Symposium 1: Emotional Regulation, Emotional Intelligence, and Attachment in Adults

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Speakers:

Carolyn MacCann (The Sydney University), Sarah A. Walker (The Sydney University), Michael Zhang (The University of Sydney), Jennifer Ma (The University of Sydney), and Mahreen Khan (University of New South Wales).

Convenor: Sarah A. Walker

Abstracts

Mahreen Khan

TITLE: Changes in Trait Emotional Intelligence over Time: A Cross-Temporal Meta-Analysis

AUTHORS: Mahreen Khan (University of New South Wales), Amirali Minbashian (University of New South Wales), Carolyn MacCann (The University of Sydney)

ABSTRACT: Over the last two decades, Western society has undergone a marked cultural transformation characterised by rising individualism. Concurrently, the digital landscape has transformed through the rise of social media and smartphones. These factors have previously been implicated in changing individuals' attitudes, behaviour and interpersonal interactions. We investigated whether these societal changes have coincided with changes in trait EI over the last 17 years in Western university students. We examined this question using a cross-temporal meta-analysis ($k = 72$; $N = 17,792$). There was no change in overall trait EI; however, the trait EI facets "wellbeing" and "self-control" demonstrated significant decreases with time, after controlling for gender composition and between-country differences. We discuss these findings in relation to how they contribute to our understanding of trait EI, and how they add to the literature on how Western society is changing with time.

Michael Zhang

TITLE: Emotional Intelligence and Attachment in Adulthood: A meta-analysis

AUTHORS: Michael Zhang (The University of Sydney), Sarah A. Walker (The University of Sydney), and Hannah Kunst (The University of Sydney)

ABSTRACT: Emotional Intelligence (EI) and Adult Attachment styles have consistently been found to be strong predictors of interpersonal relationships, but the relationship between these two constructs is less known. The purpose of this meta-analysis is to clarify the relationship between EI and adult attachment styles. To be included in the meta-analysis, studies must have been conducted with adult samples using validated measures of EI (Trait EI or Ability EI) and adult attachment (Secure attachment or less secure

attachment i.e. Anxious, Avoidant, Dismissing, Fearful, Preoccupied). Based on a total of 28 studies (N= 6914), Secure attachment had a positive relationship with both Ability EI and Trait EI, whereas less secure attachment styles either showed a significant negative correlation or no correlation. There was no significant difference in the relationship with attachment between Ability EI and Trait EI. These findings may have important implications in terms of Interventions. Attachment in adults has been found to be relatively stable, whereas EI has been suggested to be modifiable by training, so targeted training of interpersonal skills in EI interventions may be able to mitigate some of the negative interpersonal consequences of less secure attachment.

Carolyn MacCann

TITLE: All Branches of EI predict Negative Affect, but only Emotion Management predicts Positive Affect: A meta-analysis

AUTHORS: Carolyn MacCann (The University of Sydney), and Kirill Fayn (Max Plancke Institute for Empirical Aesthetics)

ABSTRACT: Emotional intelligence (EI) abilities should be related to differences in people's emotional experiences due to greater: (a) emotional sensitivity to the environment (where emotions are perceived earlier, so regulation can begin earlier; (b) understanding of emotional situations (so one is not blind-sided by emotion-causing events), and (c) ability to regulate emotions. This paper presents the results of a meta-analysis linking ability EI to positive and negative affect (total k = 22, N = 4735). There are three key findings. First, EI has significant correlations with both negative affect r = -.18, k = 14) and positive affect (r = .14, k = 14). Second, positive affect relates significantly more strongly to management than any other EI branch (r = .17 for management versus .05, ,06, and .00 for perception, facilitation and understanding; k = 8 to 12). Third, negative affect shows similar correlations to all EI branches (r = -.17 for perception, facilitation and management, r = -.13 for understanding; k = 7 to 10). Results highlight differences between the different branches of EI, suggesting that emotion management is the only branch involved in up-regulating positive emotions, but that all branches are involved in down-regulating negative emotions.

Sarah Walker

TITLE: Exploring the Emotional World of the Dark Triad: A Meta-analysis of the Dark Triad and Emotion Regulation

AUTHORS: Sarah A. Walker (The University of Sydney), Julie Gorodezki (University of Ulm), Michael Zhang (The University of Sydney), Chelsea Ho (The University of Sydney), Sally Olderbak (University of Ulm), and Carolyn MacCann (The University of Sydney)

ABSTRACT: Emotions, and the ability to regulate emotions play an important part of daily functioning but the way these emotions are regulated tends to differ between individuals. While there is a substantial literature investigating the relationship between emotion regulation and standard personality models,

there is limited literature examining emotion regulation in the darker personality traits. The dark triad is a set of socially aversive personality traits comprising narcissism, psychopathy, and Machiavellianism. To clarify the state of existing literature the purpose of this meta-analysis was to examine the relationship, and the extent of the relationship between reappraisal, suppression, and the dark triad. A total of 2953 participants with a mean age of 23.65 were included across 14 studies. Primary, secondary and total psychopathy were positively related to suppression, but not reappraisal. Grandiose narcissism was positively related to reappraisal (n.s.) but not suppression. There was only one study including Machiavellianism in this meta-analysis which reported a positive relationship between Machiavellianism and reappraisal. Three studies reporting the relationship between Machiavellianism and suppression was more complex. Overall these meta-analytic findings highlight the necessity for additional research in this area to enable examination of the underlying emotional mechanisms of the dark triad personality traits.

Jennifer Ma

TITLE: Who regulates whose emotions? Extrinsic regulation differences across emotion, target sex, and regulator sex

AUTHORS: Jennifer Ma (The University of Sydney), Sylvia Eugene Dit Rochesson (The University of Sydney), and Carolyn MacCann (The University of Sydney)

ABSTRACT: Although individuals frequently regulate others' emotions, there is limited research on the specific strategies used by individuals in different contexts. This study tests whether regulation strategies differ by emotion (anger/anxiety), regulator gender (male/female) and target gender (male/female). Participants (N = 361, 173 male, 188 female) recruited from crowd-sourcing platform Prolific Academic reported the strategies they would use to regulate one of four possible targets (anxious male, anxious female, annoyed male, annoyed female). Regulation strategies significantly differed by: (a) emotion (affective engagement and valuing were greater for anxiety, direct action was greater for anger); (b) target sex (valuing and expressive suppression were used more on females than males); and (c) regulator sex (males used more expressive suppression; females used more affective engagement, valuing, social sharing, reappraisal, and accountability). Seven of the ten strategies showed target-by-emotion interactions (relative to females, strategy use was lower for anger than anxiety for males—people engaged in less regulation of angry males). Adaptive regulation strategies were associated with positive affect, psychological wellbeing, and empathy. Maladaptive strategies were associated with lower cognitive empathy. Results of this study augment previous research by revealing the importance of context in emotion regulation as well as implications on wellbeing.

Convenor: Tim Bainbridge (The University of Melbourne)

Symposium Abstract: Psychological constructs are often difficult to define or measure precisely, which can lead to conceptual confusion, problematic measurement, and a lack of theoretical integration. On one hand, when a construct is defined and assessed too broadly, it can lead to unclear or even paradoxical results across multiple studies. On the other hand, the accumulation of many very narrowly defined measures makes it difficult to consolidate and integrate findings from multiple lines of research. In this symposium, we will examine issues relating to the definition and measurement of individual differences. Two presentations will offer examples of construct clarification, first by showing how common models of information-seeking fail to account for important individual differences (Jach) and then by demonstrating that diversity and consistency of interests are distinct facets of personality (Rebele). The other two presentations will look at these issues across multiple constructs, including ways in which the Big Five might act as an organising framework that can combat construct proliferation (Bainbridge) and how set theory can help us understand and avoid problems in defining and measuring psychological concepts (Nowland). We will conclude the session with an open discussion of any or all of the topics raised.

Paper 1

Title: How individual differences can help us to understand information-seeking

Authors: Hayley K. Jach & Luke D. Smillie (The University of Melbourne)

Abstract: Why do people seek information? Theories of information-seeking from information theory and reinforcement learning typically model information-seeking as equivalent to uncertainty-reduction. However, we argue that without accommodating individual differences, models may be blind to different generating processes of choices to seek information. Specifically, some individuals seeking information may be motivated by uncertainty-intolerance, but others by curiosity, and current models of uncertainty-reduction may only adequately characterise those intolerant of uncertainty. To investigate this, we modified an existing information-seeking task and measured trait intolerance of uncertainty and curiosity. In a pre-registered study (N = 301), curiosity and uncertainty intolerance were strongly negatively related, but both traits positively predicted information-seeking. Bayes factors revealed evidence for a model predicting information seeking from uncertainty intolerance and the curiosity facet *joyous exploration* (M_{10} = 208,067.21). Thus, our task appeared to tap into these dual motives to seek information, suggesting that current theories of information-seeking may need to be extended to account for curiosity-driven motivation.

Paper 2

Title: Confound interest: Diversity and Consistency of Interests are distinct individual differences

Authors: Robert W. Rebele[1], Scott Barry Kaufman[2] (co-lead), & Luke D. Smillie[1]

[1] The University of Melbourne

[2] Barnard College, Columbia University

Abstract: Research on 'grit' suggests that people who have consistent interests – when combined with perseverance of effort – have higher levels of achievement. One potential implication of these findings is that it may be better for people to focus narrowly on one particular passion than to pursue many interests at once. Yet the degree to which someone tends to sustain their interests over time (i.e., consistency of interests) may or may not be related to the number or breadth of interests that person pursues (i.e., diversity of interests). Across two studies of Amazon Mechanical Turk workers (combined N = 987), we found that diversity and consistency of interests are distinct individual differences, correlated at $r < .10$. Moreover, when located within the Big Five personality framework, diversity of interests is most strongly associated with openness to experience ($r = .62$), whereas consistency of interests is most strongly associated with conscientiousness ($r = .55$). More notably, diversity and consistency of interests show diverging patterns of association with both achievement and well-being. In addition to results from these studies and plans for an upcoming pre-registered replication, we will discuss the importance of distinguishing between these interest-related dimensions of personality in future research.

Paper 3

Title: The Jingle-Jangle Jungle of personality trait scales: Independent or Big Five facets?

Authors: Timothy F. Bainbridge[1], Steven Ludeke[2], & Luke D. Smillie[1]

[1] The University of Melbourne

[2] University of Southern Denmark

Abstract: Hundreds of scales that measure personality trait constructs have been presented in the literature as novel and independent. However, if they measure personality traits, then it is likely they can be described as facets of a broader framework, such as the Big Five or HEXACO, designed to capture most variance in personality traits. Yet, very little research has been conducted to test such claims. In three samples, we examined the share of variance explained by the Big Five for an *ad hoc* collection of scales (sample 1) and highly cited scales (samples 2 and 3). In most cases, scales overlapped with the Big Five to a comparable degree with facets from a separate Big Five inventory, suggesting that (a) most personality trait scales can be incorporated into a broader personality framework and (b) claims of scales independence is highly overstated. Many of the scales were interstitial between two or more domains, which may have obscured their relationship with the Big Five and contributed to the proliferation of "independent" scales. We suggest that researchers creating personality trait scales should demonstrate their overlap with and location in the Big Five or HEXACO rather than aiming to demonstrate their scales' independence.

Paper 4

Title: Between concepts and constructs: towards improving conceptual rigour in psychometric practices for individual differences research

Authors: Trish Nowland, Alissa Beath, & Simon Boag (Macquarie University)

Abstract: The generalised latent variable model (GLVM: Skrondal & Rabe-Hesketh, 2004) stands as the most utilised of psychometric tools for both the creation of assessments, and in quality control practices which notionally enhance the scientific rigour of further use of these psychometric assessments. Mathematical, statistical, and logical problems each however pervade the use of the GLVM in psychological contexts, and these remain unresolved. Given the unresolved nature of problems with the GLVM, the aim of this presentation is to demonstrate the utilisation of mathematical set theory to: i) outline the existence of the concerns; and, ii) demonstrate its favourable qualities as a tool that can support filling in the gaps that exist, in reference to the outstanding problems. Practical examples from individual differences research in computational psychiatry and personality assessment utilising the Big Five are presented, highlighting the value-add made possible by using mathematical set theory in order to clarify distinction between research concepts and research constructs. Such detail may contribute towards reducing the uncertainty introduced, with the use of the GLVM, in psychological research contexts.

Convener: PK Jonason, Ph.D. (Western Sydney University)

Symposium Abstract: Over the last 15 years researchers have begun highlighting the importance of understanding darker aspects of personality. The most commonly researched traits in this regard are called the Dark Triad traits (i.e., psychopathy, Machiavellianism, and narcissism). Australian researchers have played a meaningful role in advancing the field's understanding of these traits and popularizing them (see Koehn, Okan, & Jonason, 2019). In this symposium, we present some of the most recent research on these traits from a broad spectrum. Evita March details how Machiavellianism and psychopathy play a role in people holding conspiratorial beliefs. Monica Koehn reports on data from her honors thesis about the relative role of the Big Five traits and the Dark Triad traits in accounting for individual differences in racial prejudices. Sarah Walker takes a step back and asks about whether we can trust people's responses to inventories assessing dark personality traits especially in relation to job applications. Joel Anderson reports his work on how the Dark Triad traits and sadism (i.e., the so-called Dark Tetrad) predict engaging in sexual behaviour on the internet. And last, Jack Adams, reports on the role of narcissism in accounting for consumer choices in automobiles. Collectively, the symposium is geared to cover a breadth of content because the utility of the Dark Triad traits is ever-expanding. The traits play roles in organizational psychology, social psychology, consumer psychology, and cyberpsychology and these talks highlight some of the work by ACPID members in these areas.

Speaker 1: Evita March, Ph.D. (Federation University Australia)
Coauthors: Jordan Sparks (Federation University Australia)

Title: The truth is out there: The utility of Dark personality traits and schizotypy in predicting belief in conspiracy theories

Abstract: In the current study, we explore predictors of belief in conspiracy theories. A conspiracy theory is an alternative explanation of an event involving a conspirator plot organised by powerful people or organisations. Belief in conspiracy theories has been associated with negative personal and societal outcomes, highlighting the importance of exploring predictors in an attempt to manage and dissuade such beliefs. We explored the utility of the odd beliefs/magical thinking subtype of schizotypy Machiavellianism, grandiose narcissism, vulnerable narcissism, primary psychopathy, and secondary psychopathy in predicting belief in conspiracy theories. Participants (N = 230) completed an anonymous, confidential online questionnaire which comprised demographics and measures of personality traits and belief in conspiracy theories. The total regression model indicated odd beliefs/magical thinking, trait Machiavellianism, and primary psychopathy were significant, positive predictors of belief in conspiracy theories. No other predictors reached significance. These results indicate that the individual more likely to believe in conspiracy theories may have unusual patterns of thinking and cognitions, be strategic and manipulative, and display interpersonal and affective deficits. This profile may prove useful to key stakeholders, such as policy makers and health psychologists, whom wish to deliver important public information in a manner that is less susceptible to conspirator interpretation.

Speaker 2 : Sarah A. Walker (University of Sydney)
Coauthors : Damian Birney (University of Sydney); Carolyn MacCann (University of Sydney)

Title: Faking on self- and other-report measures of the Dark Triad

Abstract: Faking is an ongoing problem in self-report personality assessment. Though informant reports are widely used to establish the validity of self-report measures, little research has investigated faking by informants. This is particularly salient in high-stakes contexts such as job applications in which applicants provide referee and peer information themselves. Personality assessments are often used in order to provide an indication of applicant fit for the job. However, growing research showing the extent to which darker personality traits influence counterproductive workplace behaviour also provides an indication of job applicant fit within the organisation itself. While faking on self-report personality assessments has been investigated in the past, we seek to further these efforts by examining the extent to which individuals fake on measures of the dark triad using an instructed faking paradigm. Additionally, we aim to extend prior research by investigating whether informants will fake for their target, and if so, how much they will fake. Participants were randomly allocated to either self or other conditions, and one of honest, fake good, or fake bad conditions. Preliminary findings suggest individuals fake for themselves across the board as expected. Faking for another person was more complex. Results will be discussed further.

Speaker 3: Joel Anderson, PhD. (Australian Research Centre for Sex, Health, and Society, La Trobe University; Australian Catholic University)
Coauthors : Andrea Waling, PhD. (Australian Research Centre for Sex, Health, and Society, La Trobe University)

Title: Antisocial Online Sexualised Behaviours and the Dark Tetrad of Personality

Abstract: Researchers are accumulating an empirical knowledgebase which demonstrates that personality traits are able to accurately predict some variations in human behaviour. In line with surges in interest exploring how the dark personality traits predict online antisocial behaviours, we conducted a cross-sectional study exploring the role of the Dark Tetrad of personality in explaining online sexualised behaviours with a focus on the antisocial aspects of these behaviours. Specifically, participants self-reported: (a) their level of enjoyment in sending (and beliefs in the extent to which others enjoy receiving) images of their genitals; (b) their history of - and motivations for – the non-consensual dissemination of 'sexts'; (c) history of partner cyberstalking, and; (d) technology facilitated infidelity. In this presentation, we will discuss the patterns of findings, whereby different members of the dark personality traits interact with the participants gender and sexual orientation to predict these online sexualised behaviours.

Speaker 4: Jack Adams (Queensland University of Technology)
Coauthors: Peter O'Connor (Queensland University of Technology)

Title: What drives consumer car choice?: Investigating the relationship between the Big Five, trait narcissism, and vehicle preferences in Australian consumers

Abstract: What does a person's car choice reveal about their personality? To test this question, we measured a range of demographic variables, personality traits, and 59 discrete car preferences in a sample of Australian consumers (N = 1000). Using multiple regression analyses, we found that individual

differences in personality and demographics could account for up to 40% of the variation in car preferences. Results indicated that those with strong preferences for stylish and high-performance cars were more likely to be young, male, extraverted and above average on narcissism. Those with strong preferences for safe and reliable cars tended to be female, older, have one or more children, conscientious and agreeable. We found that all personality traits were related to some car preferences, however the strongest predictor across a range of car preferences was narcissism. Narcissism strongly predicted the desire for fashionable, high status, 'head-turning', popular, and loud cars. The effects of personality traits remained even when controlling for variables that strongly influence car choice (e.g., age, number of children, and income).

Speaker 5: Peter Jonason, Western Sydney University
Coauthors: Dylan Underhill, C. David Navarrete

Understanding prejudice in terms of approach tendencies: The Dark Triad traits, sex differences, and political personality traits

Abstract: We attempted to determine whether the Dark Triad traits predict race- and sex-based prejudice or just a generalized antisociality. American MTurk workers (N = 266) reported their approach tendencies towards targets who were varied by sex (i.e., same sex, other sex) and race (i.e., same race, different race) and responded to questionnaires capturing the Dark Triad traits (i.e., narcissism, psychopathy, and Machiavellianism) and political personality (i.e., social dominance and authoritarianism). Social dominance, narcissism, and psychopathy revealed a generalized pattern of limited approach (i.e., prejudice) towards members of both sexes and racial in-group and out-group members. In contrast, Machiavellianism and authoritarianism were only linked to limited approach towards racial out-group members. Sex differences in approach tendencies towards different race and opposite-sex others were fully and partially mediated by individual differences in the Dark Triad traits and social dominance (respectively), the Dark Triad traits accounted for more variance than social dominance in same sex and different race approach tendencies, and some of the links between personality and approach tendencies were moderated by the sex of the participant. Results were discussed in relation to how personality traits can account for prejudicial attitudes.

Symposium 4: Leadership

Convener: Chris Jackson

Presenters talk 1: Peter O'Connor, Andrew Spark

Title: The performance and wellbeing of introverted leaders: Investigating the consequences of acting out of character

Abstract: The wellbeing of employees in leadership positions is a major determinant of organisational performance. On balance, psychologically healthy leaders make better operational decisions and adopt leadership styles more conductive to follower performance than unhealthy leaders. In the present research, we investigate the performance and wellbeing of a large subset of vulnerable leaders: introverted leaders. We propose and test a theoretical model of leader performance and wellbeing that recognizes that introverts regularly need to act out of character (i.e., act extraverted) in order to perform competently in leadership positions. We hypothesize that the ongoing requirement for introverted leaders to act extraverted will compromise their effectiveness as leaders and leave them vulnerable to low wellbeing. We also hypothesis that introverted leaders will be protected from the long term effects of enacted extraversion by modifying their affective forecasts (i.e. predictions about how much they will enjoy acting extraverted). Hypotheses were tested on two large household panel datasets: the German Socio-Economic Panel (SOEP) and the Household, Income and Labour Dynamics in Australia (HILDA) (n < 10,000) and one laboratory study with undergraduate management students (n = 184). Results indicate that introverts represent a vulnerable group of leaders, however the majority do not suffer long term health outcomes. These findings are explained in terms of the theoretical model and key moderators are discussed.

Presenters talk 2: Andrew Spark, Peter O'Connor

Title: Extraversion predicts formal leadership emergence in the real world: Large-scale evidence using survival analysis

Abstract: Extraversion has been linked with leadership emergence, however previous research has largely focussed on *informal* leadership emergence. To address this gap, the current study focuses on *formal* leadership emergence, which is defined as the emergence (promotion) into a formally appointed position with responsibility for the direct supervision of others. Using survival analysis with Cox proportional hazard regression, we modelled the relationship between extraversion and formal leadership emergence in two large panel datasets from Germany (Study 1, n_1 = 6,795) and Australia (Study 2, n_2 = 5,800). After controlling for gender and the other big five traits, we found that a one standard deviation increase in extraversion increased the 'hazard rate' of emerging into a formal leadership role by approximately 10 and 20 percent in Study 1 and Study 2, respectively. Openness was the only other consistent predictor across studies with an increase in the hazard rate of approximately 10 percent. Given the importance of leadership roles to individuals and organisations, such an increase in emergence may provide extraverts with significant cumulative advantages over time.

Presenter talk 3: Kelsey Burton

Title: Narcissists: When and Why They are Favoured

Abstract: The enduring prevalence of narcissists in the workplace has warranted the recent discussions among practitioners and scholars concerning research investigating feasible methods and practices for dealing with narcissists at work. The adverse effects associated with narcissism and the incurred costs for individuals have been continuously documented, however, little effort has been made to investigate the individuals who seem to favor narcissists allowing them to flourish in organizations. Building on the premise that narcissists are good at obtaining status and additional resources to leverage their success, our research investigates the motivational factors associated with favorizing narcissists. Across two experimental studies, we tested a three-way interaction to determine the motivational factors that drive leaders to favor narcissists. When predicting resource allocation, a statistically significant three-way interaction involving dominance motivation, narcissism and status was observed. Both experiments supported the hypothesis that high dominant leaders will favor low-status, narcissists through resource allocation. Thus, high dominance motivated leaders have a heightened awareness of potential threats to power, and the behavior of a narcissists can negatively effects coordination and performance. Additionally, both studies supported the hypothesis that low dominant leaders favor high-status, narcissists through resource allocation. Leaders low in dominance motivation have a higher concern for the overall team well-being and performance and are less assertive. Therefore, low dominant leaders are more susceptible to the demands of narcissist and will favor the high-status bad apple to maintain high team performance. Our studies further expand the research on narcissists in the workplace and provides key insights into the leaders who favor narcissism– allowing them to propagate throughout organizations.

Presenters talk 4: Purnima Nandy & Catherine Prentice, Griffith University

Coathors: Aaron Hsiao

Title: A systematic literature review on emotional intelligence, cultural intelligence, and leadership diversity.

Abstract: Organisations are becoming more diverse in their workforce composition however there seems to be a stagnancy in organisational leadership styles with an urgent need for more diverse organisational leaders both at a surface level as well as a deep level of diversity. It is essential to understand what makes culturally diverse leaders effective and the role that emotional intelligence (EI) and cultural intelligence (CI) play in this leadership style as their importance has been established in organisational leadership studies. This paper reviews the extent of English academic literature in relation to the role of EI and CI in culturally diverse organisational leaders. The review will include an exploration of the characteristics of EI and CI in an organisational context and their role in leadership intelligence. Limitations in current literature are also examined and finally, potential directions are established based on the analysis using a systematic review methodology.

Presenter talk 5: Chris J. Jackson

Title: Transformational Leadership: 2000 years of no development?

Abstract: Modern leadership theory has focused extensively on individual differences of transformational leadership without considering potential roots in, and overlaps from, Ancient Rome's concept of gravitas. In the current study, I conducted historical analysis of the origins of gravitas and how British Imperialism provides a likely conduit from the ancient world to the modern. Next, I conduct correlational analysis and factor analysis of a newly developed measure of gravitas and two well-known contemporary measures of transformational leadership. Correlational results, especially when corrected for attenuation, suggest a high level of overlap between gravitas and transformational leadership. Using exploratory factor analysis, results also showed that gravitas and transformational leadership are very similar. Overall, results suggest that transformational leadership is little different from gravitas. It is tempting to conclude that gravitas is worth measuring in the modern world, that modern leadership research should acknowledge roots from Ancient Rome, and that our knowledge of leadership is not so very different from how it was 2000 years ago.

Symposium 5: The Individual Differences of Daily Life

Convener: Tamlin S Conner, University of Otago, New Zealand

Speakers: Carolyn MacCann, Elise K. Kalokerinos, Luke D. Smillie, and Tamlin S Conner

This symposium brings together four researchers using smartphone-based experience sampling and diary methods to innovate and challenge the science of individual differences. MacCann will discuss individual differences in emotional intelligence and how these differences relate to emotion dynamics assessed using smartphone based experience sampling. Kalokerinos will myth-bust the links between neuroticism and emotion variability, drawing on a meta-analysis of 11 experience sampling and daily diary studies. Smillie will present a novel experience sampling intervention that trained people to act extraverted, and tested the effects on well-being—for better and for worse. And, Conner will discuss what daily life looks like for three types of people derived from latent profile analysis of their mental health and well-being.

Individual Talk Abstracts

Title: Emotional intelligence abilities relate to emotion dynamics and complexity: An experience sampling study

Authors: Carolyn MacCann, Yasemin Erbas, Egon Dejonckheere, Amirali Minbashian, Peter Kuppens, Kirill Fayn

Affiliation(s): University of Sydney, KU Leuven, KU Leuven, UNSW, KU Leuven, Max Planck Institute for Empirical Aesthetics

Abstract: Emotional intelligence (EI) abilities should theoretically influence the way that people generate and regulate their emotions, leading to qualitative differences in their emotional experiences. In this experience sampling study (N = 122 undergraduates), we test whether the four EI branches (perception, facilitation, understanding and management) are associated with emotion dynamics (the way that emotions change), and emotion complexity (the way that emotions combine). We assess 3 positive and 6 negative emotions over 5 days (24 beeps). Only management significantly related to higher positive affect (PA), whereas negative affect (NA) was significantly related three EI branches (all but understanding) and total EI. After controlling for mean levels of PA and NA: (a) only understanding significantly predicted the dynamics of NA whereas only management and facilitation significantly predicted the dynamics of PA; (b) management and facilitation predicted lower differentiation of PA (EI was unrelated to differentiation of NA); and (c) perception and facilitation predicted greater bipolarity. Results show that EI predicts emotions, emotion dynamics and emotion complexity. We discuss the importance of distinguishing between the four branches of ability EI.

Title: Neuroticism may not reflect emotional variability: Associations between neuroticism and negative emotional variability are confounded with mean levels

Authors: Elise Kalokerinos[1], Sean Murphy[1], Peter Koval[1], Natasha Bailen[2], Geert Crombez[3], Tom Hollenstein[4], John Gleeson[5], Renee Thompson[2], Dimiti Van Ryckeghem[3], Peter Kuppens[6], Brock Bastian[1]

Affiliation(s): [1]University of Melbourne, [2]Washington University in St. Louis, [3]Ghent University, [4]Queen's University, [5]Australian Catholic University, [6]KU Leuven

Abstract:

Emotional variability is thought to lie at the heart of neuroticism. However, this link may be a measurement artefact. When emotional intensity is measured using bounded scales, variability is constrained by mean levels: at low (or high) intensity, it is impossible to demonstrate high variability. Exacerbating this problem, low neuroticism is associated with lower mean levels of negative emotion, and studies of emotional variability are generally conducted in daily life, where mean negative emotion is low. In a meta-analysis of 11 studies (N=1,205 participants; 83,411 observations), we tested whether the association between neuroticism and negative emotional variability was driven by a confound between variability and the mean. We found a medium-sized positive association between neuroticism and negative emotional variability, but when using a relative variability index to correct for mean negative emotion, this association disappeared. This indicated that neuroticism was associated with experiencing more intense, but not more variable, negative emotions.

Title: Would we be better off acting more extraverted?

Authors: Luke D. Smillie, Jessie Sun, Rowan-Jacques-Hamilton

Affiliation(s): University of Melbourne; University of California, Davis.

Abstract: Evidence suggests that extraverted (i.e., bold, agentic) behavior increases positive affect (PA), and could be targeted in wellbeing interventions. However, this evidence is either causally ambiguous or has questionable ecological validity, and the potential costs of sustained extraverted behavior have received minimal attention. To address these limitations, we conducted a randomized controlled trial examining the wellbeing benefits and costs of an extraverted behavior intervention conducted in everyday life. Participants (n = 147) were randomly assigned to an "act-extraverted" intervention or a "sham" (active control) intervention for 1 week in everyday life. Additional data for a contact control condition were obtained from a previous study (n = 76). Wellbeing outcomes included PA and negative affect (NA), feelings of authenticity, and tiredness—assessed both in the moment and retrospectively. There was a positive overall effect of the acting extraverted intervention on PA and authenticity. However, wellbeing outcomes also depended on dispositional extraversion: more introverted participants had weaker PA increases, experienced increased NA and tiredness, and decreased feelings of authenticity. Implications for wellbeing interventions and personality theory are discussed.

Title: How daily experiences predict latent profiles of well-being

Authors: Tamlin S. Conner & Adam Bartonicek

Affiliation(s): University of Otago

Abstract: The relationship between individual differences in psychological well-being and daily habits is often seen as linear. We assume that positive habits found in flourishing people, like eating healthy food and getting enough sleep, are missing in people who are languishing, and vice versa. However, the habits associated with well-being may not simply be the mirror reflection of those associated with ill-being. To address this discontinuity, we analysed data from the young adult Daily Life Study (n=788) using model-based clustering (also known as latent profile analysis; LPA) to see if young adults could be categorised into discrete clusters of well-being based on trait mental health measures. Then, we used regression and a machine learning method to investigate which daily habits from a two-week daily diary survey predicted well-being cluster membership. The results showed that participants could be categorized into three clusters of well-being ('flourishers', 'normatives', and 'languishers'), and that there was discontinuity between habits and cluster membership: Flourishers were mostly distinguished by non-varying demographic characteristics (SES, BMI), normatives by excessive workload, and languishers by poor sleep quality. Thus, the daily lives of the best- and worst-feeling young adults are not mirror images of each other.