

Substance and Bias in the General Factor of Personality: A Multi-Rater Investigation

Presenter: Jeromy Anglim, Deakin University

Authors: Jeromy Anglim, Sharon Horwood

Format: Paper (15 mins)

Ample research shows that self-report measures of the Big Five tend to be correlated. These correlations can often be explained by a general evaluative factor labelled the General Factor of Personality (GFP). Personality researchers have actively debated whether the GFP represents measurement bias or a substantive trait. However, most existing research has involved either self-ratings alone or self-ratings combined with one other rating. Only a few studies have obtained three or more other-ratings in order to discriminate between rater-biases and shared understanding. The current study consisted of 745 focal participants each with 3 other-raters ($n = 2,235$) who completed the 50-Item IPIP NEO in relation to the focal participant. Average correlations between the Big Five after reversing neuroticism were .21 for focals, .27 for other-raters, and .08 between other-raters. The average correlations for corresponding Big Five scales was .43 for focal-with-other and .39 for focal-with-focal. After correcting for inter-rater reliability, average correlations for the Big Five between other-raters were almost as large as those within-raters. Latent variable models also supported the claim that the GFP reflects at least some substance. Nonetheless, analyses also highlight a number of challenges related to disentangling substance and bias in personality measurement and modelling.

Who Am I? Exploring the Identity of an International Entrepreneur in Creating Opportunity

Presenter: Novika Candra Astuti, Queensland Univesity of Technology

Authors: Novika Candra Astuti

Format: Paper (15 mins)

This paper illuminates our understanding "Who I am" international entrepreneurial identity of effectuation theory in international entrepreneurship. The identity is explored through personality traits, religion, and ethnicity as well as the socio-cultural context that have influenced the opportunity creation and decision-making process for internationalization. The study approaches the phenomenon empirically through the narrative analysis of eight international entrepreneurs with different ethnicities (Javanese, Sundanese, Arab, Padangnese) and two religious backgrounds (Islam, Hindu) that are located in three provinces in Indonesia: Jakarta, Yogyakarta, and Bali. The findings reveal personality traits (e.g. passion, altruism, trustworthy, and upholding trust) are the most traits owned by international entrepreneurs in Indonesia. This study found that Muslim entrepreneurs perceive differently toward the notion of international opportunity. The Muslim entrepreneurs define opportunity as sustenance/Rizq that everything comes from God. The study found that ethnicity formed the identity of entrepreneurs

including accents, personality traits, and behaviour. Moreover, a social embedded culture where the entrepreneurs live contributes toward the identity of entrepreneurs. The result also shows that identity became the reference of action and decision and the solution for the entrepreneurs to deal with difficult and uncertain conditions throughout the international entrepreneurship journey.

Feeling Sad, But Well: Valuing Negative Emotions as a Moderator of Trait Relations With Well-Being

Presenter: Kate Barford, Deakin University

Authors: Kate Barford, Sarah Kiley-Watkins, Vikki Hook

Format: Paper (15 mins)

Valuing negative affect (VNA) reflects consideration of negative emotions as desirable, useful, and meaningful. We investigated the association between VNA and three emotional traits: Neuroticism, Extraversion, and Trait Mixed Emotions (TME; i.e., the dispositional tendency to experience concurrent positive and negative affect). Participants (N = 112) completed online questionnaires regarding personality, well-being, ill-being, and VNA. We hypothesised that VNA would be 1) positively associated with Extraversion, TME, and well-being, 2) negatively associated with Neuroticism and ill-being (i.e., depression/anxiety symptoms), and 3) that it may moderate relations between emotional traits and well-being/ill-being. As predicted, VNA was positively associated with Extraversion and TME. Contrary to predictions, VNA was unrelated to Neuroticism and well-being, was positively associated with ill-being, and amplified the positive relation between Neuroticism and ill-being. Contrastingly, for individuals high in VNA, the negative relation between Neuroticism and well-being was attenuated, and TME was positively associated with well-being only for these individuals. Thus, VNA may lead to more ill-being as defined by negative affectivity, but may have protective effects for subjective experience of well-being. This calls into question whether frequent negative emotion should be considered a negative indicator of well-being, as this link may vary substantially across individuals.

Wording vs. Timing: What Measurement Characteristics Affect Reactivity to Metacognitive-Ratings?

Presenter: William Beckwith, The University of Sydney

Authors: William Beckwith, Damian Birney

Format: Paper (15 mins)

On-task metacognitive measures may cause reactivity as a function of subject cognitive-confidence. Reactivity is the phenomenon of behavioural change due to being measured. Here, alteration of task performance due to measuring metacognition. The current research is interested in whether a person's estimate of memory ability similarly influences reactivity, and whether this differs by the type of metacognitive measure used. Predicted memory ability (PMA) was measured for 150 undergraduates participating in a word-pair learning task that included either no on task ratings, prospective metacognitive-ratings, or retrospective metacognitive-ratings. Within these ratings, wording also differed between subjects ('likelihood' vs. 'confident'). Results suggest metacognitive reflection improves performance for prospective-'confident' and retrospective-'likelihood' rating groups regardless of PMA. However, prospective-'likelihood' ratings caused differential reactivity based on PMA: negative

reactivity for high PMA individuals and positive reactivity for low-PMA individuals. The findings do not support the hypothesis that 'confident' wording is responsible for the PMA effect on reactivity. Speculation is made for whether the wording of ratings differentially encourages emotional ('confident') or analytical ('likelihood') approaches to answering these ratings. Likelihood-wording subsequently affecting the alteration or maintenance of effort strategies as a function of PMA when asked prospectively, and search strategy regardless of PMA when asked retrospectively.

The Five-Factor Model, Populism, and Voting for One Nation: A Study in a Representative Sample of Australians

Presenter: Boris Bizumic, The Australian National University

Authors: Boris Bizumic, Paul Kenny

Format: Paper (15 mins)

The present study investigates the role of the Big Five personality traits in populism and voting for One Nation. A representative sample of Australians (N = 2200) completed a measure of the Big Five personality traits and a multidimensional measure of populist attitudes (i.e., people-centrism, anti-elitism, and Manichaeian outlook). In addition, the participants were asked questions about demographic characteristics and for which political party they would vote, if a federal election for the House of Representatives was held today. Correlational analyses and structural equation models testing direct and indirect effects were conducted using R. These analyses suggested that personality plays a role in both populist attitudes and voting for One Nation. After controlling personality traits for each other, for demographic variables, and for measurement error, four of the Big Five personality traits predicted dimensions of populism. On the other hand, only two personality traits, with agreeableness having a negative direct effect and emotional stability having a negative indirect effect via people-centrism, influenced participants' voting for One Nation. Demographic variables also had substantial effects on both populism and voting for One Nation. Implications of the results for the study of personality, populism, and voting will be discussed.

Happily Sensitive: A Qualitative Exploration of Individual Differences in Wellbeing

Presenter: Becky Black, University of Melbourne

Authors: Becky Black, Peggy Kern, Luke Smillie

Format: Paper (15 mins)

Various wellbeing measures are currently used by researchers and practitioners; however, these measures are defined in large part by an assumption that wellbeing manifests as an extraverted, outgoing, gregarious, Westernized person. Yet, happiness looks different to different people. To capture these differences, we need to better understand what happiness looks like for the large majority of people who do not fit that profile. This study investigated one such individual difference – the personality trait of Sensory Processing Sensitivity (SPS). Building upon recent work which identified that high SPS

individuals do experience wellbeing, the current study aimed to qualitatively understand happiness from the perspective of highly sensitive individuals. Twelve adults completed online measures of SPS, the Big Five, and wellbeing measures, and participated in semi-structured interviews. Findings suggest that experiences of solitude, low-intensity positive emotion, and connecting with nature may be key enablers of high-SPS wellbeing. This study provides a richer, more sophisticated representation of the SPS trait – particularly in relation to wellbeing – and highlights the diverse pathways which can lead to wellbeing.

Age differences in five-dimensional trait curiosity domains

Presenter: Li Chu, The Chinese University of Hong Kong

Authors: Li Chu, Helene H. Fung

Format: Rapid Paper (10 mins)

Being curious has various known psychological, physical and social benefits not only for younger adults, but also for older adults. Previous studies have reported consistent findings of age-related declines in openness to experience and intellectual trait curiosity. However, these studies focused on curiosity or information seeking tendencies as a unidimensional construct without considering potential differences in aspects of curiosity. In this study, the 5-dimensional trait curiosity scale (subscales including joyous exploration, deprivation sensitivity, stress tolerance, social curiosity and thrill-seeking tendency) was administered to 50 younger adults (Mean age=22.8, age range=19-34) and 50 older adults (Mean age=66.1, age range=60-78). Mixed model analysis showed that the interaction between age groups and 5 curiosity dimensions was significant (coeff=-0.156, $p=0.012$). ANOVA results further revealed significant age differences in the overall trait curiosity ($F(1, 98)=21.94$, p

Forecasting task times for software development: Time, tasks, and learning

Presenter: Indako Clarke, University of Technology Sydney

Authors: Indako Clarke, Damian Birney, Robert Wood

Format: Paper (15 mins)

Estimation of the time taken to complete a work task, especially in a team environment, is an important and necessary practical skill. In software development processes, in which products are decomposed and passed from one developer to another, accurate estimates of time are an invaluable asset for workplace productivity and cohesive collaboration. The research has two aims: a) to examine the relationship between workers' time estimation and selection measures; and, b) to examine the trajectory of time estimation discrepancies over employment time. Secondary data for 116 software developers: i) estimates of task completion time, ii) actual task completion time, and iii) personality and cognitive measures collected during employee selection and hiring, were analysed. It was found that developers improved in the accuracy of their estimates throughout their tenure, but that this was moderated by the type of task they were completing. Accuracy of estimates was not predicted by selection measures.

What kind of leaders does evidence-based practice call for? Predicting an objective measure of Evidence Based Decision Making (EBDM):

Presenter: Christian Criado-Perez, UNSW

Authors: Christian Criado-Perez

Format: Paper (15 mins)

Abstract: Why do some leaders engage in evidence-based practice (EBP) more than others? This paper introduces a novel and objective tool to study and measure EBP among managers in terms of evidence collection and evidence aggregation. We draw on the Ability-Motivation-Opportunity framework and provide supporting evidence that EBP is predicted by learning goal orientation, subjective norms, and an individual's ability to override an intuitive wrong answer. A second study then explores the influence of anxiety through a 3x1 (induced anxiety, induced anger, neutral) randomized lab experiment. Results suggest that EBP can be objectively measured and provide evidence for individual differences and emotional states that predict EBP.

The 'Bamboo Ceiling' in Australia - an individual differences perspective on increasing Confucian Asian representation in leadership roles.

Presenter: Iain Crossing, University of Sydney

Authors: Iain Crossing, Sabina Kleitman

Format: Paper (15 mins)

Recent surveys have highlighted the proportionally low representation of people of non-Anglo background in business and societal leadership roles in Australia. The organisational and systemic barriers preventing equal access to leadership opportunity have received deserved attention – especially in the public media. Individual differences perspectives that might offer insights into increasing leadership diversity have achieved less prominence. Taking an individual differences approach, this study investigated potential antecedents of leadership self-efficacy and motivation-to-lead; two constructs predictive of leadership involvement and performance. The antecedents considered were familial factors (perfectionism), cultural factors (individualism and collectivism), individual factors (decision-making confidence, cognitive self-concept, and self-compassion), and personality factors. 465 first- and second-year university students from Anglo (N=221) and Confucian-Asian cultural clusters responded to a range of self-report questionnaires. Anglo participants reported higher mean leadership self-efficacy and motivation-to-lead, higher individualism and collectivism, and lower family perfectionism than Confucian participants. Anglo participants also reported higher mean cognitive self-concept and decision-making confidence. However, path analyses suggested different patterns of relationships between the groups for three types of motivation-to-lead. Results are discussed in the context of how recruitment, training, and rewarding of varying leadership styles could help to increase the representation of Confucian-Asian people in leadership roles in Australia.

Who are the Adopters of Retro-Technology?

Presenter: Ozgur Dedehayir, QUT

Authors: Jack Adams, Ozgur Dedehayir, Peter O'Connor

Format: Paper (15 mins)

This paper studies the motivations and personality traits of retro-tech adopters. From a survey conducted on Amazon Mechanical Turk with 466 respondents, we conducted an Exploratory Factor Analysis to establish motivational factors, and then ran a correlation analysis to determine the relationships between our motivations and the facet-level traits of the BFI-2 model. Our findings indicate that retro-tech consumers are not a homogenous adopter category, as individuals are affected by different motivations – aesthetic, fashionability, nostalgic positive emotionality, non-conformism, and quality. Our study additionally suggests a cyclical conceptualisation of the Diffusion of Innovations model, or its extension to include a new group of retro-adopters.

A poor match between ability and confidence in high-performance individuals: Evidence for the imposter phenomenon in working adults

Presenter: Heather Douglas, University of Newcastle

Authors: Heather Douglas, Mitchell Cunningham

Format: Paper (15 mins)

The impostor phenomenon (IP) describes individuals marked by self-doubt and perceived intellectual fraudulence, despite objective evidence of success. Research investigating IP has used self-report measures that are susceptible to impression management strategies. Alternatively, metacognitive monitoring measures such as the discrepancy between ability and confidence on cognitive tests might provide a covert way of identifying individuals at risk of IP. The aim of this study was to validate the utility of confidence for identifying individuals manifesting the IP. We hypothesised that a discrepancy between ability and confidence, such that individuals had low confidence despite high ability, would manifest tendencies towards anxiety and lower self-rated achievement potential. Two-hundred and twenty-five working adult participants from the USA and Australia completed both the abilities General Mental Ability 3 measure, providing estimates of both ability and confidence, and the California Psychological Inventory – 260 (CPI-260). Results of response surface modelling revealed that individuals higher in ability but lower in confidence rated themselves as lower on achievement, independence and leadership potential. They also reported lower levels of wellbeing, and lower insight into themselves and others. The implications for career development coaching of the IP, including the utility of confidence in detecting such individuals will be discussed.

Dimensions of resilience: An integrative model and real-world outcomes

Presenter: Dayna Fullerton, University of Sydney

Authors: Dayna Fullerton

Format: Paper (15 mins)

This study investigates the dimensions of mental resilience, and how they relate to constructs such as coping and social support. It aims to integrate theoretical frameworks to develop a comprehensive model depicting the attributes and mechanisms underlying resilience. Finally, it also examines how the resilience model predicts outcomes in an academic context, such as mental and physical well-being, and adjustment to university. 187 undergraduate university students completed a selection of self-report measures capturing resilience and related constructs, coping styles, and personality, as well as an intelligence test. An Exploratory Factor Analysis resulted in the convergence of ten resilience-related measures onto a broad Resilience factor. A path analysis showed that the Resilience factor predicted mental well-being and adjustment, controlling for intelligence, Big Five personality traits, and relevant demographic and financial-related variables. Seeking social support partially mediated the relationship between Resilience and adjustment. Furthermore, maladaptive coping style mediated the relationship between the Resilience factor and somatic health symptoms. Overall, these findings shed light on the mechanisms underlying the resilience process and how they interact to influence positive and negative life outcomes.

What's Age Got To Do With It? The Effect Of Board Member Age Diversity: A Systematic Review

Presenter: Elliroma Gardiner, QUT

Authors: Elliroma Gardiner, Jonas Debrulle

Format: Paper (15 mins)

Board composition is a key determinant mechanism of corporate governance because the responsibilities and decisions made by board directors have a vast impact on the strategic direction and therefore success of firms. Individual attributes, such as values, risk-propensity, networks and experience, which are known to vary across generations, are highly likely to influence how directors execute their duties. The aim of the current research is to investigate whether age diversity amongst board members influences a firm's financial and non-financial outcomes. Adopting a quantitative systematic literature review methodology, 30 peer-reviewed empirical quantitative research papers were examined to ascertain the nature of the relationship. The results of the review suggest that board member age diversity positively predicts a firm's long-term financial performance, but negatively predicts short-term financial performance. The pattern of board member age distribution also emerged as a critical factor in determining whether age diversity is adaptive or maladaptive for firms. A bias in favour of investigating how board age diversity is related to financial, rather than non-financial outcomes, was also identified. Conclusions, limitations and implications for research, practice and policy will be discussed.

Keeping your wits about you – the relationship between cognitive ability, neuroticism and big five personality facets in healthy older adults

Presenter: Shelley Gill, Swinburne University of Technology

Authors: Shelley Gill, Andrew Pipingas, Con Stough

Format: Poster

Maintenance of cognitive ability in older adults is important for their quality of life. This study investigated the relationship between cognitive ability and personality to identify potential risk or protective factors. This study presents analysis of the baseline data collected through the Australian Research Council Longevity Intervention (ARCLI) study. 227 participants, aged 60 to 75 years ($M = 65.55$, $SD = 4.02$), were assessed using the NEO personality inventory (NEO PI-R), and two batteries of fluid cognitive measures. The Cognitive Drug Research computerised battery (CDR) and the Swinburne University Computerised Cognitive Assessment Battery (SUCCAB), which measure executive function, working, spatial and episodic memory, attention, and processing speed. Regression was used to test the hypothesised relationships, which were mostly supported, and several facet associations differed to their trait results. Trait and facet level neuroticism were negatively associated with several cognitive abilities, while Openness and Conscientiousness facets mostly predicted better cognitive ability. The findings highlight the diversity of cognitive abilities impacted by personality facets.

Attention and Personality as Predictors of Creative Cognition and Achievement

Presenter: Ciara Grossman, James Cook University

Authors: Ciara Grossman, Marie Caltabiano, Nicole Thomas

Format: Poster

Attention and personality have both been independently identified as predictors of creative cognition and achievement. Latent inhibition is the capacity to screen 'irrelevant' stimuli from conscious awareness. Attenuated latent inhibition and trait openness are theorised to reduce screening capacity, increasing the probability of combining novel and meaningful information to produce a creative outcome. The relationship between creativity, global versus local attention, and the Big Five Personality traits was examined for a sample of 43 (22 females, 21 males) local community members whose ages ranged from 18-75 years. Creative cognition was assessed via the Remote Associates Test. Latent inhibition was measured via the Navon Figures task. Openness was measured with the 44-item version of the Big Five Inventory. Creative achievement was assessed via the Creative Achievement Questionnaire. Analysis identified a link between openness and creative cognition and achievement; remaining personality traits were not related to creative achievement. Although we found that participants were more accurate on congruent trials on the Navon Figures task, we did not find the expected reaction time advantage on congruent trials, which we suspect is the result of online testing. Our findings highlight the challenges of undertaking creativity research and reiterate the importance of adequate construct operationalisation.

The Relationship of Self-Talk Frequency to Self-Efficacy and Attachment

Presenter: Dominique Gruener, James Cook University, Cairns

Authors: Dominique Gruener, Nerina Caltabiano

Format: Paper (15 mins)

Research indicates that people differ in how often they talk to themselves. However, little is known about the variables that might influence one's use of self-talk. Information on self-talk frequency, self-efficacy, and attachment was collected from 400 participants (MAge = 25.28 years, SD = 10.61) using an online survey. Results demonstrated a positive correlation between self-efficacy and self-reinforcing self-talk. Further, results revealed positive correlations between attachment anxiety and self-talk frequency, as well as avoidant attachment and self-talk frequency. Additionally, higher levels of attachment anxiety were associated with more frequent social-assessing and self-critical self-talk, while higher levels of avoidant attachment were linked to more frequent self-managing and self-critical self-talk. Results also indicated that adults who grew up as an only child and adults who grew up with siblings use similar levels of self-talk. Men and women reported similar levels of self-reinforcing and self-critical self-talk. Age was not related to participants' self-talk frequency. Limitations included the self-reported nature of the data, the sample's characteristics, and potential biases toward self-enhancing perceptions. Future research should aim to gain a more nuanced understanding of how self-talk is utilised under specific circumstances, which could benefit various research and practice domains within behaviour management, education, and sport.

Big Five and HEXACO Personality Predicts Other-Ratings of Problematic Smartphone Usage

Presenter: Sharon Horwood, Deakin University

Authors: Sharon Horwood, Jeromy Anglim

Format: Paper (15 mins)

Problematic smartphone use can be defined as compulsive use that leads to impaired daily functioning in terms of productivity, social relationships, physical health, or emotional well-being. While research shows that personality traits (particularly high neuroticism and low conscientiousness) are strong predictors of self-ratings of problematic smartphone use, reliance on self-ratings is a major limitation. The current study sought to be the first to examine the relationship between personality and other-ratings of problematic smartphone usage using a large sample. Focal participants ($n = 926$) were Australian university students who completed measures of personality (IPIP 50 and HEXACO PI R 100) and problematic smartphone use. One or more other-ratings ($n = 2615$) were obtained on the focals on problematic smartphone use. Most people felt that they spent too much time on their smartphone (66%), whereas only 39% of others thought people's smartphone usage was excessive. Self-other agreement for problematic smartphone usage was .37 with a single-rater and .49 with multiple raters. Correlations between personality and problematic smartphone usage were consistent with past research. Other ratings were reduced by about a third relative to self-ratings. For example, self-rated

neuroticism correlated $r = .41$ with self-ratings and $.28$ with other-ratings of problematic smartphone usage.

Evidence For Neurophysiological And Behavioural Markers Of Compassion Engagement And Action

Presenter: Jeffrey Kim, The University of Queensland

Authors: Jeffrey Kim, Professor Ross Cunnington, Dr. Stacey Parker, Dr. James Kirby

Format: Poster

Compassion is crucial for navigating the complex social world, and is a key motivation behind successful cooperation and prosocial behaviour. Whilst investigations into compassion's neurophysiological and psychological correlates are burgeoning, however, individual differences in these processes have been ignored. Here, we report a longitudinal, multi-modal experiment which tracked 40 participants as they engaged in a brief, two-week compassion intervention. With fMRI at Time 1, we examined neural responses when engaged in self-reassurance versus self-criticism. Next, we measured physiological correlates of compassion meditation with heart-rate variability (HRV), a measure of increased parasympathetic response, pre- and post- two-week training (Time 2 and Time 3). We identified self-reassurance but not self-criticism down-regulated neural markers of pain. Furthermore, HRV was higher when participants engaged in the compassion intervention versus baseline, at both timepoints. Neural activity at Time 1 and resting HRV responses at Time 2 and Time 3 were correlated. Furthermore, we found engagement in the meditation across two-weeks can be predicted from individual differences in resting-heart rate variability. Overall, we are one of the first to provide evidence for neurophysiological mechanisms behind brief compassion training, results which are currently being replicated with a depressed sample, to parallel current and emerging trends in psychotherapy.

Prizing Help Versus Despising Hindrance: Do Compassion And Openness Predict Distinct Tenets Of Liberalism?

Presenter: Erin C. R. Lawn, The University of Melbourne

Authors: Erin C. R. Lawn, Simon M. Laham, Luke D. Smillie

Format: Paper (15 mins)

Political orientation is measured along a single 'left-right' dimension capturing support for a more liberal-progressive versus ordered-conservative ideology. Despite advancing our knowledge of differences between Liberals and Conservatives, this approach neglects ideological tensions among supporters of the political left. Specifically, though all Liberals prioritize universal liberty, some prefer a 'positive' conception (the presence of basic conditions that facilitate people's potential), whilst others favour a 'negative' conception (the absence of deliberate obstacles that limit people's choices). Our research therefore aims to identify basic personality traits that might steer an individual toward a more positive versus negative conception of liberty. In this talk, I present clues from four datasets (total $N = 1,562$) suggesting that Compassion (an aspect of Big Five Agreeableness) and Openness (an aspect of Big

Five Openness/Intellect) are plausible candidates. Whilst Compassion uniquely predicts support for political issues (e.g., social-security; gun control) and 'individualizing' moral values that align more closely with positive liberty, Openness uniquely predicts support for political issues (e.g., non-traditionalism; non-patriotism) and low 'binding' moral values that are more consistent with negative liberty. Preliminary findings from a novel process dissociation task designed to test these positive associations among Compassion/positive liberty, and among Openness/negative liberty, are also presented.

Learned Helplessness: Quantitative Measurement Approaches And Prediction By Religious Orientation, Depression, Trauma And Neuroticism

Presenter: Jessica Lea-Balthazaar, The University of Sydney

Authors: Jessica Lea-Balthazaar

Format: Paper (15 mins)

Seligman and Maier (1967)'s 'learned helplessness' describes motivational, emotional and cognitive deficits that uncontrollable adversity may lead to. 'Religious orientation' describes attitude to religious beliefs (Allport & Ross, 1967). This Honours study investigated whether religious orientation predicts learned helplessness. Data from 93 Christian University of Sydney psychology undergraduates were used to replicate and critically evaluate two approaches to learned helplessness measurement: Schroder and Ollis (2013)'s self-report measure and an objective anagram paradigm adapted from Ollis (2010). Hierarchical multiple regressions were used to investigate the predictive power of religious orientation on each learned helplessness outcome. Self-report indices of depression, trauma exposure, post-traumatic stress and neuroticism were included as possible moderators. Religious orientation did not uniquely predict learned helplessness. However, an increase in quest religious orientation intensified a learned helplessness-induced anagram accuracy deficit associated with greater post-traumatic stress. Neuroticism, depression, trauma exposure and post-traumatic stress predicted learned helplessness; however, none of these were predictive across all learned helplessness indices. Anagram task latency and non-attempts were not affected by the learned helplessness manipulation. Quantitative learned helplessness measurement requires further research; particularly as evoking uncontrollable adversity in a laboratory setting is problematic. However, the foundation of a learned helplessness vulnerability profile was achieved.

Student Wellbeing: Cross-National Examination Based On PISA 2015 Data

Presenter: Jihyun Lee, UNSW

Authors: Jihyun Lee, Yi-Jhen Wu

Format: Paper (15 mins)

While wellbeing is one of the extensively studied constructs in psychology today, wellbeing research in relationship to students' development and their academic achievement is relatively scarce. Only during

the past few years, educational psychologists have started to consider it as an important topic. It is now measured in large-scale international student surveys such as the Programme for International Student Assessment (PISA).

This presentation will focus on cross-country consistency and variation in the factors contributing to students' wellbeing using the PISA 2015 dataset. We utilized the Multitrait-Multimethod Matrix (MTMM) approach to assess the validities of the responses from students, parents, and teachers. Our findings suggest that students' wellbeing is not associated with their family socioeconomic status, performance in academic achievement tests in reading, mathematics, or science, nor even how they feel about their schoolwork. The only important and culturally consistent factor of student wellbeing was the perceived social support from their family, teachers, and friends. These socio-psychological variables appear to exert an impact on students' wellbeing, far greater than what was previously believed to be the case.

Muscle Strength to Mental Strength: Exercise Engagement and Age-Related Cognitive Decline

Presenter: Rhianna Lovegrove, Bond University

Authors: Rhianna Lovegrove, Mark Bahr

Format: Poster

As the population replacement rate exceeds the birth rate, the median age of the population in Western countries increases. With increasing age there is an increase in population disease burden, particularly in mental health. As such, there is considerable interest in the identification of modifiable factors that may protect against cognitive ageing. In this study, 71 participants in three age-balanced groups (young, 18 – 21; middle-aged, 22 – 47 years; older adults, 48 +) were purposively recruited from the general Australian community to examine the effect of aerobic versus resistance exercise on executive functioning (EF). As hypothesised, older adults evidenced decline in self-reported executive functioning (EF) impairment, and some aspects of mental flexibility. Multivariate Analysis of Variance (MANOVA) revealed that moderate to high aerobic exercise engagement, and moderate resistance exercise engagement may be somewhat beneficial for reducing age-associated performance decrements in mental flexibility. A dissociation of mental flexibility from spatio-temporal tracking performance provides support for a modular decline model of cognitive ageing.

Individual Differences in the Internalisation of the “Fit” Ideal and Body Shaping Behaviours

Presenter: Natalie Loxton, Griffith University

Authors: Natalie Loxton, Caroline Donovan, Laura Uhlmann, Chloe Kidd

Format: Paper (15 mins)

Female beauty standards have changed in recent years from a “thin” to a “fit” ideal: being thin yet toned. Internalisation of such an ideal has been proposed as leading to unhealthy body-shaping behaviours such compulsive over-exercising and extreme dieting. While social media provides near

constant exposure to images of extremely toned people, only some internalise this aesthetic ideal and engage in extreme body-shaping. Based on previous research of male internalisation of the muscular ideal, this study investigated the associations between personality and body-shaping behaviours, internalisation of the fit ideal, social comparison and body dissatisfaction. 221 women completed an online survey of internalisation of the fit Ideal, exercising, dieting, body comparison, and reinforcement sensitivity. Reward interest was associated with internalisation of the fit ideal, while behavioural inhibition was associated with internalisation, body comparison, and body dissatisfaction. Internalisation of the fit ideal was associated with compulsive exercising and dieting, while body comparison was only associated with dieting. Body dissatisfaction was not associated with exercising nor dieting. These findings suggest considering internalisation of the fit ideal as a potential target for interventions for those with heightened reward interest, and social comparison in those with heightened behavioural inhibition.

Teachers' Attitudes Towards Diagnosed High-Needs Students

Presenter: Cormac McKenzie, James Cook University, Cairns Campus

Authors: Cormac McKenzie, Nerina Caltabiano

Format: Paper (15 mins)

Teachers' attitudes toward the integration and inclusion of high-needs students in mainstream education are shaped by many factors. The literature suggests that teaching experience, teaching efficacy and gender influence teachers' attitudes. Accordingly, this study evaluated these variables in the context of several theoretical perspectives, namely Vygotsky's Zone of Proximal Development, Attachment Theory, and the Theory of Planned Behaviour to ascertain their relationship to teachers' attitudes. This is a cross-sectional quantitative study utilising an online survey methodology. Forty-one teachers with ages ranging from 24 to 63 years from primary and secondary schools were recruited. The study used two psychometrically valid scales, Bandura's Teacher Efficacy scale and the Teachers Attitudes Toward Inclusion scale (TATIS). Results revealed that teacher efficacy and gender are important factors shaping teachers' attitudes towards inclusivity. This study emphasises the role of multiple variables shaping teachers' inclusive attitudes, particularly student-related, teacher-related and institution-related variables. The synergy between institutions, teachers and students is paramount for the development of teachers' inclusive attitudes in mainstream education.

An Atlas of Personality, Emotion and Behaviour

Presenter: Anthony Mobbs, Macquarie University

Authors: Anthony Mobbs

Format: Poster

A two dimensional taxonomy of personality, emotion and behaviour with orthogonal dimensions affiliation and dominance is presented. Affiliation and dominance have neurobiological foundations and are similar to existing concepts such as agency and communion. Both dimensions are divided into

five ordinal categories creating a square matrix taxonomy of 25 cells. The Big-5, Dark triad, and 250 IPIP constructs are visualised and differentiated using kernel density plots. Anxiety, depression, schizophrenia and all other personality disorders described by DSM-5 and ICD-11 are visualised and differentiated. A new catalogue of 18,500 words descriptive of personality, emotion and behaviour was lexically analysed to derive the taxonomy. A delphi process was used to categorise 20% of the catalogued words according to the taxonomy. A network approach using synonyms and antonyms was developed to categorise the remaining 80% of catalogued words.

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A two dimensional taxonomy of personality, emotion and behaviour with orthogonal dimensions affiliation and dominance is presented. Affiliation and dominance have neurobiological foundations and are similar to existing concepts such as agency and communion. Both dimensions are divided into five ordinal categories creating a square matrix taxonomy of 25 cells. The Big-5, Dark triad, and 250 IPIP constructs are visualised and differentiated using kernel density plots. Anxiety, depression, schizophrenia and all other personality disorders described by DSM-5 and ICD-11 are visualised and differentiated. A new catalogue of 18,500 words descriptive of personality, emotion and behaviour was lexically analysed to derive the taxonomy. A delphi process was used to categorise 20% of the catalogued words according to the taxonomy. A network approach using synonyms and antonyms was developed to categorise the remaining 80% of catalogued words. A new psychological test was developed that covers the entire spectrum of human behaviour, emotion and personality. The new test was compared with several existing psychological tests and demonstrated to have several advantages, such as: improved sensitivity and specificity, ease of visualising and distinguishing psychological constructs, coverage of the entire spectrum of human behaviour, the use of nouns and verbs in addition to adjectives.

Perceived Organizational Injustice and Deviant Behaviors: Moderating Role of Attitude Towards Revenge.

Presenter: Mohammad Nisar Khattak, Queensland University of Technology

Authors: Mohammad Nisar Khattak, Peter O'Connor

Format: Paper (15 mins)

The main purpose of this study is to examine the catalytic impact of employees' attitude towards revenge on the positive relationships between perceived injustice (distributive, procedural and interactional) and deviant behaviors directed towards organization (DBO) and deviant behaviors directed towards individuals (DBI). Participants for this study were 327 employees (173male and 154

female) from HR-department of the Employee Insurances Implementing Agency (UWV), Netherlands. Data were collected by using the online survey software Qualtrics. Confirmatory factor analysis and moderation analyses were used for testing the hypothesized model of this study. It was found that there is an adequate fit between the data and the tested model. Consistent with expectations, a positive relationship was found between perceived injustice and deviant behaviors (DBO and DBI). In addition, the analysis also showed that the positive relationship between perceived injustice (distributive, procedural and interactional injustice) and deviant behaviors (DBO and DBI) was stronger for those who were high on attitude towards revenge than those who scored low. The study limitations, theoretical contributions and practical implications are discussed at the end.

Revisiting Validity - Systematising Quality Control Practices In Personality Research For The Benefit Of Your Constructs.

Presenter: Trisha Nowland, Macquarie University

Authors: Trisha Nowland, Alissa Beath, Simon Boag

Format: Paper (15 mins)

The credibility revolution in psychology research has brought incredible scrutiny to many statistical analysis practices, yet very little of this critical gaze has been directed at the Generalised Latent Variable Model (GLVM). It is this model that underpins the development of many of our personality and individual assessment tools, and psychologists have at their disposal a broad array of quality control measures including reliability and validity checks which remain at this point largely unchanged, despite the reproducibility project outcomes. The aim of this presentation is to demonstrate the value-add for personality and individual difference researchers in making use of methodology which 1) systematises their account of reliability and validity practices specifically, and research methodology generally; and 2) invites them to more rigorously account for their construct development steps, prior to any statistical analyses. Such steps are endorsed as increasing the number and degree of adopted quality control psychometric practices when utilising the GLVM, thus aiding the development of more robust, dependable, and trustworthy, research outcomes from personality and individual difference projects.

How Is Personality Shaped by Natural Resources? Large-Scale Studies on Regional Personality Variation and Historical Coal, Gold, and Oil and Gas Deposits

Presenter: Martin Obschonka, QUT

Authors: Martin Obschonka

Format: Paper (15 mins)

Socioecological psychology and psychological geography study the regional variation of personality traits, with a special interest in the underlying processes behind the emergence and persistence of regional personality differences. A new stream of research suggests that natural resources contributed significantly to present-day regional personality differences. Here I present new results that compare the

effect of gold deposits and respective Gold Rushes with the effect of coal fields and oil and gas deposits. I also discuss underlying historical mechanisms such as selective migration and place-specific socialization effects. Finally, I also address real-world outcomes of present-day regional personality differences associated with regional endowment in natural resources as well as policy implications and avenues for future research.

In the Name of Hogwarts: Personality Profiles Derived from Harry Potter Houses

Presenter: Martin Obschonka, QUT

Authors: Martin Obschonka, Friedrich Goetz, Tobias Ebert, Teemu Kautonen

Format: Paper (15 mins)

How much "truth" lies behind the personality typology in Harry Potter (houses)? By translating the fictional characters of Hogwarts houses into measurable personality traits, this study analyses data from a large US-based dataset (Time Magazine's Harry Potter Quiz). Drawing from socioecological psychology, we then study regional personality differences based on this new method. Specifically, we study real-world correlates of the regional variation in Harry Potter houses and thereby test these models against other, more established measures of personality and regional psychological characteristics.

A Cognitive Framework of Statistical Reasoning

Presenter: Jordan Oh, University of Sydney

Authors: Jordan Oh, Damian Birney

Format: Paper (15 mins)

Statistics is the science of data and traditionally considered a branch of mathematics. However, it is argued that statistics and mathematics are, cognitively speaking, two disciplines requiring qualitatively different skills, knowledge and underlying abilities. Due to advances in computing technology, statistical analysis is now detached from pure mathematical practice. After removing mathematics, what is left is statistical reasoning — the ability to appreciate and make sense of statistical ideas and information. A cognitive framework of data analysis is adapted and used as the basis of our investigation of statistical reasoning. Two cognitive processes fundamental to statistical reasoning are investigated: Exploratory Data Analysis (EDA, theory-development processes) and Confirmatory Data Analysis (CDA, theory-testing processes). Using a previously validated statistical reasoning test, the current study aimed to explore and compare EDA and CDA processes against traditionally defined inductive and deductive reasoning, as well as mathematical ability. The results showed deductive reasoning, but not inductive reasoning, uniquely predicted statistical reasoning, independent from mathematical ability. However, the EDA and CDA processes were not well established in the current study, potentially due to measurement issues. Nonetheless, it demonstrates the presence of non-mathematical ability in statistical reasoning, supporting an argument for future study in this area.

When and Why Does Task Switching Turn on Creative Performance? The Role of Polychronicity

Presenter: Kateland Pahor, University of Queensland

Authors: Kateland Pahor, Stacey Parker, Anja van den Broeck

Format: Poster

Creative performance is vital to organisational success, as innovation has become critical for competitive advantage. Being able to perform creatively, however, can be affected by work design, in particular the extent to which employees are required to continually switch tasks. Cognitive psychology demonstrates that task switching negatively affects performance, however, emergent organisational psychology research suggests that task switching may be beneficial to performance on creative tasks. This research aimed to reconcile this debate, by examining if individuals' polychronicity—the preference to switch between tasks—moderates this relationship.

Participants (N=121) completed a work simulation comprising of an email task and creative task. They were assigned to either a continual-switch or blocked condition. The email task required them to respond to employee concerns. The creative task required them to generate innovative solutions to deal with excess stock. Participants also reported on their trait polychronicity.

Results revealed that continually switching between tasks did not improve creative performance. However, this was moderated by polychronicity, with the creative performance of those with low polychronicity being negatively affected by continually task switching. Contrastingly, for those with high polychronicity, under conditions of continual task switching, creative performance was protected, or slightly improved for some measures of creativity.

Why Do Those Who Need Recovery Fail To Enact It?

Presenter: Stacey Parker, University of Queensland

Authors: Stacey Parker, Sabine Sonnentag, Andrew Neal, Nerina Jimmieson

Format: Paper (15 mins)

Aim: Off-work time can act as an important source of respite, a chance to unwind after the pressures of work. High job demands impair recovery (Bennett et al., 2018). Yet, those who have a high need for recovery seem less able to enact effective recovery (Sonnentag, 2018). Our research sought to further understand this recovery paradox. It is possible that those who need recovery, but fail to enact it, do so because they: 1) believe energy is a limited resource (i.e., recovery activities will further consume resources); and/or 2) are situated in workplaces with low segmentation of work and life (i.e., inhibited from enacting recovery due to work pressures). Method: Study 1 (268 employees) involved a cross-sectional survey and Study 2 (217 employees) an experience sampling study over one workday. Results: Consistent with the recovery paradox, those with high need for recovery report less recovery. Moreover, the negative effect of need for recovery on recovery was only evident for those who believed energy is limited and those in workplaces with low segmentation. Study 2 extends on these findings via an

examination of the types of recovery activities participants low and high in need for recovery engage with in off-work time.

Who Prefers More Variety Of Choices? Investigating The Influences Of Different Motivational Profiles On Consumers' Preferences For Consideration Set Variety.

Presenter: Thuy Pham, Queensland University of Technology

Authors: Thuy Pham, Frank Mathmann, HS Jin

Format: Paper (15 mins)

The rapid growth of digital marketplaces such as Amazon, iTunes, and Google Play has increased the need for insights on how consumers react to consideration set variety. Many of these platforms aggregate varied and populous consideration set under the assumption that consumers prefer more variety of choices and subsequently spend more. Yet, academic literature on the topic remains inconclusive. Furthermore, consumers' decisions to purchase a product are often driven by different motivations and strategies for goal pursuit processes. Although previous research has examined some predicting factors, knowledge about the influence of individual differences in motivational profiles on consumers' decision-making processes remains ambiguous. Findings from this research are expected to suggest that the importance of variety in offerings depends on how consumers' motivations for truth and control work together. Hence, this research contributes to the literature on choice preference by considering motivational profiles as the key to unlocking the value and benefit offered by a high variety of choices. From a managerial perspective, marketers can improve the effectiveness of how they offer a consideration set to consumers. Finally, understanding how motivations work also give social benefits for all people as it improves effectiveness and confidence in decision making.

Epistemic Curiosity from a Five-factor Model Perspective

Presenter: Christopher Powell, RMIT University, Melbourne

Authors: Christopher Powell

Format: Rapid Paper (10 mins)

This meta-analysis assessed the relationship between epistemic curiosity and five-factor model (FFM) traits. Epistemic curiosity is subdivided into interest (I-type; enjoying learning new information) and deprivation (D-type; discomfort about missing information) factors, however the relationship between these and FFM traits remains unclear. Five studies were included that reported correlations between both I-type and D-type curiosity and FFM variables in English, providing $k = 6$ samples. Correlations were adjusted for scale reliability, and meta-analytic coefficients were calculated using a random effects model. Substantial associations ($r > .20$) were found between I-type curiosity and extraversion ($r = .31$), openness ($r = .60$), and conscientiousness ($r = .23$); and between D-type curiosity and both openness ($r = .35$) and conscientiousness ($r = .25$). Findings indicate substantial overlap between epistemic

curiosity—especially I-type—and FFM traits, and may help to predict information-seeking behaviours in the “information age”.

Aetiological Considerations behind Individual Differences in Self-handicapping: A Multi- Method Assessment

Presenter: Isaac Sabel, The University of Sydney

Authors: Isaac Sabel, Sabina Kleitman

Format: Paper (15 minutes)

Self-handicapping is a strategic form of self-defeatism where individuals place or claim the presence of obstacles prior to their performance on ability-diagnostic tasks where the likelihood of success is foreseen to be low, or uncertain. The obstacle serves as an alibi, protecting against incompetence-attributions should failure occur. Research has indicated some people self-handicap more than others, and Jones and Berglas (1978) reasoned that these individuals hold maladaptive schemas about their worth and competence that arise from one of two conditioning histories: 1) a history of being excessively praised by their parents, or 2) a history of being made to feel unloved when failing to perform well. However, this account has never been empirically tested. Using both self-report and real-time displays of self-handicapping, this theory was investigated on a sample of 167 undergraduates. As predicted, those who self-reported higher self-handicapping tendencies, also reliably claimed and behaviourally self-handicapped, and maladaptive competence-schemas serially-mediated the effect of over and under-valuing parenting styles this tendency. However, personality also had unique predictive effects. A revised model of the aetiology of self-handicapping, where it is in part driven by learning histories and in part by personality, is proposed to account for individual differences in the phenomenon.

Vulnerable Narcissism as a Mediator of the Relationship Between Parental Invalidation and Eating Disorder Pathology.

Presenter: Danushika Sivanathan, Australian National University

Authors: Danushika Sivanathan, Boris Bizumic, Elizabeth Rieger, Elizabeth Huxley,

Format: Paper (15 mins)

Parental invalidation and narcissism have played an important role in understanding the etiology of eating disorders. Past research has shown that parental invalidation and narcissism (grandiose and vulnerable) are associated with eating disorder pathology. The current research aimed to address two main gaps in the literature. The study hypothesized that when controlling for vulnerable narcissism, grandiose narcissism would not be able to predict eating pathology. The study also hypothesized that vulnerable narcissism would be a mediator of the relationship between parental invalidation and eating pathology. Data from 352 young female participants were analyzed using correlational and regression analyses to test the hypotheses. The results of the study showed that when controlling for vulnerable narcissism, grandiose narcissism did no longer predicted eating disorder pathology. It was also found

that parental invalidation had a positive indirect effect upon eating pathology, via vulnerable narcissism, as predicted. The findings of the study indicate that it is both parental invalidation and vulnerable narcissism that are particularly important in the etiology of eating disorders. The findings imply that vulnerable narcissism and parental invalidation during childhood would need to be considered when formulating interventions for eating pathology in a clinical setting.

The Psychological Journey from Communism to Right-Wing Militant Extremism Via Iq, Education, Conservatism and Ethnocentrism

Presenter: Lazar Stankov, The University of Sydney

Authors: Lazar Stankov

Format: Paper (15 mins)

This paper reviews our work that points to a link between the psychological aspects of social conservatism and measures of militant extremist mindset (MEM). Some of these studies were cross-cultural and others were based on data collected from participants in areas that have experienced recent conflict. The paper points to the emerging role of cognitive abilities and education in the division between social groups. The perception that higher education has created a "liberal elite" in society has contributed to the endorsement of pro-violent, religious and socially aware/moral statements. The crucial element of the MEM is the presence of Grudge. In areas that have experienced recent conflict, the most important is an ethnocentric/nationalistic Grudge, which is characterized by a very strong attachment to one's ethnic group and a hostile attitude towards outsiders. Refugees tend to hold lower levels of grudge towards Western nations than do people living in the Balkans.

The Emotional Labour of Australian Sex Workers

Presenter: Tracy Stephens, QUT

Authors: Tracy Stephens, Peter O'Connor

Format: Poster

Emotional labour (EL) describes the emotional regulation strategies used to fulfil a work role. The Girlfriend Experience (GFE) requires sex workers (SW) to act in ways which convey genuine emotional connectedness with their clients. This emotional work is referred to as 'Role Demand' (RD). EL strategies: deep-acting (DA; actively altering thoughts to change emotions) and surface-acting (SA; altering behaviour to hide true emotions) are proposed to result in distinct psychological outcomes. DA is associated with job satisfaction. SA is associated with psychological strain (work stress and burnout). One-hundred Australian SW were recruited via Twitter using a peer-to-peer snow-ball method. The cross-sectional, correlational design explored the association between outcome variables (stress and burnout) and predictors (RD, SA, and DA). Factors proposed to moderate these relationships (traits, social support, economic status, and work autonomy) were also explored. The participants scored highly on all EL subscales and engaged in more SA compared to DA. SA positively associated with stress

and burnout. DA negatively associated with burnout. Results revealed the importance of DA to reduce burnout and showed higher economic status predicted higher DA, suggesting high paid, voluntary sex work may be protective against EL strain. No moderating effects were found.

Addiction or Adventure? Investigating Gaming in the Context of Behavioural Approach, Craving, and Motives for Gaming

Presenter: Drew Tatnell, Griffith University

Authors: Drew Tatnell, Natalie Loxton, Kloe Ellis

Format: Paper (15 mins)

Research examining the impact of video gaming on individuals is an emerging field. While established body of literature has examined the negative impacts of gaming, the mechanisms underpinning engagement in gaming behaviour are still unclear. Further, while a proportion of gamers exhibit behaviour consistent with a behavioural addiction, limited evidence also suggests that gaming can be a positive behaviour that facilitates wellbeing. As previous neuropsychological research suggests that individual differences in reward pathways are associated with dysfunctional gaming, the aim of this study was to investigate how individual differences in approach relate to mechanisms of addiction and motivations to engage in gaming behaviour. A sample of 347 individuals completed a battery of measures examining behavioural approach, craving related to video gaming, motives for gaming, hours gamed per week, and a measure of dysfunctional gaming behaviour. Mediation analyses found that craving mediated the relationship between both reward reactivity and rash impulsivity, and hours gamed per week and dysfunctional gaming. The escapism motive was found to mediate the relationship between reward reactivity and dysfunctional gaming. This study builds on existing neuropsychological evidence regarding the rewarding nature of gaming, and provides preliminary evidence that both craving and avoidance mechanisms may facilitate dysfunctional gaming.

Competition Between Allocentric and Egocentric Navigation Strategies in Human Spatial Learning

Presenter: Kate Thompson, University of Sydney

Authors: Kate Thompson, Ian Johnston

Format: Paper (15 mins)

There is considerable debate about how and when humans acquire navigation strategies in the field of spatial learning. Allocentric strategies rely on relationships between distal landmarks, whereas egocentric strategies use body-referenced information. The present study explored competition between these strategies, and differences in egocentric route learning. We used a virtual maze that supported learning either allocentric or egocentric strategies, or both strategies simultaneously. We assessed allocentric and egocentric acquisition separately across training. Allocentric learning weakened egocentric learning (but not vice versa). Additionally, accurate/specific route knowledge was acquired by participants trained solely on an egocentric maze solution. However, training with

allocentric cues resulted in a greater proportion of people learning a reasonably accurate representation of a specific route to a hidden goal compared with the proportion of people who successfully learned this route in an egocentric-only environment. These results strongly indicate there is competition between allocentric and egocentric strategies during learning, and give some idea of the content of that learning. We reflect on these findings in light of potential individual differences in people's 'sense of direction' and related cognitive/personality factors.

Why People Listen: Motivations and Outcomes for Podcast Listening

Presenter: Stephanie Tobin, Queensland University of Technology

Authors: Stephanie Tobin, Rosanna Guadagno

Format: Rapid Paper (10 mins)

The aim of this preregistered study was to determine the individual and situational predictors of podcast listening. 306 adults completed an online survey that assessed individual differences and podcast listening preferences. In line with hypotheses, openness to experience, curiosity, and need for cognition positively predicted podcast listening, while in relation to our research questions, need to belong and neuroticism negatively predicted podcast listening. Contrary to predictions, time spent listening to podcasts was not associated with sense of belonging, relatedness, autonomy, competence, meaning, mindfulness, or smartphone addiction. However, certain aspects of podcast listening were related to these outcomes and to our predictor variables. Overall, the findings support the idea that informational motives play a role in podcast listening and that certain types of listening are related to need satisfaction, mindfulness, and smartphone addiction. These findings provide an important starting point for future research as podcast listening continues to rise in popularity.

The Introversion-Openness Paradox: Relationships of Introversion and Openness/Intellect With Sensory-Processing Sensitivity and Intellectual Giftedness

Presenter: Jodie Valpied, The University of Melbourne

Authors: Jodie Valpied, Stephen Bowden

Format: Paper (15 mins)

Two studies modelled relationships between introversion, openness/intellect, Highly Sensitive Person Scale factors and intellectual giftedness. Samples were: 591 participants (18 to 81 years), recruited online; 69 participants (25 to 76 years), recruited via LinkedIn groups and a high IQ society. Introversion-extraversion, openness/intellect and neuroticism were measured online using International Personality Item Pool items selected via factor analysis. The Highly Sensitive Person Scale was used to measure three, positively intercorrelated sensory-processing sensitivity factors: Low Sensory Threshold, Situational Sensitivity, Aesthetic Sensitivity. In the second study, participants previously scoring in the top 2% of a standardised intelligence test were classified as intellectually gifted. Analyses employed structural equation modelling and controlled for neuroticism. Low Sensory Threshold was positively related to both

introversion and openness/intellect. These relationships were mediated by Situational Sensitivity for introversion and Aesthetic Sensitivity for openness/intellect. This suggests that heightened sensory-processing sensitivity may be accompanied by feeling potentially overactivated by external stimuli or a desire to engage with interesting stimuli, with some individuals experiencing both. Both introversion and openness/intellect were also associated with intellectual giftedness. The findings show that, even though introversion and openness-intellect are negatively correlated with each other, they share some important common ground, with both theoretical and practical implications.

Relationships of Introversion and Openness/Intellect with non-Invasive Markers of Noradrenergic and Cholinergic Neurophysiological Activity: Low Frequency and High Frequency Heart Rate Variability

Presenter: Jodie Valpied, The University of Melbourne

Authors: Jodie Valpied, Stephen Bowden

Format: Paper (15 mins)

This study investigated relationships of introversion-extraversion and openness/intellect with low frequency and high frequency heart rate variability (HRV), which are proxy markers of noradrenergic and cholinergic neurophysiological activity. Data was from existing dataset of 273 females and 212 males (35 to 59 years) who had participated in the "Midlife Development in the United States" project. HRV data were collected during baseline, cognitive, physical, and recovery conditions, using electrocardiogram signals transformed to spectral power. Data for introversion-extraversion, openness/intellect, neuroticism, conscientiousness and agreeableness were collected using Midlife Development Inventory personality scales. Analyses used structural equation modelling with robust maximum likelihood estimation, and controlled for suppression effects created by the negative correlation between introversion and openness/intellect. Analyses also controlled for cognitive reasoning ability and relevant physiological covariates. Introversion and openness/intellect were both positively associated with overall index of low frequency HRV, the proxy marker for noradrenergic, sympathetic nervous system activity. Openness/intellect, but not introversion, was positively associated with overall index of high frequency HRV, the proxy marker for cholinergic, parasympathetic nervous system activity. Strength of these associations varied by experimental condition and sex. A preliminary, conceptual model will be presented combining these findings with prior research on neurophysiological correlates of introversion and openness/intellect.

Trait Regulation Goals: Do People Want to Bring out Different Sides of Themselves at Different Times?

Presenter: Robert W. Rebele, The University of Melbourne

Authors: Robert W. Rebele, Peter Koval, Luke D. Smillie

Format: Paper (15 mins)

A growing body of empirical evidence shows that (a) although personality traits are fairly stable over extended periods of time, momentary personality states are highly variable, (b) people tend to enact

personality states that are congruent with their current goals, and (c) participants in experimental studies can enact specific personality states when instructed or guided to do so. Yet surprisingly little is known about whether people deliberately regulate their traits by setting goals to enact different personality states at different times. Drawing on two retrospective studies of Amazon Mechanical Turk workers (combined N = 462), we present evidence that most people can recall times when they have held a diverse set of trait regulation goals. Although people report wanting to express socially desirable traits more often than socially undesirable traits, most participants report that they have wanted to bring out different levels of each of the Big Five traits in the past month. Exploratory analyses suggest that there may be predictable associations between the frequency and content of trait regulation goals that people hold and various individual, situational, and motivational characteristics. In addition to these results, we will discuss plans for future studies and implications for research on personality dynamics.

Trait Regulation: A Conceptual Framework for Personality-Informed Behavior Change

Presenter: Robert W. Rebele, The University of Melbourne

Authors: Robert W. Rebele, Peter Koval, Luke D. Smillie

Format: Paper (15 mins)

Although personality is known to play a moderating role in the effectiveness of health and well-being interventions, research in this area has largely focused on personality traits as individual differences. Although such work helps to explain why interventions are more or less effective for different people, we argue that a more dynamic view of trait expression will provide novel insights into how to individually tailor interventions. In particular, we propose that behavior change interventions would benefit from consideration of (a) whether the target behavior is contextual or more generalized, and (b) the degree to which the target behavior is out of character (i.e., how discrepant is it from a person's habitual behavior). This presentation will explore each of these dimensions through a brief review of relevant theoretical and empirical work on the components and structure of personality, paired with examples of research on a broad range of behavioral interventions. To give some structure to this broad conceptual space, we will introduce a model for understanding different forms of "trait regulation," or the psychological process of enacting preferred personality states.

The Moderating Effect of Regulatory Focus on Consumer Preferences for Price Discounts and Bonus Packs

Presenter: Di Wang, Queensland University of Technology

Authors: Di Wang, Jun Yao, Brett Martin

Format: Paper (15 mins)

Prior research has identified that in the context of promotions, a bonus pack (framed as a pure gain) is preferred by consumers over a price discount (framed as a reduction in loss). The present research

investigates the moderating role of individual differences in regulatory focus in their preferences for these two promotion tactics. Across two experimental studies, conducted in online and in-store settings, using grocery products and a store gift voucher as stimuli, we find that prevention-oriented consumers prefer a price discount over a bonus pack, but promotion-oriented consumers prefer a bonus pack over a price discount. We attribute this effect to the regulatory fit between a promotion offer and consumers' regulatory orientation. This process through regulatory fit exists only for prevention-oriented consumers and does not exist for promotion-oriented consumers. A consumer's preference for a bonus pack over a price discount also has a direct effect for promotion-oriented consumers but not for prevention-oriented consumers.

Dealing With Unknowns: What Can Help Project Managers Embrace Ambiguity?

Presenter: Anna Wiewiora, Queensland University of Technology

Authors: Anna Wiewiora, Peter O'Connor

Format: Paper (15 mins)

Ambiguity and uncertainty are integral to managing projects, yet existing practices to deal with these 'messy' situations call for avoiding or minimising the unknowns rather than embracing and navigating through them. This paper explores the concept of tolerance of ambiguity (TOA), and ways to foster positive attitudes regarding ambiguity in project managers. We argue that positive attitudes towards ambiguity can be enhanced by considering both stable (trait) and flexible (state) aspects of TOA. We propose a set of modifiable individual (emotional intelligence and paradoxical thinking), organisational (stakeholders support and learning culture) and situational factors (project stage, risk impact and project progress) under which project managers are likely to enact higher levels of TOA states. We offer directions for future research and practice related to TOA in projects.

Emotional Eating: Positive And Negative Mood States as Mediators Between Revised Reinforcement Sensitivities and Binge Eating Symptoms.

Presenter: Daniel Wilson, Griffith University

Authors: Daniel Wilson, Natalie Loxton, Analise O'Donovan

Format: Paper (15 mins)

Recent research has highlighted the utility of using revised Reinforcement Sensitivity Theory (RST) to further understand the individual differences that influence binge eating behaviours. The current study extended on previous findings by drawing on established theoretical models that implicate affective states in binge eating, with the aim of identifying indirect pathways between individual differences in RST systems and binge eating, as mediated through affective states. Undergraduate students ($n = 229$, $M = 22.67$ years of age, $SD = 8.95$, 76% female) completed self-report measures of revised reinforcement sensitivities, affective states and binge eating symptoms. Mediation regression analyses showed that negative affect mediated the pathway between the Behavioural Inhibition System (BIS) and binge

eating symptoms. Additionally, negative affect mediated the pathway between impulsivity and binge eating symptoms. Conversely, no indirect pathways were found through positive affect from RST systems. This study supports and extends previous research by highlighting the experience of negative affect as a possible mechanism through which heightened BIS and impulsivity leads to binge eating.

Measuring Individual Differences In Adaptability: Integrating Self-Report And Performance-Based Assessment

Presenter: Lisa Zhang, University of Sydney

Authors: Lisa Zhang, Eugene Aidman, Bruce Burns, Sabina Kleitman,

Format: Paper (15 mins)

Modern society is characterised by dynamic environments, highlighting the need to adapt. Two theoretical and measurement models have been established in assessing adaptability, based on (1) self-reported personal attributes, and (2) performance change in dynamic tasks. They have not been compared systematically, thus in two studies we: (1) examined the latent factorial structure underlying self-report adaptability measures; (2) captured adaptable performance via multiple task-embedded markers; and (3) correlated self-report and performance markers with personality and intelligence. 118 and 126 undergraduates participated in Study 1 and 2, respectively. They responded to several self-report scales, including adaptability, resilience, boldness, and change resistance. Performance-based adaptability was derived from Water Jar, Cognitive Reflection, Syllogistic Reasoning, and Unsolvability Anagrams tasks. Big-5 personality, fluid and crystallised intelligence, executive functions, and on-task confidence were measured. In Study 1 using Exploratory Factor Analysis, self-report adaptability metrics converged to define two factors, adaptability and inflexibility. This model was replicated in Study 2 using Confirmatory Factor Analysis. In both studies, self-reported adaptability was unrelated to adaptable performance. Self-reported adaptability correlated with personality (low Neuroticism, high openness and extraversion), whereas performance-based adaptability correlated with intelligence and executive functioning. It is recommended to integrate assessment formats to capture the complex nature of adaptability.