



ACPID, 2022

Gunaikurnai land, December 2 - 3



Australasian
Congress on
Personality and
Individual
Differences



Welcome

Federation University Australia is pleased to host the 20th conference for the Australasian Congress on Personality and Individual Differences (ACPID 2022).

This year, ACPID is held at the beautiful Gippsland campus on Gunaikurnai land. The traditional custodians of the land are the Gunaikurnai peoples, and we pay our respects to the traditional custodians and their elders, past, present, and emerging. A two-hour drive from Melbourne CBD, the Gippsland campus is in the town of Churchill. Rich with natural beauty, we thought this would be a perfect location for our ACPID *retreat*, our first face-to-face conference since 2019!

We continue the ACPID tradition of showcasing high quality Australasian research on personality and individual differences. This year's program includes a diverse set of talks, and themed symposia on a variety of topics, including both basic/laboratory and applied research. We are also delighted to present two prominent keynote speakers: Professor Rapson Gomez and Dr Natalie Loxton. We trust that you will enjoy the ACPID retreat.

ACPID 2022 Organising Committee

Evita March (Lead host), Danielle Wagstaff, Sarah Walker, Molly Branson, Luke Smillie (co-host), Carolyn MacCann, Natalie Loxton

ACPID Executive Committee

Associate Professor Luke Smillie, President

Associate Professor Carolyn MacCann, Vice-President

Dr Natalie Loxton, Treasurer

Dr Evita March, Secretary

ACPID 2022 is sponsored by the Federation University HI&T Research Centre and Cloud Research



Overview

For ACPID, 2022, we wanted to do something a little different. Our last face-to-face conference was in 2019. The online conferences were invaluable to keep ACPID going despite travel restrictions and lockdowns. However, the vibe in 2022 was that people wanted to meet in person, face-to-face.

We also acknowledge the challenges of COVID-19 and we wanted to combine both a conference with a bit of a 'retreat', where delegates could relax and enjoy both the conference and the natural beauty of their surroundings.

We also wanted to keep ACPID affordable, especially for our student delegates, and for 2022, we have included registration, accommodation, and meals in one low price.

Beginning Thursday night, delegates can arrive and register at the South Residence (see the campus map below) from 4pm – 6pm. After registering, wine and canapés will be offered in Winston's Diner (2N on the map) from 5pm onwards.

Dinner will be held that night for delegates in Winston's Diner. For those who arrive late, you can receive your accommodation keys after dinner.

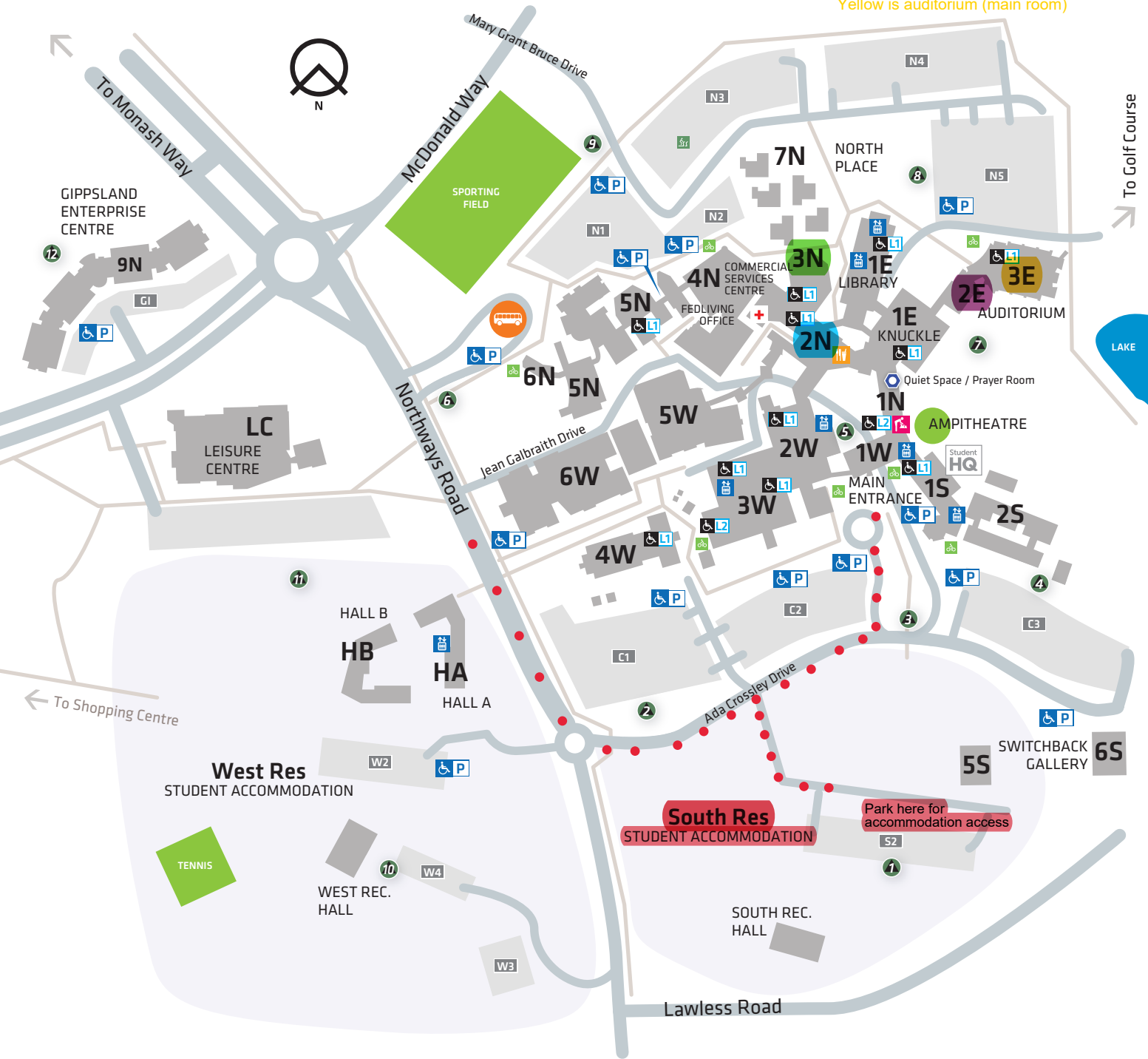
Delegates who arrive on Friday can register in the morning outside the auditorium (3E on the map). The auditorium will be the main room throughout the conference. The lecture room (2E on the map) will host concurrent sessions. Morning tea and afternoon tea on Friday and Saturday will be held in the foyer outside of the auditorium, and lunch will be held in Winston's Diner. Friday evening, there will be dinner and drinks in Winston's Diner.

Delegates who leave the conference on Saturday can return their accommodation keys to a member of the conference committee at the registration desk (outside the auditorium). There will also be a member of the conference committee at the south residences after conference close.

For delegates who have opted to stay an extra night (Saturday), we will have dinner off campus at the nearby Churchill Hotel. This dinner is not included in the registration price. On Sunday, delegates can return their accommodation keys to a member of the conference committee at the south residences.

We warmly welcome you to the Federation University Australia Gippsland Campus, and we hope you enjoy the ACPID 2022 retreat.

Red is accommodation (and directions)
 Green is student lounge
 Blue is Winston's diner
 Purple is lecture room (2E101)
 Yellow is auditorium (main room)



LEGEND

- | | | | |
|--|---|--|---------------------------|
| | Buildings | | Student HQ |
| | Roads | | Bike Parking |
| | Car Park Number (Restrictions may apply) | | Bus Stop |
| | Disability Car Spaces | | Parents Room |
| | Pathway/Route | | Health Centre |
| | Disability Access Toilet (Level) | | Food and Drink |
| | Designated Assembly Point | | Quiet Space / Prayer Room |
| | Lift | | Outdoor Exercise Station |

- All Federation University Australia campuses are smoke-free.
- For security assistance call 5122 6662
- For disability access assistance call 5122 6662
For Mobility Access Map refer Page 3.

NOT TO SCALE.
federation.edu.au/maps



LEGEND

- | | | |
|---|---------------------------|---|
| Buildings | Student HQ | All Federation University Australia campuses are smoke-free. |
| Roads | Bike Parking | For security assistance call 5122 6662 |
| Car Park Number (Restrictions may apply) | Bus Stop | For disability access assistance call 5122 6662 |
| Disability Car Spaces | Parents Room | Accessible Pathway/Route |
| Pathway/Route | Health Centre | L1 Accessible Pathway/Route |
| Disability Access Toilet (Level) | Food and Drink | Accessible routes do not contain any stairs, however some gradients may not be suitable for some users. |
| Designated Assembly Point | Quiet Space / Prayer Room | NOT TO SCALE. |
| Lift | Outdoor Exercise Station | federation.edu.au/maps |

Keynote Speakers

Professor Rapson Gomez

Adjunct Professor, Federation University Australia

Structure and Organization of ADHD Symptoms: Resolving Controversies Using Asymmetrical Bifactor Models



Attention Deficit/Hyperactivity Disorder (ADHD) is conceptualized differently in the Diagnostic and Statistical Manual (DSM-5 and DSM-5-TR, 2022), and the International Classification of Diseases-10 (ICD-10, 1990 and ICD-11, 2022). All these frameworks consider inattention (IA), hyperactivity (HY) and impulsivity (IM) as the core symptoms for ADHD. This keynote address will present a series of six studies involving children, adolescents and adults, conducted in our laboratory, that applied independent cluster confirmatory factor analysis (ICM-CFA), exploratory structure equation model with target rotation (ESEM), and symmetrical and asymmetrical (S -1) bifactor CFA and ESEM approaches to evaluate a range of potential ADHD models yielded by different combinations of these taxonomic frameworks. Within each study, the different models were compared using the stepwise algorithm for model selection (SAMS) procedure, a novel approach we developed for selecting the optimum model from a group of competing models. It involves in sequence model fit, and factor clarity, reliability, and validity criteria. Regardless of the sample examined, for all studies that did not test ESEM models, the findings showed most support for the asymmetrical (S-1) bifactor CFA model, based on ICD-10 configuration, with a general factor based on IM symptoms as the reference indicators, and IA and HY symptoms as specific factors. However, this model was not as well supported when compared to the ESEM model, with ICD-10 symptoms as the group factors. For both these S-1 and ESEM models, the HY specific/group factor lacked clarity and reliability. Thus, we propose that structurally, ADHD is best viewed as a disorder primarily reflecting ICD-10 symptoms for IA and IM (but no HY), and that it could be referred to as "attention deficit/impulsivity disorder" or ADID.

Biography

Professor Rapson Gomez, a trained clinical psychologist, is an Adjunct Professor of Psychology at Federation University Australia, having held previous positions as Professor of Clinical Psychology and Director of Clinical Psychology at the University of Tasmania and Federation University Australia. He graduated with a PhD in psychology in 1991 from the University of Melbourne. His major areas of teaching, clinical and research interests and expertise are child and adolescent clinical psychology, personality, and applied psychometrics. He has taught, supervised and published extensively in these and other related areas. According to Google Scholar, Professor Gomez has been cited 7002 times, with 3365 citations since 2017. Also, his h-index is 47, 30 being since 2017, and his i10-index is 121, 97 being since 2017. Therefore, despite having retired four years ago, he had continued active research. The major focus of his current research is applying modern psychometric techniques and models to further our understanding and integration of areas in clinical psychology (such as ADHD and addiction) with biological models of personality, in particular reinforcement sensitivity theory.

Keynote Speakers

Doctor Natalie Loxton

Griffith University

Reward drive, impulsivity and addictive behaviour: A reflection on (almost) 20 years at ACPID

In this presentation I reflect upon the research journey I have undertaken in the area of personality and addictive behaviours. Using Jeffrey Gray's Reinforcement Sensitivity Theory as a guiding framework, we proposed a two factor model of impulsivity in addiction focussing on individual differences in motivated approach (reward drive) and difficulties in inhibiting approach (rash impulsivity) behaviour. Starting with hazardous drinking and binge-eating, this model has been used to examine a range of addictive behaviours including hazardous drinking, binge-eating, problematic gambling, and food addiction. The model is currently being used to guide the development of psychological interventions in binge-eating and problematic online gaming.

Biography

Dr Loxton is a Senior Lecturer in the School of Applied Psychology, Griffith University. Her primary research investigates reward processes in the development and maintenance of addictive behaviours. Using Reinforcement Sensitivity Theory (RST) she is interested in psychological factors that maintain and exacerbates overconsumption of appetitive food, and other excessive behaviours. Her more recent research uses to RST in the study of statistics anxiety and learning strategies in undergraduate students.



Program

THURSDAY, DECEMBER 1ST

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| 4pm – 6pm | Registration at the South Residences |
| 5pm – 7pm | Wine and Canapés |
| 7pm | Dinner at Winston's Diner on campus |
| 8pm | HDR event in student lounge |

FRIDAY, DECEMBER 2ND

| | Main Auditorium (3E) | Lecture Room (2E101) |
|-------------------|---|----------------------|
| 8:30am – 9:00am | Registration (Foyer) | |
| 9:00am – 9:05am | Welcome to Country <i>Tre Moffatt</i> Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) | |
| 9:05am – 9:15am | Open address | |
| 9:15am – 10:00am | Keynote speaker <i>Dr Natalie Loxton</i> Reward drive, impulsivity and addictive behaviour: a reflection on (almost) 20 years at ACPID | |
| 10:00am – 10:30am | Morning Tea (Foyer) | |
| 10:30am – 11:45am | Invited Symposium <i>Individual differences at the workplace: insights into personnel selection and working styles</i> Chaired by Patrick Dunlop <i>Dunlop</i> Improving the experiences of forced-choice assessment in high-stakes settings <i>Wee</i> Enhancing diversity by hiring on vocational interests: a pareto-optimal diversity tradeoff curve approach <i>Wood</i> A less evaluative measure of personality in a job applicant context: the effect on faking and criterion validity <i>Anglim</i> Working from home: personality, well-being, demographic, and performance correlates <i>Wilson</i> Examining individual differences in the dynamics of strain and stress under flexible work using continuous time structural equation modelling | |

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| 11:45am – 1:00pm | <p>Paper Session <i>Personality, Relationships, and Behaviour</i> Chaired by Beatrice Alba</p> <p><i>Alba</i> Sexism and the preference for dominant male partners predicts women's endorsement of gendered romance norms</p> <p><i>March</i> "It's all in your head": A preliminary exploration of personality dimensions and acceptance of gaslighting tactics</p> <p><i>Horwood</i> Personality and problematic Social Media Use</p> <p><i>Barford</i> Do dogs connect us to nature? benefits of pet ownership on psychological distress and nature connection</p> <p><i>Williams</i> The positive associations between spending time in nature with dogs, nature connection, well-being, and mindfulness</p> | <p>Paper Session <i>Personality Assessment, and Methodology</i> Chaired by Damian Birney</p> <p><i>Boag</i> Personality measurement, replicability, and the credibility revolution</p> <p><i>Waschl</i> The Strengths and Difficulties Questionnaire as a measure of individual differences in Singapore</p> <p><i>Birney</i> Mirror mirror on the wall... are reflective latent variable models the fairest of them all?</p> <p><i>Sivanathan</i> Unified Narcissism Scale – Revised Short Form: Construction of a short form measure and assessing cross-cultural differences in narcissism</p> <p><i>Vaughan</i> Within-person variation in cognitive ability is not noise: Using the Experience Sampling Method (ESM) to assess cognitive ability</p> |
| 1:00pm – 2:00pm | Lunch (Winston's Diner) | |
| 2:00pm – 3:00pm | <p>Paper Session <i>Personality in the Wild (Applied Research)</i> Chaired by Luke Smillie</p> <p><i>Kim</i> Teachers who are well teach better: An examination of the association between teacher self-reported wellbeing and student-reported instructional quality</p> <p><i>Power</i> Machiavellianism, lie acceptability, and academic cheating: a question of tactics</p> <p><i>Smillie</i> Differential responses to ethically-framed appeals to eat less meat: A pre-registered replication</p> <p><i>Tan</i> Evaluating the effectiveness of vegetarian appeals in daily life: Comparing positive and negative imagery, and gauging differential responses</p> | <p>Paper Session <i>"Dark" Personality and Wellbeing</i> Chaired by Ashley Humphrey</p> <p><i>Marrington</i> An exploration of trolling behaviours in Australian adolescents: The role of psychopathy and negative social potency</p> <p><i>Gullotta</i> A meta-analysis of the relationship between narcissism and self-esteem.</p> <p><i>Humphrey</i> Individuals' orientation towards their negative emotions predicts the likelihood of their future happiness</p> <p><i>Criado-Perez</i> Psychopaths racing to the South Pole</p> |
| 3:30pm – 3:45pm | Afternoon tea (Foyer) | |
| 3:45pm – 5:00pm | <p>Symposium <i>Personality, Individual differences, and online behaviour: new findings and directions</i> Chaired by Evita March</p> | <p>Symposium <i>Leadership and personality</i> Chaired by Chris J. Jackson</p> <p><i>O'Connor</i> Extraverted behavior enhances leader wellbeing and leader self-efficacy in both introverts and extraverts.</p> |

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| | <p><i>Branson</i> Gender differences and Cyber Abuse: A systematic review of the literature</p> <p><i>March</i> Narcissism, Machiavellianism, psychopathy, sadism, and catfishing</p> <p><i>Sest</i> The typology of internet trolling</p> <p><i>Wagstaff</i> Female rivalry on Instagram: cosmetics and competitiveness</p> | <p><i>Lu</i> The neo-Charismatic Leadership Tactics inventory</p> <p><i>Burton</i> The narcissistic leadership scale (NLS): A concise measure of narcissistic leadership</p> <p><i>Tuchtan</i> How context drives inter change between grandiose and vulnerable narcissistic states</p> <p><i>Devereaux</i> Contextual switching between grandiose and vulnerable narcissism: An experimental study</p> |
| 5pm | Close | |
| 6pm – 7pm | Social hour + drinks | |
| 7pm | Dinner at Winston's Diner on campus | |

SATURDAY, DECEMBER 3RD

| | Main Auditorium (3E) | Lecture Room (2E101) |
|-------------------|---|---|
| 9am – 9:15am | Welcome Day 2 | |
| 9:15am – 10:00am | <p>Keynote speaker <i>Professor Rapson Gomez</i> Structure and Organization of ADHD Symptoms: Resolving Controversies Using Asymmetrical Bifactor Models</p> | |
| 10:00am – 10:30am | Morning Tea (Foyer) | |
| 10:30am – 11:45pm | <p>Symposium <i>Personality and Workplace Behaviour</i> Chaired by Jeromy Anglim</p> <p><i>Anglim</i> Predicting employee engagement, job satisfaction, and organisational commitment from personality: A facet-level HEXACO perspective</p> <p><i>Rosenberg</i> Humour Effectiveness Scale: A scale development and validation study</p> <p><i>Eracleous</i> Affiliative humour, dark traits and leadership styles</p> <p><i>Lorigan</i> Investigating the relationships between the Dark Tetrad, perceived ability to deceive, and malicious insider threats</p> | <p>Symposium <i>Extrinsic Emotion Regulation</i> Chaired by Sarah A. Walker</p> <p><i>Walker</i> Happy spouse, happy house, unique target perspectives of extrinsic emotion regulation relate to the relationship quality of both partners</p> <p><i>Xiao</i> Emotional intelligence predicts relationship quality in romantic couples: the mediating role of extrinsic emotion regulation</p> <p><i>Kunst</i> Why do I care? The influence of personality and extrinsic emotion regulation goal on work-relationship outcomes</p> <p><i>Xu</i> How does emotional intensity impact what strategies we use to regulate other's emotions?</p> |

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| | | <i>MacCann</i> Social regulation of emotion in China and Australia |
| 11:45pm – 1:00pm | <p>Paper Session <i>Personality in the Lab (Basic Research)</i> Chaired by Chris J. Jackson</p> <p><i>Ryakhovskaya</i> Curiosity as feelings of interest versus deprivation: Relations between curiosity traits and affective states when anticipating information</p> <p><i>Bonfim Pacheco</i> Neuro-signatures of enlightened compassion and moral judgement</p> <p><i>Valpied</i> Agatha Christie meets the introversion-openness paradox: Mapping case studies onto structural equation model of introversion, openness/intellect and sensory-processing sensitivity factors</p> <p><i>Dunlop</i> Three Nightmare Traits (TNT) and the similarity effect determine which personality traits we like and dislike</p> <p><i>Jackson</i> Cybernetic Big Five theory (CB5T) and the Big Five: An empirical analysis</p> | <p>Blitz Talks Chaired by Conal Monaghan</p> <p><i>Double</i> Metacognition and streakiness in cognitive performance</p> <p><i>Jones</i> Australians' reasons for protecting nature: A qualitative exploration of approach motivations and positive emotions</p> <p><i>Monaghan</i> An adaptive future: Welcoming computerised adaptive testing with the sliderbar inventory</p> <p><i>Power</i> Social presence effects created in online and in-person proctoring increases students' state anxiety before exams</p> <p><i>Layton & Hudson</i> Researching diagnostic systems in personality disorders</p> <p><i>Arthur</i> Relationship between a male conceptualisation of God and women's perceived ability to achieve power and authority in society.</p> |
| 1:00pm – 2:00pm | Lunch (Winston's Diner) | |
| 2:00pm – 3:30pm | Awards and ACPID AGM | |
| 3:30pm – 3:45pm | Afternoon tea (Foyer) | |
| 3:45pm – 4:45pm | <p>Mentoring Session 1 <i>Associate Professor Carolyn MacCann</i> Grant writing and employment</p> | <p>Mentoring Session 2 <i>Professor Simine Vazire</i> The publication process</p> |
| 4:45pm – 5:00pm | Closing Ceremony | |
| 6pm | Dinner at the Churchill Hotel | |

Recommendations

If you are travelling to ACPID 2022 by car, and able to explore the area after ACPID concludes, we have some recommendations for spots you might like to stop, relax, and enjoy.

Traralgon

Good Land Brewing Co
Local brewery with 12 tap tasting bar

MOMO
Modern industrial restaurant

Yarragon

Fozigobble
Friendly café with certified organic high-quality food

The Shot House
Fresh, organic, locally roasted coffee

Yarragon Country Style Bakery
Fresh pies – great pitstop

Warragul

Bandolier Brewery
Independent microbrewery with small batch craft beer

Everything's better with wine
Wine bar serving local wine and local produce

Warragul (Continued)

South Brew Café
Bright café with vegan selection

Wild Dog Winery
Local winery with cellar door

The Courthouse and Garden Bar
Restaurant in old courthouse with large outdoor garden bar

Drouin East

Brandy Creek Estate
Vineyard and restaurant

Ripplebrook

Ripplebrook winery
Organic single vineyard with wood fire pizza

Tynong

Cannibal Creek Vineyard
Single estate award winning wine

Abstracts

Invited Symposium: Individual differences at the workplace: insights into personnel selection and working styles

Improving the Experiences of Forced-Choice Assessment in High-Stakes Settings

Patrick Dunlop¹, Tristan Borman¹, Marylène Gagné¹, Matthew Neale²

¹Future of Work Institute, Curtin University; ²Criteria Corp

In high-stakes settings like personnel selection, many practitioners worry that test-takers will try to manage impressions when completing a self-report assessment of their personalities. A popular evidence-based remedy to impression management is the forced-choice test format, which prevents respondents from endorsing all items that measure positive or adaptive traits. Nonetheless, the forced-choice format is also known to be frustrating for people to complete. In this pre-registered experimental study, we adopt a basic psychological needs theory-based approach to understand why people react negatively to the forced-choice format, and design and experimentally evaluate two modifications to the forced-choice format that aim to alleviate these reactions. Both modifications were designed to better support respondents' needs for autonomy and competence. A total of 1565 participants were asked to imagine they had applied for a job and were asked to complete a personality questionnaire as part of their applications. They were randomly assigned to complete: a Likert format, a classical forced-choice format, or one of the two modified forced-choice formats. We found that one of the modifications was effective in improving autonomy and competence need satisfaction and was associated with improved perceptions of fairness in the personality questionnaire, whereas the other modification did not reveal any meaningful effects. The Likert remained the preferred format.

Enhancing Diversity by Hiring on Vocational Interests: A Pareto-Optimal Diversity Tradeoff Curve Approach

Serena Wee¹, Daniel A. Newman², Q. Chelsea Song³, Chen Tang²

¹School of Psychological Science, UWA; ²School of Labor & Employment Relations, University of Illinois; ³Department of Psychological Sciences, Purdue University

In the study of Pareto-optimal diversity tradeoff curves (De Corte, Lievens, & Sackett, 2007), personnel selection researchers and practitioners investigate predictor weights designed to simultaneously optimize both the diversity and job performance of new hires. One aspiration for this approach is to shift the diversity-validity tradeoff curve outward, enabling stronger diversity and performance outcomes. The current work examines the role of a particular set of predictors—vocational interests—for their capacity to shift the Pareto tradeoff curve outward and thus create diversity-validity tradeoffs with superior diversity outcomes, at no loss in terms of validity. Empirical results suggest these novel diversity benefits can be observed when selecting on Social interests or Conventional interests, with more modest benefits when selecting on Enterprising interests or reverse-Realistic interests, and no benefit when selecting on Investigative interests or Artistic interests. Implications for improving diversity through hiring on vocational interests are discussed.

A Less Evaluative Measure of Personality in a Job Applicant Context: The Effect on Faking and Criterion Validity

Josh K Wood¹, Jeromy Anglim², Sharon Horwood²

¹Department of Management, Deakin University; ²School of Psychology, Deakin University

This study investigated the effect of reducing the social desirability of personality items on response distortion and criterion validity in a job applicant context. Using a 2 by 2 repeated measures design, participants (n = 584) completed standard and less evaluative measures of Big Five personality in a low-stakes context and in a simulated job applicant context. Objective criteria, including university grades and whether someone had a tattoo, were also obtained. Results will be presented regarding whether in applicant contexts less evaluative measures show less response distortion and

maintain criterion validity more effectively than standard measures. Challenges in reducing evaluative content while retaining substantive content will also be discussed.

Working from Home: Personality, Well-Being, Demographic, and Performance Correlates

Jeromy Anglim¹, Andrew Marty²

¹School of Psychology, Deakin University; ²SACS Consulting

COVID-19 has made working from home a mainstream experience. While some employees have enjoyed the flexibility and time saved from not commuting, others have been less satisfied with the experience. Theory and initial research suggests that a range of demographic factors such as gender and having young children as well as personality factors such as extraversion are likely to influence the experience of working from home. Despite the importance of understanding the implications of working from home better for well-being and productivity, relatively little research has examined the phenomena post-COVID. As such the current study sought to comprehensively examine, the personality, well-being, demographic and performance correlates of working from home. The current study surveyed a large sample of Australian working adults (n = 1,950) in November 2021 on their working from homes status, attitudes to working from home, subjective well-being, psychological well-being, organisational citizenship behaviours, counterproductive work behaviours, and employee engagement. Approximately half of these participants had previously completed measures of personality (200 item HEXACO PI R), Schwartz Personal Values, and ACER measures of cognitive ability. Results have theoretical implications for understanding the effect of personality-by-situation interactions on well-being, as well as applied implications for workplace practices.

Examining Individual Differences in the Dynamics of Strain and Stress under Flexible Work using Continuous Time Structural Equation Modelling

Michael David Wilson¹ & Caroline Knight¹

¹Future of Work Institute, Curtin University

The dynamics of how the relationship between workload and strain outcomes unfolds across time has important practical and theoretical implications. People vary greatly in the type of demands they experience, their capacity to adapt and recover, and the internal and external resources on which they draw over time. However, research examining individual-differences in the dynamics of strain-stressor dynamics is scarce. This study investigates the dynamics of strain and stressor effects (i.e., workload to emotional-exhaustion, and emotional-exhaustion to workload, respectively) in a sample of individual's working under flexible work arrangements over 15 measurement waves (weekly measurements). We applied Hierarchical Bayesian Continuous Time Dynamic Structural Equation Models (CTSEM) to investigate these reciprocal strain and stressor effects causally at the individual level. CTSEM offers several advantages over conventional temporal regression techniques, which will be reviewed. We found robust evidence for a population-level strain effect, however, the drift coefficient for the stressor effect indicated substantial between-person variability. Bayesian posterior parameter correlations indicated that individual differences in both personality and work context accounted for individual differences in drift magnitudes.

Paper Session: Personality, Relationships, and Behaviour

Sexism and the preference for dominant male partners predicts women's endorsement of gendered romance norms

Beatrice Alba¹, Matthew D Hammond², Emily J Cross³

¹Deakin University; ²Victoria University of Wellington²; ³University of Exeter³

Many people expect women and men to play different roles in heterosexual romantic encounters, such as men paying for women on dates. We examined the predictors of the endorsement of these gendered romance norms in three samples of single non-lesbian women living in Australia (n1 = 112, Mage = 29.9 years, SD = 11.2; n2 = 157, Mage = 50.3 years, SD = 16.1; n3 = 189, Mage = 45.3 years, SD = 15.4). In line with hypotheses, women who were higher on benevolent sexism, lower on feminist identity, and who had a stronger preference for dominant men as partners had a greater endorsement of gendered romance norms in all samples. In some samples, we found that greater endorsement of gendered romance norms was associated with greater hostile sexism, a stronger preference for a long-term relationship, and a weaker preference for short-term relationships, partially supporting hypotheses. We also found that the association between benevolent sexism and the endorsement of gendered romance norms was mediated by the preference for dominant men. Overall, these findings suggest that sexist attitudes and women's desire for dominant men as partners are robust predictors of single women's endorsement of gendered roles in romantic encounters.

"It's all in your head": A preliminary exploration of personality dimensions and acceptance of gaslighting tactics

Evita March¹, Cameron S. Kay², Bojana Dinić³, Danielle Wagstaff¹, Beàta Grabovac³, Peter K. Jonason⁴

Federation University Australia¹; University of Oregon²; University of Novi Sad³; University of Padova⁴

Gaslighting is a form of intimate partner psychological/emotional abuse and manipulation, and includes tactics such as constant misdirection, denial, lying, and contradiction – all to destabilise the victim/survivor. Compared to other forms of intimate partner abuse, gaslighting remains underexplored in the literature. In this study, we address this paucity by exploring associations between the dimensions of the "Dark Tetrad" personality traits (i.e., grandiose narcissism, vulnerable narcissism, Machiavellian tactics, Machiavellian views, primary psychopathy, secondary psychopathy, and sadism) and acceptance of gaslighting tactics. A community sample of 315 Australian adults (Mage = 42.39; 62.2% women) were recruited via Cloud Research and completed an online questionnaire. A measure of acceptance of gaslighting tactics was developed by the current authors, and the measure demonstrated unidimensional model fit. Compared to women, men found the deployment of gaslighting tactics more acceptable. There were significant, positive correlations between all trait dimensions and acceptance of gaslighting tactics; however, in the shared variance model, only gender (men), Machiavellian tactics, primary psychopathy, and sadism were significant predictors. Further, men high on vulnerable narcissism demonstrated the greatest acceptance of gaslighting tactics. These findings provide important foundational information towards understanding gaslighting tactics in intimate partner abuse and may have practical implications for relationship counsellors and clinicians practicing in this space.

Personality and problematic Social Media Use

Sharon Horwood¹, Jeromy Anglim¹

¹Deakin University

Problematic social media use is typically characterised by prolonged and compulsive use that leads to impaired daily functioning in terms of productivity, social relationships, physical health, or emotional well-being. The current study provides a comprehensive assessment of how Big Five personality predicts problematic social media use generally, and for specific social media platforms (Facebook, Twitter, Reddit, YouTube, Instagram, Tik Tok). A sample of Australian adults (n = 713, 80% female; mean age = 26.8, SD 8.7) completed the 100-item Big Five Aspects Scale along with measures of general and problematic social media platform use. Participants reported high levels of problematic social media use. Problematic social media use was positively correlated with neuroticism and negatively correlated with the remaining Big 5 factors. Tik Tok, YouTube and Reddit usage were each associated with multiple factors, whereas Instagram and Twitter were each associated with only one factor (+ extraversion and – conscientiousness respectively). Of the platforms, Tik Tok usage was most strongly associated with Big 5 personality revealing moderate correlations with neuroticism (+), openness (-) and conscientiousness (-). Overall, the study highlights the importance of personality traits for understanding predispositions to engage in problematic social media use.

Do dogs connect us to nature? Benefits of pet ownership on psychological distress and nature connection

Julia Matheson¹, Kate Barford¹

Deakin University¹

Urbanisation has minimised nature connection and increased psychological distress. It is important to re-establish nature connection. Dog ownership may help increase nature connection and reduce psychological distress. This study aims to examine if pet attachment and/or time in nature with a dog are associated with increased nature connection and/or psychological distress. It is hypothesised that pet attachment and time in nature with dog will be positive predictors of nature connectedness, and that pet attachment and time in nature with dog will be independent negative predictors of psychological distress, even when controlling for exercise. Participants were a convenience sample of English-speaking Australian's aged 18+ years who owned a dog N = 393 (80.10% female). Participants were recruited via Prolific and Facebook to complete an online survey measuring nature connectedness, pet attachment, and psychological distress. Results indicated time in nature with dog and pet attachment positively predict nature connectedness, and psychological distress was negatively predicted by time in nature with dog. Contrary to hypotheses, pet attachment was a positive predictor of psychological distress. Results suggest dog-walking in nature increases nature connection and reduces psychological distress (even when controlling for exercise). Owners with high psychological distress report stronger pet attachment. Pet dogs may remedy urbanisation's negative effects via nature connection and wellbeing.

The positive associations between spending time in nature with dogs, nature connection, well-being, and mindfulness

Charlotte Williams¹, Kate Barford¹

Deakin University¹

This study examined the potential associations between time spent in nature in the presence of a pet dog with nature connection, mindfulness, and well-being. With global mental health concerns on the rise, along with increased pet dog ownership numbers in Australia, understanding potential tools that may enhance individuals' lifestyle and holistic well-being would be of benefit. An online sample of 384 dog owners living in Australia completed a series of self-reported questionnaires. All three hypotheses were supported; multiple regression analysis revealed that spending time in nature with dogs had a significant positive association with nature connection, well-being, and mindfulness, after accounting for time spent in nature without dogs. These findings support previous research that pet dogs can have a positive influence on owners' mental health but extends this research field by considering dogs' presence in nature. Future research could employ longitudinal studies to investigate causal associations.

Paper Session: Personality Assessment, and Methodology

Personality measurement, replicability, and the credibility revolution

Simon Boag

Macquarie University

This theoretical discussion paper addresses measurement and what role personality assessment might play in the so-called 'replicability crisis'. The paper first discusses both the nature of quantitative attributes and the role of measurement in personality science. Whether personality variables have quantitative structure and some potential implications for replicability in personality research are then considered. Recent arguments from Lilienfeld and Strother (2020) and Flake and Fried (2020) concerning the contribution of 'questionable measurement practices' to replicability failures are then addressed in relationship to personality assessment practices. An evaluation of their suggestions for increasing transparency in reporting measurement practice indicates that the core issue of test validity is not addressed. Suggestions for going forward and some implications for the 'credibility revolution' are then considered.

The Strengths and Difficulties Questionnaire as a measure of individual differences in Singapore

Nicolette Waschl¹, Rebecca Bull², Ee Lynn Ng¹, Wei Teng Chan¹

National Institute of Education, Nanyang Technological University¹; Macquarie School of Education, Macquarie University²

The Strengths and Difficulties Questionnaire (SDQ) is one of the most commonly used instruments to screen for social-emotional and behavioural difficulties in children. Originally developed as a tool to identify children with clinically significant difficulties, it is also commonly used as an individual differences measure in research studies of the general population. In this presentation, we look at its suitability for use in a community sample of 1,537 young children in Singapore aged from 6 to 7.5 years. We examine the factor structure of the instrument and its equivalence across parent- and teacher-report versions. Following this we examine the reliability of scores at different levels of the measured traits with a view to its use as an individual differences measure. Our findings suggest that the factor structure of the SDQ can be considered the same across parent- and teacher-report versions, with 5 trait factors and a positive construal method factor. However, a substantial amount of variance was attributable to the informant type (i.e., teacher or parent) and reliability was low at low levels of social-emotional and behavioural difficulties.

Mirror mirror on the wall... are reflective latent variable models the fairest of them all?

Damian Birney

University of Sydney

Despite substantial evidence for the link between an individual's intelligence and successful life outcomes, questions about what defines intelligence have remained the focus of heated disputes. The most common approach to understanding intelligence has been to investigate what performance on tests of intellect is and is not associated with. This psychometric approach, based on correlations and factor analysis is deficient. In this talk, I will aim to substantiate why classic psychometrics which focus on between-person accounts using reflective latent variable models will necessarily provide a limited account of intelligence until theoretical considerations of within-person accounts are more fully incorporated. I will first consider the impact of some entrenched psychometric presumptions that support the status quo and impede alternative views. I will then briefly explain how multilevel models are conceptually and psychometrically well-suited to building and testing within-individual notions of intelligence.

Unified Narcissism Scale – Revised Short Form: Construction of a short form measure and assessing cross-cultural differences in narcissism

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Narcissism is currently understood as consisting of grandiose and vulnerable dimensions with a shared core of entitlement. The Unified Narcissism-Revised (UNS-R) is a measure of narcissism reflecting this theorising that was constructed utilising cross-cultural samples. However, the measure was only partially scalar invariant with a third of the items not showing equivalent performance across different cultural samples. In this study we aimed to determine a prototype short form of the measure that was scalar invariant across cultures. We constructed a 15-item short form prototype of the UNS-R that was scalar invariant across four countries (the United States, China, Sri Lanka, and Australia). The short form measure showed strong reliability and external validity. Using this short form, we found the Australian sample to be the most different from the other samples. We speculate this is due to Australia being less "vertical", than the other three countries, that is, aligning more with the idea that people are equal and a resistance to hierarchy. In conclusion, we constructed a short form measure of narcissism that can be readily used in future research, and in the process highlighted important cultural differences in the manifestation of narcissism.

Within-person variation in cognitive ability is not noise: Using the Experience Sampling Method (ESM) to assess cognitive ability

Arabella Vaughan¹, Damian Birney¹

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In recent decades, longitudinal data collection methods have enabled researchers to unearth significant insights into human cognitions and behaviours. In particular, the experience sampling method (ESM) has allowed us to understand variability in people's experiences as they unfold in their everyday lives. Studies using the ESM have demonstrated that individual differences traits previously thought to be relatively stable are actually variable, particularly personality. In this paper we build a case for the use of ESM to understand variability in another individual differences trait – cognitive ability. We propose that cognitive ability is suited to an ESM style of measurement because, like personality, its expression is known to differ depending on the situation in which it is being assessed. We argue that the only moderate predictive utility of cognitive assessments in many practical contexts is due to the mismatch between the maximum performance situations in which cognitive assessments are completed and the typical performance situations these assessments are used to predict. We present the method and preliminary participant acceptability results from two recent studies in our lab, which show that this method is technologically feasible and similarly acceptable to participants as a traditional single-session cognitive assessment.

Paper Session: Personality in the Wild (Applied Research)

Teachers who are well teach better: An examination of the association between teacher self-reported wellbeing and student-reported instructional quality

Lisa E. Kim¹, Irena Burić²

Department of Education, University of York, UK¹; Department of Psychology, University of Zadar, Croatia²

Teacher wellbeing is a growing topic in many countries, as teachers experience increasing demands and pressures in the profession. Poor wellbeing of teachers can have negative consequences, including deterioration in the quality of the teaching that they deliver. To investigate this topic, we examined the association between teacher wellbeing and teachers' instructional quality using latent multilevel structural equation modelling with Bayes estimation. Specifically, 1067 high school teachers self-reported their levels of job satisfaction and emotional exhaustion; and their 18814 students reported the quality of their teachers' teaching quality on six dimensions of the Tripod measure (i.e., Care, Confer, Captivate, Clarify, Consolidate, and Control). We found that teachers who were more satisfied with their job were rated as better teachers by their students on all analysed dimensions of teaching quality. Moreover, teachers who were more emotionally exhausted were rated by their students as those who offered less care, conferment, consolidation, and captivation, but not less control or clarity. We discuss the implications of the importance of protecting and enhancing teachers' wellbeing for teaching effectiveness.

Machiavellianism, lie acceptability, and academic cheating: a question of tactics

Tracey Price¹, Garry Power¹

¹Federation University Australia

Academic misconduct is a serious challenge to the integrity of tertiary education around the world. The current study sought to improve characterisation of the personality traits that can predict academic dishonesty. A diverse sample of 260 students were recruited online who completed measures of Machiavellianism, lie acceptability, and attitudes toward and engagement in academic dishonesty. The tactics subscale of a two-dimensional measure of Machiavellianism was a better predictor of both attitudes to and engagement in academic cheating compared to the Machiavellianism views subscale from the same measure, or the unidimensional Crafty (i.e. Machiavellianism) subscale of the Short Dark Tetrad Scale. Indirect models predicting attitudes to and engagement in cheating were also tested. These included both Machiavellian tactics and views as predictors and lie acceptability as a mediator. The indirect models via lie acceptability were all significant. The results suggest Machiavellianism should be seen as a multidimensional construct, that endorsement of Machiavellian tactics more so than a Machiavellian view of life predicts academic cheating, and that lie acceptability may play an important role in linking Machiavellianism with academic misconduct. These results have implications for educators seeking to reduce the incidence of academic dishonesty.

Differential responses to ethically-framed appeals to eat less meat: A pre-registered replication

Luke D. Smillie¹, Matthew Ruby², Nicholas P. Tan¹, Liora Stollard¹, Brock Bastian¹

The University of Melbourne¹; La Trobe University²;

Ethical vegetarian appeals are persuasive messages promoting the adoption of a plant-based diet. In an initial study, we found that individuals vary in their receptivity to such appeals, depending on one personality trait (openness/intellect) and two belief traits (speciesism, and the belief that meat eating is 'normal'). In the present study we attempted to confirm these findings via a pre-registered replication attempt. Participants (N = 980) viewed one of three vegetarian appeals—two highlighting moral concerns (animal welfare, the environment) and a third focused on individual health (control condition). We observed several differential effects of our vegetarian appeals on perceived effectiveness of the appeal and resultant intentions to reduce meat consumption. Most differential effects were observed in response to our appeals focused on animal welfare. However, only one of our pre-registered hypotheses was confirmed: People who more strongly believed that eating meat was 'normal' rated the vegetarian appeals focused on animal welfare as less effective. We conclude that vegetarian appeals may elicit different responses from different people, and that such insights may inform tailored (or 'personalised') approaches to behaviour change in this area.

Evaluating the effectiveness of vegetarian appeals in daily life: Comparing positive and negative imagery, and gauging differential responses

Nicholas P. Tan¹, Brock B. Bastian¹, Luke D. Smillie¹

The University of Melbourne¹

Persuasive appeals designed to reduce meat consumption often employ graphic images of the harms perpetuated by eating meat (e.g., cruel factory farming practices). However, because people are motivated to see themselves as moral, appeals that highlight omnivores' moral failings might be resisted or backfire. Furthermore, given that people differ in their motivations and attitudes relating to animals and meat-eating, people likely differ in their responses to these appeals. Thus, in a two-week intervention study (N = 427), we compared the effects of two vegetarian appeals—one employing negative imagery (footage of factory farming cruelty), the other employing positive imagery (footage from farmed animal sanctuaries)—on daily meat consumption and related affects and cognitions. We also examined several personality traits and other individual differences that may confer differential effects of these appeals. Although neither appeal significantly reduced meat consumption, both the positive and negative appeal increased intentions to eat less meat, and led to more negative affect and cognition when eating meat. Moreover, several individual difference variables moderated the effects of these appeals on actual and intended meat consumption. Findings will be discussed in relation to the difficulty of changing morally troublesome behaviour, and the justifiability of using graphic appeals.

Paper Session: "Dark" Personality and Wellbeing

An exploration of trolling behaviours in Australian adolescents: The role of psychopathy and negative social potency

Jessica Z Marrington¹, Evita March², Sarah Murray¹, Carla Jeffries¹, Tanya Machin¹, Sonja March¹

School of Psychology and Counselling, University of Southern Queensland¹; Federation University Australia²

Researchers have explored a range of personality and individual differences as predictors of engaging in online trolling behaviours. However, these studies have largely been conducted on adult samples. As adolescents are a particularly vulnerable group with regards to both being trolled and trolling others, in the current study we aim to replicate and extend previous research by exploring the utility of personality traits (psychopathy and sadism), self-esteem, empathy

(cognitive and affective), and social rewards (negative social potency) to predict adolescents' trolling behaviours. A sample of 157 Australian adolescents (40.8% male, 58% female, .6% non-binary) aged 13-18 years ($M = 15.58$, $SD = 1.71$) completed an online questionnaire. Results showed in the past year, 24.2% of Australian adolescents reported being trolled and 13.4% reported having trolled others. Combined, gender and the predictors explained 30.7% of variance in adolescents' trolling behaviours. When accounting for shared variance, gender (male), high psychopathy, and high negative social potency were significant predictors of trolling, aligning with findings of adult samples. Comparative to adult samples, sadism was not a unique predictor of trolling for adolescents. These findings highlight key similarities and differences in predictors of trolling in adolescent and adult samples and may inform intervention programs targeting different age cohorts.

A meta-analysis of the relationship between narcissism and self-esteem.

Mathew Gullotta¹, Sarah A Walker¹, Kit Double¹, Carolyn MacCann¹

University of Sydney¹

Narcissism is a personality attribute commonly associated with the personality disorder (e.g., DSM-5; APA, 2013; 2022). Current thinking suggests that narcissism can be multi-dimensional, comprised of two facets: grandiose and vulnerable narcissism. While grandiose narcissism (sense of superiority and inflated sense of self) is typically positively associated with self-esteem (Rohmann, Harke, & Beirhoff, 2019), vulnerable narcissism (tenuous and fragile sense of self) is negatively correlated with self-esteem (Pincus, Ansell, Pimentel, Cain, Wright, & Levy, 2009; Zeigler-Hill, Clark, & Pickard, 2008). Despite the wealth of research in this area, to date no comprehensive quantitative synthesis of the literature (or meta-analysis) on the relationship between narcissism and self-esteem has been conducted. We present findings from a quantitative synthesis of 209 publications to determine the extent to which self-esteem is a defining factor between grandiose and vulnerable narcissism.

Individuals' orientation towards their negative emotions predicts the likelihood of their future happiness

Ashley Humphrey¹, Rebecca Szoka², Brock Bastian²

Federation University Australia¹; University of Melbourne²

Recent research has uncovered a downside to the pursuit of happiness; such that placing a high value on happiness can ironically lead to lower wellbeing. Not all approaches have this effect, however, and individuals who seek positivity within their day-to-day routines may experience higher wellbeing. The current research investigated whether the difference between these two approaches (valuing happiness vs. prioritizing positivity) exists in how people orient towards their negative emotions. Across two studies we found that feeling pressured to avoid feeling anxious or depressed partially mediated the relationship between valuing happiness and decreased wellbeing, but this was not the case for prioritizing positivity. The findings suggest the negative well-being effects of placing a high value on happiness may be partially explained by a related tendency to devalue negative emotions, providing evidence for a mechanism through which the pursuit of happiness can become detrimental.

Psychopaths racing to the South Pole

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University of New South Wales¹

How can recruiters differentiate psychopathic leaders from transformational leaders. Both types of leaders will likely display charm during an interview. We aim to understand how they can be differentiated in terms of behavior and uptake of advice in a simulation game that recreates the first team expeditions to the South Pole. We use a 2x2x2 between-subject experimental design in which different evidence is presented from a leader or follower, with high vs low diagnosticity of their chance of success, and with "gung ho" vs "cautious" advice. We measure performance metrics to examine whether psychopathic leaders are more likely to ignore advice/hazards and persist when directed towards failure than a transformational leader, whether gung-ho evidence increases persistence and likelihood to leave behind team members for psychopathic leaders more than transformational leaders in the simulation, and

whether the diagnosticity of the evidence provided regarding their chance of success influences persistence for psychopathic leaders. Data will be collected shortly from over 300 managers.

Symposium: Personality, Individual differences, and online behaviour: new findings and directions

Gender differences and Cyber Abuse: A systematic review of the literature

Molly Branson¹, Evita March¹, Danielle Wagstaff¹, Iqbal Gondal²

Federation University Australia¹, RMIT²

Despite considerable research attention over the past decade, minimal consensus has been reached with regards to gender differences in the experience of abusive online behaviours. Previously, Cyber Abuse behaviours have been examined separately, with past reviews focussing on individual forms of online abuse such as Cyberbullying, Cyber Dating Abuse, and Cyberstalking. Despite the merit of this approach, the behavioural overlap and definitional contention associated with these apparently distinct forms of abuse necessitates exploring Cyber Abuse holistically. Therefore, the aim of this systematic review was to explore the gender differences associated with various forms of Cyber Abuse with the intention to gain a more complete understanding of the gender differences associated with online victimisation. The final sample consisted of 147 articles that met our inclusion criteria. Preliminary analysis identified gendered victimisation patterns in some Cyber Abuse behaviours, with women more likely to be victims of Cyberstalking and sexual forms of online harassment. By contrast, few gender differences were identified in Cyber Dating Abuse and Cyberbullying victimisation, with contentious findings potentially being attributed to methodological characteristics. Finally, trends regarding the reliability and validity of the measurement tools included in Cyber Abuse research was explored, with recommendations for future scientific rigour and conceptualisation.

Narcissism, Machiavellianism, psychopathy, sadism, and catfishing

Cassandra Lauder¹, Evita March¹

Federation University Australia¹

Catfishing, the act of deceiving and exploiting another person online, can have significant negative impact on the target. To date, limited research has explored individual differences in perpetration of catfishing. We address this paucity by adopting an evolutionary psychology theoretical framework (the "cheater strategy" hypothesis) and exploring the utility of gender and the Dark Tetrad personality traits of psychopathy, sadism, Machiavellianism, and narcissism to predict catfishing perpetration. A sample of 664 participants (55.8% men, 40.3% women) with an average age of 28.84 years ($SD = 9.60$) were recruited via social media and completed an anonymous online questionnaire which comprised measures of personality and catfishing behaviours. Combined, the variables explained 62.6% of variance in catfishing perpetration. Results partially supported the hypotheses, with only psychopathy, sadism, and narcissism emerging as positive predictors of catfishing perpetration. Findings of the current study indicate that evolutionary psychology may be a useful theoretical framework when exploring antisocial online behaviours. Further, these findings provide crucial information regarding the psychological profile of a "catfish" and may have important practical implications by informing the prevention and management of this online behaviour

The typology of internet trolling

Natalie Sest¹, Evita March²

Federation University Australia

Internet trolling includes a broad spectrum of online behaviours. Research exploring trolling, however, has used a variety of definitions and online behaviours to describe and measure this behaviour. In the present study, we seek to address this operational definition discrepancy by identifying typologies of trolling behaviour and developing a new

measure of trolling behaviour. In Study 1, 172 participants responded to an qualitative online questionnaire exploring trolling behaviours and perceptions of trolling. Responses suggested that trolling can be distinguished via two major typologies of behaviour: a light-hearted, humour-driven type of trolling behaviour and a darker, harm-driven type of trolling behaviour. In Study 2, 317 participants responded to a trolling typology pilot questionnaire. Results indicated, in addition to the previously identified light-hearted type of trolling behaviour, that the darker form of trolling is delineated into two distinct types behaviours: a deceptive, harm-driven type of trolling and a more malicious type of online behaviour that is synonymous with cyber abuse. Our current research is confirming our previous findings and finalising a new measure of trolling behaviour: the Comprehensive Measure of Trolling (CMOT), as well as exploring a theoretical framework of differential associations between personality and individual differences and the three trolling typologies.

Female rivalry on Instagram: cosmetics and competitiveness

Danielle Wagstaff¹, Danielle Sulikowski²

Federation University Australia¹, Charles Sturt University²

Instagram provides a platform for individuals to engage in strategic self-promotion. Viewing Instagram images can therefore lead to negative outcomes if the content of those images is idealistic. In a series of studies, we have demonstrated that women's use of cosmetics may act as a signal of competitive intent to other women. Instagram provides a vehicle for women to engage in idealistic self-presentation. For instance, when presented on Instagram, women's makeup 'selfies' elicit lower attractiveness ratings and signals of aggressive behaviour from other women, particularly for women high in competitiveness and mate value. The role of Instagram in female competition will be discussed, as well as the value of makeup as a signal to ward off rivals.

Symposium: Leadership and personality

Extraverted behavior enhances leader wellbeing and leader self-efficacy in both introverts and extraverts.

Peter O'Connor¹, Andrew Spark¹, Nerina Jimmieson¹, Cornelia Niessen²

Queensland University of Technology¹; Friedrich-Alexander University of Erlangen-Nürnberg²

A major cause of leadership success within individuals is trait extraversion; extraverts are more likely than introverts to emerge as leaders within organisations and perform effectively once in leadership roles. In this study we conducted a longitudinal field experiment to determine whether the leadership benefits of "being" extraverted would also hold for "acting" extraverted, and whether introverted leaders would also benefit from purposeful extraverted behavior. Participants (N = 290) were randomly allocated to one of 3 experimental conditions whereby they were asked to either act extraverted (treatment), act agreeable (active control) or given no instruction (passive control). Over a 10-day period, participants documented up to 20 distinct leadership situations (two per day), and rated how extraverted they behaved in each situation, followed by multiple measures of momentary wellbeing, leader self-efficacy, and motivation to lead. Consistent with hypotheses, participants in the treatment (act extraverted) condition were significantly more likely than participants in other conditions to experience heightened positive affect, core flow, leadership self-efficacy, and motivation to lead. These effects did not differ for introverts and extraverts, and introverts did not suffer any detrimental effects of acting extroverted over the two-week period. Our results challenge common assumptions about introverted leaders and offer an easily implemented strategy for boosting wellbeing among leaders.

The neo-Charismatic Leadership Tactics inventory

Lisa Lu

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Charismatic leadership tactics (CLTs) research shows that charisma can be taught. What is unknown is whether leader charisma and its development differ by gender. A key problem with the existing CLTs is that they have been predominantly developed based on male leaders, likely because leadership roles have been and are still largely held by men. It is well documented in the management literature that charismatic leadership has strong effects on leader outcomes such as team and organisational performance. Given the increasing demand for interpersonally skilled behaviours in leaders, it's evident an expanded and gender inclusive measure of charisma is needed to understand charismatic leadership in modern day organisations. We re-develop and extend the existing CLTs through grounded research and theory to create the suite of neo-charismatic leadership tactics (nCLTs). Through a short, virtual intervention, we examine the effects of nCLTs and episodic future thinking as moderators of charisma. Our work contributes to charismatic leadership theory, introduces episodic future thinking into the organisational behaviour literature, and gives practical insight into the boundary conditions of virtual interventions and the future of remote work.

The narcissistic leadership scale (NLS): A concise measure of narcissistic leadership

Kelsey Burton

University of New South Wales

Narcissism has always been a salient personality trait in the study of social personality. In the past four decades, the role narcissism plays in leadership has been extensively explored. More recently, scholars proposed the concept of narcissistic leadership style, a leadership style that measures leadership effectiveness, behaviour and impact in a way that is more consistent with other leadership styles in existing leadership studies. However, despite this call for progress, narcissism has so far been measured as a unidimensional personality trait. To date, the narcissistic leadership literature is significantly under-researched as there is no dedicated measurement of narcissistic leadership within the field of study. This presents a significant gap within leadership studies and explains the current lack of comparison between narcissistic leadership and other leadership styles. This study aims to develop a questionnaire dedicated to the measurement of narcissistic leadership. This study thereby aims to help the current leadership literature better measure narcissistic leadership and move away from the simplistic, unidimensional measure of narcissism. Further, the study also aims to use the scale to identify and measure differences between narcissistic leadership and other forms of leadership styles such as transformational leadership to confirm the validity of the scale. The study aims to conclude that the current identification of narcissistic leadership is inherently limited both within leadership studies and practical leadership selection procedures, hence aims to better understand the topic of narcissism in the field of leadership studies and better understand the integration of narcissistic leadership as a more complicated construct.

How context drives inter change between grandiose and vulnerable narcissistic states

Charles Tughtan

The University of Newcastle

Research into the fluctuation of state narcissism is in its infancy, with most studies being theoretical and naturalistic. The present study used an experimental design to examine how the interpersonal context of warmth and dominance moderates state narcissism, specifically narcissistic grandiosity, and vulnerability. Consenting adults (N = 312) were randomised to engage in one of four video-based hypothetical scenarios. Each video displayed high or low dominance with high or low warmth. State narcissism was assessed prior to and following the scenario, and interpersonal perceptions and responses of the participants were examined. The results did not reveal interaction between pre-grandiosity and post-vulnerability in any of the conditions. Instead, those with pre-grandiosity responded with higher levels of grandiosity to each of the scenarios, particularly in response to perceived high dominance and high warmth. In the low dominance, high warmth condition, an association between pre-vulnerability and post-grandiosity was demonstrated in those under 45 years of age, suggesting when perceiving others as warm and submissive, those vulnerable may inter change to become more grandiose. This study supports clinical theory suggesting individuals fluctuate their levels of grandiosity and vulnerability in response to the context of an interpersonal situation.

Contextual switching between grandiose and vulnerable narcissism: An experimental study

Chantal Maree Devereaux

University of New South Wales

Narcissistic Personality Disorder (NPD) is a complex dynamic disorder. However, still in dispute is whether narcissism is a type (i.e., malignant, grandiose, vulnerable) or fluctuating narcissistic states (grandiose and vulnerable) a person fluctuates between dependent on environmental factors. While the media and the public continually overuse and misuse the term narcissism, the academic community continues to discuss and research the diagnosis and contextualisation of narcissism through self-reporting testing measures. However, this study took an experimental approach to prove that a narcissist's traits can fluctuate. We first reviewed early definitions of narcissism by psychoanalysts Kohut and Kernberg and the DSM-5 limitations. The participants completed the 14-item Grandiose Narcissism and Vulnerable Narcissism Trait measures (Gore & Widiger, 2016) pre-/post-the experiment. The participants (N=340) ranging in age and managerial experience were randomly assigned to watch one of four short videos, a narcissistic leader talking to his manager either displaying 1) grandiose with power, 2) grandiose with no power, 3) vulnerable with power and 4) vulnerable with no power. The retest results suggest a fluctuation in some participants' narcissistic states. Understanding this disorder can equip organisations with better knowledge of how narcissistic leaders react and influence other narcissistic managers. Future research should consider similar trials with clinical patients.

Symposium: Personality and Workplace Behaviour

Predicting Employee Engagement, Job Satisfaction, and Organisational Commitment from Personality: A Facet-Level HEXACO Perspective

Jeromy Anglim¹, Andrew Marty²

Deakin University¹; SACS Consulting²

While initial research suggests that Big Five personality traits predict aspects of workplace well-being including employee engagement, job satisfaction, and commitment, gaps in understanding remain. To address this, the current study aimed to examine, (a) the relationship between HEXACO personality and workplace well-being, (b) the extent to which personality facets predict workplace well-being, and (c) the extent to which personality–criteria relationships vary across workplace well-being variables. To achieve these aims, Australian working adults who had previously completed the 200 item HEXACO Personality Inventory - Revised were invited to complete a survey measuring their job satisfaction, employee engagement, and organisational commitment (affective, normative, and continuance). The final sample consisted of 607 participants. Correlation between personality domains and engagement were as follows: extraversion ($r = .28$), conscientiousness ($r = .21$), agreeableness ($r = .20$), emotionality ($r = -.17$), honesty-humility ($r = .13$), openness ($r = .02$). Correlations for job satisfaction and affective commitment exhibited a similar pattern but were weaker than seen for engagement. Facet-level regression models typically explained about 40 to 50% more variance workplace well-being variables. Results have theoretical and practical implications for understanding workplace well-being and the application of the HEXACO framework of personality in workplace settings.

Humour Effectiveness Scale: A Scale Development and Validation Study

Caroline Rosenberg¹; Jeromy Anglim¹; Loch Forsyth¹

Deakin University¹

The effect of humour in the workplace and leadership has been extensively examined, and the impact on the individual, team and organisational outcomes is evident. However, existing research has relied on measures based on

teleological theories (e.g., Humour Styles Questionnaire; HSQ) which offers little insight into how to use humour effectively. To overcome this limitation, the current study outlines the development and validation of a new scale: the Humour Effectiveness Scale. First, 15 participants completed a semi-structured interview from which themes of effective humour use were developed and an initial item pool was developed. Then participants ($n = 623$) completed the initial item set, along with measure of humour styles (HSQ), trait emotional intelligence (TEIQue-SF), and leadership (Global Transformational Leadership Scale). Using factor analytic methods and content assessment, a four-factor 32-item scale measuring humour effectiveness was developed. The four factors were humour awareness, confidence, anxiety, and offensiveness. The scale had a clean factor structure and good internal consistency, α ranging from .71 to .87. Correlation between these four scales and other established scales supported criterion-related validity. A short 16-item form of the measure was also developed. Future directions of humour effectiveness in workplace and leadership studies will be discussed.

Affiliative Humour, Dark Traits and Leadership Styles

James Eracleous¹; Caroline Rosenberg¹; Loch Forsyth¹

Deakin University¹

Dark Tetrad traits are generally considered to be negatively related to effective leadership behaviours; however research findings are mixed. Affiliative humour, an adaptive style of humour, has been found to be positively associated with effective leadership behaviours. This study examined the relationship between the Dark Tetrad traits and effective leadership behaviours (i.e., transformational and transactional) as well as the potential moderating effect of affiliative humour use on the impact of the Dark Tetrad on leadership behaviours. A sample of 431 employed participants completed the Short Dark Tetrad (SD4), the Humour Styles Questionnaire, and a measure of Transformational and Transactional Leadership. The findings indicated that psychopathy negatively predicted both styles of leadership behaviours; sadism negatively predicted transformational leadership and positively predicted transactional leadership. Narcissism was a positive predictor for both leadership styles; and Machiavellianism was not a significant predictor of either leadership style. Affiliative humour had a positive influence on the three significant relationships with transformational leadership; and no effect on the relationships with transactional leadership. These findings have implications for leaders who wish to manage the effect of the dark traits and suggest that they may be able to use affiliative humour to influence positive perceptions of their transformational leadership behaviours.

Investigating the Relationships Between the Dark Tetrad, Perceived Ability to Deceive, and Malicious Insider Threats

Anthea Lorigan¹, Rushat Parihar¹, Tayla Ewans¹, Loch Forsyth¹

Deakin University¹

Past research on malicious insider threat behaviour has largely been limited to studying confirmed cases of insider attacks. Based on thematic modelling of these documented cases, the role of personality traits and deceptive tendencies in an individual's propensity to conduct insider attacks has been implicated, but, thus far, has not been empirically investigated. Therefore, the current study directly investigated relationships between the Dark Tetrad, Perceived Ability to Deceive and the following insider attack types: (1) Information Technology (IT) sabotage, and (2) Intellectual Property (IP) theft. A sample of 467 adults (72% women; $M = 35.32$, $SD = 12.68$) completed the Short Dark Triad, Short Sadistic Impulse Scale, and the Perceived Ability to Deceive Scale. Vignettes were constructed and utilised to measure the tendency to engage in the insider attack types of IT sabotage and IP theft. Multiple hierarchical regression analyses were utilised to determine if the perceived ability to deceive adds incremental validity beyond the Dark Tetrad when predicting insider attack propensity. The current research has the potential to inform recruitment and selection processes utilised by organisations.

Symposium: Extrinsic Emotion Regulation

Happy Spouse, Happy House, Unique Target Perspectives of Extrinsic Emotion Regulation Relate to the Relationship Quality of Both Partners

Sarah A. Walker¹, Kit S. Double¹, Rebecca T. Pinkus¹, Carolyn MacCann¹

The University of Sydney¹

Romantic couples often attempt to make their partner feel better—they use extrinsic emotion regulation processes, such as positive reappraisal (changing the way their partner views a negative situation), expressive suppression (encouraging their partner to hide their feelings) or distraction (distracting their partner from the emotion-eliciting event). In this study, 430 couples recruited through Prolific crowd-sourcing platform each rated how much they used eight regulation strategies to regulate their partner's emotions, and how much their partner used the same eight strategies on them (expressive suppression, downward social comparison, humour, distraction, direct action, positive reappraisal, social sharing, and valuing). For each person, we have their own and their partner's perspective on which regulation processes they use. The aim of the current dyadic study is to model the different perspectives of each partner using structural equation bi-factor modelling. Specifically, we examined whether there are differences between one's own unique perspective, the partner's unique perspective, and the shared perspective for each of the eight regulation processes, and to examine whether these perspectives show differential associations with personal wellbeing (psychological wellbeing, positive affect, negative affect) and relationship quality (trust, closeness, lower conflict, relationship satisfaction). Overall, we found that it is not what the regulator says they do to make their partner feel better that impacts relationship quality, but rather what the target perceives the regulator has done that relates to higher levels of relationship quality of the target and the regulator.

Emotional Intelligence Predicts Relationship Quality in Romantic Couples: The Mediating Role of Extrinsic Emotion Regulation

Hester Xiao¹, Kit S. Double¹, Rebecca Pinkus¹, Carolyn MacCann¹

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Emotional intelligence (EI) has been positively associated with relationship quality in romantic couples, but only a few studies have looked at the mechanism underlying the influence. The current study examines the mediating role of emotion regulation in the associations between EI and relationship quality. Emotion regulation can be either intrinsic (regulating one's own emotions) or extrinsic (regulating others' emotions), both of which may influence one's own and one's partner's relationship quality. Specifically, we studied the mediating effects of one intrinsic emotion regulation strategy (self-reappraisal) and two extrinsic emotion regulation strategies (positive reappraisal and valuing). Heterosexual couples (N = 202) were recruited online from Prolific (<https://www.prolific.co/>) to complete three waves of surveys in 14 weeks. EI (ability EI, self-rated EI, and mixed EI), use of intrinsic/extrinsic emotion regulation strategies, and relationship quality were measured at three timepoints as the predictor, mediator, and outcome, separately. Actor-partner interdependence mediation models (APIMeMs) were applied to analyse the dyadic data. There are two main findings: (1) self-rated and mixed EI are significant predictors of one's own relationship quality for both genders, which were significantly mediated by one's use of valuing to regulate partner's emotions; and (2) females' self-rated and mixed EI are significant predictors of male partners' relationship quality, which was significantly mediated by females' use of valuing. Results suggest valuing as an effective strategy mediating the influence of EI on relationship quality in romantic couples, in which only females' EI and use of valuing showed interpersonal effects on male partners' relationship quality.

Why Do I Care? The Influence of Personality and Extrinsic Emotion Regulation Goal on Work-Relationship Outcomes

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Research has established that we can improve work and well-being outcomes by successfully regulating our emotions. Emotion regulation is typically defined as the strategies used to control the emotions one has and when one has them (i.e., strategies for regulating one's own emotions; known as intrinsic emotion regulation). There is growing consensus that we should also examine how we actively influence other's emotions at work (i.e. regulation strategies to influence the emotions others have and when they have them; known as extrinsic emotion regulation). Whilst there is some evidence that improving other's emotions leads to positive work-relationship outcomes, individual differences and context of work relationships should be taken into consideration. To examine whether regulation goals and personality traits influence extrinsic emotion regulation choice and effectiveness, data was collected from 168 working students and their 270 colleagues in Australia. Multi-level models across two timepoints indicate differential influences of hedonic versus instrumental goals, personality and trait emotional intelligence on extrinsic regulation strategies (reappraisal, social sharing and suppression). Students' extrinsic regulation significantly influenced colleagues' reports of relationship conflict and TMX. Causal effects of goals on regulation strategy choice are further supported with an add-on experimental study using a Prolific-Academic adult working sample. Implications for employees will be discussed.

How Does Emotional Intensity Impact What Strategies We Use to Regulate Other's Emotions?

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Prior research indicates people often select reappraisal to regulate others' emotions when emotional intensity is high but select distraction in low emotional intensities. The current research extends prior findings by comparing two reappraisal subtypes (reconstrual and minimising) alongside distraction. In three pre-registered experiments (https://aspredicted.org/9CX_P48, https://aspredicted.org/XPZ_669, https://aspredicted.org/M2X_8TH), participants were recruited online from Prolific. Participants completed an online novel advice-giving task to help their 'partner' (unbeknownst to them a computer response) regulate their emotions before viewing images of varying emotional intensity. Participants could select one of two advice options, and within-person comparisons of strategy preference for emotional intensity were calculated. In Study 1 (N = 53), participants selected reconstrual over distraction significantly more for low than high intensity ($\eta_p^2 = .556$, $p < .001$). In Study 2 (N = 32), participants showed no significant preference for minimising over distraction for low versus high intensity ($\eta_p^2 = .094$, $p = .083$). In Study 3 (N = 65), participants selected reconstrual over minimising significantly more for low than high intensity ($\eta_p^2 = .277$, $p < .001$). Results suggest that prior research findings for 'reappraisal' only apply to reconstrual and may not generalize to other reappraisal subtypes that require lower cognitive costs and emotional engagement.

Social Regulation of Emotion in China and Australia

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The way that people regulate their own emotions can differ across cultures, with evidence expressive suppression of emotion is both more common and more effective in collectivist than individualistic cultures. In this pre-registered study (https://aspredicted.org/BVX_BDH), students from Sydney (N = 146) and Zhejiang (N = 331) universities completed online surveys of emotion regulation and wellbeing at 2 timepoints. Assessments included interpersonal regulation strategies (strategies for regulating one's own emotions through social interaction) and extrinsic regulation strategies (strategies for regulating other people's emotions). All hypotheses for mean differences in extrinsic regulation strategies were supported: Chinese students used more expressive suppression, downward social comparison, distraction, and reappraisal whereas Australian students used relatively more receptive listening and valuing. A moderated regression showed culture moderated the extent to which expressive suppression predicted friendship quality, in line with pre-registered hypotheses. The association was stronger for Chinese students ($r = .27$, $p < .01$) than Australian students ($r = .01$, ns). However, the use of receptive listening to regulate others' emotions also showed a significantly stronger relationship with friendship quality for Chinese students ($r = .46$, $p < .01$) than Australian students ($r = .08$, ns), which was in the opposite direction to hypotheses. In general, associations of both

extrinsic and interpersonal wellbeing with both interpersonal outcomes (friendship quality) and intrapersonal outcomes (psychological wellbeing, higher positive affect, lower negative affect) were higher for Chinese than Australian students. Results suggest a greater role for the regulation of others' emotions in collectivist versus individualistic cultures.

Paper Session: Personality in the Lab (Basic Research)

Curiosity as feelings of interest versus deprivation: Relations between curiosity traits and affective states when anticipating information

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The interest/deprivation model of trait curiosity contrasts curiosity as a feeling of interest versus a feeling of deprivation. In two studies, we explored (N = 324), then confirmed (N = 397) relations that curiosity-as-interest and curiosity-as-deprivation had with anticipatory affect and information seeking behaviour during a trivia task. We found that (1) curiosity-as-interest predicted feeling curious/interested, whereas curiosity-as-deprivation predicted feeling both curious/interested and frustrated/bothered, when anticipating trivia answers; (2) curiosity-as-interest was the more robust trait predictor of information seeking (i.e., paying a cost to view trivia answers), and (3) anticipatory affect mediated the relations that both curiosity traits had with information seeking. These findings suggest that both traits in the I/D model of curiosity predict their definitional epistemic experiences.

Neuro-signatures of enlightened compassion and moral judgement

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Enlightened Compassion (EC) is a recently identified personality trait, conceptualized as an interstitial facet between Compassion and Openness, and characterized by the tendency for expanding care and moral concerns towards non-parochial and more unconventional groups. In the present study (N = 100), we aimed to explore neural markers of EC, by applying a task in which participants judged how "morally wrong" images were while their EEG data was collected. The images varied across four categories: harm to humans; harm to animals; harm to the environment; and harm to objects. We applied Multivariate Pattern Analysis (MVPA), a form of supervised machine learning, to investigate whether we could predict moral judgements from the neural data corresponding to the image's onset, and relative to the sample's individual scores for EC. We hypothesised that prediction would be more accurate for individuals high versus low in EC, suggesting "stronger" neural responses to the moral stimuli (particularly for images of Humans, Animals and Environment). Preliminary analyses of the data favour this hypothesis, and provide early insights into the neural basis of EC.

Agatha Christie meets the introversion-openness paradox: Mapping case studies onto structural equation model of introversion, openness/intellect and sensory-processing sensitivity factors

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Although openness/intellect and introversion have a negative bivariate association with each other, structural equational modelling research shows both have a positive association with sensory-processing sensitivity. How could this be, and what does this seemingly paradoxical relationship look like in 'real life'? This poster presents two case studies using autobiographical writings of eminent author, Agatha Christie, and eminent scientist, Dr Jane Goodall, to illustrate lived experiences of this introversion-openness paradox. Thematic analysis was used to identify and analyse themes related to openness/intellect, introversion-extraversion and sensory-processing sensitivity in these

autobiographies. Case study findings were mapped onto the quantitative structural equation model found in prior studies on openness/intellect, introversion and sensory processing sensitivity factors. The case study findings provided insights into subjective experiences associated with key pathways in the model, and into the synergies and stresses that can be experienced for individuals with simultaneously high sensory-processing sensitivity, introversion (low extraversion) and openness/intellect. For example, both case study subjects expressed positive feelings of prolonged deep focus and awareness when alone and engaged with ideas or interesting surrounds. And both also experienced tensions between wishing to share ideas with wide audiences, and needing to spend time alone. Further research directions and practical implications are discussed.

Three Nightmare Traits (TNT) and the similarity effect determine which personality traits we like and dislike

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In this study, using the HEXACO personality framework as a lens, we examined the content of free-text descriptions, provided by a sample of 441 participants in early adulthood, of liked and disliked others. Based on the 'three nightmare traits' (TNT) framework, we expected that the traits that would emerge most frequently in the descriptions of the liked (disliked) targets would be high (low) levels of honesty-humility, agreeableness, and conscientiousness (the TNT hypothesis). We further anticipated that participants' own personalities, as measured by the HEXACO personality inventory, would influence the content of their descriptions of their liked and disliked targets. Specifically, in line with similarity effects observed in other studies, we expected that those higher (lower) in honesty-humility and openness would describe their liked (disliked) targets in terms of higher levels on these traits (the similarity hypothesis). We found support for the TNT and similarity hypotheses, however, we also unexpectedly discovered that language describing aspects of extraversion was frequently invoked in descriptions of liked targets. Further, we also found that higher openness to experience was associated with descriptions of liked target in terms of conventionally undesirable traits, and disliked target in terms of conventionally desirable traits.

Cybernetic Big Five theory (CB5T) and the Big Five: An empirical analysis

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Cybernetics is central to the development of the grand theory of personality. Yet, there are no between person (level 2) measures of cybernetic scales in the literature. Using exploratory factor analysis in Study 1 (N = 300), we develop a between person model of DeYoung's Cybernetic Big Five theory (CB5T). A five-factor structure for the CB5T models is developed. In Study 2 (N = 236), confirmatory factor analysis provided strong support for the proposed structure of the scales. We also show that the CB5T is generally associated with the Big Five (B5) model of personality as claimed by DeYoung. We conclude that the CB5T can be effectively measured as between person traits and that DeYoung has some merit in claiming it would be generally associated with the B5.

Blitz Talks

Metacognition and streakiness in cognitive performance

Kit Double¹, Damian Birney¹

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There is robust evidence that those with higher cognitive ability tend to more accurately monitor their own performance. Accurate performance monitoring is argued to produce better cognitive performance by facilitating adaptive changes in the cognitive system. If this is the case, metacognitive abilities should predict not just one's overall cognitive ability, but temporal fluctuations in cognitive performance as one adaptively monitors and controls their cognitive processes. These fluctuations or "streaks" in performance provide a novel way of studying how people deal with environmental complexity and difficulty. We will discuss the relationship between metacognition and measures of

“streakiness” in cognitive tasks. Our findings support a relationship between metacognitive monitoring and control, and that metacognition helps individuals maintain momentum when they are performing well, as well as recover from streaks of errors when they are performing poorly.

Australians’ reasons for protecting nature: A qualitative exploration of approach motivations and positive emotions

Olivia Jones

Deakin University

Messages used to motivate climate engagement in Australia have appealed to approach-based motivations and positive emotions, but these appeals have been designed based on assumptions of the motivations people hold. The present study aimed to explore whether approach motivations and positive emotions were motivating factors for Australians to protect the environment. A qualitative deductive-inductive content analysis using secondary data was conducted on an Australian subsample of the parent study, comprising 481 participants, 18 to 84 years ($M = 45.51$, $SD = 15.75$). Theme 1, approach motivation, captured responses that indicated a desire to move toward potentially rewarding outcomes. Theme 2, positive and self-transcendent emotions, elucidated responses oriented towards participants’ appreciation, admiration, and safeguarding of the environment. Findings revealed that Australians differed in their motivators for protecting nature, suggesting that a one-size-fits all approach to climate change appeals may be ineffective.

An adaptive future: Welcoming computerised adaptive testing with the sliderbar inventory

Conal Monaghan

Australian National University

Researchers often wish to investigate individual differences using a wide range of instruments. Unfortunately, high precision often requires lengthy surveys or removing key variables to reduce participant burden. Shorter measures often come at the cost of reduced psychometric performance or sacrificing subscales. Computerised adaptive testing (CAT) iteratively administers items for each participant based on their previous responses. To demonstrate its usefulness, we developed a Sliderbar Inventory (Pettersson et al., 2014) CAT to capture variation in bipolar maladaptive personality. Simulation analysis demonstrated scale length savings of one half while retaining correlations $> .90$ with the original scales (depending on participant trait level). Savings of two-thirds are credible with longer scales and avenues for higher precision than the original scales. CAT testing has an exciting future within personality and individual differences research, and can be implemented for free with minimal IRT and R statistics knowledge.

Social presence effects created in online and in-person proctoring increases students’ state anxiety before exams

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As higher education providers adopt online proctoring systems for invigilating exams, a question emerges about the effects of online exams on student anxiety. Invigilation is a form of ‘social presence’ which can impact performance and may interact with personality traits of extraversion and neuroticism. Using a scenario-based experiment, we assessed participants’ state anxiety preceding an exam with or without proctoring, either in-person or online. A sample of 118 participants completed measures of the Big Five, trait anxiety, and state anxiety in four different exam scenarios. After accounting for trait anxiety, proctored exams (particularly online) resulted in significantly higher state anxiety for participants compared to exams that lacked proctoring. Extroversion and neuroticism had no effect on the social presence response in different exam conditions. This research offers insights into how the social presence generated by proctoring can affect students’ anxiety.

Researching diagnostic systems in personality disorders

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There has been a long debate in professional psychology surrounding whether personality disorders should be diagnosed categorically or dimensionally. There is growing empirical evidence in support of dimensional trait models. The dimensional model is often rated as more clinically useful than categorical approaches as it captures global personality, allows better communication with clients, and can be used to plan individualised therapeutic interventions. However, the categorical approach is still widely used. This study investigated whether workplace demands, including pace (how hard and fast individuals report they worked) and time, influenced healthcare professionals' perceptions of clinical utility, willingness to use, and preference for categorical or dimensional approaches. It also investigated whether adding a measure of well-being influenced healthcare professionals' perception of clinical utility. There has been no research to date exploring mental wellbeing and its usefulness in personality disorder diagnosis, and thus this was surveyed as an exploration for further research.

Relationship between a male conceptualisation of God and women's perceived ability to achieve power and authority in society

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Deakin University¹

Research indicates that having a male conceptualisation of God has the capacity to internalise and normalise androcentric orientation. We investigated whether a male conceptualisation of God predicted women's perceptions of themselves as capable of obtaining power and authority in society. A sample of 531 women living in Australia completed a nationwide survey on perceptions of the gender of God and their perceived capability to achieve power and authority in society. As hypothesised, irrespective of the participant's belief or non-belief in God, having a male conceptualisation of God significantly predicted a lower perception of women's capability to obtain the role of prime minister. In addition, having a male conceptualisation of God significantly predicted a lower general perception of women's capability to obtain power and authority in society, but only among non-believers. These findings provide further insight into potential barriers associated with women's attainment of powerful leadership positions in society.