15th Australian Conference on Personality and Individual Differences

University of Sydney, Abercrombie Building Level 2
1-2 December, 2017
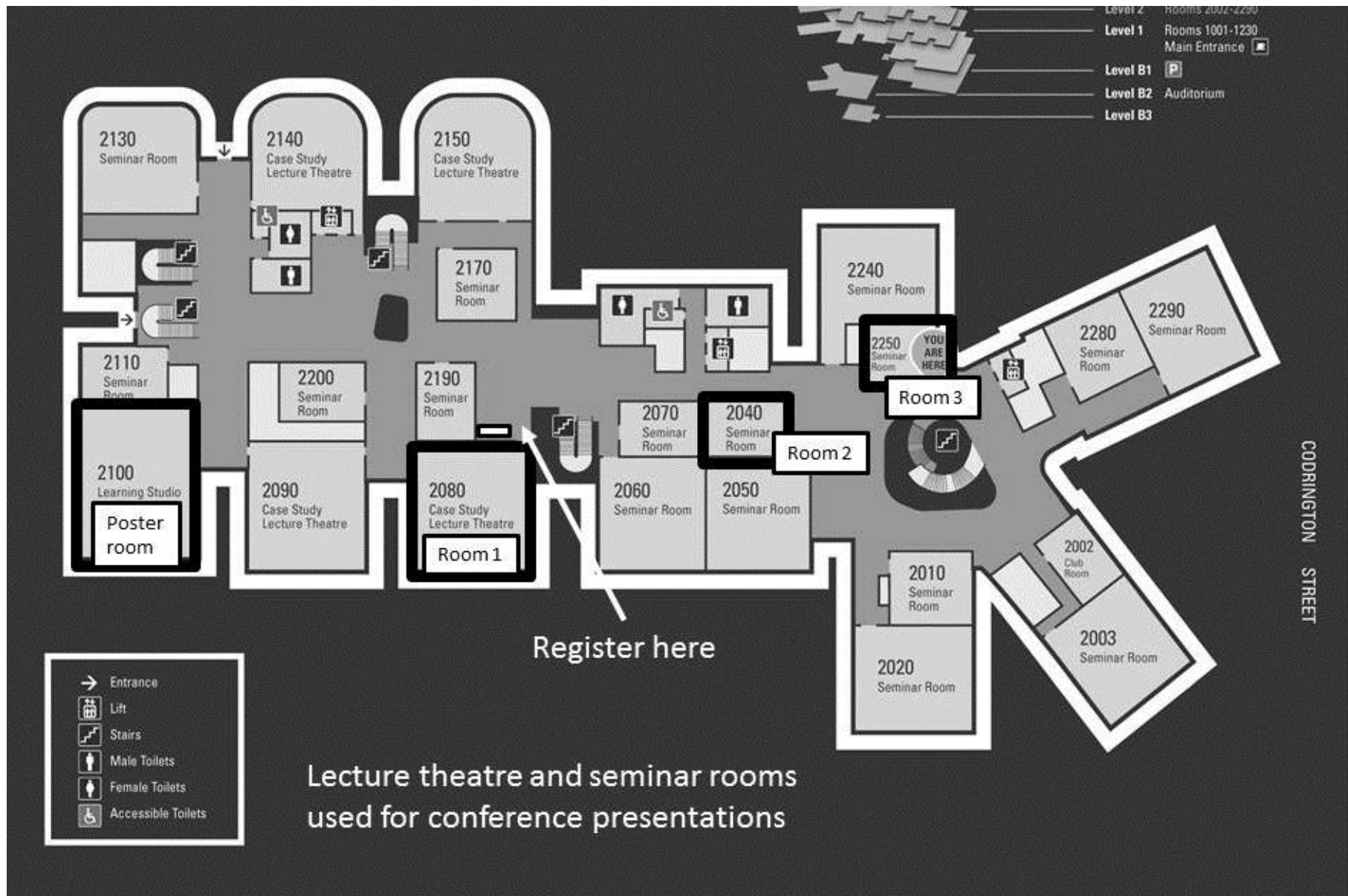Convener: Carolyn MacCann

PROGRAM AND ABSTRACTS

Lecture theatre and seminar rooms used for conference presentations

Friday 1st December 2017: DAY 1

	Room 1 (ABS Lecture Theatre 2080)	Room 2 (ABS Seminar Room 2040)	Room 3 (ABS Seminar Room 2250)
8:30-9:00	**Registration**		
9:00-9:20	Opening address		
9:20-10:20	**KEYNOTE: Ass Prof Alex Holcombe (University of Sydney)** **Reproducibility, preregistration, et cetera: Making good science even better**		
10:20-10:50	**Morning tea (30 minutes)**		
	Individual Papers: Correlates of Personality (Abstracts: pp. 6 to 7)	**Individual Papers: Organizational Psychology** (Abstracts: pp. 7 to 8)	**Symposium: Dark Triad** (Abstracts: pp. 8 to 9)
10:50-11:10	[1]Coal mining regions (Obschonka)	[6]Piercing (Bonson)	[11]Conception (Koehn)
11:10-11:30	[2]Vegetarianism (Smillie)	[7]Decision-making (Criado-Perez)	[12]Sinning (Okan)
11:30-11:50	[3]Co-operation (Lawn)	[8]Tolerance of ambiguity (O'Connor)	[13]Causes of evil (Fletcher)
11:50-12:10	[4]Pets (Alba)	[9]Introverts (Spark)	[14]Dating predator/prey (Buluk)
12:10-12:30	[5]Cuteness-sensitivity (Moreton)	[10]Bad Apples (Burton)	[15]Donald Trump (Underhill)
12:30-1:20	**Lunch (50 minutes)**		
	Individual Papers: Sexuality / Relationships (Abstracts: pp. 9 to 10)	**Individual Papers: Test Development** (Abstracts: pp. 10 to 12)	**Symposium: Emotional Intelligence** (Abstracts: pp. 12 to 13)
1:20-1:40	[16]Attachment security (Kumashiro)	[21]Anticipatory Traumatic Reaction (Hopwood)	[26]EI/age meta-analysis (Khan)
1:40-2:00	[17]Love styles online (Grieve)	[22]Dietary Behaviour (Love)	[27]EI/grades meta-analysis (MacCann)
2:00-2:20	[18]Sexual self-disclosure (Lopez)	[23]Gullibility (Teunisse)	[28]EI dark side (O'Connor)
2:20-2:40	[19]Coming out online support (Tyler)	[24]Authoritarianism (Bizumic)	[29]EI and stress (Johnson)
2:40-3:00	[20]Sexual diversity/discrimination (Bore)	[25]Boredom Proneness (Soto)	[30]EI and HEXACO (Anglim)
3:00-3:30	**Afternoon tea (30 minutes)**		
	Individual Papers: Big Data/MyPersonality (Abstracts: p. 13)	**Individual Papers: Developmental** (Abstracts: p. 14)	**Individual Papers: Educational Psychology** (Abstracts: pp. 14-15)
3:30-3:50	[31]Acquiescence (Costello)	[33]ADHD/Maternal Stress (Mason)	[35]Teacher personality change (Ashton)
3:50-4:10	[32]Empathy (Gunadi)	[34]Maternal Warmth/CU traits (Prasad)	[36]HEXACO/procrastination (Padgett)
4:10-5:10	**Early Career Panel Session (all welcome, not just ECRs): Advice on building your research career** **Alba, Jackson, Loxton, MacCann, Smillie**		

Location: Level 2 of the Abercrombie Building, University of Sydney (Darlington Ln & Abercrombie St, Darlington)
Conference dinner: 7-11pm @ Rubyos (20 King St, Newtown)

Saturday 2nd December 2017: DAY 2

	Room 1 (ABS Lecture Theatre 2080)	Room 2 (ABS Seminar Room 2040)	Room 3 (ABS Seminar Room 2250)
	Individual Papers: Extremism (Abstracts: p. 15)	**Individual Papers: Emotional Intelligence** (Abstracts: pp. 15-16)	**Individual Papers: Social identity** (Abstracts: p. 16)
9:50-10:10	[37]Die for abstract cause (Slocombe)	[39]EI/Dark triad (Walker)	[41]Anxiety/Race (Tindall)
10:10-10:30	[38]Conservatism/Terrorism (Stankov)	[40]EI/Emotion regulation in daily life (Bucich)	[42]Social identity (Braunstein)
10:30-11:00 Morning tea (30 minutes)			
11:00-12:00	**KEYNOTE: Associate Professor Brian Connelly (University of Toronto)** **Traits, Reputations, and Identities: How Multi-Method Measurements Can Advance Theory in Personality**		
	Symposium: Personality Change (Abstracts: pp. 16 to 17)	**Individual Papers: Problem-solving, Intellect** (Abstracts: pp. 17 to 18)	**Individual papers: Religiosity, Death, Survival** (Abstracts: pp. 18 to 19)
12:00-12:20	[43]10-week coaching (Martin)	[46]Conscientiousness/Cog Inflexibility (Cummings)	[49]Mortality Salience (Arena)
12:20-12:40	[44]4-year follow-up (Martin-Allan)	[47]Investment Theory/Intellect (Powell)	[50]Personality of Survivalists (Jackson)
12:40-1:00	[45]Conscientiousness (Allan)	[48]Learning Trajectories/Intellect (Birney)	[51]Religiosity, Masculinity, Life Sat (Lesmana)
1:00-1:50	**Lunch (50 minutes)**		
	Individual Papers: RST (Abstracts: pp. 17 to 20)	**Individual Papers: Theoretical** (Abstracts: pp. 20 to 21)	**Individual Papers: Internet + Learning** (Abstracts: pp. 21 to 22)
1:50-2:10	[52]rBAS scales in applied research (Loxton)	[57]Dynamic Personality traits (Boag)	[62]Narcissism/technology use (Huxley)
2:10-2:30	[53]Dispositions and Delusions (Roy)	[58]Personality traits as universals (Fielden)	[63]Trolling. Psychopathy, gender (March)
2:30-2:50	[54]Jackson Five Ride Again (Jackson)	[59]Personality traits as fractals (Fielden)	[64]Who gets online phished? (Law)
2:50-3:10	[55]Personality/social learning (Poropat)	[60]Are traits contextualized? (Sun)	[65]Learning Strategies/Working Memory (Herzog)
3:10-3:30	[56]Attachment/relationship satisf. (Shahzadi)	[61]Big 5 organizing framework (Bainbridge)	[66]Learning, Protein, and Personality (Tiliopoulos)
3:30-4:20	**Afternoon tea + poster session in ABS Collaborative Learning Studio 2100 (abstracts: 23-24)**		
4:20-5:00	**Annual General Meeting**		

Associate Prof Alex Holcombe (University of Sydney)

Reproducibility, preregistration, et cetera: Making good science even better

Reproducibility problems afflict many sciences, including psychology. The problems are to some extent rooted in the criteria for and process of scientific publication. In response, many journals, funders and professional societies have begun incentivising change. I will describe how everyone can participate in the new initiatives in open science and open access that are improving psychological science.

Biography:

Associate Professor Alex Holcombe has been active in open science initiatives at PLoS ONE, CurateScience.org, FairOA.org , PsyArXiv.org, as well as involved in the openness article badges (https://osf.io/tvyxz/) adopted by Psychological Science and other journals to reward open practices. Two years ago, he co-founded a new article type, the Registered Replication Report, now at the new APS journal Advances in Methods and Practices in Psychological Science, which welcomes contributions to improve our science.

Associate Professor Brian S. Connelly (University of Toronto)

Traits, Reputations, and Identities: How Multi-Method Measurements Can Advance Theory in Personality

The discrepancies between how we see ourselves and how others see us offer a fascinating, insightful, and important glimpse of who a person is and how their life will unfold. In this talk, I will present a model for distilling multi-rater personality measures into three components: traits (consensually perceived characteristics), reputations (the unique impression we leave on others), and identity (the self that only we perceive). I'll then apply this model to examine how traits, reputations, and identities set us up for success in school, performance at work, and our ability to get along with others.

Biography

Brian Connelly is an Associate Professor of Organizational Behavior and Human Resources and the Canada Research Chair in Integrative Perspectives on Personality. His research focuses on the structure and measurement of personality, particularly when studied and applied within organizational contexts. His research has been published in Psychological Review, Psychological Bulletin, the Journal of Personality and Social Psychology, and the Journal of Applied Psychology.

INDIVIDUAL PRESENTATIONS

1. In the shadow of coal: How large-scale industries contributed to present-day regional differences in personality and well-being
Martin Obschonka, Michael Stuetzer, Peter J. Rentfrow, Leigh Shaw-Taylor, Max Satchell, Rainer K. Silbereisen, Jeff Potter, & Samuel D. Gosling

We examine relationships between the historical employment share in large-scale coal-based industries and today's regional variation in personality and well-being in the UK and the US. Even after controlling for possible historical confounds (historical energy supply, education, wealth, geology, climate, population density), we find that the historical local dominance of large-scale coal-based industries predicts today's markers of psychological adversity. An instrumental variable analysis, using the historical location of coalfields, supports the causal assumption behind these effects. Further analyses focusing on mechanisms hint at the roles of selective migration and persisting economic hardship. Taken together, the results show how today's regional patterns of personality and well-being may have their roots in major societal changes underway decades or centuries earlier.

2. Personality and Ethical Vegetarianism
Luke D. Smillie (The University of Melbourne), & Stephen Loughnan (University of Edinburgh)

In recent years, there has been a rise in the practice, visibility, and acceptance of vegetarianism, with animal welfare concerns being a primary driver of plant-based diets. "Ethical Vegetarianism" is thus a rising form of prosocial behavior, but its adherence varies widely between individuals. This research explores the psychological correlates of Ethical Vegetarianism in ~300 US residents, in terms of both personality (e.g., agreeableness, politeness, and compassion), and social preferences assessed via economic games (e.g., third party recompensation game). It is expected that Ethical Vegetarianism will be related to compassion and other closely related traits (e.g., empathic concern), as well as willingness to recompensate an unfairly treated victim. This would link Ethical Vegetarianism with the motivation to intervene when others are treated unfairly. A relation between openness to experience and Ethical Vegetarianism is also expected given the prejudice inherent to carnism (i.e., specialism) and the unconventionality of a plant-based diet.

3. Prosociality beyond Big Five agreeableness: Openness/intellect and cooperation in the public goods game
Erin C. R. Lawn, Kun Zhao, Simon M. Laham, & Luke D. Smillie (The University of Melbourne)

Research using the public goods game (PGG)—where individuals make 'prosocial' contributions to enhance the collective output—shows that some individuals cooperate more than others. Across two studies (Study 1, hypothetical PGG, N=119; Study 2, incentivised PGG, N=131), we investigated whether this heterogeneity can be explained by domains and aspects/facets from the Big Five model. Though prosociality is commonly linked to Agreeableness, Openness/Intellect was additionally explored, given that imaginative/creative thinking may promote cooperation (e.g., through considering group-level interests over-and-above individual-level interests). Individuals higher in Agreeableness made larger PGG contributions in both studies, which was most consistently linked to their general tendency to trust. Individuals higher in Openness/Intellect made larger contributions in the hypothetical PGG (Study 1) but not the incentivised PGG (Study 2). This suggests that although thinking unconventionally may promote consideration of group-level interests, it may not translate to actual prosocial behaviour in the presence of real stakes.

4. Pet preferences and personality: How cat people and dog people differ in attitudes and personality traits
Beatrice Alba (Australian Research Centre for Sex, Health and Society, La Trobe University), & Luke D. Smillie (The University of Melbourne)

Previous research shows that self-identified 'cat people' and 'dog people' differ on a number of personality traits. For instance, Gosling, Sandy and Potter (2010) found that dog people were higher than cat people on Extraversion, Agreeableness, and Conscientiousness, and that cat people were higher than dog people on Openness and Neuroticism. We sought to replicate these personality differences in a sample of Australian undergraduates (N = 257), and a sample of MTurk users from the USA (N = 300). We extended our focus to include political orientation, with the prediction that cat people would be more politically liberal than dog people. This follows Alba and Haslam's (2015) suggestion that pet preferences are influenced by owner dominance/submissiveness. Results are discussed in relation to previous findings in this area and our ongoing research into perceptions of cats and dogs, the reasons for pet preferences, and how these relate to personality.

5. Correlates of Individual Differences in Cuteness-Sensitivity
Sam Moreton (University of Sydney)

Extensive research has documented the role of disgust in social cognition (Inbar et al., 2012). Both disgust inductions and trait sensitivity of disgust have been linked with prejudice and conservative attitudes. Sherman and Haidt (2008) argue that the cuteness response is an emotion that is functionally opposite to disgust. Lai & Haidt (2014) further suggest that the cuteness response may reduce prejudice towards disgust relevant outgroups through suppressing the disgust response. While disgust constrains the moral circle, the cuteness response is hypothesised to broaden the moral circle and facilitate empathy. Thus, the present project investigates individual differences in cuteness sensitivity and their relationship to socio-political attitudes and dark-triad traits.

6. Full of holes: A systematic review of the impact of body-modifications in an employment context
Stephanie Bonson (Griffith University)

Body-modifications (such as tattoos and piercings) have long been associated with specific personality types and stigmatised characteristics, with much extant research indicating that modifications have a detrimental impact upon employment prospects. This research critically reviews and analyses this literature, with a specific focus on methodological practices. This presentation introduces a new systematic review process, in line with the Cochrane systematic review guidelines, using an original classification scheme based upon the Newcastle-Ottowa scale. Findings indicate that current research into body-modification and employment has a number of significant issues, particularly regarding inadequate definitions, methodological practices and researcher biases and assumptions. Theoretical, methodological and practical implications, and directions for future research are discussed.

7. Towards an etiological model of evidence based decision-making
Christian Criado-Perez (UNSW Business School)

This paper aims to review the management literature on evidence based decision-making (EBDM) and present an etiological model of EBDM that helps explain why some managers adopt this framework more than others. A process model is developed by drawing on goal orientation theory and the response modulation model (RMM). By drawing from these bodies of literature, I propose that EBDM can be predicted by three key factors related to the individual's motivation and ability to adopt EBDM. More specifically, I propose that learning goal orientation and subjective norms will interact with an individual's disinhibition to explain their adoption of EBDM. This paper makes theoretical contributions by integrating bodies of literature on EBDM, motivation, and neurobiology to propose a theoretically grounded process of EBDM that can be empirically tested.

8. Tolerance of ambiguity at work: Development and validation of a new scale
Peter O'Connor (Queensland University of Technology)

Tolerance of Ambiguity (TOA) is a well-established personality trait known to predict several adaptive outcomes in the workplace such as creativity and job performance. Existing measures are limited however in that they often demonstrate weak psychometric properties and are not tailored to workplace behavior. In this study we develop a new, workplace-specific measure of TOA and test several hypotheses related to construct validity and incremental validity. We also test hypotheses related to generational differences in TOA and the effects of TOA on overall wellbeing. Using two large samples (N = 700) of employees from a range of white-collar professions, we used factor analysis to reduce an initial pool of 108 items into a multidimensional, 45 item questionnaire. Major factors emerging from the analysis included discomfort with ambiguity, desire for novelty, and coping with uncertainty. Our overall measure of TOA correlated moderately with trait emotional intelligence, creativity, courage, locus of control and wellbeing. Interestingly, age was positively correlated with the overall measure of TOA, and these effects were primarily driven by the discomfort with ambiguity factor (i.e. older employees tended to be more comfortable with ambiguity than younger employees).

9. Do introverts struggle to emerge as leaders because of their negative affect predictions?
Andrew Spark, Timothy Stansmore, & Peter O'Connor (QUT)

Leadership emergence is important as it serves as the mechanism by which individuals become leaders. Although recent research shows that introverts can be effective in certain leadership situations, they are less likely to emerge as leaders compared to extraverts. As the literature does not provide an explanation as to why

this is the case, we drew from affective forecasting theory to assess the degree to which forecasted positive affect and forecasted negative affect each mediate the relationship between trait extraversion and peer-rated emergent leadership. 184 business students participated in an unstructured group activity, having previously conducted personality and forecasted affect testing. Surprisingly, we found that forecasted negative affect fully mediated the relationship. We therefore conclude that introverts are less likely to emerge as leaders due to their propensity to engage in negative forecasts regarding future leadership activities, and further speculate that these forecasts may be erroneous and potentially correctable.

10. Bad Apples: When and Why Deviant Employees are Favoured
Kelsey Burton (University of New South Wales)

This paper compares behaviours associated with destructive leadership to those of deviant employees and outlines the commonalities between the two bodies of literature. In an attempt to bridge the two research areas and investigate the unanswered question of how deviant employees may become destructive leaders, I introduce a model of when and why leaders may favour deviant employees through resource allocation. I discuss the circumstance and motives that could potentially lead to the favouring of deviant employees which will ultimately allow them to become destructive leaders.

SYMPOSIUM: In a mirror, darkly: Darkside traits in the real and virtual world
Symposium chair: Peter K. Jonason (Western Sydney University)

We have examined darker aspects of personality in relation to phenomena from hormonal to societal and from the interpersonal to the virtual levels. MK will present some exploratory work on the relationships between the Big Five and Dark Triad traits and the probability of conception. CO will present work examining how moral values and darkside traits predict variance in the commission of the seven deadly sins. SF will present work on how self-reported behaviors can be organized into "naughty" and "nice"• factors which are then predicted by darkside traits, sex differences, and a mood prime. RB will detail evidence that suggests men who use dating apps might be classified as "social predators" whereas women who use the apps might classified as "romantically desperate". And, last, DU will demonstrate how the personality of Donald Trump might be understood using a novel way of assessing personality at a distance.

11. Broad-band personality traits are associated with the probability of conception in freely cycling women: An exploratory study
Monica A. Koehn (Western Sydney University)

In two studies (N = 254), we explored the relationship between the probability of conception and the Big Five traits (Study 1) and the Dark Triad traits (Study 2). Study 1 suggests that women who were freely cycling and likely to conceive were less agreeable and lower on openness, both of which may make new long-term relationships less likely given the role of each trait in the formation of new relationships. Study 2 suggests that coupled as opposed to single women who were at peak fertility were more narcissistic which may enable them to compete with their current partners. While this was an exploratory study, it provided interesting implications for the possibility that personality traits are sensitive to hormonal fluctuations in women that may be geared towards intrasexual and intersexual competition.

12. Good v. Evil: Predicting sinning with dark personality traits and moral foundation
Ceylan Okan (Western Sydney University)

What causes evil? We provided (N = 1,236) insight into the engagement in human vice or sin (e.g., lust) by examining individual differences in dark personality traits and morality. Moral foundations were associated with sin through the individualizing aspects of morality. Dark personality traits accounted for almost six times more variance in individual differences in sinning than moral foundations, suggesting that it is personality rather than morality responsible for sinning behaviors. While sadism and spitefulness accounted for unique and significantly more variance, this was a small and specialized amount. We replicated effects suggesting men are more strongly embodied by dark personality traits and behaviors than women are, and women are more morally virtuous than men are, but showed these sex differences were a function of dark personality traitsâ€"in particularâ€"and moral foundations. Overwhelmingly, dark personality traits trump participant's sex and moral foundations in accounting for variance in sin.

13. Causes of evil and niceness: Sex differences, personality, and mood priming
Stephen Fletcher (Western Sydney University)

Why are do some people engage in "good" behavior when others engage in "naughty" behavior? In this study (N = 288), we asked people the degree to which they engaged in a series of behaviors that could be reduced (through factor analysis) to being either "naughty" or "nice" behavior. To understand individual differences in self-reported engagement in these behaviors we examined sex differences, personality correlates in the Dark Triad traits and the maladaptive Big Five (i.e., negative affect, detachment, antagonism, disinhibition, and psychoticism), and differences created by a mood prime. Men were more likely to be naughty than women were but the sexes did not differ in their relative niceness. A substantial portion or the variance in being naughty was accounted for by darkside traits with the majority of that being localized to the Dark Triad traits. There was also some evidence of moderation by participant's sex and the mood prime. These results are then discussed in terms of Life History Theory.

14. Virtual predators and prey: "Exploitive" men and "desperate" women use dating apps
Rachel A. Bulyk (Western Sydney University)

In this study, we advance the hypothesis that dating applications represent a particular niche exploited by a particular subset of men and characterized by a particular subset of women. Study 1 (N = 299) examined the differences in the Big Five traits and Dark Triad traits between those who are using dating applications to those who do not and examine any differences in men and women. Results indicated those high in the Dark Triad traitsâ€"men in particularâ€"were especially likely to use dating applications. Study 2 (N = 282) examined the differences between self-reported mate-value and attachment patterns between those who are using dating applications to those who do not and examine any differences in men and women. Results are discussed in terms of how a co-evolutionary arms race may play out in the online dating niche.

15. Assessing personality at a distance: The case of Donald Trump
Dylan Underhill (Western Sydney University)

In order to understand the personality traits of public figures, researchers have adopted a variety of at-a-distance assessments (e.g., content analysis, psychobiography) which may be limited. To improve the methods for such assessments and to gain some insight into a modern, polarizing figure--Donald Trump--we combined thematic analyses of attitudinal statements made by the target, had a sample of Mechanical Turk participants (N = 266) indicate their agreement with them, and assessed the surrounding nomological network with individual differences in political traits, personality, and approach-based racism and sexism questions. We found that people who expressed "dark side" traits (e.g., narcissism, Machiavellianism, psychopathy) were more likely to agree with Trump's attitudinal statements. Further to this, mediation tests revealed that men were more likely to hold these views because they were more likely to be characterized by traits that facilitated these attitudes. Additionally, women were found to be more likely to approach other people from a different race as they were less characterized by Trump-attitudes.

16. Bolstering attachment security over time through close relationships
Madoka Kumashiro (Goldsmiths, University of London), Ximena B. Arriaga (Purdue University), Jeffrey A. Simpson (University of Minnesota), & Nickola C. Overall (University of Auckland)

Attachment security has been robustly associated with numerous positive intrapersonal and interpersonal outcomes: Individuals who possess a chronic sense of security are more likely to develop healthy relationships and accomplish personal goals, compared to those who are more chronically interpersonally anxious or avoidant. Most research on adult attachment examines how individual differences in attachment styles, based on early interpersonal experiences, affect various outcomes. The current research proposes an innovative model of Attachment Security Enhancing Model, which describes how close relationship partners can bolster attachment security among non-clinical sample of adults over time. Specifically, the dual process model involves: (1) the immediate process of partners mitigating insecurity when it occurs, and (2) the long-term process of partners creating opportunities to strengthen working models, or clustered beliefs about oneself and others. Preliminary empirical evidence will be presented, along with the challenges of conducting empirical research to modify deeply entrenched working models.

17. #everybreathyoutake: Love Styles and Intimate Partner Monitoring Online.
Rachel Grieve (University of Tasmania)

This study examined the relationship between love styles and Internet-based partner monitoring. Participants (N=170) completed measures of Lee's love styles and reported on their willingness to look at their partner's text messages and emails, to check their partner's Internet browser history and mobile phone apps, and to log into their partner's social media account. Love styles significantly predicted Internet-based partner monitoring, explaining between 16.1% and 22.4% of variance in the models. As hypothesised, across all behaviour types, the manic love style was the strongest individual predictor, with higher levels of manic love style associated with greater willingness to monitor a partner. The ludic love style was also positively associated with text message and social media checking, while the eros love style was significantly negatively related to checking a partner's phone apps and social media. Findings provide the first indication that online relationship behaviours vary as function of offline love style.

18. Personality facets and attachment as predictors of sexual self-disclosure
Beatriz Lopez Portillo, & Niko Tiliopoulos (The University of Sydney)

This study examined the nature of the relationship between personality facets, adult attachment and sexual self-disclosure. A total of 118 university undergraduates completed the 120-item IPIP for personality, the Experiences in Close Relationships-Revised scale (ECR-R) as an index of adult attachment, and three different scales of sexual self-disclosure (Byers & Demmons, 1999; Harlow, Quina & Morokoff, 1991; Snell, Belk, Papini & Clark, 1989). Hierarchical multiple regressions revealed that facets such as 1) emotionality and intellect (opennes to experience), 2) self-efficacy and achievement striving (conscientiousness), 3) assertiveness and excitement seeking (extraversion), and 4) anger (neuroticism) as well as avoidance-attachment are significantly related to sexual self-disclosure, which suggests that individual differences do play a major role in this communication process. This study contributes to the understanding of individual differences in romantic relationship processes.

19. Coming out, staying in: Online social support for adults with marginalised sexual identities
Katherine Tyler, & Beatrice Alba (Monash University)

Adults with a marginalised sexual identity (MSI) could receive social support from online social networks, which can help buffer against negative experiences. This study involved 489 adult internet users who completed an online questionnaire examining sexual orientation, measures of perceived support from family, friends, and significant others, and wellbeing through depression symptoms and happiness. People with a MSI were hypothesised to have lower wellbeing and offline social support than heterosexuals. Low online social support was hypothesised to correlate with lower wellbeing. Heterosexuals reported higher levels of offline social support and happiness, and fewer depression symptoms. No significant differences in online social support was found across the different orientation groups. It was concluded that heterosexuals receive more offline social support and have higher wellbeing than people with a MSI, and that online social support can promote greater wellbeing for people with a MSI.

20. Sexual diversity and discrimination
Miles Bore, Megan O'Riordan, & Cory Yee (the Univeristy of Newcastle)

Individual differences methods can be utilised in the study of human sex, gender and sexuality. This area of research is highly topical given the recent same sex marriage survey experience in Australia. In this presentation we will examine the prevalence of diversity in sexuality from data (n = 662) collected using the Sex Gender and Sexuality Survey (Bore, 2016). Participants also completed a measure of 'outness' across several contexts and an experience of sexual discrimination questionnaire. The relationships observed generally showed that greater discrimination is experienced by more sexually diverse and out individuals. However, further examination of the data found the relationships to be more complex and this will be explored in the presentation. A need for further research into the perpetrators of sexual prejudice will be discussed.

21. Anticipatory Traumatic Reaction: Outcomes arising from secondary exposure to disasters and large-scale threats
Tanya L. Hopwood, Nicola S. Schutte, & Natasha M. Loi (University of New England)

Two studies, with 707 participants, developed and examined the reliability and validity of a measure for Anticipatory Traumatic Reaction (ATR), a novel construct describing a form of distress that may occur in response to threat-related media reports and discussions. Exploratory and confirmatory factor analysis resulted in a scale comprising three subscales: feelings related to future threat; preparatory thoughts and actions; and disruption to daily activities. Internal consistency was .93 for the overall scale. The ATR scale demonstrated convergent validity through associations with negative affect, depression, anxiety, stress, neuroticism, and repetitive thinking, and discriminant validity in relationships to Big Five characteristics. The ATR scale had some overlap with PTSD but also showed substantial separate variance. This research provides preliminary evidence for, and a measure of, the novel construct of ATR. The scale will allow researchers to further investigate anticipatory traumatic reaction in the fields of trauma, clinical practice, and social psychology.

22. Predictors of Dietary Behaviour
Hamish Love, Navjot Bhullar,& Nicola Schutte (UNE)

Objective: To create and validate three new scales for psychological constructs related to individual differences in self-control of dietary behaviour; A Dietary Goal-Desire Incongruence scale to measure the degree of conflict between one's ideal dietary behaviour and incongruent tempting desires, a Motivation for Dietary Self-control scale based on Self-Determination Theory to measure degree and type of motivation utilised for control of dietary behaviour, a Satisfaction with Dietary Behaviour scale as an outcome measure of individual dietary goal-behaviour alignment. Method: A representative sample of Australian adults (N = 450) rated items assessing the three target constructs and EFA, CFA, reliability and validity analyses were conducted. Results: EFA revealed a one-factor, eight-item Dietary Goal-Desire Incongruence scale, a three-factor, 13-item Motivation for Dietary Self-control scale and a one-factor, seven-item Satisfaction with Dietary Behaviour scale. CFA showed good model for each factor solution and reliability was high. A separate longitudinal study (N = 53) demonstrated high test-retest reliability for each scale and predictive validity for dietary outcomes. Conclusions: Analysis revealed three new scales with good psychometric properties that are brief, easy to administer and exhibit potential to explore differences in successful application of self-control to dietary behaviour.

23. Gullibility: Presenting criterion validity for the Gullibility Scale and the effect of gullibility and social inclusion on perceiving trustworthiness in faces
A.K. Teunisse, & T.I. Case (Department of Psychology, Macquarie University)

Gullibility is the acceptance of a false premise in the presence of untrustworthiness cues. We report on two investigations of the validity of our newly developed Gullibility Scale. In the first study, the scale was administered to members of the Australian Skeptics (n=224) and a sample of scam victims (n=61) to investigate criterion validity. In a second study, university students (N=103) completed the Gullibility Scale and rated a series of faces varying in perceived trustworthiness. Social inclusion was also manipulated in an attempt to explore the impact of motivational states on gullibility. Results showed that scam victims were significantly more gullible than Skeptics and that gullibility was positively correlated with a tendency to rate faces as trustworthy. However, the impact of social inclusion on gullibility was less clear. Overall, these studies provided further support for the validity of the Gullibility Scale. Implications and future directions will be discussed.

24. A Cross-Cultural Study of a Very Short Authoritarianism Scale
Boris Bizumic, (the Australian National University), & John Duckitt (the University of Auckland)

Right Wing Authoritarianism (RWA) has been an important explanatory concept for over 60 years and a powerful predictor of social and political attitudes and behaviours. An important impediment to research on RWA has been the length of the measures. We therefore developed a 6-item measure, the Very Short Authoritarianism (VSA) Scale, that equally represented the three dimensions and two directions of wording of RWA. In three countries (N = 1,601) the VSA scale showed satisfactory reliability and the expected hierarchical factor structure. Additionally, the scale predicted variables such as nationalism, ethnocentrism, social attitudes, political orientation and party/candidate support at moderate to strong levels with effects close to those obtained for longer established measures of RWA, including Altemeyer's 30-item scale. The VSA scale performed better than a short measure of authoritarian parental values frequently used to measure authoritarianism. The VSA scale, therefore, appears useful for future research into authoritarianism.

25. A Validation Study of the Boredom Proneness Scale - Short Form
Christopher Soto, & Sabina Kleitman (University of Sydney)

The present study endeavoured to validate the short form of the Boredom Proneness Scale (BPS-SF) by evaluating convergent and predictive validity with a two-phase experiment. In the first phase, first-year psychology students (N = 226) answered questions relating to boredom proneness, free-time boredom, personality, and cognitive abilities. In the second phase, participants completed a boredom induction task, along with state boredom, effort, and affect measures. Results showed that the BPS-SF related to other measures of boredom and theoretically related constructs in the expected manner, as outlined by theory. It was also confirmed that the underlying construct of the scale was boredom. However, the experimental manipulation failed to induce changes in boredom, thus making it difficult to examine hypotheses relating to predictive validity. These findings lend preliminary support for the validity of the BPS-SF, however also highlight potential flaws that should be considered when employing the scale in future research.

SYMPOSIUM: Emotional Intelligence
Symposium Chair: Carolyn MacCann (University of Sydney)

Emotional intelligence (EI) is known to affect a wide range of life outcomes, including workplace performance, well-being and health outcomes. Across five presentations, we demonstrate that: (a) EI develops across the lifespan; (b) EI predicts academic achievement, Machiavellian behaviours in the workplace, and responses to stress; and (c) some models of EI show strong overlap with HEXACO personality domains.

26. Emotional Intelligence and Age: A Meta-analysis
Mahreen Khan (UNSW), Amirali Minbashian (UNSW), & Carolyn MacCann (University of Sydney)

Emotional intelligence is likely to change with the ageing process because it results in variations in intelligence, physiology and motivation. Accordingly, we hypothesised a relationship between emotional intelligence and age, although this relationship would be moderated by the type of emotional intelligence measure, gender and various cultural dimensions such as collectivism/individualism. We used a meta-analysis to test these hypotheses. In a sample of 74,934 (k = 246), there was a significantly positive relationship between overall emotional intelligence and age (rho = .05). However, this relationship was moderated by the cultural dimensions of the country the sample was based in. The findings will be broadly discussed in relation to how this study contributes to the literature on the nature of emotional intelligence and the implications that it has for whether emotional intelligence is changeable.

27. Emotional intelligence predicts academic performance: A meta-analytic review
Carolyn Maccann (University of Sydney), Yixin Jiang (University of Sydney), Luke R. E. Brown (University of Sydney), & Amirali Minbashian, (UNSW)

This meta-analysis examines the degree to which EI is associated with academic performance. In a total sample of 45,368 (k=188), EI and academic performance showed a reliability-corrected correlation of .27. This association was strongest for ability EI (rho=.30), followed by mixed EI (rho=.24), and then self-rated EI (rho=.22). The estimates remained significant after controlling for personality and intelligence. Relative importance analysis suggested that EI may be as important as conscientiousness or intelligence for predicting academic performance, and that ability EI is the most important. Moreover, EI showed a stronger relationship with academic performance for younger students and at earlier stages of education. Results are discussed in terms of the possible mechanisms for why EI may be an important contributor to academic performance, as well implications for student development programs.

28. Trait emotional intelligence accounts for Machiavellian tendencies in neurotic individuals
Peter O'Connor (Queensland University of Technology)

The purpose of this study is to explain the established finding that Neurotic individuals have a slight dispositional tendency to engage in manipulative or Machiavellian behaviour. Specifically, this study tests the idea that trait Emotional Intelligence (EI) plays a key role in this relationship and also examines whether the relationship between Neuroticism and Machiavellianism is enhanced in high trait EI individuals. These proposed relationships were explored in a sample of 439 workers who completed questionnaires designed to measure the Big Five personality traits, subscales of trait Emotional Intelligence and Machiavellianism. Results demonstrate that Emotional Intelligence partially mediates the relationship between Neuroticism and Machiavellianism, with results specifically suggesting that Neurotic individuals engage in Machiavellian behaviour due to their lack of perceived effectiveness at managing their own emotions. Results also demonstrate that trait EI actually serves to

enhance Machiavellian behaviors in highly Neurotic individuals. Results of the current study therefore add to the growing literature on the dark side of trait EI by demonstrating that EI can operate to enhance darker tendencies in certain individuals.

29. The role of emotional intelligence in the objective and subjective response to a stress task
Anya Johnson, Helena Nguyen, Carolyn MacCann, Caroline Fielden, Douglas Roy, & Noah Ferron (The University of Sydney)

This study examines whether emotional intelligence (EI) affects the emotion regulation and coping strategies people use, and whether these collectively affect both subjective and objective responses to stress. Participants (N = 75, data collection on-going) were first year psychology students who were subjected to the Trier Social Stress Task. Prior to the Trier Task session, participants completed the MSCEIT and the SREIS measures of EI. During the Trier Task session, participants rated their pre- and post-task stress levels using the Dundee State Stress Questionnaire Mood scales. They also provided post-task stress appraisals, and reported the extent to which they used four coping strategies. Cortisol levels pre-task, immediately post-task, and 15 minutes after the task were collected, and ECG data was also collected before, during and after the stress task. Results of the effects of EI and the stress task on the subjective and objective indicators of stress will be presented.

30. Trait Emotional Intelligence and HEXACO Personality
Jeromy Anglim (Deakin University), Gavin Morse (Deakin University), Andrew Marty (SACS Consulting)

Despite extensive research on the overlap of the Big 5 and the general factor of personality (GFP) with trait emotional intelligence (EI), few studies have examined the EI in relation to HEXACO personality. Thus, the present study examined the overlap of EI with HEXACO personality in terms of domains, facets, and different estimates of the GFP. A large community sample (n = 1403, 51% male; age mean = 45.3, SD = 11.8) completed the 200 item HEXACO-PI-R and the Modified Schutte EI Scale. The strongest domain correlations with overall trait EI emerged for extraversion (r = .69) and conscientiousness (r = .36). Large adjusted multiple correlations were obtained when predicting overall trait EI from HEXACO domains (.75) and HEXACO facets (.80). Item-level bifactor models were also estimated which provided novel insights into the overlap of personality and the EI.

31. Exploring acquiescence response bias using digital footprints
Shane Costello (Monash University)

Acquiescence response bias is the tendency to agree to personality questionnaires irrespective of item content or direction. Acquiescence is problematic for both researchers and clinicians (Rammstedt & Farmer, 2013), and yet is mostly ignored or treated as meaningless error. While acquiescence is known to be shaped by both age and education (Costello, 2015), little more is known about the behavioural implications of acquiescence. Using a sample of 10137 adults from the myPersonality project who completed the 100-item IPIP inventory, the current study explored the extent to which social media behaviours (Facebook likes) could predict acquiescence using machine learning. Acquiescence scores were calculated using matched item pairs (Hofstee, ten Berge & Hendriks, 1998). Using singular value decomposition (SVD) and linear regression, the optimal prediction accuracy with 50 SVD dimensions was .31. This suggests that acquiescence is multidimensional, can be predicted using digital behaviours, and therefore likely plays a role in everyday behaviour. Implications for both researchers and clinicians are explored.

32. Using Machine Learning to Predict the Relationship Between Social Media Use and Empathy
Matthew Gunadi, Shane Costello, Jake Kraska (Monash University)

Traditional methods of inferential statistics have been known to pose issues for studying multi-dimensional individual differences such as empathy. For one factor of empathy, social media use, it may be possible to use a Machine Learning (ML) approach to improve the efficiency of data analysis. We attempted to replicate a relationship between social media use and empathy with ML. Our data consisted of 110,728 participants from the myPersonality project. Data about participants' Facebook likes was reduced by singular value decomposition and were used to predict participants' empathy and Facebook use after training the machine on actual Empathy Quotient Scale (EQS) scores and Facebook posts data (n_status). Prediction accuracy was assessed. Simple linear regression between participants' actual variables and ML predicted variables were also compared. Results revealed weak correlations for ML-predicted EQS, and moderate correlations for ML-predicted n_status. ML produced a significant relationship between EQS and n_status where there was none. A reduced sample size used to compute the regressions may be a limitation.

33. An Examination of Maternal Characteristics and their Impact on Parental Stress Above and Beyond ADHD-Related Behaviour

Andre Mason (Dept of Psychology, Otago), Burt Hatch (Dept of Psychology, Otago), Ben Jaquiery (Dept of Psychology, Otago), Ben Wheeler (Womens and Children's Health, Otago) and Dione Healey (Dept of Psychology, Otago)

Parenting highly hyperactive/impulsive and inattentive children is linked to greater parenting-related stress. This study examined the additional role that maternal personality, coping, and parenting behaviors may play in maternal stress levels, above ADHD symptom severity. It was hypothesized that (1) higher maternal neuroticism, maladaptive coping styles and maladaptive parenting behaviours would all be associated with increased parenting-related stress and (2) higher maternal personality traits of conscientiousness, agreeableness, openness and extraversion, adaptive coping styles, and adaptive parenting behaviours would be related to reduced parenting-related stress; controlling for ADHD symptoms. 144 mothers and their children aged 6-12 years took part. Results indicated that: (1) child hyperactivity/impulsivity, and maternal neuroticism, maladaptive coping, and both adaptive and maladaptive parenting behaviors accounted for unique variance in parenting stress, while inattentive behaviors did not. Results suggest that maternal neuroticism, coping styles, and parenting styles, and child hyperactivity/impulsivity, but not inattention, impact upon maternal parenting-related stress.

34. Maternal Warmth as a Mediating Variable Between Emotion Processing Ability and Callous-Unemotional Traits in Young Children

Ashneeta Hemalini Prasad, & Eva R. Kimonis (UNSW)

There has been growing research into the risk and protective factors associated with Callous-Unemotional (CU) traits, particularly in relation to parental practices. Specifically, maternal warmth (e.g., displays of affection and engagement with child) has been implicated in the development of children's emotion processing ability and in particular how they undergo social learning to model and internalise the prosocial behaviours of their caregivers. The present multi-modal study utilised a combination of rater, observed and laboratory measures to examine whether maternal warmth mediated the link between emotion processing deficits and CU traits in a sample of children aged between 2-7 and their mothers (N=88). While data collection is ongoing, preliminary analyses appear to indicate that there is a significant association between emotion processing ability and CU traits which may be partially mediated by indexes of maternal warmth. Implications for early identification and intervention of this high at-risk group will be discussed.

35. In Learning to Teach, Do Teachers Learn Their Personalities?

Naomi Ashton, Arthur Poropat, & Elliroma Gardiner (Griffith University)

Although recent research provides strong evidence that personality changes over time, the interpretation of this evidence is complicated by assumptions about how both personality and change are conceptualised and measured. The focus of the current research was to investigate personality change within the context of a professional culture, specifically, the processional culture of teachers and how this affects the perception and measurement of personality. Adopting a qualitative methodology through interviewing first- and final-year student teachers and experienced teachers, this research explored whether teachers at different stages of their professional development provide different descriptions of personality. The obtained descriptors were compared with markers of the Five Factor Model, exploring the correspondence between teacher-relevant descriptors and generally-accepted personality measures. This research is uniquely important because it examines changes in personality perception and assessment which has implications for personality theory and measurement.

36. Using the HEXACO Model to Predict Academic Procrastination and Associated Online Behaviour

Christine Padgett, & Rachel Grieve (University of Tasmania, School of Medicine [Psychology])

Academic procrastination has been found to negatively impact on student well-being and performance. While researchers have explored the relationship between personality and academic procrastination using the five-factor model of personality, our aim was to explore this relationship using the HEXACO model, and to also investigate whether personality traits predicted specific procrastination behaviours in the online environment. A total of 287 (M = 214 F = 71 Other = 2) first year psychology students completed the HEXACO-60, and academic

procrastination was measured through self-report and objective task performance. Attitudes to engaging in online behaviours for the purpose of procrastination was also measured. We found that conscientiousness was the only trait to predict both subjectively and objectively measured academic procrastination. A novel finding was that the Honesty-Humility Trait consistently predicted a number of online procrastination behaviours. The results will be discussed in light of current theoretical approaches to personality and online behaviour.

37. Why are some of us willing to fight and die for an abstract cause?
Bianca Slocombe, & Colin Wastell (Department of Psychology, Macquarie University)

Whilst most of us hold sacred values, supernatural or secular, not all of us are willing to fight and die to protect them. Sacred values, together with the concept of identity fusion, come together to override a basic survival instinct for some individuals and not others. Willingness to sacrifice for an abstract cause opposes an evolutionary rationale of self- and kin-protection. This paper addresses willingness to act in a sample of young, Australian males. Preliminary data reveals relationships between personality, individual differences and contextual factors (adherence to sacred values, fusion with a group, perceived threat). The predictive validity of individual factors, and the extent to which they hinder a holistic, contextual model of manifestation are considered. This is the first in a series of studies which will aim to track the accumulation of willingness to act via one of Australia's most sacred of national values, the Anzac legend.

38. Common Psychological Attributes of Social Conservatism and Terrorism
Lazar Stankov (The University of Southern Queensland)

There are areas of overlap between contemporary social conservatism and psychological aspects of terrorism. This presentation will summarize empirical evidence from large-scale surveys linking these two domains. One line of our research dealt with cross-cultural differences in personality, values, social attitudes, social axioms and norms. The instruments employed in this work were close to 50 standard self-report scales developed by other investigators. Our findings show that cross-cultural differences on Big Five measures of personality and Schwartz' measures of values tend to be small. Three broad factors, collectively labeled as Conservative Syndrome, were identified: Religiosity, Nastiness and Social Awareness/Morality. The largest cross-cultural differences have been found on Religiosity and Nastiness. A common finding in this work is negative correlation between measures of intelligence and Cognitive Syndrome – i.e., individuals and countries that score high on Religiosity and Nastiness tend to have lower scores on measures of cognitive performance. The second line of our research was focused on identifying psychological characteristics – i.e., militant extremist mindset (MEM) - of potential terrorists. Our teams developed scales for the assessment of MEM. These scales also define three main factors: Nastiness, Excuse (Religiosity, Utopianism) and Grudge (Vile World, West). In other words, potential terrorists tend to nasty in their outlook, they believe that some groups of people are not well-disposed towards themselves and they tend to use religion or utopian ideas to justify their feelings and behavior. Clearly, two component processes of both domains – Religiosity and Nastiness – are closely related. On their own, these processes are unlikely to lead to a significant increase in terrorist activity, even if the number of conservative-leaning members of the population were to increase. Our research, however, points to another component of the militant extremist mindset (MEM) – Grudge – which might precipitate a new wave of terrorism by groups linked to extreme conservative right-wing/populist political parties if appropriate control measures are not adopted.

39. The Complicated Relationship Between the Dark Triad and Emotional Intelligence: A Systematic Review
Sarah Walker (University of Sydney)

The study of emotional intelligence (EI) and its relationship with the Dark Triad (DT) of personality is a recent area of research interest. However, measuring EI and DT provides complex and inconsistent results. Therefore, a systematic review was conducted to clarify the overall position of this relationship within the literature. 23 studies were identified with all, bar one, reporting an overall negative relationship between DT traits and EI. Looking beyond the overall results, there are indications of a complicated relationship at the facet level. Vulnerable narcissism and secondary psychopathy were both negatively related with emotional intelligence, while grandiose narcissism and primary psychopathy was positive related, but inconsistently so. Examination of the literature highlighted the complex nature of these associations and found the "one size fits all" approach is insufficient for understanding these relationships. Limitations in the literature were discussed along with considerations for future research.

40. Emotional Intelligence and the social sharing of emotion in daily life

Micaela Bucich, & Carolyn MacCann (University of Sydney)

The current study uses the experience sampling method (ESM) to measure which of five strategies emotionally intelligent people use to regulate their emotions in daily life. It further investigates whether emotional intelligence relates to motives for social sharing of emotions. Participants (84 undergraduate psychology students) completed a test-battery consisting of performance-based and self-report measures of emotional intelligence, as well as a personality questionnaire. The following week, participants were sent three experience sampling surveys on each weekday. Contrary to expectations, only self-reported emotional intelligence remained significantly positively correlated with social sharing and no other strategies, after controlling for personality. Motives for social sharing were not significantly related to emotional intelligence, however they were related to average amounts of positive and negative affect experienced, consistent with expectations. These findings reiterate the importance of distinguishing between motives for sharing and the importance of personality in predicting use of emotion regulation strategies.

41. Cognitive Anxiety and Race: Does anxiety related to thought processes affect face memory for other-race individuals?

Isabeau Tindall, Guy Curtis, & Vance Locke, (Murdoch University)

It has long been established that feeling anxious at the time of viewing a face, and viewing a face of another race can reduce face recognition accuracy. Whether these factors can interact with each other to further reduce face memory, however, has not been extensively examined. Studies to date examining this have not taken into account how individuals differences, such as an individual's reactivity to a particular type of anxiety stressor, the gender of the other race face, or level of contact with the other race, influences results. This study sought to control for these differences through exposing high and low cognitively anxious participants to a cognitive anxiety stressor, whilst only testing female participants viewing female faces. A measure of contact with the other race was also included so this could be controlled. Results of this study will be reported and the implications of these results discussed.

42. Media characters and stories: A process model of media influence on narrative identity for Australian emerging adults

Danya Braunstein, & Simon Boag (Macquarie University)

The media are identified as one agent of socialisation in the construction of narrative identity. However, there has been relatively little research examining the processes involved in media's influence on identity construction. The present research aimed to replicate and extend on existing narrative research from North American samples. We report on a qualitative research study (N=14) that explored the perceived influence of media characters and media stories on narrative identity in Australian emerging adults. Results are summarised into a process model of identity construction, whereby media characters and stories were found to influence aspects of the self consistent with prior studies. Media functioned to inspire reflection on traits, orientation to cultural life scripts, and the development of motivational goals, values, and ideologies. Despite implicit influences revealed in this process model, a minority of participants explicitly rejected the influence of media on their selves; directions for further research are discussed.

SYMPOSIUM: Intentional personality change
Symposium chair: Jonathan Allan (University of Wollongong)

This symposium will present three papers exploring intentional personality change. The first paper will discuss the development and outcomes of a 10 week intentional personality change coaching program. It will also explore the impact of targeting specific personality facets on change in the associated domain. The second paper describes the results of a four year follow up study for participants who took part in the research presented in paper one. Specifically, this paper aimed to determine whether personality changes achieved were maintained four years later. The final study presents the results of a group based program designed to target conscientiousness and its facets. Future directions for this research will also be discussed.

43. Application of a 10 week coaching program designed to facilitate volitional personality change: Overall effects on personality and the impact of targeting

Lesley Sue Martin (University of Wollongong), Jonathan Ash Allan (University of Wollongong), Peter Leeson (University of Wollongong), & Filip De Fruyt (Ghent University)

The current study explored the outcomes of a 10 week coaching program designed to facilitate volitional personality change. It also explored the impact of targeting specific personality facets on change. This research builds upon the burgeoning literature challenging the view that personality is fixed. The results of the study indicated that the 10 week program resulted in significant increases in participant's conscientiousness and extraversion and significant decreases in neuroticism. These changes were maintained three months post-intervention for neuroticism and extraversion. Targeting of associated facets significantly interacted with time during the intervention period for emotionality and conscientiousness, but not for extraversion.

44. Intentional personality change: A four-year follow-up study
Jesse Martin-Allan, Peter Leeson, Lesley Sue Martin, & William Lovegrove (University of Wollongong)

This presentation will address two primary aims. Firstly, it will determine the long-term efficacy of the intentional personality change coaching intervention used in Martin, Oades, and Caputi (2014a) by conducting a four-year follow-up study. Secondly, it will determine more specifically whether the six facets which make up neuroticism reduced as a result of this intervention. Participants from the original study were contacted and completed a NEO-PI-R four years post the conclusion of the intervention. The findings indicate that significant personality change was maintained four years after the original personality change intervention was conducted. These findings suggest that the step-wise process proposed by Martin, Oades, and Caputi (2014b) is an effective means of instigating long-term intentional personality change. Furthermore, all neuroticism facets reduced on average across all participants. These findings will be used to inform future research which more specifically targets reduction in neuroticism facets.

45. Can we be more conscientious? An exploration of the outcomes of a group program designed to increase conscientiousness
Jonathan Ash Allan (University of Wollongong), Peter Leeson (University of Wollongong), Filip De Fruyt (Ghent University), Lesley Sue Martin (University of Wollongong), Samantha Broyd (University of Wollongong), Stephanie Deuchar (University of Wollongong), Carol Keane (University of Wollongong) and Tony Swinton (NSW Health, University of Wollongong)

The current study explored the outcomes of a 10 week group program designed to increase conscientiousness. A total of 42 participants consented to be involved with 24 participants completing the program. Participants self-report and observer rated conscientiousness, other personality domains and associated life outcomes were measured pre intervention, post intervention and at a three month follow up. The results of the study indicated that the program resulted in significant increases in participant's self-reported conscientiousness and extraversion and significant decreases in neuroticism. Observer ratings indicated a significant increase in conscientiousness and a significant decrease in neuroticism. Participants also reported increases in life satisfaction, positive affect and occupational self-efficacy and decreases in depression, anxiety, stress and negative affect. This research extends upon the growing literature that suggests that personality can be intentionally changed..

46. Conscientiousness and cognitive inflexibility
Daniel J. Cummings, Natalie J. Loxton (Griffith University)

Research focused on the benefits of traits normally considered "positive" (such as conscientiousness) neglects the fact that there are also weaknesses in scoring high (or low) on personality traits. In these two studies, participants (173 study 1, 202 study 2) solved a series of puzzles. Midway through, the puzzle solution changed so that participants could continue to use a previously learned solution, or utilise a new, more efficient solution. In the first study, conscientiousness was not associated with utilising the more efficient solution, though people high in the facets of cautiousness and task planning were less likely to use the efficient solution, even after controlling for GMA. In the second study, conscientiousness, tidiness, cautiousness, and task planning were all negatively associated with the utilisation of the efficient solution, even after controlling for GMA. This indicates that conscientiousness and some conscientiousness facets may be associated with inflexibility in problem solving.

47. Testing investment theory and the intellect scale in university students
Christopher J. Powell, Nicholas R. Burns, & Ted Nettelbeck (The University of Adelaide)

Consistent with Cattell's 'investment theory' of intelligence, the present study aimed to assess the two investment traits of intellectual curiosity (IC) and confidence as predictors of domain-specific knowledge, and the place of reading habits in the domain of IC. Participants were 162 (47 males) third-year psychology students (age M = 23.53) who completed measures of Gf, Gc, domain-specific psychology knowledge, confidence, IC, and IC reading habits. Results indicated that IC did not predict variance in domain-specific knowledge above intelligence, but that confidence did. We also tested whether IC or confidence moderated the influence of Gf on domain-specific knowledge, and they did not. Moreover, although reading habits could be re-incorporated within the IC domain, we doubt that this is necessary. However, the reliability of our measure of domain-specific knowledge was poor, which limited the strength of our conclusions.

48. Individual Differences in Success: Too soon to give up on intellect!?
Damian P. Birney, Jens F. Beckmann, & Nadin Beckman

The burgeoning increase in the importance given to the role of non-cognitive factors in complex decisions making has led to calls to dethrone intelligence as the primary explanatory model of success. Using a combined experimental-differential paradigm and mixed-level modelling, microworld business simulations were manipulated to investigate the incremental value of non-cognitive predictors of performance. It was predicted that facilitating personality traits, growth/motivational mindsets, and emotional-regulation would moderate the impact of complexity and experience on performance and learning trajectories. Results from 142 experienced mid-level senior managers suggest the simulation was successfully manipulated to be sensitive to individual differences in domain-specific reasoning. Intellect moderated learning effects and the capacity to deal with complexity. Of the 16 non-cognitive factors investigated, only performance-goal orientations moderated performance trajectories over and above intellect. These findings give reason to temper claims that non-cognitive factors may provide the primary explanatory model of success in learning and problem-solving.

49. Can Death Liberate the Self? Reflecting upon Mortality as a Pathway to Authentic Motivation
Andrew Arena, & Niko Tiliopoulos (University of Sydney)

Terror Management Theory proposes that individuals defensively cling to their own cultural worldview more fervently after thinking about death, however research on Post-Traumatic Growth and Near-Death Experiences has found that real life confrontations with one's own death often catalyse a change in one's worldview toward greater authenticity. Both trait authenticity and the depth to which mortality is contemplated are potential explanations for these two separate pathways. 194 participants were first given a measure of general authentic motivation before completing either a death reflection task (a deeper manipulation than that used within Terror Management Theory) or a control task. After visualizing and reflecting upon one's death, those lower in baseline authenticity significantly increased their level of authentic motivation for their current personal goals, supporting the notion that confronting mortality can lead to positive psychological outcomes. Plans for investigating further individual differences likely to foster this authentic response will be discussed.

50. Personality Traits of Survivalists
Chris J Jackson(UNSW)

This research identifies ways survivalists plan for a major disaster and describes construction of the 8-item Survivalist Behavior Questionnaire (SBQ). The nomological network surrounding the SBQ highlighted that survivalists are disagreeable, lacking in rationality, and high in psychopathy, manipulativeness and narcissism. This suggests relatively high malevolence. However, they are also fantasizers of sensation seeking, deep learners and high scorers in entrepreneurial intent which suggests high ingenuity and ambition. They are also of lower general ability. Compared to the general population, survivalists are potentially dangerous individuals in terms of personality (they are high scorers on the dark triad) and behavior (for example, they may stockpile weapons) but also have strong preservation instincts centered on unusual thinking that might be of benefit, at least to themselves, should disaster strike.

51. Religiosity, Masculinity, and Marital and Life Satisfaction among Balinese Hindu Men
Cokorda Bagus Jaya Lesmana (Udayana University, Bali-Indonesia), Luh Ketut Suryani (Suryani Institute for Mental Health, Bali-Indonesia), Jay Wade (Fordham University, New York)

This exploratory study describes Balinese Hindu men's definitions of masculinity or manhood. The research study involved direct and participant observation, interviewing key informants, group interviews with Balinese men, and survey research. In this sequential mixed-methods research design, the construct of masculinity was

operationalized and relationships between religiosity, masculinity, and marital and life satisfaction were explored. The survey research showed that head of the family as an important masculinity experience was associated with a man's satisfaction with his marriage. Religiosity related positively to the importance of the masculinity experiences and life satisfaction, and accounted for the positive relationship between masculinity and life satisfaction. The findings are discussed within the context of Balinese religious culture.

52. Using single scale and multidimensional scales of rBAS in applied Reinforcement Sensitivity Theory research
Natalie J. Loxton (School of Applied Psychology & the Menzies Health Institute Queensland, Griffith University)

There now exists at least five self-report measures of the revised Reinforcement Sensitivity Theory. This leaves researchers with a potential dilemma when choosing the most appropriate measure for their studies. In this presentation I present the findings of recent studies using the single rBAS scale from the Jackson 5 (Jackson, 2009) and the multidimensional BAS scales from the RST-PQ (Corr & Cooper, 2016) in applied research investigating functional (e.g., music involvement) and dysfunctional (disordered eating, hazardous drinking) BAS-related behaviours. The Jackson 5 6-item rBAS scale offers a reliable brief measure of functional BAS, while the 32 item RST-PQ offers a lengthier, more nuanced, multidimensional measure of rBAS and impulsivity. The choice of measure appears to comes down to the research question and whether the researcher requires a brief single rBAS scale or multidimensional scales assessing dimensions of BAS and impulsivity.

53. Dispositions and Delusion
Douglas Roy, (UNSW, Decision Making Lab)

Behaviours and beliefs can become remarkably persistent in the face of painful feedback. This talk describes a theory based on animal learning concepts to explain how false beliefs can become rendered immune to experience along with possible links to personality. Habits of attention allocation normally constrain and direct certain types of reinforcement learning so that some types of conditioned associations become more persistent than others. It is suggested that an imbalance in the strength of the attention processes and the reinforcement learning mechanisms leads to unusual associations being learned and gradually acquiring persistence. In extreme cases, such imbalances lead to delusion and dispositions detached from reality, while in less dramatic individual differences in these dynamics may relate to traits such as Tough-Mindedness and Creativity. The talk's aim is to discuss how the model may be tested and extended, such as to understanding characteristics of eating disorder.

54. The Jackson Five Ride Again
Chris J Jackson (UNSW)

Preliminary results of revising the Jackson Five measure of rRST are presented. Existing and aew items of the Jackson Five rRST questionnaire were collected using 373 managers from USA and UK. Ongoing analysis suggests the BAS can be shortened to four items. The BIS is now completely redeveloped using items concerned with "worrying" and shortened to four items to overcome problems of low face validity in the previous version. New items were incorporated into the Flight scale and it was lengthened to seven items to improve intenal reliability. The Fight scale was completely redeveloped to include items focussing on a fear response and shortened to five items. The Freeze scale was not changed. All scales now have good alpha reliability. Using CFA, a good goodness of fit is obtained and Fight now has a positive relationship with FFFS in line with rRST theory. Factor analysis of the new scale with other measures of RST and rRST (n = 167) generally suggests convergence of rRST measures. Problematically, using the prediction of transformational leadership as an example, different scales are signficant which suggests that choice of rRST questionnaire has a worryingly large effect on reported outcomes.

55. Personality factors of social learning
Arthur Poropat

Although Reinforcement Sensitivity Theory was initially developed and subsequently revised to reflect learning theory, it has ignored social learning. Consequently, individual differences in social learning approach were explored in this study of 441 university students. Items were developed to reflect whether the observed person was socially-close or distant and responsiveness to observing evaluation, emotion, praise, or failure. When the items were factor-analysed, the scree plot suggested either 3 or 6 factors while parallel analysis suggested 6 factors. Examination of rotated orthogonal factor-loadings revealed the sixth factor was uninterpretable, so a five-factor solution was accepted. Distant-evaluation was correlated with help-seeking; Close-negative feelings

with neuroticism, flight & freeze; Close-positive evaluation with BAS, BIS, agreeableness & reward-reactivity; Failure-focused with BAS, BIS, task-orientation and hope; and Praise-focused with BIS but negatively with honesty-humility. This preliminary study shows the potential for expanding the theoretical basis of personality theory.

56. Reinforcement Sensitivity Predicting Adult Attachment and Relationship Satisfaction Via Mastery

Kimiya Shahzadi, & Dr Benjamin Walker (Monash University)

This study aimed to advance our understanding of romantic relationships. It examined the link between individual differences in adult attachment, relationship satisfaction, and revised reinforcement sensitivity theory (r-RST), via the mediating variable of mastery. The sample consisted of 131 adult American participants recruited through Turkprime, who completed self-reports online. The measures examined were the Reinforcement Sensitivity Theory Personality Questionnaire (RST-PQ), Relationship Assessment Scale (RAS), Experiences in Close Relationships Revised scale (ECR-R), Jackson's Mastery scale, and Korn and Elliot's individual mastery scales. The results highlight, that the revised Behavioural Approach Systems (r-BAS), and its subcategories reward interest, goal driven persistence, and reward reactivity predicted romantic relationship satisfaction, through mastery. It also highlights greater revised Behavioural Inhibition System (r-BIS) centrally categorises low relationship satisfaction, through low mastery. These findings affirm the associations between core motivational systems and attachment behavioural patterns.

57. What's dynamic about dynamic personality approaches?

Simon Boag (Macquarie University)

Dynamic personality approaches promise greater explanatory power compared to latent trait approaches. Nevertheless, whether dynamic personality theories satisfactorily address motivated action remains unclear. To address this, this theoretical paper discusses the logic of explanation and problems with latent trait approaches in terms of circularity and reification. The paper then assesses explanation within dynamic personality accounts and the causal role of cognition and affect. While dynamic personality approaches avoid many of the problems associated with latent trait accounts, a satisfactory account of motivational systems and 'human nature' is currently missing. Fleshing out the dynamics of human nature in terms of biological drives is discussed.

58. A philosophical interpretation of personality traits as universals

Caroline Fielden, & Carolyn MacCann (University of Sydney)

A foundational part of trait theories, is the notion that personality traits are universals. This underpins the idea that a correct model of personality will be one in which all people are shown to have the same number of primary traits. However, this understanding is based on an incorrect understanding of the term 'universal'. The term does not necessitate that all people have the same number of traits. Instead, the term 'universal', entails an ontological claim concerning the kinds of structures that exist. This presentation will consider the philosophical meaning of the term 'universal', and the implications of this understanding for personality theorists.

59. Personality traits as fractal structures: A new theoretical framework for the estimation of the dimensionality of personality traits

Caroline Fielden, Carolyn MacCann (University of Sydney)

The dimensionality of personality is yet to be agreed on. Those who assess personality from a biological perspective tend to offer lower estimates, while those who take a psychometric approach typically offer higher estimations. This inconsistency could be explained if personality traits were shown to have fractal structures. Such a framework would allow personality traits to be modelled as nested systems. Models of personality could then be developed in which smaller structures, like genes, are nested within larger structures like organs, which themselves are nested within the body of the individual as a whole. This presentation will show how a fractal understanding of personality traits might offer theoretical insights into the structure of personality traits as integrated systems.

60. Are traits contextualized? The effects of situation characteristics on the manifestation of trait expressions.

H Sun, R Jacques-Hamilton, J Sun, B Richardson, & L Smillie (University of Melbourne)

There is a long-lasting debate on what traits really are - entirely decontextualized dispositions or patterns of behaviour and experience that are bounded by situations and contexts to some degree. To compare the evidence for these views, we conducted three studies focusing on Extraversion and Neuroticism. In line with personality theories emphasising the motivational bases of traits, we hypothesised that Extraversion and Neuroticism would correspond most strongly to their state expressions in situations characterised by reward and punishment, respectively. In Study 1 (N = 305), participants completed a survey comprising personality questionnaires and contextualized state measures. Study 2 (N = 133) and 3 (in progress) used experience-sampling methods. Participants reported personality states across different contexts during everyday life. Results will be interpreted in relation to perspectives on the contextualization of traits and theories relating to reward and punishment sensitivity.

61. Testing the Big Five as an organizing framework: To what extent can it accommodate other stand-alone trait constructs?

Timothy F. Bainbridge (The University of Melbourne), Steven G. Ludeke (University of Southern Denmark), & Luke D. Smillie (The University of Melbourne)

Thousands of personality inventories exist. Most of these inventories measure one narrow trait (e.g. empathy, curiosity). Although some of these measures have been incorporated into overarching frameworks (e.g., the Dark Triad), many have not. Without such a framework, researchers may overlook important connections among related constructs, or 're-discover' findings already uncovered using closely related measures (i.e., the 'jangle fallacy'). The Big Five has been argued to represent the major lines of covariation among the majority of personality traits, suggesting that it could provide such an organising framework for these 'stray' traits evident in the literature. In this study, we examined whether some common, stand-alone trait constructs could be located within the Big Five. We expected five factors to be a parsimonious description of the data, with each factor closely resembling each of the Big Five domains. Various factor solutions will be presented and implications for the broader literature discussed.

62. Narcissism and social factors in Australia: The association between narcissism, social norms, attitudes, and technology use

Elizabeth Huxley (Australian National University, University of Wollongong), & Boris Bizumic (Australian National University)

The role of social factors such as individualism in the development of narcissism has generated ongoing debate. Grandiose narcissism is associated with individualistic norms, celebrity culture, and social technology use; however little is known about whether these social factors are associated with vulnerable narcissism. We explore whether grandiose and vulnerable narcissism are associated with social factors in Australia across two studies. Using an Australian adult sample (Study 1, N = 471) we examined whether grandiose and vulnerable narcissism were associated with individualistic descriptive norms and attitudes, group identification, celebrity culture, and social technology use. We then examined whether these social factors predicted change in narcissism six months later (Study 2, N = 207). Grandiose and vulnerable narcissism were associated with different patterns of individualistic norms, social attitudes and technology use. Additionally, the social factors examined did not predict change in narcissism over a six-month period.

63. Addicted to Trolling: The Utility of Trait Psychopathy and Gender

Evita March (Federation University Australia)

Research has shown individuals higher on trait psychopathy and sadism are more likely to engage in online trolling behaviours. More recently, research has shown utility for the motivation to obtain atypical social rewards as a significant predictor. Considering the considerable relationship between rewards and addictive behaviour, the aim of the current study was to explore trolling as an addiction. In the current study, 161 participants (58% women, 42% men) with a mean age of 23.60 years (SD = 10.34) completed an online questionnaire. The questionnaire contained demographic questions, a measure of psychopathy, a measure of sadism, and a measure of Internet Trolling Addiction. Results showed that trait psychopathy was a significant positive predictor of trolling addiction. Further moderation analyses showed men with higher levels of trait psychopathy were more likely to present higher trolling addiction scores. These results have implications for treatment and intervention of trolling behaviours.

64. Individual Differences in Susceptibility to Online Phishing and False Positives

Marvin Law, Sabina Kleitman, & Judy Kay (University of Sydney)

Phishing email is one of the biggest risks to online information security due to its ability to exploit human trust and naivety. Prior research has examined whether some people are more susceptible to phishing than others and what characteristics may predict this susceptibility. However, these results often conflict. To address this issue, this study created a reliable ($\alpha > .80$) 40-item phishing detection task to measure both cognitive and behavioural indicators of phishing susceptibility and false positives (misjudging genuine email). In our study, 150 undergraduate psychology students participated in exchange for partial course credit (98 Females; Mean age = 19.70, SD = 2.27). Participants completed a comprehensive battery of psychometric tests assessing intelligence, pre- and on-task confidence, personality (HEXACO), and familiarity/competence in computing and phishing. Correlations and path models were used to examine the relationships between individual difference variables with both phishing susceptibility and false positives. Furthermore, the characteristics of the most effective phishing and misjudged genuine email items were profiled. To reduce phishing susceptibility, our results point to the potential benefits of educating people in both phishing and computer security.

65. Learning strategy as stable tendency across disparate rule- versus exemplar-strategy tasks and its relationship to working memory

Samuel Herzog, & Micah Goldwater (University of Sydney, School of Psychology)

Evidence for two qualitatively different learning strategies has emerged from the function-concept learning and category learning literatures. These are a rule-based strategy and an exemplar-based strategy. Using a rule-based strategy, participants abstract-away some common principle which allows them to extrapolate outside trained instances. Conversely, using an exemplar-based strategy, participants merely memorise trained instances, and therefore cannot extrapolate, or will subsequently categorise novel instances based on perceptual similarity to trained instances. Evidence from one study (McDaniel et al., 2014), suggests that this strategy may be a stable tendency in individuals, however, this evidence is only very preliminary. Therefore, we sought to garner more robust evidence for stability in strategy by using latent variable analysis on scores from an array of disparate rule- versus exemplar-strategy tasks, to see if there existed positive manifold in these scores (convergent validity). Since it was desirable to also gather evidence for discriminant validity, we included in our analysis a number of measures of a separate, yet theoretically-related construct (working memory). Thus, we were also able to further assess the relationship between learning strategy and working memory. Using this enhanced approach, we did not find strong evidence for stability in strategy. Limitations and implications of our findings are discussed.

66. Learning, Protein, and Personality

Douglas Roy (UNSW), & Niko Tiliopoulos (The University of Sydney)

Individuals tend to gain weight when they are restricted to diets that are low in protein but high in other sources of calories, while they tend to lose weight when restricted to diets relatively high in protein. This "protein-leverage effect" has been suggested to contribute to obesity in places where most food options have trended towards having lower protein density relative to carbohydrates and fat. However, bodyweight has not been evenly shifted in these populations: some seem to have had large increases in body fat, others have remained lean. This variation may be due to psychological factors related to personality. In particular, individuals learn associations between stimuli and the nutrient outcomes of different food choices. These conditioning processes can give rise to incentives and habits that guide feeding behaviour so that different amounts of various foods can be combined to achieve a balanced diet, even if the preponderance of foods available are each imbalanced in protein or other nutrients. It is suggested in this talk that Extraverts acquire these associations less readily then Introverts, and so are less able to behaviourally regulate their bodyweight in response to shifts in the average nutritional composition of foods available.

a. A proposed study for investigating other perceptions of creative practitioners
Stephanie Bonson (Griffith University)

Professionals in the creative industries are likely to have career trajectories characterised by multiple job holding and instability, with many creatives holding jobs both within and outside the creative industries. In order to succeed in their careers, these creatives must display skill not only in their profession, but in developing networks and creating relationships with others. This presentation details a proposed PhD plan, and explores other-perceptions of success, job suitability and personality through a novel use of vignettes. Further, this research aims to identify characteristics associated with success and failure within and outside the creative industries, with particular emphasis on the situations of creatives holding multiple roles within both creative and non-creative industries. Anticipated findings and recommendations for creative practitioners will be discussed.

b. The Relationship of Resilience and Self-Compassion towards Psychological Wellbeing
Shobhna Bag (Department of Psychology, Macquarie University), Kerry Sherman (Department of Psychology, Macquarie University; Westmead Breast Cancer Institute) and Christopher Kilby (Department of Psychology, Macquarie University; Westmead Breast Cancer Institute)

Resilience is the ability to withstand and overcome difficult scenarios, whereas, self-compassion is defined by being kind to oneself, feeling a sense of common humanity, and being mindful. However, no study has compared both constructs (resilience self-compassion) towards wellbeing simultaneously. The purpose of this study was to investigate the relationship between resilience and self-compassion towards psychological wellbeing. Participants (N = 186) completed an online survey including measures for resilience, self-compassion, demographics, wellbeing (measured by optimism, life satisfaction, affect, and psychological distress). Results indicated that only optimism was significantly predicted by both resilience and self-compassion, whereby self-compassion had a stronger effect than resilience. Positive affect was significantly predicted by resilience and not self-compassion. All other wellbeing measures (life satisfaction, negative affect, depression, anxiety, and stress) were significantly predicted by self-compassion, but not by resilience. Conclusively, the relationship between resilience and self-compassion is more complex than originally expected.

c. Relationships among psychological capital, core self-evaluations, and psychological wellbeing in an Australian study of 121 working adults
Annita Gibson, & Richard E Hicks (Bond University)

Psychological wellbeing (PWB) affects all aspects of a person's life, including job satisfaction and fulfilment, and life meaning (Seligman, 2002). Previous studies have investigated how Psychological Capital (PsyCap) and Core Self-evaluations (CSE) are related to job performance but little has been identified about the relationships to wellbeing at work. This present study explored relationships among PsyCap, CSE, and PWB and examined whether core self-evaluations (self-esteem, generalised self-efficacy, locus of control and positive personality attributes) mediated between psychological capital and wellbeing. The sample of 121 Australian working adults was involved, yielding results showing PsyCap and CSE were positive predictors of wellbeing consistent with previous studies (Luthans, 2007) and that CSE partially mediated the hypothesised relationship between PsyCap and PWB. Practical implications: both PsyCap and CSE measures can be used in assessment and selection, and in training and development in fostering wellbeing at work. Limitations and future research directions are indicated.

d. The Ex-Factor: Attachment Anxiety and Social Comparisons across Romantic Relationships
Simran Hingorani, & Rebecca Pinkus (The University of Sydney)

Individual differences in adult attachment style are exhibited in romantic relationships in several ways; this study focused on attachment anxiety and social comparisons. Individuals high in attachment anxiety view others positively and themselves negatively, and demonstrate heightened sensitivity toward perceived relationship threats. These characteristics may intensify anxiously-attached individuals' susceptibility to use others as a standard of comparison to evaluate themselves and their relationships. This study investigated the frequency and nature of comparisons to two targets who represent potential relationship threats: current partner's ex-partner (CPE) or ex-partner's current partner (ECP). 259 individuals in romantic relationships completed an attachment style scale and social comparison measures about one target (CPE, ECP, or no-target control). Relative to lows, individuals higher in attachment anxiety rated themselves less positively than either target.

They also made more frequent relationship comparisons to both general and specific others' relationships. The findings generate insights into attachment anxiety dynamics in relationships.

e. Introverts in leadership positions: a test of two commonly held assumptions

Peter O'Connor (Queensland University of Technology), Andrew Spark (Queensland University of Technology), Nerina Jimmieson (Queensland University of Technology), & Cornelia Niessen (Friedrich-Alexander University Erlangen – Nürnberg, Germany)

The current study critically evaluated two widely held beliefs frequently espoused in the personality and/or and leadership literature. First, individuals high in the personality trait 'extraversion' are more likely than introverts to emerge as formal leaders in organisations via promotion and selection channels. Second, that introverts operating in leadership positions suffer a range of negative outcomes due to the necessity for them to act counter-dispositionally (i.e. extraverted) in order to achieve their business goals. The basis of these assumptions was initially assessed in a review of the literature which revealed little supportive empirical evidence. These assumptions were then directly assessed in a study of more than 10,000 employees from multiple organisations. Results revealed mixed support for the assumed dominance of extraverts in formal leadership positions and stronger support for the hypothesis that introverts experience negative outcomes when in long term leadership positions. Results are discussed based on competing theories of counter-dispositional behavior.

f. Introverts in leadership positions: a test of two commonly held assumptions

Sarah Walker (University of Sydney), Kit Double (University of Sydney)

A recent report into the mental health of opera singers and other performing artists, revealed a high level of mental health concerns within the industry (Entertainment Assist, 2016). This report found suicide ideation in performing artists was 6 times greater than the general population and suicide attempts were more than double. Spahn et al., (2010) reported the prevalence of performance anxiety among opera singers with Robson and Kenny (2017) highlighting the link between performance anxiety and mental health levels. Emotional intelligence has been found to predict both mental health (Ferndandez-Abascal and Martin-Diaz, 2015), and test anxiety in an academic setting (Ahmadpanah et al., 2016). As yet, no study has sought to understand the relationship between emotional intelligence, performance anxiety and mental health in opera singers. Study 1 seeks to investigate this relationship. A study by Gabbard (1983) suggested narcissistic concerns underlie performance anxiety in performers. Study 2 seeks to investigate whether the relationship between performance anxiety and mental health is moderated by narcissism. Specifically, whether individuals high in performance anxiety and narcissism report poorer mental health outcomes than those low in both narcissism and performance anxiety.

g. Emotional Creativity: Assessment, Structure, and Correlates

Carolyn MacCann, Damian P. Birney, Yixin Jiang (University of Sydney)

Emotion regulation is a critical component of success in multiple life domains. While we know which regulation strategies are best, a critical piece of the process is missing—we do not know how people generate emotion regulation strategies. This skill is called emotional creativity. In this study, 156 psychology undergraduates completed three emotional creativity tasks, where they were asked to produce creative solutions to social-emotional situations. They also completed three divergent thinking tasks, along with some emotional intelligence (EI), personality, and psychological wellbeing measures. Scores for creativity and effectiveness of responses to the emotional creativity tasks demonstrated good inter-rater reliability. Exploratory factor analysis showed that emotional creativity is distinct from divergent thinking and the emotion management of EI, and that emotional creativity relates to Openness, Agreeableness, and psychological wellbeing.

h. Collective Decision-Making Increases Risky Behavior and Error Rates, Particularly for High-Confidence Individuals

Matthew D Blanchard, Simon A Jackson, & Sabina Kleitman (University of Sydney)

The aim of this research was to investigate the changes in cognitive performance, confidence, and decision outcomes when people act in dyads (two-person groups) compared to when they act individually while solving misleading or tricky cognitive items. Using a within-person design, dyads were significantly more confident, decisive (made more bets), and reckless (lost more bets) than when working alone. The results demonstrate the important role of individual differences: higher trait-confidence individuals became even more confident and decisive when working together than lower trait-confidence individuals working together. Despite no accuracy

difference, groups made more risky and erroneous decisions than individuals. Individual trait-confidence may be targeted to alleviate these effects and enhance team performance by guiding the formation of more effective groups. This may be particularly important in situations where group outcomes diverge from group expectations and the cost of erroneous decisions is great.

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