological well-being was predicted by quality of family relations and hardiness, and at the same time, family relations predicted professional realization. We expected that mentorship could be associated with professional realization, but our data did not support this hypothesis. We also found no effect of professional realization on hardiness. Our data suggest that at emerging adulthood professional realization is still to be formed and thus it does not affect psychological well-being, yet professional sphere plays an important role and support from mentors helps to increase hardiness and one's resources to cope with a variety of challenges. This study was supported by RBFR project 19-013-00861.

C1-12 Intergenerational relationships and intergenerational conflict: tendencies and perspectives.

Strizhitskaya, O., Saint-Petersburg State University, Russia (o.strizhitskaya@spbu.ru)

Petrash, M., Saint-Petersburg State University, Russia

Polyakova, M., Saint-Petersburg State University, Russia

Modern society has faced a challenge related to an increase in life expectancy leading to changes in the composition of generations both within and outside the family. In the last decades problems of intergenerational relationships, their mechanisms, factors, and impact have attracted more attention in the psychological science. Posnikova developed a model that reflects the complicated structure of intergenerational relationships and shows their widespread affects that go far beyond the family system. On the other hand, intergenerational relationships depend on one's personality and may impact one's well-being. Intergenerational relationships are associated with ambiguity and may cause tension and conflicts (Fingerman, Sechrist, & Birditt). Thus we hypothesized that the quality of intergenerational relationships can affect psychological well-being, and this association could be mediated by personality traits. Participants were 3 generations from 30 families (N=90): young adults (aged 18-22), middle adults (aged 38-45), older adults (aged 55-78). As methods we used (1) the Semantic Differential on intergenerational relationships (Montero-Lopez, Strizhitskaya), (2) the intergenerational conflict survey (Strizhitskaya), (3) the 16 PF personality test (Cattell), and (4) the Scale of Psychological well-being (Ryff). The results showed that the younger generation had close and open relationships with grandparents and these relationships affected psychological well-being of the oldest ($r=.32$). The middle generation had somewhat positive relationships with older and younger generations but the quality of these relations did not affect their well-being. The data revealed also that more close relationships between the generations were associated with high scores on intergenerational conflict ($r=.29$). We assumed that intergenerational conflict can reflect the intensity of interaction and thus lack of such conflict can to some extent manifest one's isolation from communication with other generations. Analysis of the personality effect confirmed the mediating role of emotional stability (C). Thus, we confirmed our hypothetical model and revealed that both intergenerational relationships and intergenerational conflict are associated with psychological well-being and this association depends on particular personality traits. This project was supported by RFBR grant 19-013-00861.

PA-36 The effects of situation characteristics on the manifestation of trait expressions

Sun, H., The University of Melbourne, Australia (hsun@student.unimelb.edu.au)

Richardson, B., NOUS, Melbourne, Australia

Smillie, L., The University of Melbourne, Australia

There is a long-lasting debate on what traits really are - entirely decontextualized dispositions or patterns of behavior and experience that are bounded by situations and contexts to some degree. To compare the evidence for these views, we conducted four studies focusing on Extraversion and Neuroticism. In line with personality theories emphasizing the motivational bases of traits, we hypothesized that trait Extraversion and Neuroticism would correspond most strongly to their state expressions in situations characterized by reward and punishment, respectively. In Study 1 (N = 323), participants completed a survey comprising personality questionnaires and contextualized state measures. In Study 2 (N = 174), a controlled lab experiment, we manipulated the strength of reward and punishment during an interactive activity and measured participants' extraverted states and neurotic states through their self-reports and observer's reports. In Study 3 (N = 133) and 4 (N = 185), we used experience-sampling methods. Participants reported personality states and perceived levels of reward or punishment across different contexts during everyday life, six times a day for 7 days. Results will be interpreted in relation to perspectives on the contextualization of traits and theories relating to reward and punishment sensitivity.

SY-6 Do people know what they're like in the moment?

Sun, J., University of California, Davis, USA (jesun@ucdavis.edu)

Vazire, S., University of California, Davis, USA

Knowing yourself requires knowing not just what you are like in general (trait self-knowledge), but also how your personality fluctuates from moment to moment (state self-knowledge). We examined this latter form of self-knowledge. Participants (248 people; 2,938 observations) wore the Electronically Activated Recorder (EAR), an unobtrusive audio recorder, and completed experience sampling (ESM) self-reports of their personality states four times each day for one week. We estimated state self-knowledge by comparing self-reported personality states to consensual observer ratings of personality states coded from the EAR files (six coders per participant), which formed the criterion for what participants were "actually" like in the moment. People had self-insight into their momentary extraversion, conscientiousness, and likely neuroticism, suggesting that people

can accurately detect fluctuations in some aspects of their personality. However, the evidence for self-insight was weaker for agreeableness. This apparent self-ignorance may be partly responsible for interpersonal problems and for blind spots in trait self-knowledge.

PA-12 Self-efficacy and personality development: Individual differences in Chinese semester-abroad sojourners

Sun, T., The Chinese University of Hong Kong, Hong Kong China (tonglesuncuhk@gmail.com)

As the internationalization of higher education intensifies, the numbers of Chinese university students participating in study abroad programs are on the rise. To develop a deeper understanding of the developmental trajectories of Chinese international students in a second language environment (i.e., English), a mixed-method, longitudinal study was conducted at a bilingual Hong Kong university that annually sends out 870+ semester and year-abroad international exchange students. Participants in the study were Chinese STEM majors who joined a semester-long international exchange program in an English-speaking country. The study adopted a mixed-method, multiple case studies design that employed quantitative and qualitative instruments. Three sets of questionnaire surveys were administered in the pre-sojourn, immediate post-sojourn, and six-month post-sojourn phases to track the developmental trajectories of the sojourners; in-depth semi-structured interviews were conducted with seven case participants before, during, immediately after, and six months after the exchange program; sojourn email prompts and multimodal entries (e.g., digital images) were collected as an important source for triangulation. Descriptive analysis was performed with the quantitative data. With the assistance of NVivo 11 Pro, thematic coding and analysis was employed to analyze the qualitative data. Within-case analysis and cross-case analysis were carried out to develop an in-depth understanding of the STEM participants' study abroad experiences (e.g., second language learning and use, intercultural gains, personal enhancement, professional development). The findings revealed divergent developmental trajectories among the participants. Personality traits and self-efficacy, among other individual differences (e.g., motivation, self-confidence, emotional affect), appeared to influence the sojourners' degree of intercultural (non)engagement and lead to variations in sojourn experiences and outcomes. The findings provided implications for pedagogical interventions in study abroad contexts.

SY-3 The hidden genetic architecture of temperament and character

Sung, J., Seoul National University, Seoul, Korea (jsung@snu.ac.kr)

Zwir, I., Washington University School of Medicine, USA & University of Granada, Spain

Arnedo, J., University of Granada, Granada, Spain

Del-Val, C., University of Granada, Granada, Spain

Romero-Zalaz, R., University of Granada, Granada, Spain

Rujescu, D., Martin-Luther-University Halle-Wittenberg, Germany

Keltikangas-Jarvinen, L., University of Helsinki, Finland

Lehtimäki, T., University of Tampere, Tampere, Finland

Cloninger, R., Washington University School of Medicine, USA & University of Granada, Spain

Human personality is 30-60% heritable according to twin/family studies. Based on this heritability estimation, it is natural to expect hundreds of genetic variants to influence its complex development, but few have been identified. The Temperament and Character Inventory (TCI) measured the self-regulatory components of personality critical for health (the temperament traits of novelty seeking, reward dependence, harm avoidance, persistence; and the character traits of self-directedness, cooperativeness, and self-transcendence). In a discovery sample of 2149 healthy Finns, we identified sets of single-nucleotide polymorphisms (SNPs) that cluster within particular individuals (i.e., SNP sets) regardless of phenotype. Second, we identified three and five clusters of people with distinct profiles of temperament traits and character traits regardless of genotype, respectively. Third, we found 51 and 42 SNP sets that identified 736 and 727 gene loci for temperament and character, and were significantly associated with one or more of the temperament/character profiles. Each temperament/character profile was related to different SNP sets with distinct molecular processes and neuronal functions. The identified genes were enriched in pathways activated by associative conditioning in animals, including the ERK, PI3K, and PKC pathways. Environmental influences measured in childhood and adulthood had small but significant effects for both temperament and character. We confirmed the replicability of in healthy Korean and German samples, as well as their associations. The identified SNPs explained nearly all the heritability expected for character in each sample (37 to 53% for temperament; 50 to 58% for character traits). We conclude that self-regulatory personality traits are strongly influenced by organized interactions among more than 700 genes despite variable cultures and environments. These gene sets modulate specific molecular processes in brain; for temperament those that modulate associative conditioning by molecular processes for synaptic plasticity; for character those that involve intentional goal-setting, self-reflection, empathy, and episodic learning and memory.

B1-11 Relationship of Number Sense and function curvature of time perception with affective background

Szymanski, K., SWPS University of Social Sciences and Humanities, Poland (kszymanski2@st.swps.edu.pl)

For every human being, time is a crucial part of life. What is especially interesting is the bending of subjective estimation of time. Imagine you are a kid again, you are climbing a tree and you are really good at it. Halfway through your hand slips from a branch and now you are falling. In this very moment, time seems like it has slowed down. But objectively nothing happened to time, it was just your subjective perception, it was your emotion that slowed it down. Many researchers have shown a tendency to an over- or underestimation of time. The theoretical background of my project is Scalar Expectancy Theory (SET), which hypothesizes that our internal clock is made by Pacemaker, Attention Gate, and Accumulator. If the SET model is correct, then we should have some differences in the productivity of these modules. I hypothesized that it is connected with our Number Sense which relies on intuitive detection differences between two sets of elements. There is evidence to the phenomenon of time perception bending because of affect impact. Generally, people have a tendency to overestimation duration of a negative and arousal stimulus but a negative stimulus with low arousal had reversed dependencies. The first part of the procedure will be a determination of numeracy. The participant is shown two sets of dots, and has to choose the set with the larger number of dots. After that, affective pictures (IAPS) will be shown. The duration of the pictures will be randomly drawn from the set 400-1600 ms with 200 ms intervals. Furthermore, a participant has to estimate this duration on a slider, and next to estimate the certainty of the estimation. The second part will have a similar form but, instead of duration estimation, the participant has to reproduce the duration of the picture. I postulate the disappearance of the effect between time perception and affect after taking into account the Number Sense.

PA-2 Personality and the meat paradox: Individual differences in the denial of animal mind

Tan, N.P., The University of Melbourne, Melbourne, Victoria, Australia (nicholast3@student.unimelb.edu.au)

Bastian, B.B., The University of Melbourne, Melbourne, Victoria, Australia

Smillie, L.D., The University of Melbourne, Melbourne, Victoria, Australia

The meat paradox describes the conflict between the desire to eat meat and the distaste for animal cruelty. To facilitate this morally questionable behavior, meat-eaters employ motivated cognitive processes such as the denial of animal mind. However, the role that individual differences may play in this process is unknown. Thus, we examine individual differences in the denial of animal mind, as a function of basic personality traits. Participants ($N = 355$, 40% female) completed a mind attribution task under two conditions: whilst viewing a picture of a farm animal (a) described as engaging in its normal behaviors, and (b) described as being processed for meat. Higher scorers on Emotional Volatility denied mind to a stronger degree than lower scorers, and lower scorers on Intellect denied mind to a stronger degree than higher scorers. In addition, lower Intellect strengthened the negative effect of Emotional Volatility on mind denial. These findings provide useful insights on how personality traits can help understand individual differences in the meat paradox and may inform interventions targeting reduced meat consumption.

IS-1 Personality structure in sub-Saharan Africa: Strong tests of the big five and other models in three African languages

Thalmayer, A.G., University of Lausanne, Switzerland (ambergayle@gmail.com)

Saucier, G., University of Oregon, USA

Current models in psychology, including the Big Five model of personality structure, have been built primarily with evidence from North America and Northern Europe. Universally-applicable models require input from around the globe. Indigenous lexical studies of personality, which define the most salient person-descriptive concepts and their structure in a population, can provide this. Psycho-lexical studies were conducted in three languages representing the three main language families of Sub-Saharan Africa, among societies with highly differing cultural characteristics. This evidence is used to provide a strong test of the universality of current models of personality. Speakers of Khoekhoe ($N = 622$), the most widely spoken clicking-language of Southern African, living in small- to medium-sized towns in Namibia, described one target each using 292 person-descriptive terms. Maasai participants ($N = 166$), herders in rural Kenya with a highly-structured, traditional culture, described 320 persons using 211 terms. Supyire-Senufo participants ($N = 115$), traditional horticulturalists in Mali, used 208 terms to describe 227 targets. The optimal emic solutions included 10 factors in Supyire-Senufo, and 5 in Maa. The best convergence between the languages was at the three-factor level, with factors relating to moral character, low agreeableness coupled with high extraversion, and emotional stability. Beginning at the four-factor level, content became more specific to local contexts. In the African language studies, two-factor solutions matched the Big Two, but three-, five-, and six-factor solutions failed to

overlap with Pan-Cultural Three, Big Five, or Big Six models. The Big Two structural model of personality, with dimensions of Social Self-Regulation and Dynamism, replicated in Sub-Saharan African language samples. This model appears to work globally, across highly divergent societies. More elaborated models, including the Big Five and Six, instead appear to include culturally specific elements and do not meet strong tests for universality.

IS-11 The structure of character description in Khoekhoegowab

Thalmayer, A.G., University of Lausanne, Switzerland (ambergayle.thalmayer@unil.ch)

Saucier, G., University of Oregon, USA

Job, S., Humboldt University of Berlin, Germany

Personality psychology relies heavily on evidence from North America and Northern Europe. More universal models require input from around the globe. Lexical studies of personality, based on the rationale that the most important psychological distinctions between people will be encoded in the natural language, provide such input by defining the local, emic personality structure in a population. Such studies have allowed researchers to objectively determine personality structure without reliance on expert judgement, and convergence in results has led to robust and widely-used models. However, no such studies from Sub-Saharan African languages have yet been published. The objective was to assess the most salient personality terms and emic personality structure in Khoekhoe, the most-spoken of Southern Africa's ancient, Khoisan clicking languages, with a formal lexical study of personality in a large representative sample of adults, followed by a qualitative study to clarify the usage, relevance, and local meaning of the emic constructs. The methods involved refinement of the 292-word survey included frequency-of-use ratings for 2,008 terms by 10 native-speakers from throughout Namibia, and input on terms' relevance to personality by five native-speakers with a degree in psychology. The survey was administered by interview in villages and towns across Namibia by a team of 15 primary and secondary school teachers of Khoekhoegowab. Participants ($N = 622$) described a well-known target of their choosing. Follow-up interviews with 14 native speakers are analysed with a descriptive phenomenology approach (Girogi, 2009). The optimal emic structure of personality in Khoekhoe is presented, including discussion of the meaning and relevance of factors from follow-up interviews. The replication of etic models, including the Big Five, is addressed. These results help to distinguish universal from culturally specific aspects of current personality models and provide groundwork for the development of a locally-appropriate measure of personality and for subsequent studies assessing psychological disorders.

IS-4 Ethics-relevant values in adulthood: Longitudinal findings from the life and time study

Thalmayer, A.G., University of Lausanne, Switzerland (email: ambergayle@gmail.com)

Saucier, G., University of Oregon, USA

Srivastava, S., University of Oregon, USA

Flournoy, J.C., University of Oregon, USA

Ethically-relevant value-priorities, related to the relative valuing of narrow self-interest over the concerns of a larger community, are particularly associated with cultural and moral socialization, which continues through adulthood. This is therefore a sector of the values domain in which "maturation" is likely to occur. According to Rollo May (1967) "mature values", including aspects of both self-transcendence and self-determination, should serve to diminish or prevent neurotic anxiety. This is consistent with research on materialism, which is associated with lower well-being (e.g. Dittmar, Bond, Hurst & Kasser, 2014). A set of self-focused versus broader-scope value-priorities is tested in terms of stability versus change during early and middle adulthood, and in terms of their influence on or from personality traits. The Life and Time study of sources of personality change in adulthood included an index based on the proposal of Rollo May and related constructs (materialism, unmitigated self-interest, collectivism and individualism). We examine cross-sectional age differences, longitudinal change, and rank-order stability of these eight scales in a national community sample ($N = 879$, 66% female, $M_{age} 36$) assessed on four occasions one year apart. Additionally, value-priorities are tested longitudinally as possible antecedents of Big Five/Six personality change using bivariate LCMSR models. Values were seen to be nearly as stable as Big Five traits, with some age differences and longitudinal trends consistent with the hypothesis of socialization toward broader-scope values. Stability increased with age for some scales. This set of value-priorities showed more influence on Big Five/Six change than vice-versa. The stability of values scores suggests that they capture dispositional aspects, but age differences and longitudinal trends are also consistent with the hypothesis of socialization toward more inclusive value priorities. Contrary to an essentialist trait perspective, personality traits failed to show more downstream influence on values than vice-versa.

A2-13 Academic pressure and negative impacts on Vietnamese high school students

Thuc, T.P. Pham, Vietnam Institute of Educational Sciences, Hanoi, Vietnam (jerrypham411@gmail.com)

This study discusses the academic pressure on Vietnamese high school students, especially with regards to the preparation of high school students for the national examination, which is the basis for consideration for higher education. From the analysis of the factors from their school, family, society, and students themselves in relation to academic pressure, this study explores a number of possible causes for this situation of students. With respect to a positive impact, pressure is an important lever for students to achieve high academic achievement. On the other hand, intense pressure causes severe physical and psychological consequences on the high school students. This study focuses on the negative impacts of academic pressure on Vietnamese high school students as a warning sign of increased status in schools. Since then, it proposes some solutions to reduce the academic pressure for high school students in Vietnam. Quantitative and qualitative research methods were used in this study to collect data from 720 high school students, 90 teachers, and 120 parents. The article is an early study on the issue of academic pressure in Vietnamese high school students and it is a reference for further studies on this subject in Vietnam as well as for research involving international comparison.

IS-1 The structure of Polish personality relevant verbs

Toruj, N., The John Paul II Catholic University of Lublin, Poland (nasturcja.t@gmail.com)

Czarnejko, A., The John Paul II Catholic University of Lublin, Poland

Gorbaniuk, O., University of Zielona Gora, Poland

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

Psycholexical studies differ in analyzing different parts of speech and using different methods. The majority of the psycholexical studies were restricted to the exploitation of a single word-category, in particular trait adjectives, and sometimes nouns or verbs. The selection of trait-adjectives concerned usually strictly typical dispositional trait terms, and sometimes more relaxed criteria were applied, allowing, for example, state terms and evaluative terms. The present study involves two projects, both focusing on the analysis of Polish trait-descriptive verbs. The first project is based on the verbs that belong strictly to the dispositional category. The second project follows the more relaxed approach, that is using verbs of the dispositional type, but also allowing verbs that have, for example, more state- or evaluative connotation. The goal of this study is to compare the resulting structures. Project one was conducted on the basis of Unabridged Dictionary of Polish (100,000 entries). By decision of 5 judges, 8,201 potentially personality-relevant verbs were selected. From this set, another group of 13 judges identified 702 descriptive verbs. They were evaluated in terms of familiarity and suitability for the further part of the research. 1,247 students participated. Solutions with one up to seven factors were analyzed, with a special focus on a six-factor solution, consisting of Honesty/Altruism, Choleric vs. Melancholic, Agreeableness, Conscientiousness, Irritation/Maliciousness, and Creativity (Intellect). Project two used the above-mentioned dictionary plus another dictionary with 45,000 entries and comprised three steps. The first two steps dealt with all parts of speech. In step one 8 judges selected 28,823 words. In step two, the list was reduced by 6 judges, removing words that are e.g. unfamiliar, archaic, resulting in a list to 21,362 words, including 5,185 verbs. Step 3 – conducted only on verbs – lead to a further reduction of the list and a transformation of terms into sentences. The two projects, following different methods of word selection, are expected to provide valid information for the understanding of the role of verbs in the structure of personality.

PA-1 Goal pursuit and migration success: Does approach versus avoidance goals make a migrant happy?

Toth-Bos A., University of Groningen, The Netherlands & Eotvos Lorand University, Hungary (a.toth@rug.nl)

The cultural adjustment and the happiness of migrants may largely depend on the way they pursue their goals upon migration. Research on the motivations of migrants is not well developed, either conceptually or methodologically; contemporary motivation theories have rarely been applied to migration research. In an online study with 468 U.S. citizens ($M_{age}=38$, 52% male), we investigated if perceived well-being, ill-being and cultural adjustment of migrants would be dependent on their approach or avoidance goal orientation and their level of goal attainment. Moreover, we investigated if observers' own tendency towards behavioral inhibition or activation (the inclination to focus on gaining rewards or avoiding negative outcomes) would affect their response patterns. We conducted a 2 (goal attainment: low vs high) x 2 (goal orientation: avoidance vs approach) between-subjects scenario experiment, and added approach and inhibition tendency (BISBAS) as a continuous independent variable. We assessed perceived migrant's well-being, ill-being and cultural adjustment as outcome variables. We found main effects of both goal importance and goal attainment on all outcome variables. High goal attainment led to more perceived well-being and acculturation and less perceived depression than low goal attainment. Approach goal orientation led to higher

well-being and acculturation than avoidance goal orientation. Observers' BISBAS score did impact the relationship between goal importance and goal attainment and the outcome variables. High goal attainment led to more positive migrant outcomes than low goal attainment when observers scored higher on approach orientation. Moreover, approach goal orientation led to higher outcome scores than avoidance goal orientation when observers had a higher behavior approach tendency. Our results indicate that both pursuing and attaining approach (versus avoidance) goals may have several perceived benefits for a migrant. Moreover, the perception of a migrant's goal pursuit is influenced by the observers own approach vs. avoidance tendencies. Societal ramifications will be discussed.

PA-28 Parents' assessment of problem solving ability of elementary school students

Tran, H., Hanoi National University of Education, Hanoi, Vietnam (maihoangha1986@gmail.com)

Nguyen, K., Hanoi National University of Education, Hanoi, Vietnam

Problem solving ability is one of the core competencies that needs to be established early in elementary students to help them achieve a certain level of success in school life as well as later life. Although 4th and 5th grade elementary students have some self-assessment skills in their problem solving capacity, this self-assessment is often self-recognition and subjective. Therefore, parents' perceptions have a great influence on the objectivity and reliability of the measurement of the level of problem-solving ability as well as on the factors affecting the development of this ability in children. The purpose of this paper is to design a scale for parents and to survey the level of performance of this ability of 4th and 5th grade elementary students based on their parents' assessment. The sample consisted of 200 parents who are parents of 4th and 5th grade elementary students from 2 Elementary Schools in Vietnam. The results showed the strengths and weaknesses in problem solving ability of 4th and 5th students, while pointing out objective and subjective factors that could have a significant impact on the development of this capacity in children.

A1-11 Designing problematic situations to training problem-solving ability in elementary school students

Tran, H., Hanoi National University of Education, Hanoi, Vietnam (maihoangha1986@gmail.com)

Nguyen, K., Hanoi National University of Education, Hanoi, Vietnam

In daily life, children may face a range of difficult issues related to their peers, parents, teachers; siblings, and other people around them. Their thinking and behavior will determine directly the effectiveness of their problem-solving. The problem-solving ability of elementary school students can be improved in training courses that are based on a problematic situation analyzing approach. This paper aims to design and to develop social problematic situations that connect with their daily lives in relationships with friends, teachers, parents, and siblings, and to use the problematic situations to assess self-directed cognitive behavioral skills of elementary students in a follow-up study. Four scenarios are given for each problematic situation, representing the two main components of problem solving ability: thinking - positive behavior and thinking - negative behavior. An example of such a problematic situation could be: *You like watching an interesting program on tv, and your parent asks to clean your room. You postpone and continue watching tv. Your parent repeats reminding you, and become angry and switches off the tv. What would you do?* Difficult situations like this one can be used as a means to improve the problem-solving ability of an elementary student. Based on the responses it should be possible to come to conclusions about the behavioral orientation to the problem.

C2-6 The application of a mindfulness method in reducing stress in young people

Tran, M., Ho Chi Minh City Pedagogy University, Ho Chi Minh, Vietnam (minhcaorong@gmail.com)

Nguyen, O., Ho Chi Minh City University of Education., Ho Chi Minh, Vietnam

Nguyen, D., Open University of Ho Chi Minh City, Ho Chi Minh, Vietnam

This research is about the use of a mindfulness method (observing objects around without any judgment) to reduce stress in young people in Phap Van Pagoda, Tan Phu District, Ho Chi Minh City. Participants in this research are 60 young individuals, aged 18 to 23 yrs, who are assessed with high levels of stress before participating in this study. The stress scale is based on Hindle (1998) and Trinh Viet Then (2013). 30 participants serve as experimental group and 30 as control group. The mindfulness method comprises of one exercise per week, during four weeks; the exercise is followed by practicing homework individually. Stress is measured again after the four week period. After practicing the mindfulness method as directed by the researcher, the result shows that this group of people can get to know how to control their self-emotions, and deal with stressful

situations. Moreover, the stress is reduced. The practice of mindfulness method is expected to bring many benefits in life for them. The main research method used is empirical method, observation, questionnaire survey, in-depth interview.

C1-13 Attachment, trust, and compatibility in inter-cultural relationships

Tran, S., University of Toronto Scarborough, Toronto, Ontario, Canada (sisi.tran@utoronto.ca)

Rodrigo, A., University of Toronto Scarborough, Toronto, Ontario, Canada

Javam, L., University of Toronto Scarborough, Toronto, Ontario, Canada

Rasheed, A., University of Toronto Scarborough, Toronto, Ontario, Canada

According to census data, the number of intercultural romantic relationships has been on the rise. Unfortunately, these relationships face many detriments such as higher divorce rates, and lower relationship quality and satisfaction. The present study explores factors that govern the emotional experience of intercultural romantic partners, in the presence of cultural conflict. More specifically, we examine the effects of individual differences in attachment during such conflict discussions among 62 heterosexual intercultural dating couples. We explore the interplay of these individual differences in attachment (Brennan, Clark, & Shaver, 1992) with perceived cultural compatibility (adapted from Parks & Adelman, 1983), perceived partner openness (adapted from John & Srivastava, 1999) and trust (Rempel & Holmes, 1985). The results demonstrate that, individuals who are more insecurely attached show lower perceptions of cultural compatibility and subsequently experience more negative emotional reactions (behavioral coding scheme adapted from Tran & Simpson, 2009), along with lower relationship satisfaction (Hendrick, 1988). Anxious attachment in particular appears to drive lower levels of trust, along with perceptions of cultural incompatibility. Interestingly, the results also demonstrate the buffering effect of perceived partner openness in moderating the negative association between avoidant attachment and relationship satisfaction. These findings will be discussed in terms of the broader implications for the quality, satisfaction and stability of intercultural relationships.

PA-27 The role of personality in the teacher-student interaction change

Tran, Thi Le Thu, Hanoi National University of Education, Vietnam (lethu_73@yahoo.com)

Bui, Thi Thu Huyen., Hanoi National University of Education, Vietnam

Phan, Thi Mai Huong, Institute of Psychology, Vietnam

Nguyen, Thi Nhan Ai, Hanoi National University of Education, Vietnam

Vu, Thi Ngoc Tu, Hanoi National University of Education, Vietnam

Tran, Thi Cam Tu, Hanoi National University of Education, Vietnam

Pham, Thi Dieu Thuy, Hanoi National University of Education, Vietnam

Tran, Thanh Nam, University of Education, Vietnam National University, Vietnam

Tran, Van Cong, University of Education, Vietnam National University, Vietnam

Phung, Thi Nam, The Fund for Young Talent in Education and Psychology, Vietnam

Nguyen, Phuc Loc, The Fund for Young Talent in Education and Psychology, Vietnam

This paper investigates the role of personality in the change of the interaction between teachers and students in a classroom setting. Participants were eight teachers (5 high-school teachers, 2 junior high-school teachers, and 1 primary-school teacher) coming from three different parts of Vietnam. The change in teacher-student interaction behavior in the classroom was measured through a six-month experiment which focused on the training of emotion management skills in a pre- and post-design. The Eysenck Personality Inventory was employed to assess teachers' personality characteristics. All student-teachers' interactions were observed through videos, recording their interplay at pre- and post-experiment. The interaction behaviors were coded/divided into five key groups in which each main group contained four subtypes, including negative verbal behavior, positive verbal behavior, negative nonverbal behavior, and positive nonverbal behavior. The obtained data consisted of the total number of interaction behaviors between teacher and student within 32 teaching hours (equivalent to four hours per teacher). The findings indicated that teachers' personality characteristics were linked with the change of their interaction behavior with students in the classroom. After the experiment, the number of negative verbal behaviors significantly decreased with extroverted teachers, whereas there was notable reduction in the number of negative nonverbal behaviors with introverted teachers. The applications of this study on emotions supporting the teachers as well as study limitations are discussed.

A3-5 Soft skills for human resources professionals and behavioral styles in the workplace: A literature review

Trenvouez, A., R&D, PerformanSe, Nantes, France (arnaud.trenvouez@performanse.com)

Didry, A., R&D, PerformanSe, Nantes, France

Juhel, J., *university of Rennes, Rennes, France*
 Grasset, R., *R&D, PerformanSe, Nantes, France*

Previous research exploring the relationships between Personality (FFM) and workplace variables focuses on work performance and recently on workplace behaviors (Helle et al., 2018). In line with this extension, the link between personality and soft skills (Soffel, 2016) need to be examined because of its practical uses by HR professionals. An investigation with HR professionals (n = 30 workshops) on organizational needs regarding talent development and evaluation in France revealed five critical domains of concerns: Influence, Decision, Efficiency, Agility and Collaboration. This practical model (i.e., IDEAc) encompasses 40 *soft skills* (8 per domains) and show arguments of facial validity. The aim of this proposal is to examine the theoretical relationship between IDEAc and Echo-R, an occupational model of narrow-band personality traits (inspired by the FFM model) which describes ten dimensions of people's preferred styles of behavior at work: Extraversion, Anxiety, Assertion, Receptiveness, Rigor, Intellectual dynamism, Conciliation, Achievement, Belonging, Power. We examined literature which discusses the link between personality trait (FFM) at the origin of Echo-R model and each soft skill of IDEAc. Literature and past studies are reviewed by entering keywords of each soft skill of IDEAc (e.g. leadership for Influence) and personality (each of the Big Five traits) in the PsycINFO database, limited to abstract. That search resulted in 11458 articles. A double-entry table is presented with in columns each five traits and in line each soft skill of IDEAc with their percentage of articles founded. Preliminary results show that all IDEAc's soft skills are covered with respectively those proportions: Influence (22,53%), Decision (24,61%), Efficiency (23,79%), Agility (17,93%) and Collaboration (11,14%). Connections between IDEAc's softs skills and personality could be made. Limits of this method regarding the gap between vocables using in practical HR and scientific literature were discussed.

B2-11 Motivation of school teachers and policy recommendations to enhance their motivation in Vietnam

Trinh, H., *Vietnam Institute of Educational Sciences, Hanoi, Vietnam (anhhoa19@gmail.com)*

General education plays a vital role in many countries. Teachers have a big impact on the quality of teaching and quality of labor force. It is the teachers themselves who are the core and the decisive factor in the success of any educational reform. Vietnam is currently implementing a radical and comprehensive reform in its education system. Teachers with a higher qualification and a passion for their work will make a positive impact on the quality of teaching. It is necessary to create work motivation for teachers. One of the many factors affecting teachers' motivation is identified as fairness. Fairness approaches are often applied in the management of human resources and organization. For individuals, fairness satisfies the individuals' needs for control, self-confidence, organizational commitment, and motivation. For an organization, to create a legal framework, fairness implementation in the organization would reduce the risk of fraud and increase trust in management as well as encourage cooperation and keep members of the organization motivated. Based on the fairness approach, this paper analyses the current situation of the teachers' motivation and such affecting factors as job characteristics, fairness in income, fairness in recognition, fairness in promotion opportunity, fairness in colleague relationship, and fairness in direct leaders. The paper proposes the policy recommendations with an aim to enhance the teachers' motivation in relation to income, teacher re-training, promotion, and working environment.

PA-29 Narrative identity as a lens for understanding sexual personality

Turner, A., *Northwestern University, USA (arianaturner@gmail.com)*
 Reischer, H., *Northwestern University, USA*

What meaning do we make of our sexual experiences near the start and end of our sexual lives? Prior research has focused on first-person narratives that examine various aspects of sexual identity. To our knowledge, the present study is the first to use a narrative identity perspective to investigate sexual behavior and participants' meaning-making of these behaviors. Narrative identity theory emerges from personality development theory to foreground individual differences in the stories we tell and retell in order to organize our life experiences and provide us with a sense of self (McAdams, 1993). While recent research has investigated "love life stories," a focus on individuals' sexual life stories as an important facet of both romantic lives and identity and personality development has not been examined. As an initial step in developing a new measure, the "Sexual Life Story Interview," we sought to first understand how participants responded to questions about their sex lives and what topics they identified as most meaningful in their lived experiences. The present study piloted several interview questions about sexual experiences and identity, aiming to identify recurrent salient themes in the telling of these lived experiences. We interviewed adults on their first-person "sexual life stories" (behaviors, thoughts, feelings, and beliefs). Our sample included 20 young adult dyads (n = 40) in committed, longer-term heterosexual relationships, and 19 older adults currently or formerly in long-term partnerships. We identified a number of commonly repeated narrative themes within each age group. Some of

these themes were found in both samples (e.g., traditional gender roles and sexual dysfunction), while others were not (e.g., consent, exploration, substance use, shifting definition of sex, sex and aging). This pilot study not only reveals the variety of ways in which adults think about their sexual lives—and how that develops across the lifespan—but also suggests important implications for how these differences may be linked to personality. While some studies have looked at the association between sexual preferences and Big Five traits, this method reduces much of the rich information we can gather about the influence of personality on sexuality. Our pilot study begins to explore the abundant possibilities available to the study of personality made possible by narrative research. In addition to discussing our qualitative methods and findings, we will also discuss the creation of a follow-up study that would investigate how individuals narrate their sexual life stories with a more representative sample (in terms of both age and sexual orientation/identity) and how these narrative differences are associated with various facets of personality.

B2-12 The power of narrative: The emotional significance of the Life Story Interview

Turner, A., Northwestern University, USA (arianaturner@gmail.com)

Much of the research on narrative identity has used The Life Story Interview (McAdams, 1995) to better understand the person through the story they construct of their life. However, the effect that The Life Story Interview has on participants has not yet been examined. At two time points—four years apart—163 adults in late midlife completed a measure of self-reported positive and negative affect both immediately before and after being interviewed. At both time points, results indicated that participants experienced a significant increase in positive affect. More specifically, participants saw the greatest increase in feeling "proud," "inspired," "excited," and "strong," which may represent a shift in how individuals reflect on their past and envision their future following the interview. We predicted that certain individuals would experience more of a mood boost than others. However, this boost in positive affect was experienced broadly among the participants, regardless of background, personality, mental health, or the unique aspects of their life story. These findings have significant implications for the inherent therapeutic benefit of sharing one's life story, as well as further justifying the argument for greater collaboration between the areas of narrative therapy and narrative psychology.

B1-12 Psychological mechanisms behind organ-donation decisions: Individual differences in regulatory focus

Van-Dijk, D., Ben-Gurion University, Beer Sheva, Israel (dinav@bgu.ac.il)

Kogut, T., Ben-Gurion University, Beer Sheva, Israel

Despite the increase in the number of life-saving organ transplants in the last decades and the fact that organ transplantations are routinely successful, organs recovered from deceased donors are not enough to meet the increasing demand in most countries. Therefore, understanding the psychological mechanism behind people's refusal or agreement to become potential organ donors as well as finding ways to increase consent rates is of great importance from both theoretical and practical perspectives. According to Terror Management Theory (TMT), in order to suppress anxiety-provoking cognitions about death people use defense mechanisms (Pyszczynski, Greenberg, & Solomon, 1999). However, different people may use different strategies to deal with the fear of death. Moreover, different people may be motivated to commit to organ donations for different reasons. In the current research we examine the role played by regulatory focus (Higgins, 1997), an individual orientation that was found to be related to prosocial behavior, in organ donations decisions. Results of two studies (N=500) suggest that people's regulatory focus (prevention vs. promotion) is not significantly related to their willingness to sign an organ donation commitment. However, the motivation for committing (refusing) to become an organ donor after death is different for people with greater promotion versus prevention focus. Promoters' decision to sign a commitment was related to the "wish to do the right thing" and the motivation to save lives. Preventers decision was driven more by feeling uncomfortable or being scared to refuse. We discuss possible theoretical and practical implications of these findings.

PA-12 Linking Spontaneously Regulated Personal Space to personality traits through video-based body tracking

Van Emden, R., Jheronimus Academy of Data Science, Den Bosch, The Netherlands (robin@pwy.nl)

Gračanin, A., University of Rijeka, Rijeka, Croatia

Personal space (PS) is defined as the area surrounding an individual and that cannot be entered by others without eliciting discomfort. In the laboratory, PS is generally measured with the stop-distance method. In this paradigm, study participants are required to verbalize when they feel that another person gets too close. Stop-distance was found to be positively correlated with neuroticism, and negatively with extraversion and dominance, though inconsistently so. Part of this inconsistency may

well result from the use of the stop-distance measure itself, as it necessitates participants to monitor themselves in an ecologically unnatural way. We, therefore, introduce a more ecologically valid operationalization of PS, “Spontaneously Regulated Personal Space” (SRPS), together with a video-based SRPS measurement tool and software package. To validate our approach, we conducted a quasi-experiment to evaluate SRPS in 71 female participants during two three-minute structured dyadic conversations in which participants exchanged personal information and described a painting. The distance between participants and the fixedly positioned confederate was measured through a digital video body tracking system (the Microsoft Kinect), which enabled us to establish the movement and (both relative and absolute) locations of the head, torso, and limbs of the participants on a continuous basis. Participants also filled out several psychological tests, which allowed us to score them on the Five-factor model dimensions, sociosexuality, dark-triad traits (Machiavellism, psychopathy, and narcissism), dominance, and prestige. In this explorative setup, we observed negative correlations of SRPS with openness to experience and unrestricted sociosexuality. Results are discussed in the context of (a) different operationalizations and definitions of PS, (b) the advantages of more specific and biologically relevant personality traits in the prediction of social behavior, and (c) the validity of video-based body tracking devices to assess individual differences in social behavior.

PA-11 Time attitude scale: Initial validation, latent profiles and relation with eating behaviors in a Spanish-speaking sample

Vasquez-Echeverria, A., Universidad de la Republica, Uruguay (avasquez@psico.edu.uy)
Alvarez-Nuñez, L., Universidad de la Republica, Uruguay

Temporal psychology constructs are considered a personality, individual difference, variable that is related to different behavioral outcomes. One key concept is time perspective, defined as a multidimensional construct that comprises thoughts, attitudes, and behaviors towards the three temporal regions (past, present, and future). One of the most used measures in the field is the Time Attitude Scale (TAS), that assesses orientation to past, present, and future perspectives and the corresponding affective valence through six subscales. Recently, the existence of temporal profiles, based on different configurations of these subscales across individuals, was suggested. The objective of this presentation is to analyze the initial psychometric properties of the TAS in Uruguay and to determine the existence of temporal profiles in this sample. Participants were a convenience sample of 328 (34.8% males) adults from Uruguay. Mean age was 33.97 years ($SD = 13.32$, range 18 - 75 years). 162 were young adults (aged between 18-29 years) and 166 middle or old adults (aged 30 or more). Participants completed a sociodemographic questionnaire, the Time Attitude Scale, and an eating behavior questionnaire. The TAS proved to have good and very good reliabilities (ω s $> .70$, except for future negative). The six-factor solution was confirmed and invariance was partially reached. Using latent class analysis, we identified four main temporal profiles: (a) Negatives, (b) Positives, (c) Nostalgics, and (d) bad-past good presents. These profiles were associated differently with eating behaviors. Our results suggest that the Uruguayan version of the TAS is a valid and reliable individual difference metric. Furthermore, we could replicate results on the existence of at least four temporal profiles based on the affective valence and strength of orientation towards each temporal region. Negative temporal profiles are related to higher levels of unhealthy eating behaviors.

PA-20 Values, moral and the good life: differences and similarities between Norway and USA

Vitterso, J., University of Tromsø, Norway (joar.vitterso@uit.no)

Ancient philosophers associated the good life with ethical values, but empirical studies have not established clear links between morality and wellbeing. For example, altruistic behavior correlates positively with WB, but only if it is easy to be helpful. Some of Seligman's virtues and character strengths correlate with WB, while others do not. There are also large variations in the associations found between values and wellbeing across cultures. To continue the cross-cultural exploration of how wellbeing is associated with values and moral. Individual differences in how life values are prioritized and the associations between values and sub-dimensions of wellbeing are analyzed. Data are self-reports from a Norwegian sample ($N = 232$, Mean age = 55 years, 57% female) and sample from USA ($N = 244$, Mean age = 35 years, 65% female). Seven indicators of wellbeing (WB) were measured, together with a short version of Haidt's Moral Foundations Questionnaire (MFQ). The surveys also included measures of life value preferences and an experimental manipulation of these. Preferences for solidarity and civic virtues were affected by experimental priming in both countries. Five of the WB indicators correlated significantly with the MFQ in the US sample. Only two WB indicators correlated with morality in the Norwegian sample. Both Americans and Norwegians valued the ideal of being a moral person higher than any other values, including being happy. The Americans prioritized freedom and personal growth higher than the Norwegians. The Norwegians valued solidarity higher than the Americans. The commonly held claim that happiness is among the highest priorities held by individuals across the world was not

supported in this study. After participants had been reminded about other life values, the importance of happiness was devalued. The results are discussed with reference to self-report biases.

A1-12 The impact of experiential activities on the creativity of learner's personality

Vu Anh, T., POMATH Educational Development JSC, Hanoi, Vietnam (tuanva.pomath@gmail.com)

Nguyen Tien, D., POMATH Educational Development JSC, Hanoi, Vietnam

The structure of personality is a complex subject of social science in general and psychological science in particular. The decisive factor of an individual's personality is the educational process. In the stage of innovation, creativity plays an important role that is needed in the personalities of people. With creativity, human beings constantly create many things and improve them to be newer, better. Creativity is considered to be a key to lifelong learning, a necessary attribute for every worker in an era of international integration, as a motivation of social development. Creative teaching is a common problem of both psychology and education: Can creativity be taught? How to teach a bright student is a problem many psychologists and educators are concerned about. Experiential teaching is a long-standing method in the world but new in Vietnam; it is through experiential activities that students are trained and increase their creativity. In this paper, we present some results of the impact on primary student's personality when they have been taught creatively through experiential activities with Tri Uan.

PA-34 Openness to experience predicts the effects of a selective dopamine D2 receptor antagonist on divergent thinking

Wacker, J., University of Hamburg, Germany (jan.wacker@uni-hamburg.de)

Bott, A., University of Hamburg, Germany

Käckenmester, W., University of Hamburg, Germany

Both openness to experience and divergent thinking have been theoretically associated with each other as well as with individual differences in a branch of the dopaminergic system implicated in salience processing. With the current preregistered study we aimed to add to the still limited empirical basis linking both openness and divergent thinking to dopamine. In a randomized between group design $N = 203$ young healthy male participants first completed a Big Five personality inventory and then received either the selective dopamine D2 receptor antagonist sulpiride (200 mg) or a placebo. Afterwards divergent thinking was assessed using four different tasks (two figural, two verbal). A standard finding with pharmacological manipulations of dopamine is that the observed effects depend on preexisting individual differences in dopaminergic neurotransmission. Consistent with this standard finding the current results showed that the effects of the D2 antagonist on divergent thinking depended on openness: Higher divergent thinking scores under the D2 antagonist relative to placebo were only found for individuals high in openness. Furthermore, control analyses confirmed the specificity of the effect to openness versus each of the remaining Big Five. However, unexpectedly, the association between openness and divergent thinking was not significant under placebo. Taken together the results partially support the idea that both openness and divergent thinking are associated with individual differences in brain dopamine.

PA-14 Different external emotions influence the inhibitory brainstem reflexes differently in patients with schizoid and histrionic personality disorders

Wang C, Zhejiang University College of Medicine, China

Jia Y, Zhejiang University College of Medicine, China

Shao X, Zhejiang University College of Medicine, China

Wang W, Zhejiang University College of Medicine, China (drwangwei@zju.edu.cn)

Schizoid personality disorder patients behave inhibited and the histrionic personality disorder patients openly, which might be due to different dysfunctional inhibitions of cortical and brainstem activities. The exteroceptive suppressions of the temporalis muscle activity, especially the second period (ES2), under different external-emotions might be different in the two personality disorders. We were looking for the differences of brainstem inhibitory dysfunctions under different external-emotions between schizoid and histrionic personality disorders. We have invited 16 patients with schizoid, 14 with histrionic personality disorders and sex and gender-matched 25 healthy volunteers, to undergo the ES2 test under external emotions of Neutral, Disgust, Erotica, Fear, Happiness, and Sadness. In addition, their depressive moods were measured with the Plutchik-van Praag Depressive Inventory (PVP; Plutchik & van Praag, 1987). One-way ANOVA has detected that the schizoid patients

(15.8 ± 9.6) scored slightly higher on PVP than histrionic patients (11.6 ± 7.5) and healthy volunteers (7.8 ± 4.4) did. Two-way ANOVA has detected that the ES2 durations under external-emotions were prolonged in both patient groups ($F[2, 52] = 3.6$, $MSE = 838.4$, $p = 0.05$). The ES2 durations (in milliseconds: ms) under fear ($34.0 \text{ ms} \pm 8.0$) and sadness ($35.9 \text{ ms} \pm 8.5$) in schizoid group were longer than those of healthy controls ($28.3 \text{ ms} \pm 5.9$ and $29.5 \text{ ms} \pm 6.6$ respectively). In contrast, the ES2 duration under erotica ($33.3 \text{ ms} \pm 7.1$) in histrionic group was longer than that of healthy controls ($28.3 \text{ ms} \pm 5.9$). Our results have indicated that the brainstem inhibitory dysfunction was more pronounced under negative external-emotions of fear and sadness in schizoid, but more pronounced under positive erotica in histrionic patients, which might imply different emotional control therapies for the two personality disorders.

SY-8 From dusk till dawn: Differences between and within dark traits

Wehner, C. (convener), Humboldt-Universität zu Berlin, Germany (wehnerca@hu-berlin.de)

Ziegler, M. (convener), Humboldt-Universität zu Berlin, Germany (zieglema@hu-berlin.de)

The so-called Dark Traits, which comprise narcissism, psychopathy, Machiavellianism, and sadism have been subject to many studies during the past decade. One core theme, which has been in the focus of discussions, is in how far these traits, and also their facets, overlap or are distinct. The symposium is aiming to raise awareness for the differences between and within the Dark Traits. Beth Visser will address how the Dark Traits relate to interpersonal relationships, in particular attachment styles. Then, Caroline Wehner will present an exploratory analysis on the separability of the Dark Traits based on the most commonly used measures of these traits. Simon Mota will continue, focusing on narcissism and its interplay with explicit and implicit self-esteem. Katharina Geukes will elaborate on the influence of different aspects of narcissism on state level and state variability in affect. All contributions show the necessity of carefully differentiating within and across the Dark Traits.

SY-8 Can they be separated? An exploratory analysis of the Dark Tetrad

Wehner, C., Humboldt-Universität zu Berlin, Germany (wehnerca@hu-berlin.de)

Maaß, U., Medical School Berlin, Germany

Ziegler, M., Humboldt-Universität zu Berlin, Germany

The introduction of the Dark Triad as the core of socially aversive and callous personality traits by Paulhus and Williams (2002) stimulated a lot of research in the past years. One thing which has been fiercely discussed is the separability of these traits, in particular for Machiavellianism and psychopathy (e.g., Vize, Lynam, Collison, & Miller, 2016). One suggestion is, that disinhibition could be the distinguishing factor, which is shown in psychopathy but not in Machiavellianism. To shed further light on this issue we assessed the Dark Triad as well as sadism (Dark Tetrad; Buckels, Jones, & Paulhus, 2013) with several commonly used measures (Dirty Dozen, Short Dark Triad, Narcissistic Admiration and Rivalry Questionnaire, Varieties of Sadistic Tendencies). Data of $N = 951$ participants (62% female) with $M_{\text{age}} = 23.2$ ($SD = 6.30$) were collected and exploratory factor analysis was applied. Results revealed relatively clear factors interpretable as Machiavellianism, narcissism, and sadism. Psychopathy, however, did not emerge as clearly distinguishable. This adds a further hint to the assumption, that Machiavellianism and psychopathy are not separable or at least that the commonly used measures are not capturing the core of the constructs strongly enough. Furthermore, it was looked at the factors' relations to behavioral criteria, which further supports the conclusions.

C3-17 What is a shade of your emotions - empathy, personality and physiological responses

Wertag, A., Institute of Social Sciences Ivo Pilar, Croatia (Anja.Wertag@pilar.hr)

Sučić, I., Institute of Social Sciences Ivo Pilar, Croatia

Juničić, N., University of Zagreb, Croatia

Emotion recognition plays a significant role in our daily life, and is a prerequisite of empathy. Empathy, in the most general sense refers to the ability to understand and share feeling of others, and comprises of an emotional and a cognitive component. There are some personality characteristics, like dark personality traits (i.e. psychopathy, sadism, narcissism, Machiavellianism) linked to specific deficits in empathy and emotion recognition. Previous research was usually conducted using self-report measures as indicators of empathy, emotion recognition and reactivity to different (intensity) of emotions. However, the literature suggests a disparity between physiological and self-report indicators of emotional response among individuals. Therefore, this study aims to investigate distinct aspects of emotional processes in terms of electrophysiological and subjective self-report ratings, investigating relations of EEG, automatic emotion recognition, empathy and personality traits. The study

was conducted on a convenience sample of adults. Personality traits and empathy were assessed via self-report measures, after which participants participated in an emotion recognition task during which their EEG was recorded. The data collected by this multimethod approach shows interesting personality-related effects on distinct aspects of emotional processes in terms of electrophysiological and subjective self-report ratings.

A2-14 Evaluation of a personality model for the Kenyan context

Wickord, L.-C., University Koblenz-Landau, Germany (Lea_christin@web.de)

Quaiser-Pohl, C.M., University Koblenz-Landau, Germany

Saunders, M., University Koblenz-Landau, Germany

Kariuki, P.W., University of Nairobi, Kenya

Arasa, J.N., United States International University Africa, Nairobi, Kenya

Right now, the FFM model (Costa & McCrae, 1992) is used to describe human behavior. It has proven to be of high validity and reliability in western(-ized) industrial countries (Costa & McCrae, 2014). The model cannot be called ‘false’, but rather incomplete in the face of different cultures (Gurven, von Rueden, Massenkoff, Kaplan & Lero Vie, 2013). Some areas of personality can be found in many cultures, whereas others are strongly influenced by cultural aspects and cannot be transferred (Church, 2000). Strong differences are supposed to be found between W.E.I.R.D. (western, educated, industrialized, rich and democratic) cultures and the UBUNTU culture, that is widely spread in the Sub-Saharan region and can be described by the idea “a person is a person through other persons” (Eze, 2010). To investigate this UBUNTU ethic in a theoretically based personality model (Echterhoff, 2013), a questionnaire has been developed to be validated in the Kenyan context on the basis of existing personality items/ scales. Several cross-cultural pilot studies have been conducted, using the SAPI (Fetvadjev et al., 2015), a measure of personality traits for Sub-Saharan African cultural groups corresponding to the FFM. In addition, the SAS II (Leung et al., 2012) and other work- and gender-related measures were used. Results show that Kenyans scored significantly higher on traditionalism-religiosity, deceitfulness, religiosity and facilitating. They scored significantly lower on epistemic curiosity, orderliness, sociability, social intelligence and integrity as well as in tendency on warm-heartedness and intellect. According to these findings, the adapted Kenyan personality model contains the following eight factors: openness, conscientiousness, group relatedness, agreeableness, neuroticism, trust in higher power, capacity of own emotions and potential of self-efficacy. It will be tested and validated in a four-step research process with a sample of adults working in SMEs in Kenya.

IS-9 Within-person variability in personality, emotion, and well-being

Willroth, E.C. (convener), University of California, Berkeley, USA (ecwillroth@berkeley.edu)

John, O.P. (convener & discussant), University of California, Berkeley, USA

Most personality processes are dynamically changing phenomena. Even relatively stable traits, like the Big Five, vary from situation to situation within the individual. Someone may be higher in neuroticism on one day and lower in neuroticism on the next day. To understand how and why people differ in phenomena that change across time, it is necessary to examine processes as they unfold within the individual. This symposium presents research utilizing a variety of methods (i.e., experience sampling, daily diaries, and laboratory experiments) to examine within-person variability in several aspects of personality (i.e., Big Five traits, emotions, emotion regulation, and life satisfaction). Together, this research encompasses a broad range of theoretical and methodological approaches to understanding how and why personality changes in the short-term. Moreover, this research examines how and why individuals differ in the degree of short-term personality change and what these individual differences mean for psychological health.

IS-9 Short-term variability in life satisfaction as an individual difference: Reliability, stability across time, emotional antecedents, and associations with psychological health

Willroth, E.C., University of California, Berkeley, USA (ecwillroth@berkeley.edu)

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

Biesanz, J.C., University of British Columbia, Canada

Mauss, I.B., University of California, Berkeley, USA

Daily life is full of emotional highs and lows. In contrast, the conditions of our life, and thus our life satisfaction, should remain relatively stable from day to day. The degree to which momentary fluctuations in emotions influence life satisfaction

remains a puzzle. In the present paper, we propose the Individual Differences in Evaluating Life Satisfaction (IDELS) model to address this puzzle. The IDELS model posits that people differ in the processes by which they evaluate their life satisfaction: Some people's current emotions are more strongly associated with their life satisfaction (i.e., "emotion globalizing") while other people maintain a filter between their current emotions and their life satisfaction. These individual differences should have important implications for degree of short-term variability in life satisfaction and, in turn, for psychological health. In three diverse samples of women (total $N = 522$), we assessed life satisfaction and emotions for two weeks, either daily or multiple times per day. We tested four hypotheses derived from the IDELS model. First, individuals differed substantially in the degree of short-term variability in life satisfaction and these individual differences were moderately stable over eight weeks. Second, individuals differed substantially in emotion globalizing, and these individual differences were moderately stable across one week. Third, higher emotion globalizing predicted greater short-term variability in life satisfaction. Fourth, greater short-term variability in life satisfaction was associated with worse psychological health. We discuss implications for life satisfaction theory and measurement, and links between life satisfaction and psychological health.

IS-6 Dark Triad traits and effects on entrepreneurial intentions, abusive supervision, follower trust, meat consumption and CWB

Wisse, B. (convener), University of Groningen, the Netherlands & Durham University, UK (b.m.wisse@rug.nl)

For a long time, research in the field of management, leadership and social psychology mainly focused on the influence of positive characteristics of (prospective) people. However, more and more people start to realize—both in science and in practice—that paying due attention to negative or dark traits is as least as important, because these traits can strongly influence organizational processes, interpersonal relations, and outcomes. This symposium focusses on the impact of these Dark Triad traits. It zooms in on how the Dark Triad traits in conjunction with resilience may impact on entrepreneurial intentions, on how leader narcissism and stress interact to explain abusive supervision, on how the relationship between leader emotion regulation strategies and follower trust is affected by leader psychopathy, and finally on if leader psychopathy and leader sense of power are related to meat consumption.

IS-6 Leader psychopathy and the role of emotion regulation strategies in explaining follower trust

Wisse, B., University of Groningen, The Netherlands & Durham University, UK (b.m.wisse@rug.nl)

Sleeboos, E., VU University Amsterdam, The Netherlands

Keller, A., University of Groningen, The Netherlands

Leaders with psychopathic tendencies often seem quite able to climb the hierarchical ladder. How can we explain this? One reason could be that they are able to manage their display of emotions. Managing emotions is especially important for those in leadership positions, because leaders' emotion regulation strategies affect their followers. In general, faking or hiding emotions (surface acting) has detrimental effects on follower attitudes and well-being. In contrast, actually trying to experience the required emotion (deep acting) usually has more positive effects on follower attitudes and well-being. We investigated if the relationship between leader emotion regulation strategies and follower trust is contingent on leader psychopathy. Data were collected in a multi-source field study of leaders and followers working in various industries ($N = 309$ teams). Leaders filled in questionnaires assessing their level of psychopathy and the use of emotion regulation strategies. Followers filled in a questionnaire assessing the trust they had in their leader. Results revealed that leader psychopathy is positively related to their surface acting and deep acting. Results also showed that for leaders with psychopathic tendencies it is beneficial to stick to surface acting: The negative effects of surface acting on trust for those scoring low on psychopathy were positive for those scoring high on psychopathy. Moreover, leaders scoring higher on psychopathy did not reap the benefits of deep acting. The positive effects of deep acting on trust for those scoring low on psychopathy were negative for those scoring high on psychopathy. Our findings suggest that the differential use of emotion regulation strategies may help to explain psychopaths' upward-mobility and how they manage to be perceived a functional organizational member.

IS-10 Ubiquitous personality-trait concepts in 13 independent languages: A cluster-classification approach

Wood, J.K., Deakin University, Melbourne, Australia (joshua.wood@deakin.edu.au)

Gurven, M., University of California at Santa Barbara, USA

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

There is growing interest in the generalizability of personality concepts and structures across diverse cultures, and the limits to this generalizability. A small group of isolated and independently developed languages might provide insight into personality in a much larger number of world cultures and languages. The goal of our research was to discover ubiquitous and potentially universal personality concepts. We categorized the English translations of individual-difference terms in the dictionaries of 12 small societies originally obtained by Saucier, Thalmayer, and Bel-Bahar (2014), plus that of a society studied by Gurven, von Rueden, Massenkoff, Kaplan, and Vie (2013). These 13 societies are highly diverse in geographical location, culture, and language family; none are derived from modern-world languages. They are thus primarily “language isolates” and are a group of independent language samples. Whereas Saucier, Thalmayer, and Bel-Bahar examined single terms (e.g., brave) to discover which were ubiquitous in the 12 languages, we provide an alternative approach to their ground-breaking research. We matched meanings of English-language translations in dictionaries to *clusters* of empirically related terms (e.g., brave, courageous, daring), using the 100 personality-trait clusters developed by Goldberg (1990). We provide information on the relative ubiquity across the 13 languages of personality-trait concepts. The results from two raters revealed 9 ubiquitous personality concepts, plus 5 more present in at least 12 out of the 13 languages. The cluster-classification method and ubiquitous concepts found here suggest a core of universal concepts. Although such concepts as Stinginess, Courage, Indecisiveness and Lethargy have previously been researched, their ubiquity suggests they should be given concentrated research attention. These results also have implications for a universal order of emergence of personality concepts, because some personality concepts may never be present in a language without other, more ubiquitous personality concepts, being present.

PA-24 On the affective core of the NEO-PI-3 among the Chinese

Yik, M., Hong Kong University of Science and Technology, Hong Kong China (Michelle.Yik@ust.hk)

Sze, I.N-L., Hong Kong University of Science and Technology, Hong Kong China

Kwok, F., Hong Kong University of Science and Technology, Hong Kong China

He, X., Hong Kong University of Science and Technology, Hong Kong China

In this paper, we proposed a novel approach to examining the affective core of the fourth generation NEO scales among the Chinese. Using Yik, Russell, and Steiger’s (2011) Cosine Method, Yik (2009) related external variables such as the Big Five factors to a circumplex model of affect. We found that not all external variables are related to the affect circumplex. However, for any variable that is related, the circumplex provides a powerful prediction: the vector of correlations between that external variable and the affect variables forms a cosine curve. The Cosine Method estimates the magnitude of the relation of the external variable and the entire circumplex (the amount of variance explained by affect), and estimates where that variable falls within the circumplex (the nature of the affective core). In the current study, 407 university students completed the newly translated NEO Personality Inventory-3 (NEO-PI-3) twice, two weeks apart. At Time 1, the study participants also completed Interpersonal Adjective Scales (IAS; Wiggins, 1995). At Time 2, they also completed the Chinese Circumplex Affect (CCMA; Yik, 2009) scales. In addition to testing the factor structure and test-retest reliabilities of the NEO scales, we used the CCMA as a platform on which to test the new scales’ core affect and to establish their nomological net by placing on the CCMA space both the new scales and IAS. By placing pertinent variables onto the CCMA, we would be able to (a) explore the affective underpinnings of the new NEO scales, and (b) examine the similarities and differences between the NEO factors and IAS octants.

C1-14 Tolerance of immigrants in Japan: Big Five personality traits and population ratio of foreigners

Yoshino, S., Waseda University, Japan (shinyosh8.5@gmail.com)

Oshio, A., Waseda University, Japan

An issue in immigration is whether local inhabitants accept the different cultural backgrounds and lifestyles of immigrants; it is about tolerance. Previous studies have examined the relationships between tolerance and demographic variables, as well as commitment to a residential region. This study focuses on the Big Five personality traits associated with tolerance among Japanese people. In particular, we examined trends in tolerance in areas with high numbers of foreigners. The Big Five personality traits, which represent a wide range of personality traits, are thought to relate to tolerance of immigrants; these relationships will become clear by focusing on regions with many foreigners. Considering that immigrant numbers are increasing in Japan, it is important to examine people’s reactions to immigrants. We used a dataset from the Data Sharing for Psychology in Japan (DSPJ) project. The respondents were 4,358 Japanese adults (1,742 females and 2,616 males) who participated in a nationwide survey. The item assessing general tolerance (rated on a five-points scale) was used as a dependent variable. The Japanese Version of Ten Item Personality Inventory (TIPI-J), the population ratio of foreigners in the residential area (logarithmic transformation), and the interactive terms of each Big Five personality dimensions and the population ratio of foreigners were used as independent variables. A stepwise multiple regression analysis controlling for demographic variables and

regional variables revealed a marginally significant interactive effect of Neuroticism and population ratio of foreigners on general tolerance. A simple slope analysis showed a significant negative relationship between Neuroticism and general tolerance in residential areas with many foreigners. The results of the present study suggest that Japanese people who show high Neuroticism and live in areas with many foreigners tend to feel threatened by the foreigners.

PA-34 Expanding the scope of implicit personality assessment: The questionnaire-based Implicit Association Test (qIAT)

Yovel, I., The Hebrew University of Jerusalem, Israel (iftah.yovel@mail.huji.ac.il)

Friedman, A., The Hebrew University of Jerusalem, Israel

Aviram, G., The Hebrew University of Jerusalem, Israel

Standard self-report questionnaires are susceptible to many types of response biases. Reaction-time based implicit assessment methods are not based on reflective processes, and they can therefore provide information to which people may not be aware. However, in contrast to the field of social cognition, such methods are rarely employed in mainstream personality research. The scope of implicit personality assessment has been restricted primarily due to methodological limitations of implicit tasks that measure attitudes towards the self. The Questionnaire-Based Implicit Association Test (qIAT), which measures the speed of association between ordinary questionnaires' items and true versus false self-related statements, was designed to address these limitations. A series of studies will be presented, in which we examined the reliability, concurrent validity and predictive utility of the qIAT. The first study (N = 528) supported the test-retest reliability of the qIAT that measured extraversion. Study 2 (N = 164) supported the reliability and validity of the qIAT assessment of conscientiousness. In addition, the conscientiousness implicit measure predicted who came back to complete the second session of this study (conducted two weeks later), for which participants had been paid in advance. In Study 3 (N = 375), a qIAT that measured self-esteem moderated the effect of a social threat on participants' performance in a subsequent anagram task. In all three studies, the qIAT demonstrated good or excellent internal consistency, and it correlated with the parallel explicit self-report questionnaire more strongly than with other self-reports, thus supporting its convergent and discriminant validity. These results support the reliability and validity of the qIAT, and they point to the superiority of this task over the standard self-concept IAT. Most importantly, the present findings open the door for the indirect measurement of wide variety of distinct personality constructs, currently measured only by self-report scales.

IS-4 A multi-rater and twin study on the convergence of basic value orientations and foci of moral concern

Zapko-Willmes, A., MSB Medical School Berlin, Germany (a.zapkowillmes@uni-bremen.de)

Schwartz, S.H., The Hebrew University of Jerusalem, Israel

Richter, J., Bielefeld University, Germany

Kandler, C., University of Bremen & MSB Medical School Berlin, Germany

While basic human values and moral foundations have received increasing scientific attention in the last decades, the empirical overlap of both constructs is largely unknown. This study examined the convergence of structure and sources of variance of basic value orientations and foci of moral concerns (i.e., moral foundation dimensions). We hypothesized that prioritizing conservation (vs. openness to change) values converges with a moral focus on organization (vs. opportunity) and prioritizing self-transcendence (vs. self-enhancement) values converges with a moral focus on social (vs. individual) outcomes. Analyses were based on German twin and multi-rater data from the Study of Personality Architecture and Dynamics (SPeADy). We performed multitrait-multimethod analyses based on 924 complementary self- and informant ratings and behavior genetic analyses based on self-ratings from 555 mono- and dizygotic twin pairs. Basic values and moral concerns were measured with the Portrait Value Questionnaire and the Moral Foundations Questionnaire, respectively. Conservation and a moral focus on organization converged across different methods and shared a moderate proportion of genetic and environmental variance. Self-transcendence and a moral focus on social outcomes showed a partial convergence of structure and environmental sources of variance, but distinct genetic sources of variance. The results indicated that value orientations and foci on moral concern are closely linked but distinct constructs. Findings will be discussed regarding conceptual and measurement-related implications.

PA-23 Memories of holocaust-related traumatic experiences, sense of coherence (SOC), and survivors' subjective well-being (SWB) in late life: Some puzzling findings

Zeidner, M., University of Haifa, Israel (zeidner@edu.haifa.ac.il)

The major goal of this study is to explore the nexus of relationships between memories of Holocaust-related early traumatic events, survivors' sense of coherence (SOC), and subjective well-being (SWB) in late life. In particular, we set out to investigate the buffering effect of the person construct, of SOC on the psychological well-being of Holocaust survivors in late life in light of their recalled traumatic experiences during the Holocaust. Participants were 106 Jewish survivors (54% female), who underwent an extensive in-depth clinical interview relating to their Holocaust experiences and responded to measures of SOC and SWB in late life. Data bearing on the effects of early trauma on adaptive outcomes were mixed, with a number of puzzling and unanticipated findings. Overall, the data provided no evidence for the moderating or 'buffering' effect of SOC, but showed support for indirect effects of SOC in the relationship between memory traces of specific traumatic experiences and adaptive outcomes.

SY-2 Individual narcissism, collective narcissism and its diversity: Linking personality with social phenomena

Żemojtel-Piotrowska, M. (convener), Cardinal Stefan Wyszyński University in Warsaw, Poland (magdazemojtel@gmail.com)

Back, M., (discussant), University of Münster, Germany

In the current symposium we present findings on individual and group level narcissism, focusing on how these variables could explain different psychological phenomena, starting from perception of social world, through religiosity and spirituality ending with out-group derogation. In the first paper we present new model of individual narcissism, the Circumplex Narcissism Model (CMN), adopting newest models of grandiose narcissism (namely Narcissistic Admiration and Rivalry Concept and Agency-Communion Model) to disentangling its vulnerable counterpart. In the second paper we present how the CMN could predict attitudes toward social world, namely trust and cynicism. In the third paper we look how individual level and group level narcissisms are associated with spiritual transcendence. Finally, in the fourth presentation collective narcissism' role as a mediator of association between low self-esteem and out-group derogation is shown.

SY-2 Circumplex model of narcissism: Theoretical background and empirical evidences

Żemojtel-Piotrowska, M., Cardinal Stefan Wyszyński University in Warsaw, Poland (magdazemojtel@gmail.com)

Piotrowski, J., Cardinal Stefan Wyszyński University in Warsaw, Poland

Rogoza, R., Cardinal Stefan Wyszyński University in Warsaw, Poland

Cieciuch, J., Cardinal Stefan Wyszyński University in Warsaw, Poland

Strus. W., Cardinal Stefan Wyszyński University in Warsaw, Poland

In the current presentation we propose new conceptualisation of non-clinical narcissism by proposing the Circumplex Model of Narcissism (CMN). The CMN is derived from agency-communion model (A-C model) of narcissism, circumplex model of personality metatraits and narcissistic admiration and rivalry concept (NARC). We posit existence of four basic forms of narcissism, organized in the circumplex, with two independent axes: communion versus antagonism and agency versus passivity. Then, we posit that each of four forms could be described in terms of two strategies, referring to NARC model and adopting it to all postulated forms of narcissism. We placed within this model formerly described NARC (labelling it as agentic-antagonistic), communal narcissism (agentic-communal), and proposing two forms of vulnerable narcissism: vulnerable narcissism (passive-antagonistic) and communal vulnerable narcissism (passive-communal). Recently proposed Vulnerable Isolation and Enmity Concept (VIEC), adopted to disentangling vulnerable narcissism was placed within the CMN, and prescribed to passive-antagonistic quarter. As supplementation of formerly described strategies we proposed: Grandiose Heroism and Sanctity as prescribed to agentic-communal form and Vulnerable Fusion and Fragility as strategies prescribed to passive-communal form of narcissism. Basing on general Polish sample ($N = 515$) we indicated that: four narcissisms (encompassed by eight strategies) forms circumplex model and these forms correlate with Big Five personality traits in predicted way. In addition, we validated newly created scales by correlating them with existing measures of grandiose and vulnerable narcissism, including the NPI, the HSNS, the CNI, the FFNI, the PNI, the NVS, and the NGS ($N = 338$). Also nomological network of the CMN, like self-description in agentic and communal domains, was examined.

PA-18 The Dark Factor of Personality: An overview and outlook

Zettler, I., University of Copenhagen, Denmark (ingo.zettler@psy.ku.dk)

Hilbig, B.E., University of Koblenz-Landau, Germany

Moshagen, M., Ulm University, Germany

The Dark Factor of Personality (D) captures individual differences in aiming to maximize one's interests at the expenses of others, accompanied by beliefs that serve as justifications. It is conceptualized as a fluid construct representing the common core of dark traits, which, in turn, are considered to be flavored manifestations of D. In this talk, we will elaborate on the theoretical background of D as well as present previous and new empirical support for D. We will present a series of studies addressing the idea of D as the common core of dark traits. Among other things, we assessed people's levels in D and nine different dark traits—Egoism, Machiavellianism, Moral Disengagement, Narcissism, Psychological Entitlement, Psychopathy, Sadism, Self-Interest, and Spitefulness—at two time points, four years apart ($N = 470$, 52% male, mean age = 49 years). Further, we linked D to basic personality traits as well as to different self-report and behavioral criteria in the realm of ethics and morality. We run additional analyses (including simulation studies) to test the fluid character of D. Across the studies and analyses, results clearly support the validity of D as the common core of dark traits. For instance, D was able to predict all assessed criteria, and D was able to predict levels in all assessed dark traits four years later, irrespective of how D was estimated in the first place. The previous and new findings substantiate the idea of D as the underlying general tendency to maximize one's interests at the expense of others with accompanying justifying belief. Consequently, D might serve as the theoretical foundation for basic individual differences related to ethically, morally, and socially questionable behavior.

PA-38 Constructing stories and its relation to well-being: how individual tendency to interpret life events positively relate to satisfaction with life

Zieba, M., SWPS University of Social Sciences and Humanities, Poland (mzieba@swps.edu.pl)

Wiecheć, K., SWPS University of Social Sciences and Humanities & Poznan University of Medical Sciences, Poland

Kowalska, N., SWPS University of Social Sciences and Humanities, Poland

Narratives about specific life events can be analyzed in terms of their individual characteristics. Life story narratives are diverse on motivational and affective themes, themes of integrative meaning, and structural elements. Recent studies demonstrate the empirical evidence that narrative identity is a cross-sectional indicator of well-being, compared with other individual differences and situational variables (Adler et al, 2016). In the study 120 adults filled-out set of questionnaires to measure temperament, hope, depression and well-being. The participants also completed a Life Story Interview followed the McAdams' (1996) protocol. Each participants were asked to describe twelve personally meaningful episodes from the past, such as life-story high points, low points, turning points, and earliest memories. Ultimately, a total of 1440 life story episodes were coded for the narrative coherence and positive processing. The structure index of life story coherence encompassed four features: orientation – location of the narrative about the life events in a specific temporal and personal context; structure – presence the elements of narrative in a causally or temporally logical way; affect – consistent affective tone or theme to organize emotional sense of the narrated event; and integration – congruence of the narrative with the storyteller's narrative identity (Baerger, & McAdams, 1999). The positive processing was defined as any interpretation of life events that serves to move a person toward (as opposed to away from) experiences that enhance self-development and quality of one's life, by increasing clarity of identity, sense of purpose, and so on (Lilgendahl & McAdams, 2011). The study results show that relationships between life story coherence indices and satisfaction with life were non-significant or at most moderate. However, multilevel modelling analyses indicated that, across participants and category of life events, positive processing independently predicted well-being beyond the effects of temperament traits and other individual difference variables.

IS-2 Personality and intelligence: United they stand

Ziegler, M., (convener), Humboldt Universität zu Berlin, Germany

Over the past century researchers have focused on cognitive abilities and personality. While early scholars such as Cattell contributed to both fields, recent decades have seen a growing division between the fields. While this specialization has led to many successes, it has also resulted in a gulf between the two fields. Attempts to bridge this gulf have been scarce and yielded mixed success. The largest problem seems to be that despite sporadically published theories, little effort is invested in empirically testing these theories. The current symposium aims at reviving research that tests theories connecting abilities and personality traits. To this end, the talks will mostly focus on possible theories, providing empirical support where possible. The idea is that by clearly presenting some maybe even brave hypotheses, research can be provoked. The symposium will start with a talk by Colin DeYoung who will provide the large picture, presenting and challenging typical assumptions regarding differences between abilities and traits. The second talk by Matthias Ziegler will focus on a single theory meant to explain the developmental interplay between Openness, Fluid, and Crystallized Intelligence. The talk will summarize the current state of the model and suggest some extensions. The third talk by Andrea Soubelet also strongly focuses on the potentially joint development of abilities and traits. The talk will first summarize and critique existing models and then specifically target selected traits. Finally, Wendy Johnson will extend the level of analyses to illuminate developmental pathways by

considering moderating dynamics among parental educational status, the personality trait alienation, intelligence, and school grades. Instead of a discussant, the symposium will conclude with the four presenters discussing their ideas amongst each other and with the audience with the aim of delineating concrete empirical tests for the presented ideas.

SY-6 Hello from the other side

Ziegler, M., Humboldt-Universität zu Berlin, Germany (zieglema@hu-berlin.de)

Lämmle, L., Medical School Hamburg, Germany

Nussbeck, F., Universität Konstanz, Germany

The current study builds on research regarding self-other agreement, in particular the Trait Reputation Identity (TRI) model and combines this theoretical approach with modern statistical modeling techniques, in particular the CTC(M-1) and the Latent Difference model. This combination was applied to avoid statistical problems with latent trait models previously used in TRI research. One further aim was to fully exploit the potentials of the TRI model through simultaneously modeling more than one trait in one model. This allows exploring whether raters use similar information to assess different traits and whether this information is observer specific. Moreover, it can be explored whether the traits themselves can drive an individual's reputation. All analyses were based on a data set capturing the Dark Triad. As the Dark Triad has only sparsely been considered from different rater perspectives so far, the study also adds new insights into this network of maladaptive traits. A sample of 290 students, their best friends, and one parent were asked to fill out the NPI, Mach IV, and the SRP-III. Results suggest that accuracy is high only for narcissism. Moreover, there was a dark halo within each of the other raters for Machiavellianism and psychopathy. Finally, those two traits also were related to an underestimation of those traits by the other-raters. This combination of the TRI and modern structural equation methods highlights the usefulness of the TRI model and also adds to the debate about the specific nature of the Dark Triad traits.

SY-7 Using artificial intelligence in HR selection processes!?

Ziegler, M., Humboldt-Universität zu Berlin, Germany (zieglema@hu-berlin.de)

Peikert, A., Humboldt-Universität zu Berlin, Germany

With the advent of machine learning or artificial intelligence (AI), many HR practitioners are faced with a challenge: To either delve into these methods or to ignore them. The latter choice is often justified with the argument that AI algorithms are black boxes and therefore unsuitable for decisions affecting individuals. Yet, there are prominent examples of AI being used to “assess” personality in an HR context based on voice, writing, or social network entries. Thus, the challenge does not seem to be the question of using or not using, but rather the question of how to use it while paying attention to established assessments standards and ethical principles. Aim is to provide a short introduction to different AI approaches theoretically usable in HR processes and by doing so to dispel the black box argument. Moreover, we will provide empirical examples from real life applications in which we compare classical approaches with AI approaches. The aim is to derive at first conclusions regarding the usefulness of AI in HR selection processes. Two data sets were used. The first comprises applicants for apprenticeships who completed Big-Five and intelligence measures. The second data set comprises results of an occupational competency measure and the information whether the assessee is in a supervisor position. In both data sets different supervised learners were applied to determine success prediction functions. These were compared with regression functions. Moreover, the second data set was also used to derive AI based development suggestions. The findings show that AI algorithms do not always outperform classical approaches. However, the information obtained potentially offers more insights, especially for designing stepwise selection processes. AI approaches potentially offer fruitful extensions to current selection processes. However, in order to circumvent the black box argument, not all AI approaches are equally suitable.

SY-3 Genes and personality: Novel approaches to loci identification - recovering the heritability of personality and intelligence

Zohar, A.H. (convener), Ruppiner Academic Center, Israel (AdaZ@ruppin.ac.il)

The symposium will be opened by the convener, with a brief overview of the genetics of personality research, starting with Galton in the 19th century and culminating in the international consortia of the 21st century, stating the dilemma of the lost heredity, and introducing the four promising approaches that will be covered in the symposium. The first speaker will be Professor Sung of National University of Seoul, South Korea, who will present a large-scale analysis of whole genome scans in which machine learning was used to match temperament and character profiles to SNP sets, in a fuzzy algorithm recovering

a fair share of personality heredity. The second speaker will be David Hill of the University of Edinburgh, Scotland, reporting on the genetics of intelligence and personality, based on the Lothian Birth Cohorts of 1921 and 1936 which followed its participants from the age of 11 and into their 90s, and found unique and shared genetic variance for personality and intelligence. The third speaker will be Lars Penke of the University of Goettingen, Germany, who will present results showing a substantial contribution of rare genetic variants to intelligence and neuroticism, suggesting that the evolutionary process of mutation-selection balance is involved in the maintenance of genetic variance in these traits. The fourth and last speaker, Haim Belmaker of Ben-Gurion University will present results showing the association of personality and sexuality genetics, suggesting that common and unique genetic variance underlies their association in humans. The Discussant will be Haim Belmaker of Ben-Gurion University who will give an integrative critical overview of the four presentations, and also moderate the discussion with the symposium attendees.

PA-24 Personality as a mediator of health and health outcomes

Zohar, A., Ruppin Academic Center, Emek Hefer, Israel (adaz@ruppin.ac.il)

There is accumulated evidence that personality traits and profiles are related to well-being and happiness; there is also a growing body of evidence that they are related to health and health outcomes. This presentation features four studies that are pertinent to the question at hand: 1) Personality and heart rate variability ($n=118$), 2) predicting response to Fluoxetine treatment in depressed and anxious adolescents using biological markers and personality ($n=41$), 3) predicting distress in Fibromyalgia based on the intensity of symptoms as well as on patient's personality ($n=344$), and 4) predicting distress due to psychosomatic symptoms ($n=173$). Personality in these studies is measured either in terms of Distressed Personality Type, or in terms of Temperament and Character, with added measures for perfectionism and self-compassion. The results are that specific personality traits and personality profiles work to increase risk and suffering, and other personality traits and profiles are protective in buffering the person with the disease from pain and distress, with varying effect sizes, which warrant considering personality as an agent in health and health outcomes. The pathways most likely to connect personality and health are 1) common genetic variance, 2) the activity of the immune system, and 3) health behavior. The conclusion is that personality psychology has much to contribute to health psychology and to the planning and evaluation of medical interventions.

A1-13 Collecting to the bitter end: A correlational study of hoarding, distressed personality type, hostile world assumptions, and fear of death

Zohar, A., Ruppin Academic Center, Emek Hefer, Israel (adaz@ruppin.ac.il)

Bitton, M., Ruppin Academic Center, Emek Hefer, Israel

Shmotkin, D., Tel Aviv University, Tel Aviv, Israel

Hoarding is a dysfunctional behavior and as it becomes entrenched it is progressively more difficult to treat. The goal of the current study was to test the hypothesis that Type D personality, Hostile World Assumptions (HWA) and fear of death - all combine to predict variance in hoarding behavior. 249 community volunteers (19% male) 20-79 years of age (mean 44.3 ± 15.2) self-reported on hoarding measures (UHSS, HRS-I), on hostile-world scenario (HWS), on distressed personality (DS14), and on fear of death (FODQ). Using factor analysis with varimax rotation we were able to discriminate within the FODQ two distinct subscales: fear of death and fear of dying, both with good psychometric qualities. Analysis of variance revealed that individuals with distressed personality were higher on hoarding, on the fear of death sub-scale, and on the negative engagement (NE) of the HWS. A complementary pattern was shown for high (HH) vs. low hoarders (LH): The HH were more likely to have Type D personality, higher NE on the HWS and more fear of death. Mediation analysis revealed that the NE of the HWS was a complete mediator between Type D personality and hoarding behavior. This correlational study suggests a pathway to hoarding that stems from being fundamentally stressed as in Type D personality, developing the NE of HWS, and leading to hoarding as a defensive process. If these results are replicated then they may also suggest new approaches to the treatment or prevention of hoarding.