



## **Table of contents**

A word of welcome	4
Organization	5
General Information	6
Sponsors and Exhibitors	10
Key Note Speakers	11
Invited Symposia	13
Submitted Symposia	17
Conference Program	21
List of Posters	29
Abstracts	41



## A word of welcome

Welcome to the second world conference on personality. After the successful first conference in Stellenbosch, South Africa in 2013, we meet again on a different continent with a full program of presentations from participants from many different parts of the world. Per January 21, 2016, we counted 322 abstracts from 44 countries, based on first authorship. This is approximately the same as for Stellenbosch, but with a significant increase for Brazil and the USA, but some decrease for Russia, Netherlands, Germany, and South Africa. In detail: Argentina (3), Australia (5), Austria (2), Bahrein (1), Belgium (9), Brazil (54), Canada (14), Czech Republic (2), Chile (3), China (3), Croatia (5), Denmark (5), Emirates (1), France (2), Germany (25), Greece (2), Guyana (1), Hong Kong (1), India (2), Iran (4), Israel (1), Italy (1), Japan (1), Netherlands (13), New Zealand (2), Nigeria (2), Norway (3), Pakistan (1), Philippines (2), Poland (4), Romania (4), Russia (13), Saudi Arabia (1), Serbia (2), Slovakia (2), South Africa (8), Sweden (10), Switzerland (5), Turkey (2), Turkmenistan (1), UK (15), Uruguay (1), USA (78).

This second conference is possibly followed up by the third somewhere in Asia, in about three years from now. First details on this will be provided at the conference.

Right after the Stellenbosch conference, the WAPP (World Association for Personality Psychology) was established with a steadily growing membership in the meantime. Moreover, there is now a journal associated with the WAPP, the IJPP (International Journal of Personality Psychology), that has just seen its first (2015) issue. Attendants to the conference are invited to become member of the WAPP, and to submit their work for publication in the IJPP.

The Buzios location for the conference is a very peaceful location and very attractive to spend a longer period than just the days of the conference. We hope that this beautiful environment helps to create a stimulating atmosphere at the conference. We wish you an exciting conference.

**Boele De Raad**  
**Claudio Hutz**



## Organization

### Scientific Program Committee

Beatrice Rammstedt (GESIS – Leibniz Institute for the Social Sciences, Germany)  
Boele de Raad (University of Groningen, Netherlands)  
Boris Mlačić (Institute of Social Sciences Ivo Pilar, Zagreb, Croatia)  
Claudio Hutz (Universidade Federal do Rio Grande do Sul, Brazil)  
Dick Barelds (University of Groningen, Netherlands)  
Deon Meiring (University of Pretoria, South Africa)  
Randy Larsen (Washington University in St. Louis, USA)  
Juliana Pacico (Universidade Federal do Rio Grande do Sul, Brazil)

### Local Organizing Committee

Boele De Raad (University of Groningen, Netherlands)  
Claudio Hutz (Universidade Federal do Rio Grande do Sul, Brazil)  
Dick Barelds (University of Groningen, Netherlands)  
Juliana Pacico (Universidade Federal do Rio Grande do Sul, Brazil)  
Carmen Flores Mendoza (Universidade Federal de Minas Gerais)  
Ricardo Primi (Universidade São Francisco)

### Social Networking Committee

Igor Mikloušić (Institute of Social Sciences Ivo Pilar)  
Juliana Cerentini Pacico (Federal University of Rio Grande do Sul, Brazil)

### Conference Address

Boele De Raad  
Heymans Institute  
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### Conventions Office

Acontece Eventos  
Av. Cristóvão Colombo 2168 / 05  
Floresta, Porto Alegre, RS, Brasil  
CEP: 90560-002



## General Information

**Búzios** – official name, Armação dos Búzios – is a charming beach destination, combining a rich selection of beaches with a great variety of shops, hotels, pousadas, restaurants, and nightlife. It has a lively, quiet, and peaceful town centre. Favorite places are the rua das Pedras, in the centre, and the beaches of Ossos, Azeda and Azedinha.

**Venue** - The meeting venue is the Atlântico Búzios Convention and Resort, in Búzios. The below map indicates the location of the venue in Búzios. Please note that the main entrance of the Atlântico is located at the Estrada da Usina Velha. Hotel guests can also enter the hotel (using their hotel key) from the Av. José Bento Ribeiro Dantas.

**Local transport** - The Atlântico is located about 1 km from the center of Búzios. The walk along the coastline is easy and safe, also at night. Taxis are also available at the Atlântico. To get around the peninsula you can also use the van service, rent a car or buggy. If you would like to explore some of the peninsula beaches, you might consider using a water taxi. These will bring you to and from the beaches and the harbor. These water taxis can be found at the beaches and the harbor.

**Tips** - restaurants and bars include the usual 10% tip in the bill, often labeled as service.

It is customary to tip to hotel porter with R\$ 2 to R\$ 5.

Electrical Power in Búzios and Rio de Janeiro: 110 volts, 60 Hz

**Exchange money** - If you to want exchange your money, go to: Malizia Tour ( Travessa dos Pescadores, 306 - Esquina Rua das Pedras - Centro - Armação dos Búzios - RJ)

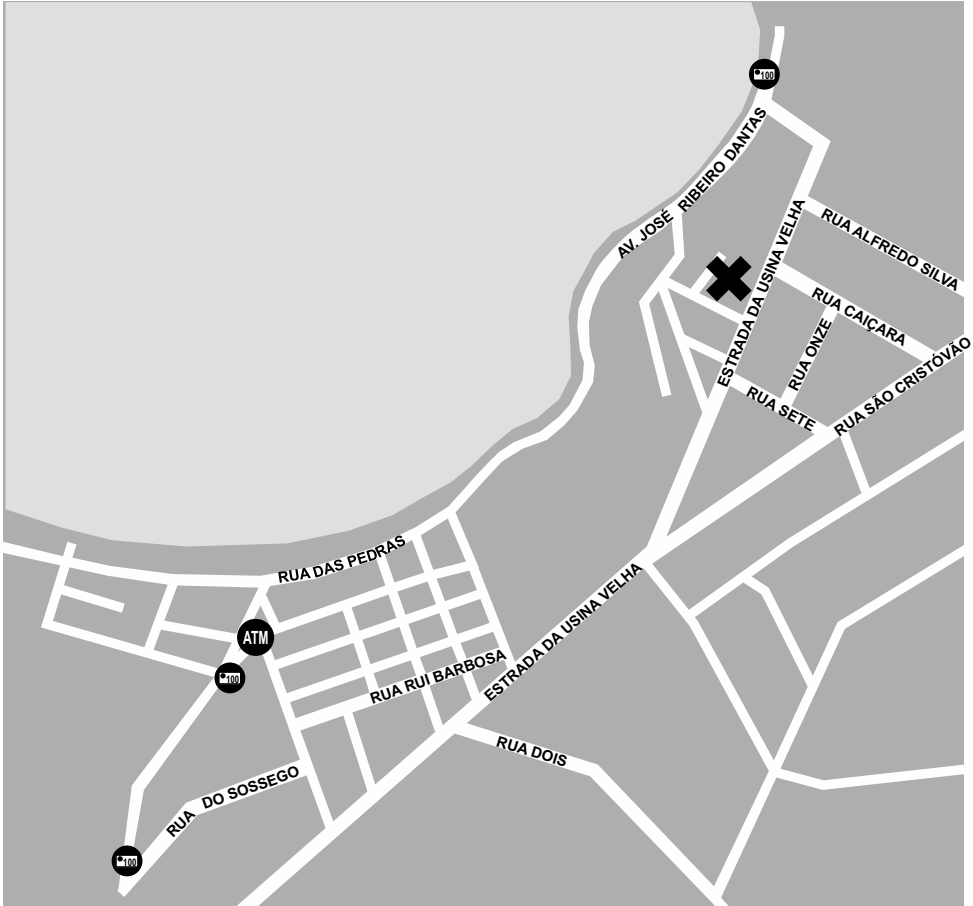
### Meal Schedule at Atlântico Búzios

Lunch - 12h00 - 15h00

Dinner - 19h00 - 22h00



**ATM** - There are several ATM machines located in Búzios. The below map shows a couple of nearby ATM's (X marks the Atlântico).





**Secretary/Registration** - For registration, payment, and inquiries you may contact the conference secretary. The secretary is located in booths that can be found in the hallway of the Atlântico conference venue (near to the entrance).

**Internet** - WiFi is available in the Atlântico. The reception in and around the convention center and the lobby is usually good. **Wi-fi Network:** PERPSY / **Password:** Perpsy2016

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

**Posters** - There are two poster sessions in the conference program: one on April 1st (no joke) and one on April 2nd. Both sessions are from 17:30 to 18:30. We ask poster presenters to put their posters up early on the day of the presentation, so participants may have a look at the posters already during breaks etc. The poster presenters are expected to be present at the time of the poster session.

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

**Conference proceedings** - There is no plan to have (a selection of) the conference presentations published under the auspices of the conference organization. Participants are advised to submit their papers for publication to the IJPP (International Journal of Personality Psychology), the official journal of the WAPP. Also, the accepted abstracts will be published in a special issue of the IJPP

## Social events

### 2nd World Conference on Personality opening ceremony

March 31st: 18:00 – 19:00

Opening and Key Note Address in the Tartaruga room (see map on next page)

Welcome Reception at the pool area (directly after the opening ceremony; please note that the pool area is located upstairs from the conference venue at the Atlântico. Please follow the signs)

### Conference Dinner

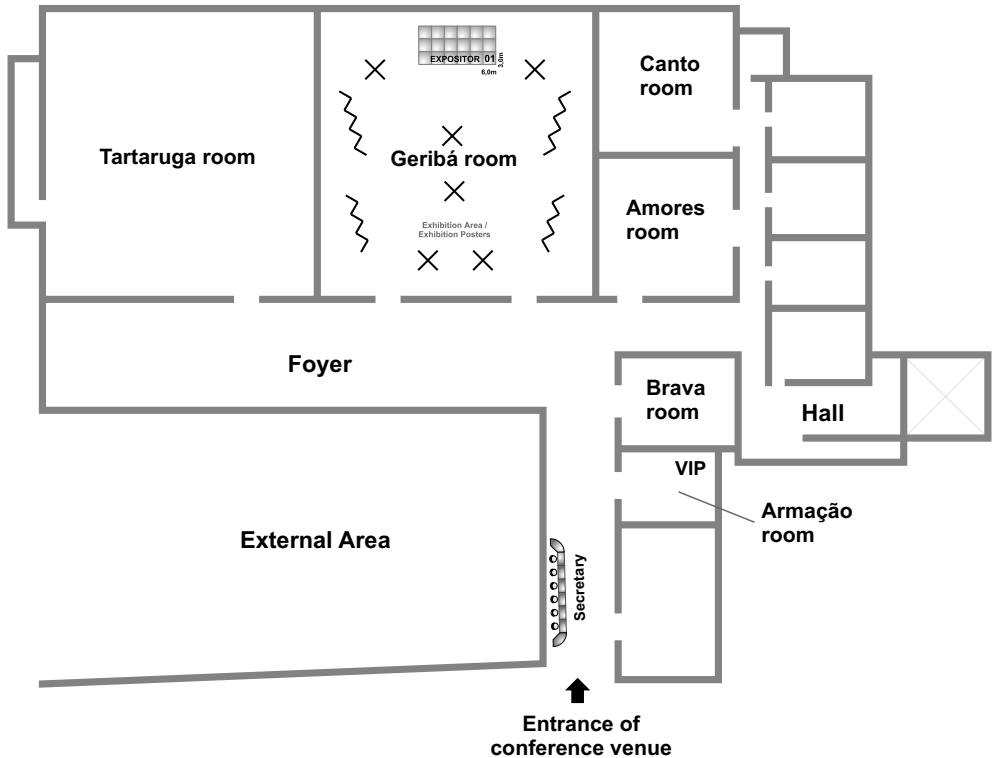
April 2nd, 20:00 – 23:00

The conference dinner will take place at the Patio Havana, Rua das Pedras, 101 (at walking distance from hotel Atlântico)

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



**Map of the conference venue at the Atlântico** - Below is a map of the conference rooms.





## Sponsors and Exhibitors





## Keynote speakers

**Title: Genetics of Intelligence**

**Speaker: Robert Plomin**

**Affiliation: Kings College, London, [Robert.plomin@kcl.ac.uk](mailto:Robert.plomin@kcl.ac.uk)**

His research interests lie in using genetically sensitive designs to study the interface between nature and nurture in the development of individual differences in behavioral dimensions and disorders. The genetic strategies he uses include quantitative genetics (e.g., twin and adoption studies) and molecular genetics (DNA). The research domains that interest him most are learning abilities and disabilities, personality, and psychopathology.

**Title: When cultures meet: Intra- and inter-personal processes and the role of personality**

**Speaker: Veronica Benet-Martinez**

**Affiliation: ICREA & Universitat Pompeu Fabra, [Veronica.benet@upf.edu](mailto:Veronica.benet@upf.edu)**

Her main research interests focus on the interplay of culture and personality/social processes. Using correlational, experimental, and social-network approaches, she has examined multi/bicultural identity to understand its dynamics, individual differences, and personality, cognitive, and social correlates. She has also examined cultural and linguistic issues in personality description, and the links between cultural values, personality, and wellbeing.

**Title: Personality at three levels of analysis**

**Speaker: William Revelle**

**Affiliation: Evanston, Illinois, [revelle@northwestern.edu](mailto:revelle@northwestern.edu)**

His research tries to integrate a biologically informed model of individual differences at multiple levels of analysis: within the individual, between individuals, and between groups of individuals. Thus, his research combines the study of coherent patterns of affective and cognitive variation within people over time with the study of differences in these patterns across individual. He believes that it is important to share our knowledge of personality and methods of research with the broader community. This has led to his development of the Personality Project, a web based information source; the development of the International Cognitive Ability Resource, a shared collaborative of open source ability items; and the psych package, a general purpose toolbox for analysis of personality data using the R statistical system.

**Title: Rethinking Personality Psychology**

**Speaker: Robert Hogan**

**Affiliation: Tulsa, Oklahoma, [Robert@hoganassessments.com](mailto:Robert@hoganassessments.com)**

He has contributed to the development of socio-analytic theory, which maintains that the core of personality is based on evolutionary adaptations. Humans, in this view, always live in groups and groups always demonstrate status hierarchies. This in turn leads to two further generalizations: people are motivated to get along with other group members but also to get ahead (to enjoy the perquisites of status). Hogan maintains that personality is best examined from the perspective of the observer (reputation) rather



than the actor (a person's identity). As a consequence, he has insisted that personality tools should be evaluated in terms of how well reputations (defined on personality tests) predict behavior on the job and in relationships.

**Title: What Rorschach performance can add to assessing and understanding personality**

**Speaker: Greg Meyer**

**Affiliation: Toledo, Ohio, [Gregory.meyer@utoledo.edu](mailto:Gregory.meyer@utoledo.edu)**

His interest is on personality and neuropsychological assessment, and in how different testing methods relate to each other and how diverse methods can be used together to produce a more complete understanding of the person. In assessment this emphasis concerns the links between self-reported characteristics and the themes, imagery, and stylistic qualities that are evident in actual behavior on personality relevant performance tasks. Another interest is in optimal strategies for validating psychological tests and in meta-analysis as a way to summarize knowledge. He studies the Personality Assessment Inventory and the Minnesota Multiphasic Personality Inventory, and he works on improving the Rorschach as an instrument that can be validly used in applied practice.

**Title: Young adulthood is the crucible of personality development**

**Speaker: Brent Roberts**

**Affiliation: University of Illinois, Champaign, [bwroberts@illinois.edu](mailto:bwroberts@illinois.edu)**

His primary line of research is dedicated to understanding the patterns of continuity and change in personality across the decades of adulthood and the mechanisms that affect these patterns. He has a second line of research on personality assessment. This research line includes studies focusing on the meaning and scope of the trait of conscientiousness and the relationship between conscientiousness and the health process, the utility of contextualized assessments of personality, and the use of IRT in personality assessment.



## Invited Symposia

### **IS-1. Personality structure, *Boris Mlačić (convener & discussant)***

Ubiquitous personality-trait concepts in 13 highly diverse and isolated languages: Contributions of a cluster-classification strategy, ***Joshua Wood, Gerard Saucier, Lewis R. Goldberg.***

Personality Trait structure in Hindu thought tradition of India: The journey of Triguna, ***Jitendra K Singh.***

Psycholexical studies in Serbian language: the role of descriptors of temporary states and moods, ***Petar Čolović & Snežana Smederevac***

Cross-cultural basics of trait distinction, ***Barelds, Dick, P.H.; De Raad, Boele; Timmerman, Marieke, E., & Mlačić, Boris.***

### **IS-2. The future of personality psychology, *David Funder (convener)***

Cultural personality psychology, ***Veronica Benet-Martinez***

Personality in social action, ***Mitja Back***

Personality neuroscience comes of age, ***Colin DeYoung***

Finally, the time is right to measure behavior, ***Sam Gosling***

### **IS-3. Personality development - *Barbara De Clercq & Filip De Fruyt (Conveners), Brent Roberts (Discussant)***

Childhood antecedents of Agreeableness: A longitudinal study from preschool to late adolescence, ***S. Baardstu, E. Bolstad Karevold, T. von Soest***

Temperamental trajectories of personality types in late adolescence: A longitudinal study from age 1.5 to age 16.5, ***E. Bolstad Karevold, T. von Soest, S. Baardstu, E. Roysamb & F. DeFruyt***

A developmental perspective on the FFM charisma compound: How charismatic personality tendencies develop and predict career outcomes 15 years later, ***Jasmine Vergauwe, Bart Wille, & Filip De Fruyt.***  
Affected by or affecting the environment? Personality development from a transactional perspective, ***Odilia Laceulle***

### **IS-4. Maladaptive variants of the FFM: childhood and adulthood, *Tom Widiger (convener and discussant)***

Advantages of dimensional personality pathology trait assessment in youth: Examples from hormone-behavior associations, ***Jennifer Tackett***

Assessing antisocial personality disorder in adolescence using DSM-5 traits corrected for anchoring vignettes, ***Filip De Fruyt, Mieke Decuyper, and Barbara De Clercq***

Examination of the convergence of the Five Factor Model of personality with the DSM-5 trait-based personality model using network analysis, ***R. Michael Bagby and Carolyn A. Watters***



Congruence among dimensional models of maladaptive personality traits, **Cristina Crego and Thomas A. Widiger**

Maladaptive variants of the Five Factor Model: Development of an Integrated Inventory, **Donald R. Lynam, Cristina Crego, Joshua D. Miller, and Thomas A. Widiger**

## IS-5. Personality and health, *Suzanne Segerstrom (convener), Brent W. Roberts (discussant)*

Activity mediates conscientiousness' relationship to diurnal cortisol slope in a national sample, **Tim Bogg**

Conscientiousness, stress and health behaviors, **Daryl B. O'Connor**

Personality and distinct and specific patterns of neuro-immune dysregulation: Implications for gender-related risk of mood disorders and cardiometabolic conditions, **Edward C. Suarez**

## IS-6. Personality and situations, *John Rauthmann (convener)*

Psychological situation characteristics: Definition, measurement, and applications, **John F. Rauthmann**

Situational affordances for goal pursuits: Between- and within-person associations with the

DIAMONDS dimensions, **Ryne A. Sherman, Nicolas A. Brown, & Kasey Reichard**

Ipsative analysis of the Riverside Situational Q-Sort: Converging evidence with the DIAMONDS model, **Gallardo-Pujol, D., Bollman, S., Brown, A.**

Situational perception as a trait, **Matthias Ziegler, Kai Horstmann, Marco Vettel**

The assessment of situational experience and its relationship with personality across 20 countries, **Erica Baranski**

## IS-7. Response styles in personality research, *Beatrice Rammstedt & Daniel Danner (conveners)*

Evaluative responding: Relevance and consistency, **Martin Bäckström & Fredrik Björklund**

Acquiescence: Relevance and facet structure, **Daniel Danner & Beatrice Rammstedt**

Latent class factor analyses: A tool for controlling response styles, **Eva van Vlimmeren, Guy Moors, John PTM Gelissen**

General response style: Validity and utility, **Fons J R. van de Vijver & Jia He**

## IS-8 (Workshop) Personality research methods on the internet – *Michael Bosnjak*

## IS-9. The end (of self-reports) is nigh: new methods in personality science, *Sam Gosling (convener)*

Predicting personality from digital footprints, **Michal Kosinski, Wu Youyou, & David Stillwell**

Assessing people's everyday behaviors: How can mobile sensing help? **Gabriella M. Harari**

What you do tells me who you are - immediately: Social sensing for personality psychology, **Marianne Schmid Mast & Denise Frauendorfer**

Lifelogging technology for studying expressions of personality in daily life, **Ryne A. Sherman**

Psychoneuroendocrine methods for the assessment of personality, **Jens Pruessner, Nida Ali, & Katarina Dedovic**



## IS-10. Social aspects of personality, *Mitja Back (convener)*

The person from the inside and outside: Social life as captured by objective and subjective measures, **Simine Vazire & Robert E. Wilson**

Various ways to popularity: The social consequences of within-person variability, **Katharina Geukes, Roos Hutteman, Albrecht C. P. Küfner, Steffen Nestler, & Mitja D. Back**

Real-life behavioral processes underlying the association between personality and the development of emerging peer relationships, **Roos Hutteman, Katharina Geukes, Albrecht C. P. Küfner, Steffen Nestler, & Mitja D. Back**

A social relation analysis on the longitudinal Association between liking and self-esteem development in the school context, **Jenny Wagner, Oliver Lüdtke, Alexander Robitzsch, & Ulrich Trautwein**

Fitting in and feeling good: Interactions between personality and the social environment on well-being, **Jason Rentfrow, Markus Jokela, Wiebke Bleidorn, Felix Schönbrodt, Jochen Gebauer, Michael Lamb, & Sam Gosling**

## IS-11. Behavioral genetics of personality differences & development, *Christian Kandler (convener)*

Heritability of personality: a meta-analysis, **Tena Vukasovic Hlupic, Denis Bratko**

Chronic cortisol is minimally associated with personality, **Daniel Briley, Eduard Bell, Laura E. Engelhardt, Frank D. Mann, Megan W. Patterson, Andrew Grotzinger, Jennifer L. Tackett, K. Paige Harden, Elliot M. Tucker-Drob**

The sources of right-wing authoritarianism and social dominance orientation, **Eduard Bell, Christian Kandler**

Accounting for the development of links between authoritarianism and geographic location using panel and genetic analyses, **Steven Ludeke, Aleks Ksiazkiewicz, Bob Krueger**

Computational modelling of person-environment transactions, **René Möttus**

## IS-12. Personality and culture: Integrating perspectives - *Fons Van de Vijver (convener), Deon Meiring (Discussant)*

A consensual model of personality traits as a vehicle for strengthening the cross-cultural lexical personality research, **Boris Mlačić and Boele de Raad**

Measurement invariance versus the relation with real life outcomes, **Daniel Danner and Beatrice Rammstedt**

South African Personality Inventory: A decade of cross-cultural personality research, **Alewyn Nel**

Culture and personality: From etic versus emic to etic and emic, **Fons J. R. van de Vijver**

## IS-13. Personality change & development – *Dan Mroczek (convener)*

Generativity and redemptive life stories in late midlife, **Dan P. McAdams, Jen Guo**

Bump ahead! Personality-trait development during the transition to parenthood, **Wiebke Bleidorn & Manon van Scheppingen**



What actually makes you change, experience or evaluation? Longitudinal associations between personality development and life-events in young adulthood, **Jenny Wagner, Marion Spengler, Oliver Lüdtke, Brent W. Roberts, & Ulrich Trautwein**

The non-proportional effects of personality on mortality risk across the life-span, **Nicholas A. Turiano, Patrick L. Hill, Grant W. Edmonds, Benjamin P. Chapman**

Within-study replication in personality development: Do extraversion and neuroticism trajectories remain the same after additional waves are collected? **Daniel K. Mroczek, Eileen K. Graham, Andrea Piccinin, Scott M. Hofer, Avron Spiro III**

<b>IS-14. New directions in personality neuroscience - Colin DeYoung (convener)</b>
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The “Big Five” brain: new data and a meta-analysis of the neuroanatomical studies of personality, **Luca Passamonti**

Neural correlates of DSM-5 personality dimensions in twins, **Robert F. Krueger, Merav H. Silverman, Sylvia Wilson, Kathleen M. Thomas, Ruskin H. Hunt, Steve Malone, William G. Iacono**

Personality and neural correlates of mentalizing ability, **Colin G. DeYoung, Timothy A. Allen, Samantha V. Abram, Angus W. MacDonald**

The neuroscience of individual differences in creativity, **Emanuel Jauk, Mathias Benedek, Roger E. Beaty, & Aljoscha C. Neubauer**

Extraversion, openness, and dopamine: A pharmacogenetic study of individual differences in cognitive set-switching, **Jan Wacker**



## Submitted Symposia

### **SY-1 Affect, Personality, and Developmental Psychopathology, *Martel, M.M., (convener)***

Emotional responses and DBD, ***Hatch, B., Healey, D.M., Ruffman, T.***

General and specific correlates of temperament and psychopathology in early adolescence in a large community study, ***Salum, G.A., Hoffmann, M.S.***

A human and machine-based observational approach to the assessment of anxiety and prediction of biological stress in Autism Spectrum Disorders (ASD), ***Kaurin, A., Mikita, N., Hollocks, M.J., Carter Leno, V., Aslani, A., Papadopoulos, A.S., Harrison, S., Vidal-Ribas Belil, P., McDuff, D., Simonoff, E., Stringaris, A.,***

Trait-based profiles of ADHD in adolescents, ***Smith, T.E., Zastrow, B.L.***

### **SY-2 General and maladaptive youth personality traits: Measurement, associations with psycho-pathology and predictive value, *Elieen De Caluwé Convener, Michelle Martel (Discussant)***

Using the Big Five Inventory–2 to Describe Youth Personality Traits: Measurement Characteristics, Associations with Temperament, and Predictive Power, ***Christopher J. Soto, Jennifer L. Tackett***

The DSM-5 trait measure in a referred sample of adolescents: Reliability, validity and structure, ***Elieen De Caluwé, Lize Verbeke, Marcel van Aken, Barbara De Clercq***

Pathways to borderline personality disorder: linking early temperament, maladaptive parenting and borderline personality disorder symptoms at age 11-12, ***Odilia M. Laceulle Catherine Winsper, Dieter Wolke, Marcel A.G. van Aken***

Dimensions of personality pathology differentiate between adolescents' attitudes towards left- versus right-wing political extremism, ***Alithe Van den Akker, Inge Wissink, Jessica Asscher***

### **SY-3 New Basic and Applied Research Related to the HEXACO Model of Personality, *Ingo Zettler (Convener)***

The Acquaintanceship Effect on Self/Observer Agreement, Similarity, and Assumed Similarity in Personality, ***Kibeom Lee and Michael C. Ashton***

The HEXACO Traits and Mate Selection, ***Jiu Liu and Ingo Zettler***

Honesty-Humility and Actual Behavior in the Realm of Ethics and Morality, ***Ingo Zettler and Benjamin E. Hilbig***

Cooperative toward the In-Group Only? Honesty-Humility and Cooperation in Intergroup Settings, ***Isabel Thielmann and Robert Böhm***

Honesty-Humility and Detrimental Workplace Behaviors – the Moderating Role of Ethical Leadership, ***Joshua S. Bourdage and Babatunde Ogunfowora***

Why do Supervisors Engage in Abusive Supervision: Affect-Based Dispositions or (Low) Honesty-Humility? ***Babatunde Ogunfowora and Justin Weinhardt***



## **SY-4 Moving beyond traits: Individual differences in dynamic within-person processes,** *Robert E. Wilson & Simine Vazire (Conveners)*

What Do We Mean by Personality? Reconsidering Old Issues in Light of Modern Theory and New Data, **Ryne A. Sherman & Ashley Bell Jones**

The Viability of If-Then Contingencies as a Future Direction for Personality Research,  
**Robert E. Wilson & Simine Vazire**

Using Intensive Longitudinal Data to Study Between-Person Heterogeneity in Causal Effects,  
**Niall Bolger**

Development of a Measure of Emotional Life, **Joanne M. Chung & Jaap J.A. Denissen**  
How Rejection Sensitivity Shapes Social Relationships, **Geraldine Downey**

## **SY-5 Improving the measurement quality of large-scale computerized assessment of traits and social-emotional skills,** *Convener: Ricardo Primi*

The role of reading skills and socioeconomic status in recovering personality structure in adolescence,  
**Cristian Zanon, & Filip De Fruyt**

Refining self-report assessment of socioemotional skills via controlling for acquiescence,  
**Nelson Hauck Filho**

Improving social-emotional assessment reliability and validity using anchoring vignettes,  
**Ricardo Primi, & Daniel Santos.**

A new measure of (antonym) response consistency: Effects of age, motivation and personality,  
**Carlos Henrique Sancineto Nunes, and Oliver P. John.**

Validity evidence for an Emotional Competencies Inventory constructed within the Brazilian culture,  
**Maurício Bueno.**

## **SY-6 Defining and Assessing Socio-emotional Characteristics in Schools: Structure, measures, change, and school effects,** *Co-Conveners: Oliver P. John, and Daniel Santos*

Towards a Taxonomy for Socio-Emotional Characteristics: Factor Analyses of Grit and Gratitude, Verve and Virtue, **Oliver P. John & Susan Mauskopf**

Mapping Self-report Questionnaires for Socio-emotional Characteristics: What do They Measure?  
**Ricardo Primi**

Plasticity of Socio-Emotional Characteristics: Age Differences during Adolescence, **Filip DeFruyt, Ricardo Primi, and Oliver P. John**

Effects of School Context on Socio-emotional and Performance Outcomes, **Daniel Santos**

## **SY-7 Advances in Maladaptive Personality Assessment and Applications,** *Convener: Deniz S. Ones*

The Personality Inventory for DSM-5 (PID-5): An overview of the current literature & advances,  
**Robert F. Krueger**

Advantages and disadvantages of reduced versions of the Personality Inventory for DSM-5 (PID-5),  
**Sérgio Eduardo Silva de Oliveira, Denise Ruschel Bandeira, Robert F. Krueger**





Convergence of the Dark Tetrad with Personality Disorders in the PID-5, *Mariah Moore, Deniz S. Ones*

DSM-5 Personality Constructs in Assessment of Law Enforcement Personnel, *Deniz S. Ones, Stephan Dilchert, Chockalingam Viswesvaran*

Maladaptive Personality Traits Negatively (and Positively!) predict Managers' Leadership Performance, *Stephan Dilchert, Deniz S. Ones*

## **SY-8 Predicting behaviors and outcomes: Big Five factors, aspects, and facets,**

*Conveners: Deniz S. Ones, & Stephan Dilchert*

Aspects and Domains in Predicting Job Performance: A Meta-Analytic Multi-Rater Investigation,

*Brian S. Connelly, Michael P. Wilmot, Ute R. Hülshager, Deniz S. Ones, Colin G. DeYoung*

Do the Big Five Aspects Predict Academic Performance? *Brenda Ellis, Deniz S. Ones,*

*Kevin C. Stanek*

Predicting Counterproductive work behaviors using the Big Five Aspects, *Stephan Dilchert, Deniz S.*

*Ones, Brittany Mercado-Martínez*

Workplace environmental sustainability: Big Five Aspects – Employee Green Behavior Relationships,

*Deniz S. Ones, Stephan Dilchert, Brittany Mercado-Martínez*

## **SY-9 Personality assessment in a multi cultural society: a case study of the south african personality inventory, Convener: Deon Meiring**

Contextualising Personality Assessment in South Africa, *Sumaya Laher & Deon Meiring*

The South African Personality Inventory - A Culture-Informed Instrument for the Country's Main Ethnocultural Groups, *Deon Meiring, Fons J. R. van de Vijver, Velichko H. Fetvadjev, Alewyn Nel,*

*Carin Hill*

Social Desirability in Personality Research: A Cross-Cultural Perspective, *Alewyn Nel,*

*Debbie Mtshehwane*

Behavior Predictability and Variability in Black and Whites in South Africa, *Velichko H. Fetvadjev,*

*Deon Meiring, Fons J. R. van de Vijver*

Contributions of the SAPI Project to the Culture and Personality Debate, *Fons J. R. van de Vijver*

## **SY-10 Contributions of psychological instruments to assessment of healthy and pathological personality traits, Convener: Fabiano Koich Miguel**

Emotional distortion in psychopathology, *Fabiano Koich Miguel*

Emotional intelligence in personality disorders, *Ana Carolina Zuanazzi, Eduardo Yudi Huss,*

*Fabiano Koich Miguel*

Proposing a screening tool for personality disorder to Brazilian reality, *Lucas de Francisco Carvalho*

Investigation of the relationship between defense mechanisms and pathological characteristics of

personality, *Giselle Pianowski, Ana Maria Reis, Lucas de Francisco Carvalho*

Can evaluative content bias the self-report assessment of psychopathy?

*Nelson Hauck Filho, Ricardo Primi*

Linear versus curvilinear: How rating formats may affect the nature of the relationship between leader behavior and performance, *Jasmine Vergauwe, Bart Wille, Filip de Fruyt*



## **SY-11 Temperament, personality and behavior: How are they related?**

*Solange Muglia Wechsler (Convener)*

Temperament, Behavior Problems and Self-Regulation in Children, ***Maria Beatriz Martins Linhares, Sofia Gracioli, Rafaela Monte Cassiano***

Temperament and its Impact on Adolescents' behavior problems, ***Sônia Regina Fiorim Enumo, Ana Paula Justo, Wagner de Lara Machado***

Network Analysis of Temperament: Psychological Needs and Personality: What the Community Analysis can tell about the Structure of Human Differences, ***Wagner de Lara Machado, Cristina Maria D'Antona Barchert, Solange Muglia Wechsler, Karina Nalevaiko Rocha, Márcia Calixto dos Santos***  
Assessing Adults' Temperament Styles: Validity and Reliability Evidences, ***Solange Muglia Wechsler, Benson Nicholas, Eliezer Gums, Thomas Oakland (in memoriam)***



# Conference Program

<b>18:00</b>
Tartaruga Room
Opening Ceremony
Opening Keynote Address by <b>ROBERT HOGAN: Rethinking personality psychology</b> <i>Chair: Beatrice Rammstedt</i>
<b>19:15</b>
Welcome Reception at the pool area



<b>08:30 - 09:15</b>			
Tartaruga Room			
Keynote Address by <b>VERONICA BENET-MARTINEZ: When cultures meet: Intra- and inter-personal processes and the role of personality</b> <i>Chair: Deon Meiring</i>			
<b>09:15 - 10:15</b>			
Tartaruga Room	Amores Room	Canto Room	Brava Room
<b>SY-1 Affect, personality and developmental psychopathology</b> <i>Martel, M.M. (Convener)</i> Emotional responses and DBD <i>Hatch, B., Healy, D.M., &amp; Ruffman, T.</i> General and specific correlates of temperament and psychopathology <i>Salum, G.A., &amp; Hoffmann, M.S.</i>	<b>IS-12 Culture and personality: Integrating perspectives</b> <i>Van de Vijver, F.J.R. (Convener), Meiring, D. (Discussant)</i> Consensual model of personality traits <i>Mlačić, B., &amp; De Raad, B.</i> Measurement invariance and real outcomes <i>Danner, D., &amp; Rammstedt, B.</i>	<b>SY-4 Moving beyond traits: dynamic within-person processes</b> <i>Wilson, R.E., &amp; Vazire, S. (Conveners)</i> What do we mean by personality? Old issues, modern theory <i>Sherman, R.A., &amp; Jones, A.B.</i> The viability of if-then contingencies <i>Wilson, R.E., &amp; Vazire, S.</i>	<b>IS-11 Behavioral genetics</b> <i>Kandler, C. (Convener)</i> Heritability: A meta-analysis <i>Vukasovic-Hlupic, T., &amp; Bratko, D.</i> Chronic cortisol and personality <i>Briley, D. et al.</i> Right-wing authoritarianism and social dominance <i>Bell, E., &amp; Kandler, C.</i>
<b>10:15 - 10:45 - Break</b>			
<b>10:45 - 11:45</b>			
<b>SY-1 Cont'd</b> A human and machine based observational approach in ASD <i>Kaurin, A., et al.</i> Trait-based profiles of ADHD in adolescents <i>Smith, T.E., &amp; Zastrow, B.L.</i>	<b>IS-12 Cont'd</b> South African Personality Inventory <i>Nel, A.</i> From etic versus emic to etic and emic <i>Van de Vijver, F.J.R.</i>	<b>SY-4 Cont'd</b> Between-person heterogeneity in causal effects <i>Bolger, N.</i> Development of a measure of emotional life <i>Chung, J.M., &amp; Denissen, J.J.A.</i> How rejection sensitivity shapes social relationships <i>Downey, G.</i>	<b>IS-11 Cont'd</b> Authoritarianism and geographic location <i>Ludeke, S., Mottus, R., Ksiazkiewicz, A., &amp; Krueger, B.</i> Computational modelling of person-environment transactions <i>Möttus, R.</i>
<b>11:45 - 12:45</b>			
<b>PA-5</b> <i>Rammstedt, B. (chair)</i> Emotion regulation and relationship between mental toughness and symptoms of depression <i>Mutz, J., Clough, P.J., &amp; Papageorgiou</i> Strategies of other-directed emotion regulation <i>Gonzalez, F., &amp; John, O.P.</i> The Big Five traits and impulsive buying <i>Lage, C.A., Padilha de Souza, M.A., Lins, S.L.B., &amp; Feres-Carneiro, T.</i>	<b>PA-6</b> <i>Meiring, D. (chair)</i> Integration among anxiety components in anxious and neurotic individuals <i>Fernandes, H.B.F., &amp; Hutz, C.S.</i> Self- and informant-ratings of loneliness <i>Luhmann, M., Bohn, J., Holtman, J., Koch, T., &amp; Eid, M.</i> Psychological maturity in adolescents at risk <i>Morales-Vives, F., Duran-Bonavila, S., &amp; Vigil-Colel, A.</i> Genetic polymorphism of 5-HTTLPR associated with posttraumatic stress disorder <i>Guo, M., Li, X., Guo, J.C., &amp; Jiang, X.L.</i>	<b>PA-3</b> <i>Bosnjak, M. (chair)</i> Personality traits and subjective well-being in children <i>Giacomoni, C.H., Gasparetto, L.G., &amp; Bandeira, C.</i> What kind of reflectiveness impedes growth: facets of reflectiveness and ego development <i>Kostenko, V.</i> A program for developing self-esteem of gifted children <i>Jamalallail, M.</i>	<b>PA-1</b> <i>Barelids, D.P.H. (chair)</i> Personality traits predict life outcomes better than childhood background <i>Kajonius, P.J., &amp; Roos, M.</i> Personality and health in old age: longitudinal evidence <i>Mueller, S., Wagner, L., Voelke, M., &amp; Gerstorf, D.</i> Life-span development of domain-specific self-esteem <i>Luciano, E.C., &amp; Orth, U.</i>
<b>12:45 - 13:45 - Lunch</b>			



13:45 - 14:30			
Tartaruga Room			
Keynote Address by <b>ROBERT PLOMIN: Genetics of Intelligence</b> <i>Chair: Carmen Flores-Mendoza</i>			
14:30 - 15:30			
Tartaruga Room	Amores Room	Canto Room	Brava Room
<b>IS-2 The future of personality psychology</b> <i>Funder, D.C. (Convenor)</i> Cultural personality psychology <i>Benet-Martinez, V.</i> Personality in social action <i>Back, M.</i>	<b>IS-4 Maladaptive variants of the FFM: childhood and adulthood</b> <i>Widiger, T. (Convenor)</i> Trait assessment in youth: hormone-behavior associations <i>Tackett, J.</i> Antisocial personality disorder in adolescence <i>De Fruyt, F., Decuyper, M., De Clercq, B.</i>	<b>SY-8 Predicting behaviors and outcomes</b> <i>Ones, D.S., &amp; Dilchert, S. (Conveners)</i> Predicting job performance <i>Connelly, B.S., Wilmot, M.P., Hulshager, U.R., Ones, D.S., &amp; DeYoung, C.G.</i> Do the Big Five predict academic performance? <i>Ellis, B., Ones, D.S., &amp; Stanek, K.C.</i>	<b>IS-7 Response styles</b> <i>Rammstedt, B., &amp; Danner, D. (Conveners)</i> Evaluative responding <i>Backstrom, M., &amp; Bjorklund, F.</i> Acquiescence: relevance and facet structure <i>Danner, D., &amp; Rammstedt, B.</i>
15:30 - 15:45 - Break			
15:45 - 16:45			
<b>IS-2 Cont'd</b> Personality neuroscience comes of age <i>DeYoung, C.</i> The time is right to measure behavior <i>Gosling, S.D.</i>	<b>IS-4 Cont'd</b> Convergence of the FFM with DSM-5 trait-based model using network analysis <i>Bagby, R.M., &amp; Watters, C.A.</i> Congruence among dimensional models of maladaptive traits <i>Crego, C., &amp; Widiger, T.A.</i> Maladaptive variants: an integrated inventory <i>Lynam, D.R., Crego, C., Miller, J.D., &amp; Widiger, T.A.</i>	<b>SY-8 Cont'd</b> Predicting counterproductive work behaviors: Big Five – employee green behavior relationships <i>Dilchert, S., Ones, D.S., &amp; Mercado-Martinez, B.</i> Workplace environmental sustainability <i>Ones, D.S., Dilchert, S., &amp; Mercado-Martinez, B.</i>	<b>IS-7 Cont'd</b> Latent class factor analyses: a tool for controlling response styles <i>Van 't Veer, E., Moors, G., &amp; Gelissen, J.P.T.M.</i> Response style: validity and utility <i>Van de Vijver, F.J.R., &amp; He, J.</i>
16:45 - 17:45			
<b>PA-23</b> <i>Barelds, D.P.H. (chair)</i> The dark triad and driving aggression <i>Burtaverde, V., Mihaila, T., Chraif, M., &amp; Anitei, M.</i> Narcissism and newlywed marriage <i>Lavner, J.A., Lamkin, J., Miller, J.D., Campbell, W.K., &amp; Karney, B.R.</i> Narcissism, self-esteem and conspiracy theories <i>Cichocka, A., Marchlewska, M., &amp; Golec de Zavala, A.</i>	<b>PA-10</b> <i>Mlačić, B. (chair)</i> Mental health and personality dimensions as predictors of work engagement in justice officers <i>Dalanhol, N.S., Freitas, C.P.P., Hut, C.S., &amp; Varquez, A.C.S.</i> Career values and personality of generation Y <i>Duyan, E.C., Kagnicoglu, D., &amp; Etc, H.</i> Mental toughness, academic achievement, and Income <i>Papageorgiou, K.A., &amp; Lin, Y.</i>	<b>PA-2</b> <i>Meiring, D. (chair)</i> Role of parenting in the relation between personality and externalizing behavior <i>Loginova, S.V., &amp; Slobodskaya, H.R.</i> Family environment and the development of addiction prone characteristics <i>Barnes, G., Jansson, M., &amp; Franco Cea, N.</i> Attachment and self-esteem in adolescents <i>Delvecchio, E., Li, J.B., Mazzeschi, C., Lis, A., Di Riso, D., Pazzagli, C., &amp; Raspa, V.</i>	<b>PA-8</b> <i>Mikloušić, I. (chair)</i> Money-attitudes: money as income tool versus money as source of affect <i>Zaleskiewicz, T., &amp; Gasiorowska, A.</i> Objective and subjective wealth moderated by financial control and mediated by money anxiety <i>Gasiorowska, A., &amp; Zaleskiewicz, T.</i> Compulsive buying behavior <i>Lage, C.A., Padilha de Souza, M.A., Lins, S.L.B.</i>
17:45 - 18:45			
Geribá Room			
Poster session 1: PO1-1 to PO1-45			



<b>08:30 - 09:15</b>			
Tartaruga Room			
Keynote Address in by <b>GREG MEYER: What Rorschach performance can add to assessing and understanding personality</b> <i>Chair: Ricardo Primi</i>			
<b>09:15 - 10:15</b>			
Tartaruga Room	Amores Room	Canto Room	Brava Room
<b>IS-10 Social aspects of personality</b> <i>Back, M.D. (Convener)</i> The person from the inside and outside <i>Vazire, S., &amp; Wilson, R.E.</i> Various ways of popularity <i>Geukes, K., Hutteman, R., Kufner, A.C.P., Nestler, S., &amp; Back, M.D.</i>	<b>IS-13 Personality change &amp; development</b> <i>Mroczek, D.K. (Convener)</i> Generativity and redemptive life stories in late midlife <i>McAdams, D.P., &amp; Guo, J.</i> Trait-development during the transition to parenthood <i>Bleidorn, W., &amp; Van Scheppingen, M.</i>	<b>SY-6 Socio-emotional characteristics in schools</b> <i>John, O.P., &amp; Santos, D. (Conveners)</i> Factor analyses of grit and gratitude, verve and virtue <i>John, O.P., &amp; Mauskopf, S.</i> Self-report of socio-emotional characteristics <i>Primi, R.</i>	<b>SY-3 The HEXACO model of personality</b> <i>Zettler, I. (Convener)</i> The acquaintanceship effect on self/observer agreement <i>Lee, K., &amp; Ashton, M.C.</i> The HEXACO traits and mate selection <i>Liu, J., &amp; Zettler, I.</i> Honesty-Humility and actual behavior <i>Zettler, I., &amp; Hilbig, B.E.</i>
<b>10:15 - 10:45 - Break</b>			
<b>10:45 - 11:45</b>			
<b>IS-10 Cont'd</b> Processes underlying emerging peer relationships <i>Hutteman, R., Geukes, K., Kufner, A.C.P., Nestler, S., &amp; Back, M.D.</i> Longitudinal association between liking and self-esteem at school <i>Wagner, J., Ludtke, O., Robitzsch, A., &amp; Trautwein, U.</i> Fitting in and feeling good <i>Renfrow, J., et al</i>	<b>IS-13 Cont'd</b> What makes you change, experience or evaluate? <i>Wagner, J., Spengler, M., Ludtke, O., Ro-berts, B.W., &amp; Trautwein, U.</i> Effects of personality on mortality risk <i>Turiano, N.A., Hill, P.L., dmonds, G.W., &amp; Chapman, B.P.</i> Do extraversion and neuroticism trajectories remain the same? <i>Mroczek, D.K., Graham, E.K., Piccinin, A., Hofer, S.M., &amp; Spiro III, A.</i>	<b>SY-6 Cont'd</b> Plasticity of socio-emotional characteristics <i>De Fruyt, F., Primi, R., &amp; John, O.P.</i> School context and socio-emotional and performance outcomes <i>Santos, D.</i>	<b>SY-3 Cont'd</b> Honesty-Humility and cooperation in intergroup settings <i>Thielmann, I., &amp; Bohm, R.</i> The moderating role of ethical leadership <i>Bourdage, J.S., &amp; Ogunfowora, B.</i> Abusive supervision <i>Ogunfowora, B., Weinhardt, J., &amp; Bourdage, J.S.</i>
<b>11:45 - 12:45</b>			
<b>PA-20</b> <i>Rammstedt, B. (chair)</i> Extracurricular activities, substance use, and conscientiousness <i>McCabe, K.O., Modecki, K.L., &amp; Barber, B.L.</i> Family association factors, addiction-prone personality and substance use in biological and adoptive families <i>Franco Cea, N., &amp; Barnes, G.E.</i> Shame and depression, narcissism and addictive behaviors <i>Johnson, E.A., Ellery, M., &amp; Foot, M.</i>	<b>PA-25</b> <i>Mlačić, B. (chair)</i> Big Five and Reinforcement Sensitivity Theory <i>Walker, B.R., Jackson, C.J., &amp; Fung, M.C.</i> The Big Five and consideration of future consequences <i>Echeverria, A.V., &amp; Valdor, S.</i> Impact of descriptor frequencies in psycho-lexical studies <i>Smederevac, S., &amp; Colovic, P.</i>	<b>PA-19</b> <i>Flores-Mendoza, C. (chair)</i> Hierarchical structure of personality and common psychopathology in childhood and adolescence <i>Slobodskaya, H.R.</i> Review of research on mental health in Sub-Sahara Africa <i>Nzewi, E.</i> Courage, well-being and somatic symptoms <i>Keller, C.J., Clark, N., &amp; Thoburn, J.</i>	<b>PA-9</b> <i>Mikloušić, I. (chair)</i> Personality in ideal and actual romantic partner among heterosexual and non-heterosexual men and women <i>Valentova, J.V., Sterbova, Z., Bartova, K., &amp; Varella, M.A.C.</i> How ideal partner preferences and partner perceptions guide dating decisions <i>Fernandez, A.M., et al.</i> Facebook use and emotions <i>Kendall, L.M.</i>
<b>12:45 - 13:45 - Lunch</b>			



13:45 - 14:30			
Tartaruga Room			
Keynote Address by <b>WILLIAM REVELLE: Personality at three levels of analysis</b> <i>Chair: Boris Mlačić</i>			
14:30 - 15:30			
Tartaruga Room	Amores Room	Canto Room	Brava Room
<b>SY-7 Advances in maladaptive personality</b> <i>Ones, D.S. (Convener)</i> The DSM-5 (PID-5): literature and advances <i>Krueger, R.F.</i> Reduced versions of the DSM-5 (PID-5) <i>Oliveira, S.E.S., Bandeira, D.R., &amp; Krueger, R.F.</i>	<b>SY-2 General and maladaptive youth personality traits</b> <i>De Caluwe, E. (Convener), &amp; Martel, M. (Discussant)</i> Using the Big Five Inventory-2 to describe youth personality traits <i>Soto, C.J., &amp; Tacket, J.L.</i> The DSM-5 trait measure in adolescents <i>De Caluwe, E., Verbeke, L., Van Aken, M., &amp; De Clercq, B.</i>	<b>SY-5 Large-scale computerized assessment</b> <i>Primi, R. (Convener)</i> The role of reading skills and socioeconomic status in recovering personality structure in adolescence <i>Zanon, C., &amp; De Fruyt, F.</i> Refining self-report assessment of socioemotional skills <i>Filho, N.H.</i>	<b>IS-6 Personality and situations</b> <i>Rauthmann, J.F. (Convener)</i> Situation characteristics: definition, measurement, and application <i>Rauthmann, J.F.</i> Situational affordances for goal pursuits <i>Sherman, R.A., Brown, N.A., &amp; Reichard, K</i>
15:30 - 15:45 - Break			
15:45 - 16:45			
<b>SY-7 Cont'd</b> The dark triad and the PID-5 <i>Moore, M., &amp; Ones, D.S.</i> DSM-5 and assessment of law enforcement personnel <i>Ones, D.S., Dilchert, S., &amp; Viswesvaran, C.</i> Maladaptive personality and managers' leadership performance <i>Dilchert, S., &amp; Ones, D.S.</i>	<b>SY-2 Cont'd</b> Pathways to borderline personality disorder <i>Laceulle, O.M., Winsper, C., Wolke, D., &amp; Van Aken, M.A.G.</i> Personality pathology and attitudes towards left- versus right-wing extremism <i>Van den Akker, A., Wissink, I., &amp; Asscher, J.</i>	<b>SY-5 Cont'd</b> Social-emotional assessment using anchoring vignettes <i>Primi, R., &amp; Santos, D.</i> A new measure of (antonym) response consistency <i>Nunes, C.H.S., &amp; John, O.P.</i> An emotional competencies inventory <i>Bueno, M.</i>	<b>IS-6 Cont'd</b> Converging evidence with the DIAMONDS model <i>Gallardo-Pujol, D., Bollman, S., &amp; Brown, A.</i> Situational perception as a trait <i>Ziegler, M., Horstmann, K., &amp; Vettel, M.</i> Assessment of situational experience <i>Baranski, E.</i>
16:45 - 17:45			
<b>PA-22</b> <i>Mlačić, B. (chair)</i> Personality pathology and relationship satisfaction in dating and married couples <i>Decuyper, M., Vergauwe, J., Pancorbo Valdivia, G., &amp; De Fruyt, F.</i> Borderline personality disorders, Big Five traits and clinical conditions in patients in depressive episode <i>Araujo, J.M.G., et al.</i> Changes in client attachment patterns in psychotherapy <i>Sauer, E.M., Rice, K.G., Roberts, K., &amp; Richardson, C.M.E.</i>	<b>PA-17</b> <i>Bosnjak, M. (chair)</i> Meta-accuracy and authentic leadership <i>Follesdal, H.</i> Personality and global entrepreneurship: Agency and self-discipline <i>Obschonka, M., Stuetzer, M., Audretsch, D.B., Gosling, S.D., &amp; Potter, J.</i> Workplace bullies <i>Dåderman, A.M., Ragnestål-Impola, C.,</i>	<b>PA-4</b> <i>Mikloušić, I. (chair)</i> Coping with stressful situations in Tanzanian and Emirati students <i>Miskry, A.S.A., &amp; Hamid, A.A.R.M.</i> Hardiness, Optimism, and professional life stress among house-job doctors <i>Jamal, Y.</i> Inventory of children's individual differences <i>Zanetello, L.B., &amp; Giacomoni, C.H.</i>	<b>PA-11</b> <i>Flores-Mendoza, C. (chair)</i> A non-verbal personality scale, based on facial expressions and body language <i>Roos, J.M., &amp; Kajonius, P.J.</i> Validity evidence of the ER5FP, a 20-item instrument measuring the Big Five <i>Laros, J.A., Esteves, M.F.D.P., &amp; Andrade, J.M.</i> A Filipino Five-Factor instrument and its validation with the IPIP <i>Del Pilar, G.E.H.</i>
17:45 - 18:45			
Geribá Room			
Poster session 2: PO2-1 to PO2-45			



08:30 - 09:15			
Tartaruga Room			
Keynote Address by <b>BRENT ROBERTS: Young adulthood is the crucible of personality development</b> <i>Chair: Filip De Fruyt</i>			
09:15 - 10:15			
Tartaruga Room	Amores Room	Canto Room	Brava Room
<b>IS-9 The end of self-reports</b> <i>Gosling, S.D. (Convener)</i> Predicting personality from digital footprints <i>Kosinski, M., Youyou, W., &amp; Stillwell, D.</i> Assessing everyday behaviors <i>Harari, G.M.</i>	<b>IS-5 Personality and health</b> <i>Segerstrom, S.C. (Convener), Roberts, B.W. (Chair &amp; Discussant)</i> Conscientiousness in relation to diurnal cortisol slope <i>Bogg, T.</i> Conscientiousness, stress and health <i>O'Connor</i>	<b>SY-10 Assessment of healthy and patho-logical traits</b> <i>Miguel, F.K. (Convener)</i> Emotional distortion in psychopathology <i>Miguel, F.K.</i> Emotional intelligence in personality disorders <i>Zuanazzi, A.C., Huss, E.Y., &amp; Miguel, F.K.</i> A screening tool for personality disorder <i>Carvalho, L.F.</i>	<b>SY-9 Personality assessment in a multicultural society</b> <i>Meiring, D. (Convener)</i> Contextualising personality assessment <i>Laher, S., Meiring, D.</i> The South African Personality Inventory <i>Meiring, D., Van de Vijver, F.J.R., Fetsvadjev, V.H., Nel, A., &amp; Hill, C.</i>
10:15 - 10:45 - Break			
10:45 - 11:45			
<b>IS-9 Cont'd</b> Social sensing for personality <i>Schmid Mast, M., Frauendorfer, D.</i> Lifelogging technology <i>Sherman, R.A.</i> Psychoneuroendocrine methods to assess personality <i>Pruessner, J., Ali, N., &amp; De-dovic, K.</i>	<b>IS-5 Cont'd</b> Patterns of neuro-immune dysregulation <i>Suarez, E.C.</i>	<b>SY-10 Cont'd</b> Defense mechanisms and pathology <i>Pianowski, G., Reis, A.M., &amp; Carvalho, L.F.</i> Evaluation and self-report of psychopathy <i>Filho, N.H., &amp; Primi, R.</i> Rating formats and the relationship between leader behavior and performance <i>Vergauwe, J., Wille, B., Hofmans, J., &amp; De Fruyt, F.</i>	<b>SY-9 Cont'd</b> Social desirability in a cross-cultural perspective <i>Nel, A., Mshelwane, D.</i> Behavior predictability and variability in black and whites in South Africa <i>Fetsvadjev, V.H., Meiring, D., &amp; Van de Vijver, F.J.R.</i> The SAPI project and the culture and perso-nality debate <i>Van de Vijver, F.J.R.</i>
11:45 - 12:45			
<b>PA-16</b> <i>Meiring, D. (chair)</i> The dynamic interactions of white and black lies <i>Wang, L.</i> Integrative and confrontational internal dialogues <i>Puchalska-Wasył, M.</i> Formation of effective teams based on personality and historical performance <i>Andrejczuk, E., Berger, R., Rodriguez-Aguilar, J.A., &amp; Sierra, C.</i>	<b>PA-18</b> <i>Flores-Mendoza, C. (chair)</i> The profile of borderline patients who have history of suicide attempt <i>Passos, M.B., Araújo, J.M.G., Krause, C., Molina, M.L., Jansen, K., Silva, R.A., Mattos Souza, L.D.,</i> Prosocial psychopath model of the creative personality <i>Galang, A.J.R., Castelo, V.L.C., Santos III, L.C., Perlas, C.M.C., &amp; Angeles, A.B.</i> Personality and environment in the prediction of depression <i>Kuznetsova, V.B., Knyazev, G.G., Savostyanove, A.N., Bocharov, A., &amp; Doro-sheva, E.A.</i>	<b>PA-12</b> <i>De Raad, B. (chair)</i> The short almost perfect scale <i>Rice, K.G., Suh, H., Yang, X., &amp; Ashby, J.S.</i> Perfectionism in Argentina and the USA <i>Arana, F.G., Rice, K.G., &amp; Ashby, J.S.</i> Moral foundations questionnaire <i>Miklousic, I., Mlačić, B., &amp; Milas, G.</i>	<b>Workshop</b> <b>Probability-Based Online and Mixed-Mode Panels for Personality Research</b> <i>Bosnjak, M.</i>
12:45 - 13:45 - Lunch			





13:45 - 14:45			
Tartaruga Room	Amores Room	Canto Room	Brava Room
<b>IS-14 New directions in personality neuroscience</b> <i>DeYoung, C. (Convener)</i> The "Big Five", neuroanatomical studies <i>Passamonti, L.</i> Neural correlates of DSM-5 <i>Krueger, R.F., et al</i>	<b>SY-11 Temperament, personality and behavior: how are they related?</b> <i>Wechsler, S.M. (Convener)</i> Temperament, behavior problems and self-regulation <i>Linhares, M.B.M., Gracioli, S., &amp; Cassia-no, R.M.</i> Temperament and its impact on adolescents' behavior problems <i>Enumo, S.R.M., Justo, A.P., &amp; Machado, W.L.</i>	<b>IS-1 Personality structure</b> <i>Mlačić, B. (Convener &amp; Discussant)</i> Ubiquitous trait concepts in 13 isolated languages <i>Wood, J., Saucier, G., &amp; Goldberg, L.R.</i> Trait structure in Hindu thought tradition <i>Singh, J.K.</i>	<b>Workshop Cont'd</b>  <b>Probability-Based Online and Mixed-Mode Panels for Personality Research</b> <i>Bosnjak, M.</i>
14:45 - 15:15 - Break			
15:15 - 16:15			
<b>IS-14 Cont'd</b> Neural correlates of mentalizing ability <i>DeYoung, C.G., Allen, T.A., Abram, S.V., &amp; MacDonald, A.W.</i> Neuroscience and creativity <i>Jauk, E., Benedek, M., Beaty, R.E., &amp; Neubauer, A.C.</i> Extraversion, openness, and dopamine <i>Wacker, J.</i>	<b>SY-11 Cont'd</b> Network analysis of temperament: Needs and personality <i>Machado, W.L., Barchert, C.M.A., Wechsler, S.M., Rocha, K.N., &amp; Santos, M.C.</i> Assessing adults' temperament styles <i>Wechsler, S.M., Nicholas, B., Gums, E., &amp; Oakland, T. (in memoriam)</i>	<b>IS-1 Cont'd</b> Psycholexical studies in Serbian: states and moods <i>Colovic, P., &amp; Smederevac, S.</i> Cross-cultural basics of trait distinction <i>Barelids, D.P.H., De Raad, B., Timmerman, M.E., &amp; Mlačić, B.</i>	<b>IS-3 Personality development</b> <i>De Clercq, B., &amp; De Fruyt, F. (Conveners), Roberts, B. (Discussant)</i> Childhood antecedents of agreeableness <i>Baardstu, S., Bolstad Karevold, E., &amp; Von Soest, T.</i> Temperamental trajectories of personality types <i>Bolstad Karevold, E., Von Soest, T., Baardstu, S., Roysamb, E., &amp; De Fruyt, F.</i>
16:15 - 17:15			
	<b>PA-7</b> <i>De Raad, B. (chair)</i> Reflexive characteristic adaptations <i>Shchebetenko, S.</i> How people shape situations and how situations shape people <i>Rauthmann, J.F.</i> The interpersonal situation as an integrative framework <i>Hopwood, C.J., &amp; Good, E.W.</i>	<b>PA-21</b> <i>Meiring, D. (chair)</i> Assessing dysfunctional beliefs related to personality disorders <i>Peres, A.J.S., &amp; Laros, J.A.</i> Ideological roots of speciesism and ethnic prejudice <i>Dhont, K., Hodson, G., &amp; Leite, A.C.</i> Neighborhood disorder and quality of life <i>Jaśkiewicz, M., &amp; Besta, T.</i>	<b>IS-3 Cont'd</b> A developmental perspective on the FFM charisma compound <i>Vergauwe, J., Wille, B., &amp; De Fruyt, F.</i> Affected by or affecting the environment? <i>Laceulle, O.</i>
17:15 - 19:00			
MEMBERS MEETING			



09:15 - 10:15			
Tartaruga Room	Amores Room	Canto Room	Brava Room
	<p><b>PA-13</b> <i>Pacico, J.</i> <i>(chair)</i> Friendly home – moral inhabitants? <i>Nartova-Bochaver, S.,</i> <i>Reznichenko, S., Dmitrieva,</i> <i>N., &amp; Bochaver, A.</i> Strengths and virtues of character <i>Ayala, J.</i> Emotional intelligence and moral representations <i>Avdulova, T.</i></p>	<p><b>PA-14</b> <i>Barelds, D.P.H.</i> <i>(chair)</i> Psychopathy assessment with PCL-R <i>Daderman, A.M., &amp;</i> <i>Hellstrom, A.</i> General factor in personality disorders <i>Oliveira, S.E.S., Bandeira,</i> <i>D.R., &amp; Krueger, R.F.</i> Structure of the EPQ-R in a very large international dataset <i>Gomes, C.M.A., &amp;</i> <i>Golino, H.F.</i></p>	
10:15 - 10:45 - Break			
10:45 - After-conference reception			



## Poster-session 1 (alphabetically ordered)

### **PO1-18 Adolescents' coping strategies in relation to their personality characteristics**

Besevegis, E., University of Athens

Tantaros, S., University of Athens

Pavlopoulos, V., University of Athens

### **PO1-26 The influence of personality traits on life satisfaction via work engagement and job satisfaction**

Blatný, M., Czech Academy of Science, Brno, Czech Republic

Šolcová, I., Czech Academy of Science, Brno, Czech Republic

Květon, P., Czech Academy of Science, Brno, Czech Republic

Jelínek, M., Czech Academy of Science, Brno, Czech Republic

Zábrodská, K., Czech Academy of Science, Brno, Czech Republic

Mudrák, J., Czech Academy of Science, Brno, Czech Republic

Machovcová, K., Czech Academy of Science, Brno, Czech Republic

### **PO1-30 Personality correlates and predictors of close relationships in adulthood**

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

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

### **PO1-32 Cultural identity of white students engaged in the Reach-out project**

Carrim, N., University of Pretoria, South Africa

### **PO1-29 Is consideration for future consequences predicted by higher cognitive reflection and intelligence?**

Čavojská, V., Slovak Academy of Sciences, Bratislava, Slovakia

### **PO1-27 Childhood perfectionism as predictor of eating disorder symptomatology: A longitudinal study from buenos Aires.**

Elizathe, L., Universidad de Buenos Aires. Argentina

Arana, F., Universidad de Buenos Aires. Argentina

Rutzstein, G., Universidad de Buenos Aires. Argentina

### **PO1-1 Using language analysis to assess US political leader personality**

Ellis, B.D., University of Minnesota

Shewach, O., University of Minnesota

Ones, D.S., University of Minnesota

### **PO1-35 What impact do experiential education programs in the outdoors have on participants' self-efficacy beliefs?**

Fengler, J., Alanus University of Arts and Social Sciences, Germany

Markus, S., Friedrich Alexander University Erlangen-Nürnberg, Germany

Eberle, T., Friedrich Alexander University Erlangen-Nürnberg, Germany



**PO1-34 How do German early childhood training programs consider personal development as part of the professionalisation process?**

Fengler, J., Alanus University of Arts and Social Sciences, Germany

Röhler, A., Alanus University of Arts and Social Sciences, Germany

**PO1-20 How do self- and informant-reports of global personality traits correspond with density distributions of personality states?**

Finnigan, K.M., University of California, Davis

Vazire, S., University of California, Davis

**PO1-21 Relationship between personality and intelligence over time**

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

Andrade, D., Universidade Federal de Minas Gerais, Brazil

Braga, L.S., Universidade Federal de Minas Gerais, Brazil

Santiago, B.C., Universidade Federal de Minas Gerais, Brazil

Darley, M., Universidade Federal de Minas Gerais, Brazil

**PO1-28 The influence of the executive function and task difficulty on college students' mental folding and unfolding, and the mechanism involved**

Ge, S., University of Hong Kong, Hong Kong

**PO1-43 The mediation effect of trait anger between global stress and dangerous driving behavior**

Ge, Y., Chinese Academy of Sciences, Beijing, China

Qu, W., Chinese Academy of Sciences, Beijing, China

Zhang, K., Chinese Academy of Sciences, Beijing, China

**PO1-3 Personality as an antecedent of whistleblowing at work**

Grankvist, G., University West, Trollhättan, Sweden

Kastens, I., University West, Trollhättan, Sweden

Koltys, D., University West, Trollhättan, Sweden

Hedebloom, T., University West, Trollhättan, Sweden

Stenberg, U., University West, Trollhättan, Sweden

**PO1-2 Big Five personality traits of hospital nurses as predictors of their job performance rated by supervisor**

Halama, P., Slovak Academy of Sciences, Bratislava, Slovakia

Pitel, L., Slovak Academy of Sciences, Bratislava, Slovakia

**PO1-22 Neuroticism and extraversion shape affective forecasting**

Hansenne, M., University of Liège, Belgium

Christophe, V., University of Liège, Belgium



**PO1-15 Emotional competence fosters interpersonal attraction in brief acquaintance situations. Evidence from a speed dating study.**

Jauk, E., University of Graz, Austria  
Freudenthaler, H.H., University of Graz, Austria  
Chloupek, L., University of Graz, Austria  
Neubauer, A.C., University of Graz, Austria

**PO1-9 Who reaps the benefits of globalized social change?**

**Exploration and its socioecological boundaries**

Lechner, C.M., University of Jena, Germany  
Obschonka, M., Saarland University, Germany; University of Jena, Germany  
Silbereisen, R.K., University of Jena, Germany

**PO1-4 Do individual differences in mental toughness mediate the relationship between physical activity and perceived stress?**

Mutz, J., King's College London, UK  
Ferron, J. London Metropolitan University, UK  
Clough, P.J., Manchester Metropolitan University, UK  
Papageorgiou, K.A., London Metropolitan University, UK

**PO1-33 Impact of psychological sovereignty on mental well-being in Russian youth and adults**

Nartova-Bochaver, S., National Research University Higher School of Economics, Moscow, Russia

**PO1-41 Psychological predictors of stated and displayed preferences in online dating**

Nencheva, M., Stanford University, Stanford, USA  
Knutson, B., Stanford University, Stanford, USA

**PO1-40 Positive psychology coaching for career adaptability, sense of coherence and emotional intelligence in the African call centre environment**

Nisha, H., University of South Africa, Pretoria

**PO1-13 Personality: psychosemantic approach in the research**

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

**PO1-17 Relationship between psychoactive substance use and sexual risk behaviour among adolescents in some senior secondary schools in abakaliki metropolis of ebonyi state**

Okenyi, S.O., Dept. of Educational Foundations, ESUT Enugu  
Ezeruigbo Chinwe, F.S., Dept of Nursing, EBSU Abakaliki, NIGERIA

**PO1-5 Personality and transformational leadership: The moderating effect of organizational context**

Phaneuf, J.E., University of Montréal, Canada  
Boudrias, J.S., University of Montréal, Canada  
Rousseau, V., University of Montréal, Canada  
Brunelle, E., HEC-Montreal, Canada



## **PO1-44 Dangerous driving associations with morningness-eveningness preference and personality**

Qu, W., Chinese Academy of Sciences, Beijing, China

Ge, Y., Chinese Academy of Sciences, Beijing, China

Xiong, Y., Chinese Academy of Sciences, Beijing, China

Carciofo, R., Chinese Academy of Sciences, Beijing, China

Zhao, W., Chinese Academy of Sciences, Beijing, China

Zhang, K., Chinese Academy of Sciences, Beijing, China

## **PO1-23 “A Day in the Life” of Canadian and Brazilian children in transition to school**

Ribeiro, A.M., Universidade Federal de Santa Catarina

Stella, C., Universidade Presbiteriana Mackenzie

Hunt, A.K., University of New Brunswick, Canada

Cameron, C.A., University of British Columbia, Canada

## **PO1-12 Does personality matter in a job interview? Exploring the moderating role of personality factors in the relationship between first and second-step interviews**

Rusu, A., West University of Timisoara, Romania

Sârbescu, P., West University of Timisoara, Romania

## **PO1-11 Investigation of the personality profile in volunteers workers**

Sette, C.P., Universidade São Francisco, Itatiba, São Paulo, Brazil

Hiendlmayer, C., Universidade São Francisco, Itatiba, São Paulo, Brazil

Carvalho, L.F., Universidade São Francisco, Itatiba, São Paulo, Brazil

## **PO1-6 Attitude toward openness to experience mediates the link between openness and artistic preferences**

Shchebetenko, S., & Perm State University, Russia

Tyutikova, E., Perm State University, Russia

## **PO1-39 Reflexive characteristic adaptations produce incremental effects on sample attrition as compared to personality traits**

Shchebetenko, S., Perm State University, Russia

## **PO1-7 What can we learn for the development of mental toughness by examining its association with adult temperament?**

Singham, T., University College London, UK

Khan, F., University College London, UK

Kasapi, E., London Metropolitan University, UK

Papageorgiou, K.A., London Metropolitan University, UK

## **PO1-31 Early temperament as a predictor of later personality**

Slobodskaya, H.R., Federal State Budgetary Scientific Institution, Novosibirsk, Russia

Kozlova, E.A., Federal State Budgetary Scientific Institution, Novosibirsk, Russia



**PO1-38 The role of self-control in sports anxiety: A study in a sample of Portuguese athletes**

Sofia, R., University of Minho

Cruz, J.F., University of Minho

**PO1-37 An investigation of the relations of identity formation, personality characteristics and parenting in a sample of Greek adolescents**

Tantaros, S., University of Athens

Besevegis, E., University of Athens

Pavlopoulos, V., University of Athens

**PO1-36 Creating a child friendly environment as a curriculum model for early years teaching**

Undiyaundeye, F.A., Federal College of Education, Obudu, Nigeria

**PO1-16 Aggression, retention strategies, jealousy, and mate value in men and women who consume alcohol, cocaine and marijuana**

Valdebenito, O.F., Universidad de Santiago de Chile

**PO1-8 Usefulness of personality and leadership profiles in a selection process: a case study**

Welter, G.M.R., RH99 Sistemas Ltda.

Serpa, A.L.O., Hogrefe Cetepp

**PO1-10 In the search of a prosocial personality: Personality traits as predictors of prosocial behavior**

Wertag, A., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia

Bratko, D., University of Zagreb, Croatia

**PO1-25 Resistance of staff in the enterprises transitioning towards innovative path of development in Russia**

Zakharova, L., Lobachevsky State University of Nizhni Novgorod

Korobeynikova, E., Lobachevsky State University of Nizhni Novgorod



## Poster-session 2 (alphabetically ordered)

### **PO2-38 Personality and sociosexuality differences among heterosexuals, homosexuals, and bisexuals**

Andrade Talbot, V.G., Pontifical Catholic University of Rio de Janeiro  
Gurvitz, A.S., Pontifical Catholic University of Rio de Janeiro  
Degrave, A.M.L., Pontifical Catholic University of Rio de Janeiro  
Natividade, J.C., Pontifical Catholic University of Rio de Janeiro

### **PO2-18 Alcohol consumption and personality disorders in a clinical sample of women.**

Araujo, J.M.G., Universidade Católica de Pelotas, Brazil  
Molina, M., Universidade Católica de Pelotas, Brazil  
Silva, G.G., Universidade Católica de Pelotas, Brazil  
Silva, R.A., Universidade Católica de Pelotas, Brazil  
Mattos Souza, L.D., Universidade Católica de Pelotas, Brazil

### **PO2-19 The Dark Triad and sexual harassment proclivity**

Besser, A., Sapir Academic College, Israel  
Morag, J., Sapir Academic College, Israel  
Zeigler-Hill, V., Oakland University, USA  
Campbell, W.K., University of Georgia, USA

### **PO2-45 Leader behaving badly: the result of a lack of assertiveness traits**

Boudrias, J.S., University of Montréal, Canada  
Hontoy, L.M., University of Montréal, Canada  
Brunelle, E., HEC-Montreal, Canada

### **PO2-20 Exploring the relationship between traits of narcissism and Facebook profile in a Brazilian sample**

Carvalho, L.F., Universidade São Francisco, Itatiba, São Paulo, Brazil  
Sette, C.P., Universidade São Francisco, Itatiba, São Paulo, Brazil  
Bacciotti, J., Universidade São Francisco, Itatiba, São Paulo, Brazil

### **PO2-21 Establishing a clinical cutoff point for the Eccentricity dimension of the Dimensional Clinical Personality Inventory (IDCP)**

Carvalho, L.F., Universidade São Francisco, Brazil  
Bacciotti, J.T., Universidade São Francisco, Brazil  
Muner, L.C., Universidade São Francisco, Brazil

### **PO2-22 Taxometric investigation about the latent structure of Antisocial and Borderline Personality Disorders**

Carvalho, L.F., Universidade São Francisco (USF), Itatiba-SP, Brazil  
Filho, N.H., Universidade São Francisco (USF), Itatiba-SP, Brazil  
Pianowski, G., Universidade São Francisco (USF), Itatiba-SP, Brazil  
Muner, L.C., Universidade São Francisco (USF), Itatiba-SP, Brazil





## **PO2-39 Personality differences between unfaithful and faithful persons in romantic relationships**

Cunha, P.F.A., Pontifical Catholic University of Rio de Janeiro

Natividade, J.C., Pontifical Catholic University of Rio de Janeiro

## **PO2-1 How personality and environment variables predict violence in adolescents**

Duran-Bonavila, S., Universitat Rovira i Virgili, Spain

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

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

## **PO2-36 “Beyond Good and Evil”: Exploring the mediating role of mental toughness on the Dark Triad of personality traits**

Fischbach, J., Metropolitan University, London, UK

Wong, B., University College London, UK

Tan, J., University College London, UK

Papageorgiou, K.A., London Metropolitan University, UK

## **PO2-40 How trait-oriented is your love style: relationships among love styles and big-five factors of personality**

Fonseca, L.G., Pontifical Catholic University of Rio de Janeiro

Menezes, K.S., Pontifical Catholic University of Rio de Janeiro

Santos, A.L., Pontifical Catholic University of Rio de Janeiro

Natividade, J.C., Pontifical Catholic University of Rio de Janeiro

## **PO2-24 The dark personality triad and sociopolitical beliefs predict political party affiliation: A mediation model that is moderated by gender**

Frishberg, N.A.S., St. John’s University, New York, USA

Chaplin, W.F., St. John’s University, New York, USA

## **PO2-6 The study of personality → traits through language in the Turkmen context**

Germikova L, Turkmen Association of Psychology, Turkmenistan

Germikova J, Turkmen Association of Psychology, Turkmenistan

Jumayeva N, Turkmen Association of Psychology, Turkmenistan

Viliahmedova R, Turkmen Association of Psychology, Turkmenistan

Jumayeva M, Turkmen Association of Psychology, Turkmenistan

## **PO2-44 How interindividual differences in personality and affectivity influence cognitive training**

Hogrefe, A., University of Bern, Switzerland

Studer, B., University of Bern, Switzerland

Kodzhabashev, S., University of Bern, Switzerland

Perrig, W., University of Bern, Switzerland



## **PO2-17 Overconfidence's relation to narcissism and self-esteem:**

### **The influence of context of judgment.**

Johnson, E.A., University of Manitoba

Neufeld, D., University of Manitoba

## **PO2-25 Conceptualizing the structure of FFM personality disorders with empathy**

Kajonius, P.J., University West, University of Gothenburg, University of Skövde, Sweden

Dåderman, A.M., University West, Sweden

## **PO2-7 The social and emotional nationwide assessment inventory (SENNA):**

### **Evidence of its convergent validity**

Laros, J.A., University of Brasília, UnB

Valdivia, G.P., University of Brasília, UnB

## **PO2-26 Exploring the association between the Dark Triad of personality traits and academic achievement**

Leone, E., London Metropolitan University, UK

Lin, Y., University of Southern California, USA

Papageorgiou, K.A., London Metropolitan University, UK

## **PO2-8 Exploring conditions under which faking tendencies of the Semantic M P can be detected**

Magurean, S., West University of Timisoara, Romania

Sava, F.A., West University of Timisoara, Romania

## **PO2-9 A new measure to assess creative and imaginative fantasy**

Mast, F.W., University of Bern, Switzerland

Martarelli, C.S., University of Bern, Switzerland

Weibel, D., University of Bern, Switzerland

## **PO2-4 Personality traits and gaming preferences**

Miguel, F.K., State University of Londrina, Brazil

Thaina Eloá Silva Dionisio – State University of Londrina

Lucas Ribeiro da Silva – State University of Londrina

Lucas de Francisco Carvalho – University São Francisco

## **PO2-28 Dark Personality: Gender Differences and Work Behaviors**

Moore, M., University of Minnesota

Ones, D., University of Minnesota

## **PO2-23 Relations between personality traits and development of posttraumatic growth**

Moura, T.C., Pontifícia Universidade Católica do Rio Grande do Sul

Silva, T.L.G., Pontifícia Universidade Católica do Rio Grande do Sul

Kristensen, C.H., Pontifícia Universidade Católica do Rio Grande do Sul

**PO2-41 The sexy seven descriptors of sexuality in Brazil and their relationships with big five factors of personality, and self-esteem**

Natividade, J.C., Pontifical Catholic University of Rio de Janeiro  
Hutz, C.S., Federal University of Rio Grande do Sul

**PO2-27 Measurement invariance of the Big Five model in visually impaired and unimpaired populations: evidences from a Brazilian population**

Oliveira, C.M., Universidade Federal de Santa Catarina, Brazil  
Nunes, C.H.S.S., Universidade Federal de Santa Catarina, Brazil  
Crispim, A.C., University of Kent, UK

**PO2-29 Validation of an informant-version of the five-factor narcissism inventory**

Oltmanns, J.R., University of Kentucky, USA  
Widiger, T.A., University of Kentucky, USA

**PO2-10 Development, Evidences of Validity and Norms of a Brazilian Openness to Experience Scale**

Pacico, J.C., UFRGS/UMass Amherst  
Hutz, C.S., UFRGS

**PO2-11 Development, evidences of validity and norms of a Brazilian conscientiousness scale**

Pacico, J.C., UFRGS/UMass Amherst  
Hutz, C.S., UFRGS

**PO2-16 Clinical and sociodemographic characteristics and personality disorder**

Passos, M.B., Catholic University of Pelotas, Brazil  
Araujo, J.M.G., Catholic University of Pelotas, Brazil  
Molina, M.L., Catholic University of Pelotas, Brazil  
Mattos Souza, L.D., Catholic University of Pelotas, Brazil

**PO2-5 Mediating factors in intimate partner violence: The vision of evolutionary psychology**

Pavez, P., Universidad de Santiago de Chile  
Fernández, A.M., Universidad de Santiago de Chile

**PO2-30 The relationship between personality disorders and the Big Five in a Vietnamese sample**

Pavlos Samph, S., St. John's University, New York, USA  
Walton, K.E., St. John's University, New York, USA

**PO2-34 Dark and bright values: The Dark Triad and empathy relating to universal values**

Persson, B.N., University of Skövde, Sweden  
Kajonius, P.J., University West & University of Gothenburg, Sweden

**PO2-31 Coverage of the DSM-IV-TR Personality Disorders with the DSM-5 Dimensional Trait Model**

Rojas, S.L., Department of Psychology, University of Kentucky  
Widiger, T.A., Department of Psychology, University of Kentucky  
Russell, M.E.B., Department of Psychology, University of Kentucky

**PO2-15 The personality map of Sweden**

Roos, J.M., University of Gothenburg; University of Skövde, Sweden  
Kajonius, P.J., University of Gothenburg; University of Skövde; University West, Sweden

**PO2-42 The impact of social desirability on correlation among factors of big-five personality model**

Untos, A.L., Pontifical Catholic University of Rio de Janeiro  
Natividade, J.C., Pontifical Catholic University of Rio de Janeiro

**PO2-32 What lies beneath aggression? Exploring the higher order dimensions underlying direct and displaced aggression**

Sârbescu, P., West University of Timișoara, România  
Rusu, A., West University of Timișoara, România

**PO2-43 The power of god: believers and nonbelievers differences in big-five factors of personality**

Sonnenfeld Vilela, M.C., Pontifical Catholic University of Rio de Janeiro  
Santos, A.L., Pontifical Catholic University of Rio de Janeiro  
Natividade, J.C., Pontifical Catholic University of Rio de Janeiro

**PO2-3 Personality factors and treatment outcome in Roman Catholic clergy**

Whithed, A.M.T., Immaculata University, USA  
Kelley, D., Immaculata University, USA  
Acri, E.M., Immaculata University, USA  
Cuddy-Casey, M., Immaculata University, USA

**PO2-37 The relationship between sexual orientation, sexual awareness, religious attitude, marital satisfaction, and life satisfaction in psychology couples and other couples**

Zeyghamiyan, M., University of Culture and Arts of Kermanshah, Iran  
Nikoo, M., University of Culture and Arts of Kermanshah, Iran



## **PO2-12 Correlations between a self-report inventory and a projective/performance test**

Zuanazzi, A.C., University of São Paulo

Miguel, F.K., State University of Londrina

Buriolla, H.L., State University of Londrina

Huss, E.Y., State University of Londrina

Zanatta, A.K.M., State University of Londrina

de Lima, R., State University of Londrina

Felix, J.P., State University of Londrina

Machado, M.F.P., State University of Londrina

## **PO2-13 Variables of Pfister's Colors Pyramids predict cognitive regulation of emotion in Zulliger**

Zuanazzi, A.C., University of São Paulo

Miguel, F.K., State University of Londrina

Villemor-Amaral, A.E., University São Francisco



## Abstracts

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

**KN = Keynote Address**

**IS = Invited Symposium**

**SY = Symposium**

**PA = Oral presentation in paper session**

**PO = Poster**

Abstracts are alphabetically listed on first author name



# Abstracts



## **PO2-38 Personality and sociosexuality differences among heterosexuals, homosexuals, and bisexuals**

*Andrade Talbot, V.G., Pontifical Catholic University of Rio de Janeiro, Brazil*  
*gupta Pontifical Catholic University of Rio de Janeiro, Brazil*  
*Degrave, A.M.L., Pontifical Catholic University of Rio de Janeiro, Brazil*  
*Natividade, J.C., Pontifical Catholic University of Rio de Janeiro, Brazil*

Personality traits and sexual orientation can be associated and describe specific patterns for each individual. Then one could explain a sexual orientation by patterns of personality traits as that assessed on the big five factors model. In this study, we aimed to test differences among homosexuals, heterosexuals and bisexuals for the three dimensions of the sociosexual orientation and for the difference-five personality traits. We applied a questionnaire with a standard test for the sociosexual orientation and for the big five factors of personality. There were 4,928 participants, 4,227 of which declared themselves as heterosexuals, 348 as homosexuals and 353 as bisexuals. We verified that homosexuals have higher levels on behavioral and desire dimensions of sociosexuality compared to other two groups. Regarding the attitudes dimension of sociosexuality, bisexuals showed higher level than other two groups. Concerning the big five factors, heterosexuals presented higher levels on agreeableness, and lower levels on openness and neuroticism compared to other two groups. Our results highlighted the importance sexual orientation as a possible explanatory variable on personality characteristics.

## **PA-16 The formation of effective teams based on personality traits and historical performance**

*Andrejczuk, E., Artificial Intelligence Research Institute (IIIA-CSIC); Change Management Tool S.L., Barcelona, Spain*  
*Berger, R., University of Barcelona, Barcelona, Spain*  
*Rodriguez-Aguilar, J.A., Artificial Intelligence Research Institute (IIIA-CSIC), Barcelona, Spain*  
*Sierra, C., Artificial Intelligence Research Institute (IIIA-CSIC), Barcelona, Spain*

Effective teams today are crucial for organizations. We present a computational model to form the most effective problem-solving teams based on individuals personalities and their reputation at performing tasks of different nature. This is the first computational model for team formation combining personality and trust. We aim at applying our results to provide adequate support to the process of managing change in industry and education: increase efficiency and quality of tasks performed by workload optimization and provide feedback on the possible best actions to be taken when no optimal team exists. With this purpose, we extend Wilde's post-Jungian theory for team formation, which solely employs individuals personalities. The aim of this study is to create a model that funds the best performing team for a given context instead of looking for equally capable teams. Furthermore, we predict whether a team is expected to complete a task by combining both individuals' historical performances and personality traits. On the one hand, we employ historical performances to assess the expectation about an individuals' future performance in a given context. This is done by assessing both the individuals' willingness and capability through the semantic comparison of the current context in question with the individuals' performance in past similar experiences. On the other hand, we obtain personality traits through a quantitative transformation of the Myers Briggs Type Indicator (MBTI) created by Douglass J. Wilde covering the same psychological territory. We explore the concept that the most effective team possesses among its members the full range of feasible problem-solving capabilities. Finally, we present some preliminary empirical results that we obtained when comparing our team formation model with Wilde's. Results show the benefits of a more informed team formation that exploits individuals reputation besides information about their personalities.

## **PA-12 Perfectionism in Argentina and the United States: Measurement structure, invariance, and adjustment implications**

*Arana, F.G., Universidad de Buenos Aires, Argentina*  
*Rice, K.G., Georgia State University, USA*  
*Ashby, J.S., Georgia State University, USA*

There has been considerable work in recent years examining perfectionism in Asian, Latin American, and Latin European countries. However, a critical element often missing in such studies is a demonstration of the psychometric adequacy (e.g., factor structure, invariance) of the measures when used to make cross-national comparisons. We compared the English version of the Revised Almost Perfect Scale (APS-R; Slaney et al., 1996) to a Spanish version developed by Arana and colleagues in Argentina (Arana et al., 2006; Arana, Keegan, & Rutzstein, 2009). We focused on the APS-R because the scale provides two major subscales aligned with perfectionistic strivings (Standards) and concerns (Discrepancy), and, based on relative elevations of those two scores, the scale can easily operationalize adaptive or maladaptive perfectionism. These characteristics of the scale may be particularly advantageous in cultural comparisons. We considered the possibility that cultural themes might yield differences in endorsement of perfectionistic strivings, with possibly higher levels in the presumed more individualistic climate of the USA, but had no clear basis for expecting





differences between the countries on perfectionistic concerns. In addition, to direct measurement questions pertaining to similarities and differences on the APS-R, we examined strengths of association between perfectionism scores and relevant criterion indicators tapping depression, and academic performance. Argentine ( $N = 593$ ) and USA ( $N = 749$ ) students completed the APS-R. The Argentine sample also completed the Beck Depression Inventory and GPA. Standards failed metric invariance. After minor adjustments, partial metric and scalar invariance for Discrepancy item responses were supported. Groups were not significantly different on the Discrepancy factor mean. Age and gender effects on the measurement model were negligible. Discrepancy was associated with depression ( $r = .59$ ) and GPA ( $r = -.16$ ). We conclude that Standards items should be revisited for their cross-cultural accuracy, but Discrepancy items performed well.

## **PA-22 Associations between Borderline Personality Disorders, Big Five traits and clinical conditions in a sample of patients in current depressive episode**

*Araujo, J.M.G., Universidade Católica de Pelotas, Brazil*  
*Passos, M.B., Universidade Católica de Pelotas, Brazil*  
*Barbosa, L.P., Universidade Católica de Pelotas, Brazil*  
*Molina, M.R.A.L., Universidade Católica de Pelotas, Brazil*  
*Jansen, K., Universidade Católica de Pelotas, Brazil*  
*Silva, R.A., Universidade Católica de Pelotas, Brazil*  
*Mattos Souza, L.D., Universidade Católica de Pelotas, Brazil*

Comorbidity between Major Depressive Disorder (MDD) and Borderline Personality Disorder (BPD) is a condition which implies specificity regarding prognosis and treatment. It is evident how important it is for the clinical assessment to investigate comorbidity between BPD and MDD, but it may be hard to establish these diagnoses objectively, especially during depressive episodes. The aim is to investigate differences in relation to clinical aspects and personality traits between individuals in current depressive episode with and without BPD, with the intent of pointing out differential characteristics between them. We used data about personality traits (NEO-FFI); about mood and anxiety disorders (Mini International Neuropsychiatric Interview Plus); about personality disorders (MCMI-III) and sociodemographic variables, collected in a sample of 149 individuals under current depressive episode. Out of these, 40 also had diagnosis of BPD, and the rest (109) only had the diagnosis of MDD. The groups were compared by means of bivariate (chi-square test) and multivariate (Poisson regression) analyses. The variables associated with BPD presence showed higher presence of suicide risk, of Cluster A and Cluster C comorbidities and lower levels of Conscientiousness. Therefore, BPD presence was associated with indicators of severity, and the characteristics of the Conscientiousness factor may differentiate between these conditions, highlighting the clinical utility of the Big Five theory and spectral comprehension of BPD. We conclude that indicators of current suicide risk, comorbidities with other personality disorders and a maladaptive pattern of personality traits, characterized mainly by low conscientiousness levels, should act as alerts for presence of Borderline Personality Disorder during depressive episodes.

## **PO2-18 Alcohol consumption and personality disorders in a clinical sample of women.**

*Araujo, J.M.G., Universidade Católica de Pelotas, Brazil*  
*Molina, M., Universidade Católica de Pelotas, Brazil*  
*Silva, G.G., Universidade Católica de Pelotas, Brazil*  
*Silva, R.A., Universidade Católica de Pelotas, Brazil*  
*Mattos Souza, L.D., Universidade Católica de Pelotas, Brazil*

## **PA-13 Emotional intelligence and moral representations of teenagers**

*Avdulova, T., Moscow Pedagogical State University, Russia*

We analyzed the relations between development of emotional intelligence and social representations in teenagers. 63 teenagers in the age of 13 to 15 years participated. The following instruments were used: the Emotional Intelligence test (Goleman), the "Social axioms" technique (Leung & Bond), the "Relation to school" questionnaire (Martsinkovskaya), and the "Communicative tolerance" questionnaire (Boyko). Teenagers were divided into three groups depending on the level of emotional intelligence (Goleman's test), with low level entered into the first group: 27%; 52% with average level made the second group; 21% of the teenagers demonstrated the high level. The level of emotional intelligence was significantly negatively related to the level of support by teenagers of the axiom "Award for Efforts" ( $-.44$ ;  $p \leq 0.01$ ). Teenagers with the low level of emotional intelligence believe in fair remuneration for their efforts. The level of emotional intelligence was significantly positively related to the relation to school ( $.38$ ;  $p \leq 0.01$ ). Teenagers



high on emotional intelligence in majority treat school positively and consider it as a significant institute of socialization. They accept the social norms of school-life and interiorize them. The relation between emotional intelligence and communicative tolerance (more correctly defined as intolerance), turned out to be negative ( $-0.47$ ;  $p \leq 0.01$ ): teenagers high on emotional intelligence show a low level of intolerance to features of others, such as character, individual features, habits, way of life. We can conclude that in teenagers emotional intelligence plays an important role in the development of social representations and of social relations.

## **PA-13 Strengths and virtues of character in Ecuador, Peru and Paraguay**

*Ayala, J., Universidad de Palermo, Buenos Aires-Argentina*

We studied strengths and virtues of character in Ecuadorian, Peruvian and Paraguayan samples. Strengths and virtues form part of the principal pillars of positive psychology and are related to positive psychology traits. The purpose of the research is to identify cross-cultural validity about Seligman & Peterson's Virtues classification. A psychometrical inventory (Strengths and virtues of character inventory IVyF) and a qualitative instrument (Positive qualities) were used to obtain data. Factorial and content analysis shows that classification has a partial validity in those countries of South America.

## **IS-3 Childhood antecedents of Agreeableness: A longitudinal study from preschool to late adolescence**

*Baardstu, S., University of Oslo, Norway*

*Bølstad Karevold, E., University of Oslo, Norway*

*Von Soest, T., University of Oslo; Norwegian Institute of Public Health; Norway*

Although the consensus view is that Agreeableness originates from childhood difficultness and regulatory deficits, few studies have investigated such assumptions longitudinally. In this study, we examined this issue by assessing enduring and mediating effects of self-regulation from age 1.5 to age 16.5. Given that parenting behaviors are acknowledged as important environmental influences on personality development, we also examined whether parenting behaviors moderated the developmental path to Agreeableness from preschool to late adolescence. Longitudinal survey data from a Norwegian population-based study (TOPP) involving 965 families with children from 1.5 years to 16.5 years were used. Childhood difficultness was assessed by maternal ratings on items from the Behavioral Check List at age 1.5 (t1), 2.5 (t2), and 4.5 (t3). Parenting behaviors towards children were assessed at age 8.5 (t4) using the Warmth, Reasoning, and Punishment scales from the Child Rearing Questionnaire. Emotional and behavioral regulation was assessed by child self-ratings on the Reactivity scale from the School-Age Temperament Inventory, and the Self-control scale from the Social Skills Rating System at age 12.5 years (t5). Agreeableness was assessed using child self-reports on this scale from the Big Five Inventory at age 16.5 (t7). Analyses, including structural equation modeling, were conducted using the statistical program Mplus. Path analyses revealed childhood difficultness at age 4.5 to be related to Agreeableness at age 16.5. This effect was mediated through emotion regulation in late childhood, but only when parents used punitive practices towards their children. Our findings indicate the presence of continuity in personality from early childhood to adolescence, and demonstrate that self-regulation is an important mechanism behind development of Agreeableness. Our results further emphasize the importance of assessing both mediating mechanisms as well as conditional processes in examining personality development from early childhood to adolescence.

## **IS-10 Social aspects of personality**

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

This symposium aims to provide a state of the art overview of the various ways in which "who we are" (i.e. personality) corresponds with, predicts, is driven by, and interacts with "whom we are with" (i.e. the social world that surrounds us). Simone Vazire focuses on self-described (via Experience sampling) versus observer-reported behaviors (via the Electronically Activated Recorder) and examines the level and moderators of correspondence both within- and between-persons. Roos Hutteman investigates the behavioral micro-processes in real life daily interactions underlying the effects of personality on "getting ahead" and "getting along" with peers. Katharina Geukes analyzes, both in the laboratory and in the field context, how much the level and variability of within-person variability in affect, self-esteem and behavior adds to the prediction of these social consequences. Based on a large longitudinal study of 5th graders, Jenny Wagner in turn examines whether being liked by others shapes the development of self-esteem. Finally, Jason Rentfrow applies large-scale personality, well-being, and location (cities, states, countries) data to show how the fit between individual's personalities and psychologically relevant features of their social environment affects their well-being. Together these talks cover a wide variety of individual differences (traits, self-evaluations, social behavior, state variability), and methodological approaches (large scale online data, experience-sampling, round robin ratings, direct behavioral observations) and highlight the social nature and consequences of personality.



## IS-2 Personality in social action

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

Personality expresses in the social context and influences the various ways in which people select, shape and maintain their social relationships (e.g., friendships, romantic, work and family relationships). At the same time, personality develops and potentially changes on the basis of social experiences. Following a general model of the personality-relationship interplay (the PERSOC model), I highlight the need for micro-level process analyses when trying to understand the consequences as well as the development of personality. This approach will be illustrated with two intensive longitudinal studies (laboratory: PILS; field: CONNECT) both capturing social interaction processes in action. Theoretical, methodological and practical implications and future prospects are discussed.

## IS-7 Evaluative responding: relevance and consistency

*Bäckström, M., Lund University, Sweden*

*Björklund, F., Lund University, Sweden*

Experience sampling has become a major source of validity data for evaluating measures and testing theories within the field of personality. The present work concerns whether evaluative responding, a response style highly related to social desirable responding, influences self-ratings of everyday behavior in a similar fashion as it influences self-ratings of personality. An experience sampling study was conducted where 89 participants responded to both evaluative and neutral questions about their everyday behavior. The responses were given on mobile phones for a period of 10 days. The results showed that evaluative responding influences ratings of everyday behavior. Furthermore, there was a correlation between the degree of evaluative responding when rating personality items and the degree of evaluative responding when rating everyday behavior. A model of the factors behind evaluative responding is outlined and results from related studies are discussed.

## IS-4 Examination of the convergence of the Five Factor Model of Personality with the DSM-5 trait-based personality model using network analysis

*Bagby, R.M., University of Toronto, Canada*

*Watters, C.A., University of Toronto, Canada*

A trait-based, dimensional model of personality pathology was introduced in Section III of DSM-5. The conceptual wellspring for the DSM-5 model was the Five-Factor Model (FFM) of personality. Whereas a number of studies examined the relationships between the FFM and DSM-5 models, they predominantly used latent-based analytic approaches. In this investigation, we use an alternative approach -- network analysis, to explore the covariation among network components without positing the existence of latent variables. A series of network analyses were conducted at both the domain and facet levels of the FFM (as measured by the NEO PI-R) and the DSM-5 (as measured by the Personality Inventory for DSM-5), with an undergraduate student sample ( $N = 518$ ). Using the adaptive LASSO method, networks of significant partial correlations were generated between (a) the domains of the FFM and DSM-5 models, and (b) the facets within the correspondent domains of each model (i.e., neuroticism/negative affect; agreeableness/antagonism; conscientiousness/disinhibition; extraversion/detachment; openness-to-experience/psychoticism). At the domain level, correspondence emerged between four of the five domains across the models; the exception was openness-to-experience with psychoticism, which were weakly related. At the facet level, agreeableness/antagonism and conscientiousness/disinhibition showed strong convergent properties. In contrast, although the facets within the neuroticism/negative affect network did converge to some degree, in general the interconnections were comparatively weaker. Within the extraversion/detachment network, there was convergence except for the intimacy avoidance facet of the DSM-5 model. For the openness/psychoticism network, there was little convergence in the facets across models. Using a different analytic approach than previously employed, the pattern of associations reported in earlier studies examining the inter-relations among the personality constructs of the FFM and DSM-5 models were generally replicated. We believe this is compelling evidence of the overall conceptual overlap across these models.

## IS-6 The Assessment of Situational Experience and Its Relationship With Personality Across 20 Countries

*Baranski, E., University of California, Riverside, USA*

Cross-cultural comparison in psychology has typically focused on personality assessment and little on within and between country



comparisons of situations. The current project assesses the situational experience of individuals across 20 countries and relates these experiences to country-level personality scores. A total of 5,447 participants were asked to describe what they were doing at 7:00 pm the previous night and subsequently rated their situation using the Riverside Behavior Q-sort (RSQ). Across all 20 countries, the typical situation was described as relaxing and enjoyable. The countries with the most similar situational experience were the US and Canada, and countries with the least similar were South Korea and Denmark. In country level analyses, we correlated each country's average RSQ item placement with previously acquired country-level personality trait levels. Neuroticism and Openness yielded more significant RSQ correlates that would be expected by chance. More specifically, results indicated countries highest on Neuroticism (Japan and Spain) tended to have individuals who, on average, rated the RSQ item "Others are present who need or desire reassurance" as characteristic of their situation,  $r = .71$ ;  $CI = [.22-.89]$ . Likewise, countries highest on Openness (Estonia and Slovakia) tended to have individuals who rated the RSQ item "Others may need or are requesting advice from me" as characteristic of their situation,  $r = .75$ ;  $CI = [.41-.91]$ . These relationships and others like them enable us to gain a holistic understanding of the situational experience of countries. More broadly, this study shows how cultures' situational experience varies in psychologically meaningful ways.

## IS-1 Cross-cultural basics of trait distinction

*Barelids, D.P.H., University of Groningen, The Netherlands*

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

*Timmerman, M.E., University of Groningen, The Netherlands*

*Mlačić, B., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia*

Both theoretical and empirical arguments have been provided in support of a two dimensional trait model to be of fundamental importance to distinguish persons in various contexts (Bakan, 1966; Hogan, 1983; Digman, 1997; DeYoung, 2006). Those two dimensions have been referred to as Communion and Agency, Getting along and Getting ahead, Social Propriety and Dynamism, Stability and Plasticity, and  $\alpha$  and  $\beta$ . In the present study we use 11 psycho-lexically based taxonomies from different languages to test this two-dimensional model, starting from Digman's findings, in which Big Five Agreeableness, Conscientiousness, and Emotional Stability grouped into an  $\alpha$ -factor (associated with socialization) and Extraversion and Intellect grouped into a  $\beta$ -factor (associated with personal growth). Using confirmatory analysis, the model was tested in each of the taxonomies separately, using markers of the Big Five based on a joint analysis of all taxonomies.

## PA-2 The role of the family environment on the development of addiction prone characteristics

*Barnes, G., University of Victoria, Canada*

*Jansson, M., University of Victoria, Canada*

*Franco Cea, N., University of Victoria, Canada*

The Addiction Prone Personality scale is a measure that has proven to be useful in the prospective prediction of alcohol and drug abuse problems. Research on the development of addiction prone characteristics (e.g. sensation seeking, low self-regulation, negative view of self) suggests that attachment disruption may play an important role in increasing the risk for the development of these characteristics, while nurturing and supportive parenting may reduce this risk. Hypotheses that attachment disruption and protective parenting play an important role in either increasing or reducing the risk for the development of addiction prone personality characteristics were tested by conducting longitudinal analyses on data from a community panel survey of young Canadians called the Healthy Youth Survey. 664 youth aged 12 to 18 from a medium sized Canadian city were first interviewed in 2003 and again in 2005 (N=580) and 2007 (N=540). The 90 minute interview included the 21 questions that form the four subscales of the Addiction Prone Personality test and retrospective questions on their family composition. Analyses of the Healthy Youth Survey data has shown that youth who report having some separation from one or more of their biological parents in the first twelve years of their life obtained higher scores on the Addiction Prone Personality test. Youth who reported having less protective parenting scores in the 2003, 2005 and 2007 Healthy Youth Survey had significantly higher scores on the Addiction Prone Personality test (first administered in the 2007 survey). Findings to date support our hypotheses that attachment disruptions act as a risk factor, while positive parenting patterns serve as a protective factor in the development of addiction prone characteristics. Further analyses are planned to examine the ongoing effect of parenting on APP scores in the 2009 and 2011 Healthy Youth Surveys.

## IS-11 The sources of right-wing authoritarianism and social dominance orientation

*Bell, E., Brescia University College at Western University, Canada*

*Kandler, C., Bielefeld University, Germany*



This study examined the genetic and environmental sources of individual differences in right-wing authoritarianism (RWA) and social dominance orientation (SDO) based on twins' self- and peer reports as well as on a nuclear twin family design that included data from twins and their parents. Principal axis and confirmatory factor analyses on RWA and SDO items, taking shared substantive and artifact aspects into account, yielded two orthogonal dimensions. These two dimensions could be identified as RWA and SDO, which were necessary to sufficiently describe the differences in the items' content. In line with our expectations, when controlling for error variance as well as assortative mating by the twins' parents, individual differences in RWA were primarily due to genetic sources including passive genotype-environment correlation, whereas individual difference in SDO were largely attributable to environmental sources shared by twins and those not shared by twins. The findings are discussed in terms of the utility of RWA and SDO as basic constructs to describe individual differences in social attitudes, and with respect to the different patterns of underlying genetic and environmental influences on them.

## **KN-2 The acculturating individual: integrating personality and socio-cognitive perspectives**

*Benet-Martinez, V., ICREA & Universitat Pompeu Fabra*

Psychological acculturation, or the cognitive, behavioral, and affective changes that derive from meaningful intercultural contact, is a topic of recognized societal relevance. Acculturation is typically seen as relevant to immigrants and their descendants, international students and workers, refugees, and the kind. And yet, because of globalization, the growing cultural diversity of our societies, and the ease of information exchange in today's fast media and communication, acculturative and intercultural processes are now relevant to all individuals, including those representing majority cultures. This presentation will provide a synthetic review of the basic tenets of acculturation and interculturality (e.g., its dimensions and relevant-domains, links to personality and to psychological and socio-cultural adjustment), as well as the work done to date to study the dynamics of biculturalism and bicultural identity (e.g., cultural frame-switching). I will also summarize the work examining individual differences in how acculturating individuals integrate within their self-concept their different cultural identities and orientations (e.g., research on Bicultural Identity Integration (BII) and related constructs) and show that these variations relate to distinct personality, acculturation, and adjustment variables. Lastly, I will discuss the links between personality and multicultural attitudes and competencies. The presentation will end with a discussion of new directions in the psychological study of acculturation with an eye to how to best integrate findings from this field into the study of personality and self-concept dynamics.

## **IS-2 Cultural personality psychology**

*Benet-Martinez, V., ICREA & Universitat Pompeu Fabra*

Most psychologists today agree that cultural forces influence a wide array of important psychological processes that range from social reasoning and categorization to emotion, identity, and personality traits. I will argue that personality psychology is in a uniquely advantaged position to study both culture  $\square$  person and person  $\square$  culture effects given the discipline's recognized interest in the individual as a whole and within-person dynamics, and the methodological richness of the field. The future of cultural personality studies is thus exciting and promising. Personality researchers interested in how cultural and personality factors interact in predicting important life outcomes can also profit from (and help to clarify) some new theoretical and methodological developments in psychology, such as the growing evidence against value consensus within cultures, the growing interest in the psychology of globalization and multiculturalism, and the availability of multilevel modeling statistical techniques to compare and link findings at the individual and cultural levels.

## **PO1-18 Adolescents' coping strategies in relation to their personality characteristics**

*Besevegis, E., University of Athens*

*Tantaros, S., University of Athens*

*Pavlopoulos, V., University of Athens*

This paper deals with adolescents' personality characteristics and how they relate to strategies that adolescents use in order to cope with everyday life hassles. Participants were 424 Greek high school students, 14.5 - 15.5 years old, 43.6% of whom were males and 56.4% females. They came from middle class, mostly intact families of average education and income. Participants filled in two questionnaires: a) The Coping Across Situations Questionnaire-CASQ (Seiffge-Krenke, 1995), which evaluates the frequency (Yes-No) by which students use various coping strategies (Social Support, Active Negotiation, Enactment of Emotion, Denial/Avoidance, and Compromise) and, b) The Big Five Inventory-BFI (Hahn et al., 2012), where adolescents indicate the degree (1=not at all – 5= very much) to which they display various characteristics (Conscientiousness, Extraversion, Agreeableness, Openness, and Neuroticism). The most frequent coping strategy was Social Support Seeking, followed by Active Negotiation, while



Enactment of Emotion was the least frequent, a pattern almost identical for both genders. Mean frequency of Social Support and Enactment of Emotion was more common among females than males, while the opposite was true for Denial/Avoidance. Females reported somehow more Extraversion and Agreeableness and much more Neuroticism than male participants. Conscientious and/or Extraverted adolescents (mainly males) seemed to adopt Social Support and Active Negotiation as coping strategies. Openness and Enactment of emotion did not seem to make a difference in terms of coping strategy preference, while Neurotic females seemed to prefer Enactment of Emotions but not Denial/Avoidance. Results are discussed in terms of the role that personality characteristics play on the way that adolescents cope with their problems and how this correlation indicates possible mental health problems.

## **PO2-19 The Dark Triad and sexual harassment proclivity**

*Besser, A., Sapir Academic College, Israel*

*Morag, J., Sapir Academic College, Israel*

*Zeigler-Hill, V., Oakland University, USA*

*Campbell, W.K., University of Georgia, USA*

Recent research concerning sexual harassment has highlighted important individual differences in the tendency to engage in these behaviors. The present studies extend these findings by examining the connections between the Dark Triad of personality traits (i.e., narcissism, psychopathy, and Machiavellianism) and sexual harassment proclivity. The results of Study 1 (N = 642 Israeli community members) found that the Dark Triad traits had unique positive associations with sexual harassment tendencies. Similar results emerged for Study 2 (N = 1,909 Israeli community members) such that each of the Dark Triad traits had unique positive association with the proclivity to engage in sexual harassment. In addition, Study 2 also revealed differences in the connections that the Dark Triad traits had with perceived likelihood estimates concerning whether targets would be victims or perpetrators of sexual harassment. Discussion focuses on the implications of these results for understanding the links between Dark Triad personality traits and sexual harassment.

## **PO1-26 The influence of personality traits on life satisfaction via work engagement and job satisfaction**

*Blatný, M., Czech Academy of Science, Brno, Czech Republic*

*Šolcová, I., Czech Academy of Science, Brno, Czech Republic*

*Květon, P., Czech Academy of Science, Brno, Czech Republic*

*Jelínek, M., Czech Academy of Science, Brno, Czech Republic*

*Zábrowská, K., Czech Academy of Science, Brno, Czech Republic*

*Mudrák, J., Czech Academy of Science, Brno, Czech Republic*

*Machovcová, K., Czech Academy of Science, Brno, Czech Republic*

Research on relationships between personality characteristics and well-being has a long tradition. However, the specific mechanisms by which personality traits influence well-being, have still not yet been sufficiently explored. The aim of the study was to test both direct and indirect links between personality traits of extraversion, neuroticism, and conscientiousness, and life satisfaction through work engagement and job satisfaction. Participants were 2,229 academics (57.1% men) throughout Czech public universities who fully completed questionnaire comprising measures of employee personality traits (short version of Big Five Inventory, BFI-10), work engagement (Utrecht Work Engagement Scale, short form), job satisfaction (4 items job satisfaction short scale from the COPSOQ-II) and general life satisfaction (Satisfaction With Life Scale). To analyze the relationships structural equation modeling was used (lavaan package in R). The strongest predictor of life satisfaction was neuroticism, the effect of which was manifested both in the direct and in two indirect ways. One indirect way led through work engagement and job satisfaction and the other way led through job satisfaction and did not involve work engagement. Overall, neuroticism had a consistent negative effect on life satisfaction. Extraversion and conscientiousness had positive indirect effects on job satisfaction through work engagement, but their direct effect on job satisfaction was negative. Therefore, the indirect effect of extraversion and conscientiousness on life satisfaction was both negative (E/C -> job satisfaction -> life satisfaction) and positive (E/C -> work engagement -> job satisfaction -> life satisfaction). While extraversion had also a direct effect on life satisfaction, conscientiousness did not and its total effect on life satisfaction was insignificant. The study pointed out that relationships between personality traits and general life satisfaction are complex and transmitted by many, even contradictory, mechanisms.

## **PO1-30 Personality correlates and predictors of close relationships in adulthood**

*Blatný, M., Czech Academy of Sciences, Brno, Czech Republic*

*Jelínek, M., Czech Academy of Sciences, Brno, Czech Republic*



The study deals with personality associations of close relationships in adulthood. Data from the Brno Longitudinal Study of Human Life-Span Development, started in 1961, were used to identify not only personality correlates but also personality predictors of close relationships. Data from 76 adults (44 females) at the age of 47 to 49 years were analyzed. Respondents completed questions about the number of friends, the Life Satisfaction Questionnaire (Fahrebenger et al.), the NEO-FFI, and various self-concept measures in adulthood, the Maudsley Personality Inventory, and the Coopersmith Self-Esteem Inventory in adolescence. Furthermore, the observation of child temperament at the age of 12 to 30 months was available. We used regression analysis to identify personality predictors of the number of friends and satisfaction with interpersonal relationships. We have come to three main conclusions: 1) the number of friends can be predicted on the basis of extraversion and self-efficacy in adulthood and self-esteem in adolescence; 2) the number of intimate friends is not related to personality characteristics; 3) overall satisfaction with social relationships is associated with extraversion, emotional stability and self-esteem in adulthood, but not with personality characteristics in adolescence and childhood. Research outcomes proved an important role of personality in social relationships even in life-span perspective.

## **SI-13 Bump ahead! Personality-trait development during the transition to parenthood**

*Bl eidorn, W., University of California, United States; Tilburg University, The Netherlands*  
*Van Scheppingen, M., Tilburg University, The Netherlands*

In recent years, a large number of studies have found supporting evidence for the notion that personality-trait development in early adulthood is related to normative life transitions. The vast majority of these studies have examined personality-trait change in the context of work and romantic relationships. In contrast, research on personality-trait development during the transition to parenthood is scarce, and the results of these studies are mixed. This is surprising, because laypeople and scientists seem to agree that parenthood is the most far-reaching and incisive transitional experiences during early adulthood. Moreover, contrary to other normative life transitions, like romantic relationships or the first job, the transition to parenthood is usually non-reversible and demands sudden adaptations in new parents' daily behavior. Why is it then that there is no clear evidence for personality-trait change during the transition to parenthood? In the present talk, we will review previous studies on personality-trait development and parenting experiences, present new research that aims to address some of the limitations of existing studies, and discuss four possible explanations for the apparent lack of personality-trait change during the transition to parenthood: (1) personality-trait change is not related to the transition to parenthood; (2) personality-trait change during the transition to parenthood is not linear; (3) personality-trait change during the transition to parenthood is moderated by third variables; and (4) personality-trait change happens already before the transition to parenthood.

## **IS-5 Activity mediates conscientiousness' relationship to diurnal cortisol slope in a national sample**

*Bogg, T., Wayne State University, Detroit, USA*

The present study examined novel pathways from the personality traits of neuroticism and conscientiousness to diurnal levels of the stress hormone cortisol using data from a large national study. Using prospective data from the Midlife in the United States study (MIDUS II) and the National Study of Daily Experiences (NSDE II, a MIDUS sub-study), hierarchical linear modeling (HLM) and Monte Carlo estimation for assessing multilevel model mediation were used to test direct and indirect effects (via general activity level, moderate/vigorous physical activity, and a lifetime history of smoking) of neuroticism and conscientiousness on diurnal cortisol patterns ( $N = 960$ ). Initial HLM modeling showed greater levels of conscientiousness were associated with steeper (i.e., healthier) diurnal cortisol slope. Consistent with a hypothesized indirect bio-behavioral pathway, when controlling for demographic factors, cortisol-related medications, smoking history, daily stressors, and positive affect, HLM modeling showed the relationship between conscientiousness and diurnal cortisol slope was mediated by general activity levels, such that the effect of greater conscientiousness on cortisol slope was maintained by being more active. No effects were found for neuroticism. The results support a psychophysiological model of resilience that provides a more complete rendering of the health-protective mechanisms of conscientiousness via hypothalamic-pituitary-adrenal (HPA) axis functioning. Specifically, the mediated pathway suggests general activity levels are an instrumental means by which individual differences in conscientiousness are linked to individual differences in patterns of diurnal cortisol secretion.

## **SY-4 Using intensive longitudinal data to study between-person heterogeneity in causal effects**

*Bolger, N., Columbia University, USA*

An intensive longitudinal study is one with enough repeated measurements to model a distinct change process for each individual (Bolger & Laurenceau, 2013). Intensive longitudinal methods, although they do not assume individual-specific heterogeneity in causal processes, allow one to identify such heterogeneity if it exists. In the modern literature on causal inference, it is common to





work from the assumption of individual-specific causal effects. In the Rubin Causal Model for example, such individual-specific causal effects are assumed, and although they are not directly estimable, they contribute to what is called the average causal effect. Intensive longitudinal data, when combined with mixed-effects regression modeling, provide a way to examine these effects directly. I will illustrate this idea using data from participants in two repeated-measures experiments spaced one week apart. I will emphasize the value of this approach for identifying personality-based sources of within-person causal regularities.

### **IS-3 Temperamental trajectories of personality types in late adolescence: A longitudinal study from age 1.5 to age 16.5**

*Bølstad Karevold, E., University of Oslo, Norway*

*Von Soest, T., University of Oslo; Norwegian Institute of Public Health; Norway*

*Baardst, S., University of Oslo, Norway*

*Røysamb, E., University of Oslo, Norway*

*De Fruyt, F., University of Ghent, Belgium*

This contribution aims to study the development of temperament and personality using a combined variable and person-centered approach, analyzing data from the TOPP study, a Norwegian population-based sample of initially over 900 families followed across 15 years. Temperament was assessed in TOPP using the EAS scale, providing maternal ratings on Emotionality (fear, anger and distress), Activity, Shyness and Sociability at 1.5, 2.5, 4.5, 8.5, 12.5, and 14.5 years; EAS self-reports are available at age 12.5 and 14.5. Self-ratings on the BFI, providing scores on the Big Five personality traits of Neuroticism, Extraversion, Agreeableness, Conscientiousness and Openness to experience at age 16.5, were analyzed using latent class analysis. The preceding temperament growth trajectories for the different latent personality classes (types) were examined using latent growth models. Together, this work provides new insights in the developmental trajectories of groups of adolescents with specific personality configurations crucial for theories on personality development and adaptation. From an applied perspective, the antecedent information about personality types is directly useful for clinicians and practitioners working with individual clients.

### **WORKSHOP: Probability-based online and mixed-mode panels for personality research**

*Bosnjak, M., GESIS - Leibniz Institute for the Social Sciences, Mannheim, Germany*

The aim of this contribution is to provide an overview of the available academic probability-based panels usable for personality research that collect data either solely or partly through online questionnaires. Panels of this kind have been around for a long time, though they have been few in number, but recent years have seen several new panels start up. This has led to renewed interest in the methodology of such panels and also to deeper questioning of the role of these panels in personality psychology and beyond. The different panels available will be compared in terms of sampling strategies, recruitment procedures, and panel characteristics, and their current usage for personality research. Finally, several avenues for future personality research making use of these panels will be sketched.

### **PO2-45 Leader behaving badly: the result of a lack of assertiveness traits**

*Boudrias, J.S., University of Montréal, Canada*

*Hontoy, L.M., University of Montréal, Canada*

*Brunelle, E., HEC-Montreal, Canada*

Negative leadership behaviors emitted by managers are costly for organizations (Schyns & Schilling, 2013). Personality traits are well-known antecedents of leaders' behaviors and effectiveness (Hogan & Kaiser, 2005). While it is mostly presumed that bright side traits (e.g., normal traits) determine positive leadership behaviors and dark side traits (e.g., maladaptive traits) determine negative leadership, cross-influences are probable (Judge, Piccolo & Kosalka, 2009). Therefore this study aims to identify leaders' bright side traits that are related to Petty Tyranny, a negative form of leadership (Ashforth, 1997). Based on a review of personality traits associated to a) Petty Tyranny and b) leadership effectiveness, we hypothesized that bright side traits associated to leadership effectiveness would be inversely related to tyrannical behaviors. A questionnaire study was carried out in a Canadian organization. One hundred and thirty-nine (139) managers answered a personally inventory measuring bright side traits (OPQ32;  $0.68 < \alpha < 0.91$ ; SHL, 2009). Eight hundred and fifty-one (851) subordinates of these managers completed a questionnaire assessing Petty Tyranny (self-aggrandizement,  $\alpha = 0.88$ ; non-contingent punishment,  $\alpha = 0.89$ ; belittling subordinates,  $\alpha = 0.89$ ; Cacciatore, 2015). In support of our hypothesis, correlation analyses indicated that four managers' traits (controlling, outspoken, outgoing, and competitive) were inversely related to non-contingent punishment. In contrast, trait of modesty was positively related to non-contingent punishment. Finally, conscientiousness was found to be positively related to self-aggrandizement. These results indicate that managers that have low level of bright side traits pertaining to assertiveness, which is required in a leadership position, tend to use more non-contingent





punishment. Therefore, selecting people with sufficient level of assertiveness for leadership positions appears a good way to reduce the usage of negative forms of influence.

### **SY-3 Honesty-Humility and detrimental workplace behaviors – the moderating role of ethical leadership**

*Bourdagge, J.S., University of Calgary, Canada*

*Ogunfowora, B., University of Calgary, Canada*

The personality trait of Honesty-Humility has been shown to be related to a number of detrimental workplace outcomes, including counterproductive behaviors (Lee, Ashton, & de Vries, 2005), impression management (Bourdagge, Wiltshire, & Lee, 2015), and likelihood to sexually harass (Lee, Ashton, & Gizzarone, 2003). Because of these negative consequences, understanding when and how to limit the detrimental behaviors of individuals low in Honesty-Humility is of particular importance. Past studies have shown individuals low in Honesty-Humility to be sensitive to situational factors, such as perceptions of organizational politics (Zettler & Hilbig, 2010). The present study investigated the role of a situational variable (i.e., ethical leadership) on the relationship between Honesty-Humility and various workplace outcomes. Specifically, we examined the relationship between Honesty-Humility and counterproductive workplace behaviors and several impression management behaviors. Using a sample of 200 employees from Mechanical Turk, we found support for the notion that ethical leadership can attenuate the tendency of low Honesty-Humility individuals to engage in overtly negative behaviors, such as counterproductive workplace behaviors, as well as the impression management behaviors of intimidation and supplication. Interestingly, high ethical leadership actually increased the likelihood of low Honesty-Humility individuals to engage in more subtle behaviors designed to impress, including organizational citizenship behaviors motivated by impression management (e.g., helping others to get ahead, be seen positively by the supervisor), impression management by association (e.g., distancing oneself from poor performers) and defensive impression management (apologies, excuses, and justifications). This study supports the notion that hiring and training ethical leaders may be a viable way to limit the particularly negative behaviors of those low in Honesty-Humility. On the other hand, we should note that having an ethical leader may lead to low Honesty-Humility individual engaging in more subtle impression management and manipulation in the workplace.

### **SI-11 Chronic cortisol is minimally associated with personality**

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*Bell, E., Brescia University College at Western University, London, Canada*

*Engelhardt, L.E., University of Texas at Austin, U.S.A.*

*Mann, F.D., University of Texas at Austin, U.S.A.*

*Patterson, M.W., University of Texas at Austin, U.S.A.*

*Grotzinger, A., University of Texas at Austin, U.S.A.*

*Tackett, J.L., University of Houston, U.S.A.*

*Harden, K.P., University of Texas at Austin, U.S.A.*

*Tucker-Drob, E.M., University of Texas at Austin, U.S.A.*

Personality refers to individual differences in thoughts, feelings, and behaviors that are relatively stable across time and context. Biologically grounded models of personality seek to specify measurable physiological correlates of personality, ranging from neurotransmitters, to neuroendocrine function, to neurobiological structure. The current project focuses on cortisol, a key product of the hypothalamic-pituitary-adrenal (HPA) axis which is primarily responsible for stress reaction. Variation in HPA activity may be a function of both genetic differences in reaction norms to stressors and environmental differences in the number and severity of stressors experienced. Variation in personality dimensions associated with affect, such as extraversion and neuroticism, may be linked to this system. While previous research has found mixed evidence linking cortisol with personality, these studies have exclusively used momentary assessments of cortisol. We test the association between chronic cortisol measured via accumulation in hair and Big Five personality in a genetically informative, child and adolescent sample ( $N = 643$  individuals, 110 monozygotic twin pairs, 247 dizygotic twin pairs) from the Texas Twin project. We find minimal associations between chronic cortisol and personality. Only extraversion is significantly associated with cortisol ( $r = .08$ ,  $p = .04$ ), and even this association is trivial. Both cortisol and personality are moderately influenced by genetic effects (heritability approximately .40), but these effects represent entirely separate genetically influenced structures. Complex psychological phenotypes, such as personality, may not be reducible to a small number of easily measured biomarkers. Instead, the biological bases of personality may be multivariate, developmentally variable, and interactive.



## **SY-5 Validity evidence for an Emotional Competencies Inventory constructed within the Brazilian culture**

*Bueno, M., Universidade Federal de Pernambuco, Brazil*

Emotional intelligence was proposed as a new kind of intelligence related to four abilities: emotional perception, use of emotion to facilitate thought, emotional understanding and emotional regulation. Considering the lack of instruments for assessing the trait of emotional intelligence in the Brazilian cultural context, a new instrument filling this gap is proposed, together with some first evidence on its structure and associations with other variables, including psychometric intelligence, well-being, Big Five traits, and internet addiction factors. Data were obtained from a sample of 1021 people, predominantly female (71.9%), with a higher education level (84.6%) and a mean age of 26.9 (SD = 10.0). An exploratory factor analysis (PAF and oblique rotation) revealed five domains: emotional regulation in others, regulation of low potency emotions in self (mood regulation), emotional expressiveness, emotional perception and regulation of high potency emotions in self (impulsivity). Cronbach's alpha coefficients ranged from 0.694 (emotional perception) to 0.866 (regulation of low potency emotions). The correlations with other measures showed that these factors: (a) did not significantly correlate with abstract reasoning (N = 30); (b) were negatively associated with neuroticism (only regulation of low potency emotions) and positively correlated with extraversion (emotional expressiveness) and conscientiousness (emotional perception and regulation of emotions in other people) (N = 30); (c) were positively correlated with measures of physical, psychological, relational and environmental well-being (N = 146); and (d) were negatively correlated with aspects of Internet addiction (regulation of low potency emotions and expressiveness emotions). It is concluded that the instrument is valid and reliable for assessing emotional skills in research.

## **PA-23 Incremental validity of The Dark Triad in predicting driving aggression**

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*Mihăilă, T., University of Bucharest, Romania*

*Chraif, M., University of Bucharest, Romania*

*Aniței, M., University of Bucharest, Romania*

Most studies that have tested the role of individual differences in predicting driving aggression took into account the big five personality factors, as it is considered that the Big Five taxonomy includes the most important individual differences in personality (John, Naumann & Soto, 2008). Many researchers believe that the Big Five taxonomy does not include all important dimensions of personality domain (Paunonen & Jackson, 2000). In this regard, some researchers have attempted to demonstrate this, by empirically identifying and validating constructs that reflect the personality dimensions that are not included in the Big Five taxonomy (Paulhus & Williams, 2002). This study tested the increment of the Dark Triad personality in predicting driving aggression by controlling the effect of the big five personality factors. So far, no studies have tested the relationship between the Dark Triad and driving aggression. Therefore, conducting such a research can bring new information on the relationship between individual differences and driving aggression. 274 undergraduate students completed measures of the Dark Triad (machiavellianism, narcissism and psychopathy), the Big Five personality factors and the aggressive driving expression. Results showed that all the Dark Triad traits were related to aggressive driving behavior and that the Dark Triad predicted driving aggression after the effect of the Big five personality factors was controlled, with psychopathy being the strongest predictor of driving aggression. This study has shown that machiavellianism, narcissism and psychopathy are related to driving aggression. Moreover, it has been shown that the Dark Triad traits show incremental validity in predicting driving aggression over the Big Five personality factors, with psychopathy adding the strongest increment of all the Dark Triad traits.

## **PO1-32 Cultural identity of white students engaged in the Reach-out project**

*Carrim, N., University of Pretoria, South Africa*

Compared to the past in the last twenty years South African organisations have steadily become more racially and ethnically heterogeneous. Additionally, the onset of globalization has increased the need for intercultural awareness and understanding. Understanding diversity and its impact on workplace relationships has become a critical business competency and in many cases a necessity. The curriculum related to diversity management instruction was therefore formulated in such a way as to prepare students to enter the workplace already equipped with the skills of managing a diverse workforce. Since there is a need to teach the diversity management module from a different perspective and not provide traditional instructional methods as this will not enhance understanding of multicultural individuals within the workplace the objective of the undergraduate diversity management course was to equip students to learn about individuals who are culturally and religiously different to them through the Reach-out project. Students were told that the aim of the project was to sensitize them to another culture and way of life different from their own. Interviews were used to collect data from students on their experiences of the Reach-out project over three years. In 2012 the course



had 110 students, in 2013 there were 130 students, and in 2014 there were 110 students. The majority of the class comprised white students. In 2012 I conducted face-to-face interviews with 10 English-speaking white students, in 2013 with 12 English-speaking white students and in 2014 15 English-speaking white students. It turned out that English-speaking students believed that they did not have a culture. They provided various reasons for their perceptions of not having a culture. The project allowed English-speaking students to learn about their own culture and also that of others. At the end of the project they admitted they did indeed have a culture.

## **SY-10 Proposing a screening tool for personality disorder to Brazilian reality**

*Carvalho, L.F., Universidade São Francisco, Brazil*

A suitable diagnostic process is generally based on at least two stages. The first stage is characterized as fast and aims to select those with the disease, and is called screening stage. The second stage is characterized by a deepening in the evaluation of individuals that were selected during the previous stage; it's called diagnostic stage. In relation to the screening stage, it is expected that tools for screening be able to discriminate correctly who has the disease (i.e., true positives), but it is also possible that people without the disease be forwarded to the second stage (i.e., false positives). What is undesirable is that people with the disorder are not selected (i.e., false negatives). This presentation aims to present a Brazilian instrument to screen for personality disorders. The screening tool was developed based on the Dimensional Clinical Personality Inventory (IDCP), whose psychometric studies have demonstrated its suitability for clinical use. The IDCP is a self-report test consisting of 163 items, distributed in 12 dimensions (Dependency, Aggressiveness, Mood Instability, Eccentricity, Attention Seeking, Distrust, Grandiosity, Isolation, Criticism Avoidance, Self-sacrifice, Conscientiousness, and Impulsiveness), and must be answered in a 4-points Likert scale. We tested items based on prior literature in several groups. These groups were compared, and we sought to reach a final set of items, enabling proper discrimination of true positives (sensitivity) and yet without significant losses in the discrimination of true negatives (specificity). The groupings, comparisons and final set that compose the IDCP Screening version will be presented.

## **PO2-20 Exploring the relationship between traits of narcissism and Facebook profile in a Brazilian sample**

*Carvalho, L.F., Universidade São Francisco, Itatiba, São Paulo, Brazil*

*Sette, C.P., Universidade São Francisco, Itatiba, São Paulo, Brazil*

*Bacciotti, J., Universidade São Francisco, Itatiba, São Paulo, Brazil*

Studies have suggested that narcissism is a significant trait that drives more people to expose their personal information on Online Social Networking. The aim of this study was to investigate the association between variables from Facebook profile and traits of narcissism. The study was composed by 120 participants, being 71% female, with a mean age of 31.13 years ( $SD=9.22$ ). For this, three instruments were applied, the Dimensional Clinical Personality Inventory 2 (IDCP-2), the Inventory of Interpersonal Problems – Personality Disorders (IIP-PD) and a self-report questionnaire related to behaviors on Facebook, including numbers of friends, time spending on Facebook, frequency of post, comments in another profile, edited the information's about yourself, frequency of adding photos or changing the profile's picture. We also collected data from Facebook profile using the snowball procedure and nine judges to evaluate the variables, including number and material of post, number of likes, events, photos, etc. For this study we focused on the dimension Grandiosity of IDCP-2, related to the narcissism personality disorder. Verification of the correlation between the Grandiosity total score and respectively factors and the variables collected from Facebook showed that there were no significant correlations. Therefore, we proceeded to the partial correlation between the variables of Grandiosity dimension with the same variables of Facebook, based on the IIP-PD cutoff. The group bellows the cutoff tended to present negative effect size with the factors of Grandiosity and variables of Facebook, while the group above the cutoff tended showed positive effect size correlations. Our findings are consistent with literature, showing relation among Facebook profile and personality traits, including picture variables and specific narcissism characteristics. From this result, we concluded that the prediction of narcissism traits and behaviors on Facebook is possible, however, it is important to consider the overall (i.e., healthy versus pathological) personality profile.

## **PO2-21 Establishing a clinical cutoff point for the Eccentricity dimension of the Dimensional Clinical Personality Inventory (IDCP)**

*Carvalho, L.F., Universidade São Francisco, Brazil*

*Bacciotti, J.T., Universidade São Francisco, Brazil*

*Muner, L.C., Universidade São Francisco, Brazil*

In Brazil, there are few studies on personality disorders. The Dimensional Clinical Personality Inventory (IDCP) aims to assess pathological features of personality based on 12 dimensions (Dependency, Aggressiveness, Mood Instability, Eccentricity, Attention Seeking, Distrust, Grandiosity, Isolation, Criticism Avoidance, Self-sacrifice, Conscientiousness and Impulsiveness), and was

developed in Brazil, being used in several national studies. This study is focused on the Eccentricity dimension, which is related to schizotypal personality disorder mainly, but also to the schizoid personality disorder. The present study aims to investigate the clinical functioning of the Eccentricity dimension of IDCP, as well as establish a cutoff point for screening purposes as a first indicator of the presence of schizotypal or schizoid personality disorders (PDs). In the present study, we employed a convenience sample of 1,975 adults, aged from 18 to 90 years ( $M = 28.98$ ,  $SD = 11.12$ ), being 1244 women (63%), and the majority of them undergraduate students (67.9%). The total sample was comprised of five groups, namely, outpatients diagnosed with both schizotypal and schizoid PDs (SS PD;  $N = 3$ ), outpatients diagnosed with schizotypal PD (SZP PD;  $N = 5$ ), outpatients diagnosed with schizoid PD (SZD PD;  $N = 2$ ), outpatients diagnosed with other PDs and clinical disorders (psychiatric;  $N = 172$ ), and a general population-based sample (non-psychiatric;  $N = 1793$ ). The psychometric properties verification demonstrated adequacy of the dimension items. Item map analysis and ANOVA pointed out to highly differences between groups, with SZD and SZP PDs presence with higher scores in comparison to the other groups. The ROC curve showed that an appropriate cut-off point for the size was -.4 ( $AAC = 0.85$ ; 90% of Sensibility and 87.4% of Specificity). The results show the contribution of the instrument in clinical research of personality disorders, specifically to schizotypal and schizoid PDs.

## **PO2-22 Taxometric investigation about the latent structure of Antisocial and Borderline Personality Disorders**

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*Filho, N.H., Universidade São Francisco (USF), Itatiba-SP, Brazil*  
*Pianowski, G., Universidade São Francisco (USF), Itatiba-SP, Brazil*  
*Muner, L.C., Universidade São Francisco (USF), Itatiba-SP, Brazil*

A fundamental question about the nature of mental disorders is to determine them as categorical or continuous entities. In other words, it refers to identify which of these disorders denote types (ie, categories, clusters or taxa) qualitatively distinct of individuals, and which refers to a continuous (ie, dimension, factor, or trace) along which individuals vary quantitatively. Relied on the practical relevance in ascertaining the structural nature of Personality Disorders (PDs), this study aimed to verify the latent structure of Antisocial (APD) and Borderline (BPD) Personality Disorders, with taxometrics methods. The study included a sample of 7347 participants divided into two groups, namely, non-clinical ( $N = 7091$ ), 78.8% female, most (90.8%) of college students, with an average age of 22 years ( $SD = 8.51$ ); and clinical ( $N = 282$ ), 63.5% female, most (63.4%) had completed middle school or enrolled in higher education, with an average age of 38 years ( $SD = 13.59$ ). To establish the nature of the assessed taxonomic PDs we made use of the methods Mean Above Minus Below A Cut (MAMBAC; Meehl & Yonce, 1994), Maximum Eigenvalue (MAXEIG; Meehl & Yonce, 1996) and Latent mode factor analysis (Lmode; Waller & Meehl, 1998). All methods were implemented based on the comparison technique with simulated data using bootstrap (Ruscio, Ruscio & Meron, 2007). The results revealed dimensional structure for the APD ( $CCFI = 0.292$ ) and signaled uncertainty about the latent structure of the BPD ( $CCFI = 0.397$ ). In conclusion, our findings contribute to the computation of evidence indicating the dimensional nature of the APD, showing no conclusive data regarding the nature of the BPD. In addition, the data can suggest a structural distinction between these two diagnostic.

## **PO1-29 Is consideration for future consequences predicted by higher cognitive reflection and intelligence?**

*Čavojová, V., Slovak Academy of Sciences, Bratislava, Slovakia*

Consideration for future consequences (CFC) is a personality trait, which has been studied mostly within health psychology, environmental psychology and consumer behaviour; less is known about its connection to the cognitive reflection (CRT), which is viewed as ability to suppress the immediate intuitive (but incorrect) response in favour of more deliberate, effortful, but correct one. It is important to know whether ability to postpone one's intuitive responses is connected with the proclivity to think about the future rather than immediate satisfaction and its possible connections to intelligence, especially in the light of recent Stanovich's (2011) proposal to divide type 2 processes into "reflective" and "algorithmic" mind. One hundred and nine participants (future teachers) filled in 14 items of CFC, intelligence test (VMT) and solved 7 tasks from expanded version of Cognitive Reflection Test (CRT). Preference for future was related to the higher score in CRT ( $r = .295$ ,  $p = .002$ ), while preference for immediate satisfaction was related to the lower score in CRT ( $r = -.204$ ,  $p = .033$ ); thus confirming the assumption that the necessity to suppress the immediate rewarding solutions is behind the both constructs. Intelligence and time preferences were unrelated; these results suggest that time preference as a personality construct is more related to the reflective than to the algorithmic mind. Moreover, both short version of CRT predicted preference for future consequences (Std. Beta = .249,  $t(1,108) = 2.656$ ,  $p = .009$ ,  $R^2 = .062$ ) as well as longer version of CRT (Std. Beta = .295,  $t(1,108) = 3.198$ ,  $p = .002$ ,  $R^2 = .087$ ). Consideration for future consequences is an interesting construct, which seems to be related to our ability to withhold immediate (and often incorrect) response in favour of more reflective one. We argue that it provides some support for Stanovich's tri-partite model of human reasoning and that reflective mind is different from the algorithmic mind (our cognitive abilities).



## SY-4 Development of a measure of emotional life

*Chung, J.M., Tilburg University, The Netherlands*

*Denissen, J.J.A., Tilburg University, The Netherlands*

Who we are and how we perceive ourselves are undoubtedly fueled, in part, by our motivations. Examining how people feel is one way to examine the motivational components of personality and self-processes. The popularity of short-term longitudinal studies in psychological research has provided some insights on fluctuations in affect via positive and negative affective states. Yet, in everyday life, people experience and speak of a more varied range of emotions in relation to different situations. In this talk, we will describe a project where we aim to capture the richness of emotion that people experience “in the wild”. Taking a social-functional approach to emotions (i.e., that our emotions tell us about how we’re doing in relation to goals that are important to us, and also, motivate us to different things), we used previous research that focused on the emotion lexicon (e.g., Ortony, Clore, & Foss, 1987; Shaver, Schwartz, Kirson, & O’Connor, 1987) to generate an initial item pool. Next, across two studies, we using daily diary and experience sampling methods to construct and validate a measure of emotions on the within-person level (i.e., how emotional experiences are organized within people). We found that factors that correspond to previous research on social emotions emerge and that they are differentially associated with fluctuations in situations and personality states. Importantly, these results suggest that examining fluctuations in emotional life on the discrete level can help to illuminate the motivational processes related to the self and personality.

## PA-23 Does self-love or self-hate predict conspiracy beliefs? Narcissism, self-esteem and the endorsement of conspiracy theories

*Cichocka, A., University of Kent, UK*

*Marchlewska, M., University of Warsaw, Poland*

*Golec de Zavala, A., University of London, UK*

Although conspiracy theories are often treated as harmless entertainment, they can have important societal consequences, such as decreased political engagement (Jolley & Douglas, 2014). If widespread conspiracy theories affect the society, then it is important to understand psychological factors underlying conspiracy beliefs. The aim of the current research was to shed light on the role of self-evaluation in predicting conspiracy beliefs. The endorsement of conspiracy theories has been linked to low self-esteem (Abalkina-Paap et al., 1999); yet, empirical evidence for this relationship remains inconsistent. We propose that conspiracy theories should rather be appealing to individuals with exaggerated feelings of self-love, such as narcissists, due to their paranoid tendencies. Across three studies, we examined the effects of narcissism and self-esteem on the endorsement of conspiracy theories. In Study 1 (N = 202) general conspiracist beliefs were predicted by high individual narcissism but low self-esteem. Study 2 (N = 269) demonstrated that these effects were differentially mediated by paranoid thoughts, and independent of the effects of collective narcissism. Individual narcissism predicted generalized conspiracist beliefs, regardless of the conspiracy theories implicating in-group or out-group members, while collective narcissism predicted belief in out-group but not in-group conspiracies. Study 3 (N = 510) replicated the effects of individual narcissism and self-esteem on the endorsement of various specific conspiracy theories and demonstrated that the negative effect of self-esteem was largely accounted for by the general negativity towards humans associated with low self-esteem. Overall, the current findings challenge the assumption that conspiracy theories are endorsed by those who lack confidence. Rather, our results suggest that conspiracy beliefs might be associated with self-promotional personality characteristics, such as individual narcissism.

## IS-1 Psycholexical studies in Serbian language: the role of descriptors of temporary states and moods

*Čolović, P., University of Novi Sad, Serbia*

*Smederevac, S., University of Novi Sad, Serbia*

The relevance of the descriptors of states and moods is a long-standing issue in psycholexical studies. The aim of this study is to explore the impact of the descriptors of temporary conditions (states, moods and cognitions) on the structure of personality dimensions derived from the lexical descriptors in the Serbian language. The personality descriptors (adjectives) were extracted from the dictionary of standard Serbian language. A rating of personality descriptors by 94 raters resulted in classification of 383 descriptors into 9 categories, including stable traits, abilities/talents, emotions/moods/cognitions, and evaluative terms. The list of descriptors was administered to a sample of 1,575 participants aged 18 - 60 (58% female). The analyses were performed in 2 steps. In the first step, factor analyses (minimum residual with Varimax rotation) were performed on the set of descriptors containing stable traits and abilities, as well as on the set including stable traits, abilities, and evaluative terms. The first analysis yielded a 5-factor solution congruent to the Big Five, while the 6 factors extracted in the second analyses resembled the Big Six. In the second step of the study, the descriptors of emotions/moods/cognitions were added to both sets of variables, and the analyses were repeated.



The correlations between the dimensions extracted in the first and second steps show that all dimensions except Conscientiousness replicate well across solutions. The descriptors of emotions, moods and cognitions tend to load primarily on Extraversion, and to a lesser extent on Agreeableness. The results imply that the inclusion of descriptors of temporary states and moods causes subtle changes in the structures of Big Five/Big Six solutions, suggesting this as a topic for future studies.

## **SY-8 Aspects and domains in predicting job performance: a meta-analytic multi-rater investigation**

*Connelly, B.S., University of Toronto, Canada*

*Wilmot, M.P., University of Minnesota, USA*

*Hulsheger, U.R., Maastricht University, The Netherlands*

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

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

Personality traits have long been conceptualized hierarchically, with a growing recognition of “aspect” traits between five factor domains and narrow facets (DeYoung, Quilty, & Peterson, 2007). For three decades, personality researchers have debated which level of the hierarchy is most fruitful for measuring personality: whereas some have argued that broad traits may obfuscate important distinctions lying in the narrow traits (e.g., Merhsion & Gorsuch, 1988; Schneider, Hough, & Dunnette, 1996), others contend that broad traits will be better predictors of multi-faceted criteria (e.g., Ones & Viswesvaran, 1996). Though opinions abound on the preference for assessing broad or narrow traits, the field has struggled to delineate clear theory about when broad or narrow traits would be preferred or to develop appropriate analytic paradigms for separating broad and narrow trait variance in personality measures. The present study overcomes these challenges in understanding the contribution of factor domains and aspects in predicting specific and broad measures of job performance. Specifically, we draw on Cybernetic Big Five Theory to develop understanding about the unifying functions of broad traits and to draw hypotheses about where aspects may supplement prediction from broad trait. Importantly, we test hypotheses using a meta-analytic, multi-rater sample, enhancing reliability and facilitating separating broad and narrow trait variance. Results of our meta-analytic bifactor structural equations models (Cheung & Chan, 2005) showed that there was no consistent pattern favoring prediction from broad factor domains or narrower aspects. Rather, stronger prediction is linked to the theoretical relevance of the broad/narrow trait for the criterion in question (e.g., both the broad Conscientiousness domain and the Industriousness aspect were strong predictors of task performance, whereas the Orderliness aspect tended to inhibit task performance). Studying only broad traits would overlook the importance of aspects and undervalue the potent effects of personality in guiding workplace behavior.

## **IS-4 Congruence among dimensional models of maladaptive personality traits**

*Crego, C., University of Kentucky, USA*

*Widiger, T.A., University of Kentucky, USA*

The conceptualization and assessment of personality disorder is shifting to dimensional trait models. The purpose of the current study was to test empirically the convergent and discriminant validity of three recently developed, alternative models of maladaptive personality functioning: the Personality Inventory for DSM-5 (PID-5), the Computerized Adaptive Test-Personality Disorder Static Form (CAT-PD-SF), and Five Factor Model Personality Disorder (FFMPD). The PID-5 and CAT-PD-SF were administered to 286 community adults; the CAT-PD-SF and FFMPD scales to 262 such adults; and the PID-5 and FFMPD scales to a sample of 266 adults, all of whom were currently or had a history of mental health treatment. The results indicated good to excellent convergent and discriminant validity, with a few notable exceptions. The measures of these models were constructed with different rationales and intentions, yet the end result was highly congruent. Suggestions for future research are provided, including an exploration of the differences across the models with respect to scale placements and discriminant validity.

## **PO2-39 Personality differences between unfaithful and faithful persons in romantic relationships**

*Cunha, P.F.A., Pontifical Catholic University of Rio de Janeiro*

*Natividade, J.C., Pontifical Catholic University of Rio de Janeiro*

Infidelity in romantic relationship is a phenomenon that happens in most cultures around the world. There are several forms of infidelity, from sexual infidelity until infidelity by social network, and also many variables could explain that. In this study we aimed investigate the differences in personality traits between who was unfaithful and who was faithful in their last committed relationship. We apply a questionnaire containing an instrument to assess the big five personality factors and questions about relationships. The sample consisted of 322 people in a committed relationship; mean age of 27.7 years, 74% women, 24% of total sample declared they had been unfaithful in current relationship. We found significant differences between who was faithful and who was unfaithful for



two personality traits: extroversion, and openness to experience. People who reported they had been unfaithful in their relationships had higher levels of both factors. Extroversion is characterized by positive emotions and a tendency to seek stimulation and the company of others. Openness to experience is characterized by interest in art, emotion, adventure, unusual ideas, imagination, curiosity, and variety of experiences. High levels in extroversion and openness to experiences probably increase the likelihood of people finding potential partners for a date and raise their curiosity for that kind of infidelity situation. We also discuss other situational and relationship variables that could explain infidelity in romantic relationships.

### **PA-14 Psychopathy assessment with PCL-R has high interrater reliability if conducted without bias**

*Dåderman, A.M., University West, Trollhättan, Sweden*  
*Hellström, Å., Stockholm University, Sweden*

Scores of the Psychopathy Checklist-Revised (PCL-R) are used to support decisions regarding personal liberty. There is increasing concern about its interrater reliability in applied contexts, where low reliabilities have been obtained. We report a study in which 12 forensic psychiatric staff raters assessed 43 male offenders for psychopathy using the PCL-R. These ratings were compared with those obtained at a second occasion from separate interviews utilizing similar file data by an independent researcher, experienced as an expert for the defense. Intraclass correlation coefficients were high; .89 for the PCL-R total scale, .82 for Factor 1, and .38 – .94 for individual items. These results stand in contrast to the considerably lower reliabilities found in recent field studies, mainly conducted within adversary judicial systems. In such contexts, ratings may be biased. Interrater reliability of PCL-R is likely to be increased if raters utilize similar data.

### **PA-17 Workplace bullies, not their victims, score high in Dark Triad, but both tend toward introvert neuroticism**

*Dåderman, A.M., University West, Trollhättan, Sweden*  
*Ragnestål-Impola, C., University West, Trollhättan, Sweden*

This investigation set out to compare levels of the Dark Triad traits and the Big-Six personality factors in workplace bullies and their victims in 171 people (98 women); social workers, engineers and restaurant employees in Sweden. Two questionnaires, NAQ-R and NAQ-P, were used to determine who feel bullied and who are bullies. The Dark Triad traits were measured using the Short-D3, while the Big-Six were measured by the MiniIPIP6. The relationships of the traits with bullying were analyzed using 2-step hierarchical linear regression. The first step included the Dark Triad—Machiavellianism, subclinical psychopathy, and narcissism. The model explained about half of the variation in bullying. In the next step, the Big-Six factors—honesty-humility, conscientiousness, agreeableness, extraversion, neuroticism, openness—as well as social desirability were entered. This added 9% in explained variance. Machiavellianism and psychopathy were significant positive predictors of bullying in both steps. In step 2, narcissism, neuroticism and honesty-humility were significant positive predictors, while extraversion was a significantly negative predictor. Regression models with the same predictors, but with victimization as the dependent variable, explained only 4% of the variation in step 1, narcissism being the only significant (negative) predictor. In step 2, including the Big-Six factors in the model explained an extra 14%. Significant predictors of victimization were high neuroticism and low extraversion. These were the only traits shared by bullies and bullied. Personality traits may give an indication of who in an organization is most likely to become a target of bullying, as well as who is most likely to bully others.

### **PA-10 Mental health and personality dimensions as predictors of work engagement in Justice Officers.**

*Dalanhol, N.S., Federal de Ciências da Saúde de Porto Alegre, Brazil*  
*Freitas, C.P.P., Universidade Federal do Rio Grande do Sul, Brazil*  
*Hutz, C.S., Universidade Federal do Rio Grande do Sul, Brazil*  
*Vazquez, A.C.S., Federal de Ciências da Saúde de Porto Alegre, Brazil*

Recent literature has focused on characteristics of employees that positively influence well-being and performance at work. Considering the vulnerability of Brazilian justice officers, to identify aspects of mental health and personality may enable the development of strategies to improve work engagement. The present study examines work engagement and its associations with mental health and some personality dimensions (vulnerability, psychosocial disadjustment, anxiety, and depression) in justice officers of the Justice Court of the State of Rio Grande do Sul, Brazil. A quantitative cross-sectional study was conducted with 82 justice officers (57.3% female and 42.7% male), age average 47.4 years (SD=9.82). The participants completed online questionnaires: demographic survey, Utrecht Work Engagement Scale, Neuroticism Factorial Scale, and Self-Reporting Questionnaire SRQ-20. A multiple hierarchical linear regression was conducted to examine the contribution of mental health and personality dimensions on work engagement levels. The model explained 27% of work engagement scores. Of the variables included in the model, significant





effects were found for neuroticism's dimensions of vulnerability ( $\beta = -.27$ ) and psychosocial disadjustment ( $\beta = .20$ ) and for the dimension vital energy of mental health ( $\beta = -.40$ ). The other variables did not increment the model. These results suggest that neuroticism dimensions, such as vulnerability and psychosocial disadjustment, have an impact on work engagement. The levels of vital energy also influenced work engagement levels. It was observed that the energy level showed a relation of higher magnitude than vulnerability and psychosocial disadjustment. Despite the magnitude of the relations, personality characteristics may play an important role on work engagement levels. Personality dimensions may be interpreted as a more stable feature than individual's mental health states. Therefore, interventions to improve engagement levels should take into account workers' personality dimensions, as well as their mental health state.

## IS-12 Measurement invariance versus the relation with real life outcomes

*Danner, D., GESIS Mannheim, Germany*

*Rammstedt, B., GESIS Mannheim, Germany*

Recently, several studies have shown that the Big Five personality dimensions extraversion, agreeableness, conscientiousness, neuroticism, and openness cannot be measured equivalently across cultures. The aim of this talk is to demonstrate that even if the factor structure, difficulty, and meaning of personality items differ across cultures, the Big Five are similarly related with important life outcomes such as competence, level of education, job status, and income. This suggests that even if the Big Five have different meaning across cultures, they are still suitable and useful for describing personality. Analyses are based on data of the Worldbank STEP study 2012/13 that assessed 35,573 respondents in 12 countries with a 15-item version of the BFI.

## IS-7 Acquiescence: Relevance and facet structure

*Danner, D., GESIS Mannheim, Germany*

*Rammstedt, B., GESIS Mannheim, Germany*

Acquiescence has been described as agreeing regardless of item content. First, we will use several representative samples ( $N > 1,999$ ) and demonstrate that acquiescence can bias the factor structure of established personality inventories and the associational with criterion variables. Second, we will introduce structural equation modelling and ipsative transformation as tools for controlling acquiescence. Third, we will demonstrate that acquiescence is not a homogeneous, unidimensional response style but that there are different facets of acquiescent responding.

## SY-2 General and maladaptive youth personality traits: Measurement, associations with psychopathology and predictive value

*De Caluwé, E., (Convener), Ghent University, Belgium*

*Martel, M., (Discussant), University of Kentucky, USA*

The present symposium focuses on both general and maladaptive personality traits in children and adolescents and draws the attention to several important aspects. First, the measurement of general personality traits in youth will be discussed, addressing the applicability of a parent-report version of the Big Five Inventory-2 to assess general personality traits in younger age groups. Also with regard to the assessment of maladaptive personality traits in youth, evidence will be presented on the applicability of a self-report version of the Personality Inventory for DSM-5 in a referred sample. Further, cross-sectional and longitudinal associations between personality and psychopathology will be reported, specifically focusing on early risk factors for borderline personality disorder symptoms in adolescence. In addition, the present symposium will reveal how adolescent maladaptive personality traits can be predictive for left versus right-wing extremism. In sum, the current studies discuss the applicability of both general and maladaptive adult trait measures to assess youth personality traits, and highlight the importance of such an early trait measurement in understanding psychopathology and other vital outcomes.





## **SY-2 The DSM-5 trait measure in a referred sample of adolescents: Reliability, validity and structure**

*De Caluwé, E., Ghent University, Belgium*

*Verbeke, L., Ghent University, Belgium*

*Van Aken, M., University Utrecht, The Netherlands*

*De Clercq, B., Ghent University, Belgium*

The inclusion of a maladaptive trait model in Section III of the latest DSM edition introduces a new angle on research on developmental antecedents of personality pathology. The traits of this model can be measured with the Personality Inventory for DSM-5 (PID-5; Krueger et al., 2012), initially developed for adults, but also demonstrating a good reliability, validity and a similar structure in community adolescents (De Clercq et al., 2014). It remains unclear, however, how the PID-5 behaves in referred groups of younger ages. The present study examines the reliability, validity and structure of the PID-5 in 212 late-adolescents (69.5% female; 13-24 years old,  $M = 20.06$ ,  $SD = 2.43$ ), who provided self-reports on the PID-5, general personality and psychopathology measures. The results indicate good psychometric properties as well as a comparable five-factor structure, and the applicability of the PID-5 in referred youth will be discussed.

## **IS-3 Personality development**

*De Clercq, B., (Convener), Ghent University, Belgium*

*De Fruyt, F., (Convener), Ghent University, Belgium*

*Roberts, B.W., (Discussant), University of Illinois, USA*

This symposium groups four presentations discussing either patterns and/or mechanisms of personality development. The studies have in common that they describe longitudinal designs that span long time intervals, with a broad range of variables collected across these years. Contributions vary however in terms of the applied contexts, covering general patterns of personality development across childhood to adolescence and career-embedded developments.

## **PA-22 Personality pathology and relationship satisfaction in dating and married couples**

*Decuyper, M., Ghent University, Belgium*

*Vergauwe, J., Ghent University, Belgium*

*Pancorbo Valdivia, G., Ghent University, Belgium*

*De Fruyt, F., Ghent University, Belgium*

Personality disorders (PDs) are inherently associated with deficits in relating to other people. Previous research has shown consistent negative associations between categorical PD symptoms and relationship satisfaction. The present studies extend on these findings by examining the role of maladaptive traits in a number of ways. Self- and partner reported maladaptive traits of both partners are included. Moreover, the present studies add a couple-centered approach by investigating the effects of actual similarity, perceptual similarity and perceptual accuracy of the maladaptive trait profile on relationship satisfaction. PDs are conceptualized using dimensional maladaptive trait models, i.e. the Dimensional Assessment of Personality Pathology – Basic Questionnaire in Study 1 and the Personality Inventory for DSM-5 in Study 2. A total of 224 heterosexual couples participated in Study 1 and 52 heterosexual couples in Study 2. The Actor-Partner Interdependence model was used to examine the associations between traits and relationship satisfaction, while the Index of Profile agreement was used for the couple-centered analyses. Overall, results showed that the presence of maladaptive traits within romantic relationships have a detrimental effect on relationship satisfaction. Self-ratings, how we perceive our partners and how we are perceived by our partners on maladaptive traits make a significant contribution to our relationship (dis)satisfaction. Among the maladaptive traits, Negative Affect and Detachment may have the most consistent harmful effect. The additional value of the couple-centered perspective is less convincing, but non trivial associations between perceptual similarity and relationship satisfaction were found in Study 2.



## IS-4 Assessing antisocial personality disorder in adolescence using DSM-5 traits corrected for anchoring vignettes

*De Fruyt, F., Ghent University, Belgium*

*Decuyper, M., Ghent University, Belgium*

*De Clercq, B., Ghent University, Belgium*

Anchoring-vignettes have been suggested as a means to correct for response styles and reference group effects in self-reports of personality traits. The objective of the present investigation was to examine the correction effects on the description of antisocial personality disorder using DSM-5 maladaptive personality trait scales. Measures of the DSM-5 dimensional trait model and antisocial personality disorder were administered in a sample of 445 adolescents. Implications of the use of anchoring vignettes for assessment as well as developmental psychopathology research are discussed.

## SY-6 Plasticity of socio-emotional characteristics: Age differences during adolescence

*De Fruyt, F., University of Ghent, Belgium*

*Primi, R., Universidade São Francisco, Brazil*

*John, O.P., UC Berkeley, USA*

Late childhood and adolescence are periods of rapid biological, social, and psychological change. The biological changes that define puberty—accelerated growth, changes in body shape, and the development of secondary sex characteristics—typically begin around age 11 for girls and age 13 for boys. Socially, there are normative changes in youths' relationships with adults and peers. Psychologically, youths attempt to establish coherent identities, and they develop more complex, abstract, and better differentiated self-concepts. Few studies, however, have examined age differences in the major domains of socio-emotional characteristics across late childhood and adolescence. A review of the evidence from the United States, Belgium, and other developed countries suggests that several hypotheses about age-related changes, which were tested in two large samples of public school children in the State of Rio de Janeiro (total N=27,000), covering grades 5 to 12 (about ages 11 to 19). These students completed a self-report measure of the five broad socio-emotional characteristics developed specifically for school applications in Brazil and described in the previous talk. Findings were surprisingly similar to those obtained in the US and other developed countries. Specifically, we found a period of challenges to socio-emotional functioning (especially for Compassion and Goal-orientation) during mid-adolescence (ages 13-16). After that, however, students showed the predicted increases in socio-emotional maturity; students in later adolescence scored higher especially in Compassion and Goal-orientation. These findings suggest that in adolescence many students will need particular levels of feedback and support to facilitate the development of adult levels of socio-emotional functioning. Applications to school contexts, and implications for educational policy, will be discussed.

## PA-11 The development of a Filipino five-factor instrument and its validation with the IPIP

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

After briefly reviewing evidence showing that the trait constructs measured by the two earlier Filipino personality inventories (published 1978 and 1987) are well represented by the Five-Factor Model (FFM), the paper reports the development of a 188-item instrument that sets out to operationalize the FFM with Filipino trait constructs. Items numbering 387 survived item review, and were tested in the first of six studies undertaken over five semesters. Item selection was based on considerations of internal consistency reliability, content validity, keying balance, and five-factor structure. In its final form, the inventory measures twenty facets, with four facets per domain, two interstitial scales, and a Social Desirability scale. Reliabilities of the twenty facet scales, each with eight items, range from .65 to .81, with a mean of .72. Keying balance for sixteen facets is perfect or near-perfect, with the remaining four having a balance of 2:6. A Principal Component Analysis of the twenty facet scales (N = 576) on college-age and adult participants showed a clear five-factor structure, with each facet loading on its intended factor. A validation study with the scales of the International Personality Item Pool conducted on a sample of N = 167 bilingual university students yielded satisfactory results for the Neuroticism, Extraversion, Openness to Experience, and Conscientiousness domains. Validity coefficients for these domains ranged from .63 to .79, but that for the Agreeableness domain was only .47. Similarly, of the ten facets which had counterparts among the IPIP NEO PI-R, validity coefficients of eight facets associated with the first four domains ranged from .57 to .71, while the two for the Agreeableness facets were .37 and .44. Differences between the Filipino inventory and the IPIP in the definitions of the relevant Agreeableness constructs were noted to account for the modest validity coefficients obtained for this domain.



## **PA-2 Attachment and self-esteem in adolescents: a cross-cultural comparison.**

*Delvecchio, E., University of Perugia, Italy*  
*Li, J.B., University of Padova, Italy*  
*Mazzechi, C., University of Perugia, Italy*  
*Lis, A., University of Padova, Italy*  
*Di Riso, D., University of Padova, Italy*  
*Pazzagli, C., University of Perugia, Italy*  
*Raspa, V., University of Perugia, Italy*

The association between attachment relationships and self-esteem in adolescence is well-established in literature (Laible et al., 2004; Park, Crocker, & Mickelson, 2004). However, there is a paucity of papers assessing these links in a cross-cultural perspective. This study investigated the factor structure of the revised version of Inventory of Parent and Peer Attachment (IPPA-R), the differences in mean level of maternal and paternal attachment and its association with self-esteem in adolescents in three different cultures. The IPPA-R and the Rosenberg Self-Esteem Scale (RSES) were administered to Chinese (N = 350), Italian (N = 352), and Costa Rican (N = 343) adolescents. Confirmatory factor analyses supported the three-factor model of the IPPA-R and it was demonstrated to be invariant across cultures using multi-group confirmatory factor analyses. MANOVA results indicated that adolescents report higher security in mothers than in fathers. Moreover, Italian adolescents' maternal attachment was stronger than Costa Rican adolescents, who, in turn, scored greater than did Chinese adolescents. Looking at self-esteem, Costa Rican adolescents scored higher than Italian, who, in turn, reported higher levels than Chinese adolescents. Regression analysis suggested that maternal and paternal attachment, as well as cultural values, play different roles in predicting adolescents' self-esteem. In conclusion, the current research confirms the need to pay attention to cultural beliefs and values in assessing personality issues.

## **IS-14 New directions in personality neuroscience**

*DeYoung, C. (Convener), University of Minnesota*

Personality neuroscience is maturing as a field, with sample sizes increasing, findings beginning to accumulate, and theories in development. This symposium is designed to highlight new directions in the field. One sign of the field's maturation is that sufficient data have accumulated to warrant meta-analysis. Passamonti will present the results of the first meta-analysis of associations of the Big Five with brain structure. The other presenters also use methods rarely seen before in personality neuroscience. Krueger will report on a genetically informative study of associations between neural variables and traits linked to personality disorder, in a sample of twins scanned in MRI. Research presented by DeYoung and Jauk integrates performance and questionnaire measurements of trait differences in order to investigate underlying neural parameters. Finally, Wacker's research integrates genetic data with experimental manipulation of both behavior and neuropharmacology in order to probe the role of dopamine in personality. Taken together, the five presentations illustrate a diverse cross-section of innovative research in personality neuroscience.

## **IS-14 Personality and neural correlates of mentalizing ability**

*DeYoung, C.G., University of Minnesota, USA*  
*Allen, T.A., University of Minnesota, USA*  
*Abram, S.V., University of Minnesota, USA*  
*MacDonald, A.W., University of Minnesota, USA*

The ability to infer the mental states of other people is crucial to human existence. Like all abilities, it is subject to individual differences. We studied a performance test of mentalizing that has previously been linked to Agreeableness and showed that it was associated with the Compassion aspect of Agreeableness, even after controlling for IQ, in a community sample of 324 adults. It was unrelated to Politeness, but when Politeness facets were separated into those related to aggression and those related to dishonesty, mentalizing was negatively associated with aggression, but positively associated with dishonesty. In a subsample of 217 participants who were scanned with fMRI, we examined resting state functional connectivity networks, using independent components analysis. We tested the hypothesis that connectivity between two subsystems of the brain's default network would predict mentalizing. These two subsystems previously have been implicated in mentalizing through task-based neuroimaging. Connectivity between these subsystems did indeed predict mentalizing ability, thereby furthering the project of linking individual differences in mentalizing to specific neural substrates. Connectivity also predicted dishonesty, but not aggression or compassion.



## IS-2 Personality neuroscience comes of age

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

A vital part of the future of personality psychology will be investigations of the neurobiological variables that underlie individual differences in behavior and experience. Understanding how personality is instantiated in the brain can provide important constraints on psychological theories, in addition to constituting valuable scientific knowledge in its own right. Personality neuroscience is making progress, but its early years have been hampered by methodological problems that are only recently beginning to be addressed. In this talk, I will discuss the ongoing transition from small, underpowered studies that often failed to make use of best practices in individual differences research to larger studies that are providing more robust evidence. Neuroscience has made progress in mapping out the brain's functional networks, and we can now begin to identify the networks that are associated with various personality traits. The talk will conclude with a brief overview of the current state of knowledge regarding the neural basis of the Big Five personality traits, perhaps the most important traits to understand, given that they represent the major dimensions of covariation among all personality traits.

## PA-21 The common ideological roots of speciesism and ethnic prejudice

*Dhont, K., University of Kent, UK*

*Hodson, G., Brock University, Canada*

*Leite, A.C., University of Kent, UK*

Recent research and theorizing suggest that individual differences in desire for group-based dominance underpin biases towards both human outgroups and (non-human) animals. A systematic study of the common ideological roots of human-human and human-animal biases is, however, lacking, leaving room for alternative interpretations of the observed relationships and questioning the generalizability of the findings. Three survey studies conducted in three different countries (Belgium, UK, and USA) tested whether social dominance orientation (SDO) accounts for the significant association between ethnic outgroup attitudes and speciesist attitudes towards animals, even after controlling for other ideological variables (that possibly confounded previous findings). Confirming our hypotheses, the results of all three studies consistently demonstrated that SDO, and not Right-wing authoritarianism (RWA), is the key individual difference variable underlying the connection between prejudices towards ethnic minority groups and speciesist attitudes. Furthermore, whereas RWA was not significantly related to speciesism after controlling for SDO, the results of Study 2 showed that RWA plays a focal role in explaining why people's perceptions of threat posed by vegetarianism (i.e., ideologies and diets that minimize harm to animals) is associated with ethnic prejudice. Finally, Study 3 replicated this pattern of results, additionally controlling for political conservatism, itself a significant correlate of speciesism. These findings provide new insights into the psychological parallels between human intergroup and human-animal relations, highlighting group-based dominance tendencies as common ideological factor psychologically connecting biases in both domains.

## SY-7 Maladaptive personality traits negatively (and positively!) predict managers' leadership performance

*Dilchert, S., Baruch College, City University of New York, USA*

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

"Talented people sometimes fail" (Hogan & Hogan, 2009) – and sometimes, failures are rooted in maladaptive personality patterns individuals display at work. We investigated maladaptive personality and its relationship to performance among a large sample of business executives. 252 executives were assessed for the purpose of talent management in a multinational European company. The sample was comprised of 60.7% men; average age 34.5 years ( $SD = 6.1$ ), average work experience 11.7 years ( $SD = 6.3$ ), and average organizational tenure 7.1 years ( $SD = 6.0$ ). Managers completed the Hogan Development Survey (HDS), a standardized tool that assesses eleven "dysfunctional personality syndromes" closely aligned with personality disorders in the DSM-IV (Hogan & Hogan, 2009). Supervisors evaluated each manager with the Leadership Potential Inventory (LPI), a rating tool that measures leadership performance, behaviors, and potential based on a well-established competency model (DDI, 2015). Maladaptive personality traits generally correlated negatively with leadership performance. The strongest correlate across competency ratings was the HDS scale "Leisurely", which measures passive-aggressive tendencies, stubbornness, and resentful behaviors ( $rs = -.13$  to  $-.35$ ). "Cautious" (Avoidant behaviors in DSM-IV) also correlated negatively with all leadership competencies ( $rs = -.13$  to  $-.33$ ). Most maladaptive traits displayed the strongest negative relation with interpersonal leadership competencies. A notable exception from this pattern was "Mischievous" – aligned with antisocial disorders in the DSM-IV. High-scorers can be charming and friendly, but also impulsive, manipulative, and exploitive. Managers' scores correlated positively with leadership across all competencies ( $rs = .18$  to  $.40$ ), the strongest correlate being "Passion to Lead" – the motivation to influence others. Our study presents a rare look at the behavioral manifestations of maladaptive personality in an organizational context. The presentation will discuss implications of the findings for



talent management of executives, as well as the application of maladaptive personality measures for other organizational assessment purposes.

## **SY-8 Predicting counterproductive work behaviors using the Big Five aspects**

*Dilchert, S., Baruch College, City University of New York, USA*

*Ones, D.S., University of Minnesota-Twin Cities, Minneapolis, USA*

*Mercado-Martinez, B., Baruch College, City University of New York, USA*

Counterproductive work behaviors (CWB) detract from employee and organizational performance and productivity, while also adversely affecting psychological well-being of employees and other organizational stakeholders. CWB include behaviors such as lateness, absenteeism, substance abuse, property destruction, theft, and violence, among others. Prevailing models of the literature have distinguished between interpersonally targeted and organizationally targeted counterproductive work behaviors. The prevalence and consequences of counterproductivity in modern organizations have resulted in intense examinations of the construct's nomological net. In general, the Big Five personality traits defining Digman's Factor Alpha (Stability) are associated with avoidance of CWB. Conscientiousness appears to be particularly potent in predicting organizationally directed CWB such as theft and absenteeism; whereas Agreeableness appears to have greater strength in predicting interpersonal CWB such as harassment and violence. The purpose of the present investigation was to examine whether the more nuanced Big Five aspects offered any advantage in the prediction of organizational and interpersonal CWB. Participants were 294 employed adults who completed an online survey under conditions of anonymity. The sample was 56.1% male; average age was 34.5 years ( $SD = 9.4$ ). Participants had an average work experience of 14 years and four months ( $SD = 8.8$  years), and job tenure of 5.4 years. Participants completed the Big Five Aspect Scale and a measure of interpersonal and organizational counterproductive work behavior (Bennett & Robinson, 2000). Results on the Big Five level mirror established meta-analytic findings (Berry, Ones, & Sackett, 2007). Conscientiousness predicts organizational CWB stronger than interpersonal; agreeableness predicts interpersonal CWB better. Novel results emerge on the aspect level: The predictive value of conscientiousness ( $r = .22$ ) is entirely driven by the aspect of industriousness ( $r = .39$ ). Orderliness shows no relationship with counterproductivity ( $r = -.08$ ). Results and implications for other personality aspect scales (ranging from  $-.13$  to  $.39$ ) will be discussed.

## **SY-4 How rejection sensitivity shapes social relationships**

*Downey, G., Columbia University, USA*

Social relationships are essential to health and well-being. Yet, managing relationships can be challenging and some people cope in maladaptive ways that pose difficulties for developing and sustaining relationships. The talk will focus on the role in these difficulties played by rejection sensitivity, conceptualized as a cognitive-affective processing disposition to anxiously expect rejection. The talk will draw on a series of studies -- using a variety of methodologies -- in both normal and clinical samples depicting the processes through which rejection sensitivity may lead to aggression, overaccommodation, self-harm and other problematic responses in contexts where rejection is a possibility

## **PO2-1 How personality and environment variables predict violence in adolescents**

*Duran-Bonavila, S., Universitat Rovira i Virgili, Spain*

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

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

The problems associated with violence during adolescence have been increasing in the last decades. Many studies have focused on the environmental causes or on the individual causes of violence but a combination of both variables seem to be the best alternative to predict it. The current study aims to assess the predictive power of a model which combines both sources of information. With this purpose, we administered different personality measures (comprising impulsivity, overall personality, aggression, and maturity tests) to 233 adolescents with juvenile justice involvement. Furthermore, the professionals who take care of them completed a questionnaire which assesses different contextual variables such as: domestic violence, lack of social support, educational deficits, and violent acts on which they were involved. Results showed that both kinds of variables were relevant for violence prediction. Although domestic violence and lack of social support were the variables more related to violence, personality variables added incremental validity to the model, explaining almost 50 per cent of the variance of violence. The personality variables more related to violence were aggressiveness, impulsivity, openness, and autonomy.



## PA-10 Career values and personality of generation Y: Eskisehir - Turkey Sample

*Duyan, E.C., Anadolu University, Turkey*  
*Kağrıoğlu, D., Anadolu University, Turkey*  
*Erci, H., Anadolu University, Turkey*

The term generation is used for identifying individuals that were born and raised in the same period and have common characteristics. Each period has its own dominating values, and ideas and behavior patterns shaped by these values. To analyze and predict, it is necessary to explore the characteristics of individuals within the period. Today there are four generations taking part in work-life. These are baby boomers, generation X, generation Y and generation Z. Generation Y is more emphasized and discussed due to its important role in labor market of recent years. Determining personal characteristics of generation Y, and examining the effects of these characteristics on career orientation, is important for increasing the quality of working life of the generation that has an important position in the work life. In this study, the aim is to reveal the characteristics of generation Y and study the relationship between personal characteristics and career orientation of this generation. Generation Y (born 1980-2000) will be analyzed in two groups: those who are already in working life and final year students who will enter the working life. Differences in the career orientation and values of the groups will be determined. Also, the effects of personal characteristics on career orientation of individuals will be examined. For this purpose, various socio-demographic variables, "the career anchor scale" (Jansen and Chandler, 1990) and the "Big Five Personality Scale" (Benet-Martínez and John, 1998) were used. Data are obtained from final year students from several faculties of the Anadolu University and from employees of three different factories in Eskisehir, Turkey, who are in the scope of generation Y. SPSS 22 and AMOS 22 have been used for statistical analyses. Preliminary results of this long lasting and large-scaled study will be presented.

## PA-25 Personality traits of the Big Five Model and the Consideration of Future Consequences

*Echeverría, A.V., University of the Republic, Uruguay*  
*Valdor, S., University of the Republic, Uruguay*

The Consideration of Future Consequences (CFC) is a stable, individual difference personality trait that reflects the extent to which a person weighs immediate and distant outcomes of potential own behavior. Despite the fact that CFC measures seem theoretically related to some personality traits, few studies have explored the correlations between CFC subscales (CFC-14) with scores on the five-factor measure of personality. Using two measures of personality we explored these relations. We expect conscientiousness, agreeableness and openness to experience to be moderately related with CFC scores. Low correlations are expected between CFC scores, extraversion and emotional stability. We used two samples, both composed of college students. In Study 1, 186 participants completed the CFC-14 and the Big Five Inventory (BFI). In Study 2, 185 participants also completed the CFC-14, the Ten Items Personality Inventory (TIPI), and a subsample -that took part in a bigger project- provided one-item complementary data on self-esteem and current mood. In Study 1, Conscientiousness, agreeableness and openness to experience were the personality traits that correlated higher than  $r = .20$  with CFC scores. In Study 2, Conscientiousness was the only variable that showed moderate correlations with CFC scores. When controlling for self-esteem, agreeableness turns out to be significantly related to CFC-Future, and when controlling for current mood, correlations are higher, but only conscientiousness was statistically significant. Our data suggest that conscientiousness is a personality trait consistently related to the consideration of future consequences. Scoring high in CFC contributes to the display of behaviors traditionally associated with more conscientiousness such as planned behavior, aim for achievement and deliberation before acting. The role of temporal dimensions on mood and self-esteem will be discussed along the mixed results concerning agreeableness and CFC scores.

## PO1-27 Childhood perfectionism as predictor of eating disorder symptomatology: A longitudinal study from buenos Aires.

*Elizathe, L., Universidad de Buenos Aires. Argentina*  
*Arana, F., Universidad de Buenos Aires. Argentina*  
*Rutsztein, G., Universidad de Buenos Aires. Argentina*

The study of the relationship between personality traits and eating disorders (ED) has great significance for understanding the development of ED as well as potential implications for prevention of these disorders. While systematic reviews suggest that perfectionism is a risk factor for ED, most of the evidence rests on cross-sectional studies and only a few of them included children. The goal of the current study was to explore a model by determining whether perfectionism in childhood (both Self-demands and Reactions to Failure subscales) might predict eating disorder symptomatology in adolescence, through a prospective panel study. The sample included 110 school children (65 girls) assessed at Time 1 (ages 9-13) and at Time 2, four years later (ages 13-17). At time 1, the students filled out the following self-administered instruments: Sociodemographic and Specific Symptoms of Eating Disorders



Questionnaire, Cuestionario de Perfeccionismo Infantil-Child Perfectionism Questionnaire- (Oros, 2003) and Children's Eating Attitudes Test (ChEAT, Maloney, McGuire, & Daniels, 1988). At time 2, the students completed the Eating Disorder Inventory-3 (EDI-3, Garner, 2004). Linear regression analyses were performed separately for girls and boys. At time 1, self-demands and reactions to failure predict eating disorders symptomatology, in both girls and boys. Perfectionism accounts for 40% of the variation in eating disorder symptomatology in boys, and for 30% in girls. At time 2, it was identified that self-demands predict drive for thinness (girls and boys) and body dissatisfaction (girls) in adolescence. Furthermore, high levels of reactions to failure in childhood predict bulimia, but only in adolescent girls. Perfectionism in childhood is a key variable associated to eating disorder symptomatology in adolescence, especially for girls. These results suggest the need to implement interventions focused on reducing perfectionism in order to prevent ED from early age on.

### **POI-1 Using language analysis to assess US political leader personality**

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*Shewach, O., University of Minnesota, USA*  
*Ones, D.S., University of Minnesota, USA*

Former New York governor, Mario Cuomo, famously said, "We campaign in poetry, but we govern in prose." Political election campaigns in many countries are suffused with the personalities of the candidates, and much of voters' impressions of candidates come from what candidates say and how they say it. Because campaigns are won or lost, and histories are written, largely on the force of leaders' personalities, it is important to undertake an objective examination of the personality of these individuals who shape our world. Previous research has focused on personalities of individual executive leaders of countries (e.g., U.S. presidents), but has not assessed groups of political leaders in larger governing bodies. Direct assessment of political leaders' personalities is difficult due to limited access and politicians' desire to control public perceptions. The current study contributes to the personality literature by examining personality for a group of political leaders (40 female and 40 male members of the United States Congress from 2000 to present), and by using an emerging technique in personality assessment, language analysis, using the Linguistic Inquiry Word Count (LIWC; Pennebaker, 2007) software. Studies using LIWC have shown word use categories correlate with Big Five personality traits (e.g., Schwartz et al., 2013). We examined differences across gender, political party, and type of speech (planned or unplanned). Analyses showed female politicians were higher than males in Agreeableness in unplanned speech, and higher than males in Openness in planned speech. Additional within-gender comparisons across speech type yielded different patterns for males and females. However, there were no differences in Big Five markers in planned or unplanned speech samples across political parties. Results suggest personality markers in language are influenced by context, and that male and female politicians express differing personality profiles in language.

### **SY-8 Do the Big Five aspects predict academic performance?**

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Over the last several decades, studies have shown that the Big Five personality domains at their global trait levels are correlated with measures of work and school performance, with Conscientiousness consistently linked with measures of academic performance. More recent research has identified pairs of Aspects for each of the Big Five trait domains (DeYoung, Quilty, & Peterson, 2007). These are the ten meso-level traits in the nomological space between the global Big Five traits and their facets. Previous research has shown that the Intellect aspect and the Experiencing aspect of the global trait Openness to Experience correlate differentially with cognitive ability. The two aspects of Conscientiousness, Industriousness and Orderliness, have not been sufficiently studied. Further, no study to date has examined relationships between academic performance and the Big Five Aspects. The current study contributes to the literature and further illuminates relationships between personality and academic performance by examining relationships between the Big Five Aspects, cognitive test scores, and grade point average in sample of U.S. undergraduates (N = 761). Results show Openness to Experience's Intellect aspect was correlated with cognitive test scores (ACT/SAT) while its Experiencing aspect was not. However, Intellect was not correlated with academic performance. The Orderliness Aspect of Conscientiousness was not correlated with academic performance, while the Industriousness Aspect of Conscientiousness not only correlated with academic performance, but also accounted for incremental variance in academic performance beyond cognitive test scores. Industriousness was not correlated with cognitive test scores. Findings suggest that aspects of global Openness to Experience and of global Conscientiousness are heterogeneous and differentially predict criteria. Future research should further examine traits at the Aspect level in the ongoing development of the taxonomical structure of the Big Five personality traits.





## **SY-11 Temperament and its impact on adolescents' behavior problems.**

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Adolescents can present vulnerability to stress, associated with emotional and behavioral problems. These problems can be changed by coping processes and by temperament, both based on the self-regulation concept. We discuss the data from a study in which temperament excelled as the main variable, both in a logistic regression analysis and structural equations (with mediators and moderators in the relations between stress and emotional and behavioral problems [BP]), and in a network analysis. The participants were 83 adolescents (67.47% girls; 12-15 years old), and 61.45% were in the 8th grade of a public school in a city in São Paulo State, Brazil. They filled out the Economic Classification Criterion Brazil scale, the Youth Self-Report, the Adolescent Perceived Events Scale, the Stress Scale for Adolescents, a Coping Scale based on Motivational Theory of Coping, and the Early Adolescent Temperament Questionnaire-Revised. By the structural equations analysis, some temperament characteristics gave a protective effect: higher levels of effortful control and lower levels of negative affect decrease the impact (mediation effect) of stress on the BP occurrence. According to the linear regression analysis, certain temperament characteristics increase the risk for BP under stress, with moderation effect for adolescents with lower effortful control levels and lower repertoire of coping strategies. It was also indicated that the relationship between stress and BP was stronger (moderation effect) for adolescents with low levels of extraversion. Network analysis revealed some of these relations: negative affect was negatively correlated with effortful control and directly with the affiliation and the stress level. The effortful control, in turn, was correlated with adaptive coping. These analyses demonstrated the importance of temperament for understanding the processes involved in the development of psychopathology in adolescents, promoting prevention and proposing more efficient interventions for this population.

## **PO1-35 What impact do experiential education programs in the outdoors have on participants' self-efficacy beliefs?**

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*Markus, S., Friedrich Alexander University Erlangen-Nürnberg, Germany*

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By providing diverse hands-on learning opportunities, experiential education programs offer a broad range of possibilities for the development of social, emotional and personal skills and may encourage a self-efficacy increase. Transfer effects of these programs seem to depend on the participants' perceived level of challenges. Only little is known about the question how different types of challenges may influence sub-dimensions of self-efficacy beliefs. The aim of this study was to evaluate possible antecedents and the development of general and specific self-efficacy beliefs in the course of an outdoor-educational setting. Positive effects were assumed on all self-efficacy sub-dimensions depending on both the particular perceived level of challenge and the appraisal of success. Furthermore, emotional experiences of participants during the intervention as well as interaction effects with achievement motives, risk and competition seeking, domain-specific values and self-efficacy beliefs were investigated. In this study, N=483 students from German secondary schools (8th to 11th grade) were asked by questionnaire before and after a one-week outdoor-educational intervention about certain attitudes (traits) (e.g. AMS-K Achievement Motive Scale, Engeser, 2004; General Self-Efficacy Scale, Jerusalem & Schwarzer, 1999). On top of that, data was collected about emotional states and on-task-beliefs (states) after three selected adventure educational tasks during the program. First findings show acceptable to good reliabilities of the scales. General as well as physical, emotional and cognitive self-efficacy beliefs show significant increases. Under certain conditions, emotions and on-task-beliefs correlate with such increases on a significant low to medium level. Significant implications for experiential education programs as well as school education can be drawn. Whereas previous research mainly produced knowledge on general personality changes in participants in the course of outdoor education programs, this study is able to shed light onto impact factors that link specific person variables with specific intervention variables and their respective implications for individuals' change in personality.

## **PO1-34 How do German early childhood training programs consider personal development as part of the professionalisation process?**

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*Röhler, A., Alanus University of Arts and Social Sciences, Germany*

Although the importance of personal development for early childhood teachers is often emphasized by experts, there are hardly any empirical findings on how to incorporate the goal of personal development into training programs nor on what effects occur. This study focuses on the personal developmental process through vocational education of early childhood teachers. Existing offers in training programs along with their aims and justifications were examined. Furthermore, possible effects of personal development offers were





explored. In the first part of the study, analysis of qualification frames, of curricula and of module handbooks were conducted; in the second part, semi-structured expert-interviews with educators and narrative interviews with both students and former students of selected institutions were performed and analyzed. Reflection, relationship between learner and teacher and individual agency have been identified as key features for the development of personality in future early childhood education professionals. Perspectives on the way these ambitions are met in curricula and in the view of different agents in the educational process differ. The study sheds light on important implications for the professionalization of future early childhood educators in Germany. Personal development is seen as an important factor for the vocational training of early childhood teachers and therefore has been implemented in nearly all programs at colleges and universities within the last fifteen years. However, there is some diversity in applied measures that should foster personal development and, although effects are reported by all agents, little knowledge is there on how these effects are achieved. Therefore, existing personal development offers in training programs need more systematic evaluation. Furthermore, the ethical aspect of how personality development offers should be realized responsibly needs closer consideration.

## **PA-6 The integration among anxiety components is stronger in more anxious and more neurotic individuals**

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Various aspects of anxiety are frequently considered when conducting research on normal or pathological anxiety or diagnosing patients, and the degree to which different aspects of anxiety are interrelated has been the subject of debate for a long time. Such aspects of anxiety include trait and state variables such as somatic and affective anxiety, several domains of worry contents, and uncontrollability and pervasiveness of worry. In this study we examine whether the strength of the associations among the various components of anxiety varies depending on the levels of three variables: trait anxiety itself, neuroticism, and the general factor of personality (GFP). We also examine whether the strength of said associations varies depending on the sociodemographic variables sex, age, education, and socioeconomic class. We hypothesized that personality variables, but not sociodemographic variables, would predict the strength of the positive manifold among anxiety components, such that more anxious and neurotic individuals, and also those with lower scores on the GFP, would exhibit stronger relations among anxiety components, as has been observed in other psychological phenomena in the “Strategic Differentiation–Integration Effort” effect. Participants were 287 Americans from all regions defined by the US Census Bureau, 59.9% women, mean age 38.04 years (SD=15.04). They filled out validated psychometric scales commonly used in the literature to assess the aforementioned anxiety and personality variables. Results confirmed the hypothesis, revealing that in higher levels of trait anxiety and neuroticism, and in lower levels of the GFP, components of anxiety were more strongly associated (less independent), and sociodemographic variables did not affect such associations. This effect was accounted for mainly by trait anxiety itself. Results suggest that individuals with more anxious personalities have not only higher amounts of anxiety experiences as is well-known but also tend to present all or most of those experiences in similar levels.

## **PA-9 Reciprocity in couple relationships: the adaptive value of human mating**

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*Muñoz, J.A., CEA Universidad de Playa Ancha, Chile*  
*Pavez, P., Universidad de Santiago de Chile, Chile*  
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*Dufey, M., Universidad de Chile, Chile*  
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Human mating is an adaptive problem that poses diverse challenges to the individual in very specific and sex differentiated ways. However, there are robust affective mechanisms that provide support to the initiation and maintenance of long-term romantic bonds, which were first explained by social exchange theory and are currently extended to incorporate attachment theory as well as an analysis of the reciprocal dynamics of long-term dyadic bonds. We present data on a first sample of 65 young couples, and another sample of 100 couples to illustrate the reciprocal nature of the psychological processes that underlie reciprocity in human mating. We analyze the links of attachment dimensions, aggression, and partner control in couples, and we show how jealousy and mate value play an important role explaining the reciprocal nature of human mating. The discussion suggests the importance of incorporating the evolutionary perspective for understanding romantic relationships, which can be extended to explain conflict as well as the affective dynamics involved in couple relationships.



## **SY-9 Behavior predictability and variability in black and whites in South Africa**

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*Meiring, D., University of Pretoria, South Africa*

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Research on the implicit importance of personality has found that people in individualistic cultures use more abstract trait descriptions and perceive greater cross-situational stability and predictability of behaviors, whereas those in collectivistic cultures use fewer traits and perceive less stability and predictability. To what extent are these implicit, perceived differences matched by actual differences in consistency and predictability? We examined behavior prediction from trait ratings, and behavior variability in Black and White students in South Africa. Study 1 used diaries completed over 21 days, and Study 2 used behavior observation in 12 standardized situations. Group differences in the association of personality with aggregate behavior indices were only found in certain personality domains, went in different directions for different domains, and were smaller than differences in the use of traits in free personality descriptions. The impact of situations on behavior was substantial in both groups. The findings indicate that the cultural differences in implicit traitedness appear larger than any actual differences in traits' predictive validity and consistency.

## **SY-5 Refining self-report assessment of socioemotional skills via controlling for acquiescence**

*Filho, N.H., Universidade São Francisco. Brazil*

Acquiescence, i.e. endorsing items irrespective of their content, adds nuisance variance to self-report data. This might in turn bias the results from internal consistency and factor analyses of inventories assessing personality traits or socioemotional skills. This contribution examines the effect of correcting data for acquiescence on the internal consistency and the factor structure of SENNA 1.0, a new self-report inventory describing six broad personality-based skill domains including: Negative Valence, Extraversion, Agreeableness, Conscientiousness, Emotional Stability, and Openness to Experience. Participants were 11,160 high school students (mean age = 17.08, SD = 1.35, 57.94% females) attending public schools in the state of Rio de Janeiro, Brazil. Results revealed a better interpretable and simpler six-factor structure for SENNA 1.0 when the data were corrected for acquiescent responding, as indicated by improved model fit and Bentler's and Lorenzo-Seva's loading simplicity indices. In contrast, correction for acquiescence yielded slightly smaller internal consistency estimates for the SENNA scales. Findings suggest that correcting for acquiescence can refine the self-report assessment of socioemotional skills, and that variance related to acquiescent responding might artificially increase the internal consistency of scale scores.

## **SY-10 Can evaluative content bias the self-report assessment of psychopathy?**

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Socially desirable responding might occur because of person, item or testing situation features – including their interaction. Self-report items of unpopular personality traits such as psychopathy (i.e., a tendency toward interpersonal exploitation and disinhibited behavior) are especially prone to elicit socially desirable responding. Typically, self-report items that tap on psychopathic traits are non-neutral as to their evaluative content, rather worded in a negative and undesirable style. In the present study, we investigated the separate influences of descriptive and evaluative item content on responses to self-report items of psychopathy in two differing testing conditions: low- and high-stakes. We were able to show that 1) endorsement of traditional self-report items of psychopathy is primarily driven by evaluative content, 2) the influence that the evaluative factor has on item responses changes according to the testing situation, and 3) manipulating descriptive and evaluative content can help better estimate true individual differences in psychopathic traits. While our findings support self-report as a valid method of assessment of psychopathy, they also reveal evaluative content can bias the scores if not properly taken into account

## **POI-20 How do self- and informant-reports of global personality traits correspond with density distributions of personality states?**

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The Whole Trait Theory of personality postulates that repeated measures of personality states will form an approximately normal distribution, in which the central tendency of the distribution reflects an individual's average level on a trait (Fleeson & Jayawickreme, 2015). Fleeson (2001, 2004) suggests that aspects of these density distributions are highly correlated with global



self-reports of personality. To date, no published research has examined how informant reports of personality relate to aspects of personality density distributions. Using experience sampling measures, global self-reports, and global informant reports from a multi-method study of 434 undergraduates at an American university, we attempt to replicate findings from Fleenon & Gallagher (2009), and extend this research by testing how informant reports correlate with aspects of density distributions of personality and affective states. Results suggest a successful replication of Fleenon and Gallagher (2009) with the self-report measures. We also found that informant reports predict features of distributions as well as the self for certain traits (i.e., Extraversion, Positive Affect), but not others (i.e., Agreeableness, Negative Affect). These findings provide further evidence for the density distribution approach to personality, and for Whole Trait Theory, but also point to some potential limitations of relying exclusively on self-reports (including experience sampling).

## **PO2-36 “Beyond Good and Evil”: Exploring the mediating role of mental toughness on the Dark Triad of personality traits**

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Mental Toughness (MT) is a trait that entails positive psychological resources, which are important—not only in sports—but also in educational and occupational contexts. Previous research examined the association between Mental Toughness (MT) and the Dark Triad of personality traits (DT) that consists of narcissism, psychopathy and Machiavellianism. It was shown that while MT correlated negatively with psychopathy and Machiavellianism; it was correlated positively with narcissism. As such, it was suggested that narcissism might be unique among the DT in that, it is associated with prosocial and adaptive tendencies. The present study aimed at exploring whether the association between narcissism with psychopathy and Machiavellianism is mediated by MT. It was hypothesized that: In a mediation model (independent variable was narcissism; dependent variables were psychopathy and Machiavellianism; the mediator was MT) the indirect effect of narcissism on psychopathy and Machiavellianism will be negative. This would suggest that MT might be a suppressor variable in the relationship between narcissism with psychopathy and Machiavellianism. Participants (N = 362; mean age = 24.31 years) completed online the Mental Toughness Questionnaire 48 (MTQ48), which assesses total MT and its four subscales (Control, Confidence, Commitment, Control); and the Short Dark Triad questionnaire (SD3), which measures subclinical levels of narcissism and psychopathy and Machiavellianism. As expected, mediation analysis revealed that narcissism exerted a significant negative indirect effect on psychopathy through mental toughness, 95% CI [-0.165, -0.601] and a significant negative indirect effect on Machiavellianism through mental toughness, 95% CI [-0.18, -0.04]. These findings suggest that subclinical levels of narcissism could be associated with adaptive as well as maladaptive tendencies; and that exploring MT in relation to narcissism, psychopathy and Machiavellianism can have implications for reducing socially undesirable outcomes that are often linked to the DT.

## **POI-21 Relationship between personality and intelligence over time.**

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Personality and IQ have traditionally been viewed as distinct domains of human functioning. This study evaluated the relationships of these variables by cross-sectional and longitudinal study. This paper refers to a larger project called “Longitudinal Study of Intelligence and Personality” conducted by the Laboratory of Individual Assessment of the Universidade Federal de Minas Gerais in Belo Horizonte city, Brazil. Several cognitive and behavioral/personality traits measures were administered to a cohort of students in 2002 (Mean age = 11.1; SD = 2.7) and then in 2015 (Mean age = 23.1; SD = 2.7). The project is ongoing, so here are shown partial results of that study. The cognitive performance in the Standard Progressive Matrices of Raven (SPM) 2002 significantly correlated with SPM 2015 ( $r = .523$ ); results in the SPM 2002 and 2015 negatively correlated with Antisocial Behavior 2002 ( $r = -.339$ ); performance in the SPM 2002 and 2015 positively correlated with Openness 2015 ( $r = .300$  and  $.331$ , respectively); and Conscientiousness 2015 correlated positively with educational attainment 2015 ( $r = .300$ ). This study found that intelligence was the most stable factor over time. In addition, intelligence can be the most useful childhood trait to predict antisocial behavior. Consistent with prior research, intelligence was most strongly related to openness to experience, and Conscientiousness was related to educational achievement.



## **PA-17 Meta-accuracy and authentic leadership: An intervention study**

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Self-awareness is an important component in various theories of leadership, especially in authentic leadership (AL). Self-awareness encompasses knowledge about one's strengths and weaknesses, and awareness of the impact one has on other people. A related concept is meta-accuracy, i.e., the correspondence between how you think other people see you and how other people actually see you. No known studies, however, have yet assessed the role of meta-accuracy in authentic leadership, and research is lacking on to what extent meta-accuracy may be improved. The present study assessed the relationship between meta-accuracy and AL, and explored whether an intervention can improve meta-accuracy. At the startup (T1) of an executive program at a Norwegian business school, participants (N=109) completed the Big Five Inventory (BFI) and Authentic Leadership Questionnaire (ALQ). They also guessed how each of five colleagues at work would rate them on a 20-item version of the BFI (BFI-20). Colleagues (N=404) rated participants on ALQ and BFI-20. During the program, participants interacted in various structured experiential activities, and received feedback from each other on personality related issues. Toward the end of the program (T2), participants and colleagues completed the same measures again, and participants indicated the amount of feedback received during the program. Multilevel analyses were run in order to assess the relationship between meta-accuracy and authentic leadership, and the extent to which meta-accuracy improved. Results from these analyses will be presented and discussed.

## **PO2-40 How trait-oriented is your love style: relationships among love styles and big-five factors of personality**

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Menezes, K.S., Pontifical Catholic University of Rio de Janeiro, Brazil  
Santos, A.L., Pontifical Catholic University of Rio de Janeiro, Brazil  
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The colors of love theory propose six independent factors that explain personal styles of love: Agape, Eros, Ludus, Mania,Pragma, and Storge. These love styles represent patterns of interaction in romantic relationships and could be related to other personality characteristics. In this study we aimed to verify the relationships of the love styles with the big five factors of personality. We applied a questionnaire containing a measure for the love styles and for the big-five factors in 583 Brazilians, mean age of 26.9 years, 72% women. Within the significant correlations coefficients we found, these are highlighted: Ludus love style with Conscientiousness (negative), and with Openness (positive); and Mania love style with Neuroticism (positive). The Ludus love style concerns people that do not find an ideal type of partner, they typically seek pleasure and like to play the game of love without compromise. Mania love style concerns people that show obsessive preoccupation with their loved one, they usually exhibit jealous and possessive behaviors. Our findings indicate that variations in patterns of interpersonal relationship are associated with big five factors of personality, in particular, people with Ludus love style seem to be unattached and looking for new experience, and those with Mania love style seem to be anxious and impulsive. Future studies could investigate the predictors of styles of loving and estimate the amount of explanation of the big five factors of personality on the personal style of love.

## **PA-20 Associations between family socialization factors, addiction-prone personality and substance use in biological and adoptive families**

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Barnes, G.E., University of Victoria, Canada*

Research on the Addiction Prone Personality (APP) Scale has shown that the APP is a strong predictor of substance use patterns, and that protective family environments that include high levels of nurturance are associated with the development of lower scores on this measure. It is also suggested that the APP is multifaceted and can be categorized into of four dimensions (Impulsivity/Recklessness, Sensation Seeking, Negative View of Self, and Social Deviance). To examine the possible functions of each dimension of the APP, this project investigated the cross-sectional and longitudinal associations between the four dimensions of the APP, family socialization factors, and substance use behaviours. The Vancouver Family Survey gathered extensive information on aspects of the family environment, personality, and the substance use and abuse in 473 biological and 128 adoptive families (mothers, fathers and offspring in each household). Follow-up data were also collected on 405 young adults in 328 biological and 77 adoptive families seven years later. The cross-sectional and longitudinal associations were examined by utilizing structural equation modeling. Longitudinal models showed that family socialization factors and APP scale scores at Time 1 predicted substance use at Time 2 directly and indirectly. The scores of two particular dimensions at Time 1 (Sensation Seeking and Negative View of Self) were found to be stronger predictor of uses of specific substance at Time 2 than Time 2 APP scores. Group constrained models showed that young adults from biological and adoptive families showed different patterns. Those findings confirm the importance of the social environment in the development of addiction prone personality characteristics and substance use behaviour over time.



## **PO2-24 The dark personality triad and sociopolitical beliefs predict political party affiliation: A mediation model that is moderated by gender**

*Frishberg, N.A.S., St. John's University, New York, USA*

*Chaplin, W.F., St. John's University, New York, USA*

For over sixty years, theory and research have sought to link personality, ideology, and sociopolitical beliefs. Most consistently, Openness has been found to correlate negatively with conservatism (e.g., Saucier, 2000; Van Hiel, Mervielde, & De Fruyt, 2004). In 2009, Hodson, Hogg, and MacInnis elaborated on this relation and found support for a dual mediational path model linking prejudice with Openness and the Dark Triad (comprised of psychopathy, narcissism, and Machiavellianism). The path from the Dark Triad was partially mediated by Social Dominance Orientation (SDO) and the path from Openness was fully mediated by Right Wing Authoritarianism (RWA). Our objective was to extend Hodson et al.'s (2009) model in two ways: 1) by predicting political party preference as an outcome, and 2) by considering the role of gender in predicting political party preference from personality and sociopolitical ideology. Data were collected from the Eugene-Springfield Community Sample (ESCS) via mailed surveys between 1993 and 2006. Our sample consisted of 577 participants (246 male, 331 female) with a mean age of 50.30 years ( $SD = 11.68$ ). Using a bootstrapping approach, we found that the relation of Openness with Political Party was fully mediated by RWA ( $B = .167, p < .001$ ). The effect was not moderated by gender. The relation of Dark Triad with Political Party was partially mediated by SDO ( $B = -.144, p < .001$ ). However, this effect was moderated by gender: for men, SDO completely mediated the relationship, whereas for women the mediation was weaker and partial. Our results replicate the Hodson et al. (2009) model, with Political Party Preference as the outcome. This study further extends Hodson et al.'s (2009) model by demonstrating that the models involving the Dark Triad differ for men and women, perhaps because the self-interests of men and women differ.

## **IS-2 The future of personality psychology**

*Funder, D.C. (convener), University of California, Riverside, USA*

This is an exciting time to be a personality psychologist. Personality psychology's important contributions are having an increasing impact as creative researchers push forward with programs as diverse as the molecular biology of genetics and the psychological dynamics of people who have been socialized in more than one culture. At the same time, the discipline faces challenges maintaining its relevance and in defining its boundaries (or lack of boundaries) with neighboring fields such as social and clinical psychology. In this Symposium, five distinguished researchers will present their visions for the future of personality psychology, and the convener will make brief opening and closing comments in the role of Discussant.

## **PA-18 Investigating the Prosocial Psychopath model of the creative personality: Evidence from traits and psychophysiology**

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*Castelo, V.L.C., De La Salle University, Philippines*

*Santos III, L.C., De La Salle University, Philippines*

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The prosocial psychopath model of creativity (Galang 2010) proposes that some highly creative personalities share certain neuropsychological features in common with people who are described as having psychopathic traits. A key part of the model predicts that psychopathy-related traits such as risk-taking behavior and lowered autonomic response as measured by electrodermal activity (EDA) in the context of risk will be related to creativity. Three studies are reported here that show evidence for the model. Study 1 measured creative achievement using the Creative Achievement Questionnaire (CAQ; Carson, Peterson, and Higgins, 2005), along with dark triad traits using the Short Dark Triad scales (SD3; Jones and Paulhus, 2014) in a sample of 503 participants (mean age = 22.37,  $SD = 3.28$ ). A second study focused specifically on psychopathic traits measured using the Triarchic Psychopathy Measure (TriPM; Patrick 2010), testing for correlations with the CAQ in a sample of 250 undergraduates (mean age = 18.13,  $SD = 1.77$ ). The results of Study 1 and 2 indicate that traits related to psychopathy, specifically Boldness, correlate with creative achievement. To investigate the model's claim that emotional disinhibition in a risk-taking context would be related to creativity, Study 3 involved laboratory measurements of risk-taking while simultaneously recording EDA data. Divergent thinking ability was measured following Silvia, et al. (2008). The results of data from 93 undergraduates (mean age = 18.42,  $SD = 1.43$ ) demonstrated that reduced EDA lability during the Iowa Gambling Task (IGT; Bechara et al., 1994) predicted better divergent thinking scores. Together, the three studies support the basic claims of the model regarding the link between emotional disinhibition and creativity.



## **IS-6 Ipsative analysis of the Riverside Situational Q-Sort: Converging evidence with the DIAMONDS model**

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Very recently, the publication of the DIAMONDS model (Rauthmann et al., 2014) represented a milestone in the attempts to explore situations' according to underlying dimensions using the Riverside Situational Q-Sort. The RSQ was developed in order to assess the appraisal of a situation by an individual, but its factor structure has been scarcely investigated. In addition, it is applied in an ipsative format that has a number of advantages, but also a few disadvantages. Most importantly, directly comparing 89 items requires a high cognitive load. The present study aims to apply an ipsative factor analysis model (Brown & Maydeu-Olivares, 2013) for investigating the factor structure of the RSQ. We used a sample of 600 college students and performed different analyses in order to uncover this structure. A nine factor model fitted best to the data in terms of absolute fit ( $\chi^2(621)=642.59$ ,  $p=0.26$ ) and relative fit ( $RMSEA=.008$ ;  $CFI=.98$ ;  $TLI=.97$ ;  $SRMR=.03$ ). Interpretation of the factors yields converging evidence with the DIAMONDS model. This research has important implications in order to develop shorter situational scales, given the high cognitive demand that the RSQ currently represents. Implications for future research on person-situation transactions will be discussed.

## **PA-8 The relationship between objective and subjective wealth is moderated by financial control and mediated by money anxiety**

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Prior research has shown that the subjective perception of wealth might be affected by individual differences, such as one's love of money, level of aspirations or materialistic inclinations. We propose a model of subjective wealth that controls money attitudes and objective wealth. This model goes beyond the recently published research in providing insight into the objective-subjective wealth relationship, because it offers a more nuanced treatment of the effects of money attitudes, by specifically focusing on the financial control and money anxiety dimensions. Subjective wealth has been operationalized as a combination of: (1) the assessment of financial situation, (2) the ability to make ends meet, and (3) the perceived adequacy of income to fulfill one's needs and desires. Objective wealth has been measured by both personal net income and household income. The data were collected from a representative sample of Polish adults in terms of gender and age ( $N = 379$ ). Results show that two dimensions of money attitudes measured with MAQ-25 (Gasiorowska, 2013) affect the subjective perception of objective wealth. Individuals' perceived financial control (the ability to budget, monitor, and control money) serves as a moderator for the relationship between objective and subjective wealth: The relationship between the two variables is stronger for individuals high in financial control. Furthermore, money anxiety (worry and indecisiveness regarding money-related issues) is negatively related to objective measures of wealth and its subjective evaluation, and partially mediates the objective-subjective wealth relationship. Summing up, it seems necessary to examine separate dimensions of money attitudes, because their impact on the relationship between objective and subjective indicators of wealth varies. Understanding the factors that influence one's financial satisfaction or perceived economic well-being is very important, because financial satisfaction seems to be a better predictor of psychological well-being than objective level of income.

## **PO1-28 The influence of the executive function and task difficulty on college students' mental folding and unfolding, and the mechanism involved**

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The study is devoted to investigate the influence of the executive function and task difficulty on college students' mental folding-unfolding. The research followed a 2 (executive function)  $\times$  2 (task difficulty) experimental design. 74 subjects participated in the official test. The results show the following: Both the executive function and the task difficulty have a remarkable effect. The high-executive function subjects have higher accuracy rate over the low ones. The accuracy rates of easy tasks are significant higher than those of hard tasks. There is no significant discrepancy between the two. The analysis of the two aspects, eye-movement trajectory as a whole and eye-movement index of region of interest, shows that the high-executive function level subjects spend less fixation duration and less fixation times than the low-executive function level subjects. The easy tasks have less fixation duration and fixation times than those of hard tasks. Both groups were more concentrated in the options. The conclusions are as follows: Executive function and task difficulty are two important factors affecting the mental folding-unfolding performance. The higher the executive function's level, the better the performances are; the easier the tasks, the better performance on mental folding and unfolding. The analysis of the two aspects, eye-movement trajectory as a whole and eye-movement index of region of interest, shows that executive



function and task difficulty have important influence in the eye-movement index. Both the two groups were inclined to adopt Gestalt strategy and rule-deleting strategy.

## **PO1-43 The mediation effect of trait anger between global stress and dangerous driving behavior**

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The relationship between personality and driving safety has been studied a lot. In modern society, stress is a popular phenomenon that affects almost everyone, but the joint effect of global stress and personality on driving behavior have received little attention. This study aimed to explore the impact of global stress and various personality traits on driving behavior. Three personality trait scales, including trait anger, sensation seeking, and altruism, were used to measure drivers' personality. The Perceived Stress Scale-10 (PSS-10) was used to measure the global stress. The Dula Dangerous Driving Index (DDDI) was used to measure drivers' driving behavior. 242 drivers completed these scales voluntarily. The results showed that sensation seeking, trait anger and global stress were significantly positively correlated with negative cognitive/emotional driving, aggressive driving, and risky driving. But altruism was negatively correlated with aggressive driving and drunk driving. Hierarchical multiple regressions were applied to analyze the mediating effect of personality traits, and the results showed that trait anger mediated the effect of global stress on negative cognitive/emotional driving and aggressive driving. Drivers with higher global stress showed more dangerous driving behavior than lower ones, but more importantly, the personality traits mediate the effect of stress on driving behavior. The findings from this study regarding the relationship among trait anger, global stress, and dangerous driving behavior could have implication on the development of intervention programs for stress and anger management in order to improve drivers' ability to manage emotional thoughts and adjust their behavior on the road.

## **PO2-6 The study of personality traits through language in the Turkmen context**

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*Viliahmedova R, Turkmen Association of Psychology, Turkmenistan*

*Jumayeva M, Turkmen Association of Psychology, Turkmenistan*

The aim of our study was to apply the psycho-lexical ideas as described in studies by De Ellis, Angleitner, Ostendorf, and others. The context for this study was the Turkmen language and culture. We made use of 145 people, consisting of schoolchildren, students, and parents. In the course of the study we highlight the 3 groups of individuals within a system of categories distinguished preliminary characteristics. We made a distinction between personal language of personality, that is used by a single member of the linguistic community, and a common language of personality derived from large-scale descriptive and taxonomic studies. Our group did 3 self-description and 9 judgments about other well-known targets for 18 characteristics of your choice (personal language). They also evaluated the same goals in 18 paragraphs (a list of standard adjectives in relation to the personality), and is aimed at the formation of the basic descriptive indicators of personality for the Turkmen language. It was predicted and confirmed that judgment with knowledge of the structure of personality with great ingenuity, than judgment based on only one language. A year later, all the goals were linked to the same concepts and 69% of the study differed constancy judgments, and also forms the desire to study the culture, traditions being swept under the rug of other linguistic communication, which is very valuable in our time, for the purpose of good communication, good relations and peace between the people of the entire world community.

## **IS-10 Various ways to popularity: The social consequences of within-person variability**

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Individuals do not only differ in how they typically feel and behave (i.e., personality traits, personality state levels), but also in how much they fluctuate in their feelings and behaviors across time and situations (i.e., within-person state variability). While personality traits were found to have important consequences on social outcomes, the social effects of personality states, particularly of within-person state variability, is still unclear. We investigated the social consequences of personality states within a laboratory study (N





= 311) and an intensively designed experience-sampling field study ( $N = 124$ ), thereby distinguishing between three important conceptual aspects: (1) Between state level and variability of self-esteem, affect, and behavior, (2) between three situational levels, i.e. across all situations (i.e., overall variability), across classes of situations (i.e. flexibility), and within classes of situations (i.e., fragility), and (3) between “getting ahead”- and “getting along”-types of social outcomes. Results highlight three main conclusions: First, within-person state variability adds to the understanding of social consequences. Second, variability concerning observable personality states (i.e. behavioral variability), has stronger effects on “getting ahead”- and “getting along” than the variability of self-esteem and affect. Third, the distinction between different types of variability is important because flexibility vs. fragility indices revealed distinct relations to social outcomes. These findings provide insights into the complex interplay of intrapersonal dynamics and interpersonal consequences and improve our understanding of when and how different types of variability are socially (mal) adaptive.

### PA-3 Exploring personality traits and subjective well-being in children

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Considering the relationship between subjective well-being and personality traits, it is known that personality factors have emerged as possible subjective well-being indicators. The aim of this study was to verify the relation of personality traits and the subjective well-being in 148 Brazilian children aged between five and 11 years. The children were primary and elementary schools students of Rio Grande do Sul, Brazil. The instruments were: the positive and negative affect for children, the Children Life satisfaction, and the personality traits scale for children. Results showed that positive emotions correlated positively with some dimensions of life satisfaction, as family and friends and with the traits of extroversion and sociability. Negative emotions were positively correlated with neuroticism traits and psychoticism. These findings are similar to correlations found in adults, as well as broaden the understanding between subjective well-being and personality traits in childhood.

### PA-14 What happened mr. Eysenck? Evaluating the structure of the EPQ-R in a very large international dataset

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The Eysenck Personality Questionnaire is amongst the most used instruments to assess personality traits. The theory behind it suggests a four-factor structure composed of psychoticism, neuroticism, extraversion and lie. In the present investigation we used data from 43,122 people from 34 different countries collected over the years by Eysenck and his colleagues. In the first step of the data analysis we used CFA and ESEM to investigate if the presumed four-factor structure is consistent. The result showed the four-factor structure does not fit the data both in the CFA analysis ( $\chi^2[3909]=279470.383$ ; CFI=0.724; RMSEA=0.040) and in the ESEM analysis ( $\chi^2[3651]=130117$ ; CFI=0.873; RMSEA=0.028). The second step split the dataset in two random subsets, training set and test set (stratified by country), in order to conduct 30 exploratory factor analysis, from 1 to 30 factors, in the training set. The exploratory factor analysis showed that the solution that is closer to a good data fit is the solution with eight factors ( $\chi^2[3313]=33224.16$ ; CFI=0.94; RMSEA=0.02), since the other solutions with a higher CFI presented factors with less than two loadings equal to or over .40. In order to try to improve the fit of the eight factor model, items with loadings lower than .40 in each factor were deleted. The results indicated that the eight factor model achieved a good data fit ( $\chi^2[1370]=14784.103$ ; CFI=0.962; RMSEA=0.021). Lastly, we used the test set to investigate the invariance of the eight factor model, compared to the training set. The configural invariance model ( $\chi^2[2740]=29977.445$ ; CFI=0.961; RMSEA=0.021), the weak invariance model ( $\chi^2[3164]=20138.115$ ; CFI=0.976; RMSEA=0.016), and the full invariance model ( $\chi^2[3225]=20075.224$ ; CFI=0.976; RMSEA=0.016) presented adequate fit. The eight factor model will be presented, and consequences to the Eysenck theoretical model will be discussed.

### PA-5 Individual differences in strategies of other-directed emotion regulation

*Gonzalez, F., University of California, Berkeley, USA*  
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Most emotion regulation research has focused on intrapersonal processes, rather than on the interpersonal aspects of emotion regulation, but past research suggests more than 90% of emotion regulatory episodes occur in the presence of other people (Gross et al., 2006). We address individual differences in the ways people try to regulate the emotions of others with the ERQ-Other, a version of the Emotion Regulation Questionnaire (Gross & John, 2003) adapted across 6 samples (total  $N=1615$ ) to study interpersonal regulation. Because we expected Acceptance to be a particularly common interpersonal regulation strategy, we added it as part of the





measure. We defined Acceptance as accepting another's emotions with no expressive attempts at regulation. Participants completed the new ERQ-O, and well-being and social outcome variables. The 3 new scales were internally consistent (across samples average: Reappraisal  $\alpha=.82$ , Suppression  $\alpha=.82$ , Acceptance  $\alpha=.79$ ) and formed 3 distinct factors. Attempts to regulate the emotions of another person showed a healthier pattern than self-regulation. Participants reported using suppression less for others than for self ( $M_{Other}=2.60$ ,  $SD=1.13$ ,  $M_{Self}=3.80$ ,  $SD=1.17$ ,  $t(120)=9.83$ ,  $p<.01$ ), reappraisal more for others than for self ( $M_{Other}=5.15$ ,  $SD=.84$ ;  $M_{Self}=4.94$ ,  $SD=.94$ ,  $t(114)=3.38$ ,  $p<.01$ ), and acceptance more for others than for self ( $M_{Other}=5.08$ ,  $SD=.85$ ,  $M_{Self}=4.42$ ,  $SD=.86$ ,  $t(120)=6.51$ ,  $p<.01$ ). Each strategy was significantly associated with an interpersonal measure of well-being, the Ryff Positive Relations with Others scale ( $r_{Suppression}=-.42$ ,  $p<.01$ ;  $r_{Reappraisal}=.26$ ,  $p<.01$ ;  $r_{Acceptance}=.42$ ,  $p<.01$ ), showing the relation of these strategies to an interpersonal domain of well-being. Peer reports indicated that Acceptance (correlation=.38), more than Reappraisal (correlation=.16), was associated with perceptions that someone "Is able to put emotionally difficult events into proper perspective." illustrating that interpersonal regulation processes have different implications for well-being and social outcomes than their intrapersonal counterparts.

## IS-2 Finally, the time is right to measure behavior

*Gosling, S.D., University of Texas, Austin*

For years researchers have been decrying the field's reliance on self-report and laboratory measures of behavior. But until recently, psychological scientists had no viable alternative. However, that excuse is now no longer tenable. With the advent of mobile and smartphone sensing and the widespread availability of other traces of real-world behavior (e.g., residues of behavior scraped from online sources), the field of psychology can finally being to assess behavior unobtrusively as it unfolds in the natural stream of behavior. Of course, such methods will require that psychologists forge new interdisciplinary collaborations (e.g., with computer scientists) and learn new methods of data handling and analysis. But these obstacles are worth overcoming because doing so will allow the field to realize its potential as a truly behavioral science.

## IS-9 The end (of self-reports) is nigh: New methods in personality science

*Gosling, S.D. (convener), University of Texas, Austin*

With any luck, the days of our field's overwhelming reliance on self-report rating methods are nearing an end. A new generation of creative researchers is making innovative use of new methods and analytic techniques to gather the data that fuel our field. This symposium will showcase five such methods. Each talk will draw on the researchers' experiences of using the methods to provide guidance to investigators interested in integrating such methods into their own studies.

## PA-6 Genetic polymorphism of 5-HTTLPR associated with posttraumatic stress disorder.

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*Li, X., General Hospital of Hainan Province, Haikou, China*

*Guo, J.C., General Hospital of Hainan Province, Haikou, China*

*Jiang X.L., General Hospital of Hainan Province, Haikou, China*

The objective was to investigate the correlation of genetic polymorphism in the promoter of the serotonin-transporter-linked polymorphic region (5-HTTLPR) in posttraumatic stress disorder (PTSD) patients. Polymerase chain reaction (PCR) amplification and amplified fragment length polymorphism (AFLP) were performed to type 5-HTTLPR promoter polymorphism in 57 patients and healthy controls with the same case. The genotype and allele frequency distribution were analyzed and compared through case-control study. The results were as follows: The cases of genotype of LL, SL and SS in patients were 5, 16 and 36 separately but which in control were 16, 22 and 19. Fewer patients tended to be of L genotype (22.8%) than controls (47.4%), but the S genotype in patients (77.2%) was higher than which in controls (52.6%). The analysis showed that there was significant association in genotype and allele frequency distribution between patients and controls. We conclude that the research showed that PTSD symptoms were significantly associated with 5-HTTLPR genetic polymorphism.



## **PO1-2 Big Five personality traits of hospital nurses as predictors of their job performance rated by supervisor**

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The Big Five personality traits, especially conscientiousness, have repeatedly been found to predict job performance. However, the relative importance of the traits may depend on characteristics of the particular job. The purpose of our study is to assess how the Big Five traits predict supervisor-rated job performance among hospital nurses. 114 nurses from the Children's University Hospital in Bratislava, Slovakia were included in the sample. They filled out the Big Five Inventory (John & Srivastava, 1999) and, subsequently, every nurse was independently evaluated by his or her head nurse on visual analogue scales in four work-related areas: theoretical expertise, practical skills, effective decision making, and the quality of their personal approach to patients. Series of multiply regression analyses were performed with Big Five traits of nurses as predictors, and with the evaluations by the head nurses as dependent variables. Length of practice and social desirability were included in the model as control variables. Only conscientiousness predicted positively the supervisor ratings in all areas (beta coefficients ranged from 0.34 for effective decision making to 0.38 for theoretical expertise). No other traits showed a significant relationship with any of the supervisor ratings. The length of practice positively predicted the supervisor ratings in almost all areas except for personal approach to patients. The preliminary analyses confirmed the importance of conscientiousness in job performance in such a specific job as hospital nurse. Socially relevant traits (agreeableness, extraversion) showed no effect on supervisor ratings.

## **PO1-22 Neuroticism and extraversion shape affective forecasting**

*Hansenne, M., University of Liège, Belgium*

*Christophe, V., University of Liège, Belgium*

Recent literature exploring the link between personality and affective forecasting is far from clear; some data show a direct link between personality and affective predictions, whereas other data report a personality neglect effect occurring during affective prediction. In order to clarify and extend the findings about the impact of personality on affective forecasting, the aim of this study was to investigate the relationship between personality and affective prediction about academic performance among undergraduate students. Participants were asked to predict their emotional reactions on a 7-point Likert scale in regard to an important exam's result two months prior obtaining their results. At the same time, personality was assessed with the Big Five Inventory. All the participants were contacted by SMS 8 h after the results were available and were requested to rate their actual emotional feelings on the same scale. Results show negative correlations between neuroticism and both predicted and experienced feelings. Moreover, extraversion is positively correlated with predicted feelings, but not with experienced ones. No significant correlations were observed for Agreeableness, Conscientiousness, and Openness. In conclusion, the study provides additional evidences of the importance of individual differences on affective forecasting. More particularly, neuroticism and extraversion play a role as factors modulating the emotional prediction about academic performance among undergraduate students, confirming that neuroticism induces a negative view about emotional coping of future event, and that extraversion produces a positive view of future.

## **IS-9 Assessing people's everyday behaviors: how can mobile sensing help?**

*Harari, G.M., University of Texas, Austin*

Personality research aims to describe and understand the characteristic patterns of thought, feeling, and behavior that distinguish individuals from one another. Yet, existing procedures for measuring personality have relied almost entirely on self-reported thoughts, feelings, and behaviors. Consequently, we know very little about how people differ in terms of their actual behavior. Recently, advances in sensor technologies have made it possible to use smartphone sensors to provide researchers with an array of objective measures of behavior. Smartphone sensor data can also be combined with participants' self-reports and location data to effectively capture the person, their behavior, and their situational information. The present talk will use a series of studies to demonstrate how sensing methods can be used to measure individual differences in people's everyday behaviors. The studies will highlight the breadth of behavior and the fidelity of measurement that is possible using sensing methods. I will discuss analytic techniques (e.g., finely grained estimates of stability) that can be used to examine the behavioral patterns over time. For example, in one study I will show how we used a sensing application installed on participants' smartphones to collect data on participants' daily social interactions, activities, and locations throughout an academic term. The resulting data revealed moderate to high stability estimates for people's everyday behaviors, which varied across social interactions, activities, and locations. I will also discuss practical, technical, and analytic challenges to undertaking sensing research, and offer some solutions to these challenges. Overall, the studies demonstrate the viability of using sensing methods for measuring people's personalities in the context of their natural lives. The prevalence of smartphone use worldwide suggests psychologists may be on the brink of a new era in understanding behavioral manifestations of personality in daily life.



## SY-1 Emotional responses and DBD

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Disruptive Behavior Disorders (DBD) such as Oppositional-Defiant Disorder (ODD) and Attention-Deficit/Hyperactivity Disorder (ADHD) arise through multiple pathways, and abnormal temperament traits and emotion are contributing factors. While ADHD is often associated with abnormally high positive emotionality, ODD is characterized by abnormally high negative emotionality. Children with DBD may exhibit abnormal physiological responses for positive and negative emotions, such as happiness and fear, but this has been understudied. This research project evaluated associations between the autonomic physiology of positive and negative emotion and common childhood DBD. Eighty-four children (41 with ADHD; 23 with ODD) aged 6-12 years participated. Symptoms and diagnosis were assessed via semi-structured clinical interviews with parents and rating scales completed by parents and teachers. While viewing short emotion eliciting film clips that elicited happiness or fear, participants' skin conductance (SCL) was measured; higher SCL indicates more emotional reactivity. There was a significant three-way interaction effect for Emotion Type by ADHD Diagnosis by ODD Symptoms,  $F(2,237) = 3.56, p = .03$ . Post-hoc analysis indicated that the association between ODD symptoms and SCL to happiness-eliciting stimuli significantly differed based on ADHD diagnosis. For those with an ADHD diagnosis, fewer ODD symptoms were associated with greater SCL, while – for those without ADHD—higher ODD symptoms were associated with greater SCL ( $t[237] = 2.084, p = .038$ ). In contrast, the association between higher ODD symptoms and greater SCL to fear-eliciting stimuli was only significant in children without ADHD ( $t[237] = 2.316, p = .021$ ). We concluded that abnormally high emotional reactivity to negative emotions, particularly fear, may increase risk for ODD irrespective of comorbid ADHD status. Yet, abnormally high emotional reactivity to positive valence, such as happiness, appears to be associated with both non-comorbid ODD and ADHD. These results are consistent with multiple pathways to DBD.

## KN-5 Rethinking Personality Psychology

*Hogan, R. Hogan Assessment Systems, USA*

Humans are the most dangerous life form on earth; it might, therefore, be useful to know something about the operating characteristics of this invasive species. Personality psychology concerns the nature of human nature; what does it tell us about people? It depends on whom you ask. Currently there is one well-known and one less well-known answer. Trait theory provides the well-known answer; it tells us that: (1) people are reliably different; (2) the differences between them are rooted in biology; (3) the differences can be quantified using a relatively small number of dimensions; and (4) these dimensions predict a range of significant life outcomes. Trait theory has been hugely successful from an empirical perspective; nonetheless, it suffers from two conceptual problems that limits its usefulness as a guide to human nature. The first problem concerns the fact that traits are used both to predict and to explain behavior, and this is tautological—e.g., Mike Tyson is aggressive because he has a trait for aggressiveness. The second problem concerns the fact that trait theory is an intrapsychic model of personality, in which: (1) everything of importance in personality happens inside the psyche; (2) social interaction is driven by intrapsychic activity; (3) we must solve our intrapsychic issues before we can live productively with other people; (4) self-knowledge comes from introspection; and (5) identity—who we think we are—is more important than reputation—who others think we are. A less well known account of human nature comes from evolutionary psychology and role theory (socioanalytic theory). This interpersonal model of personality tells us that people always live in groups and that every group has a status hierarchy. This means that: (1) life is about building relationships and acquiring status; and (2) the goal of personality assessment is to predict individual differences in the ability to get along and get ahead. In interpersonal theory: (1) the important events in life happen during social interaction, not in intrapsychic privacy; (2) present intrapsychic activity reflects past (or intended future) social interaction; (3) learning to live productively with others will fix our intrapsychic issues; (4) self-knowledge comes from social feedback not introspection; and (5) reputation is more important than identity. Trait and socioanalytic theories focus on different phenomena, make different predictions about life outcomes, and lead to different assessment models. Trait theory concerns personality structure and ignores la situation humaine; socioanalytic theory concerns personality structure and dynamics and warns us that life is a struggle punctuated by occasional moments of joy.



## **PO2-44 How interindividual differences in personality and affectivity influence cognitive training**

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*Kodzhabashev, S., University of Bern, Switzerland*  
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In the search of stable and replicable transfer effects of cognitive training the isolation of mechanisms or factors which moderate transfer effects is a growing part with high relevance for training research. Especially, interindividual differences in personality and affectivity are found to be a promising source for instable training outcomes. In the present study 53 university students were assigned either to 20 sessions of adaptive working memory training including continuous reaction monitoring or of standard working memory training. Training transfer on executive functioning and intelligence measures was measured using a pretest – posttest design. Considering individual differences in personality, we found that interindividual differences in neuroticism and consciousness determine the effectiveness of cognitive training and transfer results. Regarding affectivity, the affective reaction to everyday training influences transfer to non-trained tasks. Individuals reacting with high frustration to a demanding task seem to train more efficient than individuals who report primarily feelings of pleasure during everyday training. Furthermore, emotional regulation abilities were found to influence training outcome as well as training task preferences. Our research provides evidence for the important role of interindividual differences in personality and affectivity regarding cognitive training outcomes. We propose that the measurement of those traits has to be considered when evaluation training effects and needs to supplement the methodological standards of training research. Furthermore, when implementing cognitive trainings, the consideration of interindividual differences can improve the effectiveness of such interventions.

## **PA-7 the interpersonal situation as an integrative framework for connecting test data to the interpersonal interactions**

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*Good, E.W., Michigan State University, USA*

The interpersonal situation, as described in Contemporary Integrative Interpersonal Theory (CIIT), provides a framework for connecting assessment data to interpersonal encounters by integrating trait, affect, interpersonal, and object relations theories of personality, psychopathology, and social interaction. Previous research has shown how the interpersonal situation connects to empirical models of the structure of personality and psychopathology, process models of basic affective and interpersonal experiences, and models of interpersonal dynamics. In this paper, we will review the interpersonal situation, with a focus on expectable and testable patterns of interaction that might be indicated by the presence of high scores on a range of personality and psychopathology constructs including personality disorders, pathological traits, and emotional disorders. We hope to provide a framework for connecting nomothetic assessment data to idiographic patterns.

## **IS-10 Real-life behavioral processes underlying the association between personality and the development of emerging peer relationships**

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*Geukes, K., University of Münster, Germany*  
*Küfner, A.C.P., University of Münster, Germany*  
*Nestler, S., University of Münster, Germany*  
*Back, M.D., University of Münster, Germany*

Previous research has consistently shown that personality influences both the quality and quantity of a variety of social relationships. Recent studies focusing on the association between personality and peer relationships found that personality can predict the selection of friendship in newly developing relationships. However, these studies have primarily relied on cross-sectional questionnaire data or on longitudinal designs with long time intervals. Consequently, relatively little is known with regard to the concrete mechanisms underlying the association between personality and relationships outcomes. The aim of the present study was, therefore, to examine the micro-processes in real life daily interactions that can explain the associations between personality and newly developed peer relationships in young adulthood. We examined a cohort of 130 Psychology freshmen from zero acquaintance repeatedly over one year. Participants provided self- and informant-reports of agentic (e.g., extraversion, dominance) and communal (e.g., agreeableness, warmth) personality traits. In addition, they rated their own and their peers' behavior for each of their everyday mutual interactions by means of event sampling and their relationship impressions using weekly online diaries. Findings reveal that real-life social interaction behaviors indeed mediate the longitudinal interplay between personality and the development of social relationships. Agency predicted social status and being seen as a leader, which was mediated by the expression of dominant interaction behaviors.



Communion, on the other hand, predicted friendship quality and being liked by through the expression of friendly behaviors. Agentic traits were found to be important for the development of relationships in the initial phase of acquaintance but less so in later phases, whereas the opposite was true for communal traits. In sum, these findings support the longitudinal social interaction approach to the dynamic interplay of personality and social relationships and call for more studies incorporating both long-term measures as well as short-term real-life behavioral assessments.

### **PA-4 Relationship of hardiness, optimism and professional life stress among house-job doctors**

*Jamal, Y., Effat University, Jeddah, Kingdom of Saudi Arabia*

This study investigated of relationship of hardiness, optimism and professional life stress using a convenience sample of 200 (118 male and 82 female) house-job doctors serving in five public teaching hospitals of Lahore, Pakistan. A cross-sectional survey research design was used in this research. The house-job duration ranged from 3 to 12 months and 93% of the participants were unmarried. Written informed consent was obtained from each of the participants before data collection. Hardiness was measured through Personal Views Survey, Third Edition, (Maddi, 2002) on the basis of three dimensions namely commitment, control and challenge. Optimism (Carver & Scheier 1989) was used to measure optimism of the house-job doctors. Professional Life Stress Scale (Fontana, 1989) was used to measure the stress level of the participants. Written permission for using the above mentioned scales was obtained from the corresponding scale authors. All the scales were individually administered to the participants in their respective offices. The SPSS (version 20.0 for window) was used for data analyses. All the scales exhibited satisfactory level of internal consistency. Consequently, further statistical analyses were performed on the whole sample. Pearson Product Moment Correlation Analysis revealed that hardiness is statistically significantly negatively correlated with professional life stress. The present findings provided new information about hardiness, optimism and professional life stress pertaining to house job doctors in Pakistan. These results have implications for training and counseling of house-job doctors.

### **PA-3 Designing a program for developing self-esteem of gifted children**

*Jamalallail, M., Arabian Gulf University, Kingdom of Bahrain*

Self-esteem implies a person's overall self-worth, self-respect, and self-value. It helps a person to maintain good mental health, personality, and achievement. Gifted students face sometimes emotional problems, which cause decrease in their self-esteem. Examples of such emotional problems are loneliness, anxiety, and depression. For this reason, it is important to design a counseling program that meets the self-esteem needs of gifted students. The available counseling programs focus on developmental aspects only, to the best of the writer's knowledge. The proposed program focuses on both clinical and developmental counseling by applying psychoanalytic play therapy. The program should increase social interaction, assertiveness, and confidence in self. The proposed program consists of theoretical background on the Rational Emotive Behavior Therapy, counseling procedures and therapeutic interventions.

### **PA-21 Neighborhood disorder and quality of life: the mediating role of place attachment and identity-related variables**

*Jaśkiewicz, M., University of Gdańsk, Poland*

*Besta, T., University of Gdańsk, Poland*

There are some ambiguities in the field of research on the link between neighborhood disorder, place adherence, and quality of life. For example, on one hand, positive emotions are predictors of attachment, so disorder that causes negative emotions should be related negatively. On the other hand, residents strongly identify also with neglected districts, probably with rather higher levels of disorder (Lewicka, 2012). We explored the paths of influence of neighborhood disorder on the quality of life in a city. The another aim of our studies was to analyze possible mediators of this relationship and validate the model based on the mediating power of place adherence (place attachment, place identity and fusion with the city). In two studies (N=196 and N=185), inhabitants of TriCity (Gdańsk-Sopot-Gdynia) agglomeration participated. We used the measures of subjective perception of disorder, place attachment (Lewicka, 2012), place identity (Lewicka, 2012), fusion with the city (Besta, Gomez & Vazquez, 2014) and urban quality of life (Jaśkiewicz and Besta, 2013). We conducted analysis of mediation based on bootstrapping procedure. In the first study, analysis revealed that local identity was a mediator between neighborhood disorder and quality of life. In Study 2, we used the measure of overlapping personal and communal identity: fusion with the city. Again, fusion with the city mediate the relationship but only among individuals with a lower attachment „inherited” (affective link in this kind of attachment is more rooted in a family context and intergenerationally transmitted). Our research replicated and extended previous findings on the association between neighborhood disorder and various well-being measures by introducing potential mediator of this relationship. Moreover, the results suggest compensatory mechanism among highly attached (subscale „inherited”, Lewicka 2014) individuals, for whom neighborhood disorder seems to have the less impact on their quality of life and self-definitions.



## IS-14 The neuroscience of individual differences in creativity

*Jauk, E., University of Graz, Austria*

*Benedek, M., University of Graz, Austria*

*Beaty, R.E., University of North Carolina at Greensboro, USA*

*Neubauer, A.C., University of Graz, Austria*

Creativity is a driving force underlying the progress of human civilization. While human creativity has long been considered an elusive construct, psychological research on creativity has made considerable advancements in the demystification of both the creative process and the creative person: The generation of creative (i.e., novel and useful) ideas is nowadays regarded as a common cognitive process and individuals are known to vary in their ability to come up with creative ideas. This variation in creative potential was found to be closely tied to individual differences in cognitive capacity on the one hand and personality factors – particularly openness to experience – on the other. Based on a prescreened participant pool, we conducted a series of MRI experiments to study functional, structural, and functional connectivity correlates of interindividual differences in creative potential. On a functional level, the generation of novel ideas is associated with brain regions and networks that are of relevance to goal-directed (executive) processes. On the structural level, creative potential is associated with increased gray matter volume in default mode network (DMN) structures. Finally, connectivity results showed that DMN and executive networks display higher coupling in creative individuals, and that DMN network characteristics are associated with individual differences in openness to experience. Taken as a whole, these findings suggest that the ability to generate creative ideas draws upon intelligence-related executive processes as well as brain characteristics more closely tied to personality. These findings help to reconcile different perspectives on individual differences in creativity and support the view of creative potential as a trait standing in the intersection of ability and personality factors.

## POI-15 Emotional competence fosters interpersonal attraction in brief acquaintance situations. Evidence from a speed dating study.

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*Freudenthaler, H.H., University of Graz, Austria*

*Chloupek, L., University of Graz, Austria*

*Neubauer, A.C., University of Graz, Austria*

While it is well known that emotional competence has positive effects on romantic long-term relationships, little is known about its effects in brief acquaintance situations. Can emotional competence increase opposite-sex attraction? Can emotional competence be consciously perceived and rated by others? We conducted a speed dating study to gain insights into these questions. Speed dating paradigms have high ecological validity as they allow for genuine interactions between people and real mate choices are made. We assessed participants' trait and ability emotional intelligence, big five personality traits, and physical attractiveness in  $N = 105$  heterosexual individuals (52 women). Participants rated each dating partner's mate appeal for short- and long-term relationships and indicated whether they would like to meet him or her again. Results indicate that women show a preference towards men who appear to be empathic and confident. Men prefer women who are physically attractive and appear to be empathic. Interestingly, trait emotional intelligence had a direct impact on speed dating outcomes only in women, but not in men. This pattern of results suggests that only women's self-presentation is in line with their measured trait emotional intelligence. Taken together, results show that perceived and measured emotional competence impacts perceived attractiveness even within brief periods of time, and the effects seem to be highly sex-specific.

## SY-6 Defining and Assessing Socio-emotional Characteristics in Schools: Structure, measures, change, and school effects

*John, O.P., UC Berkeley, USA*

*Santos, D., Universidade de São Paulo, Brazil*

The personal, social, and emotional skills (e.g., persistence, goal-setting, emotional control, empathy, creative imagination) that children need to succeed in school have long been of interest to psychologists. However, these kinds of individual-difference characteristics have been studied from many perspectives and different disciplines. The goal of this symposium to bring together researchers from Brazil, Belgium, and the United States to share their research and start a dialogue among researchers about the concepts and how to measure them, with an emphasis on large-scale assessments in schools. Four empirical presentations will report on recent research in Brazil and the US examining the structure, measurement, and plasticity of five major domains of socio-emotional characteristics. Discussion among presenters and the audience will focus on the promises and challenges of studying and promoting these noncognitive characteristics in schools.



## **SY-6 Towards a taxonomy for socio-emotional characteristics: Factor analyses of grit and gratitude, verve and virtue**

*John, O.P., UC Berkeley, USA*  
*Mauskopf, S., UC Berkeley, USA*

Noncognitive or “socio-emotional” characteristics have become a focus of interest in positive psychology, personality, and education. Researchers in psychology and education, as well as teachers, parents, and school administrators have long known that schools are both social and emotional places. Socio-emotional characteristics are enjoying renewed interest as so-called “21st century skills”-competencies considered increasingly important for individual development and functioning as our world becomes increasingly interconnected, complex, and collaborative. These constructs (e.g., creativity, collaboration, grit, valor, verve, zest) are of interest to personality researchers because they originated from the humanistic tradition, Carl Rogers, and positive psychology (e.g., Duckworth & Yeager, 2015) and may therefore complement previous research based on lexical items that led to the discovery of the Big Five traits. In present research, we examined 219 items written to assess the noncognitive, socio-emotional, and 21st century “character qualities” previously identified by Fadel (Trilling & Fadel, 2009) and his team at the Center for Curriculum Redesign (CCR). These items were administered in self-report format to samples of students and adults, total N=600), along with the Big Five Inventory. Correlational and factor analyses showed five distinct socio-emotional factors, which broadly resembled the familiar Big Five personality domains but differed by emphasizing positive strengths. Engagement with others was defined by charisma, social presence, leadership, zest, and courage. Compassion was defined by empathy, respect, valuing harmony with others, gratitude, and inclusiveness. Goal orientation was defined by work ethic, focus, high standards, results-orientation, and grit. Emotional Resilience was defined by equanimity, serenity, patient acceptance of delays or setbacks, and practicing self-kindness. Passion for Learning (or the Inquiring Mind) was defined by inquisitiveness, exploration, mental flexibility, self-reflection, appreciation for diversity, and creativity. Connections between other conceptions of socio-emotional learning and these broad domains are discussed. We hope these findings may help communication and integration of research findings across traditional disciplines and paradigms, such as education, psychology, and economics.

## **PO2-17 Overconfidence’s relation to narcissism and self-esteem: The influence of context of judgment.**

*Johnson, E.A., University of Manitoba*  
*Neufeld, D., University of Manitoba*

Overconfidence has been linked to situational variables, such as difficult tasks (Brenner, 2003), and to individual differences, such as narcissism (John & Robins, 1994). Few studies, however, have considered how differences in self-assessment situational variables may affect which individual differences are linked to overconfidence. The present study examined whether the circumstances of testing can be manipulated to reduce the adaptiveness of overconfident judgments and thereby lead to stronger associations of overconfidence with individual differences that are maladaptive (e.g., narcissism) versus adaptive (e.g., self-esteem). Specifically, we hypothesized that overconfidence’s association with narcissism will be evident when (a) self-assessments are made after (vs. before) testing, where some experiential feedback about one’s performance is available; and (b) self-assessments reference relative (vs. absolute) performance, which may tap into narcissists’ superiority beliefs. To test these ideas 258 undergraduate students in Canada completed personality measures, and both self-assessments and objective tests of intelligence and creativity. Self-assessments were made before and after completing objective tests of intelligence (Wonderlic) and creativity (Uses of a brick). Self-assessment criteria referenced performance relative to one’s peers or to an absolute test score. As expected, self-assessments made after testing showed lower overconfidence than those made before. Narcissism was more strongly linked to overconfidence after test-taking than before, whereas self-esteem, an adaptive trait, was more strongly linked to overconfidence before test-taking than after. Relative and absolute self-estimates of performance were highly correlated, and thus did not differentiate the relative strength of overconfidence’s association with narcissism and self-esteem. When overconfidence persists in the face of contradictory experiential feedback it appears increasingly maladaptive and thus, is evident more so among those who are narcissistic than by those who have high self-esteem.

## **PA-20 Shame and depression differentially mediate grandiose and vulnerable narcissism’s relation to four addictive behaviors**

*Johnson, E.A., University of Manitoba, Canada*  
*Ellery, M., University of Manitoba, Canada*  
*Foot, M., University of Manitoba, Canada*

Clinical theory suggests that narcissists, owing to their chronic need to validate their sense of superiority, are at risk for experiencing recurrent feelings of shame and depression when they are unsuccessful. Furthermore, they are thought to be at risk for addictive behaviors as a maladaptive means of regulating these negative emotions. Together, these observations imply that chronic shame





and depressed mood may mediate narcissism's relation to addictive behaviors. Objective: In this paper, I review evidence for this mediational model for four addictive behaviors: gambling, and excessive drug, alcohol, and internet use. Furthermore, because grandiose and vulnerable phenotypes of narcissism have divergent associations with shame and depression, I examine these forms of narcissism separately. Method: Five hundred and eight first-year psychology students in Canada completed an online survey that included measures of grandiose and vulnerable narcissism, shame, depression, gambling, drug and alcohol abuse, and excessive internet use. Multiple mediation was examined using Hayes' PROCESS software. Vulnerable narcissism exhibited consistent positive associations with gambling, excessive internet use, and drinking and these were either fully or partially mediated by shame and/or depressed mood. In contrast, Grandiose narcissism exhibited a non-significant zero-order associations with drinking, gambling, and internet use, but this became a significant positive direct effect when the negative indirect effects of shame and depression were included. Whereas shame and depression partially or fully mediate the relationship of vulnerable narcissism to addictive behaviors, for grandiose narcissism their effect is to strengthen the direct effect of narcissism on addictive behavior, suggesting that they function as suppressor variables.

## **PO2-25 Conceptualizing the structure of FFM personality disorders with empathy**

*Kajonius, P.J., University West, University of Gothenburg, University of Skövde, Sweden*  
*Däderman, A.M., University West, Sweden*

The new section III in DSM-5 suggests pathological personality traits and impairments in personality functioning such as empathy to be used for identifying personality disorders (PDs). Previous research has also theoretically and empirically advocated that psychopathology is related to the general Five Factor Model (FFM) of personality traits. The objective of the present study was to investigate the hierarchical structure of the 10 DSM PD categories using the FFM count technique (Miller et al., 2008), and to conceptualize PDs with empathy dimensions. We measured PDs and 4 dimensions of empathy (emphatic concern, perspective-taking, fantasy, and distress) in a medium-sized community sample. The results showed that higher order factors such as externalizing and internalizing could be applied to PDs based on FFM scores. PD could furthermore be conceptualized using two of the empathy dimensions, low emphatic concern and high distress, and specific PD categories could be conceptualized by using distinct dimensions of empathy (e.g., histrionic PD with high fantasy, or dependent PD with high distress). The discussion concludes that PDs based on self-reported FFM show conceptual validity, and that the presence of symptoms of PDs potentially may be screened in the community population by using empathy measures.

## **PA-1 The American dream in a Swedish representative sample: Personality traits predict life outcomes better than childhood background**

*Kajonius, P.J., University West, University of Skövde, Sweden*  
*Roos, M., University of Skövde, Sweden*

The American Dream is that any individual, not regarding family background, can achieve what they desire, in terms of life, economic liberty, and happiness. An indication of the American dream would be if individual adult personality traits predicted life outcomes better than childhood background. A sample of the Swedish population, representative in age, sex, and occupation (N = 5,280) was measured on adult personality traits, childhood socioeconomic status (SES), and 3 life outcomes – education, income, and life outcome satisfaction. Childhood SES accounted for almost twice the disattenuated variance (22%) compared to personality (12%) in educational attainment, while personality accounted for almost twice the variance (12%) compared to childhood SES (7%) in annual income. Life outcome satisfaction was only predicted by personality (37%) and not by childhood SES (0%). Moreover, particularly the traits extraversion and neuroticism showed a full compensating catch-up effect on high childhood SES in annual income. Expressions of personality may be growing in predictive importance and constitute a societal trademark of the American dream being present. Sweden is a renowned progressive, individualistic, and egalitarian country, which could make the results of wide-reaching interest.

## **IS-11 Behavioral genetics of personality differences and development**

*Kandler, C., (convener), Bielefeld University, Bielefeld, Germany*

In the 21st century, behavioral genetic research has broadened our knowledge about the sources of personality differences and development. Meta-analyses have shown that genetic factors account for about 40% of the variance in personality traits with higher heritability estimates based on twin studies compared to family and adoption studies indicating contributions of nonadditive genetic influences (i.e., gene-by-gene interactions). However, longitudinal studies indicate that heritability estimates of personality traits steadily decrease with age. Genetic factors represent the primary source of long-term continuity of individual differences





in personality, but also account for change – particularly in younger ages. Environmental factors represent the primary source of personality change in every period of life, but they also increasingly contribute to the cumulative stability of personality differences throughout adulthood. In recent years, researchers have begun to use more sophisticated behavioral genetic designs (e.g., co-twin-control or nuclear-twin-family studies) to answer specific personality-related research questions. They analyze pathways between the genetic makeup and behavior as well as the interplay between genetic and environmental factors. In this symposium, we present new findings from recent research on these topics.

## **SY-1 A human and machine-based observational approach to the assessment of anxiety and prediction of biological stress in Autism Spectrum Disorders (ASD)**

*Kaurin, A., Johannes Gutenberg-University, Mainz, Germany*

*Mikita, N., King's College London, UK*

*Hollocks, M.J., University of Cambridge, UK*

*Carter Leno, V., King's College London, UK*

*Aslani, A., King's College London, UK*

*Papadopoulos, A.S., King's College London, UK*

*Harrison, S., King's College London, UK*

*Vidal-Ribas Belil, P., King's College London, UK*

*McDuff, D., Massachusetts Institute of Technology, Cambridge & Affectiva, Waltham, USA*

*Simonoff, E., King's College London, UK*

*Stringaris, A., King's College London, UK*

Anxiety disorders are common in autism spectrum disorders (ASD). However, it is not clear whether youth with ASD express their anxiety in ways similar to typically developing children (TD). Here we compare human and automated observational ratings of children with ASD to age-matched TD during experimentally-induced stress and validate them using self- and parent-reported anxiety ratings and salivary cortisol. Seventeen boys with ASD and 14 TD boys aged 10-16 years underwent a psychological stress test where changes in cortisol were recorded at six time points. Videos of the procedure were rated by independent observers using a standardised schedule; moreover, we explored the diagnostic utility of affect recognition software on a subset of the videos. Five non-verbal cues were identified as valid indicators of anxiety in ASD and these findings were mainly replicated by automated ratings. The items were correlated with parent- and self-reported anxiety and showed discriminant validity. Observed anxiety increased during stress induction in both groups: A repeated measures 2 x 2 ANOVA revealed a significant main effect of time (time point in the stress test) ( $F(1,27) = 22.41, p < .001$ , Cohen's  $d = 0.77$ ), yet no significant main effect of group (ASD/TD) ( $F(1,27) = 2.67, p = .11$ ) nor a significant interaction ( $F(1,27) = 0.001, p = .980$ ). Observed anxiety before stress induction added significantly to the predictive value of parent-reported anxiety for cortisol levels ( $\Delta R^2_{\text{pre-stress}} = .147, p < .05$ ). Automated emotion recognition analyses further supported these findings. We concluded that children and adolescents with ASD and TD produce similarly recognizable anxiety expressions, both under stressful and non-stressful conditions. Moreover, observed anxiety increases the accuracy of stress response prediction in ASD over parent-reported anxiety.

## **PA-19 Courage embodied: exploring the relationship between courage, psychological well-being and somatic symptoms**

*Keller, C., Seattle Pacific University, USA*

*Clark, N., Seattle Pacific University, USA*

*Thoburn, J., Seattle Pacific University, USA*

Courage involves a purpose or goal that is worthy to be pursued in the face of opposition. This opposition involves risk or a threat that may produce fear. Finally, the ability to act despite this opposition likely involves some self-efficacy or internal locus of control. Courage research has received increased attention in recent years, particularly within the field of positive psychology, but little is known about positive health outcomes associated with this trait. Understanding how courage may increase wellness and decrease mental and physical health symptoms may illuminate possible interventions for individuals experiencing somatic symptoms. The purpose of this study is to understand the relationship between courage, somatic symptoms, and psychological well-being (PWB). Specifically, the hypothesis of this study is that PWB mediates the relationship between courage and somatic symptoms. Adult participants ( $N = 204$ ) were given an online survey comprised of the Ryff's Scale of Psychological Well-being, the Woodard Pury Courage Scale-23, and the Modified Somatic Perception Questionnaire. To ascertain somatic complaints of participants over time, a 6-week follow-up Modified Somatic Questionnaire was also administered ( $N = 126$ ). To analyze mediation, a regression analysis with bootstrapping was done using Hayes' PROCESS procedure in SPSS. Preliminary data analysis indicated at baseline and at 6-week follow-up no significant main effect between courage and somatic symptoms. However, the indirect pathways were shown to be significant. Specifically, PWB was shown to mediate the relationship between courage and somatic symptoms; courage



significantly predicted PWB and PWB significantly predicting somatic symptoms. This study provides support for the mediating role of PWB between courage and somatic symptoms. Clinicians may wish to cultivate courage and PWB to decrease somaticizing. Future research should focus on applications of courage in clinical settings, and how a courageous approach to treating somatic complaints can be cultivated through developing positive traits in individuals.

### **PA-9 Facebook use and emotions among university students**

*Kendall, L.M., University of Guyana, Guyana*

Since its launch, Facebook has transformed the way university students communicate. Surmounting evidence has attested to this as well as further indication that Facebook use has the power to affect well-being and levels of envy among students. However, no study has tested this phenomenon experimentally with reference to specifics of envy, narcissism, social support, and positive and negative affect. The current study investigates to what extent participants assigned to make more social comparisons on Facebook, report higher levels of envy and narcissism than those in a neutral condition, or a grateful condition. Further, this study tests whether there is a nexus between time spent on Facebook and social support. The Uses and Gratification Theory is used as a framework for the study to highlight how persons actively seek out mass media to fulfill their expectations. One hundred and forty six university students from a regional University in the South Pacific were exposed to three experimental conditions then completed measures for Facebook Addiction, Facebook Intensity, Envy, Narcissism, Positive and Negative Affect, and Perceived Social Support. To determine whether Facebook use predicted envy, narcissism, friend support, and Positive and Negative Affect, regression analyses were conducted. Time spent on Facebook was significantly related to envy, narcissism, Negative Affect and friend support. This study provides evidence that the more time an individual spends on Facebook, the more envious and narcissistic they become.

### **IS-9 Predicting personality from digital footprints**

*Kosinski, M., Stanford University, USA*

*Youyou, W., Cambridge University, USA*

*Stillwell, D., Cambridge University, USA*

Personality traits are a key driver of 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, we 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 and by talking more broadly about big-data approaches in personality.

### **PA-3 What kind of reflectiveness impedes growth: facets of reflectiveness on different stages of ego development**

*Kostenko, V., National Research University Higher School of Economics, Russia*

A theory of ego development (ED), established by Jane Loevinger (1966), remains one of the strongest theoretical approaches to exploration of personality development. However, the ego development is somehow determined by particular mechanisms. It is the self-awareness, or self-reflectiveness, which was often marked as a key mechanism that advances a person through the stages. At the same time, a holistic approach to the self-reflectiveness seems to be even less reliable than to the ego development. As a possible solution, Leontiev and Osin (2014) propose the model to differential assessment of self-reflection. One positive (Systemic Reflection) and two negative varieties (Quasi-reflection and Introspection) form the model to gain adequacy in representation of the phenomenon. The presentation demonstrates a research that intends to clarify how different types of reflectiveness, basic personality dimensions and well-being indicators proceed and interact at the different stages of personality evolution process. The sample was compounded of participants of summer school for pupils and students in Russia. Age of respondents varied from 14 to 25 ( $M=20.03$ ,  $SD=3.92$ ), size of the sample was 259 (67% of female) participants. Measures included: 1) Russian version of the Washington University Sentence Completion Test (WUSCT) to measure the level of personality development. 2) Differential Test of Reflection (DTR) that contains of 30 items in Russian. 3) Russian version of Big Five Questionnaire made by Caprara et al. (1993) to measure five basic dimensions of personality and social desirability. 4) Satisfaction with Life Scale (SWLS) to measure global cognitive judgments of satisfaction with one's life. First, the positive and negative facets of self-reflectiveness manifested separately through the different stages of ED. Second, there was an ascending linear dependence between systemic reflection and the ED level. There also was a reverse linear dependence for the link between negative types of reflectiveness and the stage of ED. We also

detected a positive association between the ED level and Openness. SWL grows through the stages if social desirability is controlled. Our research demonstrates that while some facets of self-awareness follow growth, others can somehow impede the personality development process. A phenomenon of self-reflectiveness requires further investigation on its connection to personality growth.

#### **SY-7 The personality inventory for DSM-5 (PID-5): an overview of the current literature & advances**

*Krueger, R.F., University of Minnesota, Minneapolis, USA*

The DSM-5 is the first edition of the DSM to include an empirically-based model of maladaptive personality traits. Constructs from this model can be indexed using the Personality Inventory for DSM-5 (PID-5), which can be completed either by the self or by informant reporters. The PID-5 has attracted a good deal of recent research attention, and this presentation will aim to briefly summarize the state of the PID-5 literature. First, I will summarize evidence pertaining to the psychometric characteristics of the PID-5, focusing on evidence for reliability and its utility in delineating the hierarchical structure of personality and psychopathology. Second, I will summarize evidence for the validity of the PID-5, with a particular focus on the burgeoning literature on the PID-5 in diverse languages and cultures. Finally, I will suggest directions for future research, with particular emphasis on novel applications in other literatures, beyond psychiatry and clinical psychology.

#### **IS-14 Neural correlates of DSM-5 personality dimensions in twins**

*Krueger, R.F., University of Minnesota, USA*  
*Silverman, M.H., University of Minnesota, USA*  
*Wilson, S., University of Minnesota, USA*  
*Thomas, K.M., University of Minnesota, USA*  
*Hunt, R.H. University of Minnesota, USA*  
*Malone, S., University of Minnesota, USA*  
*Iacono, W.G., University of Minnesota, USA*

The maladaptive dimensions of personality recently delineated in DSM-5 have been the focus of much recent research. This research has generally aimed to articulate connections between these constructs and other constructs in the literature on personality and psychopathology. However, little is known about neural correlates and genetic and environmental bases of DSM-5 personality dimensions. To fill these gaps in the literature, our group is examining DSM-5 personality dimensions in a large cohort of twins. Our participating twin pairs completed the Personality Inventory for DSM-5 (PID-5) and also a thorough MRI assessment (including e.g., structural and resting state scans). In this presentation, we will report on associations between specific brain regions and DSM-5 personality dimensions. We will also make use of the twin design to begin to parse personality-brain associations into genetic and environmental components.

#### **PA-18 The interaction of personality traits and environmental factors in the prediction of depression in Russian young adults**

*Kuznetsova, V.B., Research Institute of Physiology and Basic Medicine, Novosibirsk, Russia*  
*Knyazev, G.G., Research Institute of Physiology and Basic Medicine, Novosibirsk, Russia*  
*Savostyanov, A.N., Research Institute of Physiology and Basic Medicine, Novosibirsk, Russia*  
*Bocharov, A., Research Institute of Physiology and Basic Medicine, Novosibirsk, Russia*  
*Dorosheva, E.A., Novosibirsk State University, Novosibirsk, Russia*

Literature clearly suggests that personality, and especially neuroticism because of its negative emotionality component, is linked to the depression and affect the reactivity to the negative life challenges (Denollet et al., 2006; Jeronimus et al., 2013; Leandro & Castillo, 2010). However, Caspi and colleagues (2003) pointed out on some inconsistencies in results pertaining to the link between personality and depression, and suggested that genetic-environmental interactions could be responsible due to a possibility of emerging under certain environmental conditions. Nevertheless, relatively few studies have addressed the interacting effects of personality traits in terms of Five Factor Model and contextual factors such as divorce, level of income, substance use in the prediction of depression. The sample was consisted of 276 respondents (74.5 % female) aged from 17 to 42 years ( $M=22.0$ ;  $SD=4.9$ ), mostly they were students of Novosibirsk State University. Respondents completed the BDI-II (Beck, 1996) and the IPIP, validated in Russian sample (Goldberg, 1999; Knyazev et al., 2010). Social factors and substance use were measured by the ASR/ABCL (Achenbach & Rescorla 2003). For prediction of depression, there were significant moderating effects of personality traits and substance use, divorce and the level of financial well-being. The effect of substance use was larger in individuals with higher levels of Neuroticism ( $\beta=.49$ ,  $p<.001$ ) and, surprisingly, Agreeableness ( $\beta=.33$ ,  $p<.01$ ) and was not significant for individuals with lower levels of these traits. And, vice versa, the effect of substance use was more prominent for individuals with lower levels of Extraversion and



Intellect/Openness ( $\beta=.36$  and  $\beta=.44$  respectively, both  $p<.001$ ) and was not significant for individuals with higher levels of these traits. The negative impact of divorce was significant for people with higher level of Consciousness only ( $\beta=.35$ ,  $p<.001$ ), whereas financial well-being was a protective factor for individuals with higher level of Extraversion only ( $\beta=-.32$ ,  $p<.001$ ).

## **IS-3 affected by or affecting the environment? personality development from a transactional perspective**

*Laceulle, O., Tilburg University, the Netherlands*

Stability and change in personality have been extensively studied, providing support for substantial stability, but also for small changes with time and age. Whereas it has long been assumed that stability is mainly driven by genetic- and change by environmental factors, increasing evidence suggests that individuals are not passive recipients of their environments but tend to actively select environments that match and therefore enhance their personality. As such, environmental factors may contribute both to stability and change in personality. A model that may account for this notion is the Correspondence Model, stating that (personality) development is the result of two mutually reinforcing processes: social selection and social influence. Findings will be presented from four studies based on the Dutch TRAILS project, providing support for both social selection and social influence. Specifically, the results indicate that personality and (stressful) environmental factors are associated from late childhood to young adulthood, but that the direction of the effects depends on the personality trait under study. Whereas the social-influence principle adequately describes the association between (stressful) environmental factors and traits related to emotional instability, the social-selection principle may be better fitted for extraversion-related traits. Only for self-control/conscientiousness a fully recursive model was revealed. Future directions will be discussed, including the need for research into the long-term consequences of (mal-) adaptive person-environment transactions.

## **SY-2 Pathways to borderline personality disorder: linking early temperament, maladaptive parenting and borderline personality disorder symptoms at age 11-12**

*Laceulle, O.M., Tilburg University, the Netherlands*

*Winsper, C., University of Warwick, UK*

*Wolke, D., University of Warwick, UK*

*Van Aken, M.A.G., Utrecht University, The Netherlands*

While literature on Borderline Personality Disorder (BPD) in adolescents is increasing rapidly, studies regarding prospective links between various risk factors and BPD symptoms remain relatively rare. The current study aimed to disentangle the associations between early childhood difficult temperament and BPD symptoms in early adolescence, as well as the possible moderating and mediating effects of maladaptive parenting in these associations. Analyses were based on data from 5,111 children from a prospective, longitudinal study on child development. Early difficult temperament (i.e., 5 dimensions and a composite difficult temperament score) was measured at age 2, maladaptive parenting (i.e., shouting and hitting) between age 2 and 6.5 and BPD symptoms at age 11-12. Findings revealed that children with a difficult temperament during early childhood had more BPD symptoms at age 11-12. These associations were partially mediated, but not moderated, by maladaptive parenting (i.e., hitting) children experienced. Taken together, this study demonstrates that maladaptive parenting does not exacerbate the effect of early temperament on subsequent BPD, but instead, that maladaptive parenting underlies part of the association between early difficult temperament and later BPD symptoms. Findings extend prior work on the development of BPD by providing evidence for sequences of early dispositions, maladaptive parenting and BPD, and highlight the need for additional research to investigate early pathways to BPD.

## **PA-5 The relation between the Big Five personality traits and impulsive buying**

*Lage, C.A., Pontifical Catholic University of Rio de Janeiro, Brazil*

*Padilha de Souza, M.A., Pontifical Catholic University of Rio de Janeiro, Brazil*

*Lins, S.L.B., Pontifical Catholic University of Rio de Janeiro, Brazil*

*Fêres-Carneiro, T., Pontifical Catholic University of Rio de Janeiro, Brazil*

Impulse buying has been a widely researched area, especially in western countries. Although many of these studies have been carried out in several countries, it is worthy highlighting that very little research in this area has been done in Brazil. The purpose of this study was to verify the relation between the big five factors of personality and impulse buying among Brazilian citizens. This research was done with 1295 participants from all five regions of Brazil (338 men and 957 women; mean age = 24.85; SD = 12.88; min = 18 and max = 78 years). Personality traits according to a five-factor model were measured and Impulse buying was measured using the 9-item scale by Rook and Fisher (1995). A multiple regression analysis was carried out with the big five factors of personality as independent variables and impulse buying as dependent variable. This analysis revealed that four personality traits significantly predict impulse buying,  $R = .30$ ,  $R^2 = .09$ ,  $F(5, 1295) = 25.82$ ,  $p < .001$ . Extraversion ( $\beta = .24$   $p < .001$ ), Agreeableness ( $\beta$



= .07,  $p = .017$ ), and Neuroticism ( $\beta = .24$ ,  $p < .001$ ) were positively related while Conscientiousness ( $\beta = -.19$ ,  $p < .001$ ) has a negative relation with impulse buying. Despite of the small explained variance, results pointed out to the influence of personality on impulse buying behavior.

## PA-8 The effect of personality on compulsive buying behavior

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The 21st century is marked by the excess of products on the market and by consumerism. Some studies, then, were done to verify if personality may be related with compulsive buying behavior, a pathological behavior that affects many people worldwide. The purpose of this study was to verify the relation between the big five factors of personality and compulsive buying among Brazilian citizens. This research was done with 658 participants from all five regions of Brazil (161 men and 597 women; mean age = 24,31; SD = 12,79; min = 18 e max = 78 years). Personality traits according to a five-factor model was used and Compulsive buying was measured using the 7-item scale. A multiple regression analysis was carried out with the big five factors of personality as independent variables and impulse buying as dependent variable. This analysis revealed that two personality traits significantly predict compulsive buying,  $R = .30$ ,  $R^2 = .09$ ,  $F(5, 658) = 13,07$ ,  $p < .001$ . Neuroticism ( $\beta = .27$ ,  $p < .001$ ) shows to be positively related, while Conscientiousness ( $\beta = -.15$ ,  $p < .001$ ) has a negative relation with compulsive buying behavior. These results point out the influence of personality on compulsive buying behavior, despite the small explained variance.

## SY-9 Contextualising personality assessment in south africa

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Ensuring that personality assessments are appropriate and fair for individuals from diverse cultures remains a challenge within the South African context. When this challenge occurs in a poorly resourced setting against a background of social inequality, illiteracy, multilingualism, cultural diversity and varying levels of acculturation, psychologists are limited in the choice of personality instruments. This paper presents an overview of the personality instruments currently in use in South Africa as well as research on their utility from a practical and theoretical perspective. The paper will reflect specifically on the utility of the MBTI, NEO-PI-R, CPAI-2 and two locally developed emic instruments, the Basic Traits Inventory and the South African Personality Inventory for South Africa to highlight the contextual needs of the country that are not always congruent with those from more developed and westernised countries.

## PA-11 Validity evidence of the ER5FP, a 20-item instrument measuring the big five personality factors

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The purpose of the present research was to obtain evidence of the validity of the ER5FP, a 20-item instrument developed in Brazil that seeks to measure the big five personality factors using a semantic differential scale. In the first study, the ER5FP was administered to 365 university students of the Federal District in Brazil, with ages between 17 and 70 years ( $M=29.1$ ;  $SD=8.6$ ). Confirmatory factor analysis (CFA) of the five factor model of personality with AMOS 18.0 showed a good fit to the data ( $TLI = .94$ ,  $CFI = .95$ ,  $RMSEA = .05$ ,  $SRMR = .06$ ). The factor scores showed reliability indices between .71 and .85. In the second study, the ER5FP was administered to 554 participants from the Federal District and Salvador-Bahia with ages varying between 16 and 69 ( $M=30.6$ ;  $SD=8.6$ ) together with the IGFP-5R, a 32-item instrument that also aims to measure the big five personality factors. Strong evidence of the convergent validity was found for Extraversion, Neuroticism and Openness to Experience (correlations between .60 and .80), while for the factors Agreeableness and Conscientiousness only moderate strong evidence was found (correlations between .43 and .48). Additional validity evidence of the ER5FP was obtained using some context variables measured in the study (sex, age, education, having children or not). Women showed higher scores on the Neuroticism factor than men ( $p < .01$ ), while older people showed higher scores on the Agreeableness factor ( $p < .05$ ) and on the Openness to Experience factor ( $p < .05$ ) than younger people. Subjects with children had higher scores on the Agreeableness factor ( $p < .05$ ), the Openness to Experience factor ( $p < .01$ ) and on the Extraversion factor ( $p < .05$ ) compared to subjects without children. The results of these two studies indicate satisfactory evidence on the construct and convergent validity of the ER5FP.



## **PO2-7 The social and emotional nationwide assessment inventory (SENNA): Evidence of its convergent validity**

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Non-cognitive skills have been acknowledged for their role in enhancing academic, professional and personal success of children and youth. To assess non-cognitive skills of Brazilian school children, the Institute Ayrton Senna developed the Social and Emotional Nationwide Assessment (SENNA) inventory. The objective of this study was to obtain evidence of the convergent validity of the SENNA inventory. To attain this objective, the instrument was administered to 634 students (59% females) with a mean age of 16.3 years ( $SD = 1.21$ ) from eight secondary schools of the Federal District of Brazil together with the Reduced Scale of the Big Five Personality Factors (ER5FP). Principal Axis Factoring with oblique rotation (Promax) of the 83 items of the SENNA inventory indicated a six factor structure explaining 42.7% of the common variance. The six factors were the following: Neuroticism, Conscientiousness, Openness to Experience, Agreeableness, Extraversion, and External Locus of Control. All factors showed internal consistency coefficients ( $\lambda_2$  of Guttman) above .80, with exception of the factor External Locus of Control ( $\lambda_2 = .66$ ). The five-factor solution of the 20 items of the ER5FP using Principal Components Analysis with Promax rotation explained 61.2% of the total variance. Four of the five factor scores (Neuroticism, Conscientiousness, Agreeableness, Extraversion) showed reliability coefficients above .70, while the score on the Openness to Experience factor showed a lower reliability coefficient ( $\lambda_2 = .55$ ). The convergent correlations between the two instruments ranged between .37 (Conscientiousness) and .81 (Extraversion) with a mean value of .59. Factor scores on the SENNA inventory showed statistical significant gender differences ( $p < .01$ ) with small effect sizes (Cohen's  $d$  varying between .19 and .41) for Conscientiousness, Agreeableness and Neuroticism; female students scored higher than males. Overall, the results of the study indicate satisfactory evidence of the convergent validity of the SENNA inventory.

## **PA-23 Narcissism and newlywed marriage: Partner characteristics and marital trajectories**

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*Lamkin, J., University of Georgia, USA*  
*Miller, J.D., University of Georgia, USA*  
*Campbell, W.K., University of Georgia, USA*  
*Karney, B.R., University of California, Los Angeles, USA*

Despite narcissism's relation with interpersonal dysfunction, surprisingly little empirical research has been devoted to understanding narcissism in the context of marital relationships. In particular, little is known about whom narcissistic individuals marry, or at what point in marriage narcissistic traits give rise to relationship dysfunction. The current study aimed to address these critical gaps in two ways. First, we examined partner characteristics associated with higher levels of narcissism to determine the degree to which couples were matched on narcissism and related traits. Second, we examined how narcissism predicted the trajectory of newlyweds' marital quality over time, testing narcissism's association with initial levels of relationship functioning (the intercept) and changes in relationship functioning (the slope). We used data from a community sample of 146 newlywed couples assessed 6 times over the first four years of marriage. We assessed spouses' self-reports of their narcissism early in marriage, and correlated these with their partners' narcissism. We then examined narcissism in relation to spouses' own longitudinal trajectories of marital satisfaction and marital problems, and the marital trajectories of their partners. Results indicated a small degree of homophily but otherwise no clear pattern of partner characteristics for individuals higher in narcissism. Hierarchical linear modeling indicated that wives' total narcissism and entitlement/exploitativeness scores predicted the slope of marital quality over time, including steeper declines in marital satisfaction and steeper increases in marital problems. Husbands' narcissism scores generally had few effects on their own marital quality or that of their wives. These findings indicate that wives' narcissism negatively affects marital quality, but that the negative effects of narcissism may take some time to manifest. Future research into the mediating psychological and interpersonal processes that link wives' narcissism with poorer marital functioning over time would be valuable.

## **PO1-9 Who reaps the benefits of globalized social change? Exploration and its socioecological boundaries**

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Social change offers new benefits for positive individual development. Sparked by the shift to "knowledge economies" and aided by modern ICT, such potential benefits often accrue from global macro-level trends towards higher levels of self-determination and lifelong learning. These benefits support the ability to make autonomous and self-concordant life choices and generate new opportunities for (often technology-based) lifelong learning. Studies indicate that the individual-level manifestations of social change



vary substantially across individuals. We thus ask: Who actually reaps the benefits of social change? Drawing from a bounded agency-perspective, we investigated the interplay between the personality trait exploration, an agency-related personality trait, and objective socioecological conditions in the prediction of experienced benefits of social change: New lifestyle options, which arise from the societal trend toward individualization; and new learning opportunities, which accrue from the trend toward lifelong learning. We hypothesized that people higher in trait exploration experience a greater increase in lifestyle options and learning opportunities—but more so in social ecologies that facilitate the actual realization of agency tendencies. We employed SEM in two parallel adult samples from Germany ( $N = 2,448$ ) and Poland ( $N = 2,571$ ), using two objective parameters of the regional socioecological context: regional divorce rate, which is related to individualization, and Internet domain registration rates, which is related to lifelong learning. Trait exploration was measured by means of the Curiosity and Exploration Inventory (CEI). We found that higher exploration was related to a greater perceived increase in lifestyle options and in learning opportunities. These associations were stronger in regions in which the agency-related opportunities for individualization and lifelong learning, respectively, were more prevalent. Hence, individuals higher in exploration seem to be better equipped to reap the benefits of social change—but the effects of exploration are bounded by the objective conditions in the proximal social ecology.

### **SY-3 The acquaintanceship effect on self/observer agreement, similarity, and assumed similarity in personality**

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Using a large dyadic dataset involving close social partners accumulated over several years ( $N = 4724$ ), we report self/observer agreement, similarity, and assumed similarity on the HEXACO personality dimensions separately for groups differing in the levels of subjectively-rated acquaintanceship. There are several main findings. First, the positive effect of acquaintanceship on self/observer agreement is clearly observed, but each personality factor shows a different pattern of acquaintanceship-related changes. Specifically, Honesty-Humility, Agreeableness, and Conscientiousness show a noticeably lower level of self/observer agreement ( $r \approx .30$ ) in the lowest acquaintanceship group than do the other three personality factors. Of these, Conscientiousness (and Agreeableness to a lesser degree) shows a linear increase as a function of acquaintanceship in the level of self-observer agreement, but Honesty-Humility shows an asymptotic increase such that, at the highest level of acquaintanceship, it shows lower self/observer agreement than the other five personality factors. Second, assumed similarity is observed for Honesty-Humility and Openness at similar levels ( $r \approx .35-.45$ ) across all the acquaintanceship groups. Actual similarity is also observed for the same two personality dimensions ( $r \approx .20$ s and  $30$ s), but actual similarity for Honesty-Humility is relatively weaker in the lower acquaintanceship groups. The findings involving actual similarity and assumed similarity are discussed in relation to their implications to the formation of social relationships.

### **PO2-26 Exploring the association between the Dark Triad of personality traits and academic achievement**

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*Papageorgiou, K.A., London Metropolitan University, UK*

The “Dark Triad” of personality traits (DT) is a constellation of three conceptually distinct but empirically overlapping personality variables: narcissism, subclinical psychopathy and Machiavellianism. Though conventionally seen as socially malevolent, these three traits have also been linked to socially desirable outcomes in the workforce and in short-term relationships. Research has shown that psychopathy and Machiavellianism are independent predictors of exam copying and essay plagiarism, respectively. However there is currently no research that has explored whether the DT associates with academic achievement. The study aimed at exploring whether the DT traits associate with undergraduate students’ academic grades and attendance. Upon completion of their undergraduate degree participants ( $N = 49$ ; mean age = 25 years) completed the Short Dark Triad questionnaire (SD3), which measures subclinical levels of narcissism and psychopathy and Machiavellianism. We also retrieved: their academic grades on exams and essays from the first year (2012-2013) to the third year of studies (2014-2015); grades on the final year research project; as well as academic attendance records on lectures and seminars (2012-2015). The results indicated that—as expected—academic performance in the first year of studies was a very strong independent predictor of academic performance in the second and third year of studies. Average attendance was also a strong predictor of academic performance throughout the degree. The DT traits did not correlate significantly with academic performance and attendance in the first, second and third year of studies. This study is the first to explore the association between the DT and academic performance. Preliminary results indicate that—unlike in occupational settings—the DT traits do not correlate significantly with academic performance. However studies with larger and more representative samples should be conducted to shed light on the possible role of DT on academic performance.





## **SY-11 Temperament, Behavior Problems and Self-Regulation in Children**

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*Gracioli, S., University of São Paulo, Brazil*

*Cassiano, R.M., University of São Paulo, Brazil*

The behavioral regulation in children is characterized by skills to manage or to control their own behavior, which includes obeying demands and directions of adults, controlling impulsive responses, and delaying to engage in specific activities. The emergence of the self-regulation depends on the inhibitory system of the temperament related to the effortful control factor. According to Rothbart's approach, the temperament is the individual differences, relatively stable in the development trajectory, including both biological and psychological factors. Temperament is observed through the reactivity and regulation responses in the affectivity, activity, and attention domains. Temperament can be described by three main factors: Negative affect, Surgency, and Effortful control. In the interplay between risk factors and protective mechanisms in the developmental trajectory of children, the temperament is a relevant personal factor. The individual differences in their extremes could be signs of psychopathology or risk factor for emotional and behavioral problems. The presentation in this symposium will show results of studies about temperament and behavior in children with biological and psychosocial vulnerable conditions. The aim of the studies was to examine associations between temperament of children and mothers, and also the early neonatal status of children, and child behavior outcomes at 18 to 36 months of age. The 80 mothers were interviewed about the temperament and behavior of their children, using the Early Childhood Behavior Questionnaire and the Child Behavior Checklist 1 ½ - 5. The main results showed the following: a) the children born preterm presented low negative affect and high surgency and effortful control; b) there was associations between child temperament dimensions and behaviors; c) the internalized and externalized behaviors problems of children at 18-36 months of age was predicted by high risk of neonatal indicators and temperament of children and mothers related with less inhibitory control, which is a dimension of effortful control factor. The findings showed the relevance to identify early dispositional traits of temperament in children aiming to better understand the behavior and the developmental self-regulation process. Consequently, preventive intervention programs could be better planned for vulnerable children at early ages.

## **SY-3 The HEXACO traits and mate selection**

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*Zettler, I., University of Copenhagen, Denmark*

According to theories on mate selection (e.g., Luo & Klohnen, 2005), people tend to search for partners who are similar to them. Herein, we extend previous knowledge in this regard by investigating the links between the HEXACO traits and mate selection behavior using online ads. Specifically, we collected 640 (American) ads from a large dating website. The ads were derived from the groups (i) men seeking men, (ii) men seeking women, (iii) women seeking men, and (iv) women seeking women, and covered different age groups. Two raters (not belonging to our research group) then rated the occurrence of descriptions referring to a HEXACO trait in both the self-descriptions (e.g., "I am a honest guy") and the descriptions about the ideal partner (e.g., "I am looking for someone who is active and outgoing"). Raters showed a high agreement in their independent ratings, and later resolved any differences in their ratings. These final ratings were used to investigate whether people tend to search for partners who are similar to them and/or whether some traits are more pronounced in the self-descriptions or the descriptions about the ideal partner. Our results indicate that people tend to look for similar partners with regard to some, but not all HEXACO traits, and that some traits (including Honesty-Humility) are mentioned more often in general. At the same time, we found noteworthy differences between both the different types of relationships (e.g., men seeking men) and the different age groups.

## **PA-2 The mediating role of parenting in the relation between personality traits and externalizing behavior in the Russian children.**

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*Slobodskaya, H.R. Institute of Physiology and Basic Medicine, Novosibirsk, Russia*

Decades of research had shown that child personality can increase or decrease risk for mental health problems in children. It has also been shown that negative parenting practices such as low positivity and involvement, harsh punishment, inconsistent discipline, poor monitoring have both direct and indirect effects on the development of externalizing problems in children. For example, it has been indicated that the relation between Agreeableness, Emotional Stability and externalizing behavior was partially mediated by parental overreactivity; Conscientiousness has an indirect effect on externalizing behavior through authoritative parenting. However, it is unclear whether these effects are similar in different cultures. In the current study we explored the extent to which parenting practices mediate the relation between child personality traits and externalizing behavior in Russian cultural context. Participants





were primary caregivers of 359 children aged between 2 and 7 years. Parenting was measured by the Russian version of the Alabama Parenting Questionnaire – Preschool Revision (APQ- PR), child personality was measured by the Inventory of Child Individual Differences-Short version (ICID-S), externalizing problems were measured by the Strengths and Difficulties Questionnaire (SDQ). Structural equation modelling revealed both direct and indirect effects. Higher levels of Disagreeableness and Openness and lower levels of Conscientiousness predicted higher levels of externalizing behavior. However, the effects of Conscientiousness and Disagreeableness were partially mediated by parental discipline practices. In addition, inconsistent discipline partially mediated the association between Neuroticism, Conscientiousness, Openness and externalizing problems. The results show that the effect of child personality on externalizing problems is partly mediated by parental discipline practices. The additional direct effects of personality traits indicate that dysfunctional parenting may not provide a complete account of relations between child personality and externalizing problems. The findings also suggest that the mediating role of parenting in the relationship between child personality and externalizing behaviour is similar across cultures.

## **PA-1 The life-span development of domain-specific self-esteem**

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*Orth, U., University of Bern, Switzerland*

Although previous research has intensively examined the life-span development of global self-esteem, nothing is known about the life-span development of domain-specific self-esteem. In this research, we examined the trajectories of self-esteem in 11 domains, moderators of the trajectories, and the age-graded relations of domain-specific self-esteem with global self-esteem and with the Big Five personality traits. Data come from a nationally representative Swiss sample of individuals aged 16 to 90 years ( $N = 1,000$ ). Depending on the specific domain, domain-specific self-esteem showed life-span trajectories that were quite different from the quadratic trajectory of global self-esteem. For example, self-esteem in the domains of physical appearance and physical abilities continuously decreased with age. Self-esteem in the domains of physical appearance, social relations, honesty, problem solving, and academic abilities explained a large amount of variance in global self-esteem, whereas self-esteem in the domains of religiosity, physical abilities, mathematics, and verbal abilities did not. Self-esteem in the domain of physical appearance was strongly correlated with global self-esteem in adolescence and young adulthood, but the correlation significantly decreased with age. Controlling for self-esteem in the domain of academic abilities altered the trajectory of global self-esteem, suggesting that self-esteem changes in this domain account for the old-age decline of global self-esteem. Controlling for the Big Five personality traits did not substantially alter the life-span trajectories of either global or domain-specific self-esteem. The findings illustrate that the developmental patterns of domain-specific self-esteem differ, with regard to many domains, from the developmental pattern of global self-esteem and that the relations between domain-specific and global self-esteem change in meaningful ways across the life course.

## **IS-11 Accounting for the development of links between authoritarianism and geographic location using panel and genetic analyses**

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*Möttus, R., University of Edinburgh, Edinburgh, United Kingdom*  
*Ksiazkiewicz, A., University of Illinois at Urbana-Campaign, U.S.A.*  
*Krueger, B., University of Minnesota, U.S.A.*

In the United States, sociopolitical attitudes are increasingly linked to geographic location. Those with similar views increasingly live near each other, with left-leaning individuals clustered in cities while those on the right live in rural areas. Existing research has not been particularly able to address how this linkage has come about: are people increasingly adopting views common to their local community (attitudinal assimilation), or are people migrating away from those with differing views and towards those with similar views (attitudinal migration)? To provide an empirical test of the assimilation and migration accounts using longitudinal, genetically informative data. Using a 15+ year panel study of adult twins, we test these accounts using a cross-lagged model, moderation analyses based on level of political interest, and behavior genetic analyses (testing for significant non-shared environmental correlation between sociopolitical attitudes and geographic location, and the co-twin control method). Results were consistent with attitudinal migration account. For example, Time 1 authoritarianism predicted migration behavior, whereas Time 1 location did not predict change in authoritarianism. Consistent with a causal account, the match between authoritarianism and geographic location was more pronounced among those with higher levels of political interest. The migration account offered by Motyl and colleagues (2014) was supported. We do not find evidence for the assimilation account, or for a mix of the two accounts.



## PA-26-Convergent validity of self- and informant-ratings of loneliness

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*Bohn, J., Freie Universität Berlin, Germany*

*Holtmann, J., Freie Universität Berlin, Germany*

*Koch, T., University of Luneburg, Germany*

*Eid, M., Freie Universität Berlin, Germany*

To what degree do self-ratings of loneliness converge with informant ratings? To answer this question, we obtained self-ratings of loneliness from 463 recent high-school graduates and informant ratings of loneliness from their parents, best friends, and, if applicable, romantic partners. These data were analyzed with structural equation models for multitrait-multimethod (MTMM) data. The results showed that self- and informant rating converged to an extent that is comparable to related constructs. The degree of convergence varied between singles and non-singles, across different groups of informants, and across different loneliness facets (intimate, relational, collective loneliness). Among singles, convergence was higher for non-lonely than for lonely individuals, suggesting that informants may not be able to detect and utilize loneliness-induced behaviors when making their judgments. In sum, these findings indicate that informant ratings of loneliness can be used as valid indicators of loneliness in applied contexts and in future research.

## IS-4 Maladaptive variants of the Five Factor Model: development of an integrated inventory

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*Crego, C., University of Kentucky, USA*

*Miller, J.D., University of Georgia, USA*

*Widiger, T.A., University of Kentucky, USA*

Personality disorders can be understood as constellations of traits from the Five Factor Model (FFM) of personality. Recent research by Lynam, Miller, Widiger, and colleagues has led to the development of a number of FFM-based inventories to assess particular personality disorders (PD) using more maladaptive and PD-specific variants of the basic traits from the FFM. These inventories have been shown to be relatively reliable, continue to be valid indicators of their FFM progenitors, and to outpredict their original FFM counterparts in relation to personality disorder. Over 100 FFM-based scales have been developed to date. The purpose of the current study was to explore their possible reduction. All of the scales were administered to 443 community adults, each of whom was currently or had been in mental health treatment. The current presentation reports the development and initial validation of an integrative inventory created by examining all eight extant FFM personality disorder assessments.

## SY-11 Network analysis of temperament: psychological needs and personality: what the community analysis can tell about the structure of human differences

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*Barchert, C.M.A., Pontifical Catholic University of Campinas, Brazil*

*Wechsler, S.M., Pontifical Catholic University of Campinas, Brazil*

*Rocha, K.N., Pontifical Catholic University of Campinas, Brazil*

*Santos, M.C., Pontifical Catholic University of Campinas, Brazil*

We investigate the network structure and dynamics of temperament traits, psychological needs and five-factor model of personality traits in a sample of 149 adults (55.7% females) in the south-east of Brazil. Scientific literature proposes that temperament traits are more stable, despite the fact that they can be modulated by environmental stimuli, and serves as a basis for further traits and patterns of behavior more related to experience and learning. We tested this hypothesis using a new approach called network analysis. Network models does not assume any a priori structure to the data, but let it emerge from them. Using association sufficient statistics (e.g. correlation matrix), the model can estimate the dynamics and structure of pairwise relation of variables in a system; using parsimony as criteria (e.g. based on information indices). Furthermore, we applied inductive causation algorithms to explore possible causal relations between those traits and needs. Finally, we explored variable clusters by means of community analysis with the aim to identify those sets of characteristics that are more related to basic traits or to environmental (e.g. learning) influences. Five subgroups (openness versus stability, approach system, conscientiousness, sociability, vulnerability) represent those sets, in a very close interpretation of five-factor theory. Implications for interventions and further research will be discussed.



## **PO2-8 Exploring conditions under which faking tendencies of the Semantic M P can be detected**

*Magurean, S., West University of Timisoara, Romania*  
*Sava, F.A., West University of Timisoara, Romania*

The Semantic Misattribution Procedure designed by Sava et al (2012) is an implicit measure of personality derived from the Affective Misattribution Procedure. Previous studies (Măgurean & Sava, 2014) suggest that the SMP for Conscientiousness and Extraversion can be faked in both positive and negative direction. Moreover, faking the Semantic Misattribution Procedure results in lower reaction times, suggesting that participants might intentionally respond to the target instead of to the prime. The current study examined several conditions under which participants faking tendencies can be detected in a Semantic Misattribution Procedure for Conscientiousness and Extraversion. All participants were instructed to complete the SMP, together with a personality IAT and an explicit measure (Goldberg's IPIP-50). Participants completed all measures of personality twice: once with instructions to answer as honest as possible, and second, with the instructions to fake the results. The order of truth vs. fake condition was counterbalanced between subjects. Two between-subjects conditions were also used: valence of the faking instructions (positive vs. negative), and the possibility to respond even before the target appeared on the screen (present vs. absent). Data analysis considered both SMP scores and reaction times for detecting faking tendencies. Results support the previous findings that the SMP can be faked by the participants. Relevant aspects revealed by further analysis of reaction times in different experimental conditions were analyzed. Some indicators which can be useful for the detection of faking tendencies of the SMP are also discussed.

## **SY-1 Affect, personality, and developmental psychopathology**

*Martel, M.M., (convener), Psychology Department, University of Kentucky, USA*

Models of personality trait associations with psychopathology remain debated. Developmental populations are understudied and can shed light on the best way to conceptualize trait-psychopathology models, particularly given the use of innovative experimental methodology and person-centered and bifactor analytic strategies. The first presentation evaluates associations between autonomic physiology of experimentally-induced positive and negative emotion and common disruptive behavior disorders in New Zealand children, finding abnormal positive emotion processing is associated with both Oppositional Defiant Disorder (ODD) and Attention-Deficit/Hyperactivity Disorder (ADHD), while high reactivity to fear is particularly associated with ODD. The second presentation examines a bifactor modelling approach to temperament and psychopathology associations in Brazilian adolescents, finding strong associations between a general factor of temperament and psychopathology, as well as between specific high negative affect and internalizing and specific low conscientiousness and high surgency and externalizing problems. The third presentation compares human and machine-based observational ratings of European adolescents with autism spectrum disorders (ASD) to age-matched typically developing adolescents during experimentally-induced stress and validates using self- and parent-report anxiety ratings and salivary cortisol, finding observed anxiety increases the accuracy of stress response prediction in ASD. The final presentation takes a person-centered statistical approach to parsing substantial heterogeneity of ADHD in United States adolescents, finding four personality subgroups: those with high extraversion exhibited higher ADHD symptoms, those with low extraversion exhibited higher depressive symptoms, those with low conscientiousness exhibited higher externalizing problems, and those with high neuroticism exhibited higher symptoms in all domains. These studies suggest general associations between high negative affect and developmental psychopathology with specific associations between low conscientiousness and externalizing, high positive affect and ADHD, and low extraversion and depressive symptoms. Results provide indirect support for vulnerability models of trait-psychopathology associations.

## **PO2-9 A new measure to assess creative and imaginative fantasy**

*Mast, F.W., University of Bern, Switzerland*  
*Martarelli, C.S., University of Bern, Switzerland*  
*Weibel, D., University of Bern, Switzerland*

The objective of this study is the construction and validation of a comprehensive self-report measure of fantasy. Unlike previous measures of fantasy, which focus on psychopathology, the current questionnaire conceives of fantasy as a trait with a positive connotation. Exploratory as well as confirmatory factor analyses provided support for a two-factorial conceptualization of the construct, with the dimensions Imaginative Fantasy and Creative Fantasy. The trait measure showed good internal consistency, test-retest reliability as well as discriminant and convergent construct validity. Moreover, in three separate studies we provided behavioral evidence and further support of validity. The conclusion is that a comprehensive measure of fantasy can contribute to the understanding of individual differences in inner experiences, creative processes, and problem solving.



## IS-13 Generativity and redemptive life stories in late midlife

*McAdams, D.P., Northwestern University, U.S.A.*

*Guo, J., Northwestern University, U.S.A.*

Recent research suggests that midlife adults who score high on self-report measures of generativity – indicating a strong commitment to promoting the well-being of future generations – tend to construe their lives as heroic narratives of redemption (McAdams & Guo, 2015). Characterized by a set of themes that describe how a gifted protagonist with steadfast moral principles overcomes suffering to make a positive difference in the world, redemptive life stories provide an internalized source of psychological support for living a caring and productive life. To test whether generativity and redemptive life stories predict (1) concurrent levels and (2) 5-year trajectories of psychological and social well-being in a longitudinal study of late midlife adults. A total of 157 adults (64% women; ages 55-57) completed a battery of self-report measures, including questionnaires assessing generativity, psychological well-being (PWB), and social well-being (SWB). Each participant also completed a 2-hour individual life story interview. Each interview was coded for five narrative themes – early advantage, sensitivity to suffering of others, moral steadfastness, redemption sequences, and prosocial goals – that comprise a story pattern (called the redemptive self – McAdams, 2013) that has been shown to be strongly associated with generativity. PWB and SWB were assessed annually in four subsequent years. Generativity and the redemptive self-narrative were positively associated with both PWB and SWB concurrently. Growth curve modeling showed that generativity (but not the redemptive self-narrative) predicted a significant increase in SWB over the subsequent 4 years. The individual narrative theme of moral steadfastness also predicted a significant upward trajectory for SWB. High levels of generativity, as well as the individual narrative theme of moral steadfastness, appear to predict increases in social well-being in the mid 50s through early 60s. In late midlife, generativity continues to be a critical psychological ingredient of successful social adaptation.

## PA-20 Do extracurricular activities protect against adolescents' risky substance use, even after controlling for conscientiousness?

*McCabe, K.O., Griffith University, Australia*

*Modecki, K.L., Griffith University, Australia*

*Barber, B.L., Griffith University, Australia*

Adolescents are at risk for binge drinking and illicit drug use. In the United States, 21 percent of adolescents report binge drinking in the last 30 days (CDC, 2014). These rates are similar in Australia, where 16 percent of adolescents report binge drinking on a monthly basis (AIHW, 2014). Similar rates are reported for illegal drug use among adolescents. The long-term health consequences of engaging in these behaviors during adolescence can be severe, including an increased risk for substance dependence, mental health issues, and antisocial behavior in adulthood. One way to protect against these risky behaviors is through positive social environments, such as extracurricular activity participation. Activities have been shown to decrease risk behavior during adolescence (Eccles & Barber, 1999; Feldman & Matjasko, 2005; Fredricks & Eccles, 2008; Mahoney, 2000). However, there is a debate whether there is a selection bias into activity participation, in which highly conscientious adolescents are more likely to participate in activities. If so, this issue raises the concern of a confounding in findings of diminished risk behavior among activity participants, particularly as conscientiousness is strongly related to health and lower risky substance use. To disentangle the effects of personality and activity contexts, we tested latent trajectories of substance use and personality across three years with activity and sports participation as time-varying predictors. Analyses used 3 waves of data from the Youth Activity Participation Survey (YAPS), a large-scale annual survey of adolescents in 39 schools across Western Australia (N = 687; Year 10 to Year 12). Conscientiousness, participation, and risky substance use were measured at each time point. Multivariate latent growth curve models show that activity participation and conscientiousness are related, but each uniquely predicts slower growth in substance use. Activity participation predicts less risky substance use a year later, over and above conscientiousness development.

## SY-9 Personality assessment in a multi cultural society: a case study of the South African Personality Inventory

*Meiring, D. (Convener), University of Pretoria, South Africa*

Indigenous psychological assessment aims at assessing psychological phenomena with a special focus on the cultural context in which they occur. The once so popular controversy between emic and etic approaches has given way to the notion that we need both approaches. The South African Personality Inventory (SAPI) project combines the two perspectives and helps to shift the question of which perspective is correct to the question of identifying which aspects of personality are more cultural universal in which aspects are more culture-specific. The first paper sets the stage by describing the assessment context in South Africa, historically and current research on emic and etic personality measures. The second paper describes the development of SAPI project from an indigenous perspective. The third paper focuses on social desirability, exploring the development of an emic-etic response styles scale for SAPI.



In paper four the stability of personality is inspected by examining behavior prediction from trait ratings, and behavior variability. The last paper concludes with on the intersection between culture and personality, proposing a convergence approach that identifies both cultural universal and culture-specific aspects within the SAPI.

## **SY-9 The South African Personality Inventory: A Culture-Informed Instrument for the Country's Main Ethnocultural Groups**

*Meiring, D., University of Pretoria, South Africa*

*Van de Vijver, F.J.R., Tilburg University, the Netherlands, North-West University, South Africa, and University of Queensland, Australia*

*Fetvadjev, V.H., Victoria University of Wellington, New Zealand, and University of Pretoria, South Africa*

*Nel, A., University of Pretoria, South Africa*

*Hill, C., University of Johannesburg, South Africa*

The SAPI project aims to develop a comprehensive personality questionnaire that covers all major aspects of personality deemed relevant in the South African context for all 11 language groups. The inventory was developed based on the outcomes of extensive qualitative research conducted in the 11 languages, yielding a 9 factor model. In the item generation stage, 2,574 items were created in English, following formulation criteria aimed at enhancing comprehensibility, translatability, and cultural adequacy. Item selection was conducted in successive stages. At the intermediate stage, 571 items were translated into the other 10 official languages and scrutinized by language and culture experts. The final selection of items yielded a set of 146 items. In exploratory factor analysis, we identified six factors reminiscent of the Big Five, with a division of the social-relational domain into a positive and a negative factor. The structure was well replicated across the four major ethnic groups of South Africa. Finally, a joint factor analysis of the SAPI with a locally developed FFM measure, the Basic Trait Inventory (BTI), suggested that the two SAPI social-relational factors are distinguishable from the FFM; however, multiple regression analysis suggested a sizeable empirical overlap between the SAPI and the FFM. Our findings have important implications for instrument and model development in personality research and assessment. Our research presents a case of a multicenter instrument development on a scale that has hardly been done before.

## **SY-10 Contributions of psychological instruments to assessment of healthy and pathological personality traits**

*Miguel, F.K. (Convener), State University of Londrina, Brazil*

There are several instruments available for personality assessment: some of them rely on performance, others relying on self-report, and others even analyze personality-related distortions on cognitive performance. Studying the tests' validity is an essential part of Psychology research, as they are important tools for professional practice and contribute to research investigating psychological theories. This symposium intends to present studies on different instruments in the field of personality assessment. The presentations will address adequacy of test formats, correlations between instruments and relations to external criteria. The authors report significant contributions to the field of assessment.

## **SY-10 Emotional distortion in psychopathology**

*Miguel, F.K., State University of Londrina, Brazil*

Personality disorders often imply an altered or distorted perception of reality. This research studied the results from the Computerized Test of Primary Emotions Perception (PEP). The test assesses the ability to perceive emotions in videos of people. For this survey, a distortion score was developed, which referred to the attribution of emotions that were not present (e.g., in a video with expression of joy, to answer that emotion is sadness). Participants were 250 people, of which 20 were in psychiatric treatment with a diagnosis of any personality disorder. Compared with the group with no disorders diagnosed, the disorder group displayed lower scores of emotional perception and higher scores of emotional distortion, in statistically significant levels. Distortions of emotions were compared with other psychological tests, and we found that they are related to personality traits, but not the intellectual ability. Thus, perceiving emotions are not present are associated with greater experience of aggression, feelings of loneliness, need for attention, among others.



## PO2-4 Personality traits and gaming preferences

Miguel, F.K., *State University of Londrina, Brazil*  
Thaina Eloá Silva Dionisio – *State University of Londrina*  
Lucas Ribeiro da Silva – *State University of Londrina*  
Lucas de Francisco Carvalho – *University São Francisco*

Personality traits are relatively enduring psychological characteristics that manifest themselves in different contexts in life. One of these contexts may be the preference for games. This study aimed to determine whether certain types are associated with distinct personality characteristics. The participants were 163 people who answered a questionnaire on gaming preferences and the Dimensional Clinical Personality Inventory (IDCP). Analyses showed that people who give great importance to the game have a distinct profile of people who give low importance in the following traits: more aggressiveness, eccentricity, criticism avoidance and impulsiveness, as well as less need for attention. As for more specific types, we found that the horror style was preferred by people with aggressive traits and mood instability; live RPG (in person) was preferred by aggressive, eccentricity, distrust and grandeur traits; online style (not in person) was preferred by isolation and criticism avoidance traits. The presentation discusses the characteristics associated with each personality trait, concluding that there is consistency between the affective characteristics and gaming preferences, as well as the importance given to them.

## PA-12 Construct validity of the Moral Foundations Questionnaire using self and peer ratings in Croatia

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

In the light of the renaissance of morality research, spurred by the popularity of the Social Intuitionist model (Haidt, 2001) and the Moral Foundations Theory (Graham et al., 2012), we examined the construct validity of the most widely used instrument for accessing the moral dimensions proposed by this theory – The Moral Foundations Questionnaire (Graham et al., 2011) in a Croatian sample. The instrument, originally aimed at measuring five dimensions – Harm/Care, Fairness/Reciprocity, Ingroup/Loyalty, Authority/Respect, and Purity/Sanctity, was supplemented with novel items aiming at the new potential foundation of Liberty/Oppression (Iyer et al., 2012.). We applied the six-dimensional MFQ in a sample of 649 students (self-ratings) and 649 their close acquaintances (peer-ratings). Factor analysis yielded a two-□ factor structure consisting of an individualizing factor and a binding factor. We discuss the relations between MFQ dimensions, Big-□Five factors and morality dimensions derived from the natural language. Discussed are also merits to cross-cultural applicability of the questionnaire and the Moral Foundations theory within a specific cultural setting of the transitional post-war Croatian society.

## PA-4 Differences in coping with stressful situations: A comparative study between Tanzanian and Emirati university students.

Miskry, A.S.A., *United Arab Emirates University, United Arab Emirates*  
Hamid, A.A.R.M., *United Arab Emirates University, United Arab Emirates*

This study was an attempt to identify and compare the coping strategies used by Tanzanian and UAE university students. The aim of the study was two-fold: to investigate whether the coping dimensions measured by the Coping Inventory for Stressful Situations will be replicated; and, to examine differences in coping strategies between the students of the two countries that will eventually reflect their coping strategies in their work settings. A sample of 233 students was selected from each of the two countries and the Coping Inventory for Stressful Situations was used to assess coping strategies. Principal component analysis with matrix rotation was used to identify the coping dimensions of the two groups. Results showed few but significant variations in coping strategies used by students from the two countries. Significant differences were found in relation to age, gender, and marital status. Results were further discussed in relation to previous findings and limitations were highlighted.

## IS-12 A consensual model of personality traits as a vehicle for strengthening the cross-cultural lexical personality research

Mlačić, B., *Institute of Social Sciences Ivo Pilar, Zagreb, Croatia*  
De Raad, B., *University of Groningen, The Netherlands*

The lexical approach to personality has flourished during the last two decades, producing numerous publications and giving rise to the shared model in personality psychology, i.e. the Big-Five (Goldberg, 1990). The approach has also stimulated the growth of alternative structural personality models. The lexical approach to personality helped in bridging the cultural divide of studies in



personality, by increasing the number of emic studies. However, the potential of the psycho-lexical approach has not been exploited to its fullest, especially in the cross-cultural sense. The trait taxonomies that have been performed thus far cover a rather restricted number of languages, mainly belonging to the Indo-European language family, and the cross-cultural comparisons of those studies are particularly scarce. Goldberg (2013) presented the next big challenge for lexical personality research, i.e. opening the EFA black box of indigenous personality taxonomies and looking for cross-cultural similarities and differences between them. In this presentation we're offering a possible answer to this challenge by introduction of the consensual model of personality traits. We give a brief description of more than 30 indigenous lexical studies in an effort to produce a pool of globally relevant trait words which could then be used in a process of cross-cultural comparisons taking the various cultural aspects into account. We also give two possible routes for reaching a cross-cultural tenable personality model, and future cross-cultural studies, one being the comparison of factors across languages (De Raad et al., 2010), and the other being merging all the data in a "super matrix" (De Raad et al., 2014).

## IS-1 Personality Structure

*Mlačić, B. (Convener and discussant), Institute of Social Sciences Ivo Pilar, Zagreb, Croatia*

Through the years, the topic of Personality Structure was, and is, one of the hallmarks of personality psychology. This invited symposium tries to build on and expand the tradition of many symposia held under the structural title at various conferences. Although some semi-informed 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. Presenters of this symposium address the issues that deal with trait concepts in diverse and isolated languages, relate cultural concepts to personality, explore the joint structure of states, moods and personality, discuss the practical and theoretical relevance of general personality factor and cross-cultural aspects of the Big-Two. The joint theme of all the presentations is the search for an underlying structure, however, expressed in diverse contexts and contents.

## PO2-28 Dark Personality: Gender Differences and Work Behaviors

*Moore, M., University of Minnesota, USA*

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

While normal personality has been shown to predict workplace behaviors, the current study examines maladaptive personality traits and how they predict counterproductive workplace behaviors (CWB; e.g., theft or verbal abuse in the workplace) and willingness to perform unethical pro-organizational behaviors (UPB; e.g., dishonestly interacting with customers to help one's organization). The objective of the study was to 1) examine the structure of dark personality as measured by multiple measures of each of the "Dark Tetrad" (Machiavellianism, Narcissism, Psychopathy, Sadism), 2) examine the extent to which dark personality predicts CWB and UPB, and 3) assess gender differences within the traits. A sample of 439 Amazon Mechanical Turk workers (51% women) was contacted in three waves, which 319 participants fully completed. We utilized at least three measures of each Dark Tetrad (DT) construct, as well as a broader array of constructs (e.g., vulnerable Narcissism, dominance). Composite measures of Dark Tetrad scales showed moderate to large gender differences in that men scored higher than women ( $d = .37$  to  $.79$ ). These differences are substantially higher than those reported for normal personality traits. To better parse out unique dark personality, accounting for overlap among measures, we factor analyzed scales/subscales and found factors measuring grandiose Narcissism, overall "darkness" (highest Sadism and Psychopathy loadings), Machiavellianism, behavioral aspects of Psychopathy, and vulnerable Narcissism. Gender differences on these factors ranged from  $d = .33$  to  $.61$ , except vulnerable Narcissism, where the gender difference was negligible ( $d = .13$ ). Finally, these factors explained 24 to 28% of the variance in CWB and UPB ( $N = 247$ ), with highest contributions from the overall "darkness" factor. This study shows that dark personality contributes substantially to the prediction of negative workplace behaviors and attitudes, and that notable gender differences in these traits exist. Implications for the measurement of dark personality are discussed.

## SY-7 Convergence of the Dark Tetrad with personality disorders in the PID-5

*Moore, M., University of Minnesota-Twin Cities, Minneapolis, USA*

*Ones, D.S., University of Minnesota-Twin Cities, Minneapolis, USA*

The goal of the study was to examine the convergence of Personality Disorders (PDs) and "dark" personality. "Dark" personality has been extensively studied in normal populations, mostly in the form of the "dark triad" (Machiavellianism, grandiose narcissism, psychopathy). Our study expanded on the dark triad by adding sadism, making it the "dark tetrad" (DT), to examine the interrelationships between PDs assessed by the PID-5 (antisocial, borderline, narcissistic, obsessive-compulsive, avoidant, schizotypal) and the DT. First, we hypothesized that narcissism would most predict narcissistic PD, psychopathy would predict antisocial PD, Machiavellianism would predict borderline PD and the facets of withdrawal/suspiciousness, and sadism would predict





the facet of callousness. Second, we hypothesized that the DT would account for much of the variance within the PID5 traits, particularly Antagonism, as reflecting an underlying callousness and self-importance common to the DT. Third, we hypothesized that the DT would account for variance in PDs beyond normal personality, because these maladaptive constructs relate more to psychopathology. We administered the IRT-shortened 100-item version of the PID-5, the Big Five Aspects Scale, and a measure of each of the DT to a student sample (77% female). We used the sum method for estimating personality disorders from the PID-5, as recommended in Samuel, Hopwood, Krueger, Thomas, & Ruggero (2013) to best replicate the convergent validity of personality disorders. We found partial support for our hypotheses. Overall, the DT explained substantial variance in predicting Antagonism and the Cluster B disorders over and beyond the Big Five aspects. We found the DT related to several disorders and many of maladaptive traits assessed by the PID-5. These results have implications for the usefulness of the PID-5 and the DT in assessing psychopathology and assist in integrating our understanding of normal personality, dark personality, and psychopathology.

## **PA-26 Prediction of psychological maturity through personality and intelligence in adolescents at risk of social exclusion or juvenile justice involvement.**

*Morales-Vives, F., Universitat Rovira i Virgili, Spain  
Duran-BonavilaS., Universitat Rovira i Virgili, Spain  
Vigil-Colet, A., Universitat Rovira i Virgili, Spain*

Several studies show a relationship between psychosocial immaturity, offending and aggression in adolescents. The current study aims to know if the level of maturity in adolescents can be predicted through intelligence and several personality traits (Big Five, impulsiveness and aggressiveness) in two kinds of samples: adolescents at risk of social exclusion and adolescents with juvenile justice involvement. Several questionnaires were administered to a sample of 291 adolescents at risk of social exclusion and a sample of 128 adolescents with juvenile justice involvement. Three facets of psychosocial maturity were assessed: Identity, Work orientation and Self-reliance. Identity was the subscale more related to personality traits. In fact, personality traits explained almost the 50% of variance from identity in the first sample. The most important predictor was Emotional stability in both samples, but Extraversion, Conscientiousness and Non-planning Impulsiveness were also predictors in the first sample, and Conscientiousness in the second sample. Regarding Work orientation, Conscientiousness and motor impulsiveness were predictors in both samples, but the most relevant predictor in the second sample was indirect aggressiveness. With regard to Self-reliance, indirect aggressiveness was also the most important predictor in the second sample, while Conscientiousness and non-planning impulsiveness were more relevant in the first sample. The results showed that the three maturity subscales can be largely predicted through personality traits, although some predictors change depending on the sample. Likewise, the overall scores of maturity were also largely predicted by personality traits, especially by Conscientiousness, non-planning impulsiveness, indirect aggressiveness and Emotional stability. However, intelligence factors do not explain additional variance of maturity.

## **IS-11 Computational modelling of person-environment transactions**

*Möttus, R., University of Edinburgh, United Kingdom*

Personality characteristics of all breadth and flavour are ubiquitously heritable, yet the specific genetic variants responsible for this variance have remained extremely elusive. Among other possibilities, some part of (apparent) genetic variance in personality characteristic may be accounted for by gene-environment transactions or non-additive genetic mechanisms. I will present computational models to show how transactions between persons and environment can result in high heritability estimates of personality characteristics even when direct and ongoing genetic influences on these characteristics are in fact very weak. I will also show how different types of person-environment transactions can result in either mostly additive or a combination of additive and non-additive genetic influences. More generally, I will argue that computational models are a possibly useful approach to test how different personality-related processes may pan out.

## **PO-23 Relations between personality traits and development of posttraumatic growth**

*Moura, T.C., Pontificia Universidade Católica do Rio Grande do Sul, Brazil  
Silva, T.L.G., Pontificia Universidade Católica do Rio Grande do Sul, Brazil  
Kristensen, C.H., Pontificia Universidade Católica do Rio Grande do Sul, Brazil*

Posttraumatic Growth occurs when, after living a situation considered stressful, positive changes are experienced on factors such as the relationship with others and enjoyment of life; some authors even discuss that there is a positive change in terms of personality. The way the event is meant is what will allow the impact between pre and post-traumatic beliefs, enabling the development of growth. Although this meaning is permeated by personality traits, the literature is not conclusive on the relationship between these





traits and the development of post-traumatic growth. To understand the personality, the Big Five model has been used and comprises five independent factors: Extraversion, Openness to Experience, Neuroticism, Agreeableness and Conscientiousness. The objective was to investigate associations between the five personality factors of the Big Five model with post-traumatic growth. The sample consisted of 300 Brazilians university students, with a mean age of 23.9 years ( $SD = 6.8$ ), in which 65.3% were male. 14% were taking psychiatric medication, being 36.6%, antidepressants. The instruments used were the Socio-Demographic Data Form; Posttraumatic Growth Inventory (PTGI); and Personality Assessment in the Model of the Big Five-Short Form. The statistical test used was Pearson correlation through SPSS 20.0. PTGI correlated with all the personality factors, being the factors of Conscientiousness ( $r = 0.219$ ;  $p = 0.000$  \*\*) and Agreeableness ( $r = 0.283$ ;  $p = 0.000$  \*\*) the most significant. Still, the Agreeableness significantly correlated with all PTGI factors. The conclusion is that the Neuroticism factor associated vulnerability to psychopathology, is not negatively associated with growth and this may reinforce theories that support the growth and psychopathology might occur simultaneously. In addition, the personality traits that promote a positive outlook of trauma were significantly associated with PTGI, supporting the importance of the event's significance for the development of post-traumatic growth.

## IS-13 Personality change & development

*Mroczek, D.K., (convener), Northwestern University, Chicago, U.S.A.*

This symposium includes research by 5 different groups on different aspects of personality change and development. Two of the talks (Bleidorn, Wagner) discuss the factors that bring about personality change in emerging adulthood. Two other talks focus on the other end of the lifespan (McAdams, Mroczek). The former highlights how the personality dimensions of generativity and moral steadfastness shape well-being trajectories in late midlife. The latter shows how personality change trajectories may themselves change over time, as additional waves of data are collected (within-study replication). The fifth talk (Turiano) spans the full lifespan, showing how personality traits move up and down in how strongly they predict mortality risk at different eras within the adult life course. In total, these 5 talks provide a snapshot of the wide-ranging work being carried out around the world on the important topic of personality development.

## IS-13 Within-study replication in personality development: do extraversion and neuroticism trajectories remain the same after additional waves are collected?

*Mroczek, D.K., Northwestern University, Chicago, U.S.A.*

*Graham, E.K., Northwestern University, Chicago, U.S.A.*

*Piccinin, A., Univ. of Victoria, Victoria, Canada*

*Hofer, S.M., Univ. of Victoria, Victoria, Canada*

*Spiro III, A., Boston University School of Public Health & Boston VA Healthcare System, USA*

In long-term, multi-wave studies, personality trait trajectories show both change over time and individual differences in trajectory slope. Often, trajectories are characterized after several waves, but then more waves are collected in subsequent years. Do trajectories remain the same? This is called within-study replication. In 2003, Mroczek & Spiro described trait trajectories using as many as 5 occasions over a 12 year period in the Boston Normative Aging Study (NAS). Extraversion had a flat trajectory; neuroticism, a downward curvilinear trajectory. Both had non-zero slope variances. By 2014, the NAS had as many as 12 occasions. Did the earlier patterns remain? We used 40 years of data on 2,002 participants (mean age 84 at present). Extraversion and neuroticism were assessed via the Eysenck Personality Inventory. Centered age was the time metric in our growth curve (trajectory) analyses. Trajectories varied from the patterns observed after only 5 waves of data collection. After 12 waves, neuroticism showed a linear downward trajectory (not curvilinear). Extraversion showed a very slight increase over 12 waves, unlike the flat (slope of zero) pattern observed after only 5 waves. This was the first within-study replication carried out in the area of lifespan personality development. It indicates that even when a study publishes findings based on smaller numbers of measurement occasions, the observed patterns may change once a study obtains further waves of data.

## PA-1 Interrelations between personality and health in old age: Longitudinal evidence from the berlin aging study

*Mueller, S., Humboldt University of Berlin, Germany*

*Wagner, J., Humboldt University of Berlin, Leibniz Institute for Science and Mathematics Education, Kiel, Germany*

*Voelkle, M., Humboldt University of Berlin, Max Planck Institute for Human Development, Berlin, Germany*

*Gerstorf, D., Humboldt University of Berlin, German Institute for Economic Research, Berlin, Germany*

Personality traits have frequently been associated with various health outcomes, suggesting that personality and health are interrelated partners in the aging process. Little is known, however, about the timely order of their interplay. While personality is typically



conceived of as a predictor of the onset and evolution of disease, lifespan theory suggests that personality traits themselves might also change in reaction to age-related losses in the health domain. By applying continuous time models to six waves of longitudinal data from the Berlin Aging Study ( $N = 516$ ,  $M = 84.92$ ,  $SD = 8.66$ , age range 70 to 103, 50% women), we examine reciprocal effects between personality traits and objective health outcomes in late life. In line with notions of the third and fourth age, we contrast and test different hypotheses regarding the interrelatedness of personality and health in old and very old age and discuss theoretical and practical implications for aging research.

## **PA-5 Do individual differences in emotion regulation mediate the relationship between mental toughness and symptoms of depression?**

*Mutz, J., University College London, UK*

*Clough, P.J., Manchester Metropolitan University, UK*

*Papageorgiou, K.A., London Metropolitan University, UK*

Mental Toughness (MT) refers to a broad array of positive characteristics, such as having a high sense of self-belief, that help to cope with difficult situations. Previous research has shown that MT is negatively associated with – and predictive of – fewer symptoms of depression. Since emotion regulation has an important role in a number of models of toughness, the present study investigated whether individual differences in the habitual use of two emotion regulation strategies – cognitive reappraisal and expressive suppression – mediate the relationship between MT and depressive symptoms. Three hundred sixty-four participants ( $M = 24.31$  years,  $SD = 9.16$ ; 56.9% female) of 43 nationalities provided information about their levels of MT (Mental Toughness Questionnaire 48), symptoms of depression (Clinically Useful Depression Outcome Scale; Patient Health Questionnaire 9), and their habitual use of cognitive reappraisal and expressive suppression to regulate their emotions (Emotion Regulation Questionnaire). The results showed that MT negatively correlates with both measures of depressive symptoms (CUDOS  $r = -.53$ ,  $p < .001$  and PHQ-9  $r = -.49$ ,  $p < .001$ ) and with the habitual use of expressive suppression ( $r = -.19$ ,  $p < .001$ ), while a positive correlation with the habitual use of cognitive reappraisal ( $r = .26$ ,  $p < .001$ ) was observed. The relationship between MT and both measures of depressive symptoms was mediated by individual differences in expressive suppression. However, individual differences in cognitive reappraisal did not mediate the relationship between MT and depressive symptoms. MT might constitute an important concept in the domain of mental health, and fostering MT might be a valuable intervention to counteract depressive symptoms.

## **PO1-4 Do individual differences in mental toughness mediate the relationship between physical activity and perceived stress?**

*Mutz, J., King's College London, UK*

*Ferron, J. London Metropolitan University, UK*

*Clough, P.J., Manchester Metropolitan University, UK*

*Papageorgiou, K.A., London Metropolitan University, UK*

Mental Toughness (MT) is a trait that entails positive psychological resources that provide an effective coping mechanism for stressors, allowing individuals to pro-actively seek out opportunities for personal growth. Previous research has shown that MT is negatively associated with levels of perceived stress. In addition, engagement with physical activity was shown to reduce levels of stress; and high levels of exercise and physical activity have been associated with increased levels of MT. There are currently no studies to explore whether physical activity reduces levels of stress by increasing individual's levels of MT. The present study aimed at: (1) Replicating previous findings on the association between physical activity, MT and symptoms of stress; (2) investigating whether individual differences in MT mediate the relationship between levels of physical activity and perceived stress. Three hundred thirty-three participants ( $M = 23.57$  years,  $SD = 7.73$ ; 56.2% female) provided information regarding their levels of MT (Mental Toughness Questionnaire 48), perceived stress (PSS), and commitment to physical activity (low, medium or high physical activity). As expected, self-report levels of physical activity correlated positively with MT and negatively with symptoms of stress. Furthermore MT correlated negatively with symptoms of stress. Preliminary analysis of the data suggests that MT could mediate the relationship between levels of physical activity and symptoms of stress. The findings suggest that fostering MT and promoting physical activity might be a valuable intervention to counteract and reduce the negative consequences of high levels of stress in the general population. Future studies could focus on exploring the potentially protective role of high levels of MT in those domains that are affected negatively by elevated levels of stress (e.g. the occupational and educational domain). Longitudinal and intervention studies are needed to determine direction of causality

### **PA-13 Friendly home – moral inhabitants?**

*Nartova-Bochaver, S., National Research University Higher School of Economics, Moscow, Russia*  
*Reznichenko, S., National Research University Higher School of Economics, Moscow, Russia*  
*Dmitrieva, N., National Research University Higher School of Economics, Moscow, Russia*  
*Bochaver, A., National Research University Higher School of Economics, Moscow, Russia*

Home environment is one of the most important psychological sources for the personality development and growth but it hasn't been enough investigated until now. In this research we based on the ideas of environmental psychology (Heft , 2001; Kytta, 2004; Gosling , 2005; Ingold, 2000; Nartova-Bochaver, 2015 ) and moral development psychology (Eisenberg-Berg, 1979; Schmitt, 1986, Haidt, 2008; Janoff-Bulman, 2013). We defined the home environment as integrity of physical, social, and existential properties satisfying inhabitants' needs (for security, comfort, identity, etc.). Our study is aimed at investigation of the connection between home environment friendliness and moral motivation level. We hypothesized that home environment friendliness is positively connected with person's moral motive level. Respondents were 260 students (55 males), Mage=20.6, SD=4.6. The questionnaires of Functionality of Home Environment (Nartova-Bochaver et al, 2015), Personal Relevance of Home Environment (Nartova-Bochaver et al., 2015), Moral Motives Scale (Janoff-Bulman & Carnes, 2013) were used. Many positive significant connections between investigated variables were revealed as expected. Moreover, several motives (Helping fairness, Social justice, Social order, Self-restraint) were predicted by home friendliness. Much more connections in males as compared with females (54 against 7) were found. Results confirmed that home environment is an important correlate or even a factor of moral development. These attitudes seem to be embedded in such properties of home as its resource, self-presentation, and usability. The friendlier and more welcoming home is, the more positive and altruistic inhabitants are; especially, males in their moral motivations are more sensitive to home influences. Supported by Russian Science Foundation, Project 14-18-02163.

### **PO1-33 Impact of psychological sovereignty on mental well-being in Russian youth and adults**

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The psychological sovereignty (PS) is a person's ability of protecting his/her psychological space (Nartova-Bochaver, 2008, 2010, 2015). As a phenomenon, psychological sovereignty is a trait of lower order playing adaptive role: preventing invasions from outside and keeping personal boundaries safe. It is shown that sovereign people are more authentic, less depressive, can communicate more efficiently. But most of these data have been got in adolescents only. Our study is aimed at investigation of the connection between sovereignty and well-being parameters in youth and adulthood. We assumed that 1) the personal sovereignty is positively connected with well-being, and 2) this connection is moderated by age. Our tools were: The Personal Sovereignty Questionnaire – 2010 (PSQ-2010) and seven well-known scales to measure independent variable. 288 respondents (66 males) were distributed into two groups depending on the age: 199 respondents of Mage=19.5 years, 89 - of Mage=32.8 years. Correlation and multi-regression analyses were used. We have revealed 70 interpretable positive connections between PS and well-being parameters in youth; hypothesized adapting function of the sovereignty was confirmed. On the contrary to our expectations, we have got only 20 connections in adults. We have also found that PS strongly predicts many well-being parameters in youth but doesn't in adults. Based on E.Erikson's and R.Havighurst's theories we explain why PS has been losing its protective role within transition from youth to adulthood. Early in life, people need achieving emotional independence of parents and other adults; thus, s/he needs much sovereignty. Adults have to start a family, rear children, manage a home. They need sharing their time and place, even identity, and sovereignty can prevent these goals.

### **PO2-41 The sexy seven descriptors of sexuality in brazil and their relationships with big five factors of personality, and self-esteem**

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In the process of selecting descriptors that were representative of the characteristics of personality, many terms concerning sexuality were not included as trait markers. Consequently, idiosyncrasies of human sexuality were left out of the explanatory models of personality. However, individual differences in sexuality-related characteristics are relevant to the explanation of many phenomena, especially those related to reproductive behaviors and strategies. A pioneering study conducted by Schmitt and Buss (2000) in the USA turned to the terms in the dictionaries and found seven dimensions, which explained characteristics of human sexuality. The present research aimed to map the structure of sexuality person descriptors on Brazilian Portuguese language, and to test relationships between sexuality and big five personality traits. A selection of descriptors resulted in a list of 28 adjectives, which were put to empirical test for participants evaluate how well each could describe them. In the first study (N = 331), we found seven explanatory dimensions from sexuality descriptors, whose content resembled those found by Schmitt and Buss (2000). Second study



confirmed that seven-dimension structure ( $N = 723$ ). These sexuality dimensions showed independent constructs not subordinated to big five personality factors. Sexuality dimensions also explained the variance in self-esteem beyond the big five factors. Our results advance in mapping individual differences concerning sexuality and suggest the seven dimensions may represent features of widespread importance to humans in many cultures.

### **IS-12 South African Personality Inventory: A decade of cross-cultural personality research**

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The South African Personality Inventory (SAPI) was initiated in 2005, and since then delivered more than a dozen national and international publications, 20 master dissertations, 2 PhD studies, and more than 30 presentations made worldwide. The project aims to develop a fair, valid and reliable personality instrument for the diverse South African context which shows equivalence across all linguistic and cultural groups. Starting with a modified lexical approach, interviews were conducted with individuals who speak one of the eleven official languages of South Africa. This produced more than 55,000 utterances which were semantically analyzed. A nine cluster personality structure was generated after the inputs of linguistic and cultural experts which seemed to go beyond the Big Five and corresponds well with the African concept of Ubuntu. The clusters were labelled as Conscientiousness, Emotional stability, Extraversion, Facilitating, Integrity, Intellect, Openness, Relationship harmony, and Soft-heartedness. Items were developed by reviewing the initial responses, and tested by conducting 11 separate pilot studies. After refinement, a study by Fetvadjev, Meiring, Van de Vijver, Nel and Hill (2015) found that a six-factor structure seems to replicate well between two of South Africa's ethnocultural groups. These new factors were labelled Conscientiousness, Extraversion, Negative Social Relational, Neuroticism, Openness-Intellect, and Positive Social Relational. The latest results showed a closer correspondence with the Big Five, while some indigenous elements still make-up the composition of each factor.

### **SY-9 Social Desirability in Personality Research: A cross-cultural perspective**

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When developing a new personality instrument it is prudent to demonstrate that it measures the personality composition of an individual accurately. In order to detect social desirable responding, scholars usually include blind items in their personality inventories to identify if a respondent shows favourable or unfavourable responding. In study 1, within the SAPI, 12 items were included to measure impression management and negative impression management. Low factorial validity was found, although the results indicated that positive impression management is more prominent in a cross-cultural South Africa than negative impression management. In study 2, two instruments that were developed to measure social desirability separately from personality inventories, namely the Balanced Inventory of Desirable Responding (Paulhus, 1989) and Marlowe-Crowne Social Desirability Scale (Crowne & Marlowe, 1964) were utilised in a South African sample ( $N = 360$ ). The results indicated much item bias and low factorial validity. These results fuelled an initiative to develop an indigenous South African instrument to measure social desirability. Study 3 presents the initial findings of the qualitative phase in which the emic-etic approach was utilised. Interviews were conducted with two different linguistic groups, namely Afrikaans ( $N = 30$ ) and Zulu ( $N = 30$ ). Results indicated some correspondence and differences in how respondents view social desirable and undesirable behaviour, emotions and attitudes. Both groups showed traditional views regarding social desirability, although gender role tradition is more prominent in the Zulu group than the Afrikaans group.

### **PO1-41 Psychological predictors of stated and displayed preferences in online dating**

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With the rapidly growing population of online dating users, there is an increasing interest in understanding the split-second choice to contact someone based on a photo. While a large body of research suggests that smiling increases positive personality inferences, there is no consensus on its effect in online dating. Furthermore, previous literature on the discrepancies between stated and displayed preferences has not explored our awareness of the effects of smiling on our choice of partner in online dating. By manipulating facial expression in the same individual, in this study we isolate the effect of facial expression from that of attractiveness. We also explore how the role of facial expression is represented in users' stated and displayed preferences. Thirty-six college-aged females each submitted two identical photos with different facial expressions (smiling and neutral). In the first stage of the project 50 college aged males (18-28) rated one photo of each female on various personality traits, attractiveness and indicated their interest in contacting the female. In the second stage of the project a different group of 50 college-aged males indicated their interest in contacting each female, and stated the importance of various personality traits, facial expression and attractiveness on their choice of partner. We



found that smiling and attractiveness independently and significantly increased the dating success of females. In addition, there was a discrepancy between the stated importance of attractiveness, facial expression and other personality traits and the displayed preference for these traits. This project provides evidence that facial expression has an independent and often neglected effect on mate choice in online dating for males, and that preference questionnaires often fail to predict the real preferences of an online dating user.

## **PO1-40 Positive psychology coaching for career adaptability, sense of coherence and emotional intelligence in the African call centre environment**

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Positive psychology encompasses the scientific study of individuals' strengths and virtues which enable them to thrive. It is a rich and thriving movement which aligns well with coaching; both are premised that people are basically healthy and motivated to grow. The aim is this research is to assess whether a sense of professional efficacy (burnout) mediates the relationship between individuals' emotional intelligence, sense of coherence (meaningfulness), and their career adaptability, respectively. Very limited research exists on positive psychology coaching for emotional intelligence, sense of coherence and career adaptability, in particular within an African call centre work environment. The sample (N=409) consisted of early career black females, permanently employed in call centres within Africa. Results from analysis of correlations and two mediational models revealed that meaningfulness as an aspect of people's sense of coherence strengthens their sense of professional efficacy, which in turn, partially strengthens their career adaptability. Professional efficacy mediates the relation between emotional intelligence and career adaptability. Emotional intelligence has positive outcomes for both professional efficacy and career adaptability; the findings suggest that people's professional efficacy does not influence this relationship significantly. The research added to the literature that professional efficacy plays an important role in meaningfulness (sense of coherence) and career adaptability relation. Organisations such as call centres should focus on developing call centre agents' emotional intelligence, and helping them to perceive the meaningfulness of their careers, which may strengthen their professional efficacy.

## **PO1-13 Personality: psychosemantic approach in the research**

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We rely on the concept of L.S. Vygotsky about language and speech as the main instruments for building personality. We believe that can research a personality if to study her life principles. Life principles are a phenomenon that reflecting individual consciousness and actual behavior. For the study of personality we have developed the psychosemantic method of the attribution the motives to life's principles of a personality (N. Nizovskikh, V. Petrenko). The main point of the method: the construction of the semantic space on the basis of the procedure when person ascribes some motives to the own life's principles. Objective of the method: reconstruction of values and meanings underlying personality. Respondents rated each of their principles of life in terms of their possible motives by using a six point scale. Forming of a scale of measurement is as follows: the respondent formulates the own life's principles (in the quantity of 30-35). The objects of assessment are some motives: "material interests", "love to another person", "self-development", "the fear of condemnation by others", "because of religious beliefs", and etc. Total number of statements is fifty. The matrix of individual data (35x50) is processed by using factor analysis. Further we make the interpretation of the extracted factors and the construction of semantic spaces. We held also the consultative discussions with the respondents (N = 47). The value of the method is that it reveals the hidden meanings and the motivational hierarchy of personality.

## **SY-5 Presentation 4: A new measure of (antonym) response consistency: Effects of age, motivation and personality**

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Large-scale assessments often use self-report inventories, assessing heterogeneous populations varying in age, verbal abilities, traits and motivation to participate, among other variables. All these individual differences' variables may impact on the quality of the obtained data. It is hence necessary to check if responses demonstrate a coherent pattern, confirming that respondents understood and carefully responded to items. An index is proposed that describes the level of consistency of responses of individuals to pairs of items with opposite poles, named Antonym Index (AI). This index is calculated from the correlation of vectors of the responses to pairs of items of opposite poles. Thus, the closer this index approximates -1, the more consistent the pattern of responses is for an individual. Values close to zero indicate individuals that disregard the opposite descriptive content of items. Two samples administered the Big-Five Inventory (BFI) were available, one including 906 elementary or high-school students with an average age of 14 years (SD = 2.66), the other with 632 individuals with an average age of 27.66 (DP = 9.15) with education ranging from elementary school to



postgraduate students. Samples were merged and split into four age-groups. A factorial ANOVA showed significant differences ( $F(3.1148) = 5.01$ ;  $p < 0.001$ ) between the group of children (10-13 years), teenagers (14-17 years) and the two elder groups, though these last did not differ from each other, with consistency increasing with age. The consistency index was also compared between two groups with varying levels of motivation to respond to the BFI. The more motivated group included people who were administered the BFI and later accessed a web platform to fill out other inventories and get feedback; participants in the less motivated group did not seek feedback. Larger consistency (Cohen's  $d = .28$ ) occurred in the more motivated group ( $t(424) = 2.71$ ,  $p < 0.01$ ). Finally, regressing the consistency index on the Five-Factor Model traits showed a significant model explaining 18% of the variance ( $F(4, 1445) = 82.66$ ). Agreeableness showed the highest negative relationship (Beta =  $-.27$ ,  $p < 0.01$ ) followed by Conscientiousness (Beta =  $-.17$ ,  $p < 0.01$ ), with Neuroticism not adding to the model.

### **PA-19 A comprehensive review of research on mental health in Sub-Sahara Africa: Toward a formulation of criteria and principles for multiculturalism**

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The impetus for pioneer research on mental illness in sub-Sahara Africa by Western anthropologists, psychiatrists and psychologists was to identify the pathogeneses and symptom syndromes of mental illness in Sub-Sahara Africa as well as determine the degree of convergence and divergence in the types, manifestations and prevalence of mental illness in Africa and the Western countries. The researchers identified a variety of mental disorders including psychoneuroses and compulsive behaviors (Wittkower & Fried, 1958; Tooth, 1950; Lambo (1955; 1956) among others as well as similarities and major differences. The significance of these differences were the bases for Wittkower & Fried's caution against the tendency to apply "culturally defined norms of behavior in Western cultures as the ideal standards" (1958, p. 492). A few decades later, the WHO's research on major psychiatric disorder, schizophrenia (1973) and depression (1983), confirmed the occurrence of these disorders in all countries but with cultural differences in the features, cause and prognosis. These and other research findings fueled the developments of emic perspectives, multicultural competence/culture-specific interventions for ethnic minorities and non-Western patients (Sue & Sue, 1977; Sue & Zane, 1987); Lau, 2006). Furthermore, each individual psychologist and counselor in Sub-Sahara Africa, in order to address culture-based differences, has adapted major Western diagnostic classifications and psychotherapies for application in clinical work in order to enhance cultural competence and therapeutic efficacy (Olatuwura, 1973); (Makanjuola, 1987); (Nzewi, 1989); (Ohaeri, 1989); (Nzewi, 1992); (Okulota & Jame, 2002); (Idemudia, 1995); (Idemudia, 2003); (Nwoye, 2006); (Nzewi, 2009); (Chima & Nnodum, 2008); (Ebigbo 1982); and (Makanjuola, 1989). The wealth of information contained in these research findings offer the possibilities for determining critical cultural variables that impact ideas about causation, features and manifestations of mental illness, the nature of culture-specific syndromes as well as the intersectionality of these variables with levels of acculturation or westernization, health seeking behaviors, therapeutic expectations and outcomes. To date, there are no indications that any attempts have been made to access, and compile the wealth of information and knowledge on mental illness in Sub-Sahara Africa that abound in these research findings. To this end, this paper attempts to carry out (1) a comprehensive literature review of the findings; (2). Aggregate these findings; (3). Contrast, based on pathology and severity, approaches that were and were not effective; (4). Aggregate the most salient perspectives and variables on mental illness and therapeutic interventions in sub-Sahara Africa; (5). Create a Therapist's Checklist based on therapist's variables that can be utilized by a therapist to monitor and address these variables and finally, (6). Create a Pre-Therapy Check List for the patient designed to assess patient's variables and characteristics of importance in the development of therapeutic alliance and therapy outcome.

### **PA-17 Personality and global entrepreneurship: A story of agency and self-discipline?**

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Across the globe, entrepreneurship (e.g., starting and growing an own business) is a key driver for job creation, innovation, and social and technological change. One major psychological approach to study entrepreneurship at the individual and regional level is the personality approach to entrepreneurship. This approach examines the biologically related determinants of entrepreneurship by studying personality characteristics that make (successful) entrepreneurial activity more likely. In this study, we apply the personality approach to explore the country-level relationship between personality traits and entrepreneurial activity as well as underlying mechanisms. One of the most striking observations in contemporary global entrepreneurship research is that there are remarkable between-country differences in entrepreneurial activity across the globe. We explore the possibility that beside institutional and macro-economic factors, macro-psychological factors such as country-level personality differences could help



explaining this observed global variation in entrepreneurial activity. We analyzed global personality data from the Gosling-Potter internet project that employed the BFI questionnaire to assess Big Five traits and 10 sub-facets ( $N = 6,621,643$  individuals). Global, representative data on entrepreneurial attitudes, skills, and activity were taken from the Global Entrepreneurship Monitor (GEM) project ( $N = 45$  countries). Furthermore, data on the economic factors of each country was obtained to control for other determinants of entrepreneurship. Preliminary results revealed that particularly the Big Five sub-facets Activity and Self-Discipline show substantial, positive, and robust country-level relationships with entrepreneurial activity. These links were mediated by country-level entrepreneurial attitudes and skills. At first glance, the results support a trait perspective on entrepreneurial culture. However, it is also possible that the observed regional clustering of agency, self-discipline, and entrepreneurship may reflect corresponding global variations in underlying socio-economic norms, opportunities, and constraints/necessities regarding work-related entrepreneurial agency.

## IS-5 Conscientiousness, stress and health behaviors

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There is an established body of research that has demonstrated that conscientiousness is associated with longevity, health status and health behaviors. However, recent research has suggested that i) stress may play an important role in explaining these relationships and ii) the lower-order facets of conscientiousness may have differential effects on stress and health behavior associations. The current study aimed to establish whether C and its lower order facets moderated the relationship between daily stressors and health behaviors and investigated the lower-order structure of a new facet measure of conscientiousness. Using a combination of daily diary and cross-sectional survey approaches, day-to-day within-person effects of daily stressors on health behaviors were examined, together with the influence of conscientiousness. The Chernyshenko Conscientiousness Scales was used to measure six facets of conscientiousness. Conscientiousness and its facets were found to have direct and moderated effects on the initiation of daily health behaviors and were associated with adherence to UK health behavior guidelines. The results also showed that those items designed to measure industriousness, order, self-control, traditionalism, and virtue were best represented by a five-factor structure, whereas, the content and structure of the responsibility scale requires further investigation. These findings indicate that conscientiousness and its facets may influence health status directly via changes in health behaviors and indirectly through influencing stress–health behavior relations.

## SY-3 Why do supervisors engage in abusive supervision: Affect-based dispositions or (low) Honesty-Humility?

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Leadership researchers have long recognized that when employees are nested within workgroups, they tend to report collective experiences of the leader's behaviors (Erhart, 2004). Although the majority of this research has focused on positive leader behaviors, recent research suggests that some supervisors engage in sustained hostile verbal and nonverbal behaviors towards all members of their workgroup, creating an abusive supervision climate (Priesemuth et al., 2014). To date, there has been little research on individual differences that predict this negative leader behavior (Martinko et al., 2013). In this paper, we propose that – contrary to the common depiction of abusive supervisors as highly emotional or disagreeable individuals – supervisors who are callous, disingenuous and manipulative (i.e., low Honesty-Humility) tend to be deliberately abusive towards their direct reports. The deceitful and manipulative tendencies of individuals low in Honesty-Humility are aligned with abusive behaviors such as lying to employees, taking credit for their work, blaming others to avoid embarrassment, and breaking promises made. In turn, these experiences should lead to higher levels of deviance among workgroup members. Thus, low supervisor Honesty-Humility should indirectly lead to workgroup deviance through abusive supervision climate. We tested our hypotheses in a sample of 131 workgroups containing 131 supervisors and 612 direct reports. Supervisor Honesty-Humility was negatively related to employee reports of abusive supervision climate ( $B = -.22, p < .01$ ), after controlling for negative affectivity, positive affectivity, and other HEXACO traits. Bootstrapping tests further showed that supervisor Honesty-Humility indirectly predicted workgroup deviance through abusive supervision climate,  $B = -.07$  [95% CI:  $-.16, -.02$ ]. These results support our contention that abusive workgroup climates are not driven primarily by emotionally dysfunctional supervisors; rather, they are a result of low Honesty-Humility leaders who intentionally mistreat their employees in order to dominate people and resources to achieve self-serving interests





## **PO1-17 Relationship between psychoactive substance use and sexual risk behaviour among adolescents in some senior secondary schools in abakaliki metropolis of ebonyi state**

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The focus of this study was to examine extent of psychoactive substance use among the respondents, determine the respondents' perceived intended benefit of substance use, determine sexual risk practices among the respondents and establish whether psychoactive substances used by the respondents influence respondents' sexual risk practices. A descriptive survey design was used. A sample size of 361 respondents was drawn from six schools and 354-item questionnaire was used to collect data. Simple stratified random sampling technique was used to select the respondents. The data collected were tabulated and analyzed using percentages. The findings showed that the most common psychoactive use among these respondents were; Marijuana: (37.50%), Alcohol: (26.56%), Tobacco/cigarette smoking: (17.19%). 16.67% use psychoactive substances to read and pass examination as intended benefit, 8.85% use it to boost confidence, 10.94% use it to keep awake, and 7.25% use it to feel free with members of opposite sex, 25.52% use it to be able to make friends with members of opposite sex and 19.27% reported that they use it to enjoy sex, 36.71% has multiple sexual partner and 39.49% does not use condom while having sex, 35.82% had multiple sexual partner after using psychoactive substance, 60.45% did not use condom while having sex after psychoactive substance. The most significant finding of the study was that there is relationship between psychoactive substance use and sexual risk behavior. Based on this, recommendations were made to stakeholders. Areas of further research were also recommended.

## **PO2-27 Measurement invariance of the Big Five model in visually impaired and unimpaired populations: evidences from a Brazilian population**

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The Differential Item Functioning (DIF) is one of the most used techniques to investigate measurement invariance. DIF is part of the Item Response Theory (IRT) and, usually, it is applied to evaluate test items from psychological and educational contexts. An item presents DIF when its relationship with the latent trait differs in one or more groups of participants. The aim of our research was to verify the measurement invariance of a computerized Big-Five-based personality measure for visually impaired and unimpaired people, as well as to understand different items responses patterns in both groups. In order to present a fully accessible personality measure for both groups, the personality items were adapted based on Universal Design principles. For example, items with visual stimulus content (e.g. driving) were withdrawn before the pilot study. A sample of N=296 Brazilians, of which 146 participants had impaired vision and 150 participants presented no visual impairment, answered the personality questionnaire. We performed the data analysis based on the Rasch model, and then DIF levels were interpreted. Item content analyses were performed only for items with moderate and high DIF values. We identified one item ("I like to break rules") from the Agreeableness factor with contrast value (DIF) higher than 0.63, which is an indicative of moderate to high DIF value, with a significant Mantel-Haenszel p-value ( $p=0.036$ ). This item presented a higher difficulty level for visually impaired participants, resulting in individuals with the same Agreeableness latent trait level having different expected responses (item bias). Although the DIF value was acceptable, the item was deleted for future applications because of its content. We concluded that a combination of quantitative and qualitative interpretations is the most parsimonious approach in cases where moderate and high DIF values are found.

## **PA-14 A general factor in personality disorders: Investigations using DSM-IV and DSM-5 paradigms**

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A new approach of mental disorders conceptualization has been defending the idea of a "p" factor. This idea comes from researches on structure of mental disorder, where the results have shown that almost all of the variation in the lower-order abilities (i.e. specific mental disorders) is accounted for by "p". Thus, the "p" factor can be understood as a general psychopathology dimension which would represent low-to-high psychopathology severity. The current study aims to verify if a general factor applies to the personality disorders according to DSM-IV and DSM-5 conceptualizations. A total of 1,162 people responded the SCID-II Personality Questionnaire (SCID-II-PQ), and 1,210 people filled the Personality Inventory for DSM-5 (PID-5) in an online survey. Fit indices were compared among single factor, multiple correlated factors, high order, and bi-factor models by exploratory and confirmatory factor analysis approach. Hierarchical structure was also investigated. Results: Data presented better fit indices to bi-factor models





for both DSM-IV [ $\Delta x(2)=298$ ,  $\Delta CFI=.06$ ,  $\Delta TLI=.05$ ], and DSM-5 [ $\Delta x(2)=899$ ,  $\Delta CFI=.06$ ,  $\Delta TLI=.05$ ] conceptualizations. Results demonstrated that 12 personality profiles from DSM-IV had their variance accounted for by general factor. Similar results were found in 25 pathological personality traits of DSM-5. All 25 traits showed variation accounted for by general factor. Similarities were found among the hierarchical structures of DSM-IV and DSM-5 paradigms. The current investigation adds validity evidences for the general factor conceptualization in personality pathology.

## **SY-7 Advantages and disadvantages of reduced versions of the Personality Inventory for DSM-5 (PID-5)**

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DSM-5 has proposed an alternative personality disorder model to assess personality pathology, which is based on a dimensional approach (25 facets and five domains). These traits have been widely studied via the Personality Inventory for DSM-5 (PID-5), which is a 220-item self-reporting instrument that is scored in a 4 point Likert scale. However, the PID-5 is a long instrument in terms of the scoring process. Long assessment protocols are normally a problem in some research and clinical centers. Maples et al. (2015) proposed a 100-item version of the PID-5 (four items per scale), and Zimmerman et al. (2015) used a 75-item version of the PID-5 (three items per scale). Investigating the psychometric properties of a 50-item version of the PID-5. A total of 1,104 participants from Brazil completed an online survey. An IRT graded response model was applied on the original scales in order to obtain items' psychometric information to the item selection procedure for each facet. The aim was to select two items per facet. Although shorter versions show a loss of test information (100-item version lost on average 38% of information, while the 50-item version lost on average 59% when compared to the original version), their psychometric properties and clinical utility still remain adequate. The average Cronbach's alpha for the two-item facets was .76. Correlations between the original facets and two-item facets were on average of .86. Exploratory Structural Equation Modeling with target oblique rotation, based on the factor loading matrix from the original PID-5, showed a model strongly related to the original structure (average Tukey's factor congruence was .95). We found convergent and concurrent validity evidences with health and pathological functioning variables. The 50-items of the PID-5 showed appropriate psychometric properties. We recommend its use as a screening instrument.

## **PO2-29 Validation of an informant-version of the five-factor narcissism inventory**

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Narcissism is a form of personality pathology whose assessment might benefit considerably from the use of informant-reports (Klonsky et al., 2002). The present study developed an informant-version of the Five-Factor Narcissism Inventory (FFNI), a 148-item measure of grandiose and vulnerable narcissism. Two-hundred seventy-two student participants provided contact information for 222 informants and both parties completed questionnaires about the students' personalities and social functioning. The Informant-FFNI (I-FFNI) displayed convergent validity with other self- and informant-report measures of narcissism. Agreement between selves and informants was high for grandiose traits, but nonexistent for vulnerable traits. However, certain informants agreed with one another about the students' vulnerability. Further, informant-reported narcissism was highly related to social dysfunction, while this relationship was only moderate for self-reports. These analyses support the validity of the I-FFNI as a measure of narcissism, and suggest that the I-FFNI can provide unique information about narcissistic personality traits.

## **SY-7 Advances in maladaptive personality assessment and applications**

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From the early days of psychology as a discipline, individual differences in personality detracting from psychological functioning and well-being have constituted a major area of inquiry and assessment. The most recent edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM-5, released May 2013) includes a new section on emerging measures and models (Section III) that is intended to inform and advance its traditional categorical psychiatric diagnostic criteria and codes (Section II) based on mounting research evidence. By indexing an individual's level of a given maladaptive tendency, this new dimensional approach aligns psychopathological diagnoses, previously conceptualized as categories, with psychometric personality assessment instruments tied to dimensional conceptualizations of personality variation. The goal of this symposium is threefold: (1) discuss the psychometric, cross-cultural and assessment literature that has been accumulating around DSM-5's measure of maladaptive personality, PID-5, (2) address psychometric issues including the creation of shorter forms as well as convergent validity with other measures of "dark" personality (e.g., dark tetrad), and (3) present evidence for the usefulness of maladaptive constructs and measures in work settings.



Five presentations have been assembled for this symposium. The first paper by Krueger provides an overview, literature update, cross-cultural developments and a discussion of the PID 5's multiple uses. The second paper by DeOliviera and colleagues tackles the psychometric issues surrounding shorter forms of the PID-5. In the third paper, Moore and Ones present research that examines the overlap between the Dark Tetrad (Psychopathy, Narcissism, Machiavellianism, and Sadism) and PID-5 scales, integrating multiple maladaptive personality measures. In the fourth paper, Ones and colleagues discuss the relevance of the DSM-5 personality constructs and present construct driven meta-analytic evidence linking various maladaptive traits to competencies, behaviors and job performance among police officers. In the fifth and last presentation of the symposium, Dilchert and colleagues establish relationships between dark personality traits and managerial behaviors. Overall, this set of five papers serves to advance knowledge around maladaptive personality traits and their real-world, especially workplace, consequences.

## **SY-7 DSM-5 personality constructs in assessment of law enforcement personnel**

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*Dilchert, S., City University of New York*

*Viswesvaran, C., City University of New York*

The use of personality variables in employee selection has seen resurgence over the past two decades. This is especially true in police officer selection where the changing nature of policing work has underscored the importance of personality traits. In the United States, trends of community-oriented policing and changing nature of societal demands from law enforcement are part of these developments. Given the grave consequences of law enforcement officer misbehavior, most police agencies attempt to identify officers who are likely to abuse their power. Police officers wield substantial discretionary power in carrying out their duties and are given the power to suspend rights guaranteed by the constitution and laws of the land. Thus, society has placed a great deal of trust in their law enforcement personnel and proper selection of such personnel is vital. Further, police personnel should also be capable of tolerating stressful conditions. Psychological testing is primarily used to screen police applicants with significant emotional or psychological disorders. The purpose of this study was to evaluate the use and usefulness of maladaptive personality constructs in the assessment of law enforcement job candidates. We relied on the DSM-5 personality constructs to organize the personality variables assessed in the vast Law enforcement literature before conducting a series of meta-analyses of criterion-related validities. Scales from popular measures of psychopathology such as the MMPI-2, MMPI-RF, and PAI were linked to DSM-5 personality constructs. Results suggest differential usefulness of maladaptive personality constructs in the prediction of various police job competencies, overall job performance, and a variety of counterproductive behaviors.

## **SY-8 Predicting behaviors and outcomes: Big Five factors, aspects, and facets**

*Ones, D.S. (Convener), University of Minnesota, USA*

*Dilchert, S. (Convener), City University of New York*

Personality has been one of the most active and prominent areas of research in organizational psychology and organizational behavior. The Big Five personality traits have been linked to dozens of important work criteria and organizational phenomena. Amidst the resurgence of research on personality and the relative success of the Five Factor Model, interest has grown in understanding the contributions of traits at other levels of the personality hierarchy. This symposium gathers four papers that explore the nature, predictive validity, and potential application of lower-order personality traits, including traits at meso- ("aspects") and micro-levels ("facets") in the prediction of consequential behaviors and outcomes. In the first paper, Connelly and colleagues examine whether lower level aspects and facets supplement prediction from the Big Five in the prediction of multi-rater, 360 degree feedback evaluations of job performance. In the second paper, Ellis and colleagues examine the relations between Big Five aspects and grade point average, reporting differential prediction from some Big Five aspects. In the third paper, Dilchert and colleagues explore relations between Big Five aspects and counterproductive work behaviors. In the fourth and last presentation of the symposium, Ones and colleagues link the Big Five aspects to environmental sustainability orientation and employee green behaviors. As a set, these papers are intended to advance knowledge and applications of personality science in academic and work settings.

## **SY-8 Workplace environmental sustainability: Big Five Aspects – Employee green behavior relationships**

*Ones, D.S., University of Minnesota-Twin Cities, Minneapolis, USA*

*Dilchert, S., City University of New York, USA*

*Mercado-Martinez, B., City University of New York, USA*

Interest is growing among organizations and societal stakeholders in understanding how to reduce the environmental impact of business operations. The role of employee behavior in contributing to organizational environmental sustainability is being



increasingly recognized (Ones & Dilchert, 2012b). Ones and Dilchert (2009;2012b) called this emerging performance domain employee green behaviors. Such behaviors include transformational actions (e.g., redesigning work processes and products to be more environmentally friendly), conservation (reducing waste, re-using, repurposing, recycling), avoiding harm (e.g., pollution), and influencing others' behaviors toward greater sustainability. The purpose of our research was to examine the contributions that personality variables can make to the prediction of employee green behaviors. Previous research has examined the usefulness of the Big Five as well as some individual personality constructs in the prediction of environmental attitudes and personal sustainability behaviors. We focus exclusively on employee behaviors pertaining to environmental sustainability. In doing so, we investigate not just the Big Five factors, but also Big Five aspects. Participants were 390 employed students who completed an online survey under conditions of anonymity. The sample was 36.8% male; average age was 22.7 years ( $SD = 6.5$ ). Participants had an average work experience of four years and eight months, and job tenure of two years and two months. Participants completed the Big Five Aspect Scale and a measure of green work behaviors based on the taxonomy by Ones and Dilchert (2012). Openness was one of the strongest predictors of pro-environmental behaviors at work ( $r = .34$  for total green behaviors,  $.28$  for conserving behaviors, and between  $.20$  and  $.30$  for other subclusters of the criterion). Validities for conscientiousness and, depending on the criterion, also emotional stability, ranged from  $.18$  to  $.28$  (uncorrected). Implications for organizational sustainability efforts with a particular focus on recruiting and selection will be discussed.

## **PO2-10 Development, evidences of validity and norms of a Brazilian openness to experience scale**

*Pacico, J.C., UFRGS/UMass Amherst, USA*

*Hutz, C.S., UFRGS, Brazil*

The aim of this paper is to present the results associated with the construction, validation and normatization of a scale to measure openness to experience on the Big-five model. Openness to experience is the personality dimension related to features such as active pursuit of personal interests, aesthetic sensitivity, appreciation of beauty and willingness to consider alternative ideas and values. People with high scores on this scale are characterized by actively pursuing different activities that may help them to experience different feelings. Two studies have been conducted. In the first study, exploratory factor analyzes were performed using part of the sample and the second confirmatory factor analysis with other participants. Participants were 1,924 people aged between 17 and 62 years ( $M = 22.1$ ,  $SD = 5.7$ ). The subjects answered a sociodemographic questionnaire, the instrument developed to measure openness to experience and the Bateria Fatorial de personalidade (Nunes, Hutz & Nunes, 2009). In the first study, we found a factor structure of six factors with alpha coefficients ranging between  $.80$  and  $.96$ . The factors described characteristics related to aesthetics, feelings, actions, values, ideas and fantasy. There were differences between women and men in the facets ideas, feelings and varied actions, which required the development of norms by gender. In the second study, the 6-factor structure was confirmed. The adjustment values found in the second study were similar to those in international studies. The results suggest evidence of validity and adequate psychometric properties of the instrument.

## **PO2-11 Development, evidences of validity and norms of a Brazilian conscientiousness scale**

*Pacico, J.C., UFRGS/UMass Amherst, USA*

*Hutz, C.S., UFRGS, Brazil*

The aim of this study is to present results related to the construction and validity evidences of a scale of conscientiousness for Brazilians. Conscientiousness is one of the five factors of personality and it describes characteristics related to organization, motivation for success, planning and order. Subjects with high scores are organized, highly motivated to achieve success, plan their activities and feel competent to achieve the desired results. Two studies were conducted with 1905 participants. In study 1 exploratory factor analysis were conducted with 932 participants 17-56 years of age ( $M = 22.2$ ,  $SD = 6.0$ ). In study 2, confirmatory factor analyzes were performed with 973 subjects aged between 17 and 62 years ( $M = 21.7$ ,  $SD = 5.5$ ). The subjects answered a sociodemographic questionnaire, the Bateria Fatorial de Personalidade (BFP) and the new instrument developed to measure conscientiousness. The results of exploratory factor analysis suggested a structure with six factors (Achievement Striving, Deliberation, Dutifulness, Self-discipline, Competence and Order). Sex differences were found in the facets sense of duty, order and competence. The values of alpha coefficients ranged from  $.92$  to  $.95$ . The results of study 2 with confirmatory factor analyzes also suggested that six factors was a good solution. The results in the two studies (alpha coefficients and fit indices) were similar to those obtained in international studies with personality in the model of the Big Five factorial model. This suggests the suitability of the instrument to measure conscientiousness in Brazil.



## **PA-10 Individual differences in mental toughness associate with individual variation in academic achievement and income**

*Papageorgiou, K.A., Metropolitan University, London, UK  
Lin, Y., University of Southern California, USA*

Mental Toughness (MT) represents an effective coping mechanism as reaction to stressors allowing individuals to pro-actively seek out opportunities for personal growth. Research indicates that MT correlates with personality traits that are established predictors of performance across achievement contexts. However there is currently limited research to explore whether MT associates with academic achievement; and the factors that may influence individuals' level of MT. The three studies aimed at exploring: (1) whether MT associates with undergraduate students' academic grades; (2) whether family income—an index of socioeconomic status (SES)—associates with university students' MT; (3) whether individuals' level of MT associates with participants' income. MT was measured on all three studies using the Mental Toughness Questionnaires (MTQ48); In study 1, academic grades on exams, essays and final year research project were obtained from students (N = 45; mean age = 24.2); In study 2, parental income was obtained from undergraduate students (N = 100; mean age = 32); In study 3, non-students participants' current income was obtained (N = 43; mean age = 22.9). Study 1 showed that total MT and the scales of control and commitment associated positively with average academic grades. Study 2 revealed that parental income did not predict individuals' level of MT. Study 3 showed that total MT and its subscales associated significantly with individuals' income. These preliminary results indicate that MT is a trait that entails positive psychological resources, which are important—not only in sports—but also in educational and occupational contexts. As such, future research aiming at exploring the factors that influence the development of MT and how MT is linked to personality traits that are established predictors of academic performance

## **IS-14 The “Big Five” brain: new data and a meta-analysis of the neuroanatomical studies of personality**

*Passamonti, L., University of Cambridge, UK*

The five-factor model describes a vast repertoire of human behaviors and is consequently the leading taxonomy of personality, yet its neuroanatomical underpinnings remain uncertain. Different methods and small sample sizes may have determined inconsistencies across previous findings. To overcome these limitations, we conducted two novel studies employing N=84 volunteers in our center and N=507 volunteers included in the Human Connectome Project. Results from these studies were combined with findings from past research into a meta-analysis that included a total of N=1,160 participants. Neuroticism was associated with grey-matter differences in medial temporal lobe areas involved in the stress response. Extraversion was linked to anatomical variations in regions implicated in reward-seeking behavior (e.g., orbitofrontal cortex). Agreeableness was associated to structural changes in areas belonging to the “social brain” (e.g., superior temporal gyrus, fusiform gyrus). Conscientiousness was related to grey-matter differences in the dorsolateral prefrontal cortex, a key region of the multiple demand system. Overall, the large sample examined in this meta-analysis provided a robust account of the neuroanatomical basis of human personality.

## **PO2-16 Clinical and sociodemographic characteristics associated with having more than one Personality Disorder diagnosis.**

*Passos, M.B., Catholic University of Pelotas, Brazil  
Araújo, J.M.G., Catholic University of Pelotas, Brazil  
Molina, M.L., Catholic University of Pelotas, Brazil  
Mattos Souza, L.D., Catholic University of Pelotas, Brazil*

A problem frequently brought up regarding Personality Disorders (PD) is the elevated levels of comorbidity with other PDs. Although the DSM-V included a section suggesting further studies about an alternative method of diagnosing PDs, the previous classification method was kept. However, so has the excessive comorbidity problem. This study aimed to verify if there are factors that may be associated with having more than one PD diagnosis. This is a cross-sectional study nested within a larger clinical trial involving participants aged 18 to 60 years. Instruments involved a questionnaire about sociodemographic data, such as sex, age, schooling, etc.; the Mini International Neuropsychiatric interview Plus to obtain psychiatric diagnoses and verify previous suicide attempts; The Millon Clinical Multiaxial Inventory-III to obtain personality disorder diagnosis indicative; The Alcohol, Smoking and Substance Involvement Screening Test 2.0 to verify presence of abuse/dependence of several substances. Participants who did not have at least one PD diagnosis were excluded from analysis. Bivariate analyses were done with chi-square and t-tests. Variables that presented a  $p < 0.20$  were taken to the multivariate analysis. In the multivariate analysis, Poisson regression was utilized. A total of 589 cases were identified. The sample was composed mainly of women (78.1%), with mean age of 35.1 years ( $SD=11.5$ ) and mean years of schooling of 10.6 ( $SD=3.6$ ). Around half were employed (48.9%), 58.7% belonged to socioeconomic classes C, D or E and 48.2% lived with a partner. After multivariate analysis, the following variables were associated with the outcome: schooling; socioeconomic condition, previous suicide attempt, cocaine abuse/dependence and current depressive episode. Schooling,

socioeconomic condition, previous suicide attempt, cocaine abuse/dependence and current depressive episode were significantly different between the groups with only one personality disorder and the group with more than one. Still, more studies are needed to better define causal relationships.

#### **PA-18 The profile of borderline patients who have history of suicide attempt**

*Passos, M.B., Catholic University of Pelotas, Brazil*  
*Araújo, J.M.G., Catholic University of Pelotas, Brazil*  
*Krause, C., Catholic University of Pelotas, Brazil*  
*Molina, M.L., Catholic University of Pelotas, Brazil*  
*Jansen, K., Catholic University of Pelotas, Brazil*  
*Silva, R.A., Catholic University of Pelotas, Brazil*  
*Mattos Souza, L.D., Catholic University of Pelotas, Brazil*

Borderline Personality Disorder (BPD) is a disorder characterized by several maladaptive emotional and behavioral traits. A common characteristic of this disorder is self-inflicted harm and suicide attempts. Suicide risk and attempts in BPD have been associated with more severity and worse prognosis. This study aimed to identify clinical characteristics associated with history of suicide attempt throughout life in patients with Borderline Personality Disorder indicative. This is a cross-sectional study nested within a larger clinical trial, involving participants aged 18 to 60 years. Instruments involved a questionnaire about sociodemographic data, such as sex, age, schooling, etc.; the Mini International Neuropsychiatric interview Plus to obtain psychiatric diagnoses and verify previous suicide attempts; The Millon Clinical Multiaxial Inventory-III to obtain personality disorder diagnosis indicative; The Alcohol, Smoking and Substance Involvement Screening Test 2.0 to verify presence of abuse/dependence of several substances; The Childhood Trauma Questionnaire was used to verify trauma history. All participants without BPD were excluded from the analyses. Bivariate analyses were done with chisquare tests. Variables that presented a  $p < 0.20$  were taken to the multivariate analysis. In the multivariate analysis, Poisson regression was utilized. A total of 158 BPD cases were identified. The sample was composed mainly of women (84.2%), with nine or more years of schooling (65.6%). One third of the sample was currently taking psychiatric medication. Most (72.2%) presented current suicide risk and 36.7% had history of previous suicide attempt. After multivariate analysis, the following variables were associated with suicide attempt history: paternal and maternal history of suicide attempt, bipolar disorder comorbidity and history of previous psychiatric hospitalization. Paternal and maternal history of suicide attempt, bipolar disorder comorbidity and history of previous psychiatric hospitalization presented themselves as factors associated with previous suicide attempts, and may also serve as risk factors for future suicide attempts.

#### **PO2-5 Mediating factors in intimate partner violence: The vision of evolutionary psychology**

*Pavez, P., Universidad de Santiago de Chile*  
*Fernández, A.M., Universidad de Santiago de Chile*

Currently there are studies and various currents of thought that seek to explain the intimate partner violence. However, these studies show that these theories fail to explain individual differences in the intensity of its expression, and the universality of the phenomenon. Gender violence is a major public health problem worldwide, which needs global theoretical positions, for understanding why humans act the way we do. Evolutionary psychology has studied the abuse in intimate relationships through the integration of different fields. This has allowed us to understand that sex differences in this behavior and variations in its intensity depend in part on psychological and physical factors. In this review we will try to deliver an evolutionary functional explanation of the phenomenon of abuse within the couple. Preliminary results of this research in Chile indicate that men occupy more physical violence and that women have a greater controlling behavior towards their partner. This approach can be eventually integrated and contrasted with current theories that attempt to explain this type of abuse, which ultimately serve to achieve a more integrated vision of this phenomenon whose nature is clearly multifactorial

#### **PO2-30 The relationship between personality disorders and the Big Five in a Vietnamese sample**

*Pavlos Samph, S., St. John's University, New York, USA*  
*Walton, K.E., St. John's University, New York, USA*

Research on the relation between personality traits and personality pathology has been largely focused on Western samples, and there is a dearth of research on personality in Southeast Asia. This study describes the relation between personality disorders and the Big Five in a Vietnamese sample and compares those findings to those obtained in Western samples. A sample of individuals affiliated with Hanoi National University of Education and residents of a nearby rural village (N=568) was administered Vietnamese

translations of the International Personality Item Pool-AB5C, a self-report personality inventory, and the Personality Disorder Symptom Checklist, a self-report screener for personality disorders (IPIP, 2001; Chiu, 2010). Participants ranged from 16 to 90 years of age ( $M=43.7$ ,  $SD=16.48$ ). Neuroticism was significantly positively associated with all of the personality disorder subscales but one, and correlations ranged from .202 to .423 ( $p<.05$ ). In contrast, conscientiousness yielded significant negative associations with five personality disorder subscales, with correlations ranging from  $-.085$  to  $-.207$  ( $p<.05$ ). One subscale, obsessive compulsive personality disorder (OCPD), was significantly positively correlated with conscientiousness ( $r=.159$ ,  $p<.05$ ). Extraversion was significantly positively correlated with seven of the nine personality disorder subscales, though magnitudes were generally lower than the correlations between the subscales and neuroticism (AsPD  $r=.115$ ,  $p<.05$ ; HPD  $r=.122$ ,  $p<.05$ ; AvPD  $r=.150$ ,  $p<.05$ ; PPD  $r=.109$ ,  $p<.05$ ; NPD  $r=.100$ ,  $p<.05$ ; DPD  $r=.086$ ,  $p<.05$ ; OCPD  $r=.097$ ,  $p<.05$ ). As in Western samples, positive associations with neuroticism were the most consistent findings amongst the personality disorder subscales. Correlations between the personality disorder subscales and neuroticism and conscientiousness were largely consistent with results from Western cultures in direction and magnitude (Saulsman & Page, 2004). Correlations between the personality disorder subscales and extraversion in our Vietnamese sample were largely discrepant with results from Western samples (Saulsman & Page, 2004).

#### **PA-21 Exploratory factor analysis of an instrument designed to assess dysfunctional beliefs associated to personality disorders**

*Peres, A.J.S., University of Brasília, UnB*

*Laros, J.A., University of Brasília, UnB*

This study examine the factor structure of the Questionário de Esquemas e Crenças da Personalidade (QECP), a self-report instrument developed to assess cognitive profiles of personality disorders according to cognitive therapy theory. The sample of respondents was composed of 437 Brazilian persons with a mean age of 28.1 years ( $SD=8.57$ ), 75.7% being female and 88.3% being university students. Exploratory factor analysis with Principal Axis Factoring and Promax rotation and parallel analysis indicated a model with five factors. Reliability coefficients (Guttman's Lambda 2) varied between .64 and .89. The correlations corrected for attenuation between the five factors varied from .05 to .64. Exploratory factor analysis with the factor scores indicated two second-order factors similar to results of studies conducted in other countries. The results indicated satisfactory evidence of construct validity and reliability of QECP scores.

#### **PO2-34 Dark and bright values: The Dark Triad and empathy relating to universal values**

*Persson, B.N., University of Skövde, Sweden*

*Kajonius, P.J., University West & University of Gothenburg, Sweden*

There is an emphasis on self-enhancing values in present-day society. Empathy is shown to be declining and callousness increasing. This two-study research set out to analyze dark personality traits (Machiavellianism, narcissism, and psychopathy) and bright personality traits (emotional and cognitive empathy), and their predictive validity on universal value types. Using a sample of Swedes and Americans ( $N = 385$ ), the Dark Triad (SD3) correlated significantly with all value types (Schwartz's 10 values), forming a sinusoid pattern which aligned with the circumplex value model. Machiavellianism and narcissism were positively associated with the self-enhancing values Achievement and Power, while psychopathy was positively associated with the self-enhancing values Hedonism and Power. Using a middle-aged US sample, cognitive and emotional empathy (IRI) were positively related to the self-transcending values of Universalism and Benevolence and negatively with the self-enhancement values of Achievement and Power. In addition, both the dark and bright personality traits explained significant variance over the basic Big Five traits in universal values. Given the complex of values accounted for, we argue that these results account for a system of self-enhancing "dark values" and self-transcending "bright values". This research highlights that certain universal values of individual and societal relevance can be predicted by personality traits.

#### **PO1-5 Personality and transformational leadership: The moderating effect of organizational context**

*Phaneuf, J.É., University of Montréal, Canada*

*Boudrias, J.S., University of Montréal, Canada*

*Rousseau, V., University of Montréal, Canada*

*Brunelle, E., HEC-Montreal, Canada*

Understanding the antecedents of transformational leadership is an important issue, given the benefits of this leadership style for individual and group performance (Wang, Oh, Courtright, & Colbert, 2011). Previous studies on the associations between personality and transformational leadership suggest that research would benefit from relying on more precise traits configurations and from taking into account relevant organizational contextual variables to better understand the emergence of transformational leadership



behaviors (Bono & Judge, 2004). Based on the trait activation model (Tett & Burnett, 2003), this study aimed at testing the moderating role of the organizational context on the relationship between leader compound personality traits and transformational leadership behaviors. A questionnaire study was carried out in a Canadian public security organization. Eighty-nine leaders answered in separate moments an inventory measuring compound traits (OPQ32; Brown & Bartram, 2009) and a questionnaire assessing the perceived organizational context (support, innovation, clarity of objectives, autonomy). Six hundred and forty-three (643) followers of these leaders completed a questionnaire assessing transformational leadership behaviors (MLQ5x; Avolio & Bass, 2004). Results from hierarchical regression analyses show that leaders who have relationship-oriented personality traits emerge as transformational leaders only when they evolve in a supportive organizational context. These results provide support to the relevance of considering the effect of personality and contextual factors together in order to better understand the conditions that are conducive to the adoption of transformational leadership.

## **SY-10 Investigation of the relationship between defense mechanisms and pathological characteristics of personality**

*Pianowski, G., University São Francisco, Brazil*

*Reis, A.M., University São Francisco, Brazil*

*Carvalho, L.F., University São Francisco, Brazil*

As an important feature in psychological assessment, the defense mechanisms can address peculiarities of the comprehension of pathological manifestation in personality. This study sought to investigate the relationship between defense mechanisms and pathological characteristics of personality. 320 participants (aged from 18 to 64 years, 70.6% women, and 87.5% college students) responded the Dimensional Clinical Personality Inventory (IDCP) and the Defensive Style Questionnaire (DSQ-40). We conducted comparisons, correlations and regression analysis. The results showed expressive differences ( $d > 1.0$ ) between mature, neurotic and immature defenses mechanisms groups, observing that pathological personality traits are more typical in people who use less mature defense mechanisms (i.e., neurotic and immature), comprising marked personality profiles for these groups, based on IDCP. We also found correlations between some of 40 specifics mechanisms of the DSQ-40 and the 12 dimensions of personality pathological traits from IDCP ( $r \geq .30$  to  $r \leq .43$ ), partially supported on previous literature. In addition, we used regression analysis to seek for the potential of the IDCP dimensions clusters (related to Personality Disorders) to predict defenses mechanisms, revealing some predictive values minimally expressive (between 20 and 35%). These results can be indicative of the relevance in investigate defense mechanisms correlation to personality pathological manifestation, as a possible improvement in assessment and clinical intervention.

## **KN Genetics of intelligence**

*Plomin, R., King's College, London, UK*

In the context of current concerns about replication in science, I will describe findings from research on genetics and intelligence that have robustly replicated. These are 'big' findings, both in terms of effect size and potential impact. One example is that, unlike any other personality trait, the heritability of intelligence increases from about 20% in infancy to perhaps 80% in later adulthood. Two of these findings are about the environment, discoveries that could only have been found using genetically sensitive research designs that disentangle nature and nurture. In addition to these well-established findings, I will describe newer research, for example, on the genetic role of intelligence in educational achievement. Finally, I will describe some of the exciting advances in DNA research on intelligence, which will have far-reaching implications for all personality research.

## **SY-5 Improving the measurement quality of large-scale computerized assessment of traits and social-emotional skills**

*Primi, R. (Convener), Universidade São Francisco & Daniel Santos, Universidade de São Paulo, Brazil*

The recent attention for 21st century skills and social-emotional skill development in education brought large-scale assessment to the international research agenda. This symposium groups five individual presentations introducing and discussing different techniques to improve the measurement quality of large-scale computerized assessment of traits and social-emotional skills, including corrections for acquiescence, consistency, and the use of anchoring vignettes. In addition the symposium discusses problems of measurement invariance to make meaningful comparisons across different groups and finally also introduces an emic measure to assess emotional competencies developed within the Brazilian culture. The international contributors to this symposium all work together in EDULAB21, the knowledge center of the Institute Ayrton Senna.



### **SY-5 Improving social-emotional assessment reliability and validity using anchoring vignettes**

*Primi, R., Universidade São Francisco & Daniel Santos, Universidade de São Paulo, Brazil.*

Social-emotional skills are commonly assessed using self-report inventories based on Likert-type scales, introducing a risk that response styles influence raw scores and hence threaten the validity of the assessment. Response styles can be considered as person differential functioning where persons with the same position on a latent construct show different scores on Likert items causing variance in total scores that is unrelated to the intended construct. This contribution examines the hypothesis that errors introduced by response styles reduce the reliability and validity of self-report measures. In a second contribution, it is examined whether a correction using anchoring vignettes mitigates the effect of response styles. Anchoring vignettes are short prototype descriptions of fictive persons ("vignettes") with presumed anchor levels on a latent trait (low, medium high) and the subject is asked to rate these persons on a Likert-scale similar to the one used in self-report inventory. These "normative" vignette ratings try to capture individual response style variance, that can subsequently be used to recode the self-descriptions of the individual on the inventory. These objectives were examined in a representative sample of students ( $N=23,133$ ; grades 10 and 12, ranging in age from 15 to 18) from the State of Rio de Janeiro. Students were administered 92 items designed to assess the Big Five personality factors as well as Negative Valence, and they also rated fictive individuals described in nine vignettes (3 traits X 3 levels of each trait). It was investigated whether the anchoring vignette method could improve criterion validity (predicted correlations of personality factors and standardized tests of language and math) and the consistency of correlations between traits and grades when computed at the level of individuals. Similar analysis were run at the aggregated level, examining the relationship between aggregated skill ratings (per school) and average grades (per school). The discussion will focus on addressing threats to validity and comparability of scores.

### **SY-6 Mapping self-report questionnaires for socio-emotional characteristics: What do they measure?**

*Primi, R., Universidade São Francisco, Brazil*

Whereas the structure of individual differences in personal, social, and emotional attributes is well understood in adults, much less work has been done in children and adolescents. On the assessment side, numerous instruments are in use for children but they measure wide array of seemingly different attributes, ranging from one single factor (self-esteem; grit) to three factors (social, emotional, and academic self-efficacy) to five factors (strength and difficulties; Big Five personality domains). The main goals of this research were to understand the major domains that are assessed across multiple instruments commonly used in research in the US and Europe, to test them in a less developed contexts with considerable educational challenges, and to eventually construct a comprehensive measure for large-scale studies in Brazilian schools. We selected the 5 most promising instruments and studied their structure at the item level (Study 1;  $N=3,023$ ). The resulting factor structure captured the major domains of child differences represented in these instruments and resembled the Big Five personality dimensions. In a large representative sample in Rio de Janeiro State (Study 2;  $N=24,605$ ), we tested an initial self-report inventory assessing these Brazilian dimensions of socio-emotional skills with less than 100 items and found a robust and replicable structure and measurement invariance across grades, demonstrating feasibility for large-scale assessments across diverse student groups in Brazil. Students' scores on two socio-emotional factors, Goal Orientation and Passion for Learning, predicted standardized performance scores in math and Portuguese language, consistent with previous research on the importance of these characteristics for learning. Discussion focuses on the contribution to socio-emotional research in education and its measurement as well as on limitations and suggestions for future research.

### **IS-9 Psychoneuroendocrine methods for the assessment of personality**

*Pruessner, J., McGill University, Montreal, Canada*

*Ali, N., McGill University, Montreal, Canada*

*Dedovic, K., McGill University, Montreal, Canada*

Psychoneuroendocrinology is routinely used to investigate a variety of physiological and endocrine signals in humans to find biomarkers of individual states that deviate from the norm (e.g., chronic stress, burnout, anxiety, etc.). However, some interindividual differences in psychoneuroendocrine markers are not the consequence of temporary alterations but instead seem to present stable patterns of the individual, linked to specific personality profiles. This talk will draw on a range of studies demonstrating that specific psychoneuroendocrine biomarkers are systematically linked to specific personality profiles. For example, one study demonstrates that across adulthood and gender, both increased cortisol and alpha-amylase reactivity to stress were associated with lower levels of self-esteem and lower levels of internal locus of control. Presence of early life adversity, in the form of early-life trauma, or low maternal care, seems to be most strongly associated with baseline measures of these biomarkers, especially in the morning after awakening. Taking into account the interaction between these biomarkers seems to explain further variance in the personality measures. More broadly, such studies demonstrate that specific biomarkers - individually or combined - can augment the assessment of specific individual personality characteristics.





## PA-16 Integrative and confrontational internal dialogues, their functions, and the types of interlocutors

*Puchalska-Wasył, M., The John Paul II Catholic University of Lublin, Poland*

Three previous studies confirmed that there are four main emotional types of internal interlocutors: Faithful Friend, Ambivalent Parent, Proud Rival, and Helpless Child. The primary objective of the two presented studies was to identify the basic types of interlocutors occurring in two kinds of internal dialogues – integrative and confrontational. The former aims to take all viewpoints into consideration and integrate them. The latter emphasize differences between viewpoints and enhance one of them while ignoring or deprecating the others. Given the specificity of these two kinds of dialogues and the emotional profiles of the distinguished types of internal interlocutors, it was hypothesized that integrative dialogue would more often feature Faithful Friend and Ambivalent Parent whereas confrontational dialogue would tend to involve Proud Rival and Helpless Child. An additional objective of Study 2 was to compare the functions performed by integrative and confrontational dialogues. Study 1 (N = 101) was an experiment involving a manipulation of the type of internal dialogue (integrative vs. confrontational). The dialogue was to discuss the same hypothetical problem in each condition. Study 2 (N = 99) combined qualitative and quantitative approaches. The participants freely conducted internal dialogue – later classified as integrative or confrontational – concerning an issue of personal importance. In both studies, interlocutors from dialogues were characterized in terms of 24 affects proposed in the Self-Confrontation Method by Hermans. Finally, affective patterns of the interlocutors were subjected to clustering. Both studies confirmed the hypothesis that Faithful Friend and Ambivalent Parent are interlocutors typical of integrative dialogues, whereas Proud Rival and Helpless Child are characteristic for confrontational ones. Additionally, in Study 2 in which FUNDA questionnaire by Puchalska-Wasył was used, it was found that integrative dialogues perform certain functions – namely, Support, Bond, Insight, and Self-guiding – to a greater degree than confrontational dialogues.

## PO1-44 Dangerous driving associations with morningness-eveningness preference and personality

*Qu, W., Chinese Academy of Sciences, Beijing, China*  
*Ge, Y., Chinese Academy of Sciences, Beijing, China*  
*Xiong, Y., Chinese Academy of Sciences, Beijing, China*  
*Carciofo, R., Chinese Academy of Sciences, Beijing, China*  
*Zhao, W., Chinese Academy of Sciences, Beijing, China*  
*Zhang, K., Chinese Academy of Sciences, Beijing, China*

Individual differences in morningness-eveningness preference may influence susceptibility and response to sleepiness. These differences could influence driving performance, but the influence of morningness-eveningness preference on driving behavior and accident risk has not been comprehensively studied. As morningness-eveningness preference is associated with personality characteristics, we also investigated how the interaction between morningness-eveningness preference and personality may be related to dangerous driving behaviors. 295 drivers completed the reduced Morningness-Eveningness Questionnaire, the Dula Dangerous Driving Index, personality scales for agreeableness, conscientiousness and neuroticism, Demographic information (gender, age, level of education, driving years, annual average driving mileage, and total driving mileage) and self-reported traffic violations (accidents, penalty points and fines). The results showed that more Risky Driving, Aggressive Driving, Negative Cognitive/Emotional Driving and Drunk Driving as measured by the Dula Dangerous Driving Index, were all significantly correlated with lower scores on the reduced Morningness-Eveningness Questionnaire, indicating an association with more eveningness. Moreover, eveningness was correlated with self-reported traffic accidents, penalty points and fines. Furthermore, a moderation effect was found: eveningness was more strongly associated with risky driving and negative emotional driving in those who scored high for trait agreeableness.

## IS-7 Response Styles in Personality Research

*Rammstedt, B. (convener) GESIS Mannheim, Germany*  
*Danner, D. (convener) GESIS Mannheim, Germany*

The present symposium will address response styles in personality assessment and how they can be controlled. Matrin Bäckström will demonstrate that evaluative responding can bias personality items, Daniel Danner will demonstrate that acquiescence bias the factor structure and predictive validity of personality items. Eva van Vlimmeren will introduce latent class factor analyses as a tool for controlling response styles and Fons van de Vijver will introduce a general response style model.



## IS-6 Personality and situations

*Rauthmann, J.F., (convener), Humboldt-Universität zu Berlin, Germany*

This symposium compiles recent research on psychological situations and person-situation transactions (e.g., how people experience and shape their situations in everyday life). To understand human behavior, we need information on both persons (i.e., personality traits) and situations (e.g., psychologically important situation characteristics). The four talks in this symposium are tied together by emphasizing psychologically experienced situations in daily life. First, Rauthmann presents a variable-oriented perspective on defining, measuring, and taxonomizing situations according to their psychological characteristics (e.g., the Situational Eight DIAMONDS) to study and understand person-situation transactions. Second, in an attempt to explore the factorial structure of situation characteristics in a Spanish sample, Gallardo et al. apply an ipsative factor analysis model to the Riverside Situational Q-Sort (RSQ), which uses 89 items to measure the psychological characteristics of situations. Third, Ziegler et al. discuss to what extent situation perceptions (as the psychological experience of situations) may represent in part stable trait-like inter-individual differences and provide empirical evidence for their position. Lastly, Baranski presents data from the International Situations Project which assessed people's experienced situations with the RSQ across 20 countries and shows that these experiences can be tied to country-level personality scores. These talks serve to illustrate how psychological situation may serve to complement and advance the science of personality.

## IS-6 Psychological situation characteristics: Definition, measurement, and applications

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

The definition, measurement, and taxonomization of situational information have traditionally been a problematic issue in personality/social psychology. This talk seeks to propose a variable-oriented view by describing and quantifying situations with psychological characteristics (i.e., perceived attributes or qualities). A characteristics taxonomy is proposed that seeks to integrate previous taxonomic efforts and provide a common language: The Situational Eight DIAMONDS (Duty, Intellect, Adversity, Mating, Positivity, Negativity, Deception, Sociality). The utility of focusing on characteristics, specifically the DIAMONDS dimensions, in studies of person-situation transactions (i.e., how people experience and shape situations) is demonstrated in empirical studies of (a) situation change in daily life, (b) situation selection and construal, (d) how personality and situations predict real-life behavior, and (c) personality-situation fit. In summary, this talk aims to endorse an integrative "psychology of situations" with cumulative knowledge-building that can enrich personality research.

## PA-7 The emerging field of person-situation transactions: How people shape situations and how situations shape people

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

Psychological science has traditionally been interested in person-situation transactions: how persons shape situations and situations shape persons over time. Building on recent advances in psychological situation research, the emerging field of person-situation transactions is presented. First, to provide an overview of this field, a synthetic framework model is proposed that captures various transactions among and between four variables across time: "Person" variables fall into personality traits P (any enduring tendencies of people, such as temperament, intelligence, motives, self-concepts, etc.) and behavioral states B (any momentary action, cognition, motivation, or emotion), while "Situation" variables fall into environments E (enduring socio-ecological habitats or niches) and situations S (momentary episodes). Second, topics addressing different paths in the model (e.g.,  $P \rightarrow P$ : personality stability) are summarized, and it is highlighted which paths have already been well studied, are currently under investigation, or still remain rather unexploited. Third, I zoom in on two "process paths" of grand interest to most psychologists:  $P \rightarrow B \rightarrow S$  paths as "persons shaping situations" (e.g., by construing, maintaining, evoking, selecting, changing, or creating them) and  $S \rightarrow B \rightarrow P$  paths as "situations shaping persons" (e.g., by intensive or repeated exposure). Lastly, future research on person-situation transactions, with Figure 1 as a guiding framework, is sketched, along with the necessary methods to study them (e.g., intensive longitudinal data designs). I aim to emphasize that person-situation transactions is a growing area of research that has the potential to yield novel insights into various important topics (e.g., personality development, person-environment fit).



## IS-10 fitting in and feeling good: Interactions between personality and the social environment on well-being

*Rentfrow, J., University of Cambridge, UK*

*Jokela, M., University of Helsinki, Finland*

*Bleidorn, W., University of California, Davis, US*

*Schönbrodt, F., Ludwig-Maximilians-Universität München, Germany*

*Gebauer, J., University of Mannheim, Germany*

*Lamb, M., University of Cambridge, UK*

*Gosling, S., University of Texas at Austin, US*

Psychological traits, such as personality and wellbeing, are geographically clustered within cities, states, and countries. What accounts for this clustering? One hypothesis is that individuals seek out social and physical environments that satisfy their psychological needs. Selective migration posits that individuals move to neighbourhoods, cities, and regions that offer access to desirable social, financial, and cultural resources. An implication of this hypothesis is that people should experience high levels of well-being when living in environments that have resources that satisfy their psychological needs. With that in mind, the objective of the present work was to examine interactions between personality and features of the social and physical environment on well-being. We addressed that objective using personality, well-being, and location data for approximately 1 million participants gathered from two Internet-based studies in the U.S. and Great Britain. The results converged across analytic strategies, samples, measures, and locations to indicate that individuals living in neighbourhoods and cities where the social and physical environments fit their personalities reported higher levels of well-being compared to individuals living in areas that did not fit with their personalities. In general, the results indicate that the social and physical aspects of the places we live have psychological significance.

## KN Personality at three levels of analysis

*Revelle, W., Northwestern University, USA*

People differ. How and why they differ are the fundamental questions for personality psychologists. Differences in affect, behavior, cognition, and desire (the ABCDs of personality) may be examined at three levels of analysis: within individuals, between individuals and between groups of individuals. The analysis of within person differences tends to emphasize unique patterning over time of affective and behavioral responses to situational and task demands. Just as new telemetric techniques (e.g., cell phones and apps) allow us to explore within person patterning of the ABCDs, so do web applications allow for the study of the structure of temperament and ability between individuals as well as between groups of individuals. Public domain materials (e.g., the International Personality Item Pool--IPIP and the International Cognitive Ability Resource--ICAR) combined with open source web-based software allows everyone to collaborate on small and large scale data collection projects with these shared item pools. The development of open source software (e.g., R) for multilevel modeling and multivariate analysis combined with public release of data sets allows for reproducible analyses of results. Large scale, web-based studies have enough resolution to analyze personality differences associated with important life choices such as marriage, education, college major and occupation. The resulting open source materials and methods are easily adaptable to allow for international collaboration in personality research at all three levels of analysis.

## PO1-23 "A Day in the Life" of Canadian and Brazilian children in transition to school

*Ribeiro, A.M., Universidade Federal de Santa Catarina, Brazil*

*Stella, C., Universidade Presbiteriana Mackenzie, Brazil*

*Hunt, A.K., University of New Brunswick, Canada*

*Cameron, C.A., University of British Columbia, Canada*

Children in transition, like adults, face both challenges and benefits when acculturation is required of them. For children to live in two different cultures, it is necessary that the children assimilate the traditional values and beliefs inherent on their family lives, as well as the assimilation of the values and beliefs of a new society and of a new school in which the children are enrolled to study. This study reports on one "Day in the Life" of immigrant children thriving in the transition to school and aims to develop an informed understanding of how these children adapt and live interculturally, and to analyze the school experiences of migrant children who attend their first year of formal education. In this international study, data have been collected in Canada, in Italy, in Finland, and now, in Brazil. The children participating in this study were previously identified in their schools and homes as well adapted and succeeding in the young children's new ecological contexts. It is effected by identifying and analyzing factors within the school community, the home environment and in the community places where successful experiences of integration are examined. This observational, visual methods, qualitative, study uses photographic techniques and digital filming, observations and field notes,



interviews and thematic analyzes in order to understand a “Day in the Life” of children in the transition to school. The children are filmed in all the environments they participate in during one whole day in their lives, seeking to understand how they navigate their home and school environments relatively new and in cultural contexts of their communities of origin. Comparisons will be made with specific reference to the processes involved in the documentation of one thriving migrant young child in Canada and one young child in Brazil.

## **PA-12 The Short Almost Perfect Scale: Measurement invariance and adjustment implications for international and domestic students**

*Rice, K.G., Georgia State University, USA*

*Suh, H., University of Florida, USA*

*Yang, X., Georgia State University, USA*

*Ashby, J.S., Georgia State University, USA*

Efficient measures of perfectionism can be helpful in differentiating healthy or adaptive perfectionists from those potentially at-risk for personal and interpersonal problems (maladaptive perfectionists). Strong psychometric properties of item responses and scores derived from the Short Form of the Revised Almost Perfect Scale (SAPS; Rice et al., 2014) were recently demonstrated. However, the SAPS has not yet been used in studies of graduate students who are in high performance contexts in which perfectionism might prove to be particularly problematic or even potentially helpful. The present study was designed to replicate the factor structure and gender invariance results recently reported on the SAPS, and extend examination of its psychometrics properties by testing measurement invariance between international and domestic graduate students in the USA. We also extended previous work by evaluating the association between perfectionism, social connectedness, and life satisfaction. A total of 527 international and 346 domestic students in the USA participated in the study. Subjects completed the SAPS, which measures two dimensions of perfectionism consistent with perfectionistic striving (Standards) and concerns (Discrepancy). They also completed the Social Connectedness Scale-Revised (SCS-R; Lee et al., 2001) and the Satisfaction with Life Scale (SWLS; Diener et al., 1985). Factor structure and gender invariance for the SAPS were supported. In comparisons of international and domestic students, metric invariance was supported but scalar invariance was not. Similar failed scalar invariance was also found for SCS-R and SWLS. There appeared to be systematic differences in response tendencies in which international students rated SAPS and SWLS items lower than domestic students. For both groups, Standards was positively associated with better adjustment and Discrepancy was negatively associated with adjustment. We concluded that systematic response biases precluded tests of mean differences but strengths of association between perfectionism and adjustment indicators were comparable for international and domestic students.

## **KN Young adulthood is the crucible of personality development**

*Roberts, B.W., University of Illinois, Urbana-Champaign, USA*

The last two decades have seen a rapid acceleration of research on personality development across the life span. The findings paint a picture of surprising quiescence in adolescence followed by period of tremendous growth and change in personality traits in young adulthood. I will discuss these findings, their relation to ideas of maturity, the putative mechanisms thought to guide these changes, and how these patterns relate to the theoretical models typically invoked to help explain their existence.

## **PO2-31 Coverage of the DSM-IV-TR Personality Disorders with the DSM-5 Dimensional Trait Model**

*Rojas, S.L., Department of Psychology, University of Kentucky, USA*

*Widiger, T.A., Department of Psychology, University of Kentucky, USA*

*Russell, M.E.B., Department of Psychology, University of Kentucky, USA*

Section III of DSM-5, for emerging measures and models, includes a 5-domain, 25-trait model, assessed by the Personality Inventory for DSM-5. A primary concern with respect to the trait model is its coverage of the DSM-IV-TR personality disorder syndromes. The current study considered not only total scale scores of three independent measures of DSM-IV-TR personality disorders but also the coverage of each single diagnostic criterion included within six personality disorders: antisocial, borderline, avoidant, dependent, narcissistic, and obsessive-compulsive. Participants were 425 community adults, all of whom have received mental health treatment (36% currently; 75% within the past year). Participants completed the Personality Inventory for DSM-5 (PID-5), Personality Diagnostic Questionnaire-4+ (PDQ-4+), Coolidge Axis II Inventory (CATI), Multi-Source Assessment of Personality Pathology (MAPP), and a validity scale. Items from the latter DSM-IV measures were used to develop scales for individual personality disorder diagnostic criteria. The results of the current study support the DSM-5 Section III dimensional trait model's coverage of DSM-IV



personality disorder syndromes. This coverage was particularly evident for the antisocial and borderline personality disorders, but were also surprisingly evident for the dependent, narcissistic, and avoidant personality disorder diagnostic criterion sets. Results provided support for the coverage of the diagnostic criteria for the DSM-IV personality disorders by the DSM-5 dimensional trait model. Coverage could perhaps be improved for a few of the criteria for obsessive-compulsive personality disorder. Implications of the results are discussed with respect to the scientific and clinical importance of representing each of the DSM-IV personality disorder syndromes within the dimensional trait model.

### **PA-11 Toward a non-verbal personality scale, based on facial expressions and body language**

*Roos, J.M., Veryday, Universities of Gothenburg, Borås, and Skövde, Sweden  
Kajonius, P.J., Universities of Skövde and of Gothenburg, and University West, Sweden*

This paper describes a non-verbal personality scale that consists of 10 cartoon-like portrayals, one for each factor in the five-factor model of personality and their counterparts (i.e. open-minded, conscientious, extravert, agreeable, and neurotic versus close-minded, impulsive, introvert, antagonistic and emotionally stable). Our ambition has been to create unisexual and multicultural portrayals, free from physical objects such as clothes and hairstyles. In the development process, we have combined personality theories with knowledge about body languages and facial expressions (Roos, Nilsson & Wheatley, 2013). Different versions of the portrayals have been tested in several pilot studies and continuously improved by graphic designers at an international top-ranking design and innovation agency, Veryday. Unlike existing personality scales, this scale is developed for interviews and combines the respondent's perceived personality and ideal personality rather than only focusing on the respondent's self-estimation of his/her perceived personality. The respondent projects his/her perceived and ideal personalities on ten cartoon-like portrayals (presented as cards) which facilitate expressions of cognitions and emotions. The aim of the scale is to provide insight into gaps that reside in incongruity between the respondent's perceived personality and ideal personality and thereafter focusing the interview on how to bridge the gap(s). Each portrayal has been validated through a tag cloud of top-of-mind words and a verbal personality scale, HP5i (Gustavsson, Jönsson, Linder & Weinryb, 2003). The validation process needs to be discussed with experts in the field of personality research. Reshaping and adjusting established personality scales toward non-verbal scales for interview settings in an unexplored research-line, which might improve both therapy and user-studies.

### **PO2-15 The personality map of Sweden**

*Roos, J.M., University of Gothenburg; University of Skövde, Sweden  
Kajonius, P.J., University of Gothenburg; University of Skövde; University West, Sweden*

Research indicates that personality traits are unevenly distributed geographically, with some traits being more prevalent in certain places than in others. The majority of research in this field has focused on cross-national comparisons, while less attention has been given to variations in personality traits within countries (Rentfrow, Jokela & Lamb, 2015). More recently, regional personality differences have been mapped in both United States and Great Britain (Rentfrow, Gosling, Jokela, Stillwell, Kosinki & Potter, 2013; Rentfrow, Kokela & Lamb, 2015). The aim of the present study is to map regional personality differences in Sweden. Using a representative sample of Swedish residents ( $N = 6154$ ), we mapped the geographical distribution of the Big Five Personality traits across eight national areas (e.g. Stockholm, East Middle Sweden, South Småland and the Islands, South Sweden, West Sweden, North Middle Sweden, Middle Norrland and Upper Norrland). The result revealed statistically significant associations on national areas and the degree of agreeableness [ $F(7, 6154) = 4.63, p < .01$ , partial  $\eta^2 = .005$ ]. Employing the Bonferroni post-hoc test, significant differences ( $p < .01$ ) were found between South Sweden ( $M = 2.74$ ) and the Upper Norrland ( $M = 2.93$ ), and between South Sweden and North Middle Sweden ( $M = 2.88$ ). Descriptive statistics illustrate a stepwise change toward higher degree of agreeableness, from the South of Sweden to the North of Sweden (Figure 1). The result revealed statistically significant associations on national areas and the degree of conscientiousness [ $F(7, 6164) = 2.51, p < .05$ , partial  $\eta^2 = .003$ ]. Employing the Bonferroni post-hoc test, significant ( $p < .05$ ) differences were found only between Stockholm ( $M = 2.94$ ) and the Upper Norrland ( $M = 3.06$ ). Insights about regional personality differences within a nation are useful, because such differences are associated with political, economic, social and health outcomes and thereby linked to a regions history, culture and ability to change.



## **PO1-12 Does personality matter in a job interview? Exploring the moderating role of personality factors in the relationship between first and second-step interviews**

*Rusu, A., West University of Timisoara, Romania*

*Sárbescu, P., West University of Timisoara, Romania*

While it is well known that job search behavior is associated with individual difference variables, how these kind of factors mark the job search process is less explored. In the present study we focused on a particular section of the job search process, namely the sequence of first and second-step selection interviews, and on the extent to which the relationship between those two events is conditioned by ones personality. Moreover, since the relationships of certain personality factors with job search behaviors differ between job entrants and job losers, we also took into account the unemployment status as a second moderating variable. We aimed to test the moderating role of personality in the relationship between the number of selection interviews to which a person participated and the number of second interviews to which was invited, and if the moderations occur differently based on the participants' status (i.e., new entrants vs. job loser). One hundred and sixty-seven job seekers (77% females;  $M_{age} = 27.94$ ,  $SD_{age} = 9.04$ ; 84 new entrants and 83 job losers) filled-in a questionnaire that included a measure for personality based on the Five Factor Model and questions regarding the frequency of selection interviews and second-step interviews to which they participated in the last six months. Extraversion and agreeableness significantly interacted with the number of 1st interviews, while conscientiousness and openness simultaneously interacted with both the number of 1st interviews and unemployment status in predicting the number of 2nd interviews. Emotional stability displayed no significant interaction. Overall, the more extraverted or agreeable one is the greater are his/her chances to advance in the selection process. Conscientiousness is important only for new entrants, while openness only for job losers. The implications of these findings for vocational psychology and personnel selection will be discussed.

## **SY-1 General and specific correlates of temperament and psychopathology in early adolescence in a large community study**

*Salum, G.A., Universidade Federal do Rio Grande do Sul, Porto Alegre, Brazil*

*Hoffmann, M.S., Universidade Federal do Rio Grande do Sul, Porto Alegre, Brazil*

Psychopathology seems to be best described with models including both general and specific factors. Furthermore, there is evidence that personality has a hierarchical structure with broader factors such as alpha and beta encompassing lower-order factors. Yet, hierarchical structures of temperament remain dramatically understudied especially in developmental populations. The objective of this study is to evaluate a bifactor model of temperament and evaluate it through examination of associations with a bifactor model of psychopathology. Participants were 1,540 adolescents 9-14 years of age (52% males) from Brazil. Temperament was assessed with Rothbart's Early Adolescent Temperament Questionnaire – Revised (EATQ-R) using self-reported measures. Psychopathology was assessed using the Development and Well-Being Assessment (DAWBA) bands using parents as informants. The temperament bifactor model exhibited acceptable fit to the data ( $RMSEA=0.049$ ,  $CFI=0.911$ ,  $TLI=0.893$ ), including a g-factor we termed negative self-evaluation, as well as specific factors of effortful control (i.e., activation, attention, inhibitory), negative affect (i.e., fear, frustration) and intensity pleasure (i.e., shyness and surgency). The psychopathology bifactor model also exhibited good fit ( $RMSEA=0.036$ ,  $CFI=0.983$ ,  $TLI=0.976$ ), including a general psychopathology ("p") factor and specific phobia, distress and externalizing factors. The temperamental negative self-evaluation g-factor was associated with the p-factor, but also with internalizing forms of psychopathology. Low effortful control and high surgency exhibited more specific associations with externalizing problems. High negative affect exhibited more specific associations with internalizing problems, but effects depended on type of negative affect. Bifactor models might be a useful way to shed light on complex associations between temperament and psychopathology.

## **SY-6 Effects of school context on socio-emotional and performance outcomes**

*Santos, D., Universidade de São Paulo, Brazil*

Recent evidence from multiple different fields of research converges in suggesting that "soft skills" (also called non-cognitive skills in economics) are important to boost academic performance. Furthermore, Heckman and others have conducted impact evaluations of interventions; these studies suggest that these soft skills can be modified by the school environment, and that these socio-emotional pathways may explain a large percentage of the overall effect that schooling has on adult outcomes later in life. Motivated by these various sources of evidence, Brazilian policymakers and scientists have developed and applied a large scale socio-emotional assessment to a sample of  $N=24,500$  high school students in the state of Rio de Janeiro in 2013. This database has been further merged with three different sources of information about violence in each of about 400 schools, or in the immediate vicinity of each of the schools, which allowed us to correlate the level of noncognitive development of students in the school with school-level data on violence. In particular, these data included geo-referenced homicides (obtained from the health system registers), crime reports (obtained from the police system), and aggression within school aggression (obtained from principal and teacher reports).

Here we report the first round of findings from this project. Analyses (with numerous controls included) suggest that occurrence of wealth-motivated crimes in the neighborhood of the school have a predominant adverse effect on compassion, passion to learn, and engagement with others. Person-motivated crimes (usually more violent) appear to be positively associated with conscientiousness. Findings generally show complex relations which vary with the students' grade level; in general, freshmen recently arrived in the high school were more susceptible to effects of violence on their socio-emotional functioning violence than students already in their last year of high school. Discussion highlights how these findings illustrate the promise of this kind of approach and the complexities of doing this research in the field.

#### **PO2-42 The impact of social desirability on correlation among factors of big-five personality model**

*Santos, A.L., Pontifical Catholic University of Rio de Janeiro, Brazil*

*Natividade, J.C., Pontifical Catholic University of Rio de Janeiro, Brazil*

The theory of the big-five factors of personality proposes that personality can be generally categorized into five independent factors, extraversion, agreeableness, conscientiousness, neuroticism, and openness. That same structure was found in different cultures around the world. However, some studies fail to find the independence of these factors, supporting the claim of some researchers that the big five factors are part of meta-trait, with one or two big factors. This study aims to verify the correlation of the five factors controlled for social desirability, since it is hypothesized that this contributes to increase the correlation between the factors. A questionnaire was applied containing a standard test for the big five personality factors, and a scale for social desirability scale to a sample of 4656 people, where 66% was women, mean age of 27.8 years old. Partial correlation was used to explore the relationship between the big-five factors of personality, while controlling for scores on the social desirability scale. Controlling for social desirability, there was a lower partial correlation between neuroticism and agreeableness, and between neuroticism and conscientiousness, compared Person product-moment correlation between neuroticism and those two variables. Also, controlling for social desirability, there was a lower partial correlation between agreeableness and conscientiousness, than Person product-moment correlation between those variables. Our results suggest that social desirability has a considerable impact on reducing the strength of the relationship among personality factors, showing that intervenient variables could be contributing to increase the correlation among the factors. We discuss the implications of those results on meta-trait models that departing from the big-five factors.

#### **PO2-32 What lies beneath aggression? Exploring the higher order dimensions underlying direct and displaced aggression**

*Sărbescu, P., West University of Timișoara, România*

*Rusu, A., West University of Timișoara, România*

While both Direct and Displaced Aggression have been studied over the years in different contexts, few studies have focused on identifying the higher order dimensions behind these multi-facet constructs. In the present study we explored the latent factors underlying the comprising factors of the two types of aggression. We aimed to identify the higher order dimensions underlying direct and displaced aggression. The structural validity was first explored using Exploratory Factor Analysis (EFA) and then verified using Confirmatory Factor Analysis (CFA). Six hundred and seventy-eight participants (54,9% males; Mage = 27.52, SDage = 10.23) filled-in the Buss & Perry Aggression Questionnaire (Buss & Perry, 1992), measuring direct aggression in terms of Physical Aggression, Verbal Aggression, Anger and Hostility, and the Displaced Aggression Questionnaire (Denson, Pederson & Miller, 2006), measuring displaced aggression in terms of Angry Rumination, Revenge Planning and Displaced Aggression. Item parcels were formed from each of the seven subscales of the two questionnaires. EFA allowed the extraction of two factors, which explained 53,53% of the total variance. The item parcels from Angry Rumination, Displaced Aggression, Anger and Hostility loaded on the first factor, while the other item parcels loaded on the second factor. CFA was used to verify the fit of three different models: the first model assumed that all item parcels load on one general aggression factor; the second model assumed the existence of two correlated factors (Direct and Displaced Aggression), each with their corresponding item parcels; the third model assumed the existence of the two factors identified using EFA. Although none of the models showed a very good fit, the best fit was obtained by the third model:  $\chi^2 = 863.79^{**}$ ,  $df = 125$ ,  $GFI = .86$ ,  $CFI = .91$ ,  $RMSEA = .093$ . Overall, our results point out a slightly different underlying structure than expected. Thus, it appears that the actual conceptualization of direct and displaced aggression might be susceptible to future modifications.





## **PA-22 Examining changes in client attachment patterns in psychotherapy: A growth modeling study**

*Sauer, E.M., Western Michigan University, USA*  
*Rice, K.G., Georgia State University, USA*  
*Roberts, K., Western Michigan University, USA*  
*Richardson, C.M.E., University of Idaho, USA*

For 15 years, our psychotherapy research teams at Western Michigan University have been using Bowlby's attachment theory to examine the impact of client and therapist attachment orientations on key counseling process and outcome variables (e.g., Sauer et al., 2003; Sauer et al., 2010). Data from our previous studies and results from recent meta-analytic reviews indicate that secure clients and therapist generally have better therapy process and outcomes. Despite these findings, how client attachment dynamics change over the course of psychotherapy has been relatively unexamined. In the current project, we are using the recently developed Therapeutic Distance Scale (TDS; Mallinckrodt, Choi, & Daly, 2015) to examine a) how client attachment orientations are related to the regulation of closeness and distance with their therapists across time, and b) how these patterns are associated with session-by-session changes in client outcomes data (using the Outcome Questionnaire 45.2). We are examining client attachment at intake and evaluating therapeutic distance and outcomes across time. To date, 38 clients have been enrolled in the study. Of these, 14 clients have completed study and 24 are ongoing. Clients are continuing to be enrolled in the study and we will be analyzing this data in the next two months. We expect that our findings will support and add to previous research findings indicating that client attachment orientations have a significant effect on psychotherapy process and outcome.

## **IS-9 What you do tells me who you are - immediately: social sensing for personality psychology**

*Schmid Mast, M., University of Lausanne, Switzerland*  
*Fraendorfer, D., University of Lausanne, Switzerland*

Judgments about personality and abilities are often based on a people's verbal and nonverbal behavior performed in social interactions. The assessment of such behavior as it occurs in social interactions is cost- and time-intensive when performed by human coders. We study the use of social sensing for the automated assessment of interpersonal behavior and automated person inferences. Social sensing means the unobtrusive capture and automated analysis of interpersonal behavior in real time. The goal of the presentation is to give an introduction to how social sensing works and how it can be used in personality research. We illustrate its use with a concrete research example of job applicants (N = 54) who were audio- and videotaped during a real job interview for a sales-like job. Their verbal and nonverbal behavior during the job interview was automatically sensed and extracted. Before the job interview, applicants' personality was assessed. After having been hired (all applicants were hired), we assessed their job performance. Results showed that job applicant personality was related to different visual and vocal nonverbal behaviors shown during the job interview. Moreover, vocal nonverbal behavior significantly predicted later job performance above and beyond aspects of their personality. Using the emerging technology of social sensing to automatically extract behavior information while an interaction unfolds is promising for personality research. When the behavioral correlates of different personality aspects are known for a given context, social sensing provides us with the opportunity to sense the personality profile of a person while the person is involved in an interaction. This information can be used to gear the interaction in a certain direction or for training in impression management.

## **IS-5 Personality and health**

*Segerstrom, S.C. (Convener), University of Kentucky, Lexington, KY, USA*  
*Roberts, B.W. (Chair & Discussant)*

Infectious disease was once the leading cause of death in developed countries, but in the 20th century, it was overtaken by chronic diseases such as heart disease and cancer. These and other common causes of death, such as accidents, have strong psychological and psychophysiological contributors. The research presented in this symposium ranges from intensive daily diary methodology to large probability samples of thousands of people. The results demonstrate how personality (neuroticism, extraversion, conscientiousness, and life satisfaction) predicts individual differences in behavior, stress, and physiology that may contribute to disease and mortality, as well as premature mortality itself.





## **PO1-11 Investigation of the personality profile in volunteers workers**

*Sette, C.P., Universidade São Francisco, Itatiba, São Paulo, Brazil*  
*Hiendlmayer, C., Universidade São Francisco, Itatiba, São Paulo, Brazil*  
*Carvalho, L.F., Universidade São Francisco, Itatiba, São Paulo, Brazil*

The number of volunteers is growing every day. There are several reasons that cause people to perform volunteer work, characterized by any type of activity provided for the benefit of a person, a group or an organization, donating time in providing such services without monetary reward. Personality is considered a fundamental element of prediction of these motivations. The aim of this study was to analyze the pathological personality profile of voluntary workers, comparing as well to the profile of non-voluntary workers and investigate the places where volunteers serve. The study was composed by 90 participants divided into two groups. Group 1 includes 42 persons providing some volunteer service, being 74% female, with a mean age of 34.24 years (SD = 14.09). Group 2 consisted of 48 people who do not do any voluntary activity, with 77% being female, with a mean age of 31.67 years (SD = 11.67). For this, two instruments were applied, Identification Questionnaire, and the Dimensional Clinical Personality Inventory 2 (IDCP-2). The results suggest a more severe personality profile for the group of non-volunteers, with higher averages in most dimensions. In the group of volunteers was observed differences in altruistic and selfish characteristics, but with a similar profile in the other dimensions of the IDCP-2. As for the locations where the volunteers provide service, the results are in agreement with the literature, wherein most belong to religious institutions.

## **PA-7 Reflexive characteristic adaptations**

*Shchebetenko, S., Perm State University, Russia*

The present research addresses an examination of a subclass of characteristic adaptations termed reflexive within the five-factor theory framework (McCrae & Costa, 2013). They represent opinions and interpretations by means of which individuals monitor and reflect on their personality traits and the personality traits idea in general. Based on a range of findings and ideas revealed within the context of the self and personality reflection research, four kinds of reflexive characteristic adaptations have been proposed. They are deemed to be arranged around two axes: the aspects of cognition within personality architecture (knowledge vs. appraisal) and the standpoints on traits (own vs. meta-perceptive). Reflexive characteristic adaptations are the following: trait efficacy (own/knowledge), attitude toward trait (own/appraisal), meta-trait (meta-perceptive/knowledge), and meta-attitude toward trait (meta-perceptive/appraisal). One thousand thirty participants were presented with a Russian version (Shchebetenko, 2014) of the Big Five Inventory (BFI; John et al., 1991, 2008) and its modifications aimed to measure reflexive characteristic adaptations. The latter were showed to contribute incrementally, as compared to the personality traits, to various behavioral outcomes such as online social networking actions or academic achievement. However, a number of contradictory effects were found. For instance, although openness indirectly affected an increase in academic achievement via a positive attitude toward this trait, it simultaneously produced a direct negative effect. Such findings have been interpreted in terms of the reflective-impulsive model (RIM, Strack & Deutsch, 2004). Reflexive characteristic adaptations hypothetically represent a kind of reflective system of RIM which presumes them to establish a path from traits toward behavioral outcomes based on rules and logic. Meanwhile, a residual covariation between reflexive characteristic adaptations and behavioral outcomes was also warranted which may represent impulsive system of RIM and may produce counterintuitive effects based upon repetitions and associations.

## **PO1-6 Attitude toward openness to experience mediates the link between openness and artistic preferences**

*Shchebetenko, S., & Perm State University, Russia*  
*Tyutikova, E., Perm State University, Russia*

The aim of the study was to examine a possible role that attitudes toward personality traits may play in the relationship between respective traits and preferences in arts. Attitudes toward traits is a bipolar (positive vs. negative) evaluation of a given trait. In this study, the crucial emphasis was made on openness to experience which, as the extant literature reports, is a key predictor of artistic preferences and positive attitudes toward art in general. One hundred ten participants aged from 20 to 30 years were presented with 20 pictorial reproductions related to five painting schools including hyperrealism, realism, impressionism, surrealism, and abstract art. Art preferences were assessed with a five-item Likert-type scale ( $B_s > .77$ ,  $oh > .74$  for each painting school). Participants were presented with a Russian version (Shchebetenko, 2014) of the Big Five Inventory (John et al., 1991, 2008) and its modification aimed to measure attitudes toward traits. A principal component analysis revealed two latent variables of art preferences for 14 out of 20 paintings such that the former component characterized conventionally traditional genres whereas the latter component characterized conventionally mental genres comprised of surrealism and abstract art. The preference for traditional genres positively correlated with extraversion, agreeableness, and openness as well as with attitudes toward each of the five traits. On the contrary, the preference



for mental genres correlated with openness and attitude toward openness only. The effect sizes provided evidence that attitudes toward traits may be more substantial predictors of arts preferences compared to traits themselves. In particular, positive attitude toward openness eliminated a direct effect of trait openness on the preferences of traditional genres fully and mental genres partially. Moreover, similar mediations were found for the relationships between extraversion and agreeableness, on the one hand, and the traditional genres preferences, on the other hand.

## **PO1-39 Reflexive characteristic adaptations produce incremental effects on sample attrition as compared to personality traits**

*Shchebetenko, S., Perm State University, Russia*

The aim of the study was to investigate whether reflexive characteristic adaptations, as compared to personality traits, can be supplementary predictors of sample attrition in a two-wave data collection study. Reflexive characteristic adaptations are considered in the context of five-factor theory (McCrae & Costa, 2013) and represent opinions and interpretations by means of which individuals monitor and reflect on their personality traits and the personality traits idea in general. Initially 1,030 undergraduates took part in wave 1 of the study. They filled out questionnaires and subsequently were offered to participate in wave 2. In wave 2, they had to complete a test three times every other day during a week and afterwards to email the fulfilled test to the researcher. Altogether 277 participants (26.9%) sent the completed test back to the researcher. Low agreeableness, low conscientiousness and high extraversion correlated with sample attrition. The incremental contributions of two reflexive characteristic adaptations, attitude toward traits and meta-traits, were assessed by means of a four-step hierarchical logit regression including sex at step 1. Attitudes toward traits is a bipolar (positive vs. negative) evaluation of a given trait. Meta-trait is a meta-perception representing one's opinion on how a given trait is as perceived by significant others. Both reflexive characteristic adaptations incrementally affected sample attrition whereas the aforementioned effects of personality traits were fully eliminated. Sample attrition increased when meta-conscientiousness and meta-openness to experience were low, meta-extraversion and meta-agreeableness were high, attitudes toward conscientiousness and neuroticism were positive, and attitude toward agreeableness was negative. The equivocal role playing by reflexive characteristic adaptations of agreeableness and conscientiousness is discussed in terms of the reflective-impulsive model (Strack & Deutsch, 2004). Furthermore, a structural model that tested indirect effects of extraversion, agreeableness and conscientiousness on sample attrition via their reflexive characteristic adaptations fitted the data well.

## **IS-9 Lifelogging technology for studying expressions of personality in daily life**

*Sherman, R.A., Florida Atlantic University, USA*

Personality is continually expressed in daily life. However, until recently, tools for studying personality as it is expressed in daily life were quite limited. This talk will discuss the recent emergence of "lifelogging" technology to study personality as it is expressed in daily life. In particular I will describe research using wearable cameras that automatically photograph one's surroundings every 30s, providing a unique window into the world that one is experiencing. This talk will also include a substantial discussion of the practical and ethical challenges involved in conducting lifelogging research. Finally, the potential for lifeloggers to transform research on how people express their personality is highlighted.

## **IS-6 Situational affordances for goal pursuits: Between- and within-person associations with the DIAMONDS dimensions**

*Sherman, R.A., Florida Atlantic University, USA*

*Brown, N.A., Florida Atlantic University, USA*

*Reichard, K., Florida Atlantic University, USA*

Goals are a fundamental unit of human motivation, serving as highly proximal determinants of human behavior. How are goals related to situation characteristics? Do certain situation characteristics afford certain goals? Some theory suggests that "the essence of a situation is its affordance of human goals" (Yang, Read, & Miller, 2009). However, until recently, poor conceptualizations and quantifications of situation characteristics rendered empirical investigations of such a proposition in paralysis (cf. Rauthmann, 2015; Rauthmann, Sherman, & Funder, 2015). This talk describes data from  $N > 225$  participants who used wearable cameras to photographically catalogue every situation they experienced for a 24 hr period. Shortly thereafter, these participants reviewed their images, divided them into situational episodes, rated each episode on the DIAMONDS dimensions (see Rauthmann et al., 2014), and indicated any goals they were working on during that situation. The results indicate both intuitive and theoretically predictable relationships between the DIAMONDS dimensions and situational affordances for goal pursuits.

#### **SY-4 What do we mean by personality? Reconsidering old issues in light of modern theory and new data**

*Sherman, R.A., Florida Atlantic University, USA*

*Jones, A.B., Florida Atlantic University, USA*

It is a well-established empirical fact that a single person's behavior, when aggregated across time and situations, is relatively normally distributed. The recently developed Whole Trait Theory states that personality is defined by such density distributions – including all of their parameters (i.e., mean, SD, skew, kurtosis). In this talk we present empirical evidence from an experience sampling study ( $N = 209$ , Nobs  $\approx 8,300$ ) that scores on standard personality assessments are not closely linked to density distribution parameters beyond location (i.e., mean, median). Thus personality assessments appear to only measure a person's average or typical level of behavior. Emotionality and eXtraversion provide two counter-examples to this trend. We argue that either the definition or measurement of personality must change to accommodate this discrepancy.

#### **IS-1 Personality trait structure in Hindu thought tradition of India: The journey of Triguna**

*Singh, J.K., Defence Institute of Psychological Research (DIPR), Delhi, India*

Considerable evidences suggest that personality constituted one of the core areas of enquiry in the ancient civilizations of the world such as India, Greek, China, Babylonia, Rome etc. However, these contributions of ancient civilizations hardly find a place in epistemological terrain of present day personality literature. India, being one of the ancient civilizations, contributed significantly in this area. Triguna, in this country, is one of the core typological constructs. It has its root in ancient Indian society and has been discussed in ancient Indian literatures. In contemporary India this construct has been studied extensively and is still relevant to describe personality of Indians. The paper is an attempt to locate the historical root of triguna and the way it has emerged as one of the indigenous constructs of personality.

#### **POI-7 What can we learn for the development of mental toughness by examining its association with adult temperament?**

*Singham, T., University College London, UK*

*Khan, F., University College London, UK*

*Kasapi, E., London Metropolitan University, UK*

*Papageorgiou, K.A., London Metropolitan University, UK*

Mental Toughness (MT) correlates with academic achievement and personality traits that are established predictors of performance across achievement contexts. There is limited developmental research to explore factors that contribute to individual differences in MT; and the underlying mechanisms (e.g. brain networks) that influence MT. A hypothesis is that, one could shed light on the factors that influence MT by exploring the association of MT with other traits—such as temperament—for which there is a wealth of information on how they develop and the brain networks that influence them. The current study had two aims: (1) to examine the association between MT with the temperament traits of Effortful Control (EC), Extraversion (EV) and Negative Affectivity (NA); (2) to run an Exploratory Factor Analysis (EFA) to uncover the underlying structure of MT and adult temperament. Three hundred thirty-three participants ( $M = 23.57$  years,  $SD = 7.73$ ; 56.2% female) provided information regarding their levels of MT (Mental Toughness Questionnaire 48) and EC, EV and NA (Adult Temperament Questionnaire – short form). As expected, MT was correlated positively with the traits of EC ( $r = .50$ ,  $p < .001$ ) and EV ( $r = .38$ ,  $p < .001$ ); and negatively with NA ( $r = -.47$ ,  $p < .001$ ). Preliminary results of the EFA revealed a strong underlying relationship between MT and EC; and returned a three (rather than four) factor structure for the measured variables. The findings indicate that there is a strong underlying relationship between the trait of MT and the trait of EC. The results could feed into future developmental research aiming to examine whether factors that influence the development of EC also influence the development of MT, a trait that associates with optimal performance under pressure situations across diverse contexts

#### **PA-19 The hierarchical structure of personality and common psychopathology in childhood and adolescence**

*Slobodskaya, H.R., Institute of Physiology and Basic Medicine, Novosibirsk, Russia*

Both personality traits and mental health problems are dimensional in nature and coexist from the early years onwards. Because these two domains are closely related, their integration into a joint dimensional structure may well be justified. Examination of the joint factor structure of personality and common psychopathology may provide useful clues to the nature and patterning of normal and problem behaviours. Identifying specific constellations of personality traits and problem behaviours across levels of the hierarchy may help to better understand the role of individual risk and protective factors and to explain why some individuals



develop healthily while others develop psychiatric disorders. This study examined the hierarchical structure of child personality and common psychopathology in community samples of parent reports of 2-18-year-olds ( $N = 1926$ , 48% female) and adolescent self reports ( $N = 1543$ , 53% female) using the Inventory of Child Individual Differences– Short version (ICID-S) and the Strengths and Difficulties Questionnaire (SDQ). A joint higher-order factor analysis of the ICID-S and SDQ scales suggested a four-factor solution; congruence coefficients indicated replicability of the factors across sex, age and informants at all levels of the personality-psychopathology hierarchy. The hierarchical framework showed that normal personality traits and problem behaviours are integrated within the same structural model from the early years onwards. The three-factor level, with a positive personality factor and two broad psychopathology factors, externalising and internalising, resembled the three developmental orientations of moving toward, against or away from the world. The findings provide evidence for consistency of the hierarchical structure of personality and common psychopathology in childhood and adolescence and suggest that personality and common psychopathology share the same temperamental origins in behavioral inhibition and negative affect.

## **POI-31 Early temperament as a predictor of later personality**

*Slobodskaya, H.R., Federal State Budgetary Scientific Institution, Novosibirsk, Russia*  
*Kozlova, E.A., Federal State Budgetary Scientific Institution, Novosibirsk, Russia*

There is a growing consensus that temperamental characteristics that appear in infancy form a basis for later personality (Caspi & Shiner, 2006; Rothbart, 2007; Shiner & DeYoung, 2013). This prospective longitudinal study aimed to examine whether temperamental traits in infancy and toddlerhood would predict personality dimensions in later childhood. Participants represent a community sample of children and their parents from urban and rural areas of Siberia. The sample included 98 participants (55% girls); the children's average age was 16.3 months ( $SD=10.2$ ) at Time 1 and 7.8 years ( $SD=2.1$ ) at Time 2. Early temperament was measured by the Infant Behavior Questionnaire-Revised (IBQ-R, Gartstein & Rothbart, 2003) and the Early Childhood Behavior Questionnaire (ECBQ, Putnam, Gartstein, & Rothbart, 2006). Later personality was measured by the Inventory of Child Individual Differences – Short version (ICID-S; Halverson et al., 2003; Slobodskaya & Zupančič, 2010); all measures have been translated and validated in previous studies. IBQ-R Regulatory Capacity was positively related to subsequent Organization; Low Intensity Pleasure was linked to later Conscientiousness, whereas Vocal Reactivity, Duration of Orienting, Smiling and Laughter were negatively related to later Neuroticism. ECBQ Effortful Control was positively related to later Conscientiousness and Openness and all lower-order traits from these domains; Surgency was linked to later Activity, whereas Attention Shifting and Low-intensity Pleasure were negatively related to later Neuroticism. The findings of this study provide empirical evidence on the developmental relationships of temperamental traits in infancy and toddlerhood with personality dimensions in the preschool and school years. Although the sample was not large, analyses revealed a number of significant associations between higher- and lower-order dimensions of early temperament and later personality. Results have confirmed some but not all of the expected relationships and highlighted the role of early Regulatory Capacity/Effortful Control in the development of childhood personality.

## **PA-25 The impact of descriptor frequencies in psycho-lexical studies: a study in Serbian**

*Smederevac, S., University of Novi Sad, Serbia*  
*Čolović, P., University of Novi Sad, Serbia*

Psycho-lexical studies have so far rarely considered descriptor frequencies as a plausible criterion for variable selection. The principal aim of this study is to explore the impact that employment of this criterion may have on the number and content of lexical personality dimensions. The list of 383 personality - relevant adjectives from the Serbian language was administered to a sample of 1575 participants (58% female), aged 18 - 60. Prior to the analyses, 94 raters assessed the degree to which each of 383 personality-relevant adjectives corresponded to one of 9 categories, commonly used in lexical studies. Word frequencies, obtained from the frequency dictionary of the Serbian language, were used to assign each term to a set of either frequent ( $N = 238$ ) or infrequent ( $N = 145$ ) descriptors. Word frequencies did not correlate with descriptor ratings. Principal components analyses (with Varimax rotation) were conducted in both sets of descriptors, yielding five - component solutions. In the set of frequent descriptors, the components were named Positive vs.negative emotionality, Agreeableness, Conscientiousness, Intellect, and Negative valence, while in the set of infrequent predictors the components Extraversion, Agreeableness, Intellect - Conscientiousness, Conventionality and Negative valence - Emotionality emerged. A component analysis on both sets of factors yielded five components, comparable but not identical to the Big Five factors. The results suggest that the use of word frequencies a criterion for variable selection in lexical studies has an impact on the content of personality factors, indicating the necessity of further studies on this topic.



## **SY-1 Trait-based profiles of ADHD in adolescents**

*Smith, T.E., University of Kentucky, USA*  
*Zastrow, B.L., University of Kentucky, USA*

ADHD has high heterogeneity at the behavioral level. Such heterogeneity has yet to be adequately captured, given the lack of empirical support for the DSM-5 subtyping/presentation approach. Research suggests the utility of a person-centered personality-based approach, and this approach has been validated in children, but not adolescents. The goal of the present study is to examine trait-based profiles in adolescents with ADHD in order to evaluate their ability to predict ADHD-related comorbidity. Participants were 184 adolescents (109 boys; 87 with ADHD) age 13 to 18 years and their primary caregivers who completed measures of ADHD symptoms, temperament and personality traits, and comorbid problems. Latent profile analysis suggested a 5-profile solution with groups characterized by “low neuroticism” (N=97), “low conscientiousness” (N=25), “low extraversion” (N=27), “high extraversion” (N=30), and “high neuroticism” (N=3) with children with ADHD predominantly falling into the latter four profiles. The high extraversion group exhibited significantly highest levels of ADHD symptoms. The low extraversion group exhibited significantly highest levels of withdrawal/depression and anxiety/depression. The low conscientiousness group exhibited significantly increased externalizing problems, including aggressive behavior. The small high neuroticism group exhibited high levels of all comorbid problems. We concluded that adolescents with ADHD could be divided into low conscientiousness, high neuroticism, and high and low extraversion subgroups. Adolescents with ADHD with high extraversion exhibited higher ADHD symptoms, those with low conscientiousness exhibited increased externalizing problems, and those with low extraversion exhibited increased depressive symptoms.

## **PO1-38 The role of self-control in sports anxiety: A study in a sample of Portuguese athletes**

*Sofia, R., University of Minho, Brazil*  
*Cruz, J.F., University of Minho, Brazil*

Self-control has been described as one of the most important structures of human personality (Bauer & Baumeister, 2011; Sofia & Cruz, 2015). Recently, studies have started to show its importance in the regulation of anxiety-related worries (Englert & Bertrams, 2012), as well as in the processes of stress and coping. Specifically, individuals high in self-control tend to report fewer daily stressors, as well as used more problem-focused coping, buffering emotional reactions to stress (Galla & Wood, 2015). Considering these findings, and taking the advantages of the sport context as a natural laboratory, this study intended to explore the potential impact of self-control on athletes' experience of stress and anxiety. Following an integrative perspective on the study of emotions, cognitive, motivational and emotional variables were included in this study (Cruz & Barbosa, 1998; Lazarus, 1991, 2000). Therefore, a sample of 269 athletes from different individual and team sports completed the flowing measures translated and adapted to Portuguese: Brief Self-control (Tangney et al., 2004; Sofia & Cruz, 2013); Sport Anxiety Scale-2. (Gomes & Cruz, 2006; Smith et al., 2006); Cognitive Appraisal Scale in Sport Competition – Threat and Challenge Appraisals (Dias et al., 2009, 2012; Sofia & Cruz, 2015); BriefCope (Carver, 1997; Dias et al., 2009); Behavioral Inhibition System/Behavioral Activation System Scales (Carver & White, 1994; Sofia & Cruz, 2013). Overall, results revealed that individuals high in trait self-control tend to show lower levels of competitive anxiety, perceived the competition as less threatening, used more problem-focused coping strategies and tend to show lower levels of avoidance motivation. These preliminary results provide an important breakthrough in the long-lasting endeavor to understand anxiety in sport competition, as well as offer important implications for psychological interventions tackling the demeaning effects of anxiety in sports.

## **PO2-43 The power of god: believers and nonbelievers differences in big-five factors of personality**

*Sonnenfeld Vilela, M.C., Pontifical Catholic University of Rio de Janeiro, Brazil*  
*Santos, A.L., Pontifical Catholic University of Rio de Janeiro, Brazil*  
*Natividade, J.C., Pontifical Catholic University of Rio de Janeiro, Brazil*

It is expected that our personality traits influences our perceptions and behaviors in all daily situations. One of those situations we can put our eyes on refers to religious belief. One could think that would be found some personality patterns in those who have a religious belief, and those who have not. In this study we test differences between religious believers and non-believers for the big five personality factors. We use a questionnaire having a test to measure the big five personality factors and a question asking the participants to indicate whether they had some kind of religious belief (whether they believed in a god, gods, spiritual strength or something similar). A sample of 4,641 Brazilians answered our questionnaire, mean age 27.8 years, 66% were women. Most participants reported having a religious belief, 72%. We found significant differences between believers and nonbelievers for all personality factors. Believers showed higher scores in the factors of extroversion, agreeableness and conscientiousness; the

nonbelievers in neuroticism and openness. Although differences were found in all factors, the differences were more prominent for Agreeableness ( $d = .51$ ), and Openness ( $d = .32$ ). Our findings indicate that there is a relationship between personality traits and religious beliefs, in particular, believers seem to be more outgoing, altruistic and self-disciplined, in the other hand, those who do not have a belief appear to be more emotionally instable and open to new experiences. We discuss our results taking into account the relative reliability of personality traits as explaining specific behaviors.

## **SY-2 Using the Big Five Inventory–2 to describe youth personality traits: Measurement characteristics, associations with temperament, and predictive power**

*Soto, C.J., Colby College, USA*

*Tackett, J.L., Northwestern University, USA*

The Big Five Inventory–2 (BFI-2) is a hierarchical measure of the Big Five personality domains and 15 more-specific facet traits. The present research examined the capacity of the BFI-2 to measure individual differences in youth personality traits. Participants were parents who described their children using the BFI-2, as well as youth measures of personality traits, temperament, and a number of important behavioral, psychological, social, and health outcomes (e.g., school and social functioning, self-esteem, psychopathology, and physical health). Results indicated that, when used as a parent-report instrument, the BFI-2 was highly reliable and retained a clear Big Five factor structure. The BFI-2 also showed meaningful associations with other personality and temperament measures; these associations revealed that the BFI-2 captures many, but not all, important youth personality and temperament traits. Finally, the BFI-2's pattern of substantive relations with youth outcomes supported the measure's construct validity, and indicated that the measure's hierarchical structure—with 15 facets nested within the Big Five domains—substantially enhances its predictive power. Taken together, these findings support two key conclusions. First, although the BFI-2 was primarily developed to assess adults, it can also be used as a reliable and valid parent-report measure of youth personality traits. Second, the BFI-2 may benefit from a youth version that more directly assesses some developmentally specific aspects of personality and temperament.

## **IS-5 Personality and distinct and specific patterns of neuro-immune dysregulation: Implications for gender-related risk of mood disorders and cardiometabolic conditions**

*Suarez, E.C., Duke University Medical Center, Durham, NC, USA*

Extraversion, neuroticism, and anxiety are independently associated with increased risk of mood disorders and cardiometabolic conditions. It is well recognized, however, that incidence rates of mood and cardiometabolic conditions differ between men and women. Elucidating the relation of these personality factors to putative mechanisms, such as chronic inflammation and hypothalamic-pituitary-adrenal (HPA) activity, has implication for understanding gender differences in etiology and comorbidity. It was hypothesized that predisposing personality factors are associated with distinct patterns of neuro-immune dysregulation in a gender specific manner. To present evidence suggesting that extraversion, neuroticism, hostility, and anxiety are associated loss of regulatory controls resulting in dissimilar patterns of neuro-immune dysregulation. To demonstrate that these same gender-specific patterns of neuro-immune dysregulation are also associated with a sedentary lifestyle which is associated with an increased risk of depression, cardiovascular disease, and type 2 diabetes as well as personality. To capture the integrity of homeostatic regulation between the HPA axis and inflammation we used the ratio of morning serum cortisol (CORT) to high sensitivity C-reactive protein (CRP). Analysis examined the relation of personality to CORT/CRP ratio as a function of gender. The relation of neuroticism, extraversion, hostility, and anxiety to CORT/CRP differed as a function of gender ( $ps < .05$ ). For women, higher neuroticism and anxiety and lower extraversion scores were associated with lower CORT/CRP values suggestive of greater inflammation coupled with an insufficient CORT release. For men, higher CORT/CRP values, indicative of an enhanced CORT release relative to levels of inflammation, were associated with higher anxiety. Personality factors associated with an increased risk of mood disorders and cardiometabolic conditions are associated with gender-specific and distinct pattern of dysregulation of normal regulatory influences between the HPA axis and inflammatory processes that may contribute to onset and progression mood disorders and cardiometabolic diseases.

## **IS-4 Advantages of dimensional personality pathology trait assessment in youth examples from hormone-behavior associations**

*Tackett, J., Northwestern University, USA*

The Dimensional Personality Symptom Item pool (DiPSI), derived originally from the five-factor model, provides a psychometrically viable tool for assessing dimensional personality pathology traits in early life, with promising initial psychometric evidence. The current study considers the relationship of emotional and behavioral problems of youth with respect to main effects and interactions



of stress response and cortisol level. Adolescents and caregivers (N=106) completed questionnaires about the youth's personality pathology traits on the DIPSI and the youth's emotional and behavioral problems. Youth provided saliva samples via passive drool in the lab, from which levels of cortisol and testosterone were assayed. The results provide evidence for the validity and reliability of dimensional personality pathology traits in youth beyond the establishment of basic measurement and into a richer construct validity framework. The assessment of maladaptive personality traits identifies meaningful variability in individual differences which can expand our theoretical understanding of early personality disorder traits and our approaches to their measurement and conceptualization.

## **PO1-37 An investigation of the relations of identity formation, personality characteristics and parenting in a sample of Greek adolescents**

*Tantaros, S., University of Athens, Greece  
Besevegis, E., University of Athens, Greece  
Pavlopoulos, V., University of Athens, Greece*

This study examines the relations of parenting with adolescents' personality characteristics and identity formation processes. The sample consisted of 424 Greek high school students (14.5 - 15.5 years old, 43.6% males and 56.4% females). Participants filled in four questionnaires: a) The Dimensions of Identity Development Scale-DIDS (Luyckx et al, 2008), which evaluates five identity formation processes, namely Exploration in Breadth, Exploration in Depth, Commitment Making, Identification with Commitment and Ruminative Exploration, b) The Big Five Inventory-BFI (Hahn et al., 2012), measuring the degree to which adolescents display Conscientiousness, Extraversion, Agreeableness, Openness, and Neuroticism, c) the Parental Behavior Inventory-PBI (Barber, 1996; Kins et al, 2013; Vazsonyi et al., 2003), measuring Warmth, Anxious Rearing, Rejection, Overprotection and Pedestal and d) a demographic questionnaire. Results showed that Conscientiousness, Extraversion and Agreeableness were positively correlated to parents' Warmth and negatively to parents' Rejection and Overprotection, while Neuroticism was linked to Anxious Rearing and Rejection. Consistent with previous research (Tantaros, 2015), Commitment Making, Identification with Commitment and Exploration in Depth were also positively correlated to parents' Warmth while Ruminative Exploration was correlated to parents' Anxious Rearing and Rejection. Results are discussed in terms of the role that parenting seems to play on adolescents' identity formation processes along with its relations to personality characteristics.

## **SY-3 Cooperative toward the in-group only? Honesty-Humility and cooperation in intergroup settings**

*Thielmann, I., University of Koblenz-Landau, Germany  
Böhm, R., RWTH Aachen University, Germany*

Intergroup conflicts constitute a burden for human society. Corresponding to this significance, the question of who contributes to the occurrence of intergroup conflicts has been the target of recent research. Surprisingly, this research suggests that individuals with a prosocial inclination – rather than their selfish counterparts, in terms of social value orientation – escalate intergroup conflicts. Specifically, findings indicate that prosocial individuals show higher levels of in-group love (i.e., protection and promotion of the in-group) than selfish individuals, but equivalent levels of out-group hate (i.e., ignorance of derogation of the out-group). Based on these findings, it has been concluded that prosocial individuals are parochial rather than universal cooperators, thus restricting their cooperativeness toward their in-group members. Given the boldness of this claim – and in light of methodological limitations of prior studies – our goal was to critically test this assumption. Extending previous research, we assessed cooperative behavior in a set of different intergroup social dilemmas, particularly suited to disentangle the different motives underlying cooperativeness in intergroup settings. Besides, we considered Honesty-Humility as a more basic trait dimension capturing prosocial tendencies. In line with previous findings, our results indicate that individuals high in Honesty-Humility show higher in-group love than individuals low in Honesty-Humility. However, contradicting the notion that the cooperativeness of prosocial individuals is restricted to their in-group, individuals high in Honesty-Humility were also willing to benefit the out-group if they had the opportunity to do so. Thus, the cooperativeness of individuals high in Honesty-Humility actually exceeded the in-group boundary which, in turn, strongly questions the conclusion that prosocial individuals are the ones escalating intergroup conflicts.





## IS-13 The non-proportional effects of personality on mortality risk across the life-span

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*Hill, P.L., Department of Psychology, Carleton University, USA*

*Edmonds, G.W. Oregon Research Institute, USA*

*Chapman, B.P., Department of Psychiatry, University of Rochester Medical Center, USA*

Personality traits are robust predictors of health and longevity. Most research assumes that the strength of personality-health association is relatively constant over the entire life course. However, it is more likely that psychological factors may have differential effects on health and longevity depending on stage in the life-span. For example, does higher conscientiousness predict health equally for someone in their 30's versus someone in their 70's? In other words, are the effects of personality on health and longevity proportional over time? The current study utilized 14-year mortality data ( $N = 6,000+$ ; age range 25-80) from the Midlife Development in the U.S. Study (MIDUS) to test whether participant death-age moderated the effects of the Big 5 personality traits on mortality risk. Over the 14-year follow-up, approximately 590 individuals died. We employed a proportional hazards modeling framework with death-age\*personality interactions, as well as the analysis of Schoenfeld and Martingale residuals. Covariate adjustment includes the following: baseline age, sex, and education level. Significant age-interaction effects emerged for conscientiousness ( $HR = 1.01$ ;  $CI = 1.00-1.02$ ), openness ( $HR = 1.01$ ;  $CI = 1.00-1.03$ ), and agreeableness ( $HR = 0.99$ ;  $CI = 0.98-0.99$ ). The protective effect of conscientiousness decreased with age, the negative effects of agreeableness strongly decreased with age, and openness was a protective factor only for those under age 65. Sex-specific findings and other health indices will be discussed. This research highlights the importance of examining personality-health trajectories across the full life span because the protective or detrimental effects of personality may not be proportional over time.

## PO1-36 Creating a child friendly environment as a curriculum model for early years teaching

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Young children are active learners who use all their senses to build concepts and ideas from their experiences. The process of learning, the content and the outcomes, is vital for young children. They need time to explore whether they are satisfied with what is learnt. Of all levels of education, early childhood education is considered to be most critical for the social, emotional, cognitive, and physical development. For this reason, the teachers for early years need to play a significant role in the teaching & learning process through the provision of a friendly environment in the school. A case study approach was used in this study. The information was gathered through various methods like class observations, field notes, document analysis, group processes, and semi structured interviews. The group processes participants and interviewees were taken from some stakeholders such as parents, students, teachers, and head teachers from public schools, to have a broad and comprehensive analysis. Informal interaction with different stakeholders and self-reflection was used to clarify aspects of varying issues and findings. The teachers' role in developing a child friendly environment in early child classrooms was explored. Institutional support and monitoring the teacher's personal capacity to learning were found to improve a pupils learning ability. Prior to early child development education, learning experiences and pedagogical content knowledge played a vital role in engaging teachers in developing their thinking and teaching practice. Children can be helped to develop independent self-control and self-reliance with careful planning and development of the child's experience with sensitive and appropriate interaction by the educator to propel eagerness to learn through the provision of a friendly environment.

## PA-9 Personality in ideal and actual romantic partner among heterosexual and non-heterosexual men and women: A cross-cultural study

*Valentova, J.V., University of Sao Paulo, Brazil*

*Štěrbová, Z., National Institute of Mental Health, Klecany; Charles University, Czech Republic*

*Bártová, K., National Institute of Mental Health, Klecany; Charles University, Czech Republic*

*Varella, M.A.C., University of Sao Paulo, Brazil*

Personality is crucial for social and romantic life. Both men and women have clear preferences for personality in ideal mates; however, when it comes to actual pairing individuals do compromises. Due to larger obligatory parental investment, women are generally more selective and have higher bargain power on the mating market. Thus, women are hypothesized to translate their preferences better into choices. It remains to be decided whether these sex differences remain similar across populations and sexual orientations. We examined possible differences in preferences for personality and choices of thereof between heterosexual and non-heterosexual men and women from two different populations, Brazil and the Czech Republic. We further explored whether mate preferences translate into actual choices. In an online survey conducted in Brazil and the Czech Republic participated 701 men (316 non-heterosexuals) and 1,118 women (240 non-heterosexuals), who reported five personality dimensions (TIPI - Openness,





Consciousness, Extraversion, Agreeableness, Emotional Stability) of their ideal and, if coupled, actual partner, and their own. All groups of participants had high standards for ideal partners, with heterosexual women having, on average, highest demands, followed by non-heterosexual women and men. However, actual partners did not reach the ideal standards in none of the groups, although heterosexual women had the smallest mismatch between ideal and actual partner. Furthermore, respondents from both populations indicated preferences and choices based on mere exposure effect. Mating psychology can be influenced by many factors, such as sex, sexual orientation, and population. Combining a cross-cultural research with focus on different sexual orientations can thus reveal inter-individual differences in mate preferences and actual choices. Finally, there is a gap in our understanding whether and how mate preferences guide the actual choices.

## **POI-16 Aggression, retention strategies, jealousy, and mate value in men and women who consume alcohol, cocaine and marijuana**

*Valdebenito, O.F., Universidad de Santiago de Chile, Chile*

This research aims to make a characterization of aggression toward a partner, mate value, jealousy and couple retention strategies in men and women participating in a stable relationship and that one or both members present drug consumption such as alcohol, cocaine and marijuana from the paradigm of evolutionary psychology. To this end, a quantitative methodology is used with a range correlation between variables presented using a sample of 50 couples between 18 and 35 years old belonging to the Region Metropolitana from Chile that are participating in the project Fondecyt Discrepancies in mate value as a predictor of risk mistreatment of the couple. It is expected to be established in the results that there are differences over the appearance and characteristics of partner aggression when there is alcohol, cocaine and marijuana consumption.

## **SY-2 Dimensions of personality pathology differentiate between adolescents' attitudes towards left- versus right-wing political extremism**

*Van den Akker, A., University of Amsterdam, The Netherlands*

*Wissink, I., University of Amsterdam, The Netherlands*

*Asscher, J., University of Amsterdam, The Netherlands*

Although many theoretical accounts have posited that personality pathology plays an important role in political extremism, studies have failed to identify any associations between extremism and specific personality pathologies. Dimensional models of personality pathology, considering pathological personality as extreme variants of normal personality dimensions have proven more successful in identifying correlates of for instance right-wing authoritarianism (Van Hiel, Mervielde, & De Fruyt, 2004). In this study, we investigated associations between dimensions of pathological personality and attitudes regarding left- versus right wing extremism in adolescents. We also investigated how parenting behavior moderated this association. 588 adolescents (62% boys, Mage = 16.2 years) reported on their personality traits by filling out the Dutch version of the Personality Inventory for DSM5 - Brief Form (PID5-BF) (Van der Heijden, Ingenhoven, Berghuis, & Rossie, 2014), their attitudes towards animal activism and right-wing extremism, as well as their perceptions of their parents supportive behavior and restrictive control by filling out the Parenting Behavior Questionnaire (Wissink, Dekovic, & Meijer, 2006). Higher levels of detachment and antagonism predicted a more positive attitude towards right-wing extremism, whereas lower levels of antagonism predicted a more positive attitude towards animal activism. Supportive parenting and restrictive control were not associated to political attitudes, and did not moderate any of the associations between personality and attitudes. Dimensional traits of personality pathology differentiate positive attitudes to left- versus right-wing extremism.

## **IS-12 Culture and personality: Integrating perspectives**

*Van de Vijver, F.J.R., (Convener), Tilburg University, The Netherlands*

*Meiring, D. (Discussant)*

The link between culture and personality has been studied from a comparative (etic) and non-comparative (emic) perspective. It has become clear that both perspectives run into their own problems: etic descriptions may inadvertently reduce personality structure to a core that is comparable across cultures, whereas emic descriptions may underrate shared aspects of so-called indigenous personality aspects. Presenters of this symposium address various issues to deal with limitations of the current dichotomy, such as integrating psychocultural emic studies, mixed-methods studies, and studies of the validity of personality trait scores (in the face of incomplete invariance). The common theme in all the presentations is the awareness of the limitations of extant approaches and the search for new ways to address the link between culture and personality.



## **IS-12 Culture and personality: From etic versus emic to etic and emic**

*Van de Vijver, F.J.R., Tilburg University, The Netherlands*

The study of the link between culture and personality has been dominated by two paradigms: the etic paradigm with an emphasis on universals of personality structure (e.g., Big Five) and the emic paradigm with an emphasis on cultural specifics (e.g., ethnographic studies on indigenous concepts such as the selfless self). Attempts to overcome the dichotomy and appreciation that neither the etic nor the emic perspective can provide a comprehensive picture of personality across cultures are pretty recent. Psycholexical studies are an interesting way to combine the two perspectives as they start from an indigenous perspective; enough of such studies have been conducted to enable cross-cultural comparisons. It is regrettable that psycholexical studies show variations in various, usually uncontrolled methodological aspects (such as procedures to condense the data), which compromises their comparability. I will illustrate the relevant methodological aspects and describe how psycholexical studies can help to bridge etic and emic perspectives.

## **IS-7 General response style: Validity and utility**

*Van de Vijver, F.J.R., Tilburg University, The Netherlands*

*He, J., Tilburg University, The Netherlands*

The study of response styles has a long past, yet a short history. An overarching framework about the meaning of the various response styles distinguished, such as acquiescence and social desirability, is still missing. In this presentation we present evidence (longitudinal and cross-cultural) that there is a General Response Style (GRS) factor, that encompasses acquiescent, midpoint, extreme and socially desirable responding. We also describe the nomological network of the GRS. We argue that GRS can be interpreted as a filter that moderates the intensity of responses and that this moderation is part and parcel of the response process. Statistical removal of GRS cannot be expected to increase the construct or predictive validity.

## **SY-9 Contributions of the SAPI project to the culture and personality debate**

*Van de Vijver, F.J.R., Tilburg University, the Netherlands, North-West University, South Africa, and University of Queensland, Australia*

Indigenous studies of personality, whether they are monocultural or multicultural, are important for the understanding of the link between culture and personality. The debate on this link has been historically dominated by two positions: on the one hand, there was the emic position according to which personality differs fundamentally across cultures as personality is formed in a culturally unique constellation of cultural factors. On the other hand, there was the etic position that put an emphasis on personality factors that were identical across most or all cultural groups. Studies of well-established personality models, such as the Big-Five Model, the HEXACO model, and Eysenck's Three-Factor Model, have focused on establishing the universality of personality structures. It is only rather recent that both the emic and etic perspective are viewed as extremes on a continuum and that there is an attempt to emphasize the complementarity of both approaches. It is explained and illustrated how the SAPI project combines the two perspectives and helps to shift the question of which perspective is correct to the question of identifying which aspects of personality are more cultural universal in which aspects are more culture-specific.

## **IS-7 Latent class factor analyses: a tool for controlling response styles**

*Van Vlimmeren, E., Tilburg University, The Netherlands*

*Moors, G., Tilburg University, The Netherlands*

*Gelissen, J.P.T.M., Tilburg University, The Netherlands*

In this paper a diagnostic tool is developed to detect response styles in survey research when established modes of detecting such biases are not applicable. We use latent class factor analysis on heterogeneous items to estimate the probability that respondents display certain response style patterns, and reveal three common response styles; extreme responding, mild responding, and acquiescence. The results suggest that there are country differences in these response styles and hence, cross-cultural research become more valid when response styles are controlled for.



## **IS-10 The person from the inside and outside: social life as captured by objective and subjective measures**

*Vazire, S., University of California, Davis, USA*

*Wilson, R.E., University of California, Davis, USA*

How well do people's subjective experiences of their social lives correspond with more objective, observer-based measures? Past research has examined either people's subjective experiences as they go about their daily lives (e.g., using daily diaries or Experience Sampling Methods [ESM]), or people's objective behaviors (using the Electronically Activated Recorder [EAR]). However, we do not know of any research that has combined both perspectives to examine the congruence or discrepancies between people's subjective experiences and their objective behavior. To examine the agreement between subjective and objective reports of daily experiences, and identify moderators of self-other agreement, across a range of constructs, We tracked a sample of 380 college students for one week using the EAR as they completed four ESM surveys per day. EAR files were coded by three observers who rated participants on the same dimensions assessed on the ESM surveys: behavior, personality, mood, and situation. For each construct, we examined the correspondence between self-reports (ESM) and observer-reports (EAR). We examine correspondence both within-person (e.g., when people report being especially Agreeable, do observers agree?) and between-person (are people who more often report being Agreeable also rated by observers as being more Agreeable?). We also examine moderators of self-observer agreement? Results indicate that agreement varies widely across constructs and across individuals. For many constructs, subjective and objective experiences are quite different and both need to be measured in order to capture the full picture of people's daily social experiences. Discrepancies between methods give us a clue about self-knowledge (in the case of overt behavioral constructs) or transparency (in the case of subjective/internal constructs). Identifying the people and situations that foster greater agreement between subjective and objective experience can help us understand the causes of agreement and disagreement.

## **IS-3 A developmental perspective on the FFM charisma compound: How charismatic personality tendencies develop and predict career outcomes 15 years later**

*Vergauwe, J., Ghent University, Belgium*

*Wille, B., Ghent University, Belgium*

*De Fruyt, F., Ghent University, Belgium*

The nature of charisma has been a topic of intense debate. Although traditional models of charismatic leadership favor the "attributional perspective" (e.g., Conger et al., 2000), increased attention is spent to trait-perspectives on leadership (e.g., Antonakis et al., 2012; Judge et al., 2009). Against this background, a five-factor model (FFM) personality-based compound of charisma is introduced, and we examine its development across the first career stage and its predictive validity. Inspired by Lynam and Widiger's (2001) approach to make FFM prototypes for personality disorders, experts in the field of leadership and personality research were invited to participate in an expert panel. For each of the 30 NEO PI-R facets, experts (N = 38) rated the prototypic case for a successful charismatic leader on a scale ranging between 1 (extremely low) and 9 (extremely high). To calculate the FFM charisma score, a simple count was used in which facets that were rated as being prototypically high ( $\geq 7$ ) or low ( $\leq 3$ ) were summed together. To investigate the predictive validity, a sample of college alumni (N = 247) were administered the NEO PI-R before entering the labor market and 15 years later when their professional careers had unfolded. The FFM charisma count was found to have a high cross-time stability coefficient ( $r = .66, p < .001$ ), which is remarkable given the often turbulent developmental stages that participants experienced during this 15-year time period. Its composite traits showed mean level developmental patterns that were mainly in line with normative development. FFM charisma was positively related to extrinsic career outcomes 15 years later, such as income and managerial level, and with leadership-related career roles, such as the inspirator role, the director role, and the presenter role.

## **SY-10 Linear versus curvilinear: How rating formats may affect the nature of the relationship between leader behavior and performance**

*Vergauwe, J., Ghent University, Belgium*

*Wille, B., Ghent University, Belgium*

*Hofmans, J., Vrije Universiteit Brussel, Belgium*

*De Fruyt, F., Ghent University, Belgium*

Growing belief in the idea that more of a desirable trait is not necessarily better, such that strengths may become weaknesses, has urged researchers to explore curvilinear or inverted-U-shaped relationships. Although empirical evidence for this perspective is now slowly starting to accumulate, progress in this field of research is hindered by various methodological challenges. The current study aims to stimulate this line of investigation by exploring whether the way in which we typically assess leader behaviors may obscure curvilinear associations between leader behavior and performance. We specifically argue that the predominant method of combining



dominance models with Likert-type rating formats may lead to different forms of item-level misestimation, and these may, in turn, affect the form of the association between the behavior that is assessed and an external criterion. In this context, we will explore the usefulness of an alternative rating format, i.e., the too little/too much (TLTM) scale, for uncovering curvilinear relationships between leader behaviors and performance. Belgian leaders were evaluated on their performance by direct subordinates ( $N = 177$ ), and were rated twice on four leader behavior dimensions (i.e., forceful, enabling, strategic, operational): once using a Likert scale ranging between 1 (totally disagree) and 5 (totally agree), and once using the TLTM scale ranging between -4 (much too little), 0 (the right amount), and +4 (much too much). Curve estimations revealed (positive) linear relationships between each of the leader behaviors and performance when the behaviors were rated using the Likert scale, whereas significant quadratic (inverted U-shaped) relationships were consistently observed when the TLTM scale was used. The findings of this exploratory research support our expectations in the sense that the two investigated rating formats (i.e., Likert and TLTM) indeed make an empirical difference and drive therefore contradictory research conclusions.

## **IS-11 Heritability of Personality: A Meta-Analysis**

*Vukasovic Hlupic, T., University of Zagreb, Croatia*  
*Bratko, D., University of Zagreb, Croatia*

The aim of this meta-analysis was to systematize available findings in the field of personality heritability and test for possible moderator effects of study design, type of personality model, and gender on heritability estimates. Study eligibility criteria were: personality model, behavior genetic study design, self-reported data, essential statistical indicators, and independent samples. A total of 134 primary studies with 190 potentially independent effect sizes were identified. After exclusion of studies which did not meet inclusion criteria and/or met one of the exclusion criteria, the final sample included 62 independent effect sizes, representing more than 100 000 participants of both genders and all ages. Data analyses were performed using random effects model, software program R package metaphor. The average effect size was .40, indicating that 40% of individual differences in personality are due to genetic, while 60% are due to environmental influences. After correction for possible publication bias the conclusion was unaltered. Additional analyses showed that personality model and gender were not significant moderators of personality heritability estimate, while study design was a significant moderator with twin studies showing higher estimates, .47, compared to family and adoption studies, .22. Personality model was also not a significant moderator of heritability estimates for neuroticism or extraversion, two personality traits contained in most personality trait theories and/or models. To our knowledge, this study is the first to empirically test and confirm moderator effect of study design on heritability estimates in the field of personality using standard meta-analytic procedures.

## **IS-14 Extraversion, openness, and dopamine: A pharmacogenetic study of individual differences in cognitive set-switching**

*Wacker, J., University of Hamburg, Germany*

It has been suggested that positive affect modulates the balance between flexible switching and robust maintaining of goals and cognitive sets. On the physiological level these modulatory effects of positive affect are thought to depend on central dopamine activity. Because current personality neuroscience theories of extraversion and openness to experience ascribe an important role to individual differences in dopaminergic neurotransmission, we aimed to investigate, whether (1) extraversion and openness are related to the balance between switching and maintaining, whether (2) dopaminergic candidate genes are associated with the switching-maintaining balance, and whether (3) these associations are sensitive to a pharmacological manipulation of dopamine. Thus, we assessed the balance between switching and maintaining using a cognitive set-switching task in  $N = 86$  female volunteers after administration of either placebo or the selective dopamine D2 receptor antagonist sulpiride (200 mg) and both before and after induction of positive affect using a combination of imagery and emotional film clips. Extraversion and openness were assessed using a battery of personality questionnaires including the NEO inventory. In addition, fluid and crystallized intelligence were assessed as control variables. The complex pattern of results only partially supported the hypotheses. The discussion focuses on the implications of the present findings for dopamine theories of extraversion and openness as well as on suggestions for future research.



## **IS-10 A Social relation analysis on the longitudinal association between liking and self-esteem development in the school context**

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*Lüdtke, O., Leibniz Institute for Science and Mathematic Education, Kiel, and Centre for International Student Assessment, Germany*  
*Robitzsch, A., Federal Institute for Education Research, Innovation and Development of the Austrian School System, Salzburg, Austria*  
*Trautwein, U., University of Tübingen, Germany*

Different psychological notions link positive social feedback with the development of self-esteem. Considering social belonging as a basic human need, self-esteem appears to be fueled by a sense of being liked by others. In the current paper, we address liking in an interpersonal fashion, testing whether being-liked in the classroom is linked to the longitudinal development of self-esteem. One additional goal of this paper is the implementation of Social Relations Models (SRM) in the context of social network data. Based on a longitudinal study of  $N = 846$  5th graders nested in 46 German school classes (TRAIN, Trautwein et al., 2010), we aim to implement SRM models in the classroom context. Based on round-robin data of liking, the SRM approach allows for the immediate separation of perceiver and target effects, as well as the inclusion of additional covariates or outcomes, such as self-esteem. Preliminary results suggest that self-evaluations of liking are confounded by several components. We discuss our findings both on the methodological as well as content level and suggest further routes to disentangle the role of different social components for self-esteem development.

## **IS-13 What actually makes you change: Experience or evaluation? Longitudinal associations between personality development and life-events in young adulthood**

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*Lüdtke, O., Leibniz Institute for Science and Mathematic Education, Kiel, Germany, Center for International Student Assessment (ZIB), Germany;*  
*Roberts, B.W., University of Illinois, Urbana–Champaign, USA*  
*Ulrich Trautwein, University of Tübingen, Germany*

Young adulthood has been identified as a time of rapid and continuous personality development. However, few studies were actually able to follow up on the very same individuals across a longer time period with several measurement points and sources of developmental patterns are still not well understood. Based on a German longitudinal study (Transformation of the Secondary School System and Academic Careers; TOSCA), where young adults were followed up on six times (across ten years) beginning with their senior high school year (at T1:  $N = 4,532$ ; age:  $M = 19.6$ ,  $SD = 0.9$ ; 55% female), we test longitudinal developmental trajectories of Big Five personality development. Furthermore, conditional latent change and multi-level models address the question of how life events, both their experience as well as their individual evaluation, accompany such changes. First results illustrate patterns of discontinuity in nearly all five personality traits. Findings are discussed in light of personality and developmental theories and highlight interdependencies of personality development with the accomplishment of age-specific challenges.

## **PA-25 Big Five and Reinforcement Sensitivity Theory: A head to head comparison**

*Walker, B.R., University of New South Wales Australia*  
*Jackson, C.J., University of New South Wales Australia*  
*Fung, M.C., City University of Hong Kong*

Gray and McNaughton's revised Reinforcement Sensitivity Theory (r-RST) is an influential personality theory based on neuroscience and animal learning. In this article, we systematically examine the r-RST's strengths as a scientific theory for personality compared to the Big-Five (B5). Both models are widely used in the literature to represent personality, although they conceptualize personality in different ways. While both the r-RST and the B5 have strengths and weaknesses, we conclude that the r-RST is better-suited as a framework for the scientific inquiry of personality, especially with regard to temperament. Nevertheless, the B5 provides a common set of personality descriptors for personality scientists, a parsimonious description of strangers, and a simple introduction to personality for lay people. Our arguments regarding the strengths and weaknesses of the B5 are also relevant for similar models, such as the HEXACO and General Factor of Personality.



## PA-16 The dynamic interactions of white and black lies

Wang, L., City University of Hong Kong

Although both white lies and black lies are deceptive, white lies are typically seen as innocuous, legitimate, and even praiseworthy while black lies come across as selfish, malicious, and objectionable. These kinds of intuitive judgments become problematic, however, when white lies are selfishly motivated (e.g., when people ingratiate to get favorable treatment). We investigated whether people's general propensities to tell white lies, i.e., their willingness and beliefs in the appropriateness of telling white lies, was related to the likelihood that they tell black lies and whether other personal inclinations might mediate this relationship. We recruited 151 participants from the U.S. (37.7% female, 64.2% white, averaging 32.34 years of age) to participate online. Participants answered 33 questions and their propensity to tell white lies, their social value orientations (SVOs), and their demographics. They then played a modified deception game (Gneezy, 2005; Erat & Gneezy, 2012), in which they could misrepresent information to earn more money. People who scored high on the propensity to tell white lies scale were also more likely to tell selfish, black lies. Also, individualistic and prosocial value orientations (negatively correlated with each other) both mediated the relationship between white lie propensities and lying in the deception game, with individualistic value orientations having a positive mediation effect, and prosocial value orientations having a negative mediation effect. Our results suggest that many people who refused to tell white lies in our research were also the least likely to tell black lies, and people who felt appropriate to tell white lies were also very likely to tell black lies. Our results also suggest that people's social value orientations can play an important role in mediating the relationship between white and black lies.

## SY-11 Temperament, personality and behavior: How are they related?

Wechsler, S.M. (Convener), Pontificia Universidade Catolica de Campinas, Brazil

The importance of temperament to understand personality and behavior will be emphasized in this symposium as a means to comprehend human differences. Although many times temperament and personality are used as synonyms, temperament is considered as being the constitutional basis of reactions and behaviors, thus forming the structure on which the personality develops. Temperament can be observed in children's behaviors at very early ages as 18 months, and can predict internalized and externalized behaviors related to children and mother's inhibitory control. The importance of temperament to understand the processes involved in the development of psychopathology in adolescents is also emphasized, as some temperamental characteristics as well as coping strategies can also decrease the impact from stress on adolescents' behavior problems. In addition, the intrinsic relationships among temperament and personality characteristics can be observed through network analysis. Due to the relevance of knowing the individual's temperament styles a valid and reliable measure was developed and will be described as an essential tool for psychologists.

## SY-11 Assessing adults' temperament styles: Validity and reliability evidences

Wechsler, S.M., Pontificia Universidade Catolica de Campinas, Brazil

Nicholas, B., University of South Dakota, USA

Gums, E., Universidade Adventista-Sao Paulo, Brazil

Oakland, T. (in memoriam)

Temperament refers to stylistic and relatively stable traits that subsume intrinsic tendencies to act and react in somewhat predictable ways to people, events, and stimuli. Temperament can be defined by four styles: extroversion-introversion, practical-imaginative, thinking-feeling, and organized-flexible. These four styles provide the theoretical structure for the group administered Inventory of Adult Temperament Styles (IATS). Previous research confirmed the IATS theoretical structure. This study aimed to investigate the validity and reliability evidences of IATS. Two studies were elaborated, the first aimed to verify the validity by comparing the IATS with an external criterion, that is a personality measure already validated in the country. The second study meant to verify the stability the IATS by a test-retest study. The sample for the first study was composed by 144 Brazilian adults (25% women), mean age 36, who were living and working in different Brazilian states. The sample of the second study were 84 college students (64% women), mean age 23, living in Sao Paulo state, majoring in Accounting, Law and Psychology. The instruments were the IATS, which is a 100 forced choice questionnaire and the Bateria Fatorial de Personalidade (BFP), which is 7-point scale based on the Big-5 model. The confirmatory factor analysis was used in the first study and person correlation compared test-retest with two months interval. Results indicated the measures of fit fell fall below minimum criteria for acceptable fit. Modification indices reveal that parcels from the IATS tend to correlate with facets from the BFP for reasons other than the constructs of interest. However, there were some noteworthy correlations between latent variables from the IATS and latent variables from the BFP. The largest correlation was between the IATS-Extroversion introversion with the BFP Extroversion factor ( $r = .792$ ). The IATS Organized-Flexible dimension correlates with the BFP Conscientiousness ( $r = .563$ ) and BFP Openness ( $r = -.461$ ) factors. Additionally, the IATS dimensions of Practical and



Imaginative correlated with Openness ( $r = -.459$ ) and the IATS Thinking and Feeling dimension correlated with Agreeableness ( $r = .101$ ). On the other hand, the test-post test reliability study indicated that all IATS variables reached correlation indexes significant at 0.001, thus indicating the temperament styles are quite stable. The results obtained indicated there are promising ways of assessing adults' temperament styles through a valid and reliable measure.

## **PO1-8 Usefulness of personality and leadership profiles in a selection process: a case study**

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*Serpa, A.L.O., Hogrefe Cetepp, Brazil*

In Organizational Psychology the selection of individuals for key positions requires the identification of which multiple characteristics enable them to face their daily professional challenges. Personality associated with motivation to work, different models of competence, and resilience became an important aspect for selection processes when combined with other constructs, significantly expanding the interpretability and predictability of the outcomes. It is desirable, therefore, to perform cross-comparison of personality construct with other relevant constructs related to occupations in selection processes. This Project aimed to identify the most suitable candidate for a key position considering personality and leadership characteristics. Two instruments were employed: Human Guide Person Profile, an online personality test that apprehends the intrinsic motivation profile through eight drive need factors; and LJI-2, a tool for the evaluation of situational leadership that identifies the preferred leadership style and judgment in different contexts. Seven candidates for the position of principal at a mid-sized private school in São Paulo were assessed: six men and one woman, between 36 and 58 years ( $M = 46.3$ ;  $SD = 8.11$ ), with different academic backgrounds. Six professionals of the institution staff responded to the HumanGuide and the consolidation of these results supported the design of a job profile as well as a target profile. The results suggest that school-based vocational locus attracts people with similar personality traits: empathy capacity, intellectual interest, sense of responsibility and need to significantly contribute to the community. The preferred leadership style was consensual, followed by consultative. Relevant differences in the accuracy of leadership judgment among the candidates were found. The preferred leadership styles and personality profile were correlated, providing additional information about the candidates drive needs and leadership styles, expanding the understanding of underlying motivational aspects. These findings corroborate the results of Schmidt and Hunter (1998) and follow the LJI-2 recommendations.

## **PO1-10 In the search of a prosocial personality: Personality traits as predictors of prosocial behavior**

*Wertag, A., Institute of Social Sciences Ivo Pilar, Zagreb, Croatia*

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

Prosocial behavior includes a broad range of actions intended to benefit others rather than one self. Determinants of prosocial behavior can be both situational and dispositional. The most pronounced dispositional determinants of prosocial behavior among personality traits are Agreeableness from the Five Factor model and, even more, Honesty-Humility from the HEXACO model. Moreover, the interesting question is the relationship between prosocial and antisocial behavior. The substantial determinants of the latter are so called dark personality traits (i.e. Machiavellianism, narcissism and psychopathy). The significant proportion of research in this area is conducted solely on self-report measures of prosocial behavior, mostly neglecting the actual behavioral measures. Therefore, the aim of this study was to determine which personality traits have the best contribution in predicting prosocial behavior. Data was collected within a larger on-line survey on 337 students from various universities in Croatia (280 female and 57 male). Apart from self-report measures of personality (i.e. HEXACO-60 and Short Dark Triad), a categorical behavioral measure of prosocial behavior was implied. The results of the hierarchical binary logistic regression analysis showed that the best predictor of prosocial behavior is the Dark Triad trait narcissism (in the negative direction), even when controlling for empathy, which was previously shown to be positively related to prosocial behavior and negatively to dark traits. These findings suggest that, when it comes to the prediction of prosocial behavior, the luck can be on the other side of the coin as well.

## **PO2-3 Personality factors and treatment outcome in Roman Catholic clergy**

*Whited, A.M.T., Immaculata University, USA*

*Kelley, D., Immaculata University, USA*

*Acri, E.M., Immaculata University, USA*

*Cuddy-Casey, M., Immaculata University, USA*

Examining personality profiles seen in clergy admitted for residential treatment may help psychologists who work with this population develop and implement more effective treatment. The impact that treatment has on personality pathology has generated significant interest among researchers (Koelen, et al., 2012; Reich, 2003). While the majority of findings suggested that personality





pathology adversely affects the treatment of these clinical disorders, some researchers raise questions about potential methodological weaknesses confounding the results (De Bolle et al., 2011; Mulder, 2002). Furthermore, length of treatment appears to play a significant role in treatment success (Luyten et al., 2010; Vermote, Fonagy et al., 2009). The objective was (1) to identify differences in MCMI-III personality profiles following a course of residential psychiatric treatment, and (2) to determine the impact length of treatment may have on MCMI-III narcissistic, histrionic and compulsive personality profile scores, as these were hypothesized to be more prevalent in this population. This exploratory study examined MCMI-III profiles of 148 Roman Catholic diocesan priests admitted for long-term residential psychiatric treatment. Paired-samples t-tests compared pre- and post-treatment MCMI-III scores, and a MANOVA was conducted to examine differences between length of treatment and changes in scores. Study participants endorsed fewer schizoid, avoidant, depressive, dependent, and negativistic personality patterns, and significantly more histrionic and sadistic personality patterns following treatment. There was no change noted in narcissistic, antisocial, compulsive, and masochistic personality patterns. The greatest improvement was noted in individuals receiving 91-180 days of treatment. **F i n d i n g s** demonstrated significant improvement in certain personality profiles following long-term residential treatment, which may provide a useful benchmark when designing treatment programs, and add to the body of evidence supporting longer term treatment options. Results may also provide insight into the personality patterns that respond more favorably to treatment, potentially informing the direction and duration of therapeutic interventions.

#### **IS-4 Maladaptive variants of the FFM: childhood and adulthood**

*Widiger, T., (convener), University of Kentucky, USA*

The purpose of this symposium is to present results from five labs concerning research on personality disorders and personality, considering in particular maladaptive variants of the five-factor model, within both childhood and adulthood.

#### **SY-4 Moving beyond traits: Individual differences in dynamic within-person processes**

*Wilson, R.E., (convener), UC Davis, USA*

*Vazire, S., (convener), UC Davis, USA*

Decades of empirical work on personality traits have provided a solid foundation for exploring more complex phenomena. One exciting new direction that has recently received increased attention is individual differences in states that capture dynamic patterns of thinking, feeling, and behaving (Fleeson, 2001; Fournier, Moskowitz, & Zuroff, 2008). Individual differences in within-person dynamics may have important explanatory power, both for predicting outcomes and making sense of people's seemingly inconsistent thoughts, feelings, and behaviors. In the last decade, new methods and technologies have made it easier to collect and analyze intensive longitudinal data on personality states. The talks in this symposium will tackle questions including: How can we measure and model these differences? What are the consequences of these within-person processes? And how do within-person processes relate to the established findings about global traits? In the first talk, Sherman will show that traditional measures of global personality only capture some aspects of people's typical behavior (i.e., mean/median, but not variance or skew), and he will discuss the implications of these findings for how we conceptualize and measure personality. In the second talk, Wilson will examine the stability of within-person dynamics. If within-person processes are a core aspect of personality, then individual differences in these processes should be relatively stable over time. Third, Bolger will present a statistical technique for modeling between-person differences in within-person causal processes, using longitudinal data. Fourth, Chung will examine the within-person structure of people's emotional states. These results show that the within-person dynamics of emotions are related to people's situations, motivations, and state personality. Finally, Downey will discuss a program of research showing the value of one dynamic within-person processes, rejection sensitivity, for predicting a wide variety of outcomes. Together, these talks will demonstrate how examining personality at the within-person level can provide a deeper understanding of personality.

#### **SY-4 The viability of if-then contingencies as a future direction for personality research**

*Wilson, R.E., UC Davis, USA*

*Vazire, S., UC Davis, USA*

Personality traits have been called "the psychology of the stranger" (McAdams, 1995). Various personality theories emphasize that what makes a person unique is not just their general tendencies but also the idiosyncratic pattern of responses to external triggers in everyday life (i.e., 'personality signatures'; Fleeson & Jayawickreme, 2015; Mischel & Shoda, 1995). However, little is known about the degree to which people's responses to triggers are universal or idiosyncratic, making it difficult to gauge the prevalence of individual differences in personality signatures (i.e., person-by-situation interactions). In addition, we do not know whether individual differences in personality signatures are stable over time – a prerequisite before we can consider them a building block of





personality. The present study examines both situational variables (i.e., potential triggers) and personality states over time using the Experience Sampling Method (ESM) and the Electronically Activated Recorder (EAR; Sample 1,  $N = 123$ ; Sample 2,  $N = 385$ ). First, we discuss the degree to which situational triggers are associated with daily fluctuations in personality states. Second, we examine whether there are individual differences in these if-then associations (i.e., whether there are personality signatures). Finally, we explore the stability of these personality signatures over two weeks and over a year. Our results speak to the viability of 'personality signatures' as a useful approach for understanding personality beyond traits.

## **IS-1 Ubiquitous personality-trait concepts in 13 highly diverse and isolated languages: Contributions of a cluster-classification strategy**

*Wood, J., Melbourne, Australia*

*Saucier, G., University of Oregon, USA*

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

To begin to understand how personality traits are encoded in the lexicons of diverse languages, we examine 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 geographically separated (including all major continents), highly diverse in cultural features, from a wide variety of language families (none derived from modern world languages), and thus primarily "language isolates." Their diversity means that the nature of personality-trait ubiquity across these societies potentially provides a unique window into the indigenous concepts of personality in a much broader range of cultures and languages than has ever been studied before. Whereas Saucier, Thalmayer, and Bel-Bahar examined single terms (e.g., brave) to discover which were ubiquitous in the 12 languages, we extend their ground-breaking research by using 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, both at the level of each of the 100 trait categories, and in relation to the domains of the Big-Five factor structure.

## **PO1-25 Resistance of staff in the enterprises transitioning towards innovative path of development in Russia**

*Zakharova, L., Lobachevsky State University of Nizhni Novgorod, Russia*

*Korobeynikova, E., Lobachevsky State University of Nizhni Novgorod, Russia*

One of the key obstacles for Russian companies in their transition to innovative development is the personnel resistance, which signifies the presence of specific organizational conflicts. We aim to identify characteristics of personnel resistance in the companies in process of transition to innovative development. The method involved using the Organizational Culture Assessment Instrument, the Thomas-Kilmann Conflict Mode Instrument (TKI), and a correlated method of expert assessment, the Twenty Statements Test (TST). Participants were 70 key personnel members of innovative enterprises (IE) and 75 key personnel members of ordinary enterprises (OE). Personnel of innovative enterprises dealt with instrumental conflicts. The main traits were openness and a high level of competition. Ordinary enterprises were characterized by latent value conflicts hidden under the form of conflict in predominantly passive stages (avoidance, accommodation). Indicators of these conflicts were: (1) non-correspondence of the organizational culture to economic needs, (2) discrepancies in the views on the preferred format of organizational culture expressed by staff and management, (3) low engagement of staff in work activities, (4) minimum vs. maximum scores of competitive strategy in staff and management of TKI assessment, respectively, and (5) high scores of collaboration, compromise and avoidance strategies in TKI self-assessments not proved by management. Thus, for instance, adhocratic components amounted to 28.8% for OE against 13.0% for IE, market component 45% against 25.5%, hierarchy 12.9% against 43.3%. The difference was statistically important. The personnel in OE rated the cooperation level 7 points out of 10, while its managers gave it only 4.1 points, while personnel in IE gave the cooperation 5.4 points, and management rated it 8.8 points. Motivated engagement of IE personnel into the work process was two times higher than the correspondent values for OE. All the differences were statistically important. The conclusion is that conflicts in the innovative and technologically underdeveloped enterprises are of a different nature and have specific manifestations in the personnel behavior.

## **PA-8 Dual model of individual differences in money attitudes: Money as an economic tool versus money as a source of affect**

*Zaleskiewicz, T., SWPS University of Social Sciences and Humanities, Poland*

*Gasiorsowska, A., SWPS University of Social Sciences and Humanities, Poland*

People differ in how they react to money and how they interpret the role of money in life. In the present paper we propose a two-dimensional model of individual differences in money attitudes. This model is based on psychological theories that propose the duality of money's meanings and functions, such as the tool-drug theory developed by Lea and Webley (2006). Our research demonstrated that the variety of money attitudes might be reduced to two orthogonal factors reflecting the perception of money in terms of either economic functions or affective meanings. Money management – an instrumental factor – incorporates the perceived ability to budget and control, reluctance to borrow money, inclination to search for and exploit special occasions connected with earning money. Symbolic meaning of money, a factor reflecting psychologically driven and affective attitude, incorporates money anxiety, belief that money is a source of power and also a root of evil. In a series of studies (total N = 4760) we confirmed the validity of the two-dimensional model. The instrumental dimension of money attitudes significantly correlated with a number of economic behaviors, but not with psychological traits and the indicators of the emotional valuation of money. In turn, the affective dimension of money attitudes was correlated with neuroticism, anxiety, the external LOC, low self-esteem, Machiavellianism, dissatisfaction with one's income and positive implicit attitude towards money, but not with economic behaviors. These findings support the assumption that instrumental dimension is related to money management, revealing a perception of money in line with its economic functions. On the other hand, the affective dimension reflects psychologically driven attitude and the fact that money has an emotional value that is not associated with its economic use.

## **PA-4 Brazilian adaptation of the Inventory of Children's Individual Differences – Short form (ICID-S)**

*Zanetello, L.B., Universidade Federal do Rio Grande do Sul, Brazil*

*Giacomoni, C.H., Universidade Federal do Rio Grande do Sul, Brazil*

As more researchers utilize the Five-factor model (FFM) of personality with children and adolescents, the need for instruments designed specifically for use with children and adolescents increases. The Inventory of Children's Individual Differences (ICID) has provided researchers with an age and culture neutral instrument designed specifically to assess the FFM of personality in children and adolescents, ages 2 to 15, using parental, nonparental, or self-reports. The present work aims to present the Brazilian adaptation of the shorter, 50-item version of the ICID (ICID-S). The instrument was translated and adapted to Brazilian Portuguese according to the guidelines recommended by previous studies. To date, two hundred and fifty parents rated their children's personalities traits using the ICID-S. We associated ICID with measures of dispositional optimism and pessimism (Parent-rated Life Orientation Test of children - PLOT) and with an alternative personality assessment scale (Hierarchical Personality Inventory for Children - HiPIC). Data are still being collected, but initial analysis are promising, showing good psychometric properties for the Brazilian version of the ICID-S.

## **SY-5 The role of reading skills and socioeconomic status in recovering personality structure in adolescence**

*Zanon, C., Universidade São Francisco, Brazil*

*De Fruyt, F., Ghent University, Belgium*

The personality-differentiation-by-intelligence hypothesis posits that individuals with a lower IQ show a less differentiated personality structure, possibly due to lower language proficiency and difficulties to understand items. Likewise, personality or social-emotional skill inventories may include content or refer to situations that are differentially understood by individuals from various social-economic background. These problems may be especially apparent in large-scale assessments of traits and social-emotional skills in schools representing heterogeneous social-economic groups. Difficulties to retrieve structural properties across language-mastery and/or social-economic groups may ultimately hamper making meaningful comparisons across groups. Participants were 2,470 adolescents (15 to 16 years) who were administered SENNA 1.0, a trait-based self-report social-emotional skill inventory developed in Brazil, and a sociodemographic questionnaire. Scores from a national standardized Portuguese language test were used to form language-mastery groups. Measurement invariance of personality structure across four groups with different combinations of social-economic status and Portuguese language-mastery was investigated using multiple-group exploratory factor analysis. Results showed a high level of invariance across all groups indicating that personality structure is similar in terms of factor loadings, intercepts, variance-covariance and latent means. These results contradict the claims of the personality-differentiation-by-intelligence hypothesis when language-mastery level is taken as a proxy for IQ. Our findings further suggest that meaningful social-emotional skill comparisons can be made across different social-economic and language-mastery groups using SENNA 1.0.



## **SY-3 New basic and applied research related to the HEXACO model of personality**

*Zettler, I., (Convener), University of Copenhagen, Denmark*

In recent years, the HEXACO Model of Personality has been found increasingly useful in describing, explaining, and predicting human behavior. This symposium brings together six recent research activities from three countries related to the HEXACO model. More precisely, the first two presentations consider all HEXACO traits, linking them to self/observer agreement, similarity, and assumed similarity based on the level of acquaintanceship (presentation by Kibeom Lee) as well as to mate selection behavior (presentation by Jiu Liu). The following two presentations particularly focus on trait Honesty-Humility, reflecting the most striking difference between the HEXACO and alternative models of basic personality structure. Specifically, in these presentations, Honesty-Humility is linked to ethical and moral variables (presentation by Ingo Zettler) and to intergroup cooperativeness (presentation by Isabel Thielmann). The final two presentations present examples from applied – namely, organizational – research based on the HEXACO model in general and Honesty-Humility in particular, with studies on the interplay between personality, ethical leadership, and detrimental workplace behaviors (presentation by Joshua Bourdage) as well as between personality, abusive supervision, and workplace deviance (presentation by Tunde Ogunfowora). Overall, the symposium presents studies using different methods such as observations of so-called actual behavior, ratings, and self- and observer-reports, and provides examples of diverse up-to-date topics in personality research related to the HEXACO Model of Personality, ranging from basic experimental to applied questionnaire-based studies.

## **SY-3 Honesty-Humility and actual behavior in the realm of ethics and morality**

*Zettler, I., University of Copenhagen, Denmark*

*Hilbig, B.E., University of Koblenz-Landau, Germany*

Honesty-Humility has been linked to many outcomes in the realm of cooperativeness, ethics, morality etc. However, virtually all of these links have been based on self or other-reports of both Honesty-Humility and the criterion of interest. But given that Honesty-Humility is described as capturing socially desirable attributes (e.g., being honest, modest, sincere), it seems essential to rule out potential biases due to consistent socially desirable responding. We tackled this critical issue in a series of studies relying on observing “actual behavior” for assessing the outcomes. More precisely, in several experiments (N > 700 overall), we linked personality reports on Honesty-Humility to observations on actual behavior in the realm of ethics and morality. To this end, we relied on different paradigms assessing cheating or decisions in economic and social dilemmas. We also implemented a wide array of control variables (including, for instance, the classic Big Five, intelligence, or socio-economic background), and in some experiments teased apart the assessment from Honesty-Humility and criteria in time. In the analyses, we mostly – but not exclusively – compared observations of individual’s behavior with statistical probabilities for the occurrence of ethically and moral behavior. Across all experiments, Honesty-Humility was the only consistent personality predictor for ethical and moral behavior, with mostly medium-sized effects. By relying on observations of actual – as compared to reported – behavior, this adds rather strong support to the usefulness of Honesty-Humility for describing, understanding, and predicting socially desirable outcomes. We conclude with claims for more research relying on observations of actual behavior, especially when socially desirable outcomes are considered.

## **PO2-37 The relationship between sexual orientation, sexual awareness, religious attitude, marital satisfaction, and life satisfaction in psychology couples and other couples**

*Zeyghamiyan, M., University of Culture and Arts of Kermanshah, Iran*

*Nikoo, M., University of Culture and Arts of Kermanshah, Iran*

We studied the relationship between sexual orientation, sexual awareness and religious attitude with marital satisfaction and life satisfaction in married academics, psychologists and non-psychologists. We used convenience sampling as a method. Our sample consisted of two groups, namely clinical psychologists, graduate and higher, and university professors being non-psychologists. This research was conducted in December 2015, in the city of Kermanshah in Iran. The instruments included the Bem sex-role inventory, a sexual awareness scale (SAS), a religion assessment questionnaire, four scales from the ENRICH-questionnaire, and a satisfaction with life scale (SWLS). This research is running and full results will be presented at the conference.



## IS-6 Situational perception as a trait

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

Horstmann, K., *Humboldt-Universität zu Berlin, Germany*

Vettel, M., *Humboldt-Universität zu Berlin, Germany*

In recent years several efforts have been undertaken aimed at structuring and operationalizing situational perception. Results of this effort are taxonomies of situational perception and several new measures. An open research question with regard to situational perception as seen in those recent taxonomies is whether the perceptions are trait-like constructs. This would require stable interindividual differences in responses across different situations and across time. The current research project is based on the Situation 5 as one taxonomy of situational perceptions. Within the talk, the theoretical background and nomological net will be presented. Based on data of  $N = 402$  people, results regarding convergent validity with the DIAMONDS, discriminant validity with the Big Five and cognitive ability, as well as test retest reliability of the test scores will be presented. The data support the notion of situational perceptions as trait-like constructs.

## SY-10 Emotional intelligence in personality disorders

Zuanazzi, A.C., *University of São Paulo, Brazil*

Huss, E.Y., *State University of Londrina, Brazil*

Miguel, F.K., *State University of Londrina, Brazil*

Personality traits can affect the way people perceive the world. This study aimed to compare people diagnosed with personality disorder with people without such diagnosis, with regard emotional intelligence-related aspects, i.e., the ability to understand emotions and manage them properly. To this end, two tests were used: the Computerized Test of Primary Emotions Perception (PEP), based on studies in recognition of facial and emotional expressions, components of emotional intelligence; and the Rorschach Inkblot Method, based on projective techniques and performance assessment. Participants were: Group 1, 15 people diagnosed with personality disorder (various types); and Group 2, 50 people with no previous psychiatric diagnosis. All were aged 18 years or higher. With respect to PEP, significant differences were found. Group 1 showed lower perception ability ( $t = -2.46$ ). Moreover, in Rorschach, there were significant differences in variables associated with emotional intelligence: Group 1 showed lower ability in emotional regulation (FC:  $t = -3.05$ ), higher perception of social interactions as negative (MAP:  $t = 2.38$ ) and higher indices of distortions (EII-3:  $t = 3.00$ ; WSumCog:  $t = 4.43$ ; SevCog:  $t = 6.48$ ; Lev2Cog:  $t = 4.22$ ). We concluded that aspects of emotional intelligence are altered in personality disorders.

## PO2-12 Correlations between a self-report inventory and a projective/performance test

Zuanazzi, A.C., *University of São Paulo, Brazil*

Miguel, F.K., *State University of Londrina, Brazil*

Buriolla, H.L., *State University of Londrina, Brazil*

Huss, E.Y., *State University of Londrina, Brazil*

Zanatta, A.K.M., *State University of Londrina, Brazil*

de Lima, R., *State University of Londrina, Brazil*

Felix, J.P., *State University of Londrina, Brazil*

Machado, M.F.P., *State University of Londrina, Brazil*

In personality assessment, there are two main types of instruments: self-report inventories and performance measures (or projective techniques). While studies show that both types are associated with psychological criteria, correlations between themselves are often low. The goal of this research was to study the relation between a self-report and a performance measure. Thirty participants answered the Personality Factorial Battery (BFP) and Pfister's Colors Pyramids. The frequency of colors on Pfister was then correlated with BFP's five factors, which are based on the Five Factor Model of personality. Results showed that Neuroticism was correlated with higher frequency of Red ( $r = .37$ ; indicator of impulsiveness) and Violet ( $r = .60$ ; indicator of anxiety), and with lower frequency of Green ( $r = -.43$ ; indicator of emotional adaptation). Extraversion was also associated with higher frequency of Green ( $r = .45$ ). Agreeableness correlated negatively with Red ( $r = -.42$ ) and positively with both Orange and Yellow ( $r = .53$  and  $.60$ , respectively; both indicators of caution in contact with others). Conscientiousness and Openness did not correlate with the colors. The significant correlations found are consistent with the tests interpretation, thus providing validity evidence for the constructs they measure.



## PO2-13 Variables of Pfister's Colors Pyramids predict cognitive regulation of emotion in Zulliger

*Zuanazzi, A.C., University of São Paulo, Brazil*

*Miguel, F.K., State University of Londrina, Brazil*

*Villemor-Amaral, A.E., University São Francisco, Brazil*

Projective techniques (or performance measures of personality) measure several different psychological aspects, and sometimes their constructs overlap. The present research studied two such tests: Pfister's Colors Pyramids and Zulliger Inkblot Method (Comprehensive System). The goal was to analyze which variables from Pfister predicted the (FC-CF-C)/R formula in Zulliger, which is an indicator of cognitive regulation of emotional states. Participants were 98 people that answered both tests individually. A regression analysis showed that a higher frequency of Green and lower frequency of Holed Carpet were associated with the formula. The results are coherent, since Green is an indicator of empathy and insight, while Holed Carpets are often associated with thought disturbances. The presentation will elaborate on the results and the maladaptive aspects of high Green and high (FC-CF-C)/R.