



# ACPID 2021

Meeting, December 3 - 4

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Personality and Individual Differences  
Psychology APS Interest Group



Australian  
National  
University



UNIVERSITY OF  
CANBERRA

# Welcome to the 2021 Australasian Congress for Personality and Individual Differences (ACPID) Virtual Conference

## A message from our President

Associate Professor Boris Bizumic | *The Australian National University*

We are delighted to welcome you to the Australasian Congress for Personality and Individual Differences (ACPID). For many years, ACPID has been the premier conference for researchers investigating personality and individual differences in Australasia. This year, due to the impact of the COVID-19 pandemic, we are organising a virtual event on the Gather.Town platform. The conference will include excellent keynote presentations from two leading researchers in our field, Professor Martin Sellbom and Professor Simine Vazire. There will be numerous and high-quality paper presentations, poster presentations, and symposia by researchers from Australasia and other parts of the world. We will also have social events and will be giving awards for the best talks. Finally, at the end of the conference, Dr Conal Monaghan and Dr Yiyun Shou will conduct a workshop on item response theory (IRT), a technique that is becoming increasingly widely used in the area of personality and individual differences. As every year, the conference will have a strong focus on our students, who represent the future of our field. We hope that you will enjoy this virtual event and find it intellectually stimulating!



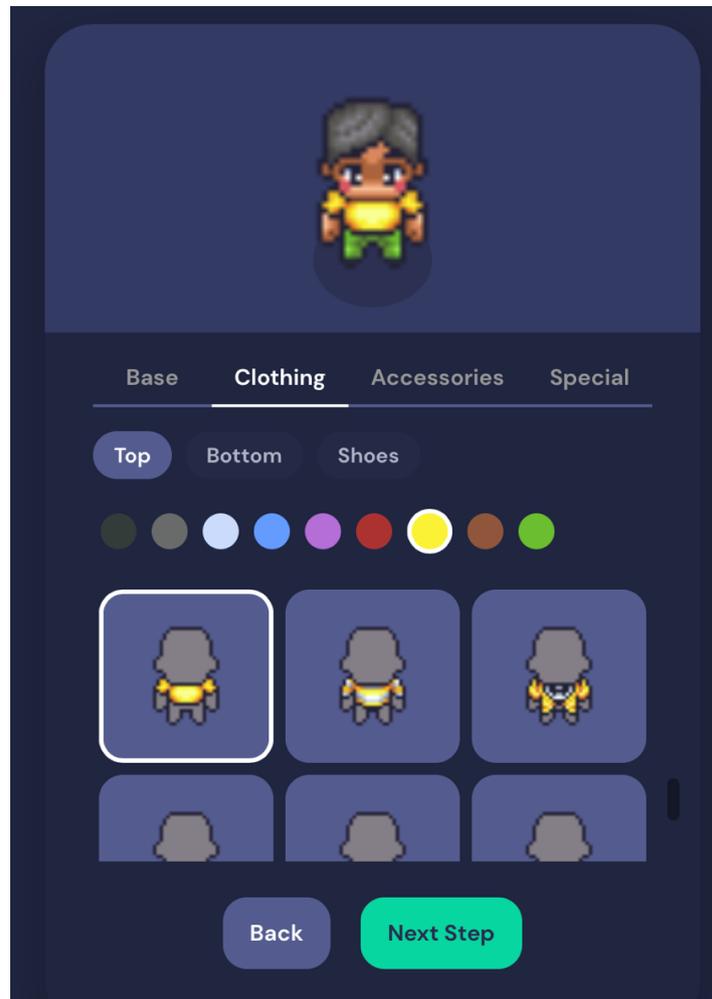
## ACPID 2021 Organising Committee

Boris Bizumic (Chair); Amanda George, Phil Kavanagh, Conal Monaghan, & Samantha Stanley



# This is Gather.Town

ACPID 2021 will be hosted on the online platform Gather.Town. Conference attendees will be emailed a link to join us in Gather.Town on 1st December from [invite@mail.gather.town](mailto:invite@mail.gather.town). When you accept the invitation and enter the Gather.Town website, you will be able to customise your avatar.



Your browser will also prompt you to allow Gather.Town to use your camera and microphone as you join the gathering, which is important so that you can interact with other conference attendees.

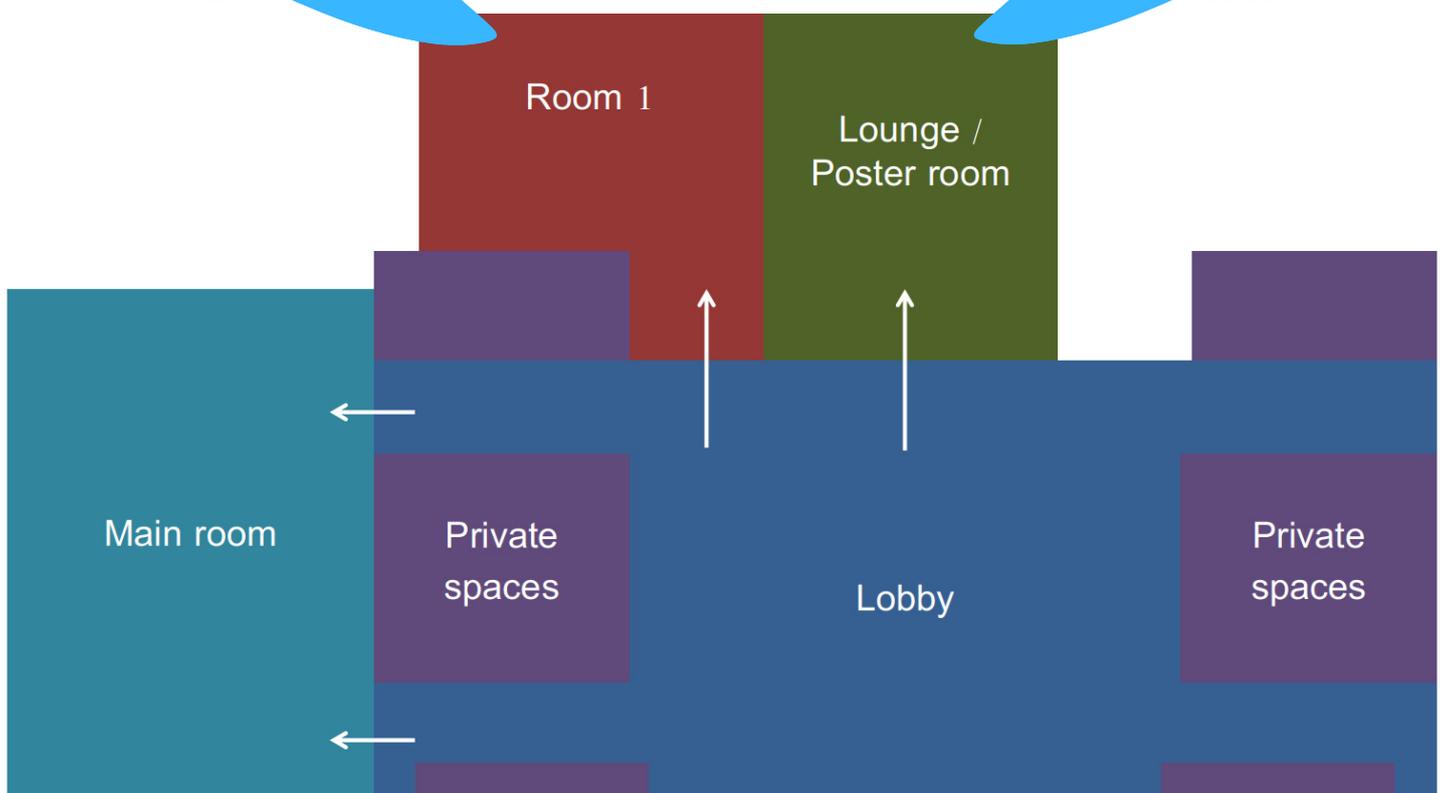
Please note that Gather.Town works best on Google Chrome or Firefox.

When you enter the ACPID 2021 space, you will go through a brief tutorial to learn how to navigate through Gather.Town. Your avatar will appear in the lobby, and from there you can explore the space.

# Gather.Town Conference Map

Conference presentations will either run in the Main Room or in Room 1 (see pages 7 and 8). As you enter these rooms, you will be prompted to join the Zoom call to hear the talks

We encourage you to meet in the Lounge area in between talks to interact with other conference attendees. The poster session will also be held here.



If you would like to have a private conversation with only the others in a confined space, you can enter a room shown in purple on the map, or sit around a table in the lounge. Otherwise, as you approach other conference attendees, you will see each other appear on video and be able to have a conversation. Just like in real life, the volume (and video) will fade away as you walk away from each other.

# Keynote Speakers

## Professor Martin Sellbom

University of Otago

### *Personality Disorders in our Diagnostic Manuals: An Ugly Past, but Promising Future*

For the past four decades, personality disorders have been defined in the DSM and ICD diagnostic manuals through arbitrary categories that are woefully inconsistent with actual personality disorder science. Current developments in the personality disorder field have instead focused on the use of individual differences personality traits coupled with impairment in functioning to diagnose and describe personality pathology. One such approach was included as an “alternative model” in DSM-5 in 2013, and most recently,



The ICD-11 took the bold step to introduce a fully dimensional personality disorder diagnosis, which will be used by the World Health Organization member states starting in January 2022. The current keynote address will detail the necessity of this shift in PD conceptualization and diagnosis, and a representative snapshot of the science that supports dimensional models of PD will be discussed. An emphasis will be placed on research from Professor Sellbom and his colleagues' research laboratories, including novel measurement approaches for the assessment of PDs in accordance with (in particular) ICD-11.

### **About the speaker**

Martin Sellbom is a Professor in Clinical Psychology at the University of Otago in Dunedin, New Zealand. He received his Ph.D. in Clinical Psychology in 2007 from Kent State University (USA). His research focuses on personality disorders, the integration of personality and psychopathology, and personality assessment with the MMPI instruments. Professor Sellbom's work has been featured in approximately 270 publications. He has won several awards, including the American Psychological Foundation's Theodore Millon mid-career award for advancing personality science, American Psychology-Law Society's Saleem Shah Award and Society for Personality Assessment's Samuel and Anne Beck Award for early career achievement. Professor Sellbom serves as the Editor-in-Chief for the Journal of Personality Assessment.

# Keynote Speakers

## PROFESSOR SIMINE VAZIRE

UNIVERSITY OF MELBOURNE

### *Evaluating Personality Research on Its Own Merits*



The credibility revolution has been going strong in personality psychology for the last decade, building on many decades of strong emphasis on methods and rigour in personality science. However, a fundamental question in research evaluation continues to be: How can we tell which scientific findings are credible? Peer-reviewed journals, even prestigious ones, do not provide much assurance regarding the credibility of any individual paper. Ideally, we would read each paper carefully when deciding what to trust, but this is often impossible (e.g., when we lack the expertise to evaluate the methods) or impractical (e.g., when we need to evaluate

research at scale). I present a proposal for eliciting structured quantitative ratings of quality for personality and assessment research. Scores along multiple dimensions could be combined into a variety of metrics, or “Quality Factors” (QFs), that vary in the weight placed on different qualities. These QFs would provide easily digestible and flexible quality ratings of individual papers that could be useful to other scientists, to journalists and policymakers, and to the public. QFs would also help incentivize authors to “get it right” rather than just get published in prestigious journals, because rewards and recognition could be tied to these more transparent, accountable, and valid metrics rather than to journal prestige.

### **About the speaker**

Simine Vazire's research examines whether and how science self-corrects, focusing on psychology. She studies the research methods and practices used in psychology, as well as structural systems in science, such as peer review. She also examines whether people know themselves, and where our blind spots are in our self-knowledge. She teaches research methods. She is editor in chief of *Collabra: Psychology*, one of the Principal Investigators on the repliCATS project, and was the co-founder (with Brian Nosek) of the Society for the Improvement of Psychological Science.

# Program Day 1

## Friday December 3

### MAIN ROOM

### ROOM 1

#### Zoom Link

<https://anu.zoom.us/j/82145111976?pwd=WkRmQLZscTViUFo1Sig4bXNtVWovQTog>

**Meeting ID:** 821 4511 1976

**Password:** ACPID2021

#### Zoom Link

<https://anu.zoom.us/j/84298253474?pwd=aWhsS1NxNXR1M0FXRUlaenZQSkhuQTog>

**Meeting ID:** 842 9825 3474

**Password:** ACPID2021

9:00-9:15am

Welcome and Opening  
Boris Bizumic

9:15-10:15am

Keynote by Professor Martin Sellbom

10:15-10:30am

Morning Tea Break

10:30-11:45am

Clinical Psychology and Wellbeing  
Chair: Conal Monaghan

Symposium: Understanding Cognitive Individual  
Differences from Diverse Perspectives  
Chair: Damian Birney

11:45-12:45pm

Political Psychology and Prejudice  
Chair: Boris Bizumic

Symposium: Intrinsic and Extrinsic  
Emotion Regulation in Daily Life  
Chair: Sarah Walker

12:45-1:45pm

Poster and Social Session During Lunch  
**Hosted in the Lounge in Gather.Town**

1:45-3:00pm

Dark Personality Traits  
Chair: Phil Kavanagh

Biases, Cognition, and Individual  
Differences  
Chair: Stephanie Goodhew

3:00-4:15pm

Symposium: Personality in Leadership  
Chair: Chris Jackson

Risky and Online Behaviours  
Chair: Amanda George

4:15-5:00pm

Blitz Session  
Chair: Amanda George

Symposium: Emotion Regulation and  
Mindfulness at Work  
Chair: Sarah Walker

5:00pm

End of Day 1

# Program Day 2

## Saturday 4 December

### MAIN ROOM

#### Zoom Link

<https://anu.zoom.us/j/82145111976?pwd=WkRmQLZscTViUFo1Sig4bXNtVWovQTog>

**Meeting ID:** 821 4511 1976

**Password:** ACPID2021

### ROOM 1

#### Zoom Link

<https://anu.zoom.us/j/84298253474?pwd=aWhsS1NxNXR1M0FXRUlaenZQSkuhQTog>

**Meeting ID:** 842 9825 3474

**Password:** ACPID2021

9:00-10:00am

Keynote by Professor Simine Vazire

10:00-10:15am

Morning Tea Break

10:15-11:30am

Research Methods and Psychometrics  
Chair: Samantha Stanley

Personality Causes and Correlates  
Chair: Luke D. Smillie

11:30am-12:30pm

Awards and Annual General Meeting  
Chair: Boris Bizumic

12:30-1:00pm

Lunch Break

1:00-4:00pm

Workshop on Item Response  
Theory (IRT): An Introduction for  
Individual Differences Researchers  
Conal Monaghan and Yiyun Shou

4:00pm

End of ACPID 2021

# Concurrent Session 1a: Clinical Psychology and Wellbeing 10:30 – 11:45am Friday 3rd December in the Main Room

## **1. Individual Differences in Religiosity and Health and Wellbeing for Australian LGBTQA+ Survivors of Religious Conversion Practices**

Joel Anderson, Timothy Jones, Jennifer Powers, Tiffany Jones, Nathan Despott, Percy Gurtler & Maria Pallotta-Chiarolli | Australian Catholic University, La Trobe University, Macquarie University, Brave Network, and Deakin University

Lesbian, gay, bisexual, transgender, queer, and asexual people (LGBTQA+) often have complicated relationships with religion and their faith. Some LGBTQA+ individuals have enjoyed affirming religious experiences, but research shows that most endure a relationship with religion that is characterised by experiences of prejudice and rejection. In some cases, faith-based organisations and religious leaders have administered 'interventions' aimed at changing or suppressing sexuality, and participation in these often results in complex trauma or post-traumatic stress disorder, poor mental health, suicidality, and ongoing feelings of shame, grief, and loss. In this presentation, we present data from LGBTQA+ Australians who have been exposed to conversion practices aimed to change or suppress their sexuality, and explore (a) how individual differences in religiosity differ between survivors and other religious LGBTQA+ Australians, and (b) the complex patterns of relationships between these individual differences in religiosity and the health and well-being of conversion practice survivors.

## **2. Does Sensory-processing Sensitivity Moderate the Relationship Between Early Positive Emotional Memories and Psychological Well-Being?**

Brendan Ch'ng, Mariani Md Nor, & Sau Cheong Loh | University of Malaya and SEGi University

Research has established that a minority of individuals, also known as highly sensitive people (HSP), are more susceptible to the effects of their environment for better or for worse due to their sensory-processing sensitivity. While HSP are vulnerable to poorer mental health when raised in a negative childhood environment, they are also able to flourish equally well as non-HSP when they have experienced a positive upbringing throughout their childhood. In this cross-sectional study, the main objective was to investigate whether sensory-processing sensitivity would moderate the positive relationship between early positive emotional memories and psychological well-being. A total of 240 postgraduate students in Malaysia was included in the final sample, in which they were asked to complete a set of questionnaires online. The results showed that early positive emotional memories had a positive association with psychological well-being, but this relationship was not moderated by sensory-processing sensitivity. Overall, the findings suggests that highly sensitive individuals can also be equally well-adjusted as their non-highly sensitive counterparts if they were raised in a supportive childhood environment that fosters feelings of warmth and safeness. Several implications and recommendations relevant for stakeholders involved in higher education and mental health settings are offered in this paper.



# Concurrent Session 1a: Clinical Psychology and Wellbeing 10:30 – 11:45am Friday 3rd December in the Main Room

## **3. The Convergence Between Personality Trait Domains, and Schema Therapy and Dialectical Behaviour Therapy Constructs**

Mikaela Tracy, Louise Sharpe, Bo Bach, & Niko Tiliopoulos | The University of Sydney and Psychiatric Research Unit, Mental Health Services, Region Zealand

The AMPD and ICD-11 personality disorder classifications allow clinicians to portray their patients in terms of individual trait domains. While Schema Therapy (ST) and Dialectical Behaviour Therapy (DBT) are gold-standard treatments for personality disorders, little is known about how their constructs relate to the AMPD's and ICD-11's trait domains. The current study aimed to determine whether constructs from these two treatments could predict maladaptive personality traits, consistent with theory and empirical evidence. We examined associations between ST constructs, DBT skill use and maladaptive coping styles, and personality traits in a sample of 525 adults. Bivariate intercorrelations and a series of hierarchical multiple regression analyses were conducted to investigate the associations. As hypothesised, the universality of constructs drawn from both models was largely supported. For DBT, maladaptive coping was highly predictive of the trait domains globally. Low DBT-skill use appeared to be associated with detachment and disinhibition domains, but not for negative affectivity, antagonism or psychoticism. Specific schema domains were associated with each personality trait domain, supporting trait domain-schema domain specificity. The current study highlights the potential clinical utility of the trait models, and ultimately contributes to the dearth of evidence on their likely usefulness for treatment selection, planning and applications.

## **4. Categorical vs. Dimensional Diagnosis of Borderline Personality Disorder: The Effects of Diagnostic Method on Clinician Stigma and Clinical Utility**

Conal Monaghan, Sarah Carters, Erica Thomas, & Rachel Wawra | The Australian National University

Professional psychologists are divided on whether personality disorders should be diagnosed categorically or dimensionally. While the categorical model remains dominant in the DSM-5, there is increasing empirical evidence to support the dimensional trait model. Borderline Personality Disorder (BPD) is associated with substantial stigma from health professionals, resulting in adverse treatment outcomes. There is limited research comparing the categorical and dimensional models on stigma-related outcomes. The current study addresses how diagnosis approach and labelling, presented dimensionally or categorically, influences clinician stigma towards clients with BPD. Mental health professionals (n = 153) viewed a video vignette describing a fictional client before being randomly allocated to one of three conditions - categorical diagnosis, dimensional diagnosis with label, or dimensional diagnosis without label. Stigma was measured before and after providing the diagnosis and analysed using repeated-measures ANCOVA. Results suggested that providing any diagnosis reduced clinician stigma, however, dimensional conditions outperformed the categorical in decreasing negative affectivity. Perception of risk decreased and treatability increased when the label was excluded, however, clinical utility favoured label inclusion. These findings add further weight to the superiority of the dimensional method; however, the debate of label inclusion/exclusion remains contentious.



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# Concurrent Session 1a: Clinical Psychology and Wellbeing 10:30 – 11:45am Friday 3rd December in the Main Room

## 5. Personality, Coping Styles, and COVID-19

Simon Boag | Macquarie University

The spread of the COVID-19 pandemic continues to generate considerable psychological stress within communities world-wide. The present study assessed the relationship between personality, coping strategies, and perceived stress during the COVID-19 pandemic within the first months of lockdown in Sydney, Australia in 2020. Participants (n = 182) completed self-report inventories assessing the Big 5 personality traits, coping strategies, defense mechanisms, and perceived stress in the context of the first COVID-19 lockdown. A second wave of data assessing the same variables was collected one year later after the lockdown was relaxed (n = 103). As expected, neuroticism was found to predict self-reported psychological stress, and avoidant coping strategies partially mediated this relationship. Implications of the neuroticism-avoidant coping relationship are further discussed.



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# Concurrent Session 1b: Symposium: Understanding Cognitive Individual Differences From Diverse Perspectives

10:30 – 11:45am Friday 3rd December in Room 1

**Symposium Chair: Damian Birney | The University of Sydney**

Despite substantial evidence for the link between an individual's intelligence and successful life outcomes, questions about what defines intelligence have remained the focus of heated ongoing dispute. The most common approach to understanding intelligence has been to investigate what performance on tests of intellect is and is not associated with. This psychometric approach, based on correlations and factor analysis, is widely used to validate tests, constructs, and theories. But it is deficient. It turns out that knowing what intelligence tests do and do not correlate with does not actually tell us much about its basis and the processes underlying it. In this symposium we report on recent work conducted in the USYD Cognitive Individual Differences lab that attempts to approach the individual differences account of intellectual abilities from different perspectives, including self-report, factor-analytic, and experimental.

## **1. Does Mood Account for the Disassociation Between Objective and Subjective Measures of Executive Functioning?**

Georgia Hornery | The University of Sydney

Previous research has established a robust disassociation between objective and subjective measures of executive function, a division that remains largely unaccounted for in the literature and presents serious problems for the use of self-report assessments of executive functioning. The present study sought to investigate the role of mood and individual differences in accounting for this disassociation. To examine this, we performed experimental mood inductions to induce happy, sad, or neutral moods in participants, and observed the effect of this mood on objective and subjective executive function measures, as well as the relationship between them. The mood inductions successfully induced the desired mood in participants, but only exhibited small effects on the objective and subjective executive function tasks. Participants objective executive functioning failed to predict their subjective executive functioning, even when participants mood and individual differences were taken into consideration. However, the disassociation between the objective and subjective measures was found to be moderated by participants' perceived performance, self-regulation, and positive mood. In observing this, the current study provides important insights into the role of mood and individual differences in understanding the relationship between subjective and objective executive function measures as well as the nature of subjective executive function measures themselves.



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# Concurrent Session 1b: Symposium: Understanding Cognitive Individual Differences From Diverse Perspectives

10:30 – 11:45am Friday 3rd December in Room 1

## 2. Cognitive and Conative Factor Structure of Verbal Fluency

Ivy Wong | The University of Sydney

Verbal fluency tasks are commonly used in neuropsychological assessments and research on individual differences in cognitive processes. The current study continues previous investigations into the Cattell-Horn-Carroll (CHC) model broad abilities involved in verbal fluency tasks, and tests if conative dispositions—personality traits and grit—would moderate the effects of these cognitive abilities on fluency task performance. In a psychology undergraduate sample, we found verbal fluency tasks to be predominantly reflective of one's acquired knowledge. Contrary to our hypotheses, we found no significant moderating effects of Openness, Intellect, Industriousness, or Perseverance of Effort for the knowledge-fluency association. We also did not observe significant moderating effects of Assertiveness and Withdrawal for the effect of processing speed on verbal fluency. We found Withdrawal to be a significant moderator of learning efficiency. The pattern observed were in line with the dual competing action accounts of Neuroticism. Our results imply that verbal fluency tasks may not accurately assess executive functions independently from verbal knowledge, and that fluency performance appears to be largely unaffected by individuals' personality traits or grit. We suggest researchers to replicate our study on an older sample, and continue investigations into the specific components of verbal fluency and the fluency-creativity associations.

## 3. Inhibition in Relational Monitoring: The Role of Relational Integration in Fluid Intelligence

Yueting Zhan | The University of Sydney

The relation-monitoring task (RMT) requires monitoring a 3 x 3 matrix of periodically updating stimuli and detecting matches according to relational rules. As a simple working memory task that is attentionally driven, the RMT has demonstrated its strong ability to predict fluid intelligence. The theoretical link between RMT and fluid intelligence is relational integration, the ability to form new relations between representations. Whether attentional inhibition to interference also contributes to this RMT–fluid intelligence relationship was explored in recent studies by manipulating the perceptual salience of interference. Contradictory findings on the interference effect created an imperative to refine the salience manipulation to limit the source of interference only to stimuli that are never the target for processing. We also included a novel similarity manipulation, varying the relevance of interference to the task. Interference was partly accounted for by its perceptual similarity with targets. We found a prevalent inhibition demand even in the least interfering version of the RMT. Inhibition demand also appeared to be increasingly important when the task became relationally complex. Overall, the findings have far-reaching implications for integrating theories in the working memory field to advance understanding of the cognitive processes involved in the RMT.



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# Concurrent Session 1b: Symposium: Understanding Cognitive Individual Differences From Diverse Perspectives

10:30 – 11:45am Friday 3rd December in Room 1

## 4. The Role of Cognitive and Non-cognitive Factors on a Challenging and Confusing Complex Problem-solving Task

Arabella Vaughan, Damian Birney, & Kirill Fayn | The University of Sydney and Max Planck Institute, Frankfurt

Over the last decade, complex problem-solving (CPS) tasks have become an extremely popular cognitive assessment because they have been designed to demand the kind of intelligence required to succeed in everyday life, rather than the abstract capacities tapped by traditional assessments of *g* or fluid intelligence (*Gf*). Indeed, the extant research suggests CPS tasks capture additional variation in academic and workplace performance beyond *g* and *Gf*. This suggests CPS task performance may represent both cognitive and non-cognitive traits. The purpose of this study was to examine the influence of non-cognitive personality and intellectual investment traits on a challenging and confusing microworlds-style CPS task. 233 adults completed a 61-trial microworlds task, as well as measures of general cognitive ability, personality (BFI-2), Need for Cognition (NFC), Goal Orientation, and Intellect. Our findings suggest that certain non-cognitive factors do influence CPS performance above and beyond cognitive ability. Specifically, Conscientiousness, Extraversion, and Intellect (and several of their sub-facets) buffered the performance decline as the task became harder, while Negative Emotionality (Emotional Volatility facet) exacerbated the performance decline as the task became harder. These findings have important implications for the use and interpretation of scores from CPS tasks in both academic and educational contexts.

## 5. Novel Conceptualization and Operationalisation of the Extended Cognitive Reflection Test

Jordan Oh, Damian Birney, Evan Livesey, Kit Double, & Hillary Don | The University of Sydney

The cognitive reflection test (CRT; Frederick, 2005) is commonly used to differentiate intuitive and deliberate cognitive processes, famously known as Type 1 and Type 2 processes, respectively. However, it is limited due to quantitative aspects, over-reliance of mathematical ability, and an inability to differentiate the algorithmic and reflective minds. The current study developed a new CRT with two item-types structured to comprise both intuitive correct and intuitive incorrect responses. Two novel dependent variables were proposed for analysis: Probability of engagement (either Type 1 or Type 2 responses, compared to other errors) and Probability of normative responses (Type 2 compared to Type 1 responses). In a sample of 113 USYD psychology students, results suggested that, first, the probability of engagement is the same across both item types, showing the same reasoning process are likely to be involved across items. Second, only the cognitive variables (i.e. Raven's Progressive Matrices and Numerical Reasoning) predicted engagement, but other individual differences factors (i.e. Need for Cognition and Belief Bias) predicted normative responses. The implication is that our novel operational definition and conceptualization of cognitive reflection allows theorising to go beyond the typical binary categorization.



# Concurrent Session 2a: Political Psychology and Prejudice 11:45-12:45pm Friday 3rd December in the Main Room

## **1. The Impact of Ethnocentrism on the Study of Personality and Individual Differences**

Boris Bizumic | The Australian National University

Ethnocentrism is an attitudinal construct emanating from the belief that one's own ethnic group and its culture are extremely important and superior to all others. For a long time, theorists and researchers have recognised that ethnocentric biases affect the study of psychological and social phenomena. Nonetheless, these biases have continued to strongly influence the study of psychology at many levels: the topics of study, theoretical frameworks, the choice of methods, such as participants, materials, and procedures, the representations of the history of psychology, psychological institutions, scientific social networks, and the citation patterns in psychology. This influence is at times explicit, but most often implicit. In this talk, I will review the various influences that ethnocentrism has on psychology, with a specific focus on the study of personality and individual differences. I will also discuss whether non-ethnocentric psychology is possible and what it would look like.

## **2. Shortening the TDMS and Extending the Nomological Network to Include Political Variables**

Nicholas Phillis, Boris Bizumic, & Conal Monaghan | The Australian National University

The worldview and behaviours espoused by Niccollo Machiavelli have influenced the political domain for half a millennia. Psychological investigations into Machiavellianism have historically adopted a unidimensional operationalization, obscuring unique associations with each of its factors: views and tactics. Following the development of a new two-dimensional measure of Machiavellianism, the Two Dimensional Machiavellianism Scale (TDMS; Monaghan et al., 2019) this thesis reintroduces Machiavellianism to the political sphere. Using item response theory and confirmatory factor analysis in a globally sourced sample ( $n = 8448$ ), this thesis reconciles these shortcomings to produce the first short-form, two-dimensional measure of Machiavellianism: the Two Dimensional Machiavellianism Scale – Short (TDMS-S). The TDMS-S is validated in two nationally representative samples from the United Kingdom ( $n = 912$ ), and the United States ( $n = 902$ ). Using structural equation modeling, three explanatory political attitudes: authoritarianism, ethnocentrism and nationalism were investigated. The TDMS-S presents incremental validity over other measures of Machiavellianism by clarifying the relationship with authoritarianism to reveal differential associations across each factor: views and tactics. Machiavellianism significantly predicted intergroup and intragroup ethnocentrism, again presenting differential associations between views and tactics with intragroup ethnocentrism. Finally, Machiavellianism presented a distal relationship with nationalism, as both views and tactics were significant but weak predictors of the construct.



# Concurrent Session 2a: Political Psychology and Prejudice 11:45-12:45pm Friday 3rd December in the Main Room

### **3. Refugees' Militant Extremist Mindset is Weak in Comparison to Their Hosts' in Europe**

Lazar Stankov | The University of Sydney and The University of Southern Queensland

A scale measuring components of militant extremist mindset (MEM) was administered to refugees (N = 200) and citizens (N = 600) of different ethnicities (Serbs, Albanians and Bosniaks) in Serbia. Five components of the MEM are: Pro-violence, West, Vile World, Divine Power, and Utopianism. In the outcome, refugees and domicile participants were close on Pro-violence and Utopianism but refugees had lower scores on two measures of Grudge (Vile World and blaming the West). Refugees scored slightly higher than the average of all Serbian citizens on Divine Power, but two Muslim groups (Albanians and Bosniaks) did not differ significantly from the refugees. Overall, refugee's militant extremist mindset is low in comparison their hosts'. In addition to the MEM scale, participants were also given measures of several 'dark traits' that comprise its nomological net. Somewhat surprisingly, refugees scored higher than local citizens on the Right-wing Authoritarianism (RWA) scale that is known to be predictive of right-wing extremism. In my opinion this reflects their desire to live in a stable society rather than be exposed to disorder and stress experienced in their countries of origin. Overall, refugees do not pose a threat to their host country and should be treated with compassion.

### **4. Understanding Prejudice Towards People With Borderline Personality Disorder**

Hannah Sheppard, Boris Bizumic, Alison Calear, & Elizabeth Huxley | The Australian National University and Charles Sturt University

We have developed a framework for prejudice towards people with borderline personality disorder (BPD) in order to investigate the high levels of reported personal and perceived stigma towards people living with BPD. By adapting an existing model of prejudice towards people with mental illness (Kenny, Bizumic, & Griffiths, 2018), we have developed the Prejudice towards People with Borderline Personality Disorder (PPBPD) scale and placed it within a nomological network of antecedents and consequences. Studies using this measure have shown that it is a valid and reliable scale that can effectively measure prejudice towards people with BPD in the general population. We are currently extending the nomological network in order to identify external variables that are specific to this type of prejudice, through lived experience interviews and a cross-cultural general population studies, which will be instrumental in developing effective and research-informed interventions to improve the wellbeing and health outcomes of people living with BPD.



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# Concurrent Session 2b: Symposium: Intrinsic and Extrinsic Emotion Regulation in Daily Life

11:45–12:45pm Friday 3rd December in Room 1

**Symposium Chair: Sarah A. Walker | The University of Sydney**

Extrinsic emotion regulation refers to the processes people use to improve (or worsen) the emotional experiences of another person. While there is substantial research focused on how we regulate our own emotions (intrinsic regulation), there is little research on extrinsic regulation processes. The research presented as part of this symposium starts with exploring the link between emotional intelligence (capacities people have) and emotion regulation (things people do) before discussing theory development of a model of extrinsic emotion regulation processes, and examining the role of attachment and regulation goals in how and why people regulate others in daily life. Finally, this symposium examines whether people in romantic relationships view the same emotion regulation attempt differently and whether this differentially impacts relational wellbeing.

## **1. A Meta-Analysis on the Relationship Between Emotional Intelligence and Emotion Regulation**

Hester Xiao, Kit Double, Rebecca Pinkus, & Carolyn MacCann | The University of Sydney

This meta-analysis links emotional intelligence traits (capacities people have) with emotion regulation processes (things people do). This is important for understanding the mechanisms by which emotional intelligence (EI) produces positive outcomes. A previous meta-analysis found positive associations between EI and adaptive emotion regulation processes ( $k = .90$ , Peña-Sarrionandia et al., 2015). Our correlational meta-analysis ( $k = 1,460$ ,  $N = 32,546$ ) extends this prior work by examining lower-level facets of EI for each of the different EI types (ability EI, self-rated abilities, and mixed EI), rather than total scores. For example, we examine differences in how perceiving, using, understanding, and managing emotions relate to emotion regulation processes. Overall correlations are calculated, meta-regressions and subgroup analyses are conducted using Robust Variance Estimation (RVE). Results obtained so far show that ability EI tests have a weaker correlation with some of the emotion regulation processes (direct situation modification, distraction, positive reappraisal, and seeking help) compared to the rating scales. Managing emotions were found to have a stronger relationship with direct situation modification and seeking help than other facets. The significant differences indicate the moderating effects of EI streams and EI facets on some of the emotion regulation processes.



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# Concurrent Session 2b: Symposium: Intrinsic and Extrinsic Emotion Regulation in Daily Life

11:45–12:45pm Friday 3rd December in Room 1

## 2. Developing Theory and Measurement of Extrinsic Regulation Processes: The Regulation of Others' Emotions Scale (ROES)

Carolyn MacCann, Rebecca T. Pinkus, Sally Olderbak, Elizabeth Austin, & Karen Niven | The University of Sydney, Ulm University, The University of Edinburgh, and Manchester University

While theoretical models of emotion regulation include the regulation of others' emotions (extrinsic regulation) as well as one's own (intrinsic regulation), there is little research on extrinsic regulation. One reason for this gap in research is that there is currently no assessment measuring a wide range of extrinsic regulation processes. To address this, the Regulation of Others' Emotions Scale (ROES) was developed. The ROES assesses eight regulation processes ranging from low to high engagement with the target person's emotions (Expressive Suppression, Downward Comparison, Humour, Distraction, Direct Situation Modification, Reappraisal, Social Sharing, and Valuing). Study 1 (N = 321) identified the factor structure and items. Study 2 (N = 311) found good evidence for test-retest reliability, structural validity, discriminant validity, and convergent validity (as evaluated by correlations with personality, intrinsic and extrinsic emotion regulation, empathy, communal orientation, and emotional intelligence). There was limited evidence for criterion validity, especially after controlling for personality (as evaluated against correlations with regulator well-being). Study 3 (N = 159 dyads) found convergence between self- and other-report ROES scores ( $r = .28$  to  $.57$ ) and strong evidence for criterion-related validity (correlations of self-reported ROES scales with informant-reported affect and relationship quality). Results are discussed in terms of theory development a model of extrinsic emotion regulation processes, and possible applications of the ROES assessment tool and model for future research.

## 3. Attachment and Emotion Regulation in Daily Life

Chloe Leung & Carolyn MacCann | The University of Sydney

Emotion regulation is a central component of attachment theory. While there is evidence that attachment anxiety and avoidance are associated with maladaptive emotion regulation styles in attachment-relevant contexts such as romantic relationships, whether attachment orientations predict emotion regulation processes in daily life is unclear. The present study used experience sampling methodology to test: a) whether attachment orientations predicted emotion regulation strategies and motives in daily life (average levels, variability, and instability across occasions) and b) whether regulation motives predicted regulation strategies. Participants (N = 118) completed an attachment measure, and up to 45 experience sampling surveys over five days (n = 3348 surveys) which assessed two emotion regulation strategies (expressive suppression and social sharing) and five emotion regulation motives. Attachment anxiety showed surprising relationships with expressive suppression, predicting both higher average use and higher instability of suppression in daily life. Attachment avoidance predicted lower average social sharing. In regards to regulation motives, attachment anxiety predicted the motives to decrease negative affect and avoid conflict. Additionally, there were significant relationships between regulation motives and strategies at the within-person level. These findings add to a growing consensus that emotion regulation in daily life differs from situation-specific and global measures of emotion regulation.



# Concurrent Session 2b: Symposium: Intrinsic and Extrinsic Emotion Regulation in Daily Life

11:45–12:45pm Friday 3rd December in Room 1

## 4. You, Me & Us. An Examination of Self- and Informant-reported Extrinsic Emotion Regulation Process in Romantic Dyads

Sarah A. Walker & Carolyn MacCann | The University of Sydney

Romantic couples often attempt to make their partner feel better—they use extrinsic emotion regulation processes, such as positive reappraisal (changing the way their partner views a negative situation), expressive suppression (encouraging their partner to hide their feelings) or distraction (distracting their partner from the emotion-eliciting event). In this study, around 400 couples recruited through Prolific crowd-sourcing platform (N = 137 dyads currently collected) each rated how much they used eight regulation strategies to regulate their partner's emotions, and how much their partner used the same eight strategies on them (expressive suppression, downward social comparison, humour, distraction, direct action, positive reappraisal, social sharing, and valuing). For each person, we thus have their own and their partner's perspective on which regulation processes they use. The aim of the current dyadic study is to model the different perspectives of each partner using the Trait, Reputation, Identity Model (TRI-model). Specifically, we aim to examine whether there are differences between one's own unique perspective (identity), the partner's unique perspective (reputation), and the shared perspective (trait) for each of the eight regulation processes, and to examine whether identity, reputation and trait perspectives show differential associations with personal wellbeing (psychological wellbeing, positive affect, negative affect) and relationship wellbeing (trust, closeness, lower conflict, relationship satisfaction).



# Concurrent Session 3a: Dark Personality Traits 1:45-3:00pm Friday 3rd December in the Main Room

## **1. Conflict in Approach and Avoidance Behaviours of Narcissism**

Jessica Hughes & Simon Boag | Macquarie University

Narcissism can be defined as a pervasive pattern of entitled self-importance. However, conceptualising this construct in terms of its key features, and how these features relate and function, has often escaped clear agreement in literature. Specifically, clinical research observes those with increased pathological narcissism often shift between grandiose and vulnerable states. That is, although prototypically narcissism involves arrogant and exhibitionist behaviours (i.e., grandiosity), pathological narcissism also entails many symptoms of negative affect (i.e., anger, humiliation, shame; vulnerability). The question hence becomes whether these two forms of narcissism can be adequately differentiated from each other, to which a neurological model of approach and avoidance has regularly been evidenced. The current study expands upon this model by looking at how approach and avoidance behaviours function on a more nuanced, interpersonal level, particularly from an attachment point of view. Findings suggest that narcissistic grandiosity is characterised by conflict between avoiding similar others, and a desire to associate with ideal others. On the other hand, narcissistic vulnerability reflected conflicted self-efficacy, wherein attention is sought, but there is a difficulty to accept help. Therefore, these findings implicate conflict as possibly central to the function of motivational behaviours in both forms of narcissism.

## **2. The Unified Narcissism Scale: Moving Towards an Integrated Measure of Narcissism**

Danushika Sivanathan, Boris Bizumic, & Conal Monaghan | The Australian National University

Narcissism as a psychological construct has had a contentious past both in its conceptualization and measurement. There is an emerging consensus that narcissism consists of grandiose and vulnerable subtypes, which share a common core. In the present research (N = 1002), we constructed a new measure of unified narcissism that reflects these contemporary understandings using items from the most widely used measures of grandiose and vulnerable narcissism: the Narcissistic Personality Inventory (Raskin & Terry, 1988), and the Pathological Narcissism Inventory (Pincus et al., 2009). We used classical test theory and item response theory approaches to devise a 29-item Unified Narcissism Scale. The scale showed good internal consistency, and convergent and discriminant validity, and showed evidence of measurement invariance between men and women. This research gave strong support for the structure, reliability, and validity of the unified measure, which offers a promising avenue for further enhancing our knowledge of narcissism.



# Concurrent Session 3a: Dark Personality Traits 1:45-3:00pm Friday 3rd December in the Main Room

## **3. Forensic Outcomes in Australian Incarcerated Youth Classified into Primary and Secondary Callous-Unemotional Variants**

Bryan Neo, Natalie Goulter, Eva Kimonis, Victoria Perry, Eric Heller, Carolyn Newbigin, & Kimberlie Dean | University of New South Wales, Simon Fraser University, and Department of Communities and Justice NSW

Callous-unemotional (CU) traits are a putative developmental antecedent to adult psychopathy and subtyping youth into primary and secondary CU variants based on low versus high internalising problems, respectively, has clinical and forensic utility. Primary CU variants are underpinned by atypical biological and cognitive-affective factors, whereas secondary CU variants are robustly linked with early childhood adversity. Although prior research found greater violence and psychopathology in secondary CU variants relative to primary CU variants, it is unknown whether variants differ in their forensic outcomes. This study aims to test whether secondary CU variants show more severe self-reported and official forensic outcomes among incarcerated Australian youth. Participants were 213 youth (91.1% boys; M age = 17.21, SD = 1.49, ranging 14-21 years) who participated in a state-wide health survey, which included self-report measures of CU traits, internalising problems, and criminal behaviour. We obtained recidivism data over a 4-year period. Results of latent profile analysis to identify primary and secondary CU variants and group differences on self-reported and official forensic outcomes will be reported. Findings from this study, which is the first to examine youth CU variants in Australia, have potential to enhance risk assessment procedures by contributing to evidence-based legal decision making.

## **4. Individual Differences in Personality and (Mis)recognition of Dark Triad Traits Predict Attraction to the Dark Triad in a Long-term Mating Context**

Claudia Grenfell-Uijland & Niko Tiliopoulos | The University of Sydney

Attraction to the Dark Triad (DT) has mainly been assessed on female-only samples with little focus on personality differences and other mechanisms behind this attraction. The current study (N = 177) investigated the association between gender, individual differences such as emophilia, disgust and sociosexuality and attraction to individuals high in different DT traits (psychopathy, narcissism and Machiavellianism) in short and long-term mating contexts. It also assessed whether there are individual differences in recognition of DT traits that are associated with attraction and likelihood of dating the DT long-term. We found that men are more attracted to and likely to date DT individuals casually and long-term compared to women. Lower moral disgust and unrestricted sociosexuality across genders was associated with increased attraction and likelihood of dating the DT long-term. Results also demonstrate that there are individual differences in recognition of DT traits, which moderates the relationship between attraction to the DT and likelihood of dating them long-term. These findings provide an insight into individuals who are more prone to end up in unhealthy relationships and avenues for further research.



# Concurrent Session 3a: Dark Personality Traits 1:45-3:00pm Friday 3rd December in the Main Room

## **5. Personality in the Light of Music: Choice of Songs Predict the Light and Dark Triads of Personality to its Listeners**

Kirti Tarang Pande, Ameet Indurkar, Suniya Aleem Qureshi, Pranavi Gokavaram, Kishore Reddy Peddireddy, Dandekar Pushpanjali, & Punna Shruthi | Osmania University

Can we gauge the fundamental goodness of an individual by simply asking the song preference? Can the choice of song act as a warning signal of a psychopath, thus, helping an individual, who is out on a first date? These questions form the basis of the exploration of this paper. The research investigates on the psychological attributes that people perceive from music, how these attributes are reflected in self-ratings of their light and dark personality triads. In the Phase 1 (N=60), the researchers used 100 songs, representing 5 musical dimensions of Rentfrow's MUSIC model: Mellow, Unpretentious, Sophisticated, Intense, and Contemporary. Principal Component Analysis of the songs provided a list of 30 songs that best represented the psychological attributes. The Phase II (N=300), investigates the correlation between The Dark Triads and The Light Triads.

To the best of the authors' knowledge this is the first exploration of its kind, thus presenting an empirical framework for more principled and data driven approaches investigating the nature of association between 'light', 'dark' and music. The direct application of such research will be in transforming human darkness into light, one song at a time.



# Concurrent Session 3b: Biases, Cognition, and Individual Differences

1:45-3:00pm Friday 3rd December in Room 1

## **1. Statistical Intuition: How Performance and Confidence are Based on Context**

Jordan Oh, Damian Birney, & Michael Zhang | The University of Sydney

We live in the world where uncertain and random events are common. Because of this, we have developed some statistical intuitions to make sense of these events and make quick decisions. These intuitions do not come from nowhere, as we might acquire them from experience or formal education. However, these intuitions are often phrased as "biases" or "misconceptions" (Kahneman et al., 1982). Alternatively, the current paper proposed three of the statistical intuitions: independence of outcomes, equivalence of ratios, and equiprobability. These intuitions are not inherently right or wrong, and whether these intuitions are appropriate is based on the context. The analysis of responses from 146 psychology students confirmed that in the context where the intuitions can be correctly applied, they can solve problems with better performance and higher confidence. However, if the intuitions are applied in the wrong context, they are more confident in the normative incorrect answers. Most researchers and educators often focus on the end performance to determine statistical ability, but the current study suggests the perspective that seemingly different performance might be the product of the same intuitions.

## **2. A Rapid Online Relation-Monitoring Procedure Simultaneously Assessing Subjective and Objective Cognition In COVID-19 Survivors**

Victoire Maciejowski Parker & Ian Johnston | The University of Sydney

Most often raised by self-reports, perceptions of cognitive symptoms do not always equate to reduced performance on neuropsychological tests. Validation comprehensive cognitive tools is central to understanding the long-term impact of the pandemic and the proper allocation of resources to patients. The current study hence aims to validate a relation-monitoring task (RMT) simultaneously measuring subjective and objective components of cognition, and to validate cognition questionnaires in COVID-19 patients. Using a cross-sectional design, 176 participants were recruited from online support groups. Following a 30-minute protocol, we measured participants' objective RMT score, subjective ratings of performance, self-reported cognitive function (FACT-Cog), fear of disease progress (FoP-Q-SF), and fatigue (BFI). Attrition was observed resulting in 57 participants completing the RMT (33 COVID-19 patients and 24 controls). Participants still reporting COVID-19 symptoms performed worst on the RMT and had more negative perceptions of their abilities. Higher fatigue was linked to lower RMT score, while fear of disease progress was more associated with subjective cognition. The present study provides robust pilot data for the RMT as a rapid online cognition screen following COVID-19 that we hope drives future longitudinal and prospective studies investigating test-retest components of the task and the persistence of cognitive symptoms in long-haulers.



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# Concurrent Session 3b: Biases, Cognition, and Individual Differences

1:45-3:00pm Friday 3rd December in Room 1

## **3. The Relationship Between the Subjective Experience of Real-world Cognitive Failures and Objective Target-detection Performance in Visual Search**

Stephanie Goodhew & Katherine Thomson | The Australian National University

Visual search is an important process, especially in professional contexts such as airport baggage screening. Here we tested whether individual differences in visual search target detection could be predicted from variables derived from the rich informational source of participants' subjective experience of their cognitive and attentional function in everyday life. We tested this in both low-prevalence (Experiment 1) and high-prevalence (Experiment 2) visual search conditions. In both experiments, participants completed a visual search with arrays containing multiple photorealistic objects, and their task was to detect the presence of a gun. Following this, they completed the Cognitive Failures Questionnaire (CFQ) and the Attentional Control Scale (ACS). In Experiment 1, the target was present on 2% of trials, while in Experiment 2, it was present on 50%. In both experiments, participants' scores on the False Triggering component of the CFQ were negatively associated with accuracy on target-present trials, while participants' scores on the Forgetfulness component of the CFQ were positively associated with target-present accuracy. These results show that objective performance in visual search can be predicted from subjective experiences of cognitive function. They also highlight that the CFQ is not monolithic. Instead, the CFQ subfactors can have qualitatively different relationships with performance.

## **4. Age-Related Decline and Cognitive Performance in Complex Environments**

Donna Gosatti, Phoebe Joesphs, Eloise Mathews, & Mark Bahr | Bond University

An emergent concern in the aviation industry is the increasing average age of pilots. Whilst age-related decline may be of minimal concern for low-risk tasks, slower decision making is of critical concern in complex environments, such as the safety of others in an aviation context. This paper will aim to investigate whether age-related decline impacts cognitive performance in complex high-demand environments. The paper will also compare the cognitive performance of younger and older aged pilots in complex environments, as well as evaluate whether the EEG activity from aviation simulation compares to the real-world experience of flying. The study will require pilots to complete a standard conventional circuit in an aircraft and flight simulation using X-Plane 11.52. The paper will employ a 3 x 2 within-subjects ANOVA to assess cognitive performance in low, moderate, and high load activities in real and simulated flight conditions. In line with emerging research, it is predicted that age-related decline prominent in older populations will compromise cognitive performance in high demand tasks, and the EEG activity generated from the aviation simulation will generate significantly similar cognitive performance results when compared to real-world flying.



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# Concurrent Session 3b: Biases, Cognition, and Individual Differences

1:45-3:00pm Friday 3rd December in Room 1

## **5. The Free Energy Principle, Markov Blankets and Meta-theories of Personality in Understanding Life's Behavior Across the Universe: Will E.T be Friend or foe?**

Chris J. Jackson, Christian Criado-Perez Chanin, Paul Badcock, Amirali Minbashian, & Fatemeh Jalafrezi | University of New South Wales and University of Melbourne

We use the Free Energy Principle (FEP), Markov Blankets (MB), and meta-theories of personality to develop seven conjectures that provide a basic understanding of the behavior of life in the Universe (including life with a basis in natural selection and life with some other basis, such as super artificial intelligent life, SAIL). Although our conjectures converge with natural selection, we do not base our work on its premises. In our paper, we suggest a novel definition of life, a new measure of species' intelligence based on the complexity of external MBs, new perspectives on psychological discrimination between species, and advocate that universal behaviors are associated with reward and punishment at different levels of behavior. We conclude by developing a general mathematical model of whether extra-terrestrials, with the capability of visiting Earth, will be friends or foe; and recognise the variability of individual differences and within-organism behaviors. Overall, our attempt to provide an explanation for basic behaviors across all forms of life in the Universe is a step towards achieving consilience across multiple behavioral, evolutionary and biological disciplines.



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# Concurrent Session 4a: Symposium: Personality in Leadership

3:00-4:15pm Friday 3rd December in the Main Room

**Symposium Chair: Chris J. Jackson | University of New South Wales**

This symposium brings together five UNSW projects examining the role of personality and cognitions in leadership. Criado-Perez presents research examining how cognitive and emotional load influences the way people make evidence based decisions which is core to good leadership. Wang develops a project designed to identify differences between transformational and narcissistic leadership. Burton presents three studies focussing on how and why narcissistic workers receive better treatment than others from leaders. Lu develops a project designed to identify dimensions of leadership associated with women. Jackson takes another perspective on female leadership by considering the influence of Ancient Roman culture and leadership on modern personality.

## **1. Evidence Based Management: The Good and the Bad in Cognitive Interference.**

Christian Criado-Perez | University of New South Wales

With the digital revolution and growing access to relevant evidence for management decision-making, evidence-based management (EBM) is an increasingly useful framework to assist in making organizational decisions. Across three experimental studies, we investigate the effect of rational thinking ability on different measures of EBM use and examine cognitive and emotional load as boundary conditions that influence this relationship. As such, we expand cognitive load theory by incorporating emotions and its influence on effective cognitive load capacity. Results of study 1 show that rational thinking ability is generally associated with more evidence collection and that this effect is no longer significant when exposed to high cognitive load. Studies 2 and 3 support that rational thinking ability helps mitigate the effects of emotional load on evidence collection and decision-making. The findings increase our understanding of rational thinking ability and its relation to different measures of EBM use.



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# Concurrent Session 4a: Symposium: Personality in Leadership

## 3:00-4:15pm Friday 3rd December in the Main Room

### **2. Transformational Leadership vs Narcissistic Leadership: A Critical Observation Through SJT**

Raymond Wang | University of New South Wales

Organisations always seek effective leadership. Transformational leadership has been a central part of leadership discussion since its introduction in the leadership literature as an effective leadership style often described with characteristics such as charismatic, confident, and visionary. Narcissistic leadership on the other hand portrays leaders with grandiose belief systems and leadership styles and is often portrayed as a leadership style with long term destructive impacts. Yet, narcissistic leadership literature is comparatively more paradoxical as it acknowledges the charisma and grand vision possessed within narcissism. This implies an overlap between transformational leadership and narcissistic leadership which is yet to be discussed extensively within leadership literature. This study aims to enhance understanding for the similarities and differences between transformational leadership and narcissistic leadership through revealing the true nature of narcissistic leadership using a situational-judgment test to better understand how organisations can avoid hiring narcissistic leaders. We aim to conclude that the identification of narcissistic leadership is inherently limited both within leadership studies and practical leadership selection procedures, hence aims to better understand the topic of narcissism in the field of leadership studies.

### **3. Polishing Bad Apples: Leaders Favoring the Dark Triad**

Kelsey Burton | University of New South Wales

The enduring prevalence of dark personalities in the workplace has warranted recent research on narcissists, psychopaths, and Machiavellians and their adverse effects on the workplace. However, little effort has been made to investigate the individuals who favor dark personalities, enabling them to flourish within organizations. To better understand "when" and "how" dark personalities are favored, this study used an experimental design to investigate different strategies by which leaders favor narcissists, psychopaths, and Machiavellians. Narcissists and psychopaths were favored by leaders through resource allocation, both covertly (i.e., when decisions are confidential) and overtly (i.e., when the decisions are not confidential). In contrast, Machiavellians were only favored through overt resource allocation. This study also showed that narcissists were favored through interpersonal influence and promotion recommendations, while psychopaths were favored through task influence. The first study provided insight into the different ways by which leaders favor the three dark personalities and found narcissists, as compared to psychopaths and Machiavellians, to be favored through multiple mediums.



# Concurrent Session 4a: Symposium: Personality in Leadership

## 3:00-4:15pm Friday 3rd December in the Main Room

### **4. The Matriarchal Leadership Scale: Feminine Traits for Successful Leadership**

Lisa Lu | University of New South Wales

Advancements in gender equality in the workplace have been glacial despite leadership culture evolving to require more typically feminine traits for effectiveness. Differences between women and men in leadership styles and characteristics have been well established in previous research; however, existing leadership models fail to capture the unique aspects of women leaders. These male-centric models are an acknowledged limitation to women's success in leadership positions. In response, we propose a novel female-centric leadership model – Matriarchal Leadership. We intend to utilise a mixed-methodological approach across two studies. The first study employs exploratory research to identify common constructs of effective female leaders. Through results from this study and support from existing literature, we have determined five theoretically distinct dimensions of compassion, nurture, inclusivity, authenticity, and empowerment. Phase one of our second two-phase study will test the hypothesised factor structure of our framework, and phase two will test a refined framework against multiple established leadership scales and performance outcome measures to identify its relationship within the network of leadership scales. This work contributes to the paradigm shift required for addressing extant gender inequality in leadership.

### **5. What Have the Romans Done for us? Pliny “The Younger’s” Imperial Virtues and Their Convergent Validity with Contemporary Models of Personality**

Chris Jackson | University of New South Wales

Based on Pliny's panegyric which focuses on the imperial virtues of ancient Rome, scales of the Via Romana are constructed and compared with the Big Five and HEXACO. Convergent validity is hypothesized because: there are strong paths of cultural transmission from ancient Rome to modern times; the Via Romana, the Big Five and HEXACO are lexically designed; they share a basis in a stranger's personality; and they measure surface personality traits. Regression shows that between 25% and 47% of variance in Big Five scales is explained by the Via Romana with somewhat less in the HEXACO. Although demonstrating useful convergent validity, overlap between the Big Five and HEXACO models with 2000 year old obsequious rhetoric is also potentially problematic.



# Concurrent Session 4b: Risky and Online Behaviours 3:00-4:15pm Friday 3rd December in Room 1

## **1. Meta-analysis of Associations Between Five-factor Traits and Social Media Addiction**

Jai Meynadier, John Malouff, Nicola Schutte, & Natasha Loi | University of New England

This meta-analysis quantified the relationship between the Five-Factor Model of personality and social media addiction and aimed to identify moderators of this relationship. The analysis included 32 studies, 34 independent samples with 195 effect sizes, and a total of 19,668 participants. The meta-analysis found that high neuroticism ( $r = .19$ ,  $p < .001$ ) and low conscientiousness ( $r = -.13$ ,  $p < .001$ ) were significantly associated with social media addiction. Low agreeableness ( $r = -.05$ ,  $p = .03$ ) and low openness ( $r = -.06$ ,  $p = .02$ ) were also significantly associated with social media addiction, while extraversion had no significant association. Several significant moderator effects were found for age and sex, with males and older individuals generally showing stronger associations between certain traits and social media addiction. This meta-analysis contributes to our understanding of the relationship between individual characteristics and social media addiction and provided information that might be useful in preventing and treating this addictive behaviour.

## **2. Is the Relationship Between Impulsivity and the Addictive Use of TikTok Moderated by Working Memory Capacity?**

Alicea Nicholas & Jian Chen | Monash University

TikTok addiction is a growing health concern, with excessive use having negative impact on wellbeing. There is limited research regarding cognitive predictors of TikTok addiction. Previous literature has highlighted impulsivity and working memory (WM) as potential predictors of TikTok addiction. The current study hypothesised that increased impulsivity and decreased levels of WM would significantly increase TikTok addiction, and the relationship between impulsivity and TikTok addiction would significantly differ at different levels of WM. The cross-sectional online study recruited a sample of 221 participants using CloudResearch (67.9% female, 31.2% male, 0.9% non-binary) aged 18-60 years-old ( $M = 31$ ), primarily from USA. The Short-UPPS-P was used to measure impulsivity, the Digit-Span-Task to capture WM and an adaptation of the Bergen Facebook Addiction scale measured TikTok addiction. Results highlighted impulsivity positively predicted TikTok addiction ( $r = .369$ ,  $p < .01$ ). Unexpectedly, no relationship between WM and TikTok addiction was reported ( $r = -0.45$ ,  $p = .508$ ), WM did not significantly moderate the relationship between impulsivity and TikTok addiction ( $b = -.045$ ,  $p = .211$ ). This research has theoretical and practical applications, contributing to the limited empirical evidence on cognitive predictors of TikTok addiction, highlighting the role of impulsivity. These findings have implications for future research directions and treatment development.



# Concurrent Session 4b: Risky and Online Behaviours 3:00-4:15pm Friday 3rd December in Room 1

## **3. Factors Related to Problematic Social Media Use Mediate the Relationship Between Narcissism and Phubbing in China**

Wangtianxi Li, Boris Bizumic, Danushika Sivanathan, & Junwen Chen | The Australian National University

"Phubbing" is a recently invented term combining "phone" and "snubbing", referring to the phenomenon where people ignore face-to-face social partners by focusing on their phones. Narcissism, representing a strong sense of self-importance and entitlement, strongly affects interpersonal relationships. As the mechanism through which narcissism may influence the development of phubbing is unclear and most relevant studies were done in Western countries, this study tested a theoretical model explaining the narcissism-phubbing relationship within a Chinese sample. Participants from Mainland China (N = 322) completed an online survey in the Chinese language. Path analysis generally confirmed the proposed model. As hypothesised, vulnerable narcissism directly and indirectly predicted phubbing, and the relationship was mediated by social anxiety, preference for online social interaction (POSI), social media use (SMU) for mood regulation, and compulsive SMU. Also, as hypothesised, grandiose narcissism negatively predicted social anxiety and did not directly predict phubbing. Nonetheless, inconsistent with hypotheses, grandiose narcissism did not directly predict compulsive SMU and indirectly predicted phubbing via social anxiety, POSI, SMU for mood regulation, and compulsive SMU. These findings and the modified model provide a possible explanation of how the two subtypes of narcissism relate to the development of phubbing in the Chinese population.

## **4. Reinforcement Sensitivity Predicts Behaviors in Video Games: A First Step**

Man-Chung Fung, Christopher Jackson, & Matt Cabanag | University of New South Wales and Western Sydney University

The topic of reinforcement sensitivity theory (RST) has drawn much interest from personality psychologists. RST postulated that much of personality stems from individual differences in sensitivity to rewards and punishments. Individuals who are more sensitive to rewards, for instance, would more readily engage in approach behavior upon perceiving rewards. RST has seen success in predicting life outcomes, but RST psychometrics has been an issue of much debate, with some researchers seeking to use behavioral metrics for RST measurements. The current study seeks to contribute to this nascent stream of literature by investigating how RST predicts behavior in a shooter game. The video game industry has worked on measuring players' in-game behavior. Drawing from their work and the RST literature, we argue that RST could predict player behavior in a shooter game. We then developed a simple shooter game with several key features of commercial shooter games and tested our hypotheses that RST could predict selected in-game behavioral metrics. Most of our hypotheses were supported. Therefore, we propose that RST research should attempt to develop game-based RST measurements and that cooperating with game design research would be a fruitful endeavor.



# Concurrent Session 4b: Risky and Online Behaviours 3:00-4:15pm Friday 3rd December in Room 1

## **5. Impulsivity and Sensation Seeking as Predictors of Drink Driving: The Moderating Role of Anticipated Regret**

Amanda M. George, Patricia M. Brown, Beau Mostyn Sullivan, & Debra Rickwood | University of Canberra

Risk associated personality traits have been related to risky driving behaviours, such as drink driving. Identifying potentially modifiable factors which influence these relationships may help to direct prevention and intervention efforts. A data analytic sample of 482 drivers aged 17-24 years (70% female) from the ACT and surrounding region was utilised for analysis. Results demonstrated that sensation seeking (SS), but not rash impulsivity, was associated with increased odds of having driven when possibly affected by alcohol, as well as having driven the morning after drinking (when unsure whether alcohol was out of one's system). The relationship between SS and driving when possibly affected by alcohol was moderated by anticipated regret. Findings highlight the need to differentiate forms of drink driving and the potential role of anticipated regret in reducing drink driving, including for those higher in sensation seeking.



# Concurrent Session 5a: Blitz Session

## 4:15-5:00pm Friday 3rd December in the Main Room

### **1. Predicting Cognitive Ability from Higher-Order, Basic, and Narrow Schwartz Personal Values**

Eliza McPherson, Jeromy Anglim, & Andrew Marty | Deakin University and SACS Consulting

The study provides the most comprehensive assessment to date of the relationship between Schwartz personal values and cognitive ability. It also compared the relative prediction of cognitive ability by higher-order, basic, and narrow levels of value measurement. Australian job applicants (N = 15,577; 60% female; mean age = 39, SD = 11) completed Schwartz's Personal Values Questionnaire and ACER measures of verbal and abstract reasoning. Results showed that general intelligence was positively correlated with self-direction, benevolence, and universalism values and negatively correlated with conservation values, particularly tradition. Personal values were more strongly correlated with verbal than nonverbal ability. Basic values explained twice the variance in cognitive ability than higher-order values did, while narrow values did not substantially improve prediction of cognitive ability over basic values.

### **2. TikTok as a Source of Social Connectedness: Examining the Predictive Utility of the HEXACO Model**

Rachel Grieve & Jess Baker | University of Tasmania and Charles Sturt University

Over the past two years, use of the video-sharing social networking application (app) TikTok has grown exponentially, and it now has more than 1 billion users globally. Despite the popularity of the platform, to date, there is very little research on TikTok and the characteristics of its users. The current study aimed to investigate the extent to which TikTok users derive social connectedness from the platform, as well as the personality traits (HEXACO) which predict that experience of social connectedness. TikTok users (N=172) reported their social connectedness on TikTok as well as completing the HEXACO-60 personality measure. Analysis was via multiple regression. As anticipated, extraversion was significantly, positively related to TikTok-derived social connectedness. However, unexpectedly honesty-humility also contributed (negatively) significantly to the model, via statistical suppression. Results are considered through the lens of the social enhancement hypothesis of internet use.



# Concurrent Session 5a: Blitz Session 4:15-5:00pm Friday 3rd December in the Main Room

## **3. Impulsivity Facets and Alcohol Use/Related Problems Among University Students: The Potential Role of Emotional Regulation**

Kiesha Rodgers & Amanda George | University of Canberra

Impulsivity is a multidimensional construct which has been associated with alcohol use/related problems, although the underlying mechanisms remain unclear. The current study considered the role of emotional regulation in the relationships of impulsivity facets (as assessed via the UPPS-P) with alcohol use/problems. Self-reported data from an online questionnaire of young Australian university students (N = 249; 72.3% female; aged 18-25 years) demonstrated that negative urgency and lack of premeditation predicted greater alcohol use. Among impulsivity facets, negative urgency and positive urgency predicted more alcohol-related problems. No indirect effects were identified from the urgency traits to alcohol use/problems via emotional regulation. Future research should examine the sub-facets of emotional regulation in these relationships to potentially help inform intervention strategies.

## **4. Social Categorization in Children: A Literature Review**

Benazzouzi Brahim | University of Mascara

The aim of this literature review is to determine the social categorization, and how it is built and develops, and defines the negative outcome effects that arise from social categorization. There are two forms of social categorization: explicit social categorization that we can observe it, and implicit social categorization can't observe. The children do social categorization by categorize the human being in parts, and this categorization will be constant in future. The social categorization needs the homogeneity, and clarity between groups. We watch social categorization about 3 years to 4 years, and know many changed in social categorization in language acquisition period, that pushes children to re-build social knowledge in his mind. Bias in social categorization leads to negative prejudice about other groups, and activates negative emotions such anger and revenge, and hostile attribution and violence between groups, and we see the dogmatism.



# Concurrent Session 5a: Blitz Session 4:15-5:00pm Friday 3rd December in the Main Room

## **5. The Daily Life Study: A Data Sharing Opportunity**

Tamlin S. Conner | University of Otago

The Daily Life Study is two-week study of the daily lives of 1500 young adults living in Dunedin New Zealand from 2011-2014. My goal leading this study was to generate a large and extensive multi-method data set to answer various research questions including those related to personality and individual differences. The study includes trait measures of personality (NEO-FFI), mental health (depressive symptoms), well-being (happiness, life satisfaction, optimism, hope, and self-esteem), a 13-day daily diary procedure to track daily mood, well-being, and health, text messaging-based experience sampling to measure momentary mood four times daily, and a blood sample with a complete blood count, DNA extraction, and measures of inflammation. In this talk, I will describe the dataset, how it has been used, and opportunities for collaboration. By establishing collaborations with scientists and students from Australasia, my hope is that this data set will be maximally useful for the most number of people.

## **6. How Strong Is the Association Between Social Media Use and False Consensus?**

Cameron Bunker & Michael Varnum | Arizona State University

Social media has been described as an “echo chamber.” One putative consequence of this echo chamber is that it may lead to an exaggerated sense of the degree to which one’s views and traits are widely shared, a phenomenon known as the false consensus effect. In series of studies, we sought to assess the extent to which social media use was related to the false consensus effect. Study 1 (N = 493) and Study 2 (N = 364, preregistered) assessed the relationship between social media use and the false consensus effect for three psychological characteristics: political attitudes, personality traits, and fundamental social motives. Study 3 (N = 875) explored lay beliefs about the strength of the relationships between social media use and false consensus effects. Across studies, we found that heavier use of social media was associated with stronger false consensus effects. However, these effects were smaller in magnitude than lay beliefs about these linkages.



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# Concurrent Session 5b: Symposium: Emotion Regulation and Mindfulness at Work

4:15-5:00pm Friday 3rd December in Room 1

**Symposium Chair: Sarah A. Walker | The University of Sydney**

Emotion regulation is typically understood as the processes people use to control the emotions one experiences, when they experience emotions, and the intensity of those emotional experiences. While research has typically focused on how we regulate our own emotions (intrinsic emotion regulation), there is growing interest in how we regulate others' emotions (extrinsic emotion regulation). Recently, there has been particular interest in understanding emotion regulation processes in the workplace. Specifically, how individuals regulate the emotions of colleagues, supervisors, and direct reports, as well as individual differences in extrinsic emotion regulation at work, and finally how we can use mindfulness diagnostic tools to guide directors and boards toward more effective practices in individual and collective mindfulness.

## **1. Would You Try to Make Your Boss Feel Better? Comparing Emotion Regulation Attempts Directed Towards Supervisors, Co-workers, and Direct Reports**

Elsa Robertson & Carolyn MacCann | The University of Sydney

This presentation examines extrinsic regulation (regulating others' emotions) at work, testing whether people differ in the way they regulate the emotions of their direct report, co-worker, or supervisor. Across two pre-registered online studies, participants were randomly assigned to a direct report, co-worker, or supervisor condition. Study 1 (N = 304) used retrospective reports of a real incident at work. Study 2 (N = 287) used three hypothetical vignettes. In both studies, regulating direct reports (compared to supervisors) resulted in significantly greater: a) regulation goal strength, b) use of direct situation modification, reappraisal, social sharing, and valuing strategies, and c) higher affective empathy for the target person. In both studies, there were significant indirect effects through appraised power to change the target's situation. Differences between co-workers versus others were mediated by closeness but results were inconsistent across studies. Regulation attempts were seldom directed towards supervisors which may negatively impact organisational performance and supervisor well-being.



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# Concurrent Session 5b: Symposium: Emotion Regulation and Mindfulness at Work

4:15-5:00pm Friday 3rd December in Room 1

## **2. Exploring Extrinsic Emotion Regulation at Work: The Influence of Individual Differences**

Hannah Kunst, Helena Nguyen, Anya Johnson, & Carolyn MacCann | The University of Sydney

Research has established that we can improve work and well-being outcomes by successfully regulating our emotions. Emotion regulation is typically defined as the strategies used to control the emotions one has and when one has them (i.e., strategies for regulating one's own emotions; known as intrinsic emotion regulation). There is growing consensus that we should also examine how we actively influence other's emotions at work (i.e. regulation strategies to influence the emotions others have and when they have them; known as extrinsic emotion regulation). Whilst there is some evidence that improving other's affect leads to positive work outcomes, the existing literature is largely limited to customer service roles or team leader behaviour and one-sided, self-reported changes in positive or negative affect. To address these limitations, this study collected data from working students and their colleagues, aiming to examine a) variability of within- and between-person extrinsic emotion regulation strategies, b) whether extrinsic emotion regulation predicts important work, inter- and intrapersonal outcomes and c) under what circumstances (e.g. social context, job characteristics and regulation goals), in an exploratory fashion. Data was collected from 205 undergraduate psychology students with part-time or full-time jobs and 348 colleagues at two waves. Data is currently being analysed, and preliminary results will be discussed.

## **3. Mindful Board Assessment Survey (MBAS): A Theoretically Guided Approach to Understanding and Developing Board Performance**

Elizabeth King, Carolyn MacCann, & Rebecca Pinkus | The University of Sydney

This presentation will outline the initial results from a research project focused on the development of a pragmatic, corporate governance mindfulness tool to help directors deliver better board performance. In doing so we explore what mindfulness can offer boards of directors striving to navigate skillfully their extensive responsibilities. Mindfulness is defined as "a state or quality of mind that attends to experience by giving full and proper attention to presence, context and purpose" (King & Badham, 2020, p165). Our key research objective is to validate a survey-based mindfulness diagnostic tool - Mindful Board Assessment Survey (MBAS) that can be used together to guide directors and boards in how to practise individual and collective mindfulness and wisdom more effectively. The MBAS is the first tool of its type developed in the governance area, and here we present its theoretical underpinnings and how it was constructed. We will outline the results of the first stage of our study which used a "Think Out Loud" protocol. The grand challenges faced by directors dealing with widespread disruption provides a compelling argument for investigating the enhanced performance that the MBAS could unleash.



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# Concurrent Session 6a: Research Methods and Psychometrics

10:15-11:30am Saturday 4th December in the Main Room

## 1. Self- and Other-Rated Personality Traits and Well-Being Variables

Jeromy Anglim, Sharon Horwood, Luke Smillie, & Simine Vazire | Deakin University and The University of Melbourne

The current study comprehensively examines the relationship between self- and other-rated personality traits and well-being variables. Focal participants were 1,057 university students (84% female; age  $M = 26.89$ ,  $SD = 8.81$ ) each with at least three other raters. Overall, there were 4,250 other raters (42% friends; 21% parents, 15% partners, 13% siblings, 9% other). Focal and other raters rated the focal participant on Big Five personality traits (IPIP NEO), HEXACO personality traits (HEXACO PI R), and prominent well-being dimensions (satisfaction with life, positive and negative affect, Ryff's Psychological Well-Being Scale). The average correlation between self and aggregated other-ratings was larger for personality traits (mean  $r = .60$ ) than for well-being variables (mean  $r = .50$ ). Other raters provided more socially desirable ratings than focals with an average absolute standardised differences of .22 for Big Five, .13 for HEXACO, and .30 for well-being. Partners had the highest self-other agreement ( $r = .48$ ). Parents provided the most socially desirable evaluations. Depending on the metric, self-knowledge, based on correspondence between self-rated and other-rated personality traits, was either positively correlated or relatively uncorrelated with well-being. The results highlight the challenge of extracting reliable metrics of self-knowledge that are not confounded by underlying personality scores.

## 2. The Many-scales Condensation of Intellectual Virtue Measurement and its Expansion to the Context of Intergroup Conflict

Mark Alfano, Philip Parnaments, Sanjay Srivastava, Marinus Ferreira, & Jay Van Bavel | Macquarie University, Karolinska University, University of Oregon, and NYU

Intellectual virtues such as open-mindedness and intellectual humility are dispositions to respond to evidence and the testimony of others in ways that are conducive to the acquisition, maintenance, and transmission of knowledge. By contrast, intellectual vices such as closed-mindedness and intellectual arrogance are dispositions to respond to evidence and the testimony of others in ways that obstruct the acquisition, maintenance, and transmission of knowledge. In this paper, we report multiple studies aimed at condensing all existing measures of intellectual virtue and vice into a single new instrument. This new instrument has excellent psychometric properties and has been validated over the course of multiple studies with a total population of over 5000. Furthermore, this instrument demonstrates strong predictive power, making it possible to measure how strongly intellectual virtue and vice are associated with a range of outcome variables, including acceptance of fake news, conspiracy theories, and medical misinformation.



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# Concurrent Session 6a: Research Methods and Psychometrics

10:15-11:30am Saturday 4th December in the Main Room

## **3. Measuring Civilian Moral Injury: A Comparison of the Psychometric Properties of Three Measures of Moral Injury Among the General Population**

Victoria Thomas, Boris Bizumic, Tegan Cruwys, & Erin Walsh | The Australian National University

Moral injury research continues to expand beyond the military, but lacks valid, reliable measures of the construct appropriate for general civilian use. This paper addresses this barrier by exploring the psychometrics of three measures of moral injury in a general civilian sample: the Moral Injury Scale for Youth, and adapted versions of the Moral Injury Events Scale and Expressions of Moral Injury Scale-Military. A sample of civilian women ( $n = 192$ ) and men ( $n = 88$ ) completed the above measures, and additional scales designed to capture correlates of moral pain, psychopathology, and wellbeing. Confirmatory factor analysis found that the factor structure of the three moral injury measures replicated within our civilian sample. No scale showed significant association with age or gender, indicating discriminant validity. All measures correlated as predicted with measures of psychopathology and wellbeing at the total score level. Correlations of individual subscales were more varied, suggesting conceptual differences in how civilian moral injury is experienced. All three scales displayed problems in item wording, which may inflate internal consistency and required error covariances to improve model fit. Findings indicate civilian populations experience moral injury but existing measures may have problems capturing this effectively, warranting further scale construction efforts.

## **4. Intelligence: Making a Case for Assessing Cognitive Flexibility**

Damian Birney & Jens Beckmann | The University of Sydney and Durham University

In practice, it is primarily between-person models that inform theory and serve as the basis of psychological assessments, including intelligence tests. The crux of the methodological problem is that the predominant use of correlations in a between-person account fails to directly specify the mechanisms and processes responsible for intelligent behaviour within an individual across different circumstances and over time. Rather than take the approach to address these limitations by challenging the validity or sufficiency of the constructs that intelligence tests aim to measure, we reflect on the advantages of adopting a within-subject experimental paradigm to investigate a process-oriented approach to human intellect. We argue that almost by definition, conventional psychometrics preclude sufficient consideration of dynamic aspects of intelligence that can be thought of as cognitive flexibility. Our working definition is that intelligence determines how a person successfully adapts to the changing demands of a dynamic environment over time, and therefore understanding within-person processes is critical, and therefore should be operationalised and validated that way. We discuss the challenges to achieving this.



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# Concurrent Session 6a: Research Methods and Psychometrics

10:15-11:30am Saturday 4th December in the Main Room

## 5. Revisiting the Lexical Hypothesis with Implications for Survey Questions

Anthony Mobbs & Simon Boag | Macquarie University

The lexical hypothesis proposes the societal development of words to describe matters of human importance. Researchers of personality and individual differences typically exclude the analysis of nouns and verbs. Other social sciences specifically focus on nouns and verbs, such as law and education. An encompassing catalogue of adjectives, verbs, and nouns has supported the development of an integrated model relevant to psychology and other social sciences. The proposed model is two-dimensional, resembling Attachment Theory, and forms a basis for quantitative measurement of psychological concepts. A crowdsourcing study tested the consistency of respondent understanding of 1,500 IPIP questions. Respondent interpretation exhibited considerable variability for many items. Recent enhancements and methods for assessing the model's validity will also be discussed.



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# Concurrent Session 6b: Personality Causes and Correlates 10:15-11:30am Saturday 4th December in Room 1

## 1. Why Intentional and Persistent Trait Change is so Difficult: A Proximal Causal Model of Personality and Motivation

Myriam Pitre | Macquarie University

Personality traits have been shown to change as a side effect of diverse interventions. If we want to understand intentional and persistent trait change, we need personality theories that explain how personality traits emerge from complex underlying intraindividual processes with a high degree of theoretical specification. Historically, broad factors of personality dimensions have been suggested to describe the structure of personality, usually assuming a direct correspondence between interindividual correlations and intraindividual components, structure, or processes. However, a plausible contrarian view is that an explanation of personality and trait change requires a reinterpretation of how personality emerges contextually from its causal components and processes. This theoretical presentation aims to propose a plausible metaexplanation of how traits emerge contextually from bottom-up motivational processes and explain why traits are difficult to change intentionally. The model proposed is a biologically informed information-processing model which extends into a formal causal theory of personality manifestation.

## 2. Predicting the Big Five From Periodic and Aperiodic EEG Resting Data

Luiza Bonfim Pacheco, Hayley Jach, Daniel Feuerriegel, & Luke Smillie | The University of Melbourne

Can personality traits be predicted from resting brain activity? A novel study conducted by Jach et al. (2020) evidenced that Agreeableness and Neuroticism might be great candidates for prediction from the resting EEG frequency power spectrum, by employing a Multivariate Pattern Analysis. However, recent research has highlighted the importance of separating oscillatory/periodic activity from aperiodic activity ( $1/f$ ) within these analyses. In the present study ( $N = 260$ , 59% female) we aimed to replicate the analysis conducted by Jach et al. (2020), but instead of using the "total power", we used the "relative power" across the frequency spectrum, which accounts for oscillatory activity. We used the exponent from the aperiodic slope as an index of  $1/f$ . We were able to confirm the prediction of Agreeableness, from both the "relative power" and the  $1/f$ . Whereas prediction of Neuroticism did not remain after that correction, Extraversion seems to now be a candidate for prediction when using the "relative power". This research highlights the importance of considering periodic and aperiodic activity in resting EEG studies, and brings some clarity into prediction of personality from EEG resting activity.



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# Concurrent Session 6b: Personality Causes and Correlates 10:15-11:30am Saturday 4th December in Room 1

## **3. Who Gives a Veg? Relations Between Personality and Veg\*nism**

Nicholas P. Tan, Tamlin S. Conner, Haisu Sun, Steven Loughnan, & Luke D. Smillie | The University of Melbourne, University of Otago, and University of Edinburgh

With rates of vegetarianism and veganism (i.e., veg\*nism) rising around the world, a growing body of research has begun to explore psychological characteristics that distinguish vegetarians and vegans from omnivores. However, relatively few studies have examined how veg\*nism is related to personality traits such as the "Big Five", with those that have tending to yield conflicting results. Moreover, none of these studies have examined personality at the lower levels of the trait hierarchy (i.e., aspects and facets of the Big Five). Thus, we sought to clarify how personality traits are related to veg\*nism. Study 1 comprises two samples (S1a: N = 797, S1b: N = 1534). Participants were categorised as Veg\*n vs Restricted-omnivore vs Omnivore, and completed personality questionnaires at the domain and aspect levels. In Study 2, participants (N = 562) completed both categorical and continuous measures of veg\*nism, along with personality questionnaires at the domain, aspect, and facet levels. Across both studies, we found that people higher on traits within the openness/intellect and agreeableness domains most consistently reported higher levels of veg\*nism. Moreover, the relation between personality and veg\*nism might depend on the way veg\*nism is measured. Theoretical and practical implications of these findings are discussed.

## **4. Differential Responses to Vegetarian Appeals**

Luke D. Smillie, Nicholas P. Tan, Brock Bastian, & Matthew Ruby | The University of Melbourne and La Trobe University

Vegetarian appeals are persuasive messages designed to shift individual preferences toward a plant-based diet, usually by highlighting problems associated with omnivorous diets (e.g., animal cruelty). We explored differential responses to three vegetarian appeals as a function of personality traits and other individual differences variables. Participants (N = 793, 79% Female) consisted of omnivorous undergraduate students recruited from The University of Melbourne. Participants were assigned to view one of three advertisements advocating the adoption of a plant-based diet, framed in terms of benefits to animal welfare, the environment, or health. They then rated the effectiveness of the advertisement, and how likely they would be to change their diet after viewing it. Participants rated appeals framed in terms of benefits to the environment as most effective. Differential responses to the advertisements were predicted by several measures of personality and individual differences. For example, those high on Big Five Openness/Intellect found the appeal focussed on the environment to be most effective, whereas those high on Speciesism found the appeal focussed on animal welfare to be least effective. Theoretical and practical implications of these findings will be discussed.



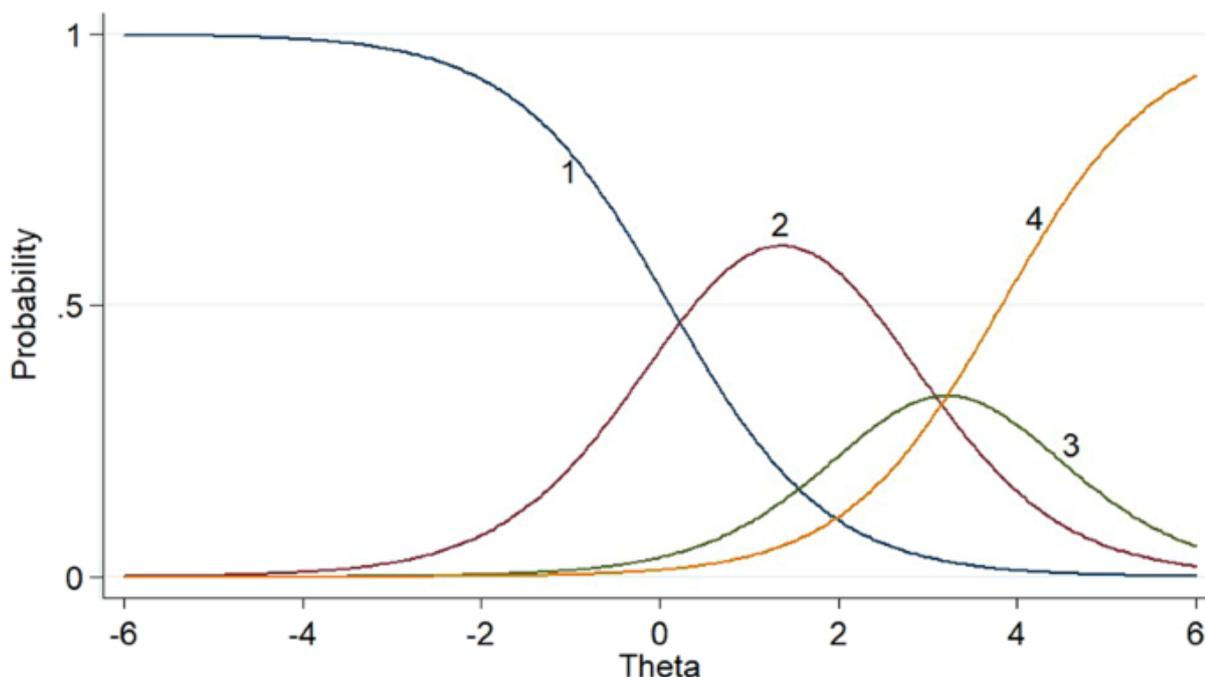
# Workshop: Item Response Theory (IRT): An Introduction for Individual Differences Researchers

1.00-4.00pm Saturday 4th December in the Main Room

**Item response theory** (IRT; Lord & Novick, 1968) is a psychometric technique that can provide a wealth of information about individual differences and psychological instrument performance. Despite Classical Test Theory (CTT) forming the basis of the majority of undergraduate statistical curricula, IRT provides a stronger capacity to account for measurement error and variation in response tendencies between different socio-political groups and samples.

This workshop provides the hands-on foundation for utilising IRT in personality and individual differences research, and assumes no prior knowledge of IRT. We will discuss the fundamental principles of IRT and the benefits it provides, go step-by-step to conduct basic IRT models (e.g., Rasch model and 2-parameter logistic model) on a real dataset, and discuss the results and implications. The demonstration will be through the IRTPRO (Cai et al., 2011). We will also provide materials for R users.

**By the end of the day, you will equip basic understanding of IRT to enhance your research in psychology.**



# Poster Abstracts

Lunchtime Poster Session runs from 12:45-1.45pm on Friday  
3rd December in Gather.Town

## 1. Goal Conflict and Openness as Predictors of Emotions Around Social Distancing

Nicole Keene, & Kate Barford | Deakin University

Social distancing is an effective way to reduce transmission of COVID-19. However, the emotions people feel when asked to social distance are unknown and may vary for individuals. If the decision to social distance elicits goal conflict (between goals of being safe and socialising) then theory suggests anxiety and mixed emotions may occur as a result. Furthermore, Openness, a trait reflecting a tendency to detect complex patterns of sensory and abstract information, is positively associated with mixed emotions. However, whether susceptibility to goal conflict underlies this relation is unknown. In this study, 325 participants were primed to consider either two conflicting goals (experimental condition) or two compatible goals (control condition) related to social distancing before deciding whether to follow social distancing guidelines. Contrary to hypotheses, there was no significant difference between levels of anxiety or mixed emotions between the two conditions. Furthermore, Openness was unexpectedly negatively related to mixed emotions in this context, and this relation was not moderated by experimental condition. This study suggests goal conflict may not be the mechanism of the relation between Openness and mixed emotions, and that anxiety and mixed emotions may not be the emotional consequences of goal conflict when asked to social distance.

## 2. Psychometric Properties of the Face Dissatisfaction Scale: Evaluation of Reliability, Validity and Cutoff Value for Body Dysmorphic Disorder

Izumi Ayase, Masaki Mori, & Takaaki Kato | Keio University, Japan

Face Dissatisfaction Scale (FDS) is a 27-item and 3-factor structure to measure the dissatisfaction with own one's face (Ito, Mori, & Kato, 2019). Although previous studies have shown the factor structure of the FDS, gender, and age differences in face dissatisfaction in general adolescents and adults, the psychometric properties of the FDS have not been fully evaluated. The current study examined the reliability and validity of the FDS and established the optimal cutoff value of body dysmorphic disorder. Confirmatory factor analysis was conducted on data from 106 college students (58 males and 48 females; age  $22.4 \pm 2.60$  years). The results suggested that indexes of goodness-of-fit for the model was sufficiently high (GFI = .93, AGFI = .91, SRMR = .06, RMSEA = .06). It was suggested that FDS fits the 3-factor model. Furthermore, the receiver operating characteristic curve was analyzed on data from the 25 patients with body dysmorphic disorder diagnosed by a psychiatrist and 106 college students. The results showed that AUC was 0.97, specificity was 92.5%, and sensitivity was 100%. The optimal cutoff value of FDS was determined to be 122 points. These results suggest the usefulness of the FDS for the diagnosis of body dysmorphic disorder.



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# Poster Abstracts

Lunchtime Poster Session runs from 12:45-1.45pm on Friday  
3rd December in Gather.Town

### 3. Lower Conscientiousness Predicts Vaping in Young Adults

Grace E. Teah & Tamlin S. Conner | University of Otago

Vaping is becoming increasingly popular among young adults, however, limited research has investigated which young adults may be more susceptible to vaping. This study investigated whether individual differences in the Big Five personality traits, alongside mental health and demographic differences, predicted vaping in young adults. Data were collected using a cross-sectional survey of 521 young adults aged 18-25 (37% male) from the United States recruited through Amazon's Mechanical Turk (MTurk) in 2019. Participants completed measures of demographics (socioeconomic status, SES, education, gender, ethnicity, etc.), mental health (depressive symptoms, anxiety, stress), the Big Five personality traits (Big Five Aspects Scale), and vaping (whether participants had 'ever-used', 'currently used,' or were 'susceptible' to vaping). Demographically, young adults lower in SES and current smokers were more likely to be current vapers. Psychologically, young adults lower in conscientiousness and higher in anxiety were more likely to have ever vaped. Only lower conscientiousness further predicted current use and vaping susceptibility. Overall, lower conscientiousness was the strongest personality predictor of vaping in young adults. This work extends prior research showing that conscientiousness predicts numerous health behaviours. Interventions to target vaping use should focus on economically disadvantaged young adults, prior smokers, and those lower in conscientiousness.

### 4. A Contextual, Emotional, and Motivational Analysis of Intercultural Contact in Daily Life: An Experience Sampling Study

Yasser Saeedian, Stefania Paolini, & Elise Kalokerinos | The University of Newcastle and University of Melbourne

Research tends to consider intercultural contact as a stable social phenomenon. This approach overlooks the dynamics of daily life that can influence the intensity and frequency of intercultural contact. To address this gap, we used the experience sampling methodology to examine the contextual, emotional, and motivational dimensions of intercultural and intracultural contact in daily life. Participants were 112 campus users from different ethnic backgrounds of a large regional Australian university. Results showed that intercultural contact was more informal and interpersonally-framed for ethnic majority members (vs. ethnic minority members). We found evidence for emotion generalisation (i.e. episodic emotions predicting chronic emotions) for admiration, happiness, anxiety, irritation, and sadness in daily life, which was stronger in intercultural contact (vs. intracultural contact) for all emotions with the sole exception of happiness. We showed that minority members (vs. majority members) were more likely to report a higher number of motivations for contact irrespective of contact type (i.e., intercultural and intracultural contact). In intercultural contact, minority members (vs. majority members) were more likely to seek self-improvement motivations (e.g., self-expansion) and less likely to report hedonic motivation. This research advances our knowledge about similarities and differences between contact types and social status in daily intercultural contact.



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# Poster Abstracts

Lunchtime Poster Session runs from 12:45-1.45pm on Friday  
3rd December in Gather.Town

## **5. Experiencing Benevolent Sexism Increases Psychological Distress: Women's Preference for Dominant Partners as a Moderator**

Yizhen Wang & Beatrice Alba | Deakin University

Benevolent sexism (BS) is an insidious form of gender discrimination that often come across as men praising women for traditional female traits but also perceiving women as incompetent adults who need assistance and protection. Evidence suggested that BS might be associated with negative psychological outcomes, some women in romantic relationships had positive views about their BS partners. This study investigated whether women's preferences for dominant men would moderate the association between experiences of BS from romantic partners and psychological distress. Women (n = 214) aged from 18 to 73 years completed measures of experiences of BS in their relationships, psychological distress, and the preference for dominant partners. Results indicated that experiences of all three BS subcomponents (Protective Paternalism, Complementary Gender Differentiation and Heterosexual Intimacy) were positively associated with psychological distress. Furthermore, women's preference for dominant men had a significant positive moderating effect on the relationship between women's experiences of Heterosexual Intimacy and psychological distress. Specifically, women with more frequent experiences of Heterosexual Intimacy in romantic relationships reported greater psychological distress when they were higher on the preference for dominant men. Our results added new evidence about the negative mental health effects associated with experiences of BS in romantic relationships.

## **6. Nothing to See Here (Mostly)- A Meta-Analysis of Life Events and Type 2 Diabetes**

Kaitlyn Haase & Mark Bahr | Bond University

Type 2 diabetes mellitus is a prevalent, distressing metabolic illness with psychosocial risk factors, including stress. While diabetes is popularly characterised as a lifestyle illness, the underlying inflammation found in those suffering from type 2 diabetes gives pause to this popular belief. As inflammation can be exacerbated by stress, this meta-analysis examined literature looking at the effect of stressful life events on the onset of type 2 diabetes. 2,038 results in academic databases met the search keywords; 22 criterion-meeting studies were included in the analysis. Analysis results found two or more stressful life events increased the likelihood of onset of type 2 diabetes by an odds ratio (OR) of 1.01. The meta-analysis was significant for overall effect ( $p < 0.00001$ ), indicating while the personal inferences were small, the results have implications at a population level. Included studies found social support and sense of coherence may mediate the effects of stress on the onset of diabetes. Future research may consider using physiological long-term measures of stress to ascertain a clearer understanding of the influence of stress on the development of the disease. The findings of this meta-analysis contribute to the literature examining the effects of stress and disease.



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## Poster Abstracts

Lunchtime Poster Session runs from 12:45-1.45pm on Friday  
3rd December in Gather.Town

### **7. The Moderating Effects of Personality on Self-Esteem and Addictive TikTok use**

Ellyse Jane & Jian Chen | Monash University and ISN Innovations

Addictive social media use becomes as addictive as other formally classified addictions in DSM-5. So far factors associated with social media addiction remain controversial. This study aimed to investigate the relationship between self-esteem and addictive TikTok use and whether personality can moderate this relationship. An online survey recruited 378 participants (110 males; 266 females; and two non-binary or gender diverse), aged 18 to 60 ( $M = 31.03$ ;  $SD = 11.11$ ). TikTok Addiction Scale, Rosenberg Self-Esteem Scale, and Mini-IPIP were used in the survey. Results revealed that individuals with higher self-esteem emerged most at risk of TikTok addiction ( $p < .001$ ). Those higher on neuroticism or extraversion were at increased risk of addictive TikTok use ( $ps < .001$ ) compared to other traits. Simple slopes tests confirmed that moderate-to-high levels of neuroticism and extraversion, were respectively prone to significant increased risk ( $ps < .001$ ); whereas low levels each had significantly negative relationships with addictive TikTok use patterns ( $ps < .001$ ). In addition, Openness to experience, Agreeableness, and Conscientiousness did not influence this relationship. These findings increased our understanding of how personality and self-esteem predict the addictive social media use and broaden our understanding of the model of social media addiction.

### **8. Investigating the Relationship Between Interpersonal Sensitivities and Antagonism, Detachment, and Negative Affectivity**

Annie Jordan & Conal Monaghan | The Australian National University

Interpersonal sensitivities are the specific behaviours of others that are particularly likely to cause an individual emotional distress. Research has identified various contextual factors that influence interpersonal sensitivities, however, less is known about the specific individual differences, such as personality, that lead to their development. We aimed to investigate how Antagonism, Detachment, and Negative Affectivity are related to interpersonal sensitivities. In a sample of 413 participants, we first used Confirmatory Factor Analysis to combine a clinical and general measure of personality to capture a broader range of each trait. Consistent with previous findings, both measures estimated the same latent traits. Second, we measured the relationship between each trait and interpersonal sensitivities using the Structural Summary Method. Participants were the most sensitive to behaviours that directly oppose their own. Third, we compared separate linear and curvilinear (quadratic) regression models to investigate the relationship between interpersonal functioning and each trait. Regression models supported linear relationships between Antagonism and Negative Affectivity with interpersonal functioning, but not Detachment. No curvilinear relationships were supported. This study demonstrated the unique patterns of interpersonal sensitivities associated with each trait and highlighted the need for the development of personality measures that capture a broader range of personality functioning.



## Poster Abstracts

Lunchtime Poster Session runs from 12:45-1.45pm on Friday  
3rd December in Gather.Town

### **9. The Role of Sexuality-Ethnicity Identity Integration in Explaining Internalised Sexual Stigma: Evidence from Same-Sex Attracted Asians and Whites**

Kian Jin Tan & Joel Anderson | Australian Catholic University and La Trobe University

Conflicting sexual and ethnic minority identities can result in negative outcomes for lesbian, gay, and bisexual (LGB) people of colour. Recent research has highlighted the protective role of identity integration against the negative impacts of conflicting identities. This study extends this literature by exploring the protective role of sexuality-ethnicity identity integration (SEII) against the identity-relevant outcome of internalised sexual stigma (ISS). It was hypothesised that Asian LGBs will report higher ISS and lower SEII than White LGBs, sexuality identification would predict lower ISS but ethnicity identification would predict higher ISS, and SEII will attenuate the sexuality-ISS relationship and ameliorate the ethnicity-ISS relationship. A sample of 148 Asian and 156 White LGBs from the United States completed an online survey with measures of sexuality and ethnicity identification, SEII, and ISS. The results showed that Asian LGB men reported higher ISS than Asian women and White men. Against the predictions, sexuality identification did not significantly predict ISS. However, ethnicity identification positively predicted ISS in both ethnicity groups. Finally, moderation effects were detected only for the sexuality identification-ISS relationship. Overall, the findings suggest that SEII is protective against ISS, and highlights the importance of intersectionality when conducting research with LGB populations.

### **10. Psycholinguistic Analysis of Conspiratorial Content on Social Media Platforms**

Tylor Cosgrove & Mark Bahr | Bond University

Conspiracy theories are sensational and alternative explanations for the cause or contents of a significant event. They are defined by their contradiction to the provided and widely accepted narrative for these events and by their frequent insinuation of malevolent influence. Recently, social media has garnered criticism for providing a platform for misinformation and conspiratorial discussions. Successful diffusion of misinformation or conspiratorial content on social media platforms may be impacted by emotional content i.e. by triggering negative emotions through language evoking anxiety, fear, anger, moral outrage, power, religion, death etc. The current study analysed 4.7 million words collected from conspiratorial, scientific, and general discussion across both Twitter and Reddit. The data were analysed using the Linguistic Inquiry and Word Count (LIWC) tool to collect word frequencies for various categories such as emotional valence, psychological processes, cognitive processes, personal concerns etc. Multidimensional scaling showed patterned usage of psycholinguistics that differed across conspiratorial, scientific, and general discussions. Statistical analyses of the data showed significant differences in the emotional and psychological content of conspiratorial discussions compared to both scientific and general discussions. Implications for the consumption and diffusion of conspiratorial content on social media platforms are discussed.



# Poster Abstracts

Lunchtime Poster Session runs from 12:45-1.45pm on Friday  
3rd December in Gather.Town

## **11. The Gist of it All: Cognitive Decline of Semantic Memory in Ageing Populations**

Kristy Gallirhir & Mark Bahr | Bond University

Memory is indicative of age-related cognitive decline. Establishing cognitive decline in memory processing modalities may further our understanding of prevention & diagnostic tools. To investigate age-related cognitive decline in memory processing, the current study utilised a visual and verbal task that measured gist recall accuracy. A total of 107 participants, with an age range between 18 to 82 years old (80 female), completed a task consisting of an imagery based gist task and a word based gist task. Three age groups were established: young adults (M = 19), adults (M = 24) and older adults (M = 50). Multivariate analysis revealed an interaction effect between gist task type and age-related performance decline. A planned comparison using univariate analysis indicated that verbal gist task performance declined as age increased, and a trend analysis found a floor effect on verbal task in both older age groups. The findings are consistent with the theory of modular decline, where processing modalities are likely to decline at different rates. Visual processing in memory indicates resistance to age-related decline and is consistent with picture superiority effect. Future research should aim to establish possible covariates, such as education levels and multilingualism, as prevention of age-related decline in verbal modalities.



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