



ACPID 2019

Brisbane, November 29 - 30, 2019



AdaptiQ
MINDS

QUT Queensland
University
of Technology

Welcome

QUT Business School's People and Performance Research Group and the Melbourne School of Psychological Sciences' Personality Processes Lab are pleased to host the 17th Australian Conference on Personality and Individual Differences (ACPID 2019).

Continuing our proud tradition of an Australian-based, high quality, and highly developmental annual conference in personality and individual differences, ACPID 2019 features 9 regular Paper Sessions, 5 Symposiums and one Poster Session. We have an interesting mix of both applied and theoretical papers this year. We are fortunate to have two exciting keynote speakers on the program: Professor Brian Little from the University of Cambridge and Associate Professor Peggy Kern from the University of Melbourne. The conference dinner is being held on the scenic green deck of Old Parliament house which is directly next to QUT Gardens Point campus. Prepare for many highlights!

This is the first time that QUT has hosted ACPID, and we wish you a warm welcome to a great conference experience and trust that you will also enjoy Brisbane and its surroundings.

ACPID 2019 Organising Committee

Peter O'Connor (Chair); Luke Smillie; Andrew Spark; Elliroma Gardiner, Sarah Ann Walker; Karen Taylor



QUT Gardens Point Campus Map

GARDENS POINT CAMPUS

QUT
Queensland University of Technology
Brisbane Australia

↑
QUT Intercampus Shuttle

← to City

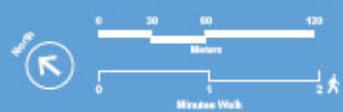
City Botanical Gardens



ACPID VENUE
Z Block
Registration Level 4
Foyer

LEGEND

- | | | |
|------------------|-------------------|---------------------|
| Bus Stop | Wireless Zone | Parking |
| City Cat / Ferry | Food | Drop Off Area |
| Taxi | Child Care Centre | Emergency Phone |
| Bicycle Parking | Pool | AED - Defibrillator |
| Shops | Gymnasium | Elevated walkway |
| Bookshop | Stairs | |



- AED - Defibrillator
- A Block (A106)
 - B Block (B209)
 - V Block (V209)
 - X Block (X408)
 - Y Block (Y209)

GOODWILL BRIDGE

Keynote Speakers

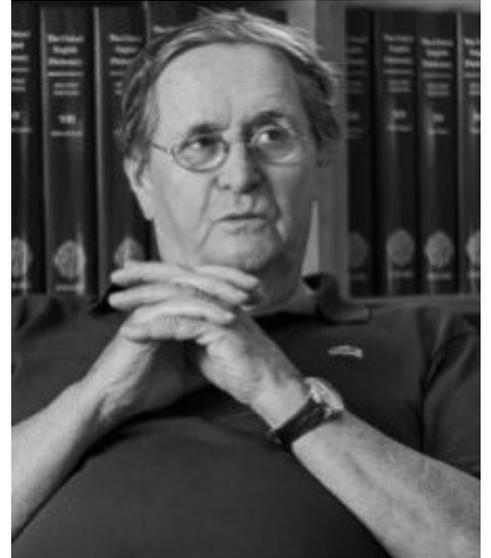
Professor Brian R. Little

University of Cambridge

Fates Beyond Traits: The Social Ecology of Human Flourishing

The study of human personality explores how each of us is like all other people, some other people and no other person.

Understanding the nature and nurture of human personality is essential to shaping our singular and collective futures. One influential perspective on personality emphasizes how stable traits such as extraversion or neuroticism have consequences for how we think, feel and act, for better or for worse. From this perspective, whether our lives go well or poorly is largely determined by our biogenic traits. This is an important perspective, but it is incomplete. I present an alternative social ecological perspective on personality that claims that we have fates beyond traits. We shape our lives through the pursuit of



personal projects that can range from the trivial pursuits of typical Tuesdays to the overarching and self-defining commitments of our lives. Although project pursuit reflects our stable traits it also is influenced by the stable and dynamic features of our environmental contexts and by the dynamic enactment of "free traits" that may impel us to act out of character.

Human flourishing comprises the sustainable pursuit of core projects in our individual and collective lives. This perspective shifts out focus beyond subjective well-being to well-doing or felicitous action. From this perspective, human personality is intriguing, hilarious, complex, frustrating, noble and massively consequential. It illuminates the nature of a strange little species that has the audacity to ask what kind of species it wishes to be.

About the speaker

Professor Brian R. Little received his early education in British Columbia and his Ph.D. in psychology from the University of California, Berkeley. He was a Commonwealth Scholar at Oxford University and an inaugural Fellow at the Radcliffe Institute for Advanced Study at Harvard University.

He is currently at Cambridge University in England where he is a Fellow of the Well-Being Institute and lectures in the Department of Psychology and in the EMBA program at the Cambridge Judge Business School. He is also Distinguished Research Professor Emeritus at Carleton University and Senior Fellow in Person-Analytics at the Wharton School, University of Pennsylvania.

Keynote Speakers

Professor Little has received awards for both his research and teaching. At Harvard he was elected as a Favorite Professor by the graduating classes for three consecutive years and he has received the 3M Award, the highest award for University teaching in Canada across all disciplines. He has been active in leadership roles in the Association for Research in Personality and received its first Distinguished Service Award.

He was a pioneer in the study of personality and well-being and his Personal Projects Analysis theory and method has helped contribute to the understanding and enhancement of human flourishing. He is particularly interested in the study of how individuals act out of character in pursuit of their core personal projects and the benefits and potential costs this might entail.

He continues to hope to become a professional basketball player and has a core personal project of growing a foot and a half before 2020.



Keynote Speakers

Associate Professor Peggy Kern

University of Melbourne

Long and big approaches to studying the impact of personality upon one's journey through life

People traverse life in different ways. Some people contribute greatly to society, enjoy life, with a clear sense of purpose; others struggle along the way, fall short of their potential, or never have a chance to thrive. Healthy development is a complicated process, which is impacted by an interconnected array of biological, psychological, social, and ecological factors. The complexity of life trajectories necessitates a broad range of methodological approaches for understanding how personality impacts upon human experience. Drawing on a series of studies using long data (archival studies following people over long period of life) and big data



(snapshots of digital footprints evident through social media), this talk will illustrate how various methodological approaches can be used to reveal insights about how personality manifests and impacts upon everyday experiences, with lasting impacts upon socially valued outcomes.

About the speaker

Dr Peggy (Margaret) Kern is an associate professor at the Centre for Positive Psychology at the University of Melbourne's Graduate School of Education. Originally trained in social, personality, and developmental psychology, Dr Kern received her undergraduate degree in psychology from Arizona State University, a Masters and PhD in social/personality psychology from the University of California, Riverside, and postdoctoral training at the University of Pennsylvania in the US. Her research is collaborative in nature and draws on a variety of methodologies to examine questions around who thrives in life and why, including understanding and measuring healthy functioning, identifying individual and social factors impacting life trajectories, and systems informed approaches to wellbeing. She has published 3 books and over 80 peer-reviewed articles and chapters. You can find out more about Dr Kern's work at www.peggykern.org.

Program Day 1 (November 29)

	Room 1, Z411	Room 2, Z413	Room 3, Z504
8:30 – 9:00	Registration and Coffee		
9:00 – 9:30	Welcome and Opening (Peter O'Connor, Luke Smillie) [Room Z411]		
9:30 – 10:30	Brian Little Keynote: Fates Beyond Traits: The Social Ecology of Human Flourishing [Room Z411]		
10:30 – 11:00	Morning Tea (30 mins)		
11:00 – 12:40	<p>Paper Session: General Personality</p> <p><i>Obschonka:</i> How is personality shaped by natural resources? Large-scale studies on regional personality variation and historical coal, gold, and oil and gas deposits</p> <p><i>Rebele:</i> Trait Regulation Goals: Do People Want to Bring out Different Sides of Themselves at Different Times?</p> <p><i>Mobbs:</i> An Atlas of Personality, Emotion and Behaviour</p> <p><i>Anglim:</i> Substance and Bias in the General Factor of Personality: A Multi-Rater Investigation</p> <p><i>Poropat:</i> Personality 'measures' are useful but (largely) meaningless</p>	<p>Symposium: Emotional Intelligence</p> <p><i>Kahn:</i> Changes in Trait Emotional Intelligence over Time: A Cross-Temporal Meta-Analysis</p> <p><i>Zhang:</i> Emotional Intelligence and Attachment in Adulthood: A meta-analysis</p> <p><i>MacCann:</i> All Branches of EI predict Negative Affect, but only Emotion Management predicts Positive Affect: A meta-analysis</p> <p><i>Walker:</i> Exploring the Emotional World of the Dark Triad: A Meta-analysis of the Dark Triad and Emotion Regulation</p> <p><i>Ma:</i> Who regulates whose emotions? Extrinsic regulation differences across emotion, target sex, and regulator sex</p>	<p>Paper Session: Openness and Adventure</p> <p><i>Li Chu (10 min):</i> Age differences in five-dimensional trait curiosity domains</p> <p><i>Powell (10 min):</i> Epistemic Curiosity from a Five-factor Model Perspective</p> <p><i>Tobin (10 min):</i> Why People Listen: Motivations and Outcomes for Podcast Listening</p> <p><i>Valpied:</i> The introversion-openness paradox: Relationships of introversion and openness/intellect with sensory-processing sensitivity and intellectual giftedness</p> <p><i>Valpied:</i> Relationships of introversion and openness/intellect with non-invasive markers of noradrenergic and cholinergic neurophysiological activity: low frequency and high frequency heart rate variability</p> <p><i>Tatnell:</i> Addiction or Adventure? Investigating Gaming in</p>

Program Day 1 (29 November)

			the Context of Behavioural Approach, Craving, and Motives for Gaming
12:40 – 1:40	Lunch (1 hour)		
	Room 1, Z411	Room 2, Z413	Room 3, Z504
1:40 – 3:10	<p>Paper Session: Wellbeing</p> <p><i>Black:</i> Happily Sensitive: A Qualitative Exploration of Individual Differences in Wellbeing</p> <p><i>Barford:</i> Feeling sad, but well: valuing negative emotions as a moderator of trait relations with well-being</p> <p><i>Lee:</i> Student wellbeing: Cross-national examination based on PISA 2015 data</p> <p><i>Horwood:</i> Big Five and HEXACO Personality Predicts Other-Ratings of Problematic Smartphone Usage</p> <p><i>Gruener:</i> The Relationship of Self-Talk Frequency to Self-Efficacy and Attachment</p>	<p>Paper Session: Organisational Behaviour</p> <p><i>Clarke:</i> Forecasting task times for software development: Time, tasks, and learning</p> <p><i>Wiewiora:</i> Dealing with unknowns: What can help project managers embrace ambiguity?</p> <p><i>Parker:</i> Why do those who need recovery fail to enact it?</p> <p><i>Gardiner:</i> What's age got to do with it? The effect of board member age diversity: a systematic review</p> <p><i>Khattak:</i> Perceived organizational injustice and deviant behaviors: Moderating role of attitude towards revenge.</p>	<p>Symposium: Confusion in Psychological Constructs</p> <p><i>Jach:</i> How individual differences can help us to understand information-seeking</p> <p><i>Rebele:</i> Confound interest: Diversity and Consistency of Interests are distinct individual differences</p> <p><i>Bainbridge:</i> The Jingle-Jangle Jungle of personality trait scales: Independent or Big Five facets?</p> <p><i>Nowland:</i> Between concepts and constructs: towards improving conceptual rigour in psychometric practices for individual differences research</p>
3:10 – 3:30	Afternoon Tea (20 mins)		
	Room 1, Z411	Room 2, Z413	Room 3, Z504
3:30 – 5:20pm	<p>Symposium: A 'dark' symposium</p> <p><i>March:</i> The truth is out there: The utility of Dark personality traits and schizotypy in</p>	<p>Paper Session: Cognition/Ability</p> <p><i>Thompson:</i> Competition between allocentric and egocentric navigation strategies in human</p>	<p>Paper Session: General Personality</p> <p><i>Rebele:</i> Trait Regulation: A Conceptual Framework for Personality-Informed Behavior Change</p>

Program Day 1 (29 November)

	<p>predicting belief in conspiracy theories</p> <p><i>Walker:</i> Faking on self- and other-report measures of the dark triad</p> <p><i>Anderson:</i> Antisocial online sexualised behaviours and the Dark Tetrad of personality</p> <p><i>Adams:</i> What drives consumer car choice? Investigating the relationship between the Big Five, trait narcissism and vehicle preferences in Australian consumers</p> <p><i>Jonason:</i> Understanding prejudice in terms of approach tendencies: The Dark Triad traits, sex differences, and political personality traits</p>	<p><i>Oh:</i> A Cognitive Framework of Statistical Reasoning</p> <p><i>Beckwith:</i> Wording vs. Timing: What Measurement Characteristics Affect Reactivity to Metacognitive-Ratings?</p> <p><i>Douglas:</i> A poor match between ability and confidence in high-performance individuals: Evidence for the imposter phenomenon in working adults</p> <p><i>Criado-Perez:</i> What kind of leaders does evidence-based practice call for? Predicting an objective measure of Evidence Based Decision Making (EBDM)</p>	<p><i>Obschonka:</i> In the name of Hogwarts: Personality profiles derived from Harry Potter houses</p> <p><i>Nowland:</i> Revisiting validity - systematising quality control practices in personality research for the benefit of your constructs.</p> <p><i>Sabel:</i> Aetiological Considerations behind Individual Differences in Self-handicapping: A Multi- Method Assessment</p> <p><i>Fullerton:</i> Dimensions of resilience: An integrative model and real-world outcomes</p> <p><i>Zhang:</i> Measuring individual differences in adaptability: Integrating self-report and performance-based assessment</p>
6pm – 11:00pm	Conference Dinner: Rooftop Parliament House		

Program Day 2 (30 November)

	Room 1, Z411	Room 2, Z413	Room 3, Z504
8:30 – 9:00	Coffee		
9:00 – 10:00	Peggy Kern Keynote: Long and Big Approaches to Studying the Impact of Personality Upon One's Journey Through Life [Room Z411]		
10:00 – 10:20	Morning Tea (20 mins)		
10:20 – 12:20	<p>Symposium: Leadership</p> <p><i>O'Connor:</i> The performance and wellbeing of introverted leaders: Investigating the consequences of acting out of character</p> <p><i>Spark:</i> Extraversion predicts formal leadership emergence in the real world: Large-scale evidence using survival analysis</p> <p><i>Burton:</i> Narcissists: When and Why They are Favored</p> <p><i>Prentice:</i> A systematic literature review on emotional intelligence, cultural intelligence, and leadership diversity.</p> <p><i>Jackson:</i> Transformational Leadership: 2000 years of no development?</p>	<p>Paper Session: Entrepreneurship and Marketing</p> <p><i>Ardianti:</i> the psychological well-being patterns of hybrid entrepreneurs in Indonesia and UK</p> <p><i>Astuti:</i> Who am I? Exploring the identity of an International entrepreneur in creating opportunity</p> <p><i>Dedehayir:</i> Who are the Adopters of Retro-Technology?</p> <p><i>Pham:</i> Who prefers more variety of choices? Investigating the influences of different motivational profiles on consumers' preferences for consideration set variety</p> <p><i>Wang:</i> The moderating effect of regulatory focus on consumer preferences for price discounts and bonus packs</p>	<p>Paper Session: Political Psychology and Prejudice</p> <p><i>Lawn:</i> Prizing help versus despising hindrance: Do Compassion and Openness predict distinct tenets of liberalism?</p> <p><i>Bizumic:</i> The Five-Factor Model, Populism, and Voting for One Nation: A Study in a Representative Sample of Australians</p> <p><i>Stankov:</i> The psychological journey from communism to right-wing militant extremism via IQ, education, conservatism and ethnocentrism</p> <p><i>Crossing:</i> The 'Bamboo Ceiling' in Australia - an individual differences perspective on increasing Confucian Asian representation in leadership roles</p> <p><i>Gooch:</i> Out of the Closet and Between the Sheets: Minority Stress and Sexual Functioning in Gay Men and Lesbian Women</p>

Program Day 2 (30 November)

12:20 – 1:20	Lunch (1 hour)		
Room 1, Z411	Room 2, Z413	Room 3, Z504	Room 1, Z411
1:20 – 2:50	<p>Symposium: The individual Differences of daily Life</p> <p><i>MacCann:</i> Emotional intelligence abilities relate to emotion dynamics and complexity: An experience sampling study</p> <p><i>Kalokerinos:</i> Neuroticism may not reflect emotional variability: Associations between neuroticism and negative emotional variability are confounded with mean levels</p> <p><i>Smillie:</i> Would we be better off acting more extraverted?</p> <p><i>Conner:</i> How daily experiences predict latent profiles of well-being</p>	<p>Paper Session: Resilience, Self-handicapping and Body Image/eating</p> <p><i>Lea-Balthazaar:</i> Learned Helplessness: Quantitative measurement approaches and prediction by religious orientation, depression, trauma and neuroticism</p> <p><i>McKenzie:</i> Teachers' attitudes towards diagnosed high-needs students</p> <p><i>Loxton:</i> Individual Differences in the Internalisation of the "Fit" Ideal and Body Shaping Behaviours</p> <p><i>Wilson:</i> Emotional Eating: Positive and negative mood states as mediators between revised reinforcement sensitivities and binge eating symptoms</p> <p><i>Sivanathan:</i> Vulnerable narcissism as a mediator of the relationship between parental invalidation and eating disorder pathology</p>	
2:50 – 3:10	Afternoon tea (20 mins)		
3:10 – 5:00	Poster Reception and Business Meeting Awards		