



4th WORLD CONFERENCE ON PERSONALITY CURAÇÃO

2nd – 5th April 2024
Curaçao

BOOK OF ABSTRACTS



WAPP

WORLD ASSOCIATION FOR PERSONALITY PSYCHOLOGY

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■ BOOK OF ABSTRACTS

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Welcome

We are pleased to present the book of abstracts for this fourth conference of the WAPP. More than ten years ago now, participants from many corners of the world found that way to the first conference in Stellenbosch, South Africa. That conference was a great success, and offered a great variety of topics on personality research. That conference was followed by the second one in Búzios, Brazil and by the third in Hanoi, Vietnam, both demonstrating continuity in variation of topics, but also reflecting new themes of the time and reflecting personality interests of their regions. The present Curaçao conference is no exception, as may be learned from this abstract book. The variety of themes even seems to grow, and fresh topics have found their way to the international discourse platform. We wish you a stimulating time on Curaçao.

Organization

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Keynote speakers:

Title: The unfolding of talent from age 12 to 50: Creativity, productivity, and lifestyle of intellectually precocious youth chronicled over four decades

Speaker: CAMILLA PERSSON BENBOW, Vanderbilt University, USA

Camilla P. Benbow is Patricia and Rodes Hart Dean of Education and Human Development at Vanderbilt Peabody College of education and human development, which she has led since 1998. A scholar of talent identification and development, Benbow is the author or co-author of more than 100 articles and 39 book chapters. She co-directs the Study of Mathematically Precocious Youth (SMPY), a longitudinal study of 5,000 gifted individuals that recently marked its 50th year. Benbow is particularly interested in developing STEM talent, which was a focus of her service as a member of the National Science Board (2006–2012) and as vice-chair of the National Mathematics Advisory Panel (2006–2008). She is a Fellow of the American Psychological Association and the American Educational Research Association. Dean Benbow also has been honored with the International Award for Research from the World Council for Gifted and Talented Children (2019), the Lifetime Achievement Award of the International Society for Intelligence Research (2018), and the David Imig Award of the American Association for Colleges of Teacher Education (2010). Dean Benbow previously taught at Iowa State University and earned her doctorate in education from John Hopkins University.

Title: How is a trait (not) like a skill? Similarities and differences in structure, assessment, development, and outcomes

Speaker: CHRISTOPHER J. SOTO, Colby College, USA

Christopher Soto is Professor and Chair of Psychology at Colby College, and Director of the Colby Personality Lab. His research focuses on issues related to personality structure, assessment, development, and outcomes. His most recent work investigates similarities and differences between personality traits (how someone tends to think, feel, and behave, averaged across situations) and social, emotional, and behavioral skills (how someone is capable of thinking, feeling, and behaving, when needed).

Title: Understanding relationships between personality and political preferences: The central role of identity processes operating in political information environments

Speaker: ARIEL MALKA, Yeshiva University, USA

Ariel Malka is a Professor of Psychology at Yeshiva University. He does research in political psychology, public opinion, and survey measurement. This has included research on the psychological and contextual underpinnings of political preferences; attitudes and beliefs relevant to democratic stability; and various matters pertaining to the psychology of the survey response process, questionnaire design, and interpretation of self-report measures.

Title: The relevance of the interplay between psychometrics and neuroscience for the analyses of individual differences in intelligence and cognitive abilities

Speaker: ROBERTO COLOM, Universidad Autonoma de Madrid, Spain

Roberto Colom is Professor of Differential Psychology at the Dpt. of Biological and Health Psychology (UAM, Spain). He has authored 16 books (technical and for a general audience), edited 6 books, and published more than 160 peer-reviewed articles. Most of his research efforts is focused on human intelligence and the key feature of his history as a scientist is the large network of collaborations with scientists around the globe. This has stimulated a broad scope of interests going from the psychometric analysis of intelligence, its cognitive foundations, and its biological basis (mainly



through the application of innovative neuroimaging research tools). He has also done applied research in areas including mental disability, crime behavior, personnel selection (ATC), and test development. His most recent book is 'The science of human intelligence' co-authored by Richard J. Haier and Earl B. Hunt.

Title: A new frontier: Fine-grained personality factors across cultures

Speaker: GERARD SAUCIER, University of Oregon, USA

Gerard Saucier is Professor of Psychology at the University of Oregon. His over 100 publications address topics spanning from cultural differences to beliefs and values and aspects of psychology of religion to thinking patterns associated with mass violence, but have focused most centrally on the structure and optimal assessment of dispositional attributes such as personality, with a considerable emphasis on cross-cultural evidence. A recipient of an early-career award from Society of Multivariate Experimental Psychology, and a Fellow of the Association for Psychological Science, he is past Associate Editor for the Journal of Research in Personality and for the Journal of Personality and Social Psychology.



Abstracts are alphabetically ordered based on the first author's surname. The presenter's name is put in italics. The abstract titles are provided with a program-code: KN for KeyNote speaker, IS for Invited Symposium, SY for submitted Symposium, PA for Paper-session, and PO for Posters.

**SY-2 Big Five facets predicting achievement test scores in grades 5, 9, and 12 in Sao Paulo, Brazil: Differences between facets and between age groups**

Gisele Alves-Mizuta, Institute Ayrton Senna, Brazil
Ana C. Zuanazzi, Institute Ayrton Senna, Brazil
Ricardo Primi, Universidade São Francisco, Campinas, Brazil
Filip De Fruyt, Ghent University, Belgium
Oliver P. John, University of California Berkeley, USA

Personality psychologists have long been interested in factors that predict important life outcomes. School achievement is a particularly important outcome because it has critical downstream consequences for career options, income, and socio-economic status. Research, mostly conducted in the West, finds C (Conscientiousness) and O (Openness to Experience) are important but even the Western literature has serious limitations: Few studies have (a) examined younger kids (elementary school), (b) used objective performance tests as criteria, (c) studied differences among Big Five facets, and (d) considered the role of cognitive and meta-cognitive learning strategies. Using 52,000 students from Sao Paulo schools (grades 5, 9, and 12), these understudied questions are addressed, using state-administered test scores in math and language as the criteria. For all age groups, facets related to C and O had significant effects, consistent with Western findings. For elementary school children, facets of C (persistence and determination) were more important than facets of O (intellectual curiosity), and that ordering reversed for the older adolescents, consistent with a shift to more intrinsic motivation. The facets within each domain differed substantially; for example, the C facets of persistence and determination always had a positive effect whereas organization always had zero effects. Finally, these effects remained even when learning strategies, like memorization and control, were controlled.

P0-01 Satisfaction with life: both income and mental health matter

Jan Ketil Arnulf, BI Norwegian Business School, Norway
Øyvind Lund Martinsen, BI Norwegian Business School, Norway

We explore the parallel impact of improved mental health and improved income on satisfaction with life (SWLS). We used a longitudinal dataset to explore the effects of improved income and changes in neuroticism on the subjectively experienced satisfaction with life. Our data comprise 1,205 Norwegian business school students measured in a longitudinal design spanning on average 10 years from T1 to T2 (55% female). At T1, the students were college freshmen filling out a big five inventory and information about family income. Ten years later, they again filled out the NEO along with the Satisfaction With Life Scale and information about income. Regressing happiness with life scale on the changes in five factors during time span T3-T1, along with the SWLS, the regression model predicted 10% of the variation in satisfaction with life, $p < .001$. The only variables that emerged as significantly related to satisfaction with life were reduced neuroticism and increased income, measured as a comparative increase in relative personal income from T1 to T2. In this model, reduced neuroticism ($\beta = -.17$) and income increase ($\beta = .26$) have independent effects on satisfaction with life, the latter being the strongest. Changes in the other four personality traits had no significant effect on satisfaction with life. Our analysis aims to show that both material wellbeing and mental health in a broad sense have independent effects on satisfaction with life. We also analyse and discuss the dynamic interplay between success at school and during early career years.

P0-32 Food for thought: Geographical food access in childhood and concurrent relationships with personality traits and disordered eating features in adulthood

Caitlyn M Ashton, Sam Houston State University, USA
Adam P Natoli, Sam Houston State University, USA

Critical moments in anthropological evolution were the result of the search for food. Could there be a relationship between access to food during formative years and complex human features such as personality? Are there links between food access in childhood and disordered eating later in life? Should these relationships exist, and given certain personality traits are known to correlate with disordered eating behaviors, does childhood food access possess incremental validity over



personality when screening for disordered eating? This exploratory study sought to investigate these questions. Data ($N=720$) were collected from a university convenience sample (age = 21.27 [$SD = 4.81$], 82.5% female). Participants completed the BFI-2-S and EDE-QS to measure personality traits and eating disorder features, respectively. Food access during childhood was determined using participants' childhood zip code and archival census data. Zero-order correlations were calculated between geographical food access during childhood, personality traits, and features of disordered eating. Hierarchical regression was then used to examine the incremental validity of childhood food access over traits in the prediction of eating disorder features. Food access during childhood was significantly positively correlated with eating disorder features and negative emotionality, while eating disorder features negatively correlated with extraversion and conscientiousness and positively with negative emotionality. Evidence supporting incremental validity of childhood food access when predicting eating disorder features was found with regard to all traits except negative emotionality. Results are discussed with regard to study limitations and the potential implications for considering both personality and childhood food access when screening for eating disorders.

PA-1 Character strengths and virtues in Ecuador, Paraguay and Perú: A mixed study

Jonathan Fernando Ayala, Universidad del Cono Sur de las Américas UCSA, Paraguay

Good character is a main area in Positive Psychology. The current study assesses character strengths and their groupings (virtues) with a mixed method: qualitative through content analysis and quantitative using exploratory and confirmatory factor analysis. The main purpose is to analyze the character strengths virtues in adults from three countries of South America (Ecuador, Peru, and Paraguay) to identify whether the findings from these countries replicate data from other nations. A non-probabilistic sample was used: 854 university students (273 Ecuadorians, 277 Peruvians and 304 Paraguayan). Participants completed two instruments: Inventario de Virtudes y Fortalezas del Carácter IVyF (Cosentino & Castro Solano, 2012) and Protocolo de Cualidades Positivas (Castro Solano & Cosentino, 2013). Two main results were found, the quantitative study shows three virtues types of character strengths: moderation, progress and fraternity, in each country. Also, this three-factor model is the most parsimonious and replicable despite some cultural differences in Ecuador and Paraguay. Secondly, the qualitative study shows a dimensional structure with intercultural differences because each country has specific relations with character strengths (e.g., Ecuador with perseverance, Perú with honesty, and Paraguay with modesty). The main conclusion points to, firstly, a three-factor structure of character strengths and, secondly, the character strengths have differences in each culture (e.g., some character strengths [love and self-regulation] have inverse associations only in Paraguay). Data has limitations: the used sample could not be an average citizen of each culture and countries were considered as national culture. Future studies should research intracultural differences in character strengths, identify causes of intercultural differences in each population and analyze character strengths in other Latin-American countries.

PA-11 "We even disagree on conflict": Partners' personality and conflict behaviors

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Personality shapes how we think, feel, and act, and how we perceive ourselves and others, including our partner. Previous research has shown connections between personality and relationship functioning among couples, with most studies focusing on relationship satisfaction. However, we need more knowledge about how personality traits relate with conflict behaviors, particularly among parents, and potential gender differences in these associations, to advance our understanding of relationship dynamics. Using data from the Dynamics of Family Conflict Study ($N = 1,629$ parent dyads), this study examines associations between personality traits of mothers and fathers, measured by the Big Five Inventory (John et al., 1991), and specific conflict behaviors (both self- and partner



descriptions), measured by the Conflict and Problem-Solving Scale (Kerig, 1996). Additionally, we examine gender differences in these associations as well as how personality traits relate to the degree of agreement in parents' reporting of their own and each other's conflict behaviors. Preliminary results showed both major consistencies across gender but also some gender-specific differences in the associations between personality and conflict behaviors; Extraversion was positively associated with cooperation among mothers, but this association was negative among fathers, Extraversion and Neuroticism were associated with higher levels of stalemating and verbal and physical aggression, but only among fathers, whereas Agreeableness was associated with less stalemating and child involvement, but only among mothers. The implications of possible associations between personality traits and the degree of perceptual accuracy or discrepancy in parents' ratings of their own and each other's conflict behaviors is further discussed.

IS-2 A network analysis of personality functioning and narrative identity

Kennedy M. Balzen, University of Houston, USA
Majse Lind, Aalborg University, Denmark
Lennart Kiel, Aarhus University, Denmark
Carla Sharp, University of Houston, USA

The narrative identity framework uses life stories as phenomenological rich lenses providing insight to one's temporal understanding of self and identity. Given that identity disturbance is a core component of Criterion A in the Alternative Model for Personality Disorders (AMPD), scholars have argued that Criterion A should also include narrative identity. However, it is not yet clear which narrative elements are most salient for the assessment of personality functioning, given that few studies have examined these associations. Therefore, the primary aim of the current study is to use network analysis to examine the relationships between narrative identity and criterion A of the AMPD. A mixed college and clinical sample (expected size $N = 115$) of 18–25-year-olds have been recruited for this purpose. Life stories (i.e., the Emerging Life Story Interview: ELSI) were recorded, transcribed and content coded for themes of agency, communion, exploratory processing, growth, and deterioration. The Semi-Structured Interview for Personality Functioning (STiP-5.1), and the Level of Personality Functioning Scale Brief Form 2.0 (LPFS-BF 2.0) were administered to examine personality functioning. Data collection continues, but preliminary examination of the data demonstrates significant associations between narrative agency and LPFS-BF 2.0 total score and self-subdomain, as well as between narrative agency, communion, and growth with the STiP total score and subdomains. We expect that the self-domain of the LPF variables will be placed most centrally in the network, and that narrative agency will be most central of all the narrative variables.

PA-11 The relationship between personality traits and self-control: The moderating role of neuroticism

Henning Bang, University of Oslo, Norway
Fredrik Nilsen, The Norwegian Defense University College, Norway
Espen Røysamb, University of Oslo, Norway

Self-control is important for mental and physical health, and personality traits are vital antecedents for self-control. Previous studies suggest that three personality traits – conscientiousness, extroversion, and neuroticism – are associated with self-control. However, the link between personality and self-control has mostly been studied using a narrow conceptualization of self-control as inhibitory self-control (the ability to resist impulses), thus excluding initiatory self-control (the ability to use pro-active strategies to reach long-term goals). Also, no studies have examined whether and how personality traits interact with one another to increase, or reduce, self-control. Data were collected on two occasions from 480 military cadets (31.19 % female) to examine the relationship between the three personality traits and inhibitory/initiatory self-control. Furthermore, the study investigated the moderating role of neuroticism on the relationship between the two other personality traits and inhibitory/initiatory self-control. Although neuroticism correlated negatively with both self-control dimensions, unique effects showed that neuroticism was only negatively related to inhibitory self-control. Extraversion correlated positively with both self-control dimensions but was only uniquely related to initiatory self-control. Conscientiousness correlated positively with both self-



control dimensions and this pattern persisted when we assessed the unique effects. Neuroticism negatively moderated the relationship between extraversion and inhibitory self-control, and the relationship between conscientiousness and initiatory self-control. The results indicate that it is critical to differentiate between inhibitory and initiatory self-control when examining the relationship between personality traits and self-control, and that neuroticism plays a cardinal role for the effects of conscientiousness and extraversion on self-control.

PA-5 Personality and religiosity in context: Exploring variations across countries and religious affiliations

Erica Baranski, California State University, USA

Gwendolyn Gardiner, Internal Revenue Service - Research Division, USA

Members of the International Situations Project, Multiple author affiliations

David Funder, University of California, USA

Nicolas Shaman, University of Houston, USA

Research assessing personality traits and religiosity across cultures has typically neglected variation across religious affiliations and is often limited to a small number of personality traits. This study examines the relationship between the Big Five personality traits and their facets, two theoretically distinct measures of religiosity, and twelve other personality traits across seven religious affiliations, among 15,264 participants in 61 countries and one region. Participants completed measures including personal religiosity and religiosity as a social axiom (beliefs about the value religion has to society and individuals) and reported the religion they followed (if any). The proportion of participants following a religion varied widely across countries (e.g., Indonesia & Senegal = 99%; Estonia = 7%), and the extent to which an individual in a country tends to practice a religion did not necessarily align with how positively individuals in that country on average view religion's benefit to the self and society. Both measures of religiosity were related to agreeableness, conscientiousness, happiness, and fairness, however; relations with religiosity as a social axiom were stronger and less variable across religious affiliations. Additionally, personality-religiosity links were more robust in low-development, high-conflict, and collectivist nations. These results illuminate the importance of conducting large-scale cross-cultural research and underscore the impact cultural context and religious affiliation have on relations between personality traits and religiosity.

SY-11 Hemodynamic changes in the prefrontal cortex during the n-back tasks in groups of highly and low sensitive students - an fNIRS study

Monika Baryła-Matejczuk, WSEI University, Poland

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The basis for the research undertaken is the concept of Environmental Sensitivity, which is a meta-approach for theories explaining individual differences in the ability to perceive and process environmental stimuli. One of them is the concept of Sensory Processing Sensitivity (SPS) which assumes that temperamental traits play a key role in these differences. Genetic factors involved in SPS, and temperament traits in general, interact with environmental factors to determine developmental trajectories that organize the brain and lead to individual differences in socio-emotional, behavioral and cognitive adaptation. The research conducted so far also shows that SPS is associated with differences in controlled and automatic attention neural processes that have implications for other aspects of cognition (e.g., memory, creativity), with some being beneficial and some not. Accordingly, in order to answer the question about prefrontal cortex activity during performing cognitive tasks we use an n-back task ($n \in \{1, 2\}$) to induce different levels of cognitive load, asking students to continuously remember the last one (1-back), or two (2-back) of rapidly changing letters. In this study we used functional Near-Infrared Spectroscopy (fNIRS) measuring hemodynamic responses in the brain cortex. A total of 27 students aged 11-13 ($M = 12$; $SD = 0,82$) with different levels of sensitivity were included in the study. The tool used to evaluate their sensitivity was the Highly Sensitive Child Scale. Extreme groups of low ($N = 12$; 8 girls, 4 boys) and high sensitivity ($N = 15$; 10,5) were selected. The following factors were analyzed in ANOVA: Chromophore (oxy vs dety-



Hb); N-back (N1 vs N2) and Channel (16 fNIRS channels) and between low and high sensitivity groups. It was hypothesized that high- and low-sensitivity children will have different levels of oxy-Hb and deoxy-Hb during n-back tasks indicating their different reactions to cognitive load. The obtained results indicate a significant interaction of the factors Group * Chromophore * Channel $F(1,15) = 1.756$; $p = 0.04$; $\eta^2 = 0.07$. The channels in the central areas (midline frontal gyrus, MFG) and those on the right and left sides (dorsal lateral prefrontal cortex, DLPFC) were subsequently checked with contrasts. Children from low sensitivity group (LSC) had significantly higher levels of oxy-Hb than children from high sensitivity (HSC) group in the "DLPFC" areas (in channels 3, 4, 13). Moreover, children in group LSC also had significantly higher Hb deoxy levels in channel 8 located in the central part ('MFG'). The obtained results may support the assumption that the HSC were more overwhelmed by the task and less focused than the low sensitive children. On the other hand, they put less cognitive effort into the task itself, they distracted faster. However, this may also mean that they had no great difficulty in completing the task. It was easier for LSC to focus on the task and to engage them attentively. The results require further analysis in terms of the effects of the task performance. However, they provide a basis for analysis in the context of school tasks and the conditions for their implementation in the classroom.

SY-6 Personality concepts in 20th century American literature: Examining the novels of F. Scott Fitzgerald

Sofie Bauditz, Humboldt Universität zu Berlin, Germany

Ronald Fischer, Institute D'Or for Research and Education, Rio de Janeiro, Brazil

Velichko Fetvadjev, University of Amsterdam, The Netherlands

Personality has occupied people's thoughts since the beginning of time. Recent studies made use of literary works to understand how geographical, societal, and cultural factors may have shaped personality across centuries. Although well-established in modern research, the findings suggest that the Big Five personality traits may not fully encompass or represent the personality structures observed in historical contexts. Our study uses a bottom-up text-mining methodology to uncover implicit personality traits within early 20th-century American literature, specifically in four novels by F. Scott Fitzgerald. Employing a comprehensive list of 1,710 personality-descriptive adjectives and 100 marker terms, we identified and coded these personality traits with reference to the novels' 169 characters. Exploratory factor analysis on the co-occurrence of terms resulted in a seven-factor personality structure, encompassing domains of achievement, self-regulation, and self-centeredness – congruent with the Zeitgeist of American culture during that era. While the model deviated from the Big Five model, some factors aligned with certain aspects of the Big Five domains, notably Conscientiousness. The correspondence with previously identified personality models in text-analytic data from fiction was limited. We discuss implications and future directions in the framework of the text-analytic approach to personality in history.

P0-33 The trifurcated model of Narcissism: What do you see when looking into a situation mirror?

Sofie Bauditz, Humboldt Universität zu Berlin, Germany

Aidan G. Wright, University of Michigan, USA

Ursula Hess, Humboldt Universität zu Berlin, Germany

Matthias Ziegler, Humboldt Universität zu Berlin, Germany

In recent years, there have been numerous studies focusing narcissism. One result is the discovery of substantial and meaningful fluctuations in narcissism states. These fluctuations have been observed in data operationalizing both, the two-factor model of narcissism and the more recently proposed three-factor structure, consisting of agentic extraversion, self-centered antagonism, and narcissistic neuroticism. Research on personality dynamics has shown that for different personality domains, differences in trait manifestations are related to differences in situation perception. Thus, the current study aims to explore potential relations between the three narcissism domains and situation perceptions, which will add to our understanding of how and why narcissism and its different domains manifest in situations. Data was collected within an experimental online study, where people met in groups of up to four people weekly over a period of six weeks. The final data set includes 220



participants with a total of eighteen state assessment points each. The poster will present the results obtained from multilevel models and random-intercept cross-lagged panel analyses.

KN The unfolding of talent from age 12 to 50: Creativity, productivity, and lifestyle of intellectually precocious youth chronicled over four decades

Camilla Persson Benbow, Vanderbilt University, USA

Fifty years ago highly gifted 13-year-olds were being identified and assessed for studying creative accomplishments, impactful careers, and the development of excellence and eminence across the lifespan ($N > 3,500$). A decade later, a cohort of 700 elite STEM graduate students, ages 24-25, attending top US universities, were added to the study for the same purpose (and to serve as a comparison). Young adolescents with exceptional abilities do become creative, with accomplishments and consequential careers that global economies prize. By age 50, over 10% of the profoundly gifted secured tenure at research-intensive universities, others became Fortune 500 CEOs, leaders in medicine, attorneys at prestigious firms, or were entrusted with valued economic and human resources. Those with the highest level of ability had achieved the most by age 50, with pattern of ability at age 13 predicting the content area of eventual accomplishments. Aspects of personality added to the prediction of creativity, productivity, and accomplishment. Substantial individual and gender differences were observed in life priorities, time allocation, and breadth of interests but not in their well-being and life satisfaction, which was high. Beyond talent and opportunity, how individuals choose to allocate their time is essential for understanding remarkable careers. The impact of educational interventions in adolescence, for example, could be detected decades later. These findings speak to issues of human flourishing and the nurturing of extraordinary human potential.

SY-13 Multiple social factors are associated with wellbeing measured cross-sectionally and six years later when accounting for shared genetic and environmental confounding.

Ludvig Daae Bjørndal, Oslo University, Norway
Ragnhild Bang Nes, Oslo University, Norway
Ziada Ayorech, Oslo University, Norway
Espen Røysamb, Oslo University, Norway

Social factors are associated with mental health and wellbeing. However, few studies have examined genetic and environmental influences on social factors themselves, limiting current understanding of influences on social determinants. Most studies which have identified links between social determinants and mental health are also limited by the possible influence of unmeasured confounding. In this study, we investigated the genetic and environmental underpinnings of multiple social factors, and their associations with life satisfaction measured concurrently and six years later, after accounting for shared genetic and environmental confounding. Data from a population-based sample of adult twins ($N = 1,987$) and two measurement timepoints were used for the primary analyses. We used multivariate Cholesky models to estimate genetic and environmental influences across five social factors. Subsequently, we conducted co-twin control analyses to examine associations between social factors and wellbeing after controlling for shared genetic and environmental confounding. Heritability estimates for the social factors ranged from 24% to 42%. Genetic correlations across social factors were substantial, indicative of considerable genetic overlap. Associations between wellbeing and relationship satisfaction, loneliness, anxious and avoidant attachment, trust, and disruptions in relationships in the past year were attenuated in co-twin control analyses but remained statistically significant. Relationship satisfaction, loneliness, and attachment avoidance were also associated with wellbeing measured six years later in estimates which controlled for shared confounding. Our findings provide evidence that multiple social factors are associated with wellbeing after accounting for potential confounding by shared genetic and/or environmental factors. Our results also shed light on the genetic and environmental architecture of social factors. These findings highlight the importance of multiple social determinants for wellbeing in adulthood.

**PA-22 Perfect image, depressed mood: Examining explanatory pathways from perfectionistic self-presentation to adolescent depression through online social connection and in-person social support**

Melissa Blackburn, Brock University, Canada
Danielle S. Molnar, Brock University, Canada
Dawn Zinga, Brock University, Canada

The current study examined the relationships between perfectionistic self-presentation (e.g., the tendency to promote a perfect public image and avoid displaying or disclosing any flaws or shortcomings) and depression among a community sample of adolescents. More specifically, the current study aimed to test the potential mediating roles of both online social connection and in-person social support within the relationship between perfectionistic self-presentation and depression among teenagers. These mediated paths were hypothesized in line with the Perfectionism Social Disconnection Model (PSDM), which posits that perfectionism engenders low levels of feelings of social connection and belongingness which serve as a key risk factor for psychopathology. The PSDM has garnered ample support among adults and is beginning to gain traction in adolescent samples; however, little is known about the role of online social connectedness. This is particularly important to examine among teenagers, given that social media seems to have become an integral part of adolescents' lives. For instance, a large-scale survey in Ontario, Canada demonstrated that 94% of adolescents spend at least one hour online per day and more than 20% spend above 5 hours on social media daily (Boak et al., 2020). As such, in the current study, a community sample of 357 teenagers ($M_{age} = 15.50$, $SD = 2.07$; 68.91% female) completed online surveys at three timepoints assessing perfectionistic self-presentation, online social connection, in-person social support, and depression. Results demonstrated support for the PSDM at the between-persons level such that perfectionistic self-presentation predicted depression via both online social connection and in-person social support. Put differently, higher average levels of perfectionistic self-presentation predicted higher average levels of depression via lower average levels of online social connection and lower average levels of in-person social support, respectively. These findings not only provide support for the PSDM in in-person contexts among adolescents, but also offer novel insight into the unique role of online connection within the PSDM, over and above levels of in-person social connection. Yet, results did not provide support for the PSDM at the within-persons level. These results suggest that previous longitudinal studies may have overestimated the temporal nature of the relationships between perfectionism, connection, and psychopathology, given that all relations were captured by stable, between-person differences. Implications for intervention and prevention strategies with adolescents will be discussed.

SY-7 Personality and interpersonal dynamics in social interactions

Conveners: Eva Bleckmann, Germany; Larissa Wiczorek, Germany.

Symposium abstract:

A longstanding assumption in psychological research is that how people are—their personality—is reciprocally linked to the people who surround them—their social relationships. Empirical evidence has affirmed the close link between personality and social relationships, yet the underlying interpersonal dynamics within social interactions that drive this interplay remain largely uncharted. Addressing this research gap, this symposium comprises three talks providing comprehensive insights into the ways personality relates to interpersonal dynamics in varying social contexts (e.g., dyadic lab interactions, virtual group interactions, daily interactions). The first talk delves into the relationship between personality traits and interpersonal states in dyadic interactions, employing continuous assessment of interpersonal dynamics and video-recordings to capture nuanced dynamics. The second talk investigates the emergence and changes of meta-liking (i.e., beliefs of being liked) in virtual initial interactions, exploring personality traits and social experiences as predictors using round-robin data and video-recordings. The third talk examines how personality states of adolescents are predicted by the type of interaction partner in daily social interactions using experience sampling data. Together, this symposium integrates different empirical approaches to enhance our understanding of how personality at trait and state level both shapes and is shaped by short-term interpersonal dynamics.

**SY-7 Origins and development of meta-liking in initial social interactions – The role of personality and social experiences**

Eva Bleckmann, University of Hamburg, Germany
Richard Rau, University of Münster, Germany
Erika Carlson, University of Toronto Mississauga, Canada
Jenny Wagner, University of Hamburg, Germany

Feeling liked is a universal human motive and a key feature of successful social interactions. However, while previous research has largely focused on the accuracy of meta-liking, little is known about its formation and development in getting-to-know contexts. Using data from $N = 293$ adolescents ($M_{\text{age}} = 15.48$, 61.10% female) participating in virtual group interactions, we addressed this research gap by analyzing how initial meta-liking changes over the course of an interaction. Specifically, we used latent change models to examine how personality traits predicted initial meta-liking and whether personality and social interaction experiences were linked to changes in meta-liking judgments throughout the interactive session. Our findings revealed three key insights: First, meta-liking increased gradually over the course of the initial interaction, with substantial individual differences in both default meta-liking and change scores. Second, extraversion, neuroticism, and self-esteem predicted initial meta-liking. Third, liking others was also linked to initial meta-liking and early changes, while meta-liking changes toward the end of the interaction occurred independent of all these features and were not predicted by expressive behaviors of interaction partners. By combining multiple data sources (self- and informant-reports, external behavioral ratings), we elucidate how individual characteristics and social interaction experiences dynamically contribute to the emergence and development of interpersonal perceptions. Keywords: personality traits, meta-liking, interpersonal dynamics, adolescence

IS-4 Does motivation matter? Towards understanding intentional personality change in adolescence

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Prior research has illustrated that most adults want to change aspects of their personality, and interventions aimed at intentional personality changes have proven successful in bringing about desired personality changes. However, it remains an open question to what extent adolescents share this inclination for intentional personality change and whether guided interventions can effectively facilitate desired changes. Addressing this gap, the current study has two objectives. First, it investigates intentional personality change in adolescence, with a specific emphasis on the socially relevant Big Five traits Extraversion, Agreeableness, and Emotional Stability. Second, the study aims to deepen the understanding of the processes driving intentional personality change by examining the role of adolescents' change motivation as a potential moderator of personality change. Using data from $N = 253$ adolescents ($M_{\text{age}} = 15.7$, $SD = 1.27$, 61.26% female) participating in a self-reflection task exploring adolescents' desire for personality change, along with instructions to implement behavioral changes over a two-week period, we use a multilevel modeling framework to explore our research questions. At the time of submission, the research questions have been preregistered, and analyses are currently being finalized. With this research, we hope to illuminate the bottom-up processes that link intentional behavioral changes to personality trait changes within the developmentally sensitive age group of adolescence.

PA-24 A meta-analysis on the vulnerable dark triad

Bruno Bonfá-Araujo, University of Western Ontario, Canada
Julie Aitken Schermer, University of Western Ontario, Canada



The Vulnerable Dark Triad, comprising factor 2 psychopathy (risky, impulsive), vulnerable narcissism, and borderline personality, is a counterpart to the Dark Triad, blending socially undesirable behaviour with emotionally vulnerable traits. We conducted a meta-analysis to quantitatively and qualitatively summarize the evidence surrounding the Vulnerable Dark Triad. In April 2023, we scoured PsychARTICLES, PsycINFO, PubMed, and ScienceDirect and collected 27 materials for analysis. We calculated total effect sizes, identified outliers, and examined publication bias. Initial data extraction involved sample size and correlation values between traits from individual studies. Traits exhibited positive correlations, with the most pronounced association between vulnerable narcissism and borderline personality. Results revealed that vulnerable narcissism and borderline personality are the traits that most overlap ($k = 13$ and $\bar{r} = 0.56$), followed by secondary psychopathy and borderline personality ($k = 13$ and $\bar{r} = 0.50$) and vulnerable narcissism and secondary psychopathy ($k = 11$ and $\bar{r} = 0.45$). Furthermore, the Vulnerable Dark Triad showed a higher association with adverse childhood experiences and impulsive property crimes, difficulties in emotional regulation, usually relying on impulsive emotional responses, and as a predictor of perpetration of partner violence, dating abuse, and rejection sensitivity. Regarding model adequacy, borderline personality emerged as the central trait of the Vulnerable Dark Triad, with a bifactor model being the most appropriate for its understanding. These findings underscore the interplay of vulnerable behaviors, giving rise to nuanced patterns of emotional instability, a fragile sense of self, relational challenges, and manipulative inclinations.

SY-8 Understanding social skills - differentiation, predictive validity, and behavioral assessment

Convener: Simon M. Breil, University of Münster, Germany

Symposium abstract:

Recently, the distinction between classical personality traits and social skills has attracted a great deal of attention. People vary not only in how they behave in general (i.e., personality), but also in what they are capable of doing (i.e., social skills). This symposium aims to explore how social skills are distinct from personality traits and to examine methods for assessing these skills through self-concept and behavioral approaches. The first presentation, by Danner and Lechner, compares the effectiveness (i.e., predicting work-related outcomes) of a classical Big Five questionnaire with that of a novel questionnaire to assess contextualized social and soft skills. Next, Breil et al. investigate how questionnaire-based assessments of social skills and personality traits correspond with the actual expression of social skills, as observed during behavioral interactions. Lastly, Grunenberg et al. introduce pioneering research on the automatic assessment of social skills, using machine learning to analyze behavioral and language cues. Together, this symposium offers a comprehensive exploration of the multifaceted nature of social skills, contrasting them with traditional personality traits and examining innovative methods for their assessment.

SY-8 Do we have insights into our social skills? - Comparing self-concepts with actual social skill expression

Simon M. Breil, University of Münster, Germany
Ina Mielke, University Medical Center Hamburg-Eppendorf, Germany
Liah Liethmann, University of Münster, Germany
Jae L. Klinksieck, University of Münster, Germany
Ole Hätscher, University of Münster, Germany
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Thomas Geldmacher, University of Münster, Germany
Janina Sensmeier, University of Münster, Germany
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Social skills are of key importance in everyday and work life. However, they are typically assessed via self-report questionnaires, which do not necessarily reflect individuals' actual social repertoire. In this research, we aimed to investigate how skill self-concepts assessed via questionnaires relate



to skill expression assessed via behavioral observations during short interpersonal simulations. For this, we used a behavior-based skill assessment approach designed to capture expressions of predefined social skills (i.e., agency, communion, interpersonal resilience). We explored how these skill expressions were related to self-concepts by differentiating between a classic personality measure (BFI-2) and a novel skill questionnaire (BESSI). Results ($N > 500$) showed that for both personality and skills self-concepts, there were relevant relationships with skill expression, but this differed depending on the specific social skill. We discuss these results and highlight the theoretical and practical importance of differentiating between skill self-concepts and actual skill expression.

PA-20 The role of mothers' and fathers' perfectionism and emotional dysregulation in the co-occurrence between work-family conflict and parental burnout.

Katrijn Brenning, Ghent University, Belgium
Barbara De Clercq, Ghent University, Belgium
Bart Soenens, Ghent University, Belgium

This research investigates the role of personality (more specifically parental perfectionism) in relation to parental well-being. Work-family conflict and parental burnout are two important and often co-occurring indicators of psychological maladjustment related to the parenting role. Whereas both have been studied in largely different research areas, the present study forwards the assumption that their co-occurrence may be explained by shared dispositional factors (parental perfectionism and emotional dysregulation; Malivoire et al., 2019). In particular, the present study adds to existing literature by (a) exploring the role of perfectionistic concerns in (the co-occurrence of) work-family conflict and parental burnout, (b) examining the role of emotional dysregulation as intermediate variable in this link between perfectionism and parental maladjustment, and (c) addressing these research objectives for mothers and fathers separately, as well as their mutual influences using Actor-Partner Interdependence Modelling (APIM). The research goals are examined in families of adolescents, thereby addressing parental experiences during one of the most challenging periods of parenthood. The results, based on maternal and paternal self-report, showed that perfectionistic concerns were related to both work-family conflict and parental burnout, with emotional dysregulation playing an intermediate role. In addition, the APIM results showed a significant partner-effect between paternal perfectionistic concerns and maternal work-family conflict, and between maternal perfectionistic concerns and paternal burnout. From an applied perspective, these findings suggest that interventions towards parents who struggle with work-family balance should focus on a more realistic and compassionate attitude towards themselves, target emotion regulation, and enhance insight in transactional processes between partners.

PA-21 Interaction between personality and response format in standardized performance testing: Implications for test bias

Sonja Breuer, Paris Lodron University of Salzburg, Austria
Thomas Scherndl, Paris Lodron University of Salzburg, Austria
Tuulia M. Ortner, Paris Lodron University of Salzburg, Austria

Standardized performance tests play pivotal roles in academic and professional spheres, impacting students, educators, job seekers, researchers, and policymakers around the globe. The fairness of these achievement tests currently represents one of the most central concerns and critical issues in psychological and educational assessment. Addressing the need for fair and unbiased assessment tools, we conducted meta-analyses to examine the potential interaction between test-takers' personality traits or individual characteristics and their performance on tests with different response formats - potentially leading to the emergence of test bias. Analyzing a total of 337 effect sizes from 91 primary studies, our findings indicated that test-takers' achievement motivation and sex were at least partially associated with smaller differences or larger relations between scores from open-ended (OE) and closed-ended (CE) response formats. Achievement motivation exhibited a significantly larger positive impact on scores in OE items compared to CE assessments. Significantly larger sex differences favoring men were revealed in CE items, while smaller sex differences were observed in OE tests. Regarding test-takers' risk propensity, test anxiety, and age, no effects on scores from



different response formats were revealed. Limitations and the results' implications for practitioners and researchers in the field of standardized performance testing are discussed.

PO-27 On the way to redefine their life: psychological aspects and transformative action of walking the Camino de Santiago

Marielle Bruyninckx, UMONS, Belgium

Lisa Santoro, UMONS, Belgium

Catherine Leleux, UMONS, Belgium

The solo accomplishment of a long pilgrimage is a unique, spiritual, human, and transformative experience. It is also a physical and mental challenge requiring a strong personal commitment. It may therefore seem legitimate to wonder about the causes, motivations, and expectations formulated by trekkers who, one day, decide to undertake such an involving journey. However, little research has focused on the psychological aspects and the transformative action these experiences can have. It will be the focus of our field research. During a 45-day participant observation on the Santiago de Compostela pilgrimage route, we conducted a study involving 15 people who undertook this long-distance walk as a solo trek. We collected data during and after their journey. To better understand the profiles of our subjects we used various tools: an anamnestic questionnaire, a semi-structured interview, and the Psychological Well-being Scale (Ryff, 1989). Our results show that all the subjects said they found the answers they were searching for and that this experience enabled them to engage in an intense and transformative introspection. All had previously experienced accidents in their personal or professional lives, which led them to consider taking the time needed to carry out an alternative search for well-being. They also wanted to give a new meaning to their lives. For many, it was also about taking time for themselves and letting go of life events. We also noticed that after returning home a "pilgrim's postpartum" feeling affects almost all participants.

SY-9 Navigating the dynamics of personality: Innovative approaches in measurement, recruitment, and methodology

Convener: Anabel Büchner, Humboldt-Universität zu Berlin, Germany

Symposium abstract:

Personality psychology has moved beyond static conceptualizations to focusing on the manifestation of personality in everyday life as momentary thoughts, feelings, and behaviors that fluctuate across situations and time. Yet, describing and understanding personality dynamics is challenging as it usually requires large samples, many repeated observations per individual, and extensive information on situational influences. The three talks in this symposium tackle these challenges in the study of personality dynamics. The first talk advances the measurement of situational influences by developing a dimensional taxonomy and corresponding questionnaire to capture interindividual differences in the perception of daily events. The second talk addresses the issue of keeping participants motivated throughout the study by comparing the effects of different incentive strategies on completion rates. Lastly, the third talk explores whether some interindividual differences in the patterns of short-term changes in thoughts, feelings, and behaviors can also be captured without collecting intensive longitudinal data. Together, these talks draw on various approaches including systematic literature reviews, experimental designs, and cognitive interview techniques to overcome methodological and practical hurdles in the study of personality dynamics.

SY-9 Capturing dynamic conceptualizations of personality traits in cross-sectional assessments

Anabel Büchner, Humboldt-Universität zu Berlin, Germany

Friedrich M. Götz, University of British Columbia, Canada

Kai T. Horstmann, University of Siegen, Germany

Traditionally, personality traits have been conceptualized as stable tendencies to think, act, and feel a



certain way across situations and time. Importantly, existing approaches to personality assume one single stable tendency per dimension, facet, or aspect. In contrast, the dynamic systems approach to personality posits that some individuals may have more than one stable tendency, so-called multiple "attractors", between which they switch back and forth in daily life. To date, multiple attractors have exclusively been estimated based on intensive longitudinal data. The present study investigates whether multiple attractors can also be captured in cross-sectional assessments. To this end, two novel questionnaire formats were extensively explored among Canadian undergraduates using cognitive interview techniques and subsequently tested in survey studies (total $N \sim 500$). To gauge the validity of the results, we contrasted response patterns across items and individuals with a prespecified set of reference items. The results are not only informative for the assessment of multiple attractors but also have implications for established formats of global self-reports of personality traits. Lastly, it will be discussed how combining the newly developed questionnaire with intensive longitudinal designs can generate valuable insights for the study of dynamic conceptualizations of personality.

PO-02 Assessment of work-related motives in a modular system

Christian Levin Burk, RWTH Aachen University, Germany
Bettina Simone Wiese, RWTH Aachen University, Germany

To better understand and support career decisions and trajectories, it is helpful to learn more about a person's work-related needs and to match these with opportunities for satisfying them in different work contexts. Both Deci and Ryan's self-determination theory and McClelland's motive theory provide excellent starting points for conceptualizing factors that may contribute to an intrinsically motivated form of work. What has been lacking to date is the translation of these theories into an instrument for measuring employees' explicit work-related motive strengths. We set ourselves the goal of creating a questionnaire that can be used in future research in a modular way, depending on the desired degree of differentiation. Psychometric evaluation of an initial version of the questionnaire was implemented as part of a survey project on career trajectories of > 3,000 early-career academics from the STEM fields. The use of a bifactor exploratory structural equation model (B-ESEM) proved to be the most suitable approach for simultaneously mapping global (e.g., competence/achievement) and specific facet (e.g., growth/development of skills) factors. Initial results indicate validity for the prediction of career paths and outcomes (e.g., academic/industrial careers, salary development). The following development steps served to expand scales to increase reliability, to add additional primary scales to cover a wider range of (industrial) work realities, to split-up heterogeneous factors and to establish equivalence between German and English versions. Our current version addresses four global motives of competence/performance (five facets), relatedness/affiliation (four facets), power/influence (seven facets) and self-determination/autonomy (four facets) as well as three extrinsic motives.

PA-23 Personality traits and efficacy of stress management interventions for medical students: A randomized controlled trial

Brice Canada, University of Lyon, France
Olivia Le Saux, Leon Berard Cancer Center, Lyon, France
Ursula Debarnot, University Claude Bernard Lyon, France
Nour El Houda Haouache, Claude Bernard Lyon 1 University, France
Jean-Jacques Lehot, Neurology hospital, Hospices Civils de Lyon, France
Marion Binay, Claude Bernard Lyon 1 University, France
Marion Cortet, Croix Rousse University Hospital, Hospices Civils de Lyon, France
Thomas Rimmelé, Claude Bernard Lyon 1 University, France
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Marc Lilot, Claude Bernard Lyon 1 University, France
Sophie Schlatter, Claude Bernard Lyon 1 University, France



Personality traits have been shown to be associated with psycho-physiological stress reactivity. Few studies have focused on medical students, even though their need for stress management tools is high. This study aimed to better understand the relationship between personality traits and the efficacy of stress management interventions for medical students. A randomized controlled trial was conducted in Lyon (France) during the objective structured clinical examinations (OSCEs). Fourth-year medical undergraduate students were randomized between biofeedback, mindfulness, and control groups. Each intervention was applied six minutes before the OSCE. Physiological stress markers (heart rate variability) were collected during the intervention, while psychological stress levels (visual analog scale) were rated at baseline and after the intervention. Interaction between personality traits and interventions was analyzed using multivariable linear regression models. Four hundred and eighty-one students were included. As compared to the control group, both the biofeedback and mindfulness groups showed a decrease in psychological ($p < .001$) and physiological stress levels ($p < .001$). Biofeedback efficacy increase when extraversion is higher for psychological and physiological stress reduction ($B = -5.66, p < .05$; $B = -0.002, p < .05$, respectively). Mindfulness efficacy for psychological stress reduction increase for medical students who have a higher score of agreeableness ($B = -7.87, p < .01$). These findings provide evidence that students with a high score in extraversion receive greater stress-reduction benefit from the cardiac biofeedback intervention, while students with high scores in agreeableness benefit more from the mindfulness intervention.

SY-1 How can self-knowledge increase goals to improve trait morality?

Nicole Casali, Max Planck Institute for the Study of Crime, Security and Law, Germany
Alicia Seidl, Max Planck Institute for the Study of Crime, Security and Law, Germany
Isabel Thielmann, Max Planck Institute for the Study of Crime, Security and Law, Germany

Self-enhancement is a pervasive bias, especially in the moral domain: People tend to overestimate their own morality relative to that of others. This can undermine the desire for moral improvement. Building on existing evidence suggesting that personality feedback (i.e., providing participants with their relative standing on morality-related traits, such as Honesty-Humility, relative to a representative population) can increase aspirations for socially desirable change, this project tests whether enhancing self-knowledge about morally-relevant traits through personality feedback can instill desires to become more moral. In two preregistered studies, we explore the impact of personality feedback on peoples' motivation to change on trait morality, defined as the tendency to think, feel, and act according to ethical principles, as represented by the dimensions of honesty, humility, fairness, compassion, and gratitude. In Study 1 ($N = 17$), participants received feedback on their relative standings on trait morality based on both self-reports and informant reports, followed by a detailed semi-structured interview with a coach to assess their reactions to the feedback, perceptions of the accuracy of the feedback, and goals to change on trait morality. In Study 2 ($N = 150$), we examined the specific features that are critical to the effectiveness and acceptance of the feedback. Specifically, we considered whether the feedback pertains to overall morality or to the five specific morality dimensions (feedback specificity), and whether it comes from self-reports, informant reports, or a combination thereof (feedback source). Our findings underscore the utility of personality feedback to instill change goals and emphasize the need to carefully design feedback to increase its impact. As such, the project contributes valuable insights into tailoring personality feedback for effective moral improvement interventions.

PA-20 The pathology of imagination: picturing the worst

Andrew Castillo, University of Oregon, USA
David Condon, University of Oregon, USA

Imagination, often celebrated for its role in creativity and development, can also intersect with maladaptive personality traits, echoing the archetype of the 'tormented genius.' This study examines the complex relationship between imagination and maladaptive personality traits, analyzing a large-scale cross-sectional dataset ($N = 114,559$) with a planned-missingness design. The functional sample size (pairwise- $N = 600$) was derived from the mean number of pairwise item administrations in the



Personality Inventory for DSM-5 and the Four-Factor Imagination Scale. Our analysis found significant associations between imagination and personality pathology, particularly between imaginative emotional valence and emotionally saturated traits like Depressivity and Anxiousness. Significant associations were also found with imaginative frequency and traits capturing perceptual dysregulation and maladaptive cognitive schemas. Machine learning analyses were used to predict imagination from the content of maladaptive trait items, finding that frequent and negatively valenced imagination are a feature in pathologically high levels of negative affect. These results highlight the dynamic, multi-faceted nature of imagination, underscoring its contributions to positive mental health and the development and maintenance of personality pathology.

SY-3 Advances in studying and measuring personality at work

Conveners: Brian S Connelly, Canada; Sofie Dupré, Belgium; Bart Wille, Belgium; Andrew Perossa, Canada; Anne Wiedenroth, Germany; Adamo Sgrignuoli, Canada; Aleksandra Djurovic, Norway; J. Malte Runge, Norway

Symposium abstract:

The past century of workplace personality research has centered on two themes: personality matters in determining valued career outcomes, and harnessing insights about personality requires accurate and valid measures of personality. The three papers in this symposium highlight recent advances around these themes that showcase the valuable lessons that the workplace context offers to studying personality. First, Dupré and Wille incorporate recent findings about conscientiousness's curvilinear relationship with job performance to build personality measures directly assessing whether individuals have "too much," "too little" or "the right amount" of a trait for meeting performance demands. Incorporating these notions of optimal trait levels stands to improve not only performance but also well-being and social relationships. Second, Perossa et al. build on recent workplace trends in multirater personality measurement to qualitatively contrast thought processes when rating oneself vs. rating others. This think aloud study offers insight into how multi-rater measurements might be better constructed. Third, Djurovic and Runge longitudinally study how both individual-level personality traits and team-level personality composition relate to task- and relationship-oriented leadership in student project teams. Notably, the effects of extraversion and agreeableness tended to increase over time, showcasing the dynamic role that personality plays for work teams. On the whole, these talks showcase the value added to organizations and to personality psychology by moving beyond individual, Likert-format self-reports to incorporate innovations in curvilinearity, team composition, and multi-rater perspectives. We conclude the session with audience questions and discussion of personality's role in the workplace.

SY-11 Sensory processing sensitivity associations with mental and somatic health in positive and negative environments: Evidence for differential susceptibility

Christienne G. Damatac, Radboud University Medical Center, The Netherlands
Marleen J. ter Avest, Radboud University Medical Center, The Netherlands
Tom F. Wilderjans, Leiden University, The Netherlands
Véronique De Gucht, Leiden University, The Netherlands
Dion H. A. Woestenburg, Leiden University, The Netherlands
Laurens Landeweerd, Radboud University, The Netherlands
Tessel E. Galesloot, Radboud University Medical Center, The Netherlands
Linda Geerligs, Radboud University, Nijmegen, The Netherlands
Judith R. Homberg, Radboud University Medical Center, The Netherlands
Corina U. Greven, Radboud University Medical Center, The Netherlands

Environmental factors may play a role in how the personality trait sensory processing sensitivity (SPS) relates to different health-related outcomes. To better understand vulnerability and resilience in different environments, we investigated associations of SPS with stress-related and neurodevelopmental disorder traits, well-being, and somatic health in a population-based sample of 252 adults. We then tested SPS interactions with lifetime or current measures of positive or negative environments. Overall, higher SPS related to more burnout, anxiety, depression, stress, health complaints and non-prescription medication use, but not to neurodevelopmental disorder traits.



Associations with burnout, anxiety, and health complaints remained after controlling for neuroticism. In unfavorable environments, higher SPS related to worse health while, in favorable environments, it related to better health, supporting the theory of SPS as a factor for differential susceptibility to environments. Our work demonstrates that SPS may be a risk factor for stress-related and somatic symptoms, independent of neuroticism.

SY-8 Contextualized soft skills outperform noncontextualized personality traits

Daniel Danner, University of Applied Labour Studies, Germany
Clemens Lechner, GESIS – Leipzig Institute for the Social Sciences, Germany

We investigated whether a Big Five assessment contextualized to soft skills in the work domain allows for better predictions of work-related outcomes than a noncontextualized Big Five assessment. Two hundred ninety respondents completed both the standard Big Five Inventory-2 (BFI-2) and a work-specific variant thereof. In addition, they provided information on a broad range of work-related outcomes (job satisfaction, turnover intentions, organizational citizenship behavior, burnout risk, and occupational commitment), as well as on global health, a not strictly work-related outcome. Results showed that the contextualized soft skill assessment generally outperformed the noncontextualized personality traits in terms of criterion validity for all outcomes, with the exception of global health. This applied to both the five broad personality domains and the 15 narrow personality facets. We conclude that if maximizing criterion validity in the work domain is the goal, contextualized soft skill assessments are preferable to noncontextualized personality traits.

IS-2 Contemporary perspectives on personality pathology: Socio-affective dynamics, narrative identity and developmental mechanisms

Convener: Barbara De Clercq, Ghent University, Belgium

Symposium abstract.

Our understanding of personality disorders has been going through a vibrant period the past ten years, because of an incredible progression in data-analytical strategies and the increasing availability of technological devices that enabled the exploration of more dynamic and process-based features of personality pathology. At the same time, a growing number of research labs invested in prospective longitudinal designs to trace growth indices and outcomes of early personality vulnerabilities in relation to significant environmental sources of influence. These advances in quantitative approaches are recently also moving towards a synergy with qualitative approaches, which creates a richness in data that challenges personality disorder researchers across the globe to connect and exchange expertise. At the cross-road of these different perspectives, the current symposium includes five inspiring talks of young researchers in the field of personality disorders. Each of them is embedded in an established research lab of personality disorders and will present ongoing research projects that may encourage future collaborations and multi-center studies.

KN The relevance of the interplay between psychometrics and neuroscience for the analyses of individual differences in intelligence and cognitive abilities

Roberto Colom, Universidad Autonoma de Madrid, Spain

The neuroscience of intelligence requires proper psychometric approaches. It is difficult, however, to find appropriate studies, and, therefore, sound conclusions are rare. This lecture will present and discuss several issues: (1) measurement, (2) individuals, (3) the intelligence hierarchy, (4) lessons from powered lesion studies, (5) integration of psychometrics, cognitive psychology, and neuroscience (process overlap theory), (6) reproducibility, (7) pillars for maximizing comparability among studies, and (8) the future (from the group to the individual).

SY-2 What adolescents prefer to do and what they claim they can do well: differentiation of RIASEC interests and perceived socio-emotional skills



Filip De Fruyt, Ghent University, Belgium
Ana Carla Crispim, Edulab21, Institute Ayrton Senna, Brazil
Gustavo Henrique Martins, Edulab21, Institute Ayrton Senna, Brazil
Joyce Scheirlinckx, Ghent University, Belgium
Bart Wille, Ghent University, Belgium
Oliver P. John, University of California Berkeley, USA

This study examines both how adolescents score on each of the 6 RIASEC vocational interests and how differentiated these 6 interest scores are across adolescence. After introducing indices to capture both absolute level and relative differentiation in vocational interests, we study how they change across adolescence and how they relate to socio-emotional skills. Central questions are examining whether indicating a preference for an interest domain also implies that students perceive that they have well-developed skills associated with that domain. Moreover, we ask whether these associations are stronger for students with a differentiated single-interest profile, a proposal that has been called the *interest-skill differentiation* hypothesis. Public school students in the 5th, 9th and 12th grade in the Brazilian state of Sao Paulo (total $N = 234,857$) were administered the 18REST-2 (Martins et al., 2023) to measure vocational interests and the SENNA inventory (Primi et al., 2021) to measure social-emotional skills. As expected, interests were distinctively associated with students' social-emotional skills, though associations were small to moderate. Differentiation of interests increased substantially across adolescence (from age 10 to 18), especially for girls. Students who reported they had better developed skills showed more differentiated interest patterns. Those with single-differentiated interests did not report higher developed social-emotional skills, with few exceptions, refuting the simple interest-skill differentiation hypothesis.

IS-3 Shades of traits across languages: Comparison of structures of behavioral items

Boele De Raad, University of Groningen, The Netherlands
Nasturcja Toruj, The John Paul II Catholic University of Lublin, Poland
Oleg Gorbaniuk, Maria Curie-Skłodowska University, Poland
Martina Hřebíčková, Academy of Sciences of the Czech Republic
Petar Čolović, University of Novi Sad, Serbia
Biljana Otasevic, University of Novi Sad, Serbia
Snezana Smederevac, University of Novi Sad, Serbia

While trait adjectives may be considered as convenient summary labels for varieties of behavioural expressions with common themes and outcomes, in turn, behaviours typical of a person may be considered as expressions of personality dispositions. In fact, in daily life, behavioural descriptions are way more frequent than the more abstract adjectival descriptors. For the present study, data sets collected in four languages (Dutch, Czech, Polish, and Serbian) were used for comparison. The data sets each consisted of ratings by hundreds of participants on such behavioural, verb-based items representing the trait-related domains in those four languages. PCA based factor structures (of different dimensionality) are compared pairwise across the languages, making use of congruence coefficients. Moreover, using SCA, the verb-based structure that is common to the four languages is analysed. Findings are discussed relative to similar findings using only adjectives or using only nouns

IS-1 Efforts toward a more robust personality neuroscience

Conveners: Colin DeYoung, University of Minnesota, USA; Jan Wacker, University of Hamburg, Germany; Luke D. Smillie, The University of Melbourne, Australia

Symposium abstract:

Personality neuroscience aims to identify the neural correlates of personality traits and other psychological differences between people, and the neural mechanisms that may give rise to these psychological differences. Despite its long history, rigorous, well-powered empirical research in this area has only begun to emerge in recent years. Our symposium features five such studies focussed on a range of topics in personality neuroscience, including big five personality traits, cognitive ability,



and loneliness, and featuring methods such as EEG, fMRI, and machine learning. We believe all five studies exemplify the methodological rigour that is required to build a robust and replicable body of knowledge in this area.

IS-1 A neural basis for Conscientiousness: Individualizing standard brain maps facilitates replication

Colin G. DeYoung, University of Minnesota, USA

Tyler A. Sassenberg, University of Minnesota, USA

Conscientiousness and related constructs like impulsivity and self-control have previously been related to structural and functional properties of regions in the prefrontal cortex (PFC) and anterior insula. Network-based conceptions of brain function suggest that these regions belong to a single large-scale network, labelled the salience/ventral attention network (SVAN). We tested associations between conscientiousness and resting-state functional connectivity in this network using two community samples (N 's = 244 and 239) and data from the Human Connectome Project (N = 1,000). Individualization of a standard brain atlas was used to improve the accuracy of functional localization and to facilitate replication. This method overcomes a pervasive problem in studying specific neural networks, namely that they are in slightly different places in each brain. Functional connectivity was measured using an index of network efficiency, a graph theoretical measure quantifying the capacity for parallel information transfer within a network. Efficiency of a set of parcels in the SVAN was significantly associated with conscientiousness in all samples. Findings are consistent with a theory of conscientiousness as a function of variation in neural networks underlying effective prioritization of goals.

IS-3 Are Stability and Plasticity the result of blended variables? Answering an important critique of the metatraits

Colin G. DeYoung, University of Minnesota, USA

Edward Chou, University of Minnesota, USA

Boris Mlačić, Institute of Social Sciences Ivo Pilar, Croatia

The Big Five were originally conceived as orthogonal dimensions and the top of the personality trait hierarchy, so it was notable when Digman (1997) first published the finding that they show a regular pattern of correlations yielding a two-factor solution. My colleagues and I later labeled these higher-order factors or "metatraits" *Stability* (Conscientiousness, Agreeableness, and low Neuroticism) and *Plasticity* (Extraversion and Openness/Intellect). Skeptics have argued that the metatraits are likely to be method artifacts rather than substantive trait dimensions. One potential source of artifacts, rater bias, has previously been ruled out as an explanation, but another, blended variables, has not. Research using multiple informants has shown that measuring the Big Five as the shared variance across multiple raters, thereby eliminating individual rater biases, reduces correlations among the traits somewhat but leaves the standard higher-order factor solution intact. But that does not rule out the possible role of blended variables, items or scales that contain variance from multiple dimensions at once and can therefore create artifactual correlations between factors. The solution for blended variables is to include cross-loadings at lower levels of the model, allowing blended variance in a given item or scale to be accounted for in the factor loadings rather than in the correlations among factors. In two large samples of lexical data (one with multiple raters), we show that, even when using exploratory factor analysis at the item level with all cross-loadings allowed, the two standard higher-order factors remain present in the correlations among the latent Big Five.

SY-3 Team personality and shared leadership behaviors: A longitudinal study

Aleksandra Djurovic, Oslo Metropolitan University, Norway

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Shared leadership represents team leadership where leadership responsibilities are distributed among team members (Zhu et al., 2018). Shared leadership may develop in teams as leadership



behaviors of team members increase and converge, that is team members become similar in the amount of leadership behaviors they display (Wellman, 2017). Sharing of leadership behaviors depends on how well team members work together (Carson et al., 2007; Small & Rentsch, 2010), thus team personality may play an important role. We explored team personality's role in increasing and converging of leadership behaviors in a four-wave longitudinal study of 33 student teams (159 members). We measured task and relations-oriented leadership behaviors (Yukl, 2012), and personality (Big Five Inventory-2; Soto & John, 2017). Multilevel growth analysis showed that team members' leadership behavior increased and converged over time. Teams higher in agreeableness showed greater amount and sharedness of relations-oriented leadership behavior compared to less agreeable teams. Teams higher in extraversion showed greater amount of task and relations-oriented leadership behaviors than teams with lower team extraversion. We also analyzed the role of individual personality and found that team members with higher agreeableness and extraversion displayed relations-oriented leadership behaviors on a level closer to the group average. This tendency increased over time for extraversion. While agreeable team members likely adapt their behavior to be in line with team, it may be possible that extraverted team members set examples and other team members change behavior to be more in line with the exemplified behavior. We discuss practical and theoretical implications.

SY-3 Careless procrastinator or rigid perfectionist? Employees' personality trait evaluations and experienced negative consequences

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Recent personality research has recognized that individuals can perceive their trait levels as 'too much' (e.g., conscientiousness; Dupré et al., 2022). In a study of 734 employees and 521 of their managers, we expand on this idea by using the Too little/too much (TLTM) rating scale to investigate employees' personality trait evaluations in the workplace. These TLTM personality ratings are examined in terms of their underlying factor structure, and compared with traditional Likert ratings. Moreover, open-ended questions are used to uncover the reasons behind employees' perceived suboptimal trait levels. Additionally, we explore both linear and curvilinear relationships between both rating formats and self- and manager-rated indicators of job performance. Findings show that only 30% of participants deemed their traits 'the right amount', with 42% labeling them as 'too much', and 29% as 'too little'. Moreover, a hybrid thematic analysis shows that suboptimal trait levels were most often associated with negative consequences related to well-being (39%), task performance and time management (24%), and interpersonal difficulties (22%). Additionally, these patterns of negative consequences varied across Big Five domains. Lastly, our hierarchical regression results reveal a diverse array of (curvi)linear associations between personality scores assessed with both rating formats and three job performance indicators (i.e., task performance, contextual performance and adaptive performance). In sum, these findings shed light on how employees evaluate their personality traits in the work context, the personal reasons behind these evaluations, and how these evaluations are associated with job performance.

PO-28 Examining the impact of open-label placebos on anxiety and stress – The role of personality

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Recent evidence suggests that open-label placebos (OLPs) are effective in reducing anxiety and stress symptoms, but replications with larger samples and physiological data would be desirable. Furthermore, it remains to be examined whether personality traits influence the OLP response. The aim of our study is to investigate the effect of OLPs on stress and anxiety using physiological parameters (salivary and hair cortisol concentration) and self-report data, and also to examine the influence of personality traits on the placebo response. 200 participants are divided into an OLP or control group (no treatment) in a randomized, controlled design. The OLP group takes two placebo pills daily over four weeks until an oral university exam, which serves as a real-life stress scenario.



Stress and anxiety-related data are assessed continuously over this period until the oral examination. To investigate the influence of personality, the Big Five personality traits, dispositional optimism/pessimism, positive/negative emotionality, effortful control, need for cognition as well as trait anxiety and test anxiety are assessed, in addition to the participants' self-reported belief in the effectiveness of placebos. Initial data ($N = 76$) of this ongoing project show a descriptive trend suggesting that self-reported anxiety and stress measures are lower in the OLP group compared to the control group. The belief in the power of placebos is significantly positively correlated to openness ($r = .39$). Only in the OLP group, agreeableness, conscientiousness and need for cognition are significantly correlated with stress and anxiety-related variables, ranging between $r = -.57$ and $-.43$.

PO-09 investigating how to best conceptualize personality functioning impairment: A network analysis of personality functioning impairment's connection with quality of life

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Personality functioning impairment (PFI) has been conceptualized as a general factor, as two highly correlated domains, and as four interrelated facets. Regardless of how PFI has been conceptualized, studies find its association with poorer quality of life. To inform the field's ongoing debate over the ideal conceptualization of PFI and to further understand PFI's link with quality of life, this study performed a network analysis exploring PFI's association with 16 quality of life domains, with PFI represented at three levels of abstraction: Global, Domain, Facet. Data ($N=990$) were collected from a university convenience sample (age = 21.02 [$SD = 4.59$], 82.8% female). Participants were asked to complete the LPFS-SR and QOLS. Network analysis was conducted with a Gaussian graphical model approach using graphical lasso regularization. The network structure revealed variation in relationships between PFI and quality of life both within and across levels of abstraction. At the Global level, PFI was negatively related to seven quality of life domains. At the Domain level, quality of life domains were significantly and differentially related to self- and interpersonal functioning impairment, suggesting important nuances in PFI's link with quality of life might be lost at the Global level. Similar results were seen at the Facet level, where different quality of life domains uniquely related to specific PFI facets. The present study found differences in the relationships between PFI and quality of life both within and between levels of PFI abstraction. These findings and their implications are discussed in the context of study limitations.

PO-06 Excellence is not perfection: Exploration of the model of excellencism and perfectionism

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In an attempt to sort out the messy and confusing results of perfectionism research, Gaudreau (2019) proposed that one aspect of perfectionism often associated with positive outcomes, personal standards perfectionism, may not be perfectionism but instead tap into a desire to pursue excellence. According to the model of excellencism and perfectionism, excellencism involves a desire to pursue lofty but attainable goals while perfectionism involves a desire to pursue high, largely unattainable goals. Gaudreau and colleagues (2022) found that the two concepts were distinct with excellencism being associated with more positive outcomes than perfectionism. In a partial replication of Graudeau et al.'s study with 198 community adults (aged 18 to 65+) both perfectionism and excellencism were found to correlate positively with hope for success, self-compassion, competence, and subjective well-being. Neither was associated with fear of failure or depression. Gaudreau (2019) suggested that the two concepts may overlap but be distinct because one may achieve excellence in the pursuit of perfection but one can pursue excellence without pursuing perfection. This was largely supported. Perfectionism acted as a suppressor variable for excellencism for all of the outcome variables except subjective well-being. When perfectionism was included in the regression excellencism was able to explain more of the variance in the outcome variable. Excellencism, however, was not a suppressor for perfectionism for hope for success, fear of failure, subjective well-being, and self-compassion. It showed negative suppression for competence and mutual suppression for depression. Excellencism and perfectionism are, as Graudeau proposed, distinct but related concepts.



PO-03 Measuring Behavioral, Emotional, and Social Skill in Italy: The BESSI-I

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Nicole Casali, Max Planck Institute for the Study of Crime Security and Law, Germany
Gerardo Pellegrino, University of Padova, Italy
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The interest toward social, emotional, and behavioral (SEB) skills is rising in the educational, work, and academic fields. Recently, a new inventory has been proposed to measure them: the BESSI. This is based on a strong theoretical and psychological framework and finally distinguishes skills from personality traits. The BESSI showed excellent psychometrics properties and predicted numerous outcomes above and beyond personality traits and other inventories of skills, but its use is limited to English and German speakers and cross-cultural validity is still missing. Across two studies, we translated the BESSI in Italian and tested its psychometric properties using confirmatory factor analysis and correlations. Two large samples of Italian speakers ($N_1 = 990$, $N_2 = 824$) were collected to this aim. In Study 1, the BESSI-I showed excellent internal reliability and satisfactory fit indices at the facet, domain, and overarching framework level. Using multigroup analyses of invariance, we also show that the Italian and US versions map the constructs in a similar way in the two versions. In Study 2, we confirmed the correlations between the SEB skills and the Big Five personality traits and found meaningful correlations with self-efficacy, procrastination, and emotion regulation strategies. Overall, we contributed to the validation of the BESSI-I as a valid and useful instrument to assess SEB skills for research, educational, and clinical purposes across different samples and languages.

SY-6 Agency and Communion across time in English-language literature

Velichko Fetvadjev, University of Amsterdam, The Netherlands
Andreas Pingouras, University of Amsterdam, The Netherlands
Eva Brinkmann, University of Amsterdam, The Netherlands

Psychological research has recently started examining historical changes in mean levels of various psychological and cultural factors, such as individualism, tightness, and prosocial attitudes. These studies typically analyse word frequencies in large text corpora as indicators of the societal salience of the respective constructs. The present research aims to examine a central hypothesis of this endeavour: that the salience of people's characteristics has evolved through time. In two studies, we address the salience of agentic and communal traits through time in English-language literature based on human coding of fiction novels using extensive dictionaries of agentic and communal words. In Study 1, we analysed the relative frequencies of agentic and communal words in two novels each from the 18th, 19th, and 20th-century British literature. We found evidence for an increase in agency (relative to communion) after the 18th, but not after the 19th century, in line with an account focusing on the onset of urbanisation; there were overall no gender differences. In Study 2, we examined the two concepts in two novels each from early and late 20th-century American literature. We found no overall effect of time period, but an interaction with gender, where the expected association of gender with agency and communion was only found in the books from the late 20th century. The findings are discussed with a focus on the potential of character-based analyses for historical psychological research on personality.

SY-6 Studying historical personality dynamics in literature

Conveners: Ronald Fischer, Brazil; Velichko Fetvadjev, The Netherlands; Sophie Bauditz, Germany; Markus Luczak-Roesch, New Zealand

Symposium abstract:



Contemporary personality research assumes that the organization of personality is invariant over history. Survey based methodologies preclude a systematic investigation of longer-term historical trends of personality, therefore, text-analysis of person-descriptions in texts offer one promising alternative to examine historical trends and get a snapshot of the implicit personality structures that writers had in their mind when describing their fictional or real characters. We provide an overview of recent research and demonstrate how it can help us to better understand both the possible evolutionary stability and cultural variability of personality structure. Luczak-Roesch et al. examine the Gilgamesh epic which has been circulating for nearly two thousand years before the common era in an attempt to reconstruct personality structures at the dawn of human civilizations. The next two presentations focus on the last 200 years, because this period was formative for modern nation states and modern personality concepts. Bauditz et al. analyse texts by an important US writer in the interwar period and contrast the emerging personality structure with the personality structures of two British writers in preceding epochs. Fetvadjev et al. focus on agency vs communion as a two-factor description of personality over a 300 year period from industrialization to contemporary literature. Our symposium demonstrates the interaction between cultural and institutional factors in the emergence and shifts in contemporary personality structures.

SY-4 Values, states, and wellbeing – disentangling within- and between-person dynamics via a psychometric network perspective

Ronald Fischer, Institute D'OR for Research and Education, Brazil
Johannes A. Karl, Dublin City University, Ireland

There have been long-standing debates on the relationships between values as important motivational goals and wellbeing. We used a longitudinal network perspective to examine how value states and wellbeing are related over time, separating within-person lagged, within-person contemporaneous and between-person perspectives. A total of 227 young adults (1007 observation points) participated in the study and rated their values states and wellbeing over a six-day period. Value-wellbeing linkages varied across levels of analysis for participants who reported at least three times ($N=187$). Momentary self-transcendence values predicted both simultaneous and subsequent wellbeing. The motivationally opposing self-enhancement values negatively related to wellbeing contemporaneously within person. This supports clinical research emphasizing that pursuing other-focused values increases wellbeing and highlights the importance of values for wellbeing. At the same time, individual differences in self-transcendence values were negatively related to wellbeing, supporting previous value models. In line with self-determination theory, openness-to-change values were related to wellbeing at both the within- and between-person level. These patterns unify diverging theoretical positions, and suggest that different dynamics operate across levels (within-person lagged or contemporaneous vs between-person). We also provide new insights into value dynamics by describing how distributions of value states may give rise to more stable value differences between individuals. Overall, within- and between-person associations differed suggesting greater attention to person-level processes is needed.

SY-12 Validation of the Inventory for NonOrdinary Experiences in a large Brazilian sample

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Larissa Hartle, Institute D'OR for Research and Education, Brazil
Everton Maraldi, Pontifical Catholic University of São Paulo, Brazil
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INOE Brazil Team

Nonordinary experiences vary from feeling strong emotions such as love or despair to being able to foresee the future to hearing voices and being guided by supernatural forces. These experiences have been variously discussed as indicating a) some form of psychopathology or personality disorder, b)



some special ability or gift or c) a spiritual or religious connection. Previous research indicates that these experiences are quite common in general population samples, but also vary dramatically by culture and religious affiliation. Therefore, a closer examination of possible cultural and religious influences in the interpretation and prevalence of these experiences is warranted. We report data from Brazil which is a multi-religious country and one of the most diverse cultures in Latin America in terms of ethnic and religious expressions. Of special relevance, Brazil is home to a number of possession-oriented religious traditions, e.g., Spiritism, Candomblé, and Umbanda, which all cultivate distinct nonordinary experiences in their religious practices and this opens exciting possibilities to explore the intersection between these experiences and culture. We report the validation and extension of an Inventory of Nonordinary experiences in sample of nearly 2,000 members of the general population. We also present first data on the prevalence and interpretation of these experiences in a sample of 1,000 Brazilians.

PO-07 Yes, I can - The interplay of Need for Cognition and the confidence in being able to solve a task for task performance

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Felix Schweitzer, MSB Medicalschoole Berlin, Germany
Sören Enge, MSB Medicalschoole Berlin, Germany

Need for Cognition (NFC) measures the enjoyment of and the search for intellectual challenges and is probably the best-known construct for measuring cognitive motivation. According to its conceptualisation, individuals with higher NFC should approach cognitively challenging activities with fewer negative expectations and a more positive mood. Based on this, the present study addresses the following research questions: 1) Are individuals with high NFC more confident in their ability to solve a set of cognitively challenging tasks? 2) Can they actually solve the tasks better, i.e. do they have realistic assumptions about their ability? 3) Does the confidence of individuals with high NFC influence their ability to solve the tasks? The study design comprises an online questionnaire in which, among other things, NFC is recorded. A few days later, the participants work on several freely accessible and validated intelligence test tasks of high difficulty in the laboratory for 20 minutes. After presentation of the sample tasks and before completing the task battery, participants are asked how confident they feel about solving the tasks. Initial analyses of the data available so far ($N = 99$) show that although individuals with higher NFC are significantly more confident in completing the tasks ($r = .41$), they do not solve them significantly more correctly compared to individuals with lower NFC scores ($r = .17$). Nonetheless, there is an indirect effect of NFC on task performance mediated by the confidence to solve the task. Implications of these findings and potential limitations of the study are discussed.

IS-4 Moving in together was great, wasn't it, honey - Convergence of major life event perception and relationship satisfaction of couples

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Janina Bühler, Johannes Gutenberg-Universität Mainz, Germany
Cornelia Wrzus, Universität Heidelberg, Germany
Louisa Scheling, Johannes Gutenberg-Universität Mainz, Germany
Kai T. Horstmann, Universität Siegen, Germany

Major life events (MLEs) like entering a new romantic relationship or moving in together with the partner can have a large impact on a person's everyday life and are, for example, associated with changes in subjective well-being or changes in personality. However, it has been argued that it is the subjective perception of a MLE that matters, rather than the objective nature of the event itself. To date, research on MLEs solely relied on self-reports to measure event characteristics (e.g., valence or predictability). Adding informant-reports allows to address new research questions, such as the convergence between self- and informant-reports of MLEs. In an initial study with $N = 254$ dyads we found a high correlation ($r = .64$) between self- and informant-reports of MLE perception. The present study aims to investigate if the convergence of self- and informant-report of event characteristics is



associated with relevant outcomes (i.e., relationship satisfaction). We analyze longitudinal data from 210 couples, who have recently experienced a specific MLE, namely “moving together”. At the beginning of the study (T1) and 6 months later (T2), participants rated the event characteristics as self- and partner-report, as well as their relationship satisfaction. First, we analyze if the convergence of self- and partner-reports of the MLE changes over time. Next, we analyze if a change in the convergence of self- and partner-reports is associated with a change in relationship satisfaction. Furthermore, we will discuss limitations and practical implications, such as interventions in the context of couple therapy.

PA-21 Narrow versus broad personality Traits in the prediction of emergent leadership

Hallvard Føllesdal, BI Norwegian Business School, Norway

Personality traits that are narrower in scope than the broad Big Five domains may provide better prediction and a better understanding of how personality is related to important outcomes. There is, however, a lack of studies on narrow personality traits and leadership, and in particular on facets of Agreeableness. Participants ($N = 512$) in an executive leadership program completed the Big Five Inventory-2 (BFI-2), which measures 15 narrow personality traits (facets), and measures of empathic concern and perspective taking. Participants interacted in leaderless groups of 7-10 participants for four consecutive days, solving different tasks. On day five, group members rated each other on leadership emergence. The sample was divided into two subsamples, and multilevel analyses were first run in one subsample and again in the second subsample. The BFI-2 facets outperformed the Big Five personality domains in predicting emergent leadership. Assertiveness seems to be particularly important. Overall, the results underscore the utility of narrow personality traits to better understand the role of personality in leadership.

IS-2 Developmental pathways from childhood callous-unemotional traits toward adult criterion A empathy and intimacy functioning: The mediating role of lying during sensitive periods of development

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Marie-Céline Gouwy, Ghent University, Belgium
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Childhood lying is linked across time with early callous-unemotional traits (CU traits). Beyond this direct association, it is unclear to what extent lying can also be considered as a social mechanism that may impede further psychosocial development in children with CU traits with regard to empathy and intimacy, as proposed by Criterion A in the alternative DSM-5 model of personality disorders (AMPD). Such hypothesis may be understood from the social effects of lying in terms of peer rejection and ostracism, two crucial social processes that are related to reduced frequency and quality of interpersonal contact with peers. As peer contacts are essential nurturing elements of psychosocial skill development, it may be viable to think that impaired personality functioning in adulthood concerning empathy and intimacy can be partly explained by pervasive lying behavior during crucial earlier periods of development. The present study explored to what extent a targeted set of early callous-unemotional traits directly predicts within-person links between empathy/intimacy and perceived social context in young adulthood, and to what extent this association can be partly explained by socialization effects associated with lying during adolescence. The sample consists of 157 mid-childhood boys and girls from both clinical and community settings, who participated in the Personality and Longitudinal Study (PALS) for ten years. Callous-unemotional traits of the children were assessed by mothers along an omnibus measure of maladaptive traits at four consecutive assessment points from mid-childhood until mid-adolescence. When the children were 20-year-old young adults, Criterion A empathy and intimacy functioning and perceived social context, were assessed through a 14-day daily diary study. Findings will be discussed in terms of the value of early callous-unemotional personality traits for understanding daily manifestations of empathy and intimacy in young adulthood, and will highlight the specific role of disruptive behavior such as lying in dysfunctional social-emotional skill development.

**PA-20 Genetic and environmental contributions to the associations between personality and loneliness: Evidence from two twin studies**

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Loneliness is increasingly considered a public health epidemic, especially in older adulthood, and personality traits have emerged as a useful framework for understanding individual differences. Four of the Big Five traits are consistent correlates of loneliness, and there is some evidence of links with several personality disorders, as well. The etiology of these associations, however, has rarely been studied, especially outside the context of the Big Five. To address these limitations, we estimated phenotypic, genetic, and unique environmental associations between loneliness and various personality dimensions across two twin samples. In an older adult sample from the Minnesota Twin Registry ($N = 1,356$, $M_{(age)} = 70.4$), we related loneliness with the broad maladaptive domains and specific trait facets of the DSM-5 Alternative Model for Personality Disorders. In a sample of adult twins in the National Survey of Midlife Development in the United States ($N = 808$, $M_{(age)} = 54.5$), we related loneliness with the Big Five traits as well traits from the Multidimensional Personality Questionnaire. Traits that indexed negative emotionality (e.g., neuroticism, negative affect, stress reactivity, hostility) and low positive emotionality (e.g., detachment, low extraversion, low well-being, anhedonia) had the strongest associations with loneliness, though disinhibition (and low conscientiousness), antagonism (and low agreeableness), and psychoticism were also implicated. Genetic and unique environmental influences explained the associations to varying degrees, consistent with an etiology of loneliness involving several personality domains. Indeed, these findings suggest that loneliness may be a manifestation of many of the genetic and environmental forces that also lead to personality variation.

PA-6 Using AI to find identity clusters from people's freely generated self-descriptions and investigating the cluster's association to temperament, character, and health

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Kevin M. Cloninger, Anthropedia Foundation, St. Louis, USA
Alexandre Granjard, University of Gothenburg, Sweden
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Personality, the major single determinant of people's overall health, comprises temperament (automatic emotional reactions), character (goals and values), and identity (sense of self and who we are). These dimensions are often approached separately and have their basis in memory and learning systems that are dissociable developmentally and functionally; but they normally interact interdependently. We used AI-methods to quantify people's freely generated self-descriptions to find identity clusters and to investigate differences in temperament, character, and health between individuals in these clusters. Participants ($N = 994$) answered the 10 Words Personality Inventory, the Temperament and Character Inventory, and the Public Health Surveillance Well-Being Scale. We quantified the self-descriptions using the Latent Semantic Algorithm and the fussy k-means algorithm for clustering. We analyzed the words that were semantically similar to the clusters' centroids and used t-tests for investigating differences in temperament, character, and health. We found two identity clusters. Words such as quiet, intelligent, and curious were indicative for people in Cluster 1, while loving, caring, giving, and kind were indicative for those in Cluster 2. Individuals in Cluster 2 were lower in Novelty Seeking (Cohen's $d = 0.21$, $p < .01$), and higher in Reward Dependence (Cohen's $d = 0.64$, $p < .001$), Persistence (Cohen's $d = 0.21$, $p < .01$), Self-directedness (Cohen's $d = 0.33$, $p < .001$), Cooperativeness (Cohen's $d = 0.45$, $p < .001$), Self-transcendence (Cohen's $d = 0.29$, $p < .001$), and health (Cohen's $d = 0.35$, $p < .001$). Our results somewhat mirror those of genetic and sociocultural studies



showing the prevalence of personality profiles of individuals who are immature, materialistic, and unhealthy, and those who are allocentric, mindful, healthy, and slightly self-transcendent.

PA-11 Would you call me for a job interview? AI-methods for the analyses of recruiters' own words and ratings of personal letters and pictures of attractive and unattractive job applicants

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Recruiters need to make an unbiased assessment of applicants' personality and work skills based on a personal letter and the occasionally attached picture. We use AI-methods in an experimental design (attractiveness/gender) to investigate if recruiters' freely generated descriptions of fictive applicants' personality predict ratings of the applicant's skills and the likelihood of inviting them for an interview. Recruiters ($N = 73$, 48 women, 10-years average experience) were asked to read a fictive applicant's personal letter (same for all conditions) randomly accompanied with a picture of an attractive/unattractive man/woman (i.e., between subjects' manipulation). Recruiters were asked to freely describe the (fictive) applicant's personality using five words, rate the applicant's skills (e.g., problem-solving ability), and the likelihood of inviting them for an interview. We quantified the words using the Latent Semantic Analysis algorithm (this algorithm uncovers the underlying latent semantic structure in the usage of words and extract their meaning) to predict the skills scores and interview likelihood. The semantic representation of the personality descriptions was associated to the recruiters' gender ($r = .37, p < .001$), age ($r = .26, p < .05$), and both years of experience ($r = .40, p < .001$) and education ($r = .33, p < .01$), and the likelihood of inviting the applicant for an interview ($r = .26, p < .05$), but not to any of the rated skills. Applicants invited for an interview were described with positive word (e.g., "reliable"), while those not invited with less positive words (e.g., "junior"). The recruiters' descriptions of the applicants predicted their own demographics, but not how they rated the applicants' work skills. These descriptions, however, seem to add predictive value for who will be called for a job interview.

PA-9 Examining personality by geography interactions for effects on pro-environmental behaviors

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A comprehensive understanding of the determinants of pro-environmental behaviors is increasingly essential during the current climate change crisis. Evaluating the effects of personality at both the factor and facet levels on pro-environmental behaviors and examining how personality interacts with geographic variables across fine units of space [i.e., ZIP Code Tabulation Areas: ZCTAs] may result in more precise and place-specific models for the effects of personality on pro-environmental behaviors. We will first discuss how personality at multiple levels (i.e., factors, facets, and nuances) predicts pro-environmental behaviors generally across the US and present cross-validated estimates. Additionally, we will present results from multilevel models that assessed how personality effects on pro-environmental behaviors vary across ZCTAs regarding direction and strength. We will also discuss how a variety of place-level variables [e.g., accessibility, walkability, population density, voting patterns, and SES] interact with personality variables to explain geographically varying effects for personality on pro-environmental behaviors. Examples of our current findings include that individuals living in ZCTAs with higher levels of pro-environmental behaviors were also more likely to have a greater association (r) for pro-environmental behaviors with neuroticism (0.26), openness (0.19), extraversion (0.14), and agreeableness (0.13). Population density accounted for roughly 2% of the variation in slopes across ZCTAs for neuroticism and agreeableness. The average levels of



openness across all participants within each ZCTA accounted for 8% of the variation in intercepts and 7% of the variation in slopes across ZCTAs for openness.

P0-10 Testing the lexical hypothesis based on the Polish personality lexicon

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The psycholexical approach is based on a belief that the most important differences between people are encoded in language, and the more important a trait is for a given society/culture/nation, the more terms there are in the language of that social group that describe that trait (Goldberg, 1981). One of the key problems with this approach is to determine whether the indicated statement should be treated as an irrefutable assumption or as a hypothesis in need of verification (Wood, 2015). Three hypotheses were tested based on the Polish personality lexicon: more important trait descriptors are used more frequently to describe an individual (H1), have a greater number of synonyms (H2), and are more strongly correlated with other terms (H3). 462 people were examined with a list of 1,347 personality descriptors, which represents a comprehensive and exclusive Polish personality lexicon. The hypotheses were tested in terms of the importance of traits for maintaining relationships, the social desirability of traits, the observability of traits, and the importance of knowing the traits. No evidence was found to suggest that important personality descriptors for maintaining relationships are also more frequently used in language. Little evidence has been found that they have more synonyms. However, personality-descriptive terms correlated more strongly with other descriptors on the list. The analyses showed that only some of the statements contained in the lexical hypothesis can be confirmed, which means that it can neither be clearly accepted nor rejected and further research is necessary.

P0-11 Psycholexical structure of experiential states

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The aim of the multistage study was to establish factor structure of experiential states. So far the lexicon of experiential states has not been explored with the psycholexical approach. A comprehensive (adjectives, verbs, participles and nouns) list of morphemically unique experiential state descriptors was isolated based on analysis of the Polish person-descriptive lexicon (27,813 terms). Then two random lists of 105 terms each were used in a diary study involving two respectively independent samples (mean age 38 years, 53% female). The task of the respondents was to fill in the list of states every day for two weeks. The exploratory factor analysis was conducted for day-level data and revealed an eleven-factor structure of state fluctuations in each of two samples: six states overlapped, five were at least partially different. For each of the extracted factors, three descriptors with the highest loadings were selected. Then a random-order list of 54 terms was used in 14-days diary study (mean age 37 years, 51% female). EFA conducted for day-level data confirmed an eleven-factor structure of state fluctuations: Distress-Sadness, Fatigue-Deconcentration, Revenge-Anger, Fear, Pride, Erotic Excitement, Disgust, Joy-Pleasure, Admiration, Fantasy, Surprise. In the last stage, a cross-sectional study was conducted using the full list of state descriptors in order to confirm the psycholexical structure obtained in the diary studies.



PA-24 Developing a moral compass: Exploring age and gender differences and the role of personality traits in moral foundations in children and adolescents

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Barbara De Clercq, Ghent University, Belgium
Arne Roets, Ghent University, Belgium

The Moral Foundation Theory (MFT), proposed by Haidt and Joseph (2004), identifies multiple innate, and universal Moral Foundations that underpin ethical judgment and classifies morality into two higher-order Moral Foundations, each consisting of three distinct foundations. The individualizing foundations – Care, Fairness, and Liberty, focus on individuals' well-being, while the binding foundations – Loyalty, Authority, and Purity, are more culturally and group-specific. Each of these Moral Foundations matures at different phases of development (Haidt & Bjorklund, 2007). However, the exploration of age differences in morality within the broader framework of MFT remains relatively scarce (Castilla-Estévez & Blazquez-Rincon, 2021), especially in pre-adulthood. Therefore, the current study aims to investigate age differences in Moral Foundations from late childhood up until mid-adolescence ($N = 336$) from an MFT framework perspective. A subsidiary aim is to investigate whether these Moral Foundations vary by gender, as earlier evidence in adults indicated meaningful gender differences between women and men (Atari et al., 2020; Graham et al., 2011). Finally, the study explores how FFM-based self-reported personality traits in children and adolescents are related to each of the Moral Foundations, to explore whether previous findings in adults also hold for younger age groups (Kwamoto et al., 2017).

SY-11 Advances in sensory processing sensitivity research

Conveners: Corina U. Greven, The Netherlands; Sofie Weyn, Switzerland; Monika Baryla-Matejczuk, Poland
Karl-Heinz Renner, Germany

Symposium abstract:

Individuals differ in their sensitivity to environmental influences. Sensory processing sensitivity (SPS) suggests that such differences are captured in a personality trait characterized by sensitivity to subtle stimuli, emotional reactivity, depth of processing and ease of overstimulation. This symposium, chaired by Prof Greven, provides insights into current SPS research. Dr Weyn presents a study of 691 adults, revealing modest positive associations with hypersensitivities for external stimuli across all sensory modalities (multisensory, visual, auditory, tactile, olfactory, gustatory, temperature, vestibular) and with a higher interoceptive awareness (awareness of bodily sensations, mind-body integration, emotional states, and ability to regulate these sensations). Additionally, her recent research using Experience Sampling Method, explores daily fluctuations in sensitivity across modalities and contexts among 160 adults. Prof Greven presents findings from the population-based Healthy Brain Study (HBS) ($N = 252$ adults) elucidating SPS associations with mental and somatic health in positive and negative environments. Overall, higher SPS, associated modestly with burnout, anxiety, and health complaints after controlling for neuroticism. Positive and negative environments moderated SPS-health associations, suggesting differential susceptibility to environments. Prof Greven's extends her HBS work extends to investigate links of SPS with brain imaging, mindfulness, and cognitive emotion regulation. Dr Baryla-Matejczuk, employing functional Near-Infrared Spectroscopy, examines hemodynamic changes in the prefrontal cortex during n-back tasks among highly and low-sensitive students ($N = 27$). Results support the hypothesis that highly sensitive individuals, identified through the Highly Sensitive Child scale, exhibit different reactions to cognitive load, potentially being more overwhelmed and less focused than their low-sensitive counterparts.

SY-8 Investigating social skills at scale: A data-driven approach

Eric Grunenberg, University of Münster, Germany
Johannes Klinz, University of Münster, Germany



Simon M. Breil, *University of Münster, Germany*
Clemens Stachl, *University of St. Gallen, Switzerland*
Philipp Schäpers, *University of Münster, Germany*
Mitja D. Back, *University of Münster, Germany*

Assessment center (AC) role-plays are a key method for assessing social skills in hiring and promotion. Although AC role-plays have received ample attention in past research, the extent to which assessors' judgments of social skills are based on behavioral information and how they are formed is still largely unclear. In two studies ($M = 199$, $N2 = 353$), we present a data-driven approach for the behavioral prediction and explanation of social skill judgments and compare the performance of behavioral prediction models against prediction models that model potential biases. In Study 1, we used machine learning models trained on manually coded behavioral cues ($C = 36$; e.g., upright body posture, nervous facial expressions, supportive statements, amount of talking) to predict skill judgments in interpersonal AC exercises. In Study 2, we built on this approach and used natural language processing approaches to automatically extract granular language cues ($C = 1,215$) from audio streams and transcripts of the interpersonal AC role plays for the training of our models. Results indicate relevant predictive performance of the behavioral models above and beyond the bias models. We further compare linear vs. non-linear models and perform cue level analyses, investigating the behavioral drivers of our prediction models. We discuss contributions to the AC literature and theory as well as implications for practice and future research.

PO-29 Effectiveness of an intervention for family members of persons with borderline personality disorder: A randomized controlled trial.

Verónica Guillén, Universidad de Valencia, Spain
José Heliodoro Marco, Universidad de Valencia, Spain
Isabel Fernández-Felipe, University Jaume I of Castellón, Spain
Antonio Arnal, Universidad de Valencia, Spain
Esther Bigorra, Universidad de Valencia, Spain
Antoni Grau, Ita-Salud Mental, Spain
Ana Rodríguez, Ita-Salud Mental, Spain
Azucena García-Palacios, University Jaume I of Castellón, Spain
Cristina Botella, University Jaume I of Castellón, Spain

Family members of people with borderline personality disorder (BPD) often experience high levels of clinical symptomatology, such as depression or anxiety and perceived burden. Family Connections (FC) is a pioneering program designed for family members of people with BPD that has significant empirical support (Hoffman et al., 2005). The aim of this study is, on the one hand, to provide efficacy data in a Spanish population sample comparing FC with treatment as usual (TAU) used in clinical settings; on the other hand, to test whether the improvement in the clinical symptomatology of family members is related to the clinical improvement of patients. The sample consisted of 89 relatives of 42 patients. A randomized controlled trial was performed with two experimental conditions (FC versus TAU), with repeated measures before and after treatment. Results indicate that family members in the FC condition obtained significant improvements over TAU on measures of burden ($p = .028$), family mastery and empowerment ($p = .002$), and the emotional inattention subscale of emotional regulation ($p = .013$). As for the patients, the FC group obtained statistically significant improvements with respect to the TAU in depression, anxiety and stress ($p = .042$). The results indicate that the intervention helps both patients and family members to improve in key clinical aspects. The need to offer support to families of people with BPD is confirmed. This type of program is a major step forward in improving the care that can be provided to both patients and their families.



PA-1 Normative based beliefs as a basis of perceived personality traits changes over the lifespan. The explanatory role of social expectation, self-enhancement and basic psychological needs.

Joanna Gutral, SWPS University in Warsaw, Poland
Marzena Cypryańska, SWPS University in Warsaw, Poland
John B. Nezlek, SWPS University in Warsaw, Poland

In the series of four studies we examined a new explanatory framework that combines the roles of three mechanisms in the perception of personality changes over the lifespan. These mechanisms are culturally shared expectations about changes in personality, self-enhancement, and internal motives such as basic psychological needs and self-actualization. Culturally-shared expectations would be expressed by the correlation between the pattern of perceived personal changes in personality over the life span and the pattern of perceived changes in personality among people in general. The pattern of the development of perceived personality traits over the life span will correspond to actual changes in personality found in meta-analyses (e.g., Roberts et al., 2006). The role of self-enhancement, would result in a tendency that evaluation for self will be more positive than evaluation for people in general, proportionally at subsequent periods. In the context of self-determination theory (SDT; Deci & Ryan, 2000), basic psychological needs will correspond to the traits related to maturation. We conducted four studies which examined changes in mean-levels and individual differences in trajectories of perceived changes. In each study, participants provided perceptions of various traits for nine time intervals covering the life span. As we expected, perceptions of personality traits over the life span varied as a function of age. The systematical replication of the results provided significant insight as to why people see differences in personality traits over the lifespan. Social expectations, as well as the intrapersonal motives, can influence the perception of personality development over time.

SY-9 Between situation perception and perception of major life events: Understanding daily events

Peter Haehner, Universität Zürich, Switzerland
Karla Fliedner, Humboldt-Universität zu Berlin, Germany
Vivian Schmiedecke, University of Strathclyde, UK

Daily events such as receiving a compliment or forgetting your keys can impact well-being and behavior. It has been argued that the effect of daily events depends on the subjective perception of the daily event. In contrast to situations or major life events, daily events lack a clear conceptualization and a comprehensive taxonomy of their perceived characteristics. Instead, the perception of daily events is often measured with ad-hoc instruments limiting the comparability between studies. We therefore developed a dimensional taxonomy to assess perceived characteristics of daily events by conducting a systematic literature review and four empirical studies: First, we identified perceived characteristics of daily events through a systematic literature review including 1,157 studies and a qualitative study with laypeople ($N = 116$). In addition, dimensions of existing taxonomies on comparable constructs (i.e., situations and major life events) were considered (Luhmann et al., 2021; Parrigon et al., 2017; Rauthmann & Sherman, 2016). Based on these perceived event characteristics, items were generated and subjected to an exploratory ($N = 426$) and a confirmatory factor analysis ($N = 335$). The resulting taxonomy includes eight factors: Positive Emotion, Challenge, Relevance, Threat of Self, Predictability, Duty, Sociability, and Control with three items per factor. These items were validated in a daily diary study. Our results show that dimensional taxonomy of perceived event characteristics can advance research on daily events.

SY-7 The impact of personality traits on interpersonal dynamics at zero acquaintance

Alexandra L. Halberstadt, The Pennsylvania State University, USA
Aaron L. Pincus, The Pennsylvania State University, USA

The current study aimed to examine the relationship between personality traits and interpersonal states. Eighty undergraduate participants were administered personality trait inventories, then 40 dyads were video recorded doing collaborative tasks. These video recordings were coded for moment-to-moment communion and agency using Continuous Assessment of Interpersonal Dynamics. Actor-



Partner Interdependence Modeling was used to understand the impact of personality traits on interpersonal dynamics (average, variability, slope, complementarity on agency and communion). The results showed that there were no relationships between personality traits and dynamics. There were two main limitations that may explain these results. First, behavior may have been influenced more by social norms to be friendly and take turns than personality traits, especially in this “strong situation”. Second, it may be useful to aggregate behavior over multiple situations to capture variance attributable to traits. Future studies should aggregate behavior over multiple situations and/or change the situational constraints on behavior in order to determine the relationship between states and traits. Keywords: agency, communion, personality traits, personality dynamics.

PO-30 Negative impact of valuing happiness on well-being

Michel Hansenne, University of Liege, Belgium.

While many studies report the benefits of happiness on various outcomes, an emerging literature brings nuances, and one question concerns the impact of pursuing happiness. In both correlational and experimental studies, there is evidence that valuing happiness may in part reduce happiness. Culture also matters. Because experimental studies examining this causal relationship are not longitudinal, Study 1 examined the negative impact of valuing happiness on well-being over a two-week period. In addition, because culture has been reported to moderate the relationship between valuing happiness and well-being, Belgian and Lebanese participants are compared in a correlational study (Study 2). In Study 1, participants were asked to report their well-being during two personal activities three times a week over a two-week period. The experimental group was asked to try to be as happy as possible, while the control group was asked to act normally. Study 2 examines the relationship between valuing happiness and well-being in Belgian and Lebanese participants. The results of Study 1 show that the well-being experienced during the activities was reduced in the experimental group compared to the control group ($d = 0.43$). Study 2 reports that valuing happiness is negatively associated with well-being only for Belgian participants, but not for Lebanese participants. In conclusion, these two studies confirm that the tendency to want to be happier most of the time in most circumstances backfires and support the fact that culture matters.

SY-12 Exploring human experiences for understanding stable individual differences

Conveners: Larissa Hartle, Brazil; Ronald Fisher, Brazil; Johannes Karl, Ireland

Symposium abstract:

Non-ordinary experiences (NOE) such as hearing voices, dissociative experiences, or feelings of deep insight are relatively common in the general population but remain poorly understood. Numerous authors over the years have recognized that seemingly similar experiences that are defined as religious, spiritual, anomalous, paranormal, and/or pathological are interpreted in very different ways by both researchers and their subjects. These experiences can be defining for a person but the interpretation of such experiences also varies widely depending on the cultural background and individual characteristics, leading to interpretations that vary from very positive and highly meaningful to deeply disturbing, puzzling, or debilitating. In this symposium, we bring together novel perspectives to examine the overall prevalence of a wider range of such experiences, their structure within and across samples as well as correlates with well-established personality and mental health instruments. Karl presents data from a young NZ adult sample exploring the prevalence, structure and correlates of experiences. Hartle presents data from a representative Brazilian sample on the structure of nonordinary experiences and their complex association with anxiety and depression. Fischer presents data on the validation of a novel instrument in Brazil and explores how sociodemographic and individual difference factors may influence how participants interpret items as well as their relative prevalence in a general population survey in Brazil. Together, these presentations advance a new approach for studying important individual differences that may have a significant impact on a person's mental health.

SY-4 Exploring value and wellbeing relationships: A longitudinal network analysis across five



national samples

Larissa Hartle, Institute D'OR for Research and Education, Brazil
Tiago Bortolini, Institute D'OR for Research and Education, Brazil
Johannes A. Karl, Dublin City University, Ireland
Boris Sokolov, National Research University Higher School of Economics,
Ronald Fischer, Institute D'OR for Research and Education, Brazil

Values are considered an essential component of an individual's personality, but the nature and causal direction of values linkages with wellbeing remain debated and different perspectives have been put forward across different areas of psychology. Capitalizing on recent advances in longitudinal network modeling which allow differentiation of within-person lagged, average within and between-person level associations, we explore these associations considering the ten lower order values and also the high order motivations during the COVID19 pandemic in 5 countries. More specifically, we explore to what extent these associations are consistent across levels (within-person vs between-person), as well as the direction of linkages from values to wellbeing or alternatively from wellbeing to values, and whether these associations are stable across cultural contexts and across instruments.

SY-12 Mapping relationships of nonordinary experiences and mental health: A network analysis in a representative Brazilian sample

Larissa Hartle, Institute D'OR for Research and Education, Brazil
Tiago Bortolini, Institute D'OR for Research and Education, Brazil
Ronald Fischer, Institute D'OR for Research and Education, Brazil

Nonordinary experiences (NOEs), such as hearing voices or dissolution of the self, are more common than typically assumed yet poorly understood, and their effect on mental health underexplored. We present the topological structure of a range of NOEs and their differential relationship with mental health in a representative sample of Brazilian adults. A network analysis revealed three coherent clusters, indicating that specific NOEs tend to co-occur. We hypothesize on individual differences underlying cluster formation. This advances previous research that typically treated experiences in isolation and instead suggests a coherent experience structure. Individual experiences within clusters showed both positive and negative associations with depression scores in particular challenging simplistic explanations of NOEs as either pathological or spiritually enriching. Our findings highlight the need for research regarding the structure and nature of NOEs to help researchers and clinicians better understand their implications for mental health.

SY-14 A machine learning approach to the prediction of individual differences in contingencies

Ole Hätscher, University of Münster, Germany
Niclas Kuper, University of Münster, Germany
Johannes Klinz, University of Münster, Germany
Julian Scharbert, University of Münster, Germany
Lara Kroencke, University of Münster, Germany
Eric Grunenberg, University of Münster, Germany
Mitja D. Back, University of Münster, Germany

Key areas in contingency research are individual differences in reactions to (a) daily social situations and (b) major societal events. Previous theory-based research found substantial individual differences in these contingencies but few robust predictors of these differences. Therefore, we aimed to address two questions: First, can individual differences in contingencies be reliably predicted at all? Second, which variables are the most relevant person-level predictors for these differences? To approach these questions, we applied a variety of machine learning algorithms to large-scale experience-sampling datasets and predicted the degree to which individuals reacted with positive and negative affect to (a) momentary situational characteristics (e.g., interaction depth), and (b) major societal events (e.g., outbreak of war). More specifically, we used a two-step approach where we first extracted the individual differences in contingencies via multilevel modeling (i.e., random slopes) and



then predicted these differences with machine learning methods using a variety of person-level variables. Feature importances and interactions were analyzed using SHAP values. We obtained values of R-squared ranging from negative values to a maximum of .07. Thus, our results suggest that individual differences in contingencies cannot be reliably predicted yet, given the methods and person-level variables we used. We elaborate on the implications of the results for contingency research, particularly the status of reliable differences in contingencies as personality variables. Furthermore, we discuss limitations of the two-step approach as well as general methodological challenges in the application of machine learning in psychology.

SY-5 Longitudinal measurement invariance of the personality inventory for ICD-11 across black and white American older adults

Pooja Heragu, Xavier University, USA

Joshua R. Oltmanns, Southern Methodist University, USA

Personality assessment research highlights the need to shift a dimensional diagnostic model (e.g., Clark, 2007). Following the literature, the ICD-11 uses a dimensional diagnostic model for personality disorders that includes five personality trait domains (WHO, 2022). The Personality Inventory for ICD11 (PiCD) assesses the five maladaptive trait domains from the ICD-11 model. Research has provided evidence for the psychometric validity of the PiCD. However, most of this research was conducted with primarily white samples. Given that the PiCD will be used to assess individuals of varying identities and backgrounds, further research supporting the use of PiCD with diverse populations is needed. The current study begins to bridge this gap by investigating measurement invariance of the PiCD scales across race and time (two years) in sample of white and black American older adults ($N = 843$, ~30% black). Invariance testing was conducted with CFA at the item level separately for the five trait domains across race. Subsequently, the 13-step ESEM technique described by Marsh (2009) was used to determine overall measurement invariance of the five domains across black and white participants. Results from the CFA analysis indicate that there was strict invariance across race for each of the five maladaptive trait domains. Preliminary findings from the ESEM reveal at least partial invariance across race and time. The findings provide initial support for the usage of the PiCD with white and black American older adults. Further research with more diverse samples is needed to test invariance across other populations.

IS-1 Can machine learning-based predictive modelling help to understand the neural bases of personality and cognition?

Kirsten Hilger, Würzburg University, Germany

Joshua Faskowitz, Indiana University Bloomington, USA

Olaf Sporns, Indiana University Bloomington, USA

Jonas A. Thiele, Würzburg University, Germany

Individual differences in personality and cognitive ability can be predicted from brain characteristics such as functional brain network connectivity. Most of current predictive research is, however, conceptualized to maximize prediction performance, while insights into neurobiological processes underlying the predicted concepts are limited or even lacking. In this talk, I will encourage designing predictive modelling studies with an emphasis on interpretability to enhance our understanding of individual differences in behavior and cognition. Following this idea, I will present a preregistered study successfully predicting general, crystallized, and fluid intelligence in 806 healthy adults (replication: $N = 322$) from different selections of functional brain links. The choice of the predicted intelligence component as well as the task during which connectivity was acquired proved crucial for better understanding intelligence at the neural level. Further, partially redundant, system-wide characteristics better predicted intelligence than connectivity of brain regions proposed to be intelligence-relevant by established intelligence theories. In sum, this exemplary study showcases how future research striving to predict individual differences in personality and cognition can enhance explanatory value by prioritizing comprehensive, interpretable outcomes over maximizing prediction performance. The talk will close outlining a future project in which we extend the focus from neural correlates of individual differences in intelligence to neural correlates of the specific cognitive



processes leading to intelligent behavior. Therefore, we plan to address brain-wide functional characteristics recorded with fMRI and EEG during a highly trait-relevant task (Raven Progressive Matrices) – with the goal of deriving a more comprehensive view on the neural bases of intelligence.

SY-10 The impact of cognitive ability and socioeconomic status on brain structure: Emerging evidence of a causal relationship.

W. David Hill, University of Edinburgh, UK
Charley Xia, University of Edinburgh, UK
Yuechen Lu, University of Edinburgh, UK
Zhuzhuoyu Zhou, University of Edinburgh, UK
David C. M. Liewald, University of Edinburgh, UK
Mattia Marchi, University of Modena and Reggio Emilia, Italy
Marco P. Boks, University Medical Center Utrecht, The Netherlands

Large genome-wide association studies (GWAS) have shown that indicators of socioeconomic status (SES), such as income and education, are heritable. Furthermore, genetic correlations between cognitive ability, brain structure, and SES indicate that many of the same genetic variants underlie these associations. In the current study, we combine multivariate analysis with Mendelian randomisation (MR) to examine the bi-directional causal effects between cognitive ability, SES and brain morphology. First, we perform a multivariate GWAS of four indicators of SES: occupational prestige ($N=242,776$), household income ($N=436,037$), educational attainment ($N=701,639$), and social deprivation ($N=382,030$) for a combined effective sample size of 689,909 participants. The use of these four measures in a multivariate framework allows for the assessment of heterogeneous genetic effects across indicators of SES, in conjunction with an investigation of common genetic effects that act on the level of the individual, the household, and area in which one resides. Second, we use MR to examine the likely causal role that differences in cognitive ability play in differences in SES. Third, we examine the bi-directional causal effects of SES and cognitive ability on brain structure using an independent sample of ~36,000 participants with 13 brain imaging phenotypes. Fourth, using multivariable MR, we quantify the potential causal effect of differences in SES on brain structure that are not explained by the polygenic effects associated with cognitive ability. The results indicate a causal role for cognitive ability and SES on brain structure.

PA-7 Short-term personality development and early career success: Two longitudinal studies during the post-graduation transition

Kevin Hoff, Michigan State University, USA
Mary Louise Hotze, University of Houston, USA
Zihan Liu, University of Illinois at Springfield, USA
Chu Chu, University of Illinois at Urbana-Champaign, USA
Erica Baranski, California State University, USA

Prior research indicates that long-term personality development matters for career outcomes. However, this evidence is primarily limited to multi-year longitudinal studies. This research switches the focus to personality changes during a shorter, impactful life transition. Specifically, we examined how short-term personality development during the 14-month post-graduation transition relates to early career outcomes among two diverse samples of graduates from universities ($N=816$) and community colleges ($N=567$). We used latent growth curve models to examine associations between career outcomes measured 14 months after graduation with initial personality levels and personality changes using at least 4 assessment waves in each sample. Results revealed that mean-level changes in personality were small and mostly negative. Moreover, individual differences in personality changes were not consistently associated with career outcomes. However, initial levels of conscientiousness, emotional stability, and extraversion positively related to both subjective and objective career success. Initial levels of agreeableness were also positively related to subjective (but not objective) success. Overall, findings indicate that individual differences in personality trait levels at graduation are stronger predictors of early career success compared to short-term personality changes during the post-graduation transition. Taken together, these results help define the time



sequence through which personality changes relate to career outcomes.

PA-8 Linking aversive personality to climate change opinion and environmental performance across the globe

Zoe Horlacher, University of Copenhagen, Denmark
Lau Lilleholt, University of Copenhagen, Denmark
Morten Moshagen, University of Ulm, Germany
Benjamin Hilbig, University of Koblenz-Landau, Germany

Personality dimensions have long been instrumental in studying environmental issues. In the past few years, a growing body of literature has focused on socially aversive (“dark”) personality dimensions, providing mixed findings with regards to their relations with environmental variables. Instead of considering different dimensions that blend aversive and non-aversive characteristics, we herein focus on the D Factor of Personality, the common core underlying aversive personality dimensions. Defined as the general disposition to maximize individual utility at the expense of others, accompanied by justifying beliefs for corresponding behaviour, D captures the gist of aversive characteristics. Specifically, we link D to variables in the realm of climate change—the major global challenge of today. Utilising a global sample of $N = 1,570,667$ from 184 countries, we study the relations between people’s levels in D and their climate change beliefs, policy support, and their originating country’s Environmental Performance Index (EPI). We find relations between higher levels in D and more negative opinions on climate change, indicating a propensity for less pro-environmental attitudes. Moreover, individuals with higher levels in D predominantly originated from countries with lower EPI scores, suggesting a global pattern of association between aversive personality and less environmentally responsible behaviour on the country level. This study contributes to the understanding of the psychological factors underlying environmental performance on a global scale, emphasizing the role of individual dispositional tendencies in shaping opinions on climate change. The implications of these findings might be used in the development of targeted interventions and policies aimed at fostering more pro-environmental behaviours.

PA-6 The facet MAP: Towards a taxonomy of personality facets

David J. Hughes, The University of Manchester, UK
Paul Irwing, The University of Manchester, UK
Alexander Tokarev, The University of Manchester, UK
Tom Booth, Edinburgh University, UK

Facet-level personality models remain underdeveloped despite being fundamental to a valid taxonomy of personality. We describe three studies that together provide a first approximation to a comprehensive taxonomy of unique personality facets. In Study 1, we semantically sorted, removed synonyms, and factor analysed 1,772 personality items taken from seven major omnibus personality inventories and four narrow inventories. Study 1 identified 61 unique base facets. In Study 2, we conducted a qualitative review of 706 facet scales to identify facets missing from the 61 base facets. We identified 16 novel facets. We then created standardised, open access items for the 77 facets. In Study 3, we administered the items to a novel sample ($N = 1,096$) and assessed the psychometric properties of the facets. The ultimate result was 70 personality facet scales that are open-access, psychometrically robust, unidimensional, and discriminant. We call this inventory the Facet-level Multidimensional Assessment of Personality or Facet MAP, version 1. The Facet MAP contains scales equivalent to almost all scales present in major personality inventories, and in most cases, many more as well. As the Facet MAP develops, we hope it will eventually provide a comprehensive taxonomy of personality facets, which will prove useful in reducing construct proliferation and facilitating numerous avenues of important personality research.

**SY-14 Understanding individual differences in within-person contingencies: Measurement, analysis, and empirical examples**

Conveners: Sarah Humberg, Germany; Niclas Kuper, Germany; Katharina Utesch, Germany; Ole Hätscher, Germany

Symposium abstract:

Researchers in personality psychology are increasingly discovering the importance of within-person dynamics, including individual differences in contingencies between two variables that fluctuate over time. For instance, stress reactivity reflects individuals' associations between repeated measurements of stressors and momentary negative affect. A better understanding of contingencies can contribute to a more process-based account of personality. However, the empirical examination of contingencies poses challenges. Collecting appropriate intensive longitudinal data is essential and complex statistical models are often required for the analysis. In this symposium, we introduce current best practices for addressing methodological hurdles, and we use conceptual arguments and empirical examples to show how studying contingencies allows for a more comprehensive understanding of personality. First, Niclas Kuper conceptually introduces contingencies between situation characteristics and states. He discusses solutions for data collection and presents an overview of empirical findings. Sarah Humberg's presentation focuses on statistical methods to investigate (linear or nonlinear) effects of contingencies on outcome variables. She advocates the use of one-step (MSEM) procedures to this aim. Katharina Utesch investigates the extent to which people's self-esteem is contingent on the perception of social inclusion within social interactions. She presents findings on individual differences, stability, and predictors of these contingencies. Finally, Ole Hätscher addresses the predictability of contingencies based on a variety of person characteristics using machine learning methods. He presents empirical results and discusses methodological challenges. Overall, this symposium offers state-of-the-art insights into conceptual, methodological, and empirical aspects of contingencies, in line with calls for a greater focus on personality dynamics.

SY-14 Methods for testing effects of contingencies: A comparison of a 2-step and an MSEM approach

Sarah Humberg, University of Münster, Germany
Simon Grund, University of Hamburg, Germany
Steffen Nestler, University of Münster, Germany

Within-person contingencies are increasingly viewed as relevant sources of individual differences. Consequently, there is a growing interest in relating contingencies to person-level outcome variables. For example, the stress reactivity of individuals - measured as the contingency of repeated measurements of stressors and momentary negative affect - could affect individuals' job performance. Here, the effects of interest can be either linear (i.e., correlative) or non-linear (e.g., a U-shaped effect; a moderation effect). One challenge in the empirical investigation of (linear or nonlinear) effects of contingencies is the choice and implementation of a suitable statistical method. A possible two-step approach involves (1) estimating the contingencies of interest as random slopes in a multilevel model and (2) using these estimates as predictors in a regular regression model. Alternatively, multilevel structural equation modeling (MSEM) can be used to test the hypothesis of interest in a one-step procedure. While the implementation of the MSEM approach is more challenging as compared to the two-step approach, prior work has shown that for the case of linear contingency effects, the MSEM approach is advantageous. In this presentation, I will extend these findings to the case of nonlinear effects of contingencies. Based on the results of a simulation study comparing the two approaches, I will phrase the recommendation to prefer the MSEM approach for testing both linear and nonlinear effects of contingencies. I will provide practical guidance for implementing this recommendation.

IS-4 Patterns and sources of links between stability and change in personality and epigenetic aging

Jana Instinske, University of Bremen, Germany
Alicia M. Schowe, Max Planck Institute of Psychiatry Munich, Germany
Elisabeth B. Binder, Max Planck Institute of Psychiatry Munich, Germany



Darina Czamara, Max Planck Institute of Psychiatry Munich, Germany
Dmitry V. Kuznetsov, Bielefeld University, Germany
Bastian Moenkediek, Bielefeld University, Germany
Christian Kandler, University of Bremen, Germany

Personality stability and change are associated with health-related experiences and outcomes, such as the subjective health status. Likewise, differences in health-related variables have been linked to differences in aging-related epigenetic regulation (i.e., molecular DNA modification resulting in changes in gene expressions not due to the underlying DNA sequence itself). Hence, there might be associations between personality-related characteristics and epigenetic aging. In this study, we used salivary DNA and questionnaire data from 1,116 twins ($M_{age} \approx 15.5$ years) across two measurement occasions with a two-year interval from the TwinLife Epigenetic Change Satellite (TECS) project. We examined stability and change in epigenetic aging, Big Five traits, and life satisfaction during the pandemic years, considering genetic and environmental sources. All variables showed significant variance in initial levels and intraindividual change over time. (Biometric) latent change analyses revealed significant acceleration of epigenetic aging and average decreases in most personality-related characteristics, both primarily attributable to individual-specific environmental experiences. Consistent links (i.e., after controlling for confounders, such as smoking or celltype composition) were found for change in epigenetic aging with initial conscientiousness ($r = .14, p = .006$) and agreeableness ($r = .19, p < .001$), primarily genetically driven, and with change in conscientiousness ($r = -.17, p = .007$), rather environmentally driven. Initial epigenetic aging was also linked to initial conscientiousness ($r = -.12, p = .019$). Inconsistent associations emerged for initial epigenetic aging with initial neuroticism and openness change, whereas no associations were found regarding extraversion and life satisfaction. Results are discussed in terms of the mediating/moderating roles epigenetic and personality differences and change play for each other.

PA-8 Towards an index of adaptive personality regulation

Paul Irwing, University of Manchester, UK
Clare Cook, Northumbria University, UK
David J. Hughes, University of Manchester, UK

The idea that matching personality expression with situational demands is adaptive is common to many accounts of personality. Numerous constructs and measures have been posited to address this or similar phenomena. Few have proven adequate. In response, we proposed and tested a novel measurement approach (the APR index) assessing real-time behavior in order to rate participants' success in matching personality expression with situational demands, which we denote adaptive personality regulation. An experimental study ($N=88$) and an observational study of comedians ($N=203$) provided tests of whether the APR index constituted a useful metric of adaptive personality regulation. In both studies, the APR index showed robust psychometric properties, was statistically unique from mean-level personality, self-monitoring, and the general factor of personality expression, and provided incremental concurrent prediction of task/job performance. This suggests that the APR index provides a useful metric for studying the phenomenon of successfully matching personality expression to situational demands.

PA-7 "The more I learn, the more I know nothing": A longitudinal registered report of learning-related uncertainty in doctoral students

Hayley Kristina Jach, The University of Tübingen, Germany
Rodica Damian, University of Houston, USA
Kou Murayama, The University of Tübingen, Germany

In the early years of schooling, learning tends to resolve information gaps and decrease ambiguity, and within this structure, high performing students learn to thrive and maximise performance. Things change irrevocably in doctoral education. The prototypical doctoral student is striving to understand a research gap in the literature for which there is currently no answer in the entire body of literature, requiring a leap into the unknown with no guarantee of understanding. Prior learning expertise cannot



necessarily be trusted, and this vastly heightened uncertainty may impact doctoral student confidence, study interest, plans for a research-focused career, and doctoral completion intentions. To date, however, no prior study has investigated how perceptions of uncertainty in learning may relate to these factors, nor how individual differences such as one's openness to experience or curiosity might provide a buffer for any negative effects. We present the plans and progress of a Stage 1 registered report where, in a 10-month assessment of 400 doctoral students, the longitudinal relations between uncertainty in learning and key student outcomes (researcher self-efficacy, success in research, and drop-out intentions) and the moderating effect of personality traits will be investigated with dynamic structural equation models.

SY-2 The Big Five during adolescence in nonWEIRD countries: Socioemotional functioning in students and teachers in Brazil

Conveners: Oliver John, USA; Gisele Alves-Mizuta, Brazil

Symposium abstract:

Using large samples of public-school students in nonWEIRD countries, especially Brazil, we examine socio-emotional functioning during adolescence with the Big Five domains (O-C-E-A-N) and their facets. The first talk unravels the aptitude-achievement paradox in the PISA assessment (OECD) of 15-year old students. When acquiescence bias is corrected, Persistence (a facet of C) is no longer correlated negatively with school achievement across countries. The second talk studies age differences in early adolescence ($N=12,000$, ages 10-15) in Northeastern Brazil, testing whether the maturity principle (C, A, and low N) is reversed during early adolescence and comparing results to an earlier large online US sample. The third talk tests earlier Western findings that C and O are important for school achievement. Using 52,000 students in grades 5, 9, and 12 from Sao Paulo, we test whether these effects hold for younger kids, objective performance tests as criteria, differences among facets, and even when learning strategies are controlled. The fourth talk addresses how socio-emotional characteristics organized by the Big Five are related to individual differences in interests (RIASEC) and how they change from early to late adolescence. The final talk broadens the socio-emotional agenda in schools and includes teachers--the adults responsible for students' learning in school. We present a taxonomy of 18 specific teacher characteristics and test how this taxonomy relates to the BFI-2 in a large sample of Brazilian teachers ($N = 43,000$). Discussion focuses on limitations of our current knowledge and future directions in research on socio-emotional functioning in youth and adults.

SY-2 Big Five age differences from 10 to 15: Testing the reversal of the maturity principle in a poor city in Northeastern Brazil

Oliver P. John, University of California Berkeley, USA
Ana C. Crispim, Edulab21, Instituto Ayrton Senna, Brazil
Ricardo Primi, Universidade São Francisco, Brazil
Filip De Fruyt, University of Ghent, Belgium

A few influential Western studies suggest that the maturity principle is reversed during early adolescence, with greater maturity (e.g., Roberts & Helson, DeYoung) defined as being more responsible (facets of C), more generative than self-centered (facets of A), and more confident than angst-ridden (facets of N). This paper examined age differences from age 10 to 15 in an in-school assessment of the entire school district of Sobral, Brazil ($N = 12,000$; participation > 90%). This cross-sectional and highly controlled design (all data were collected in the entire district in one month) guards both against the confounding of age differences with societal changes (e.g., the pandemic) and against the usual concerns about sampling biases in less controlled cross-sectional designs (e.g., self-selection). Even though collected a decade later, in a poor city in Northeastern Brazil and in a more interdependent culture, the pattern of age differences closely mirrored the large-sample web-based findings of Soto et al. (2011): both girls and boys dropped in facets related to C and A from 10 to 13, reaching asymptote by age 15. In contrast, only girls increased in facets related to N. Discussion focuses on factors in the environment (separation from parents, peer influence) and biology (puberty) that may underlie this temporary reversal of development towards greater socio-emotional maturity.



PO-31 Not “Me-too”! It is not men, it is their personality: Gender, personality, and social sexual behavior in the workplace

Petri J. Kajonius, University West, Trollhattan, Sweden
Marcus Johansson, University West, Trollhattan, Sweden
Sophia Strobel Schmidt, University West, Trollhattan, Sweden

Social sexual behavior (i.e., flirting and joking) between co-workers is a recurrent phenomenon at workplaces. Despite negative connotations following the “Me too”-movement, exposing men’s sexual tendencies at work, research has reported a range of reactions on sexual attention, from enjoyment to disliking. The present study ($N = 300$) examined who tends to 1) enjoy, 2) passively engages, or 3) actively engages in social sexual behavior (SSB) in the workplace. We found that men enjoyed and engaged more actively in social sexual behavior than women, and that sexual behavior overall was mainly predicted by low scores in personality trait Honesty-Humility ($r = -.39$). Similarly, higher scores in openness and extraversion, and lower scores in conscientiousness, were associated with enjoyment and engagement in social sexual behavior at work. In addition, regression analysis showed that gender (being male) turned insignificant in the presence of personality traits, suggesting that social sexual behavior may be explained mostly by personality. The conclusion is that most people tend to perceive flirting and joking at the workplace negatively, while it is people with certain personality traits who enjoy and engage in such behaviors. Implications and criticisms are further discussed.

PA-19 Personality traits and the psychedelic experience: “One of the 5 most meaningful experiences in life”?

Petri J. Kajonius, Lund university, Sweden
David Sjöström, Lund university, Sweden

In the midst of burgeoning research and societal debate regarding the impact of psychedelics (i.e., psilocybin, LSD, or DMT) on well-being, one key statistic stands out: Most users rate the psychedelic experience as one of the most meaningful in life. The present study aimed to investigate this phenomenon, and its relationship to personality traits. The results showed that 58% of the users regarded the psychedelic experience as one of the top 5 and 85% regarded it as one of the top 10 most meaningful events in life. 94% ascribed improvement in life due to the psychedelic experience. Users’ experiences were described as challenging but positive and 4.5% also reported negative effects after the psychedelic experience. Personality traits such as higher openness, lower neuroticism, and personal growth motive correlated with a more positive experience. In conclusion, we discuss the potential for studying psychedelics and personality traits together.

PA-13 Leadership personality at work: The big five linking work engagement and performance

Petri J. Kajonius, Lund university, Sweden
Anders Sjöberg, Stockholm university, Sweden

The purpose of the present study was to investigate whether the relationship between work engagement and job performance is explained by individual differences in personality. We tested this in a novel sample of leaders and managers at various workplaces ($N = 344$). Partial correlational analyses showed that controlling for Big Five-personality traits lowered the explained variance on average by 50%. We argue that individual differences drive correlations between work-related variables in work psychology, that this is often overlooked in research and practice, and we recommend that this should be considered in intervention studies attempting to increase work engagement and performance.



IS-4 Drivers of personality development: The role of intentional change, life events, and epigenetic change

Conveners: Christian Kandler, Germany; Karla Fliedner, Germany; Jenny Wagner, Germany; Jana Instinske, Germany

Symposium abstract:

Past research has shown that personality can change over the life course. Although genetic differences represent the primary source of stability and environmental factors constitute the primary drivers of change, both intrinsic and extrinsic influences are responsible for personality stability and change. However, person and environmental characteristics are complexly interwoven and their relevance in terms of net effects on personality development tend to change over the life course. This complex interplay and the underlying mechanisms and processes of the shifts in the relevance of specific drivers of personality development have yet to be investigated. For example, it is still not well understood how initial individual differences come into play and how individuals drive their own development into persons' desired directions. Also, evidence for effects of specific life experiences is still tenuous and turned out to be less robust across studies. Moreover, how deep environmental factors go under the skin driving epigenetic change and in turn personality change is still a sealed book. This symposium addresses open research questions regarding the processes driving intentional personality change, life-event driven changeability, and the links between epigenetic change and personality change by using quasi-experimental, longitudinal, multi-rater, and (epi)genetically informative designs.

IS-4 Do traits and motives differ in their changeability and susceptibility to life events?

Christian Kandler, University of Bremen, Germany
Annika T. Overlander, University of Bremen, Germany
Wiebke Bleidorn, University of Zurich, Switzerland

Personality characteristics change across the lifespan, primarily driven by environmental sources. However, environmental effects, such as those related to life events, on personality changes have been unsystematic, tenuous, and difficult to replicate. One explanation for the mixed body of evidence may be that some personality characteristics are more prone to environmental changes than others. The aim of the present study was to compare the changeability of motives and traits across the lifespan and in response to life events. We analyzed personality self- and informant reports across three assessment waves in a sample of 3,150 individuals (14 to 91 years, 62% female) to compare the stability and changeability of motive and trait measures using latent variable and growth curve modeling. We then compared traits versus motives in their susceptibility to life events using latent change modeling. We found no differences in the rank-order stabilities and individual-level change between latent traits and motives. Selection effects were significantly larger for motives than for traits, while there were no consistent differences between motives and traits in socialization effects following life events. The current study found no supporting evidence for the hypothesis that motives are more changeable and environmentally malleable than traits. In contrast, our results indicate that motives might be stronger predictors of life events than personality traits.

IS-3 Trait dictionaries and population-specific personality lexicons

Johannes Karl, Dublin City University, Ireland
Joanne Sneddon, University of Western Australia
Ronald Fischer, Instituto D'Or de Pesquisa e Ensino, Brazil

Personality assessment is a consistently evolving process. Crucially with the rise of large data beyond self-reports available to researchers interested in personality this raises the question about best possible approaches in extracting this information. Using data from 346 undergraduate students at a large Australian University we examined the relative efficacy of different approaches, large-language models and dictionaries, to retrieve personality relevant information. We highlight open questions and



new potential approaches to extract implicit personality information. In our second study, we employ a novel bottom-up methodology to construct a population-specific lexicon of personality terms. We then compared this lexicon to a well-established trait dictionary in the same language, revealing intriguing disparities and overlaps. Our findings highlight substantial differences between the two dictionaries, particularly in emotional (Neuroticism) and social (Agreeableness) dimensions. Furthermore, while the established dictionary aligned moderately with self-rated personality traits like Extraversion, Agreeableness, and Neuroticism, the population-specific lexicon demonstrated significantly stronger alignment. Overall, our studies show the potential of implicit personality assessment, but also show the necessity for researchers to develop an ongoing process that supports assessment which stays up to date with cultural developments of personality expression.

SY-4 Network approaches for studying complex individual difference concepts – case studies in values, mindfulness and wellbeing

Conveners: Johannes A. Karl, Ireland; Larissa Hartle, Brazil; Tiago Bortolini, Brazil; Boris Sokolov, Russia

Symposium abstract:

Factor analytical frameworks have dominated the exploration of personality structure. These approaches come with ontological and methodological implications. Among others, it assumes that there are latent underlying variables that may uniquely influence a small set of variables. Yet, many concepts such as values or mindfulness may show different underlying data generation mechanisms that may not be compatible with a latent variable model. In addition to providing novel insights into the structure of individual difference constructs, network models may also offer unique opportunities for a more dynamic exploration of individual differences across time and situations. In this symposium we focus on values as one core individual difference variable which may not neatly follow a latent variable approach and present case studies how a network approach can provide new insights into both the structure and dynamics of values. In a first presentation, Karl demonstrates that network models offer new insights into the structure of values and mindfulness and the mutual relationships between these two concepts. Examining dynamic relationships, Hartle presents large datasets from five nations over an 18 month period during the pandemic and explores via a longitudinal network analysis how values and wellbeing variables correlate at within-person and between-person levels. Finally, Fischer presents data on value states and wellbeing over a weeklong period that demonstrates that values and wellbeing are differentially related at within and between-person levels. This symposium demonstrates the utility of network approaches for studying personality dynamics, using values, mindfulness and wellbeing as case studies.

SY-4 Mindfulness and values: Unravelling the nexus through the Schwartz framework

Johannes A. Karl, Dublin City University, Ireland

Mindfulness as an individual difference has received substantial attention over the last decade, with recent research highlighting the interconnection between mindfulness and personality. In contrast, comparably less research has touched on the relationship between mindfulness and values. Given the established relationship between personality and values this raises the question how values and mindfulness intersect. This is especially important as researchers have recently raised concerns about the lack of embedding of mindfulness in the West in value frameworks. In our study we present a network investigation into the relationship between mindfulness and Schwartz value framework. Using recently developed network clustering approaches we investigate how mindfulness and the ten lower order values are empirically related. We highlight potential avenues for the extension of this work to gain a deeper understanding of mindfulness as value carrying construct.

SY-12 Unveiling the spectrum of non-ordinary experiences: Frequency, clustering, mechanisms, and well-being implications in a New Zealand sample

Johannes A. Karl, Dublin City University



Ronald Fischer, Institute D'Or for Research and Education, Rio de Janeiro, Brazil
Andre Braule Pinto
Tiago Bortolini

Non-ordinary experiences, although assumed to be infrequent within individual lives, manifest as surprisingly prevalent within broader populations. This study delves into a focused examination within a New Zealand cohort of young adults, unraveling the relative prevalence of an assorted spectrum of non-ordinary experiences. These experiences span the range from extraordinary instances of awe and Déjà Vu to past-life encounters. Using recently developed network approaches, our investigation aims to elucidate potential clusters among these non-ordinary experiences. By exploring patterns of co-occurrence, we endeavor to uncover the latent mechanisms underlying the clustering of these phenomena. Furthermore, this study probes the intricate relationship between non-ordinary experiences, well-being and personality correlates. Additionally, we extend existing research by examining how the top-down evaluation and interpretation of these occurrences can substantially impact their association with an individual's well-being. By shedding light on the prevalence, clustering, and nuanced patterning of non-ordinary experiences, this research contributes to the evolving discourse within psychology. Moreover, our findings hold the potential to inform therapeutic interventions and frameworks aimed at understanding and harnessing the potential benefits of these experiences for individual well-being.

PA-14 Large language models are good judges of personality

Michal Kosinski, Stanford University, USA

The advent of Large Language Models (LLMs) LLMs has ushered in a new era, enabling the prediction of personality traits from subtle cues and thin slices of behavior, such as written text and online interactions. This article explores the implications of LLMs' capacity to judge personality, examining the benefits, challenges, and ethical considerations that arise in this evolving landscape of personality assessment. We discuss the potential for LLMs to provide insights into individual differences, enhance decision-making processes, and advance fields such as psychology, marketing, and human-computer interaction. Moreover, we delve into the ethical concerns surrounding privacy, bias, and the responsible use of LLMs in shaping our understanding of personality. As LLMs continue to play a pivotal role in the study of personality, it is imperative to recognize their potential and address the issues they raise to harness their benefits for the betterment of society.

PA-3 School performance in primary school children: executive functioning, and self-perception in mutual relation

Iveta Kovalcikova, University of Presov in Presov, Slovak Republic
Alena Pridavkova, University of Presov in Presov, Slovak Republic
Gabriela Mikulaskova, University of Presov in Presov, Slovak Republic
Monika Kacmarova, University of Presov in Presov, Slovak Republic
Jana Lukacova, University of Presov in Presov, Slovak Republic

This research represents an approach to understanding the cognition manifesting in school performance in connection with the student's self-perception. The study examines the links between self-perception, executive functioning, and school performance. The model examined assumes the following relations: school performance is a variable that is multicausally influenced by the quality of processing speed, cognitive flexibility, and working memory (as processes of executive functioning) and the quality of self-perception. The research sample consisted of 100 pupils aged 9-10 years, based on stratified random sampling ($N=100$). Delis-Kaplan Executive Function System - subtests D-KEFS Trail-Making, D-KEFS Verbal fluency, D-KEFS Design Fluency is used for assessment of child's executive functioning. Self-Perception Profile for Children (Harter, 1985) assesses School competence; Social Acceptance; Sports competence; Physical Appearance; Behavioral Manifestations; Global Self-Assessment. Data analysis are performed through multivariate statistical models and the method of structural equation modeling to explain the variability of the share of studied latent variables on school performance.

The analysis was carried out as part of the research project VEGA 1/0699/23.

**IS-2 The predictive value of caregiver-child interactions on developmental personality pathology**

Lina Krakau, University Medical Center Mainz, Germany
Aleksandra Kaurin, University of Wuppertal, Germany

Adolescent maladaptive traits have previously been linked to the development of persistent personality pathology. The caregiver-child relationship is a proximal risk factor in the transactional development of personality pathology. The present study examines the impact of relationship quality between adolescent girls and their caregivers on maladaptive trait development. The GIRLS Brain Study involved 129 girls (aged 11-13) and a caregiver, undergoing three annual assessments. Dyadic discussions were observed and rated using the Interactional Dimensions Coding System Revised (IDCS-R) at baseline and after one year. Adolescent maladaptive personality traits were assessed annually using the Personality Inventory for DSM-5 (PID-5) from both adolescent and parent perspectives. Developmental trajectories of PID-5 traits were modeled using hierarchical linear models, exploring predictor and moderator effects of dyadic interaction patterns. Preliminary results indicate that, from the perspective of adolescents, increases in negative affectivity, disinhibition, and detachment were predicted by different dyadic interaction patterns (e.g., lower satisfaction or reciprocity). From the perspective of the parents, an increase in disinhibition was predicted by lower satisfaction. In addition, we found main effects of lower relationship quality and reciprocity on heightened parent-rated detachment and antagonism. The study suggests that less positive caregiver-child interactions contribute to less favorable developmental trajectories. Ongoing analyses focus on systematizing the IDCS-R codes along the poles of interactional warmth and coldness to predict the development of trait domains. The results will be discussed regarding their contribution to the validation of clinical models of developmental personality pathology and developmentally sensitive periods of intervention.

SY-15 Is It better to be extraverted or flextraverted? A registered report on the adaptation to situation-specific extraversion optimality

Kai Krautter, Harvard Business School, USA
Jessie Sun, Washington University in St. Louis, USA
Cora Baron, University of California, USA

People tend to feel happier when they act more extraverted, but is extraverted behavior always beneficial for higher well-being? Surely, there are situations in which introverted behaviors are more optimal. In the current research, we draw from recent research on adaptive personality regulation and situation-specific optimality to introduce "flextraversion" — the ability to adapt one's levels of extraversion to what is optimal in a given situation. By employing a multi-method approach, we will test several variants of the general proposition that flextraversion is related to higher well-being and more positive interpersonal outcomes. We will first conduct two studies to crowdsource (Study 1a) and norm (Study 1b) optimal levels of extraversion for different situations. In a five-day Day Reconstruction Method study (Study 2), we will then examine the relationship between flextraversion and well-being in the context of people's everyday lives. In a final group-task lab experiment (Study 3), we will test whether participants who adapt their behavior to the task-specific optimal level of extraversion are perceived more positively by others, compared to participants who consistently behave extraverted. Taken together, this project will clarify whether it is always better to act more extraverted and resolve debates about whether variability or consistency in personality states is adaptive for higher well-being in daily life.

SY-15 Social Interactions and momentary well-being in daily life

Lara Kroencke, University of Münster, Germany

Social interactions are often emphasized as an important predictor of well-being. However, little is known about the extent to which well-being benefits from social interactions differ between individuals and how these differences are related to interpersonal traits (e.g., extraversion, agreeableness, neuroticism). A better understanding of these individual differences would not only contribute to theories about the nature of interpersonal traits, but also help to derive personalized



recommendations for individuals who want to improve their well-being. To close these presentations, this presentation will give an overview of empirical findings on individual differences in well-being from social interactions. Results from five large experience sampling studies (total number of participants = 4,748) collected on the momentary within-person level (total number of observations = 229,700) will be presented. First, extending previous research on the importance of social relationships for general well-being tendencies, social interactions were a robust predictor of within-person fluctuations in well-being states in everyday life. Second, well-being benefits from social interactions differed substantially between individuals, highlighting the need to consider individual differences when studying well-being dynamics. Third, individual differences in well-being benefits from social interactions showed some associations with interpersonal traits (e.g., neuroticism), but these associations tended to be very small and difficult to replicate. The discussion of these findings will focus on practical implications, in particular the use of individual differences in well-being dynamics in the context of personalized well-being interventions.

SY-14 Individual differences in situational contingencies: An introduction and overview

Niclas Kuper, University of Münster, Germany

Various theoretical approaches to personality have highlighted the importance of individual differences in the reaction to situations. In this talk, the concept of situational contingencies and potential personality variables will be introduced. Specifically, the focus will be on individual differences in within-person associations between repeatedly measured situation characteristics (i.e., psychologically meaningful dimensions of situation perception) and psychological states (i.e., behavior, cognition, motivation). First, a conceptual overview of the role of contingencies in personality is given. Second, different methodologies for the assessment of contingencies will be presented. The emphasis will be on experience sampling designs in which participants repeatedly report on their momentary situations and psychological states. In addition, alternative methods for data collection will be discussed briefly. Finally, an overview of empirical findings on situational contingencies is given, concerning the magnitude of individual differences, their psychometric properties (e.g., reliability and stability), associations among different contingencies, and associations between contingencies and more classical personality trait measures.

PA-19 Effect of a personality-informed intervention on quality of life in pulmonary rehabilitation

Sébastien Kuss, University of Lyon 1, France

Nelly Héraud, Health Research and Innovation Department, Clariane, France

Espérance Moine, Health Research and Innovation Department, Clariane, France

Virginie Molinier, Health Research and Innovation Department, Clariane, France

François Alexandre, Health Research and Innovation Department, Clariane, France

Benjamin Eichenauer, Clinique du Souffle le Pontet, Inicea, France

Lorie Thomas, Clinique du Souffle le Pontet, Inicea, France

Laura Brandon, Clinique du Souffle les Clarines, Inicea, France

Perrine Sanchez, Clinique du Souffle les Clarines, Inicea, France

Brice Canada, University of Lyon 1, France

During pulmonary rehabilitation (PR), patients with chronic respiratory diseases (CRD) who have a higher score of openness to experience are more at risk to not improve their quality of life compared to other people. Therefore, the aim of this study was to investigate the effect of a personality-informed intervention based on openness to experience's characteristics on quality of life in PR. A randomized controlled trial was conducted in context of inpatient PR. One hundred and thirty-six CRD patients were randomly assigned to two conditions: an experimental group including patients who received tailored information adjusted to high level of openness to experience; and a control group including patients who received neutral information. Sociodemographic and clinical variables, personality traits, and quality of life were assessed at PR admission. Quality of life, including a global score and its sub-dimensions, was also measured at the end of PR. Both groups showed no significant differences at baseline in sociodemographic and clinical variables, personality traits, and quality of life. A mixed ANOVA revealed an improvement of global quality of life according to PR ($F = 27.99$, $p < .001$), but there was no significant difference between experimental and control groups ($F = 1.06$, $p = .31$).



However, it should be noted that experimental group showed a greater improvement in the sub-dimension "activities" of quality of life compared to control group ($F = 4.33, p < .05$). These findings show that personality-informed intervention may be more efficient to the improvement of sub-dimension of quality of life in PR.

PA-8 Linking historical rice farming to aversive personality within and across countries

Lau Lilleholt, University of Copenhagen, Denmark
Morten Moshagen, University of Ulm, Germany
Benjamin Hilbig, University of Koblenz-Landau, Germany
Ingo Zettler, University of Copenhagen, Denmark

For thousands of years, rice farming has been among the most important food sources for humans. Beyond rice providing food, the Rice Theory of Culture (RTC) suggests that historical rice farming has had a long-lasting cultural and psychological impact. In particular, RTC suggests that the extreme labor demand of premodern rice farming has led individuals living in historical rice farming societies to become particularly interdependent (vs. independent), tight (vs. loose), collectivistic (vs. individualistic), and cooperative. One way to summarize individuals' behavioral tendencies across situations and over a longer period of time are personality dimensions. Following the basic tenet of RTC, one would thus assume that individuals living in historical rice farming societies should differ in personality dimensions reflecting cooperative vs. selfish tendencies from individuals not living in historical farming societies. We critically test this idea by exploring the link between historical rice farming and people's level of D--the general tendency to maximize one's individual utility, disregarding, accepting, or malevolently provoking disutility for others, accompanied by beliefs that serve as justifications--both on a global level including 129 countries ($n = 1,426,477$) as well as within seven historical rice farming countries (namely, China, Indonesia, India, Japan, Malaysia, the Philippines, and Thailand). Using a combination of ordinary least square, two-stage least square, and multilevel regression analyses, our findings provide mixed evidence for the idea that historical rice farming is linked to D, and effectively put into question the overall generalizability of RTC.

PA-15 A Cross-section study on the Dark Triad levels across the lifespan

Ariela Lima-Costa, São Francisco University, Brazil
Bruno Bonfá-Araujo, The University of Western Ontario, Canada
Gisele Machado, São Francisco University, Brazil
Nathália Bonugli Caurin, São Francisco University, Brazil

In our research, we delve into the trajectory of the Dark Triad traits and their relationship with the aging process. Previous studies have expanded the examination of these darker personality traits across different life stages. We conducted a cross-sectional survey involving 1,079 Brazilian participants ranging in age from 18 to 81 years (with a mean age of 33.56 and a standard deviation of 13.91). We created five groups, each one containing the following age ranges: from 18 to 25 years ($N = 384$), from 26 to 35 years ($N = 330$), from 36 to 40 years ($N = 118$), from 41 to 59 ($N = 124$), and with 60 or more years old ($N = 123$). We used the Short Dark Triad (i.e., Machiavellianism, narcissism, and psychopathy). Our findings reveal intriguing age-related variations in Machiavellianism and psychopathy. Specifically, Machiavellianism peaks in youth and subsequently experiences a noticeable decline, characterized by a substantial effect size. Similarly, psychopathy demonstrates a comparable pattern, with a medium effect size. In contrast, narcissism remains relatively stable across age groups. These results significantly contribute to our understanding of the complex interplay between the Dark Triad traits and the aging process, shedding light on their associations and developmental patterns.

**IS-2 The European multi-lab life story study: Examining personality (dys)functioning from rich life story material in personality disorder compared to other mental illnesses and non-clinical controls**

Majse Lind, Aalborg University, Denmark
Lennart Kiel, Aarhus University, Denmark
Christopher Ebbrecht, Aarhus University, Denmark
Melissa C Allé, Université de Lille, France
Fabrice Berna, Hôpitaux Universitaires de Strasbourg
Rikke Amalie Agergaard Jensen, University of Southern Denmark, Denmark
Anne Mai Pedersen, Aarhus University, Denmark
Dorthe Thomsen, Aarhus University, Denmark
Tine Holm, Aarhus University, Denmark
Xavier Saloppé, Université de Lille, France
Thierry Pham, Université de Mons, Belgium
Jean-Louis Nandrino, Université de Lille, France
Marie-Charlotte Gandolphe, Université de Lille, France

The field of personality disorder (PD) is moving towards a dimensional approach, and impaired personality functioning constitutes the core of the disorder, with assessment developing and improving rapidly. Researchers have emphasized the benefits of using non-diagnostic material to assess personality (dys)functioning. While personality dysfunctioning is a key ingredient of PD, other mental illnesses may also show diminished personality functioning. In this study, we examined whether personality functioning can be: 1) successfully derived from non-clinical, rich life story material and 2) is lower in patients with mental illness compared to non-clinical control participants. In this European multi-lab study, a total of 190 ICD-10 diagnosed patients and 190 non-clinical participants were recruited. Participants engaged in extensive semi-structured life story interviews. All interviews were recorded, transcribed and rated on personality functioning using a newly developed rating scale. Acceptable IR was reached (ICC between .70 - .89 among 4 independent coders) supporting the reliability of life stories. Preliminary results show that individuals with mental illness score significantly higher on personality dysfunction ($p < .001$) compared to control participants. In particular, individuals with PD scored showed significantly more personality dysfunctioning with regard to Identity ($p < .05$) and Intimacy ($p < .05$), $F(2,55) = 60.55$, $p < .05$, compared to individuals with other mental illnesses. The value of ecological assessment will be discussed as well as the uniqueness of personality functioning in PD compared to other mental illnesses.

PA-17 Behavioral individuality in visual behavior of *Drosophila melanogaster*

Gerit Arne Linneweber, FU Berlin, Germany
Thomas Mathejczyk, FU Berlin, Germany
Muhammad Ali Haidar, FU Berlin, Germany
Mohammed Reslan, FU Berlin, Germany
Ayse Kahraman, FU Berlin, Germany

Idiosyncratic animal behaviors that remain stable over long time periods are often termed an animal's individuality or personality. The primary sources of behavioral individuality revolve around the genes versus environment dichotomy. The role of nonheritable noise remains less understood. Using the vinegar fly, *Drosophila melanogaster*, as a model, we have established a connection between stochastic variation in brain wiring and behavioral individuality. A specific fly visual system circuit exhibits nonheritable, interindividual variation in right/left wiring asymmetry. Our findings reveal that the wiring asymmetry plays a crucial role in instructing individual object responses; the greater the asymmetry, the better the individual fly orients toward a visual object. Silencing this circuit eliminates



correlations between anatomy and behavior while inducing asymmetry is sufficient to enhance object responses. Our work, therefore, demonstrates a link between individual brain wiring and behavioral individuality. Furthermore, using the same fly model, we demonstrate that fly individuality is not only stable over time but also across diverse environmental situations. Employing a combination of well-established and novel behavioral assays, we show the relationship between individual behavior and variable environmental contexts under controlled laboratory conditions. We investigated the stability of three behavioral traits (fly exploration, attention, and anxiety) under changing environmental conditions (temperature, visual cues, arena shape) for both walking and flying flies. Our findings indicate that individuality is highly context-dependent, yet even under extreme environmental alterations, stability of behavior persists in at least one of the traits. Yet, our quantification reveals a hierarchical order of environmental features influencing animal individuality.

SY-6 Tracing the evolution of personality cognition in early human civilisations: A computational analysis of the Gilgamesh epic

Markus Luczak-Roesch, Victoria University of Wellington, New Zealand

Johannes A. Karl, Dublin City University, Ireland

Amy He Du

Velichko Fetvadjev, University of Amsterdam, The Netherlands

Reinhard Pirngruber

Ronald Fischer, Institute D'Or for Research and Education, Rio de Janeiro, Brazil

Assessing evolution of cognitive structures across historical periods has remained challenging in the absence of direct access to humans from the past. Overcoming some of these challenges, we examined shifts in the implicit cognitive structures in the Epic of Gilgamesh, which is one of the earliest surviving pieces of literature, circulating in various versions over a period of approx. 2,000 years in ancient Mesopotamia. Using a canonical English translation, we applied Natural Language Processing (NLP) and human coding to extract low-dimensional representations of the implicit personality structure based on adjective and verb usage in three different historical epochs. We found systematic shifts over time with increasing complexity and increasing resemblance of contemporary personality models in later periods, most notably in the increasing representation of adjectives associated with contemporary personality taxonomies. We also identified temporal effects in the term frequency and implicit personality structure stability, with systematic shifts over time. The implicit personality structure did not conform to contemporary models of personality, but were aligned with historical descriptions of salient concerns in each epoch. We discuss how lexical analyses of ancient texts using trait cooccurrence analyses can provide novel insights on the evolution of human behaviour of relevance for contemporary social and behavioural science and the study of ancient societies.

PA-12 Does how you feel depend on who you are? The moderating role of personality on emotional context effects

Ryan Lundell-Creagh, Harvard University, USA

This study aimed to clarify the relationship between personality and emotion with regards to a) whether it generalizes to naturalistic manipulations, and b) additional insights from facet level analyses. In Study 1 ($N = 279$), we tested a naturalistic manipulation by capitalizing on the lockdown that occurred as a result of the COVID-19 pandemic, asking how general emotion experience (assessed using ratings of discrete emotions) changed and whether these changes were moderated by Extraversion and Neuroticism, as measured by the BFI-2. Facet level investigations (also using the BFI-2) allowed for clarification of important hypotheses about the relationships between personality and emotion to be tested, such as whether the associations between Extraversion and positive emotions are due more to social contact or behavioral activation. We showed that individuals did respond differently to the lockdown based on their underlying Extraversion and Neuroticism. Further, when predicting positive emotion experience using the facets of Extraversion, we showed that the facet of Energy Level (a marker of behavioral activation) was a much stronger predictor than the facet of Sociability. In Study 2a ($N = 407$) and 2b ($N = 224$), we asked whether these results generalized to a more traditional in lab emotional situation manipulation, using a sad film clip. We capitalized on



modern statistical techniques, namely multilevel modeling, to advance the existing work in this area and showed that both our results from Study 1, as well as the findings from previous work, which made use of difference scores as dependent variables instead of multilevel models, both generalized well. We discuss the implications of these findings for personality theory, emotion theory, and person by situation interactions

PO-08 Personality, physical health, and well-being in breast cancer survivors and healthy age-matched controls

Takudzwa Arthur Madzima, Elon University, USA
Katrina Pelagia Jongman-Sereno, Elon University, USA
Caroline Dee Deaterly, University of Florida, USA

Despite improved five-year survival rates, breast cancer survivors (BCS) encounter physical and psychosocial side effects from cancer treatments. There is a paucity of data examining relationships between personality, physical function, and well-being in BCS. This study examines these relationships in 17 BCS (stages 0-III; $M_{age} = 59$ years) and 18 ($M_{age} = 59$ years) healthy age-matched counterparts (HC). Personality and well-being were measured via the Big Five Inventory and Fact-B, respectively. Measures of physical function included upper (UBS), lower (LBS) body and handgrip (HG) strength as well as the appendicular skeletal muscle index (ASMI), body mass index (BMI), and percentage body fat (BF). BCS ($M = 4.23$) were more extraverted than HC ($M = 3.12$), $t(30) = 4.10$, $p < .001$. No other personality differences were found. Across both BCS and HC, extraversion was negatively correlated with UBS ($r = .38$, $p < .032$), neuroticism was positively related to LBS ($r = .38$, $p = .032$), and ASMI ($r = .45$, $p = .008$), and openness was negatively correlated with HG ($r = -.41$, $p = .019$). In BCS, neuroticism was positively correlated with ASMI ($r = .71$, $p = .002$) only. In HC only, extraversion was negatively correlated with LBS ($r = -.56$, $p = .023$), BMI ($r = -.69$, $p = .003$), and BF ($r = -.67$, $p = .005$) and openness was negatively correlated with HG ($r = -.59$, $p = .017$). In BCS, neuroticism predicted experiencing additional physical and psychological concerns: feeling sexually unattractive ($r = -.64$, $p = .013$) and having certain body parts in significant pain ($r = -.58$, $p = .037$). Implications and future directions are discussed.

KN Understanding relationships between personality and political preferences: The central role of identity processes operating in political information environments

Ariel Malka, Yeshiva University, USA

Decades of research have attempted to document and explain relationships between personality attributes and political preferences. These relationships are generally assumed to be organic and instrumental, in that a particular way of experiencing and reacting to the world directly leads one to favor certain political outcomes. In this talk I present evidence that some personality-political preference relationships are indirect and expressive, in that a personality attribute comes to be linked with a political preference because of the psychological or social rewards of expressing a political identity in ways that are defined by one's political information environment. I show how attention to this distinction between organic-instrumental and identity-expressive relationships clarifies numerous findings from the personality-politics literature. I also discuss the normative implications of these findings for political polarization and democratic stability."

PA-22 Common personality features of patients with dissociative amnesia

Hans Joachim Markowitsch, University of Bielefeld, Germany
Angelica Staniloiu, University of Bielefeld, Germany



Dissociative amnesia is a psychiatric disease condition, usually characterized by severe retrograde amnesia in the personal domain ("episodic-autobiographical memory"), frequently covering the whole past personal life. The patients otherwise are of unimpaired intelligence and have normal semantic memory, that means their school knowledge is retrievable and they know general facts about the world and about prominent people. However, they may show impairments in attention and concentration abilities. Furthermore, they seem to be deviant from normal individuals based on several personality traits. We re-analyzed our data from nearly 100 patients with the diagnosis of dissociative amnesia (including patients with the variant dissociative fugue condition) with the principal question whether they have certain personality features in common. For many of these patients, distinct personality features were found as characteristic. Above all, nearly all patients expressed an Insecure Personality Disorder, characterized by anxious-avoidant behavior and a tendency to isolate themselves (frequently accompanied by depressive tendencies). Furthermore, a Dependent Personality Disorder was observed in a third to half of the patients (depending on strictness of criteria application). While these symptoms in most cases were usually only moderately severe, they nevertheless affected the patients' everyday life – patients appeared "fragile" and socially insecure. Certain personality characteristics are quite common for patients with dissociative amnesic conditions. It is discussed whether the manifestation of dissociative amnesia is a consequence of these personality traits, or whether it occurs independently, due to exposure to repeated severe stress or trauma situations.

SY-13 Journey of love: Exploring stability and change in relationship satisfaction, wellbeing, and illbeing from pregnancy to three years postpartum.

Lilian Mayerhofer Oslo University, Norway
Ragnhild Bang Nes, Oslo University, Norway
Baeksan Yu, Gwangju National University of Education, South Korea
Ziada Ayorech, Oslo University, Norway
Xiaoyu Lan, Oslo University, Norway
Eivind Ystrøm, Oslo University, Norway
Espen Røysamb, Oslo University, Norway

The transition to motherhood affects women's mental health and the relationship with their partners. This study investigated the mutual and interdependent change that occurs in relationship satisfaction, wellbeing and illbeing from pregnancy to three years postpartum. We further investigated how genetics influenced maternal mental health. This four-wave longitudinal study included 83,124 women from the Mother, Father, and Child cohort study linked to the Medical Birth Registry of Norway. Data were collected at pregnancy (30 weeks) and at 6, 18 and 36 months after birth. Phenotypes were created using the Relationship Satisfaction Scale, Differential Emotional Scale and Hopkins Symptoms Checklist-8. We also included a wellbeing spectrum polygenic index to evaluate genetic influence. Analyses were based on Random Intercept Cross Lagged Panel Models using R. We observed both stability and change in relationship satisfaction, wellbeing, and anxiety and depressive symptoms, along with a complex and interchangeable relationship among these variables. The period of greater change was from pregnancy to six months following birth. From child age 6 to 36 months, stability for all four variables increased. Prenatal relationship satisfaction played a crucial role in mothers' mental health after birth. Genetics predicted the stable component of all four variables. Relationship satisfaction, wellbeing and illbeing develop in an interdependent way from pregnancy to toddlerhood. Wellbeing spectrum polygenic index can predict all variables.

PA-2 Same but different? Measurement invariance of a Big Five short scale across socioeconomic background

Emilija Meier-Faust, German Institute for Economic Research (DIW), Germany
Sandra Bohmann, German Institute for Economic Research (DIW), Germany

Socioeconomic status (SES) is increasingly attracting personality psychologists' interest as a relevant predictor of different outcomes as well as psychological constructs such as Big Five personality. There is a lack of evidence regarding its possible influence on personality assessments. Whether the Big



Five can be measured invariantly across different socioeconomic background groups bears relevance for possible mean comparisons and adequate interpretation of associations. Previous evidence for the full Big Five Inventory (BFI) indicated a lack of measurement invariance (MI) for every Big Five dimension except Agreeableness. The current preregistered study focused on the short version BFI-S used in the German Socio-Economic Panel (SOEP) and investigated MI across indicators of socioeconomic background, namely SES as well as cultural capital. MI was tested employing multigroup CFAs as well as alignment optimization (Asparouhov & Muthén, 2014). The sample ($N = 16,298$) included a Big Five self-assessment from 2017 using the BFI-S. Metric invariance held for all Big Five dimensions. As for scalar invariance, results indicated noninvariance for all dimensions with fewest significant group differences for Agreeableness. Openness and Neuroticism exhibited substantial differences across all indicators of socioeconomic background, particularly items related to artistic experiences as well as worries. These results can be relevant for adequate modeling of the Big Five in diverse samples. They also raise the question of the mechanisms behind the interplay of socioeconomic background and personality measurement. One possible pathway might be that the understanding of personality items varies with level of education.

IS-3 Personality Structure

Convener: Boris Mlačić, Institute of Social Sciences Ivo Pilar, Croatia

Symposium abstract:

Through the history of Personality Psychology, the topic of Personality Structure was one of the central features of the discipline, an area where many important developments were conceived and later proven as fruitful. However, this topic was also an arena for many debates and even heated discussions. One can even conclude that a personality conference without this topic is a partial one. This invited symposium tries to expand the topic of Personality Structure into new territories and to show that the structural debate is far from over. There are many new developments emerging which we will present here, and it is my pleasure that the lexical approach is at the forefront of these developments. Presenters of this symposium address the issues that deal with high-dimensionality, a new view that seeks for a more detailed structure of personality; personality-descriptive verbs in text corpus; structure of behavioral items across four languages; difference between trait dictionaries and population-specific personality lexicons; metatraits of Stability and Plasticity in large samples of lexical data; and to search for the longitudinal relationship between Big-Five personality dimensions and subjective stress. The joint theme of all the presentations is the search for an underlying structure, however, expressed in diverse contexts and contents. Finally, we hope that you will enjoy the debate inspired by this symposium, whether the discussion will be heated or not so.

IS-3 Adolescent stress and personality: A cross-lagged relationship of Big-Five dimensions and subjective stress in adolescence

Boris Mlačić, Institute of Social Sciences Ivo Pilar, Croatia
Goran Milas, Institute of Social Sciences Ivo Pilar, Croatia

Adolescence is frequently considered as a period of storm and stress, and research indicates that individual differences in personality can be related with the differences in perception of stressful situations and appraisals of severity of those situations. The aim of this study was to add to the extant literature on Big-Five dimensions and subjective stress in adolescence. Data for this study were collected within the larger ongoing longitudinal research project Longitudinal Adolescent Stress Study in Croatia. The participants in this study were high school students who provided valid answers in at least two out of three waves ($N = 1,618$, 42% male, $M_{age} = 16.34$, $SD_{age} = 0.63$). In order to determine the longitudinal relationship between Big-Five personality dimensions and subjective stress, an autoregressive cross-lagged panel model was utilized on the whole sample. Only the cross-lagged path coefficients between the Big-Five dimension Emotional Stability and subjective stress were significant, which indicates there is a reciprocal causality between Emotional Stability and perception of stress over time. Subjective stress and other personality traits except Intellect were consistently correlated within the same measurement point, but in the cross-lagged model the path coefficients that would indicate reciprocal causality within the interval between the two waves were all



insignificant. The results are discussed in the theoretical framework of two-way causality between stress and personality dimensions.

PA-15 Could maladaptive personality traits be considered unipolar constructs? The case of callousness

Fabia Morales-Vives, Universitat Rovira i Virgili, Spain

Pere J. Ferrando, Universitat Rovira i Virgili, Spain

Ana Hernández-Dorado, Universitat Rovira i Virgili, Spain

Most unidimensional IRT applications in personality assume that the trait under study is a bipolar dimension and (approximately) normally distributed in the population. These assumptions, however, are questionable for those personality traits that can be considered as (quasi) pathological, maladaptive or aversive, but still fall in the normal-range category. In fact, in community samples, several studies have reported highly skewed scores in measures of psychopathy or psychoticism. As Callousness is considered a precursor of psychopathy, the main aim of this study is to determine whether there is a basis for modelling this variable as a unipolar trait, using two different instruments. More specifically, we compare, in a community sample, the outcomes provided by fitting the GRM (bipolar traits) and the LL-GRM (unipolar traits) models. A first sample of 719 adolescents answered the Inventory of Callous-unemotional traits and Antisocial behaviour (INCA), and a second sample of 681 adolescents answered the Inventory of Callous Unemotional traits (ICU), among other measures. At the structural level both GRM and LL-GRM provided equivalent results, but the conditional reliability functions followed opposite patterns: while maximum accuracy was reached at high levels in GRM, it was reached at low levels in LL-GRM. These models also had different implications in the prediction of indirect aggressiveness and non-planning impulsiveness. Therefore, treating this trait as a bipolar or as a unipolar may have important implications when estimating the individual scores and, consequently, in the potentially relevant decisions that can be derived from these scores.

PO-04 Assessment of the psychometric properties of the Inventory of Callous-unemotional traits and Antisocial behaviour (INCA) in a sample of young offenders

Fabia Morales-Vives, Universitat Rovira i Virgili, Spain

Andreu Vigil-Colet, Universitat Rovira i Virgili, Spain

Jorge-Manuel Dueñas, Universitat Rovira i Virgili, Spain

Jose María Casas, Universitat Rovira i Virgili, Spain

The Inventory of Callous-unemotional traits and Antisocial behaviour (INCA) assesses the callous-unemotional traits (unemotional, callousness and uncaring), which are considered to be precursors of psychopathy, and it also includes an additional subscale assessing antisocial behaviour. There is evidence of the factor structure, reliability, and convergent and discriminant validity of this instrument in a Spanish community sample. However, there is no evidence on the suitability of this instrument for the assessment of young offenders. For this reason, the present study aims to determine whether equivalent psychometric properties are obtained in a sample of Spanish young offenders. The I-DAQ aggressiveness questionnaire, the BIS-11c impulsivity questionnaire and the INCA questionnaire were administered to a juvenile justice sample of 233 participants aged 15-21 years (81.5% male). Exploratory and semi-confirmatory factor analyses were fitted, controlling for social desirability and acquiescence response biases. The results suggest that there are only three content factors underlying the data, with many of the antisocial behaviour items loading on other factors, particularly callousness. For this reason, the antisocial behaviour subscale was removed, which led to an adequate fit, adequate congruence values, and adequate indices of factor simplicity. Furthermore, the expected correlations were found between the three subscales and the measures of impulsiveness and aggressiveness. Considering these results, it is advisable to revise the factor structure of the questionnaire in new



community samples, so that the final composition of the questionnaire is equally appropriate in this kind of samples and in samples of young offenders.

PA-23 The conscientious meditator – practice, practice all is coming? The moderating role of personality in an experimental intervention study with yoga nidra meditation

Esther Nena Moszeik, Universität der Bundeswehr München, Germany
Karl-Heinz Renner, Universität der Bundeswehr München, Germany

In recent years, the effectiveness of meditation to foster well-being and reduce stress has been demonstrated in clinical and non-clinical samples. The question, however, what meditation works best for whom under which conditions and why has only scarcely been addressed. This study contributes to answering this question by considering personality traits as potential moderators of the effectiveness of an online administered yoga nidra meditation regarding stress, sleep, and well-being in a sample of 362 participants. The yoga nidra meditation was part of a randomized controlled trial with two experimental conditions (EG1: 11 minutes yoga nidra, $N = 101$, EG2: 30 minutes yoga nidra, $N = 80$), an active control group (AC, ten minutes music intervention, $N = 74$), and a waitlist control group (WC, $N = 107$). To analyze the moderating effect of personality traits we analyzed correlations in a structural equation model. The results showed that especially conscientiousness supported the effects of the short form; for the long form, in addition to conscientiousness, neuroticism and openness enhanced the effects of the meditation. Agreeableness moderated the effects of the music intervention (AC). The key role of conscientiousness is highlighted, and the need for a longer meditation regarding significant beneficial effects on reducing neuroticism. The discussion presents a detailed consideration of possible explanations and mechanisms. The present study is the first to show how especially conscientiousness and openness moderate the effect of yoga nidra on a flatter CAR (Cortisol awakening response) which corresponds to a more relaxed start in the day.

PA-4 Assimilation and immunization of negative affective expectancies in neuroticism

Erik Müller, University of Marburg, Germany

Prevailing brain theories emphasize how expectancies shape perception, action, and cognition. Accordingly, generalized and stable expectancies that bias behavior and experience to increase negative affect ("negative affective expectancies") may contribute to negative affect related personality traits like neuroticism. In this talk, I will describe a model how generalized negative affective expectancies are prone to several mechanisms that protect these expectancies against disconfirming evidence. These mechanisms include (1) assimilation: behavior that likely produces evidence in line with expectancies, (2) attentional and interpretational biases that shape experience to be in line with expectancies, and (3) immunization: the re-interpretation of experienced expectancy violations to decrease the need for changing an existing expectancy. I will then provide evidence from four independent datasets ($N > 1.000$), showing substantial correlations between neuroticism and negative affective expectancies in different life domains. More crucially, I will present three recent studies linking neuroticism to assimilation and immunization of negative expectancies. Specifically, in two studies on information preferences ($N = 300$ and $N = 167$), neuroticism was correlated with a preference for reading "bad" over neutral news, suggesting that individuals with high neuroticism may frequently encounter information that confirms their negative expectancies (assimilation). In another study ($N = 266$), higher neuroticism was related to smaller increases of generalized achievement expectancies after participants received better-than-expected feedback in an emotional intelligence task, suggesting heightened immunization in high neuroticism. Together, these findings support an expectancy account of neuroticism in which interindividual differences in negative affective expectancies and in mechanisms that stabilize these expectancies contribute to neuroticism and vice versa.

PA-7 Professional interests' differences among gifted and regular students, and gender influences

Tatiana de Cassia Nakano, Pontifical Catholic University of Campinas, Brazil



The purpose of this study was to examine the professional interests of gifted students in comparison to those of non-gifted students. Based on the results of a standardized Brazilian Mathematic and Portuguese test given to 110,354 students, the students achieving the 95th percentile were identified as gifted. This group identified by "Academic giftedness" ($N = 2,150$) consisted of students in the 9th and 12th grades, and 51.3% of them were males, between the ages of 14 and 19 years ($M = 16.6$; $SD = 1.2$). The regular group ($N = 54,468$) consisted of 51.3% females, from the 5th grade ($n = 12,427$), the 9th grade ($n = 21,860$) and the 12th grade ($N = 20,181$), and they aged between 10 and 19 years old ($M = 14.8$; $SD = 2.5$). Based on Holland's model, the participants filled out the 18REST, a short interest measure designed for large-scale education. Statistically significant differences were found between the two groups. In terms of investigating, artistic, and social interests, the gifted group achieved high levels. A higher score was achieved by the regular group in terms of realistic, entrepreneurial, and conventional interests. Additionally, gender influences were examined. Regular and gifted groups showed higher levels of entrepreneurial, realistic, and conventional interests among men. In both groups, women tended to be more artistic and social. The investigative interest was significant only in the regular group, favoring females. Based on the differences found, it is imperative to look for the professional interests of gifted students in order to avoid difficulties and vulnerabilities that are associated with their choice of career.

SY-5 Defense mechanisms in the ICD-11 chapter on personality disorders and related traits? A network analysis approach

Adam P. Natoli, Sam Houston State University, Texas, USA

Studies have shown defense mechanisms' connections to personality pathology and incremental validity over maladaptive traits in predicting relevant outcomes. But these studies did not examine the global structure of personality pathology – consisting of both personality dysfunction and traits – nor did they compare relationships across levels of abstraction, from overall defensive functioning down to individual defenses. Understanding relationships between the ICD-11's model of personality disorders and defensive functioning at different levels of abstraction is necessary to advance this line of research and further clarify the value of adding defense mechanisms to future iterations of the ICD. The present study pursued this objective. Data ($N=894$) were collected from a university convenience sample in the United States (mean age = 21.19 [$sd = 5.22$], 83.2% female). Network analysis was conducted with a Gaussian graphical model approach using graphical lasso regularization. Abstraction of defensive functioning was varied from overall defensive functioning (1) to defense categories (3) to defense levels (7) to individual defense mechanisms (28) and explored relationships between defensive functioning and the ICD-11's model of personality pathology. Results depicted differences in personality's associations with defensive functioning within and between levels of abstraction. Out of sample predictive accuracy at varied levels of abstraction revealed individual defenses to best predict severity of personality pathology whereas the optimal level of abstraction varied across traits: overall defensive functioning (Ank-tie), categories (Ank-tie), levels (NA, Ant), individual defenses (Det, Dis). Results will be discussed with regard to the potential place of defense mechanisms in future iterations of the ICD.

SY-13 Homo Felix: From Genes to Values

Conveners: Ragnhild Bang Nes, Norway; Espen Røysamb, Norway; Irene Teulings, Norway; Joar Vittersø, Norway; Lilian Mayerhofer, Norway; Ludvig Daae Bjørndal, Norway

Symposium abstract:

Wellbeing, values, and personality are closely interconnected. In this symposium we ask what constitute good lives and investigate pathways to such lives. By uniting biology, psychology, and philosophy, the symposium sheds light on diverse factors collectively influencing our quest for happiness. We particularly explore the intricate link between genetics, social relationships, values,



and wellbeing. Our session comprises six presentations, each delving into the complex layers of human happiness. Beginning with our genetic makeup, the first presentation examines how personality traits relate to wellbeing using longitudinal data from the Norwegian Twin Registry. The second and third presentation capitalize on the prospective population-based Norwegian Mother, Father and Child Study, exploring genetic and environmental influences on multiple maternal wellbeing indicators. One examines stability and change in maternal life satisfaction, wellbeing, and illbeing from pregnancy till 3 years postpartum. The other investigates the impact of the mothers' own, their partners' and children's genetic wellbeing makeup from pre-birth to child age 14. The fourth employs longitudinal twin to shed light on the genetic and environmental architecture of social factors and investigate how multiple social factors are associated with wellbeing concurrently and over time accounting for potential shared genetic/environmental confounding. The fifth presentation will focus on the interplay of values and wellbeing using European Social Survey data, and how a wide variety of value-based wellbeing indicators relates in a network model. Lastly, the sixth presentation examines relations between values, morality, and hedonic and eudaimonic wellbeing using established and new survey instruments.

SY-13 Surrounded by genes: The interplay of core family genetic profiles on mothers' wellbeing across 14 years

Ragnhild Bang Nes, Oslo University, Norway

Ziada Ayorech, Oslo University, Norway

Lilian Mayerhofer, Oslo University, Norway

Eivind Ystrøm, Oslo University, Norway

Terrie Moffitt, Duke University, Durham, North Carolina, USA

Avshalom Caspi, Duke University, Durham, North Carolina, USA

Espen Røysamb, Oslo University, Norway

Humans are profoundly social beings and influenced by others through various pathways and mechanisms over time. In this longitudinal study, we aim to elucidate how different aspects of mothers' wellbeing are influenced by their own and others' genetic make-up within the family context. More specifically, we investigate how mothers' life satisfaction, relationship satisfaction, psychological distress, and positive emotion evolve from pregnancy and through their child's early adolescence. We use data from seven assessments in the Norwegian Mother, Father and Child Cohort Study spanning from pregnancy to child age 14 - and multilevel modeling of trio polygenic wellbeing spectrum scores to distinguish direct and indirect genetic effects on mothers' wellbeing. Mothers with higher polygenic scores for well-being typically report greater life and relationship satisfaction, lower psychological distress, and enhanced positive emotional experiences. Additionally, the interaction of maternal, paternal, and child genetic profiles provides a nuanced understanding of family interplay, highlighting a genetic synergy that contributes to the longitudinal course of maternal well-being. Our study has significant implications for our understanding of personal and familial wellbeing, emphasizing the importance of genetic perspectives in psychological and relational development within the family unit. This research holds potential for devising targeted interventions aimed at bolstering familial resilience and advancing the science of wellbeing in family systems.

PA-5 The structure of basic beliefs about the world

Artur Nilsson, University of Bergen, Sweden

To understand personality completely, we need to take the most basic beliefs at the core of the personal worldview into consideration. Nevertheless, previous research is fragmented, consisting of a plethora of largely isolated strands of research in many different fields. This research program sought to integrate the vast literature. An interdisciplinary review initially identified 36 candidate beliefs concerning human nature, society, metaphysics, and epistemology. We developed a questionnaire with items selected from around 70 instruments, along with new items. Based on psychometric analyses, we made further revisions to improve scale homogeneity and comprehensiveness, increasing the number of dimensions to 60. Factor analyses of these scales based on data from age- and education-stratified samples of UK adults (Study 1, $N = 455$; Study 2, $N = 643$; Study 3, $N = 1000$) revealed higher-order factors of basic belief concerning higher reality, the



goodness, simplicity, reality, knowability, and controllability of the world, and a rational-scientific worldview. Most of these were robust across methods of extraction, rotation, and exclusion of cross-loading items. Some beliefs were pure indicators of one superordinate factor, while others had a higher complexity. A follow-up study with an international student sample ($N = 223$) suggested that basic beliefs are weakly associated with Big Five traits, weakly to moderately associated with values, and yet approximately as stable over six months as dispositional traits and values. These results shed new light on the hierarchical organization of basic beliefs and their role within personality.

PA-14 Automating the human coding of the implicit motives of power, achievement, and affiliation using state-of-the-art language analysis

August Håkan Nilsson, Oslo Metropolitan University, Norway
Jan Malte Runge, Oslo Metropolitan University, Norway
Adithya Ganesan, Oslo Metropolitan University, Norway
Oscar Kjell, Oslo Metropolitan University, Norway

We aimed to advance the measurement procedure of implicit motives for the picture story exercise. In this exercise, individuals write stories to ambiguous pictures, and trained human coders code the stories to the implicit needs for *power*, *achievement*, and *affiliation*. The implicit motives are non-conscious needs that influence individuals' behavior and shape their emotions. They have been part of personality research for nearly a century and are divergent from personality traits, but they have not been widely studied. An explanation for this is the time and money-consuming coding of implicit motives. Previous attempts to automate the coding have been moderately successful and not widely adopted by psychology researchers. We aimed to automate this resource-intensive coding process by creating prediction models that psychology researchers can easily use on their own implicit motive data. We trained predictive models by employing a large language model (i.e., the type of model behind chatbots such as ChatGPT) on 12,655 stories that gave us numerical language representations of the stories. We trained these representations to predict the need for power, achievement, and affiliation. The models converged strongly with the human coders in the training set (ICC = .83, .86, and .88 for achievement, power, and affiliation, respectively) and in the held-out set of 3,210 stories that were not used to train the model (ICC = .84, .87, and .87 for achievement, power, and affiliation, respectively). This indicates that our models predict implicit motives very well. In addition, our model predicted affiliation scores that were significantly higher in women ($D = 0.50$, $p < .001$), which aligns with theory and previous research, demonstrating criterion validity. We provide a user-friendly solution for researchers to machine code their own data in the R programming environment.

PA-21 The HEXACO at Work (HEXACO@Work) Inventory – Scale development and initial construct validity evidence

Tunde Ogunfowora, University of Calgary, Canada
Jenelle Morgan, University of Calgary, Canada
Farzam Khalilnejad, University of Calgary, Canada
Kaylee MacLean, University of Calgary, Canada

The HEXACO personality model and associated measures have become widely used in personality and social psychology for examining a variety of psychological phenomena. Despite this popularity, however, HEXACO personality traits remain relatively less known and utilized by researchers interested in studying critical attitudes and behaviors in the work context. A series of recent meta-analytic studies (Pletzer et al., 2019, 2021) show that HEXACO traits (e.g., Honesty-Humility (H-H), Agreeableness) are particularly useful as a collective for predicting counterproductive work behaviors (32% of variance explained) and, to a much lesser extent, organizational citizenship behaviors (13.7% of variance explained). In contrast, meta-analytic evidence does not support the incremental validity of the HEXACO model, and particularly H-H, in predicting task performance (Y. Lee et al., 2019). Given that these three constructs represent the major dimensions of job performance (along with creative performance), the evidence to date suggests that the utility of the HEXACO model in the workplace may be largely limited to misconduct-related (and prosocial) outcomes. Our goal in this research is to revisit the predictive validity of HEXACO traits from a unique lens. Specifically, there



is growing evidence that contextualizing personality measures significantly improves predictive validity. Building on this work, we develop a work-specific measure of HEXACO traits called the HEXACO@Work inventory. We report a series of scale development and construct validation activities across four studies. We also report the results of a study testing for incremental predictive validity evidence. Early results are promising for the usefulness of the HEXACO@Work scales.

IS-1 Frontal alpha asymmetry as a marker of approach motivation? Insights from a cooperative forking path analysis

Katharina Paul, Universität Hamburg, Germany
Jan Wacker, Universität Hamburg, Germany

For many years, resting frontal alpha asymmetry (ASY) has been put forward as a marker of trait and state approach motivation, however according to recent meta-analyses, associations with self-reports of relevant traits are either very small or non-existent. Aiming to explain this lack of replicability, it was suggested that individual differences due to traits (i.e. ASY) should be pronounced in situations where individuals show differences in their predisposition to approach. In order to test this idea, we drew on data from the CoScience project, which allows to test this probably small association with sufficient statistical power ($N = 720$). We quantified ASY during a resting period, a picture viewing task, and a guessing task, with the rationale that the later would trigger approach motivation (in some individuals more than others) due to the positive nature of the pictures and the offered monetary incentives, respectively. Results showed that ASY was not reliably affected by task manipulations and did not relate to self-reported traits. The preregistered analyses were complemented by a Bayesian analysis and a cooperative forking path analysis in order to test the robustness of the presented results against the researcher's degrees of freedom during data analysis. To conclude, this comprehensive analysis could not support the validity of ASY as a marker of approach motivation, neither as a reliable state nor as a trait marker. Our study, conducted with an unmatched thoroughness and methodological rigor, serves to delineate the boundaries of Frontal Asymmetry research.

SY-10 Genomics of personality and intelligence

Conveners: Lars Penke, Germany; W. David Hill, UK; Charley Xia, UK

Symposium abstract:

Over the last 20 years, genome-wide association studies (GWAS) revolutionized molecular behaviour genetics. We have now a much deeper knowledge of the genomic foundations of individual differences in personality traits and intelligence, as well as their impact on life outcomes. This symposium will showcase state-of-the-art research in this area and discuss their theoretical implications for our understanding of psychological differences.

SY-10 Conceptualizing personality traits and intelligence in the genomic era

Lars Penke, University of Goettingen, Germany

Differential psychology has a long history of modelling constructs as broad latent variables, which have often been interpreted as causal entities with unitary biological substrate that should be tractable on genetical and neurobiological level. I will review the current state of genomic research on personality traits and intelligence, which provides strong evidence for a highly polygenic, pleiotropic, and heterogeneous genetic architecture. Rare genetic variants seem to have a stronger effect on intelligence than on personality traits, implying an evolutionary maintenance by mutation-selection balance. Recent studies on personality in clonal animals raised in identical environments suggest a substantial role of stochasticity in personality trait development. Taken together, these findings contradict tractable, unitary biological substrates for both personality traits and intelligence and are more in line with Fisher's (1918) classical infinitesimal and recent omnigenic models. I will discuss how these findings fit with process models of personality, what they imply for nomothetic



versus idiographic approaches, and how neural networks might provide a more biologically realistic approach to these constructs.

SY-3 Thinking aloud about personality

Andrew Perossa, University of Toronto, Canada
Anne Wiedenroth, Technische Universität Dresden, Germany
Brian S. Connelly, University of Toronto, Canada
Adamo Sgrignuoli, University of Toronto Scarborough, Canada

Psychology has made monumental progress in understanding and improving the measurement of personality (e.g., reliability, factor structure, predictive validity). In contrast to such quantitative research on personality measurement, there is a surprising dearth of qualitative research examining the subjective experience of answering personality items. Although social cognition research highlights biases potentially affecting personality measures' accuracy (e.g., impression management, the fundamental attribution error, stereotypes), it remains unclear how such biases are represented in personality respondents' naturally-occurring thoughts. The present study fills this gap by asking 29 respondents to "think aloud" (i.e., vocalize their thought processes) while providing self-ratings and ratings of a peer whom they know well, providing a database of 1,740 collections of thoughts in response to items. We used content analysis with inductively determined categories to analyze these thoughts. Though coding is on-going (and comparisons between self- and peer-ratings are forthcoming), our preliminary findings include three important patterns. First, many respondents have immediate and intuitive responses to personality items (perhaps in contrast to notions that respondents carefully mentally average observed tendencies). Second, people typically think about concrete tendencies, rather than broad characterizations of traits or specific single acts. Third, people occasionally consider situational influences on trait expression or compare targets to others, but these tendencies were relatively infrequent. We will conclude by discussing how personality measures can be crafted to better align with people's natural thoughts. Such insights could translate to practical improvements in how organizations identify talent and develop employees.

SY-15 The Connection Between Social Interactions and Momentary Sense of Purpose Using an Age and Cognitively Diverse Sample

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Emily C. Willroth, Washington University in St. Louis, USA
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Sense of purpose, defined as the extent to which one has personally meaningful goals and directions guiding them through life, promotes positive outcomes throughout the adult lifespan. Unfortunately, though purpose is tied to crucial aging outcomes like slower cognitive decline and lower risk for dementia, research suggests that older adults often have a lower sense of purpose than younger adults. Understanding the if, when, and why behind fluctuations in sense of purpose in daily life may provide valuable context for understanding these lifespan developmental trajectories. The current study evaluated levels and variability in momentary sense of purpose and its associations with daily activities in a sample of younger adults, older adults without mild cognitive impairment (MCI), and older adults with MCI. Participants ($N = 218$) reported on their current activities and momentary sense of purpose seven times a day during a 14-hour period of their choosing for 10 days. Contrary to prior research on trait-level sense of purpose, older adults had higher sense of purpose at the momentary level than younger adults. Additionally, older adults had greater stability in momentary sense of purpose than younger adults. Finally, having a recent social interaction was tied to a higher sense of purpose relative to other activities only for older adults. All these effects held regardless of older adults' cognitive status. These findings provide initial evidence suggesting older adults have a higher sense of purpose in daily life and social interactions may be particularly meaningful for their sense of purpose compared to younger adults.

**PA-24 Sexual life of narcissists: sexual satisfaction and sexual narcissism in the context of circumplex model of narcissism**

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Magdalena Żemojtel-Piotrowska, Cardinal Stefan Wyszyński University, Poland

Piotr Brud, Cardinal Stefan Wyszyński University, Poland

Narcissists tend to overestimate their sexual attractiveness and be egocentric in their relations with others. However, still little is known about sexual satisfaction of communal narcissists (who emphasize their exceptional warmth or friendliness, while being still driven by egocentric motives). Using a newly proposed Circumplex Model of Narcissism, which differentiates between agentic and communal domains and between narcissistic self-promotion and self-protection, we examined the narcissistic personality spectrum in agentic and communal domain. As measures we used the NARQ-S (Leckelt et al., 2015, measuring grandiose narcissistic strategies of admiration and rivalry), VIEC (Rogoza et al., 2021, measuring vulnerable narcissistic strategies of isolation and enmity), NSHQ (Żemojtel-Piotrowska et al., 2023, measuring grandiose narcissistic strategies of sanctity and heroism) and NFSQ (Żemojtel-Piotrowska et al., 2023, measuring vulnerable narcissistic strategies of fusion and servility). In Study 1 ($N = 264$; 63% women, $M_{age} = 31.34$, $SD = 7.83$) we assessed sexual satisfaction using the New Sexual Satisfaction Scale (NSSS-Short). In study 2 ($N = 364$; 60% women; $M_{age} = 28.89$, $SD = 10.45$) we examined sexual narcissism using the Sexual Narcissism Scale. We found that grandiose and vulnerable communal narcissism (sanctity and fusion) were associated with higher sexual satisfaction and sexual entitlement, while communal self-enhancement was additionally associated with narcissistic perception of sexual skill. Agentic self-promotion and communal self-protection were associated with greater ego-focused sexual satisfaction, sexual exploitation, low sexual empathy, sexual entitlement, and greater perception of sexual skill. Narcissistic antagonism was associated with sexual exploitation, low sexual empathy, and sexual entitlement. Isolation (agentic vulnerable self-protection) correlated negatively with all aspects of sexual satisfaction and sexual narcissism. Servility (communal vulnerable self-protection) correlates only with sexual entitlement. We interpret our findings in the context of Circumplex Model of Narcissism.

PO-19 Genetic and environmental overlap between subjective well-being components

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Subjective well-being (SWB) is conceptualized as a multidimensional construct consisting of three components: life satisfaction (LS), positive affect (PA), and negative affect (NA). These three components are considered to be theoretically distinct and independent constructs, although studies show that they are not completely uncorrelated. The aim of this study was to examine the genetic and environmental contributions to the SWB components as well as their genetic and environmental overlap. The study was conducted using the classical twin study method. Data were collected on a total of 412 twins with an average age of 22.15 years (63% females). The Satisfaction With Life Scale was used to measure LS, while the PANAS was used to measure PA and NA. The results of univariate behavioral genetic modeling showed that all three SWB components are substantially heritable ($h^2 = 47\% - 54\%$), with significant additive genetic and nonshared environmental influences. Three SWB components are strongly correlated at the etiological level - LS shows a strong genetic correlation with both PA ($r_G = .61$) and NA ($r_G = -.63$), while PA and NA are moderately genetically correlated ($r_G = -.46$). Multivariate behavioral genetic modeling shows that the common factor model best explains the etiological relationship between the three components. Namely, between 60 and 70% of the heritability of the three components is determined by the genetic variance on a common latent factor, while 30-40% of the genetic variance is specific to each individual component.

PO-18 Predicting personality from structural-functional brain network coupling



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Personality traits capture stable patterns of behavior and thought, and neurobiological correlates were identified in structural and functional brain networks. However, whether their agreement, the structural-functional brain network coupling (SC-FC coupling), is associated with individual differences in personality remains unknown.

In this preregistered study, we used data from 764 participants of the Human Connectome Project, derived structural connectivity from diffusion weighted imaging, and functional connectivity from fMRI assessed during resting-state and seven tasks differing in their extent of eliciting trait-relevant situations. Functional interactions that could emerge on top of structural brain networks were modeled with one similarity and three communication measures capturing distinct neural signaling strategies. Individual variations in SC-FC coupling were determined as their agreement with actual functional connectivity and set in relation to the Big Five personality traits. In the absence of task demands, no personality trait was related to SC-FC coupling. However, in socially demanding situations, agreeableness was positively associated with a measure of brain-average SC-FC coupling reflecting communication efficiency of neural signaling processes. Accounting for region-specific differences in communication strategies enabled a significant prediction of individual conscientiousness and extraversion from SC-FC coupling during trait-relevant situations. Analyses were cross-validated and replicated in a lockbox sample. Overall, our study suggests that neurobiological correlates of personality become especially visible during trait-relevant situations and that particularly the efficiency of neural communication processes during these situations seems to be predictive. We propose that this reflects a history of adaptation processes of neural signaling strategies to the frequent exposure to trait-relevant situations.

PA-3 Two-dimensional analysis of a mathematical task as a basis for cognitive scaffolding in Math

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The international testing TIMSS (Trends in International Mathematics and Science Study) assesses the current level of students' knowledge and skills in mathematics. The evaluation of performance in mathematics in TIMSS reflects two dimensions: (1) content - specifies the mathematical tested areas and (2) cognitive - defines the cognitive and executive processes applied in the mathematical tasks solving processes. In the content dimension, TIMSS tasks for the 4th grade are created in three domains - Numbers, Measurement and Geometry, Data. The cognitive dimension is made up of domains - Knowing, Applying, and Reasoning, which can represent a framework for creating mathematical tasks of graduated cognitive difficulty. The aim of the presentation is to introduce the results of TIMSS math tasks' cognitive analysis. Based on the research results that point to the relations between the students' mathematical abilities and the quality of executive functioning, the authors performed an analysis of TIMSS tasks with regard to the identification of executive functions that could predict success in mathematical tasks solving. A tool was created - a two-dimensional analytical scheme (x-axis - content dimension, y-axis - cognitive dimension). The analytical scheme was used in order to find the intersection of (1) task content, (2) task cognitive difficulty, and (3) the executive load of a particular TIMSS task. The created sets of graduated mathematical tasks in Measurement and Geometry area, as task analysis results, could be considered as a possible base for scaffolding in Math. The analysis was carried out as part of the research project VEGA 1/0699/23.

SY 2 Unraveling the aptitude-achievement paradox in PISA's assessment of persistence: Acquiescence bias in cross-cultural education metrics

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This study examines the aptitude-achievement paradox in PISA (Programme for International Student Assessment) in 15-year-old students: individual-level data *within* each country show a positive correlation between persistence and school achievement, whereas a negative correlation emerges when scores at the country level are correlated *across* countries. We propose that a key factor in this paradox is acquiescence bias—a tendency for individuals, particularly those with lower reading skills, to agree with statements irrespective of their content. This bias can distort the measurement of latent traits like persistence, especially in self-reporting contexts. An extensive analysis of the data from the 79 countries that participated in PISA 2018 shows how acquiescent responding, more prevalent among low achievers in language skills, skewed the data. Countries with a higher proportion of such students report inaccurately high levels of persistence, leading to an inversion of the relationship from positive *within* each country to negative *across* the 79 countries. By considering the confounding effect of acquiescence, this study demonstrates how this bias can significantly alter the observed association between persistence and school achievement, both within and across countries. Adjusting for this effect is essential for accurate cross-cultural comparisons in educational assessments.

PO-16 Personality traits among obstetricians and gynaecologists managing childbirth emergencies

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Petri J. Kajonius, Lund university, Sweden

The successful management of a childbirth emergency will be dependent on the decision-making of involved obstetricians and gynaecologists. Individual differences in decision-making may be explained through personality traits. The objectives of the present study were 1) to describe personality trait levels of obstetricians and gynaecologists, and 2) to examine the relationship between obstetricians' and gynaecologists' personality traits and decision-making styles (Individual, Team, and Flow) in childbirth emergencies. Obstetricians and gynaecologists, members of the Swedish Society for Obstetrics and Gynaecology ($N = 472$) responded to an online questionnaire that included a simplified version of the Five Factor Model of personality (IPIP-NEO), and 15 questions concerning childbirth emergencies based on a model of decision-making styles (Individual, Team, and Flow). The data were analyzed using Pearson's correlation analysis and multiple linear regression. Swedish obstetricians and gynaecologists scored lower on Neuroticism (Cohen's $d = -1.09$) and higher on Extraversion ($d = 0.79$), Agreeableness ($d = 1.04$) and Conscientiousness ($d = 0.97$) compared to the general population. Obstetricians and gynaecologists have notably more distinct personality levels than the general population, and their personality traits relate to decision-making in childbirth emergencies. The assessment of medical errors in childbirth emergencies and prevention through individualized training should take account of these findings.

SY-1 Volitional character change: Intervening on intellectual humility and patience

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Eranda Jayawickreme, Wake Forest University, USA

Research indicates that people are typically less motivated to increase in virtue compared to other personality traits. Character change interventions have been shown to facilitate growth in those traits; however, in the interpersonal domain it is more difficult to change other-oriented virtues than non-other-oriented virtues. This study seeks to extend the character change intervention literature with the interpersonal virtues of patience and intellectual humility. Intellectual humility was selected to replicate previous findings on volitional character change. Patience was selected because emerging adults tend to have personality change goals that focus on emotional well-being, and patience involves emotion regulation. We conducted a preliminary seven-week online intervention for improving patience or intellectual humility among 99 U.S. college students. Students self-selected into either the patience ($N = 70$) or intellectual humility condition ($N = 29$). At intake, participants described a specific goal related to their chosen virtue (e.g., patience, "Being able to learn from others without feeling angered or irritated") that they planned to work on throughout the study. Each week, participants selected one of six tasks to perform related to their virtue (e.g., model the virtue; stay accountable). At intake, participants who chose the patience condition reported significantly lower patience than



participants who chose the intellectual humility condition. Intellectual humility did not differ between conditions at intake. Changes in state reports of patience and intellectual humility will be examined across conditions and all time points to address our hypothesis that participants will increase in the virtue they selected across the program. The present study provides further insight into the efficacy of volitional character change interventions generally and for interpersonal virtues specifically.

P0-12 Big Five personality traits and sleep-wake variables: A meta-analysis

Ziyu Ren, University of Minnesota, USA
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Deniz Ones, University of Minnesota, USA

We meta-analyzed relations between sleep variables and Big-Five personality dimensions both cross-sectionally and longitudinally. Cross-sectionally, Neuroticism was negatively related to subjective overall sleep quality and sleep continuity. Extraversion showed positive correlation with subjective overall sleep quality. These associations were smaller when sleep variables are measured objectively. Conscientiousness was consistently positively related both subjective and objective sleep continuity. Big Five traits related negligibly to sleep duration. Regarding Big Five facets, Neuroticism's Negative Affect and Withdrawal facets showed strong negative correlations with overall sleep quality and sleep continuity. Extraversion's Positive Affect's relations were strong and positive. Conscientiousness' Orderliness and Industriousness facets were differentially related to overall sleep quality/continuity. Longitudinally, our meta-analyses revealed neuroticism's negative, and extraversion, conscientiousness, and openness's modest positive links with subjective sleep continuity. Our multi-wave primary investigation indicated only conscientiousness is a predictor of sleep duration for objectively measured sleep. In conclusion, our study provides firm foundation to understand the relationship between sleep and personality variables. We support Neuroticism and Conscientiousness' perceptible bi-directional relationships with sleep variables, regardless of how sleep is measured (subjectively vs. objectively). The associations between Extraversion and sleep are largely due to PA and people's tendency to answer self-report items positively.

PA-23 What works best for whom? The effectiveness of positive psychology interventions on psychological and biological stress and well-being is moderated by personality traits

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Irma Talic, University of the Bundeswehr Munich, Germany

The effectiveness of positive psychology interventions (PPIs) has been primarily demonstrated with regard to changes in trait-like measures of subjective well-being. The present study addresses the effectiveness of PPIs on psychological stress, well-being and biological stress states on the same day in an intensive longitudinal design over a time-span of three weeks with a one-week pre-intervention, assessment-only phase. In doing so, the present study considers intraindividual variation of psychological and biological parameters and the moderating role of personality traits with the goal of identifying what works best for whom. Thus, existing PPI evaluation efforts that are mainly tied to the trait level and to psychological effectiveness indicators are extended. Addressing psychobiological state change, the present study employed experience sampling and smartwatch sensing to evaluate the effects of self-selected PPIs on psychological and biological indicators and the moderating role of the Big Five personality traits. In linear mixed effect models, we analyzed data of $N = 27$ participants in a four-week study, yielding $N_{\text{esm}} = 2,317$ measurement points of psychological stress and well-being, and $N_{\text{bio}} = 433$ averaged measurement points for biological stress values as registered by a smartwatch. The results indicate PPI effects on mostly psychological but not biological indicators with agreeableness and neuroticism as moderators. Across participants, the psychobiological correspondence was weak, yet stronger for more conscientious and more neurotic persons. The present study highlights the need for personalized interventions that are evaluated on different



effectiveness indicators and advocates for an integration of both idiographic and nomothetic approaches in future research.

PA-6 Alternative metaphors for validity: Spear fishing versus fishing nets

William Revelle, Northwestern University, USA
Kayla Garner, Northwestern University, USA

In contrast to the current belief that high internal consistency is an important aspect of a test, we show that predictive validity may be negatively associated with internal consistency. We show that broader tests with lower internal consistency (fishing nets) outperform tests with high internal consistency (sharp spears). The evaluation of personality scales has been seduced by a belief in latent variables and the importance of construct validity at the cost of actually being useful for prediction (Revelle, in press). We will examine the trade-off between internal consistency and validity with examples from gender, pro-environmental attitudes, and beliefs about gun control (Garner, in press) In all of these domains, validity was non-monotonically related to internal consistency: Less internally consistent scales were more valid than were ones with a cleaner factor structure and higher internal consistency. Although these ideas are not new (Gulliksen, 1950), they seem to have been forgotten. It is time for personality measurement to focus on predicting real things rather than emphasizing theoretically pure but vacuous measures. We will review the historic use of “dust bowl empiricism” in scale construction and consider the use of simple machine learning algorithms (e.g., bestScales in psych) to develop predictive instruments.

PA-12 Think social entrepreneur, think fe-/male? Why the prediction of entrepreneurs' orientation benefits from gender role orientations

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Carolin Palmer, TH Köln, Germany
Philipp Kruse, TU Dresden, Germany

Social entrepreneurship increasingly contributes to the diversity of entrepreneurship and brings economic and social benefits. Numerous research studies address the question of whether female founders are more likely to have social intentions than commercial ones compared to male founders. This can be explained by a connection between the personal values of the founders and the orientation of their founding intention (social vs. commercial). The aim of this study was to connect both strands of research and complement them with a contemporary view of “gender”. It was assumed that it is not biological sex, but a facet of gender, a person's gender role orientation, that determines which values and thus what type of founding orientation a person develops. $N = 112$ founders, of whom 53.7% stated that they were female (biological sex), were surveyed mainly regarding their gender role orientation, personal basic values and their commercial versus social entrepreneurial orientation. In path analyses, biological sex had no direct effect on the type of start-up orientation. Instead, the data provide evidence consistent with the hypothesis that a masculine gender role orientation is related to commercial start-up orientation and a feminine gender role orientation is related to social start-up orientation and that these effects are mediated by different value orientations of the founders. It is discussed to what extent the results can help to inspire various people to found social enterprises and to improve advice and support for aspiring founders.

PA-4 The Big Five and panic buying during COVID-19

John Magnus Roos, University of Gothenburg, Sweden
Johan Woxenius, University of Gothenburg, Sweden
Jonas Flodén, University of Gothenburg, Sweden

At the onset of COVID-19, sales of groceries drastically increased around the world (Dammeyer, 2020). The present study aims to explore the relationship between the Big Five personality traits and panic buying of groceries in the United States. The data is based on a representative sample ($N = 1,149$) of the US population and collected through a web-survey in the beginning of COVID-19 (April 22 – June 20, 2020). Panic buying was measured through the question: “Have you, since the start of the spread



of the COVID-19 virus in the United States stocked up by buying more food or daily necessities than usual" (response categories "Yes" or "No"). The Big Five was measured through BFI-10 (Rammstedt & John, 2007). Logistic regression was performed to assess the impact of the Big Five personality traits on panic buying. The model controlled for age, gender, and residential area. The model was statistically significant χ^2 , (8, $N = 1,047$, $p < .001$, and explained 8% (Nagelkerke R^2) of the variance in panic buying. Among the Big Five personality traits, only Agreeableness (Odds Ratio = 1.41) and Neuroticism (Odds Ratio = 1.28) made a unique contribution. This indicates that people with high degrees of Agreeableness and Neuroticism were more likely to be engaged in panic buying of groceries during COVID-19 in the United States. Furthermore, the analyses show that panic buying was influenced by being male, young age, and urban living. The results have implication for health policies and food supply chain during pandemics and crisis.

PA-9 Personality traits and car pooling

John Magnus Roos, University of Gothenburg, Sweden
Petri Kajonius, University of Lund, Sweden

The purpose of the present study was to explore how personality traits (Big Five) relate to use of carsharing services. Car sharing (or car-pooling) is a membership service that gives the user access to cars without ownership. The Swedish carsharing market consists almost exclusively of station-based carsharing which implies that the user picks up and returns the car at fixed stations. This study builds on survey data from a sample that is representative of the Swedish population regarding age, gender, and residential area. The data was collected in three rounds, between 2019–2021. In total, 10,750 surveys were distributed with a response rate of 49%. Use of car sharing was dummy-coded (i.e. at least once during the past twelve months was coded as 1 and never during the past twelve months was coded as 0). Personality traits were measured through the Big Five Inventory (BFI-10). Logistic regression was performed to assess the impact of personality on car sharing use. Agreeableness (OR = 0.70) and Openness (1.27) made a unique statistically significant ($p < .01$) contribution to the model. The low Agreeableness was unexpected and potentially paradoxical. Generally, people low on Agreeableness are difficult to collaborate and share with. The challenge for car sharing entrepreneurs, and policy makers who promote car sharing, is to create trust in sharing cars among all types of personality traits.

SY-5 Structure, clinical relevance, and correlates of the ICD-11 maladaptive traits

Conveners: Gina Rossi, Belgium; Pooja Heragu, USA; Joshua R. Oltmanns, USA; Adam P. Natoli, USA

Symposium abstract:

Abundant critiques of the categorical approach to personality disorders (PDs) resulted in the launch of the dimensional ICD-11 model. In the ICD-11 model, PD diagnosis requires a marked disturbance in personality functioning while trait levels of Negative Affectivity, Detachment, Dissociality, Disinhibition, and Anankastia (and a Borderline pattern) are applied to portray stylistic differences in PD expression. Empirical evidence about the ICD-11 model is still limited. The structure of the ICD-11 trait domains has been previously demonstrated, and the collection of studies comprising the proposed symposium investigated previously unexamined important aspects of the ICD-11 model, such as multi-group measurement invariance and the global structure of PDs. The first study evaluated measurement invariance of the ICD-11 trait domains structure across age-groups and their correlation with measures of personality pathology. The second study examined invariance of the factor structure across race and time in older adults. The third study used a network analysis approach to understand relationships between the ICD-11's model of PDs and defensive functioning. The structure of ICD-11 traits was found to be age-invariant, and partially invariant across race and time in older adults. Maladaptive trait domains showed a comparable nomological net with measures of personality pathology across age-groups. These findings hold promise for assessment of PDS across the whole adult life span. Some differences were also found in correlates with clinical aspects (for example in personality's associations with defensive functioning within and between levels of abstraction). Clinical implications for the PD field will be further discussed during the symposium.

SY-5 Age-invariance of the ICD maladaptive trait structure and connection to personality pathology



Gina Rossi, Vrije Universiteit Brussel, Belgium

Studies on the structure of ICD-11 maladaptive traits, provided support for a PiCD 4-factor solution, with three unipolar factors, Negative Affectivity, Detachment, and Dissociality, and a bipolar factor Disinhibition-Anankastia. The PiCD trait domain scales showed good external validity with measures of personality pathology. Yet, age invariance was not examined. Instruments are typically developed in younger adult samples, consequently assessment of PDs in later life can be hindered by age-biased PD features. Psychometric equivalence of the PiCD trait domains was examined in a sample of Dutch speaking community dwelling adults ($N = 908$; $N_{\text{younger adults}} = 685$, $N_{\text{older adults}} = 223$). Level of measurement invariance was tested across age-groups by target rotation to the original American PiCD 4-factor solution. Mean differences of PiCD trait domains and differential relationship with measures of personality pathology (SASPD, BPS, SMI) across age-groups were explored. Fit to the data was established for the 4-factor PiCD structure in the total group (RMSEA .049, SRMR .040), moreover this structure was age-invariant at scalar level. Older adults scored significantly lower on Negative Affectivity and Dissociality compared to younger adults. Being more emotionally stable is a normative change in personality associated with more psychological maturity as one gets older. Also, increasing age goes along with physical age-related impairments, resulting in less possibilities to behave recklessly and impulsively. The nomological net with personality pathology was largely comparable across age-groups. These results are promising for accurate measurement of maladaptive traits across the whole adult life span.

SY-13 The happy personality revisited

Espen Røysamb, University of Oslo, Norway
Lilian Mayerhofer, University of Oslo, Norway
Ludvig Daae Bjørndal, University of Oslo, Norway
Jinrui Liu, University of Oslo, Norway
Irene Teulings, University of Oslo, Norway
Joar Vittersø, University of Oslo, Norway
Ragnhild Bang Nes, University of Oslo, Norway

Personality traits are associated with wellbeing. In particular, extraversion, neuroticism and partly conscientiousness have shown robust associations with wellbeing components such as life satisfaction and positive affect. However, several questions remain unresolved. First, how do the associations between personality and wellbeing develop over time? Second, are the associations causal, or due to underlying shared factors? Third, what is the role of genetic and environmental factors in the associations? Finally, how do personality traits relate to an expanded set of wellbeing components including meaning in life, social wellbeing, and a general happiness (h)-factor? We used longitudinal and genetically informative data, across up to 30 years, from the Norwegian Twin Registry ($N > 2000$). Applying Random Intercept Cross-Lagged Panel Models, Biometric Modelling, and Cotwin-Control analyses we examine stability and change, genetic and environmental factors, and causal versus shared underlying factors. We find considerable stability in personality traits and wellbeing components, with genetic factors contributing substantially to this stability. While genetic factors are important for the associations between personality and wellbeing, there is also evidence for environmental causal processes. Finally, different wellbeing components share some features of associations with personality traits, but do also have partly distinct personality profiles.

PA-13 When Machiavellian leaders fear losing power: Effects on abusive supervision and subordinate burnout

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Ed Sleebos, University of Groningen, The Netherlands
Barbara M. Wisse University of Groningen, The Netherlands

Leader destructive behaviors such as abusive supervision have a host of negative consequences for individual employees and organizations alike. Therefore, it is important to understand the conditions that may favor leader abusive behaviors and their downstream consequences. In this research, we



argue that power is generally valued as it offers access to numerous tangible and intangible benefits. Fear of losing it might therefore trigger behavioral responses aimed at maintaining power and capitalizing on those benefits while it is still possible. Moreover, we argue that this effect is particularly strong for leaders who value holding on to power, such as those scoring high on Machiavellianism. Specifically, we predict that fear of power loss and leader Machiavellianism interact in predicting leader abusive supervision, such that leader fear of power loss is more strongly positively related to leader abusive supervision the higher leaders score on Machiavellianism. We find support for our hypotheses both in a business scenario experiment with actual leaders ($N = 365$ leaders) as well as in a field study among leaders and their teams ($N = 546$ teams). Moreover, we find that employee perceptions of abusive supervision mediate the interactive effect of leader fear of power loss and leader Machiavellianism on subordinate burnout. We conclude by discussing how leader fear of power loss is critical in triggering abusive behavior in Machiavellian leaders as well as its negative downstream effects on employee well-being.

PO-15 Advancing the understanding of neuroticism and evaluative conditioning. Evidence on the role of negative emotional states and inconsistent stimuli pairings

Andrei Rusu, West University of Timisoara, Romania

Andreea-Alexandra Orha, West University of Timisoara, Romania

Cătălina Bunghez, West University of Timisoara, Romania

The studies on the association between trait neuroticism and evaluative conditioning (EC) yielded mixed findings across different paradigms. While conventional EC manipulations suggest that neuroticism enhances both positive and negative EC effects, in ambiguous EC, it appears to amplify the negative effect. Consequently, there is a need for further research on how trait neuroticism biases preference learning. Having this objective, we designed a study in which we induced a negative emotional state to examine its interaction with neuroticism in acquiring preferences in ambiguous EC. The study employed a between-groups unifactorial design. The experimental group underwent induction of a negative emotional state through a performance task accompanied by negative feedback, while the control group completed the same task without feedback. Before the manipulation, participants completed a neuroticism scale. Immediately afterward, they underwent an EC task involving inconsistent pairings – conditioned stimuli (CS) were paired with both positive and negative unconditioned stimuli (US). Subsequently, participants rated their preferences for each CS. Neuroticism interacted with the experimental manipulation in predicting CS ratings. In the negative state condition, participants higher in neuroticism reported positive evaluations for the CSs. Conversely, in the control condition, higher neuroticism was associated with negative evaluations for the CSs. The data reaffirmed the previously documented negative learning bias of neuroticism in ambiguous learning EC but also revealed that the bias shifts to a positive one in the presence of a negative state. The results are discussed through the lens of avoidance biases as a coping response to negative stimuli.

PA-19 Who seeks out a mindful mind? Associations between personality traits, meditation practice, attitudes and barriers to practice

Yana Ryakhovskaya, The University of Melbourne, Australia

Nicholas T. Van Dam, The University of Melbourne, Australia

Luke D. Smillie, The University of Melbourne, Australia

Meditation has received increasing interest from social scientists and from the public for its potential benefits to well-being. However, it is still unclear what personality traits might predispose someone to seek out meditation. Across two studies ($N = 374$ and $N = 667$), we examined associations between the Big Five personality traits (measured using the Big Five Aspects Scale; DeYoung et al., 2007), and whether participants reported to have practiced meditation. We also sought to examine associations between personality and expectancies towards meditation, and potential behavioural consequences of these associations—namely, interest in meditation, and participant selection into this study. We found that openness and agreeableness predicted having practiced meditation. Meanwhile, openness,



agreeableness, and curiosity predicted more positive attitudes and less perceived barriers toward practice. Paradoxically, neuroticism predicted higher perceived barriers to meditation practice, yet higher meditation practice. Finally, little evidence was found for personality predicting self-selection into this study, contributing to the considerations of meditation intervention study design. Overall, these findings contribute to research linking personality to engagement in meditation.

PO-34 An examination of openness' hierarchical structure using traditional and updated bass-ackward approaches

Yana Ryakhovskaya, The University of Melbourne, Australia
Luke D. Smillie, The University of Melbourne, Australia

Research utilising the Five Factor Model has tended to focus on higher-order domains, as opposed to lower-order facets. As a result, the lower-level structure of the Five Factor Model is much less well understood (Irwing et al., 2023). This problem may be especially pronounced for openness, which has a complex structure, encompassing a broad range of tendencies, from seeking out new experiences, to absorption in intellectual pursuits, to being socially tolerant and progressive. This study aims to explore openness' latent structure using Goldberg's (2006) "bass-ackward" hierarchical factor analysis approach, as well as Forbes' (2023) extension to this method. Participants in two samples ($N = 374$, $N = 667$) completed a range of openness scales (including measures of intellect, from the Big Five tradition), and responses were factor analysed using both approaches. Resulting solutions are evaluated for parsimony, and replicability across samples and methods. It is anticipated that this study will contribute to a more nuanced understanding of openness' structure, adding to the relatively limited research into the lower-order structure of the Five Factor Model.

PA-17 Overcoming low status or maintaining high socio-economic status? A multinational examination of the association between socioeconomic status and honor

Ángel Sánchez Rodríguez, University of Salamanca, Spain
Conor O'Dea, Union College, USA
Ayse K. Uskul, University of Kent, United Kingdom
And many others

Living in different socio-economic environments has been shown to significantly shape individuals' personal and social identities, personality, and how they think and feel about and respond to social situations and other individuals. Building on this growing set of findings, we examined the relationship between socioeconomic status (SES) and endorsement of honor, a construct that encompasses the important role that both self- and social image play in shaping social behavior, more so in some cultural groups than in others, which in part shapes the personality of individuals. We studied the SES-honor link in 5 studies ($N = 13,635$) with participants recruited in different world regions (the Mediterranean and MENA, East Asian, South-East Asian, and Anglo-Western regions), using measures that tap into different facets of honor, and focusing on this association at both the individual and country levels. Findings from these studies showed that individuals from countries with lower (vs. higher) wealth endorsed different facets of honor more strongly, whereas individuals who subjectively perceived themselves as belonging to a higher (vs. lower) SES endorsed different facets of honor more strongly. Furthermore, individuals who perceived themselves to be of higher SES showed greater sensitivity to aggressive threats and responded to them more aggressively (Study 5). We discuss the implications of these (somewhat counterintuitive) findings for the cultural dynamics linked to social class and how the personality of different social classes may have been the result of this cultural dynamic.

PO-13 Personality traits in organizational leaders of private companies in Brazil

Clarice Meirelles Santana, UFMG, Brazil
Carmen Flores-Mendoza, UFMG, Brazil



Personality traits influence behavioral variation in business organizations, particularly in relation to leadership skills. Studies indicate that certain traits may be stronger in leaders. **Objective:** This study aims to identify personality differences between leaders and non-leaders and to verify if the variable of gender is related to the differences found. The sample consisted of employees from 19 private companies from different segments and regions of Brazil, totaling 584 respondents: 270 leaders and 314 non-leaders of both sexes, with a mean age of 38 years. Participants were invited to answer the NEO-PI-R online, which assesses the *big five* traits. The analyses were performed using the SPSS software and, for comparison of the groups, the Mann-Whitney U test was performed. There was a statistically significant difference between the groups for the factors Neuroticism ($U = 32209.500$; $p < 0.001$) and Agreeableness ($U = 37432.000$; $p < 0.05$), in which the leaders had a lower score than the non-leaders. On the other hand, the statistically significant differences in Extraversion ($U = 33034.500$; $p < 0.001$) and Conscientiousness ($U = 34553.000$; $p < 0.001$) indicated higher scores of the leaders than the non-leaders. About the gender variable, it was found that female leaders had lower neuroticism and higher extraversion than non-leaders. Male leaders showed lower Neuroticism and higher Extraversion and Conscientiousness. Overall, these results are consistent with the literature that points to specificity in the personality traits of organizational leaders, emphasizing low Neuroticism and high Conscientiousness and Extraversion.

PO-22 The effect of implementation intentions on speeding behavior: A study using objective speed data

Paul Sarbescu, West University of Timisoara, Romania
Lorena Tirla, West University of Timisoara, Romania
Andrei Rusu, West University of Timisoara, Romania

This study aimed to verify the effectiveness of an implementation intentions intervention (with repeated sessions) on every-day speeding behavior. Using an experimental design (with two groups) spanning across four weeks, we collected over 3,500 speed data points from 70 participants. The intervention included three weekly sessions lasting about one hour (after an initial speed monitoring week). Objective speeding behavior was extracted from Google location data and included: number of trips, trips distances, speed to speed limit ratio, number of times speeding and speeding by amount. Additionally, we measured self-reported speeding, the Big Five personality factors, driving self-efficacy and Theory of Planned Behavior constructs (related to speeding). Most baseline variables were significant predictors of speeding behavior. Overall, the experimental group showed reduced speeding behavior (both objective and self-reported) in comparison to the control group.

KN A new frontier: Fine-grained personality factors across cultures

Gerard Saucier, University of Oregon, USA

In this presentation, I will discuss progress in a developing line of research comparing structures of personality attributes derived from multiple languages. But rather than comparing at the now-conventional few-factor level, which tends to compromise comprehensiveness and prediction, relatively robust structures of many (e.g., 20 to 50) factors are compared in search of those that arise most ubiquitously across cultures, while also enabling identification of culture-specific constructs. I will present illustrative results from several languages from widely different cultural settings and that give insights into the distinct advantages and challenges of this avenue of research.

**PA-12 Gender differences on Big Five Personality factors in an elderly Brazilian sample**

Karen Rosângela Silva de Souza Saviotti, UFMG, Brazil
Luiza de Almeida Rodrigues, LADI, Brazil
Carmen Flores-Mendoza, UFMG, Brazil

Gender differences in personality traits have been extensively documented, with women typically scoring higher in neuroticism and agreeableness. However, examining whether such differences persist into advanced ages remains important. This study aimed to investigate the variations in the five major personality factors between men and women within a sample of Brazilian elderly individuals ($N = 438$). The results revealed that women scored higher in neuroticism ($d = 0,42$) and extraversion ($d = 0,24$), but no statistically significant differences were found in agreeableness. These findings suggest that specific gender-based differences in personality endure into old age among Brazilians.

PO-14 Personality and stability of cognition in the elderly: A Brazilian longitudinal study

Karen Rosângela Silva de Souza Saviotti, UFMG, Brazil
Luiza de Almeida Rodrigues, LADI, Brazil
Giulia Lumy Uchida, UFMG, Brazil
Ana Amélia Borges Alvarenga, FUMEC University, Brazil
Fernanda Almeida, FUMEC University, Brazil
Isabela Rocha Nunes de Lima, FUMEC University, Brazil
Bruno Henrique Farias da Silva, FUMEC University, Brazil
Débora Pompeu de Barros, FUMEC University, Brazil
Carmen Flores-Mendoza, UFMG, Brazil

The global elderly population continues to grow faster than other age groups and the growth of this segment of the population increases the number of elderly people affected by diseases resulting from aging. Maintaining cognitive status is a great concern for elderly people. Personality characteristics are identified as a factor strongly associated with both successful and pathological aging, whether in the physical or cognitive scope. Therefore, the objective of this work was to analyze the cognitive performance of a group of elderly people over two years and the possible relationships with personality characteristics as possible predictors of cognitive performance and investigate the possible associations between education, depressive symptoms, and personality characteristics, as well as evaluate the differences between men and women in personality characteristics. The analysis of the longitudinal study showed that the sample remained cognitively stable throughout the two years of study. Some personality traits correlated with cognitive variables at the beginning of the study. Openness ($b = 0,07, p = 0,007$) and extraversion ($b = -0,08, p = 0,004$) were correlated with general cognition, while agreeableness ($b = -0,75, p = .027$) and openness ($b = 1,00, p = .004$) were correlated with semantic memory. Only agreeableness proved to be a predictor variable of the sample's cognitive stability ($b = 0,14, p = .049$). Our results showed that personality characteristics correlate with some aspects of cognition. Therefore, new studies are needed with longer follow-up periods and instruments that can reveal more detailed aspects of the personality characteristics of elderly people.

SY-15 Advancing well-being research with momentary assessments

Conveners: Julian Scharbert, Germany; Lara Kroencke, Germany

Symposium abstract:

In recent decades, ecological momentary assessment approaches such as the experience sampling method (ESM) have become popular tools for well-being research. Such repeated state assessments of well-being not only represent more direct approaches for assessing individuals' experienced well-being compared to one-time, trait assessments, but they also open up new possibilities for understanding well-being dynamics such as intraindividual fluctuations in well-being. This symposium features four talks that highlight the advantages and possibilities of studying different aspects of well-being on the state level. The first talk (Julian Scharbert) addresses the relationship between



retrospective and momentary well-being assessments and tests the peak-end rule for retrospective well-being judgments in everyday life. The second talk (Lara Kroencke) draws on several large-scale experience-sampling studies to investigate interindividual differences in the effects of social interactions on momentary affective well-being and to leverage these insights for designing personalized well-being interventions. The third talk (Gabrielle Pfund) provides insights on levels and variability in a more specific aspect of well-being—momentary sense of purpose—with a particular focus on differences between younger versus older adults. The fourth talk (Kai Krautter) demonstrates how considering momentary well-being assessments in different situations can add nuance to established influences on well-being. Specifically, he discusses how higher extraversion might not always be conducive to well-being in daily life, but that adjusting one's levels of extraversion to the demands of the situation (i.e., demonstrating "flextraversion") might be more adaptive. Taken together, these four talks showcase how relying on momentary state assessments can advance well-being research.

SY-15 If you were happy and you know it, clap your hands! Testing the Peak-End Rule for retrospective judgments of well-being in everyday life

Julian Scharbert, University of Münster, Germany
Katharina Utesch, University of Münster, Germany
Thomas Reiter, University of Munich, Germany
Julian ter Horst, University of Osnabrück, Germany
Maarten van Zalk, University of Osnabrück, Germany
Mitja D. Back, University of Münster, Germany
Richard Rau, HMU Potsdam, Germany

One-time retrospective assessments of well-being tend not to perfectly match the mean of multiple state assessments of well-being over time. As a reason for this discrepancy, some researchers have suggested that retrospective and global trait measures tend to refer to the "remembering self" (i.e., our mental representation of our past experiences), whereas state measures refer to the "experiencing self" (i.e., our actual experiences in the moment). Thus, individuals are thought to use heuristics in forming retrospective judgments that lead to systematic biases. A well-known example is the *peak-end rule*, which states that individuals rely primarily on the peak (the best/worst moment) and the end (the last moment) of an episodic experience when forming retrospective judgments. Initial studies have already examined whether the peak-end rule also applies to retrospective judgments of well-being outside the laboratory, but these studies had methodological weaknesses or a very narrow focus. Here, we comprehensively examine whether the peak-end rule applies to one-time retrospective and global assessments of the mean of well-being states. To this end, we use four large ESM datasets (total $N = 1,889$; total number of measurements = 131,575), compare different item prompts, and examine different lengths of time to determine individuals' peak and end values in their state data. Our results offer valuable insights for trait- and state-level measures of well-being (and other constructs), for their interpretation in relation to the remembering and experiencing self, and for advancing well-being research.

SY-2 Social-emotional teacher characteristics: The role of personality, gender, age, and professional experience

Joyce Scheirlinckx, Ghent University, Belgium
Karen Teixeira, EduLab21, Institute Ayrton Senna, São Paulo, Brazil
Gisele Alves, EduLab21, Institute Ayrton Senna, São Paulo, Brazil
Ricardo Primi, University of São Francisco, Campinas, Brazil
Oliver P. John, University of California, Berkeley, USA
Filip De Fruyt, Ghent University, Belgium

Psychologist and educators have become increasingly interested in social-emotional teaching characteristics (SETs) because teachers are so important for the cognitive achievement and social-emotional learning of their students. In addition, SETs are also important for teachers themselves, including their professional development, their well-being, and their continuance in their teaching



careers. The teaching profession shows an unusual and large drop-out rate early in the career, which is not well understood. That initial drop-out is partially compensated by another group of teachers that start to teach later in professional life, hence are more mature in chronological age but not in professional experience. Despite this recognition, there is little knowledge on how SETs develop in male and female teachers, what role personality plays, and how age and professional experience affect this development and interact. To address this gap, we will describe gender differences in SETs assessed in a cross-sectional survey of about 43,000 Brazilian teachers (73% women). We first examine whether teachers as a professional group show a distinct personality profile relative to a sample that is more representative of the general population. In a second step we investigate gender differences on a set of 16 SETs and examine how personality traits, age, and professional experience affect SETs scores. Our findings are critically important for a better understanding of teacher's professional development and the design of supportive actions to prevent teacher drop-out.

SY-9 Exploring the efficacy and the effects of incentives in personality psychological research participation

Christoph Schild, Universität Münster, Germany

Alicia Seidl, Max Planck Institute for the Study of Crime, Security and Law, Germany

Isabel Thielmann, Max Planck Institute for the Study of Crime, Security and Law, Germany

Ingo Zettler, University of Copenhagen, Denmark

Lau Lilleholt, University of Copenhagen, Denmark

Ruben C. Arslan, University of Leipzig, Germany

Addressing the persistent challenge of motivating individuals for personality psychological research participation, this study critically examines the efficacy and impacts of different incentivization strategies. While common incentives like monetary rewards and feedback are prevalent, there's limited comprehensive research on how these incentives affect sampling processes and data quality. Our study, involving 10,000 Danish citizens, investigates this gap, focusing on the effectiveness of feedback provision and monetary incentives. Participants were randomly assigned to eight conditions with varying incentives, including no monetary reward, moderate (50 DKK), or large (100 DKK) incentives, along with feedback options on personality questionnaires and a problem-solving task. As expected, we found that monetary incentives and feedback provision positively influenced completion rates. Interestingly, variations in personal variables such as personality traits, age, or gender were minimal across the different incentive conditions. Our findings offer insights into how different incentives shape participant engagement and data integrity in psychological studies. The results serve as a guide for future research in designing effective incentivization strategies.

PA-2 An item-level hierarchical CFA of 30 personality facets

Ulrich Schimmack, University of Toronto, Canada

After the discovery of the Big Five, personality researchers tried to confirm the structure of personality traits with Confirmatory Factor Analyses. However, CFA often showed poor fit of simple models to the data and personality researchers abandoned the use of CFA. This article shows that advances in computing power and the availability of large datasets makes it possible to fit CFA models to large sets of items. The presentation will present the results of CFA analysis with the IPIP using data from the United States ($N = 800,000$). The results affirm the Big Five as the highest level in a hierarchy of personality traits. They also provide insights into the facets with high loadings on the Big Five factors that provide insights into the nature of the Big Five. Finally, the talk shows how CFA models can be used to estimate the validity of Big Five scales, where validity is defined as the correlation between a Big Five factor and item sum scores. The talk aims to move research on personality structure from exploration to testing of personality theories.

PA-1 Associations between virtue development and religious development among students from 16 U.S. universities in a 2-year longitudinal study



Sarah Schnitker, Baylor University, USA
Elizabeth Bounds, Baylor University, USA
Jenae Nelson, Baylor University, USA
David Newman, Baylor University, USA
Karen Melton, Baylor University, USA
Perry Glanzer, Baylor University, USA

The development of moral virtues alongside religiosity has long intrigued psychologists, with extensive treatments of the subject from William James (1903) and Edwin Starbuck (1911). Though research on the topic lagged in the 20th century, researchers in personality and developmental psychology have re-engaged empirical inquiry in the past three decades regarding the question of how religious and virtue development are interrelated, with many studies demonstrating salubrious associations between the two but other studies evincing negative associations (Hardy et al., 2019; Schnitker et al., 2021). However, findings from large-scale longitudinal data are rare. Moreover, it is critical to assess contextual features of religious groups to which young people belong when examining the associations between religiosity and virtues across time. The purpose of the present study was to examine the patterns of change in virtues and religiosity across time among students associated with campus groups engaged in religious intellectual traditions or attending faith-based higher education institutions as well as non-religiously-involved students. Data were collected from undergraduate participants ($N = 1,710$) recruited from 16 elite universities across the United States. Participants completed measures of virtues (intellectual humility, generosity, gratitude, purpose, accountability, patience, and self-control) and religiosity (religious internalization/intrinsic motivation, beliefs, dogmatic intolerance, and attachment to God) every six months across four measurement occasions. Results show diverse trajectories of virtue development that correlate differentially with particular aspects of religiosity; in alignment with previous studies secure attachment to God and intrinsic religiosity were positively associated with virtue development whereas dogmatic intolerance was negatively associated.

PO-20 What cues do people use to perceive authenticity in others?

Henry James Searle, Elon University, USA
Katrina Pelagia Jongman-Sereno, Elon University, USA

Authenticity has been a common experience among laypeople for millennia and remains an attribute that cultures around the globe value. Authenticity has largely been characterized as congruence between one's behavior and one's beliefs, values, motives and personal characteristics. Research on authenticity has demonstrated its importance to greater well-being, relationship quality, and psychological health yet little is understood about how people perceive authenticity in other people. A total of 75 participants answered open-ended questions about five cues they use to perceive others' authenticity and others' inauthenticity on the online survey platform Prolific. Two researchers used inductive coding to identify common themes in a subset of the sample. These themes were then applied to additional subsamples until 12 themes were identified as cues to authenticity and 11 themes were identified as cues to inauthenticity. Once the themes were finalized, two independent coders categorized participants' responses into the identified themes. Common cues of authenticity were body language, "Honest/Genuine/Truthful," "They do what they say they will/Reliable/Consistent," and "Aren't afraid to be themselves/Confidence". Typical cues of inauthenticity were body language, "Fake/dishonest/disingenuous," "Uneasy, nervous, agitated," and "Self-absorbed/arrogant/entitled". These results indicate potential cues utilized by laypeople in the perception of other's authenticity that have not been identified in previous literature.

PA-14 Five small words capture the Big Five: Personality assessment using natural language processing

Sverker Sikström, Lund university, Sweden
Petri Kajonius, Lund university, Sweden
Ieva Valavičiūtė, Lund university, Sweden



Assessment of psychological constructs, for example the BIG5 personality traits, have till now predominantly relied on standardized rating scales. While these rating scales have several advantages, text-based responses analyzed with natural language processing (NLP) have emerged as a novel method for measuring psychological constructs. Such analysis can be done by mapping word responses describing personality traits to a numerical vector using a large language model (e.g., BERT) and then apply machine learning (e.g., multiple linear ridge regression) to train the vectors to predict the results from BIG5 rating scales related to the same participants. The main objective of the present study ($N = 663$) was to compare the validity of word response describing personality traits analyzing by NLP (referring to the self or other people) and compare this to the validity of a commonly used rating scale for assessment of the Big Five personality traits (i.e., IPIP-NEO-30). The average prediction accuracy for categorizing the Big Five traits, based on stimuli's material with known personality traits, was up to 10% higher for word responses than for rating scales. The results also showed that semantic measures had higher inter-rater reliability and that observer convergence was higher in assessments of others than self. This suggests that word-based descriptions may capture more broad and noticeable aspects of personality than rating scales.

IS-1 Are personality traits associated with indices of neural complexity?

Luke D. Smillie, The University of Melbourne, Australia
Boki Milinkovic, The University of Melbourne, Australia
Tianruo Sun, The University of Melbourne, Australia
Luiza Bonfim Pacheco, The University of Melbourne, Australia
Olivia Carter, The University of Melbourne, Australia

Indices of neural complexity derived from electroencephalogram (EEG), such as Lempel-Ziv complexity, have gained considerable attention as potential biomarkers of conscious level. Evaluations of such indices typically compare within-person changes in sleep/wakefulness (e.g., propofol anaesthesia), and between-group differences across disorders of consciousness (e.g., coma). In this study, we examine whether resting-state individual differences in complexity indices are associated with Big Five personality traits within a sample of healthy adults ($N = 300$). Any such correlations might complicate interpretation of these indices as biomarkers of conscious level. Preliminary analyses focussed on Lempel-Ziv complexity revealed no significant associations with Big Five traits. On the other hand, Lempel-Ziv complexity was significantly higher when participants rested with eyes open compared to when they rested with eyes closed. This suggests that LZc may vary across slight changes in sensory experience that do not necessary entail changes in conscious level. Additional indices will be explored in further analyses and results and their implications discussed.

KN How is a trait (not) like a skill? Similarities and differences in structure, assessment, development, and outcomes

Christopher J. Soto, Colby College, USA

In this talk, I will discuss recent research examining the structure, assessment, development, and outcomes of personality traits and social, emotional, and behavioral (SEB) skills. This research indicates that traits and skills are similar—and even interchangeable—in some ways, but also suggests some key differences between the two kinds of constructs. These similarities and differences have implications for both researchers and practitioners.

IS-1 The impact of loneliness on functional brain network organization across the lifespan

Nathan Spreng, McGill University, Canada

Loneliness emerges when one's need for interpersonal connection is unmet. Loneliness is a modifiable risk factor associated with poor mental and brain health across the lifespan. Over a series of studies examining the impact of loneliness on brain function, we have demonstrated that associations between self-reported loneliness and functional network organization changes over the adult life course. In early adulthood, higher levels of loneliness are associated with greater integration



of visual regions with higher order association networks. From late middle-age and into older adulthood, this pattern shifts, with greater integration observed among higher order association networks and a relative isolation of the visual system. We hypothesize that these age-differences in network organization in the context of loneliness may reflect a shift from externally-oriented processing (e.g., perceiving negative social cues) in young, to more internally-oriented processing (e.g., reminiscing or mentalizing about social experiences) in the later decades of life. I will conclude with new directions of research into the impact of loneliness on older adults at risk for Alzheimer's disease.

PA-22 Belle indifférence – A personality feature in dissociative amnesia

Angelica Staniloiu, University of Bielefeld, Germany

Hans Joachim Markowitsch, University of Bielefeld, Germany

Since the 19th century the expression “belle indifference” has been associated with patients with dissociative disease conditions who generally suffer from severe retrograde amnesia, but have preserved intelligence. Pierre Janet, Sigmund Freud and Jean-Martin Charcot are names associated with the term. Usually, belle indifference means that the affected individuals appear paradoxically careless or unconcerned towards their own disease condition and fate. There are, however, also arguments against the use and usefulness of the term belle indifference. Some clinicians argue that such patients might mask their concern about their condition with the intention not to obtain a severe “psychiatric” diagnosis. We re-analyzed our data from nearly 100 patients with the diagnosis of dissociative amnesia (or dissociative fugue condition) with the principal questions of how many of them showed evidence for belle indifference and if this condition then was accompanied by histrionic personality features. Results. We found in about half of our patients a condition of ‘belle indifference’ accompanied by features of suggestibility, emotional lability, and dependency. Furthermore, it was found that especially younger patients seem to have an insecure personality. We consider the symptomatology of ‘la belle indifference’ as valid and reliable in dissociative amnesic conditions. However, it is still possible that some of these patients pretend their indifference.

P0-17 Dual-earner couples’ gender-role attitudes and parental leave decisions: A longitudinal study

Anna M. Stertz, RWTH Aachen University, Germany

Whether or not to take parental leave is an important decision for (expectant) parents. We investigated the effects of gender-role attitudes on the parental leave decisions of dual-earner couples, considering the theoretical and methodological interdependencies between the partners. Furthermore, we examined agentic and communal traits as potential moderators to better understand actor and partner effects (i.e., one partner's role attitudes affecting the other partner's leave decision). We analyzed longitudinal data from $N=365$ couples collected between pregnancy and about 18 months after the birth of their first child using the Actor-Partner Interdependence Model. Regarding actor effects, we found that mothers with more traditional attitudes took longer leaves. Regarding partner effects, we found that both mothers and fathers were influenced by their partners' attitudes. Mothers whose partners were more traditional took longer leaves, fathers whose partners were more traditional took shorter leaves. Against our assumption, agentic traits did not strengthen the association between individual attitudes and individual leave decisions and communal traits did not strengthen the association between one partner's attitudes and the other partner's leave decisions. However, communal and agentic traits had direct effects on parents' leave decisions. Mothers' leave decisions were affected by their communal traits with more communal mothers taking longer leaves. Fathers' leave decisions were affected by their agentic traits with more agentic fathers taking shorter leaves. Overall, this research extends the understanding of mutual influences and decision-making dynamics in dual-earner couples in the early family phase.

SY 1 Pathways and barriers to moral improvement



Conveners: Jessie Sun, USA; Nicole Casali, Germany; Juliette Ratchford, USA

Symposium abstract:

Moral cultivation (improving one's moral or ethical character) is a central goal of many religious and philosophical traditions. Moral character comprises stable patterns of morally-relevant thoughts, feelings, behaviors, and motivations. The development of moral character thus falls squarely within the domain of personality science. For historical reasons, however, the study of moral individual differences, including their development, has been neglected (McAdams & Mayukha, 2023). As a result, personality science has had much less to say about moral personality development, compared to the development of broad (e.g., Big Five or HEXACO) personality traits. For example, what inspires people to become more moral, and can they become more moral if they want to? Our symposium takes on these challenges by highlighting potential pathways and barriers to moral improvement. The first speaker shows that people are less interested in moral (vs. non-moral) improvements not because they believe that becoming more moral would make them less happy in an absolute sense, but because they believe that making non-moral improvements would make them even happier. The second speaker shows that personality feedback based on self-reports and informant reports can instill moral change goals, but that such feedback must be carefully designed. Whereas the first two talks focus on the outcome of moral change goals, the third talk tests the efficacy of a 7-week intervention to improve the virtues of patience or intellectual humility among those who already want to become more patient or intellectually humble (and therefore self-selected into these intervention conditions). In sum, although improving morality is far from straightforward, these talks provide nuanced insights into the role of well-being considerations, self-knowledge, and interventions to support volitional change goals.

SY 1 Would you be happier if you were more moral?

Jessie Sun, Washington University in St. Louis, USA
Jonathan Berman, London Business School, UK
Joshua Wilt, Case Western Reserve University, USA
Peter Meindl, United States Military Academy, West Point, USA
Hanne Watkins, University of Pennsylvania, USA
Geoffrey P. Goodwin, University of Pennsylvania, USA

People are much less interested in becoming more moral (e.g., more compassionate, more honest), compared to making other personality improvements (e.g., less depressed, more sociable; Sun & Goodwin, 2020). Given that several conceptualizations of morality emphasize self-sacrifice, perhaps people believe that becoming more moral would come at a cost to their personal well-being. If so, such beliefs might explain why people are less interested in moral (vs. non-moral) improvements. Across three large, preregistered studies, we show that in fact, people believe that they would be happier in an absolute sense if they became more moral, both in terms of self-described moral improvement goals (Studies 1-2, $N = 1,818$) and improvements to prespecified moral traits such as compassion, honesty, and fairness (Study 3; $N = 303$). However, they believe that less morally relevant trait improvements (e.g., becoming less anxious, more sociable, or more intelligent) would improve their well-being to an even greater extent (Study 3). Such beliefs strongly predict people's desire to become more moral. People are more interested in making their self-described moral improvement if they believe that this would have a stronger positive impact on their own well-being (Studies 1-2). However, perceptions of relative trade-offs between moral improvement and well-being might explain why people are relatively less interested in making moral (vs. non-moral) improvements (Study 3). These findings 1) clarify that people perceive relative but not absolute trade-offs between moral improvement and well-being, and 2) highlight the role of well-being considerations in explaining how and why people want to change themselves.

SY-13 The good life network: A value-based approach to wellbeing

Irene Teulings, University of Oslo
Jinrui Liu, University of Oslo, Norway
Ragnhild Bang Nes, University of Oslo, Norway



Espen Røysamb, University of Oslo, Norway
Joar Vittersø, University of Oslo, Norway

Recent advances in the wellbeing field advocate a new analytical approach: network analyses. This line of research contrasts traditional literature that considers wellbeing as a top-down construct, where variance in different wellbeing indicators is explained by an underlying factor which assume clearly distinct wellbeing dimensions. A network approach to wellbeing instead investigates relationships between indicators without assuming any delineated subdomains, honoring the highly clustered and interconnected nature of wellbeing domains. However, the few attempts only include a small subset of relevant wellbeing indicators and are mostly aimed at subjective wellbeing. This construct may represent flawed conceptions of wellbeing as a whole, and does not align with what people themselves seem to consider the most important indicators of a good life. Therefore, we will extend this line of research by including a comprehensive set of wellbeing indicators. More importantly, we adopt a value-based approach to wellbeing, i.e., measure ideas about the good life based on what people find important in such a life. Specifically, we will analyze items related to life satisfaction, positive affect, negative affect, social relationships, competence, morality, meaning/purpose, health, security, and freedom/autonomy using European Social Survey data. While the study is currently ongoing and results are pending, our approach will allow us to observe how a wide variety of wellbeing indicators are related to each other and provide novel insights in the constituents of what we call The Good Life Network. In doing so, we seek to contribute to a richer understanding of wellbeing and its interconnected, value-laden nature.

PO-23 Dark Tetrad and online behavior among adolescents: exploring the gender differences in the relationship with problematic gaming, problematic social media use and subjective stress

Renata Glavak Tkalić, Ivo Pilar Institute of Social Sciences, Croatia
Anja Wertag, Ivo Pilar Institute of Social Sciences, Croatia
Maja Ribar, Ivo Pilar Institute of Social Sciences, Croatia
Josip Razum, Ivo Pilar Institute of Social Sciences, Croatia
Goran Milas, Ivo Pilar Institute of Social Sciences, Croatia

Gaming and social media use are popular activities among adolescents, and most users do not experience any adverse outcomes. However, some may experience functional impairment due to their use. Research have shown that both gaming and social media use could be coping mechanism to alleviate stress, and that problematic social media use (PSMU) and problematic gaming (PG) are related to Dark Tetrad personality traits, but there is a gap in research exploring the relationship of these variables among adolescents. The aim of this study was to investigate whether Dark Tetrad traits, subjective stress, and gender contribute to the explanation of PSMU and PG among adolescents. The data were collected in the second wave of the Longitudinal Adolescent Stress Study in Zagreb, Croatia. Sample consisted of 1,556 adolescents, aged between 14 and 19 years. Analyses were conducted among 1,476 adolescents (44% male) who reported using social media networks and 1,166 (52% male) who reported playing videogames in the last year. Results of multiple regression analyses showed that gender, dark traits, and subjective stress explained 26.6% of PSMU variance. Higher psychopathy, sadism and higher subjective stress were associated with higher levels of PSMU. In females, but not in males, higher Machiavellianism was significantly related with higher PSMU. Higher levels of subjective stress, lower narcissism and higher sadism were associated with higher levels of PG, and gender, dark traits, and subjective stress together explained 17.6% of PG variance. The results highlight differential roles of Dark Tetrad traits in problematic online behavior in adolescents.

PO-24 Private self-consciousness and loneliness: Focusing on self-rumination and self-reflection

Mayu Tomii, Waseda University, Japan
Atsushi Oshio, Waseda University, Japan

Loneliness has become an important social issue. It is negative emotion which exists to the extent that a person's network of social relationships is less satisfying than desired, and it is aroused by perceiving a lack of social relationships (Peplau & Perlman, 1979). Loneliness is thought to be associated with private self-consciousness that is concerned with attending to one's inner thoughts



and feelings (Fenigstein et al., 1975). People with high private self-consciousness tend to be more aware of the mismatch between desire and reality, and they are likely to feel loneliness. However, previous studies of several decades ago (e.g., Moroi, 1987) did not find empirical support for the relationship between private self-consciousness and loneliness. We now re-investigated that relationship with an interest in a possibly differential role of sub-dimensions of private self-consciousness. In a first study we examined the same relationship between private self-consciousness (without distinguishing sub-dimensions) and loneliness. Two hundred Japanese people (average age; 59.24) completed the Japanese language versions of the Private Self-Consciousness Scale and the UCLA Loneliness Scale Version 3. Multiple regression analysis did not support a significant relationship between the two scales. In a second study, we focused on self-rumination and self-reflection which are sub-dimensions of private self-consciousness, and examined the relationship between them and loneliness. Four hundred Japanese people (average age; 58.03) completed the Japanese versions of the Self-Rumination and Self-Reflection Scale, and the UCLA Loneliness Scale Version 3. Multiple regression analyses revealed that self-reflection is negatively related to loneliness, while self-rumination is positively related to loneliness. These results suggest that private self-consciousness and loneliness are unrelated because self-rumination and self-reflections are inversely related to loneliness.

PO-05 The dialogical flexibility - new variable in the dialogical landscape

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Self-talk and internal dialogues are constructs of significant similarity. However, key differences can be pointed out between them. Self-talk seems to be directed at individual self and self-regulation, whilst internal dialogues are social and reflect external relationships. Dialogical flexibility is a new variable that originates from the same theoretical background as internal dialogues - Dialogical Self Theory. It refers to the ease of assuming different dialogical positions. In this study, the aim was to deepen the understanding of self-talk, internal dialogues, and dialogical flexibility by assessing their relationship to Goldberg's big five and Strelau's temperament. The sample comprised 445 Polish young adults (aged 18-32, 65.4% female) who completed a set of questionnaires assessing internal talk variables (Internal Dialogical Activity Scale, Self-Talk Scale, and Dialogical Flexibility Scale), personality (International Personality Item Pool-Big Five Markers-20), and temperament (International Short Questionnaire of Temperamental Markers). Canonical Correlation Analysis was applied to determine the relationship between the two sets of variables: personality and temperament in one group; and internal talk in the other. Two canons proved to be interpretable. Canon 1 was named "Stability - Centralization" with high emotional stability as an important part of one side, and low internal dialogues on the other. Canon 2, titled "Prosociality - Differentiated Self" encompasses a significant loading of dialogical flexibility and internal dialogues on one end, paired with elevated levels of agreeableness and intellect on the opposing side. Overall dialogical flexibility proved to be a unique variable when compared to self-talk and internal dialogues.

IS-3 The high dimensionality structure of Polish verbs

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The goal of this research was to explore the multidimensional structure of the Polish verb personality lexicon. Verbs were chosen since they convey information missing in other parts of the language and are related to more concrete expressions of personality traits. We also decided to be inclusive in the selection of the personality-relevant verbs, since that allowed for more comprehensive use of the lexicon. Finally, we used not only the classical low-dimension approach but also the high-dimension approach proposed recently by Saucier, as it enables a more detailed structure of personality, based on the objective criteria. This approach accounts for more variance, which allowed us to fully explore the potential of the personality lexicon of Polish verbs. We have selected 1,074 personality-descriptive



verbs from the dictionary containing 100,000 entries. Those verbs were transformed into short sentences. A sample of 1,034 students provided peer- and self-ratings using those short-sentences. We pitted several candidate models in the analysis. Those models differed in terms of the type of data (ipsatized vs. original), type of rotation (orthogonal vs. oblique), and the perspective of rating (self- vs. peer-rating). In the case of each candidate model, we used parallel analysis to establish the maximal number of factors, and then we chose the one that fitted the pre-established criteria. Considering the content analysis, compliance indicators, internal consistency of the scales, and predictive value we finally chose the optimal 23-factor structure (original data, equamax rotation).

SY-14 What calibrates the Sociometer? Understanding self-esteem contingencies in daily life

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Based on the fundamental human need to belong, Sociometer Theory postulates that self-esteem—the global evaluation of one's own value—functions as a continuous monitor of an individual's degree of perceived social inclusion: When individuals feel more socially included, they have higher self-esteem. Previous research on this association has mostly focused on the between-person trait or state level. Comparatively less is known, however, on individual differences in contingencies of momentarily perceived social inclusion and state self-esteem on the within-person level. Based on three large experience-sampling studies (total $N > 6,000$; $> 160,000$ observations), we aimed at filling this gap by targeting the average strength and individual differences of self-esteem contingencies, their temporal stability, and their potential predictors within the social interactions in which they are experienced and within the person who experiences them. Results of Multilevel Structural Equation Models revealed, first, that within-person self-esteem contingencies are positive on average and, second, that individuals differ in the strength of these contingencies. Third, these individual differences were found to be moderately stable over time. Fourth, within-person self-esteem contingencies were found to be slightly stronger in social interactions with close (vs weak) ties and in face-to-face (vs digitally mediated) social interactions. Fifth, they were further found to be a little stronger in younger, female, and low trait self-esteem individuals. We discuss these insights in light of contingencies extending the understanding of personality differences in general and in light of (mal-)adaptive intrapersonal functioning and contingent self-esteem in daily social life in particular.

PA-3 Psychological factors associated with on-time graduation of university studies: a longitudinal analysis.

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We explore the early predictors of fast graduation of university studies from two faculties of the Universidad de la República, Uruguay: Administration and Economic Sciences and Psychology. Previous research has shown that individual differences in intelligence, future orientation, study-related attitudes, intentions and behaviors (within the framework of the theory of planned behavior), and personality factors, are of influence on outcomes at university, such as GPA, advancement, or dropout. Still, few research has explored these factors simultaneously. We used data from 245 students from the 2018 cohort who were studying in 2019; early drop-outs were excluded from the analyses. At the first semester of 2023, 35 had graduated. In 2019 (first wave of data collection) students completed a questionnaire including a series of measures: The Consideration of Future Consequences Scale (to assess future orientation), Big-Five Inventory, Attitudes, Intentions and Behaviors about university studies, and the Raven test. Data were analyzed using logistic regression, with maternal education as a control in step 1, and psychological factors in step 2 (conditional forward method). Results show that the final model included as statistically significant predictors maternal



education, Open Mindedness, and intentions and behaviors related to studying. Overall, the model including these variables explained 18,7 % of the variance. Results suggest that the theory of planned behavior is a relevant conceptual model for understanding advancement rates in university studies. Specifically, study-related intentions and behaviors measured as students were sophomores were later determinants of graduation times'. Open mindedness was negatively related to graduation outcome. Implications for theory and educational policies aimed to target faster graduation times among tertiary education will be discussed.

SY-13 Can the Schwartz Value Questionnaire tell us something about hedonic and eudaimonic wellbeing?

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Wellbeing research is getting increasingly concerned with values and how they are related to the idea of a good life. The Schwartz Revised Portraits Value Questionnaire (PVQ) was included the current study together with other measures of values, a scale named the perfect life profile, and indicators of hedonic wellbeing (HWB) and eudaimonic wellbeing (EWB). A Norwegian convenience sample ($N=197$) completed the survey online. Some, but not many, overlaps between the PVQ and alternative measures of values were found, raising issues about the universality of Schwartz's theory. None of the PVQ values were associated with HWB, except that the two self-enhancements values correlated negatively with life satisfaction, $r(195) = -.29$ and $-.19$ for the power and achievement PVQ subscales, respectively. By contrast, all but three of the PVQ values correlated significantly with EWB. The ten PVQ values can be simplified into an overarching structure with four higher-order values (PVQ-HO). These were included as independent variables in a path model with the perfect life variables as mediators and HWB and EWB as dependent variables. The model revealed a mixed pattern of positive and negative paths from the PVQ-HO via the perfect life mediators to the HWB and EWB variables. For example, significant direct and indirect effects were found for openness to change on a perfect moral life and EWB. These paths were not significant for HWB. Methodological and theoretical implications of the results will be discussed.

IS 2 Socio-affective dynamics of psychopathy in daily life

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Affective and interpersonal features of psychopathy are considered hallmarks of the disorder. Ecological momentary assessment (EMA), well-suited to examine dynamic processes in day-to-day life, has not been used to study how psychopathy influences emotional experiences and interpersonal behavior. This preregistered study examined how psychopathy relates to dynamic socio-affective processes in daily life. Two samples enriched for traits related to psychopathy (Sample 1 $N=142$; Sample 2 $N=159$) completed EMA protocols focused on a variety of interpersonal and affective experiences (Observation $N=8,137$ to $16,460$). The samples differed in socioeconomic, age, and ethnic diversity, which allowed us to examine the replicability and generalizability of results. Results showed that while psychopathy was related to distinct affective experiences in both samples (e.g., increased hostile affect), psychopathy was unrelated to diversity in affective experiences, and rarely moderated within-person socio-affective processes. Future directions for research on the affective and interpersonal processes of psychopathy are discussed.

**PA-4 Greedy gamblers? Associations between dispositional greed and problem gambling**

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Dispositional greed is characterized as the tendency to be unsatisfied with one's current state, coupled with the desire to want more. Although greed may be a driving force for wealth accumulation, it can also relate to increased financial difficulties (Livingston & Lunt, 1992; Seuntjens et al., 2016). We examined greed within the context of gambling, an activity that is enjoyed by millions of individuals worldwide, mostly without adverse consequences. However, for some, gambling may become problematic and lead to devastating financial and psychosocial consequences. In an online survey ($N = 4,855$), we tested the degree to which dispositional greed was associated with frequency of gambling, amount spent whilst gambling, and gambling severity. Further, we predicted that these associations would be mediated by self-reported impulsiveness, and gambling-related cognitions that are associated with increased problem gambling behavior. Supporting our hypotheses, we found that greedy individuals showed higher rates of gambling participation and more negative gambling-related consequences. This relationship was mediated by maladaptive gambling-related cognitions and could not be explained by independent of individual differences in impulsiveness. The current study contributes to the literature linking risk-taking and dispositional greed, and highlights potential mechanisms which may explain this relationship, pointing to both biased decision-making tendencies and cognitions related to gambling.

PO-25 Good health is above wealth? The Dark Tetrad traits and gender differences in healthy habits in adolescence

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Previous studies indicated that dark personality traits are related both to health behavior and health outcomes. Adolescence is an important period for forming and maintaining healthy habits. Thus, this study aimed to investigate the relationship between the Dark Tetrad traits and healthy habits in adolescence and possible gender differences in these relations. Data were collected within a larger ongoing longitudinal research project, and the reported results are from its second wave. The sample consisted of 1,556 second and third grade students (44% boys, $M_{age} = 16.38$, $SD_{age} = 0.68$) from Zagreb, Croatia, and data were collected via mobile application. Dark Tetrad traits were measured with The Short Dark Tetrad (α 's ranged from .76 to .85), while healthy habits were assessed with four items investigating the frequency of eating healthy, doing some physical activities, having enough sleep, and taking care of one's hygiene. Regression analyses showed that narcissism emerged as the most important positive and psychopathy as the most consistent negative predictor of healthy habits in both boys and girls. Interestingly, Machiavellianism was a negative predictor of having enough sleep and taking care of hygiene only in boys, while sadism was a negative predictor of these two healthy habits only in girls. In sum, the observed patterns highlight gender differences in relations between healthy habits and Dark Tetrad traits in adolescence.

SY-11 Association of self-reported differences in the personality trait Sensory Processing Sensitivity and a heightened sensory sensitivity throughout the day across modalities and contexts

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In the current study, we examined whether individuals scoring high on the personality trait Sensory Processing Sensitivity (SPS; Aron & Aron, 1997) – also called Highly Sensitive Persons (HSPs) – report a heightened sensory sensitivity in specific modalities, contexts, and throughout the day using the Experience Sampling Method (ESM) (Myin-Germeys & Kuppens, 2022). Based on the SPS framework (Aron & Aron, 1997), we hypothesized HSPs to be more sensitive towards different kinds of sensory stimuli, especially in stimuli rich environments where they cannot control the amount and intensity of environmental stimuli. Moreover, we expected self-reports on sensitivity to fluctuate during the day based on tiredness, current mood, previously encountered situations, the context (e.g., public versus private situations), and the presence of significant others (e.g., parents, peers, strangers). A total of 139 participants filled in the Sensory Processing Sensitivity Questionnaire (De Gucht et al., 2022) and participated in an ESM-study to assess daily fluctuations in sensitivity across modalities and contexts. Participants filled out a short questionnaire (3 minutes) five times a day at semi-random time points during the morning, afternoon and evening (e.g., 10 am, 3pm, 8pm) during one week on their smartphone, using the app M-path (<https://m-path.io/>). The questionnaires probed the current environment and associated stimuli, current positive and negative affect, current levels of tiredness (physically and mentally), of under- or overstimulation and of control over the stimuli, with whom they were and how pleasant they found the current environment. Mixed effects multilevel models with random slopes and momentary assessments nested in persons were run. The amount of overstimulation (in general and per modality) was included as the outcome variable. The moment of the day, tiredness, mood and context were added as within-subject variables and HSP versus non-HSP as between-subject variables. Results showed that overstimulation fluctuates during the day with the highest levels in the early evening, in stimulus rich environments with lots of people, when participants are more aware of these stimuli and don't have control over them. However, these fluctuations were not stronger for HSPs in comparison to non-HSPs. HSPs, in comparison to non-HSPs, did report higher momentary levels of overstimulation and rated specific stimuli as more negative (i.e., lights, sounds, bright colors, moving images, music, temperature changes, and multisensory stimuli) across all timepoints. Moreover, these associations were stronger when HSPs reported higher momentary levels of negative affect, lower levels of positive affect and higher levels of physical and mental tiredness. These moderation effects were not found for nonHSPs. Conclusion: Individuals scoring high on the personality trait Sensory Processing Sensitivity reported higher levels of overstimulation in general and to specific stimuli, in comparison to nonHSPs. These associations were stronger when HSPs reported higher levels of negative affect and tiredness and lower levels of positive affect. The levels of overstimulation reported by non-HSPs were not affected by tiredness or current mood. Objective characteristics of the environment (e.g., number of stimuli and others) did not interact with the personality trait SPS.

P0-26 Aggression as personality trait and its relationship to problematic smartphone use

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The ever-increasing digitalisation is bringing about change on an individual and social level. In the past, it has been shown that media consumption, that drives digitalisation, promotes aggression. Aggression can be defined as a behaviour that is carried out with the intention of harming a person and is characterised by personality traits.

In recent years, smartphone use has increased massively as part of digitalisation, which is why this study aims to investigate whether smartphone use also promotes aggression. To investigate this, participants were asked to take part in an online survey and complete the German versions of the Buss-Perry Aggression Questionnaire (BPAQ), the Mobile Phone Problem Use Scale (MPPUS-10), the Smartphone Usage Time and the Types of Use Scales. The sample consisted of a total of 228 people ($M = 25.63$; $SD = 10.47$), 158 of whom were female and 69 were male. The participants were mainly recruited from a German university. Regression analyses revealed that the different types of aggression (hostility and verbal aggression) influence problematic smartphone use. Furthermore, the type of smartphone use (process use) and the duration of smartphone use have an influence on aggression. It can therefore be seen that problematic smartphone use also has an impact on aggression, which is why it is important to monitor which types of smart-phone use lead to aggressive



behaviour in order to curb these. Future research could incorporate various risk models for excessive smartphone use and aggressive behaviour in order to shed further light on the cause-and-effect relationship.

SY-7 I am who I am with: The link between social interaction partners and personality states in adolescence

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Dynamic personality models emphasize the relevance of short-term fluctuations of momentary personality states for the manifestation of stable personality traits as well as the key role of social interactions in understanding these fluctuations. The current study examined the interplay of short-term fluctuations in Big Five personality states and social experiences with different types of interaction partners in adolescence, using experience sampling data from $N = 218$ German adolescents (age: $M = 17.5$), reporting more than 2,900 social interactions. Multilevel models revealed that, compared to interactions with family members, social interactions with friends related to higher levels in state extraversion, openness to new experiences, agreeableness, and conscientiousness. In addition, social interactions with teachers and other people (e.g., neighbors, loose acquaintances) also related to higher levels in state openness to new experiences and conscientiousness. As an exception, the type of interaction partner was not related to differences in state neuroticism, which was only predicted by the degree to which adolescents liked their interaction partner. Further analytical steps include the replication of our results in an independent sample and to extend our models on state fluctuations to longitudinal trait data of the adolescents. We discuss implications of short-term fluctuations of momentary personality states for adolescent personality development. Keywords: personality, states, social interaction, adolescence, experience-sampling

PO-21 How the trait factors of behavioural inhibition and activation influence the stress experience of feedback providers

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We examined how personality traits influence the stress that feedback providers experience when giving positive and negative performance feedback to a colleague at work. We focused on the role of two motivational traits, namely behavioral inhibition (BIS) and activation (BAS) system sensitivities. At the same time, two forms of cognitive stress appraisal were distinguished: feeling threatened by the task of giving feedback and seeing it as a challenge. In an online experiment with a repeated measurement design (positive vs. negative feedback) and BIS and BAS as continuous between-subject factors, $N = 103$ participants (68.0% women) were asked twice to give performance feedback to a colleague via email. To this end, they were presented with short stories about the activities of a colleague who had stood in for them for two weeks. These stories were written in such a way that the colleague's performance was either exceptionally good or clearly weak (e.g., in terms of how the colleague had communicated with customers and business partners). Feeling threatened or positively challenged by the upcoming task of giving feedback was assessed after reading the respective story and immediately before providing the feedback. As hypothesized, high BIS sensitivity was associated with a higher threat perception in general and a particularly strong threat perception prior to giving negative feedback. High BAS sensitivity, in contrast, contributed to a more positive experience of challenges when confronted with the two feedback tasks.

PA-13 Tenebrous tools: Leader instrumentally affects the relationship between leader psychopathy and perceived leader charisma and subordinate work engagement

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Leaders with psychopathic tendencies are perceived in a positive light, despite the generally detrimental impact they have on the functioning of subordinates and organizations. This paradox may partly be explained by the notion that leaders can exercise strategic influence over the perceptions and behaviors of subordinates by making subordinates believe that they are helping them reach their personal goals (Thoroughgood et al., 2012), which might be particularly beneficial for leaders with psychopathic tendencies. Building upon the 'people-as-means' framework (Orehek et al., 2018), which examines relationship dynamics through goal-pursuit principles, this study proposes that the negative implications of leader psychopathy on subordinate perceptions and work engagement are mitigated when subordinates perceive their leader as instrumental to reaching their personal goals, because instrumentality increases the attractiveness of the leader and strengthens the commitment to the focal goal. We conducted a multi-source team study ($N = 278$ teams). Leaders filled out a measure of leader primary psychopathy, and subordinates filled out measures pertaining to leader instrumentality, leader charisma, and work engagement. Results show that leader primary psychopathy and leader instrumentality interact to explain leader charisma and subordinate work engagement: When perceived leader instrumentality was high, leader primary psychopathy was positively related to perceived leader charisma and unrelated to subordinate work engagement. When perceived leader instrumentality was low, leader primary psychopathy was unrelated to perceived leader charisma and negatively related to subordinate work engagement. These findings show that the people-as-means framework can be meaningfully extended to leader-follower relationships.

SY-10 The contribution of mitochondria to neuroticism in UK Biobank.

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Mitochondria is the cellular energy plant where the main processes of aerobic respiratory take place. It is known to relate to neurodegenerative disorders such as Parkinson's disease. Here, we investigated the contribution of mitochondrial DNA variation, nuclear-mitochondria DNA variation, and mitochondrial copy number variation on one general factor and two special factors of neuroticism derived using the Short-scale Eysenck Personality Questionnaire-Revised in UK Biobank European samples. We found evidence that both autosomal and mitochondrial DNA variation was associated with neuroticism. Furthermore, we show that those who have a greater number of mitochondria in their blood have a higher level of neuroticism. This link between mitochondria and neuroticism is likely due to immunological factors.

PA-15 Filling the gap: Narcissistic fusion and servility as a missing part of the narcissistic personality spectrum? Insights from the circumplex model of narcissism.

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Based on a series of 11 studies we present the concepts of narcissistic fusion and narcissistic servility. Previous studies suggest that the narcissistic personality spectrum (Krizan & Herlache, 2019), that is, narcissistic traits encompassed by grandiosity and vulnerability with a core represented by self-importance, could be supplemented by communal forms (Gebauer et al., 2012; Żemojtel-Piotrowska et al., 2023). Thus far communal forms have been proposed for *grandiose* narcissism, but communal aspects may also be found in *vulnerable* narcissism (Fatfouta & Rogoza, 2019). In terms of the Circumplex Model of Narcissism (CMN), narcissistic fusion and narcissistic servility are strategies for protecting the communal self, analogous to narcissistic isolation and enmity (Rogoza et al., 2021). The



aim of the present research was to verify the criterion validity of these two constructs. Due to the novelty of this theory, its usefulness, including its distinctiveness from other, similar constructs, should be verified. The present study had two specific goals: 1) to check the convergence and distinctiveness of narcissistic fusion and narcissistic servility with grandiose communal narcissism; 2) to test the relationship between narcissistic fusion and servility and narcissistic isolation and enmity. Meta-analyses of data from 11 samples ($N = 5,606$, 43.02% men, age $M = 38.15$; $SD = 14.97$) collected in 2017-2022 were conducted. In line with the expectations, a strong relationship was demonstrated between the studied strategies (fusion and servility) and vulnerable narcissism, but also with communal narcissism, in accordance with the logic of the CMN. The correlation pattern clearly indicates the distinctiveness, and therefore the usefulness, of these constructs. These results will be discussed in the context of the assumptions of the Circumplex Model of Narcissism.



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