Kurt Lewin Institute Conference 2016
April 21–22, 2016
Conference Centre Woudschoten, Zeist

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Contents

Organization

Conference Chair

Dr. Katherine Stroebe (University of Groningen)

Theme Chairs

Dr. Daniel Balliet (VU University Amsterdam), dr. Ron Dotsch (Utrecht University), Namkje Koudenburg (University of Groningen), dr. Esther van Leeuwen (Leiden University), dr. Bastiaan Rutjens (University of Amsterdam), dr. Susanne Scheibe (University of Groningen), dr. Said Shafa (Leiden University), and dr. Roy Sijbom (University of Amsterdam).

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General Manager Kurt Lewin Institute

Drs. Jorien Coveen

Conference Program at a Glance

Thursday, April 21

9.15 - 10.00	Welcome and coffee, registration	foyer, ground floor
10.00 - 10.15	Opening by Scientific Director of KLI: Linda Steg	27+28
10.15 - 11.15	Keynote Speaker: Dr. Eran Halperin	27+28
11.15 - 11.45	Coffee/Tea break	foyer, ground floor
11.45 - 12.40	Parallel Themes - Session A	16/24/25/29
12.40 - 13.45	Lunch	restaurant Atrium
13.45 - 15.05	Parallel Themes – Session B	16/24/25/29
15.05 - 15.30	Coffee/Tea break	foyer, ground floor
15.30 - 16.30	Keynote Speaker: Prof.dr. Marc Lewis	27+28
16.45 - 17.45	Poster session and valorisation table	foyer, ground floor
17.45	Drinks	foyer, ground floor
18.30	Dinner	restaurant Atrium

Friday, April 22

09.15 - 09.30	Presentation book 'Geschiedenis van de Nederlandse sociale psychologie' as liber amicorum to prof.dr. J. van der Pligt	27+28
09.30 - 10.30	Keynote Speaker: Prof.dr. Naomi Ellemers	27+28
10.30 - 10.45	Coffee/Tea break	foyer, ground floor
10.45 - 12.05	Parallel Themes – Session C	16/24/25/29
12.05 - 13.10	Lunch	restaurant Atrium
13.10 - 14.30	Parallel Themes – Session D	16/24/25/29
14.30 - 15.00	Coffee/Tea break	foyer, ground floor
15.00 - 16.00	Best Paper Award and presentation	27+28

During the conference, there will be a valorisation session that will call attention to an increasingly important part of our work: Making knowledge available to a broader audience, and using this knowledge to address societal issues. We will ask members to submit valorisation posters (as well as the theory oriented posters, see above). Also there will be information brochures about valorisation and examples of products of valorisation by members of the KLI (e.g., reports, popular books, documentaries, interventions etc.).

Overview Parallel Theme Sessions

Thursday, April 21, 2016

April 21	Theme 1: "Bridging evolutionary and motivational approaches to culture and cognition" *Chair: Bastiaan Rutjens & Daniel Balliet*	Theme 2: "From negative to positive psychology" *Chair: Roy Sijbom & Esther van Leeuwen*	Theme 3: "Get inspired: A reflection on theories and methods" *Chair: Ron Dotsch & Susanne Scheibe*	Theme 4: "Current trends in society" *Chair: Said Shafa & Namkje Koudenburg*
Session A	**ROOM 16**	**ROOM 24**	**ROOM 29**	**ROOM 25**
11.45-12.00	**Themechairs:** *Introduction*	**Themechairs**: *Introduction*	**Themechairs**: *Introduction*	**Themechairs**: *Introduction*
12.00-12.40	**Joshua M. Tybur**: *The hypothesis generating power of evolutionary theory*	**Bianca Beersma**: *The dark and bright side of gossip in groups*	**Kees van den Bos (co-author: Liesbeth Hulst)**: *Social psychology goes Einstein: The quest for minimal yet robust manipulations*	**Bertjan Doosje**: *Radicalization*
Session B	**ROOM 16**	**ROOM 24**	**ROOM 29**	**ROOM 25**
13.45-14.25	**Catherine Molho**: *How has evolution shaped interdependent minds? Functional interdependence theory*	**Veerle Brenninkmeijer**: *Career development interventions: Combining positive and negative psychology*	**Russell Spears**: *Retroduction: A neglected aspect of theory building*	**Maarten Zaal**: *By any means necessary: Understanding the justification of hostile forms of collective action from a self-regulation perspective*
14.25-15.05	**Michiel van Elk**: *Ultimate explanations and proximate mechanisms: the case of religion*	**Nale Lehmann-Willenbrock**: *How are your meetings going? Examining positive and negative team dynamics in workplace meetings*	**Paul A. M. Van Lange & Jeff Joireman**: *Social psychology in theory and practice*	**Tom Postmes, Felicity Turner-Zwinkels, Martijn van Zomeren**: *Identity content and the processes that drive politicisation, activism and radicalisation*

Friday, April 22, 2016

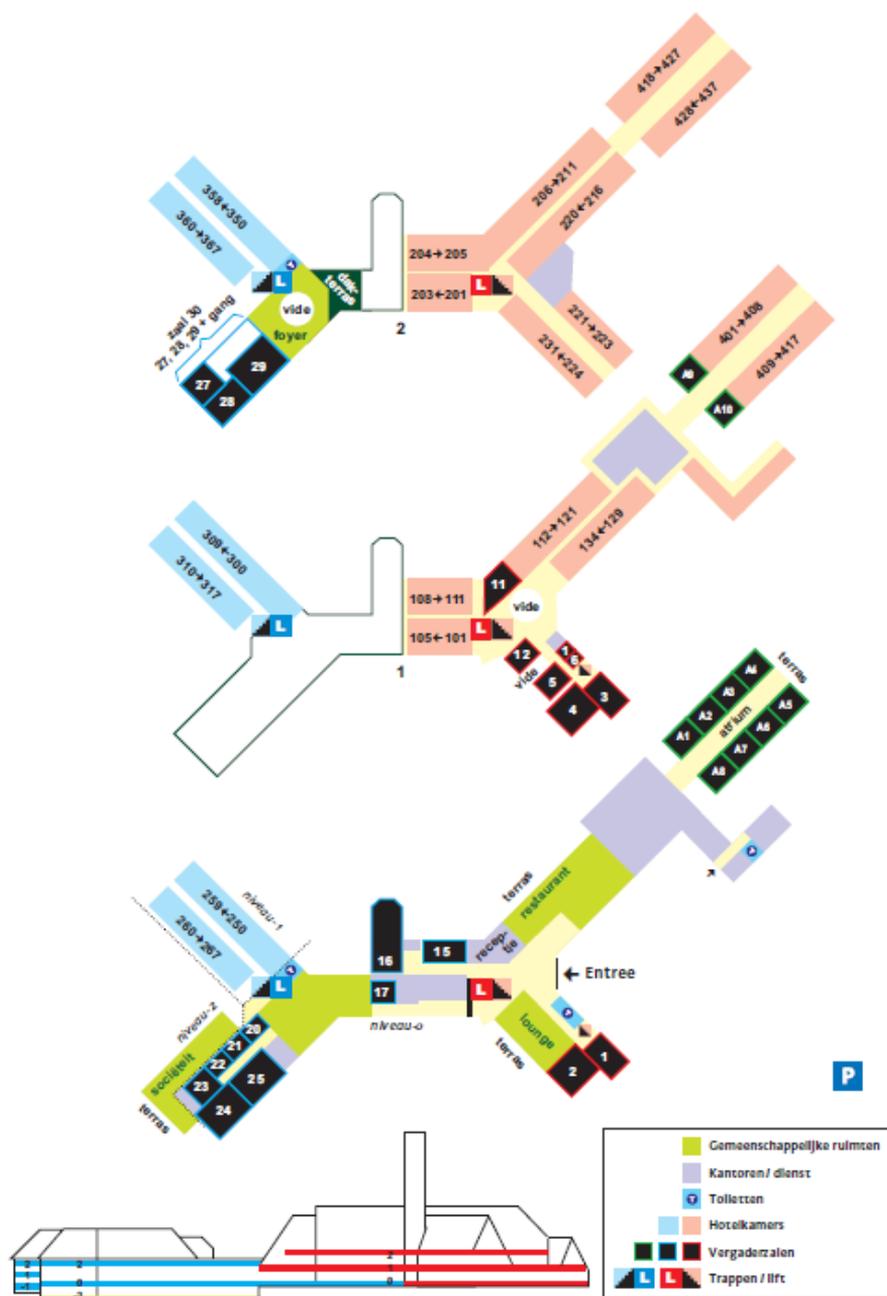| April 22	Theme 1: "Bridging evolutionary and motivational approaches to culture and cognition" *Chair: Bastiaan Rutjens & Daniel Balliet*	Theme 2: "From negative to positive psychology" *Chair: Roy Sijbom & Esther van Leeuwen*	Theme 3: "Get inspired: A reflection on theories and methods" *Chair: Ron Dotsch & Susanne Scheibe*	Theme 4: "Current trends in society" *Chair: Said Shafa & Namkje Koudenburg*
Session C	**ROOM 16**	**ROOM 24**	**ROOM 29**	**ROOM 25**
10.45-11.25	**Willem E. Frankenhuis**: *Cognitive Adaptation to Harsh Environments*	**Fieke Harinck**: *Interpersonal effects of compliments*	**Matthijs Baas**: *What meta-analysis can do for social psychologists*	**Lotte van Dillen**: *Food hedonics: From brains to behavior*
11.25-12.05	**Marret K. Noordewier**: *Exploring consequences of people's need for predictability*	**Susanne Täuber**: *Inaction as identity performance – From anomaly to psychological resistance*	**Ellen Hamaker**: *Issues in modeling experience-sampling data*	**Catharine Evers**: *Eating in response to emotions: The case emotional eating*
Session D	**ROOM 16**	**ROOM 29**	**ROOM 24**	**ROOM 25**
13.10-13.50	**Bastiaan T. Rutjens**: *The functional value of perceiving order and control*	**Laetitia Mulder**: *Compensate or escalate: How people deal with previous immoral acts.*	**Daan Scheepers**: *Social psychophysiology: Rationale, application, and future directions*	**Peter Kerkhof**: *Hi there @bigbrand! Social media encounters between consumers and brands*
13.50-14.30	**Mark Brandt**: *Evolutionary Approaches to Finding Worldview Defense Where it Doesn't Belong*	**Kai Jonas**: *More sex, more drinks, more fun! Consequences of attaining hedonistic goals*	**Suzanne Oosterwijk**: *Studying social processes by looking at the brain: Progress, pitfalls and promises*	**Daniël Lakens**: *Technology in social psychological research*

Map Conference Centre

Conference Themes

Theme 1: "Bridging evolutionary and motivational approaches to culture and cognition"
Chairs: Bastiaan Rutjens (University of Amsterdam) & Daniel Balliet (VU University Amsterdam)

How do ultimate processes shape proximate processes of human behavior? The current symposium brings together various perspectives on how cognition, motivation, and behavior are shaped by evolutionary and environmental (or societal) forces. Religious and secular beliefs and worldviews, social interaction, food and sex, curiosity and surprise, and problem-solving are among the themes that will be tackled from different theoretical frameworks and accompanying empirical research programs. On Thursday, emphasis will be on evolutionary approaches. Presentations will focus on how the functional value of disgust pertaining to sex and food can be understood from an evolutionary perspective (Tybur), and how evolutionary theory can inform knowledge about how people detect and respond to interdependence in social interactions (Molho). The final presentation will focus on religion as a test-case for employing an evolutionary framework in psychology (van Elk). On Friday, the symposium starts with a presentation on the development of people's minds as to better adapt to problem-solving in harsh environments (Frankenhuis). Then, we proceed with talks that emphasize motivational approaches, primarily by addressing the psychological needs that underlie different types of belief systems. Noordewier will discuss the trade-off between the need for predictability and the functional value of exploration (Noordewier); the next presentation will be on how particular beliefs systems help meet people's fundamental need to perceive the world as orderly and under control (Rutjens); and finally, a perspective that links motivational and evolutionary accounts of worldview defense using a coalitional psychology approach will be presented (Brandt). By encouraging all speakers to connect their own research to how alternative frameworks would consider the shaping of proximate cognitive and motivational processes, we aim to encourage discussion as well as ideas for future research and, importantly, integration of evolutionary and motivational approaches to understanding human behavior.

Theme 2: "From negative to positive psychology"

Chairs: Roy Sijbom (University of Amsterdam) & Esther van Leeuwen (Leiden University)

Traditionally, psychological researchers tended to focus on negative attitudes, feelings, and behaviours, and explore ways to ameliorate their negative impact. Typical questions were: How can we reduce conflict? How can we prevent discrimination? In doing so, more positive topics such as happiness and reconciliation have largely been ignored. These topics have become the focus of a more recent line of research, best known as 'positive psychology'. In this theme, we aim to cover research that brings together these negative and positive research approaches. The research presented in this track typically looks at either the positive side of negative behaviours, or at the negative side of positive behaviours.

On Thursday, three presenters will discuss how interventions can make clever use of insights from both positive and negative psychology. Bianca Beersma will present work on the positive and negative effects of gossip. Veerle Brenninkmeijer will subsequently discuss the effects of various career development interventions. To close the day's session, Nale Lehmann-Willenbrock will discuss how both positive and negative phenomena are shaped by social interaction patterns in dynamic social settings. The Friday session combines four lines of research 'with a twist' - i.e., research that has looked at negative phenomena from a positive angle, or positive phenomena from a negative angle. Fieke Harinck will discuss the interpersonal effects of compliments. Then, Susanne Täuber will present work on how a more positive focus on inaction advances our understanding of reality and our theorizing about intergroup relations. Laetitia Mulder will subsequently discuss how people react to their own previous immoral acts. Finally, Kai Jonas will present work on the consequences of attaining hedonistic goals. Together, our speakers will give a stimulating overview of the diverse and multidisciplinary ways in which aspects of negative and positive psychology are used.

Theme 3: "Get inspired: A reflection on theories and methods"

Chairs: Ron Dotsch (Utrecht University) & Susanne Scheibe (University of Groningen)

Good theories and methods are the pillars of social psychological science. With this symposium, we invite attendants to adopt a meta-perspective and reflect in two sessions on how to build good theories and incorporate new methodological developments into their research.

On the first day, we will kick off with a talk by Kees van den Bos who will discuss the use of more robust manipulations is social psychological experiments. Then, two researchers that have given special attention to theory development in their work will exchange their views on good social psychological theories with each other and with the audience. Russell Spears will discuss how social psychological theory building may be more a result of data-driven approaches than we might wish to concede. Paul van Lange will propose a model for constructing and evaluating theories and will provide practical recommendations on theory building in social psychology. The session is aimed at inspiring young researchers to take a fresh look at one of the fundamental pillar of their work, namely how to build strong theories that have a lasting impact on the field.

On the second day four researchers that have used top-notch methodological approaches in the field of social psychology will reflect on new methodological developments. The four methods discussed include meta-analysis (Matthijs Baas), experience sampling (Ellen Hamaker), psychophysiology (Daan Scheepers), and social neuroscience (Suzanne Oosterwijk). In their talks, speakers will showcase what can be done with the method in focus, present its advantages and limitations, and discuss practical issues when using the method. Importantly, we invited the speakers to present the most exciting recent developments of the method and make a forecast of what we can expect from the method 10 years down the road. The session is aimed at inspiring young researchers to look beyond their "methodological comfort zone" and consider advanced methods for their future research planning that help them make a lasting impact on their field.

Theme 4: "Current trends in society"

Chairs: Said Shafa (Leiden University) and Namkje Koudenburg (University of Groningen)

Over the last few years, public interest in social psychological research has been increasing. Current political, economic, and technological developments come with challenges that ask for scientific research examining societally relevant themes. This symposium aims to answer the question of how knowledge obtained by social psychologists can be applied to inform, improve or resolve pressing societal issues. We have identified three important subthemes with outstanding research to achieve this goal.

The first subtheme focusses on "Radicalization and collective action". In this subtheme Professor Bertjan Doosje examines individual, group, and societal factors that drive radicalisation processes. Dr. Maarten Zaal will present research on how regulatory focus theory informs the justification of violent forms of collective action. Furthermore, Professor Tom Postmes focuses on holistic and self-defining social identities and their predictive value for activism among religious groups, radical political groups, mainstream political activists and environmentalists.

With over 40% of the Dutch population being overweight, and the intensifying public debate on healthy and responsible nutrition, the second subtheme focuses on "Health and eating". Dr. Lotte van Dillen combines behavioural experiments in the lab, train or supermarket with neuroimaging techniques to examine how people regulate their food intake. Furthermore, Dr. Catharine Evers explains the role of emotion regulation in eating behaviour.

In addition to these indisputable challenges, societal changes may occur of which the effects are yet to be known. As such, the final subtheme of this symposium revolves around the intrusion of technology in everyday life. In his talk, Professor Peter Kerkhof presents his work on the emerging role of social media as a platform for branding and communication between producers and consumers. Last but not least, Dr. Daniël Lakens' presentation will not only inform us on the influence of smart media in people's day-to-day life, but also how they influence the theorizing and practice of social scientific research.

Abstracts Keynote Speakers

Thursday April 21, 10.15 – 11.15

The social psychology of (wise) interventions for peace: From the lab to the field and backwards

Dr. Eran Halperin
IDC Herzliya

Resolving intergroup conflicts is one of humanity's most important challenges. Social psychologists join this endeavor, not only to understand the psychological foundations of intergroup conflicts but also to suggest interventions that aim to resolve conflicts peacefully. My talk will review recent attempts to use contemporary knowledge in social psychology to promote support for peaceful and conciliatory policies in various intergroup, violent conflicts around the world. I will argue that these interventions can be divided into three broad categories: (a) interventions that provide contradictory information, (b) interventions that provide information through experiences, and (c) interventions that teach a new skills. These three groups of interventions will be discussed while using data both from lab and field experiments as well as insights from more applied work.

Thursday April 21, 15.30 – 16.30

Why Addiction is Not A Disease

Prof.dr. Marc Lewis
Radboud University of Nijmegen

Addiction traps us in a recurrent pursuit that leads to boredom at best and self-destruction at worst. Addiction also corresponds with measurable brain changes that fasten our attention to a narrow set of rewards.

One way to make sense of addiction is to label it a disease and have done with it. But Marc Lewis views addiction as an exaggerated outcome of normal learning. The brain changes in addiction cause over-focusing on current opportunities ("let's get high — tonight!") at the expense of future opportunities (the chance to feel better by next week). The appeal of right-now blocks out the sense of time that normally underpins self-narrative, our sense of ourselves. We get stuck in a recurrent present-tense, lose track of who we might really be, and that's why it's so hard to find our way out. Lewis illustrates this model of addiction with biographical sketches of several former addicts, himself included.

Friday April 22, 09.30 – 10.30

Groups as moral anchors

Prof.dr. Naomi Ellemers
Utrecht University

The past years have witnessed increasing concern about the occurrence of morally questionable behavior in the workplace. Examples of people lying, cheating, and stealing that were first seen to characterize the financial service sector have also been exposed in other businesses, government institutions, sports, and even science. Calls for action have led to stricter legislation, increased controls and more severe sanctions, aiming to communicate more clearly which forms of behavior are (not) acceptable, and motivating workers to do what is moral. Psychological analyses have largely focused on individual level characteristics playing a role in this process. Selfish tendencies and lack of empathy are considered as a source of vulnerability; individual moral values and altruism supposedly prevent moral lapses. However, when at work, individuals are embedded in teams and organizations. These represent groups that are more (ingroups) or less (outgroups) relevant to the self, which communicate their own moral values and endorse particular ethical climates. In this talk I will give an overview of research examining the impact of group-based identities on the behavioral choices individuals make. Experimental and applied results reveal conditions that can facilitate or undermine the emergence of moral behavior at work, and elucidate the central role of groups as moral anchors.

Abstracts Theme 1: "Bridging evolutionary and motivational approaches to culture and cognition"

Thursday April 21, 12.00 – 12.40

The hypothesis generating power of evolutionary theory

Joshua M. Tybur

VU University Amsterdam

Overwhelming cross-disciplinary evidence suggests that life on earth – including humans – has evolved via natural selection and other processes. Such evidence has had a ratcheting effect, with data leading to theoretical refinement, which leads to novel testable predictions, which lead to new data, which lead to further theoretical refinement, etc. Most of the interplay between theory and data has occurred outside of the psychological sciences, though. As a result, even 25 years after evolutionary psychology was christened as a new discipline, much of the study of human motivation and cognition lies waiting to be enriched by evolutionary theory. But how can psychologists use evolutionary theory to supplement their research? In this talk, I will briefly give an overview of how evolutionary approaches adopted by other disciplines can serve as a model for psychologists. I will then present two examples from my own research, where I have tested competing hypotheses generated from an evolutionary perspective. First, I will describe different evolutionary hypotheses regarding function of sexual disgust, and I will present data that speak for and/or against each perspective. Second, I will detail different evolutionary hypotheses regarding the effect of disgust conditioning on food preferences, and I will, again, present data that can adjudicate between these perspectives. To conclude, I will argue that, outside of creationists, all psychologists should consider themselves to be "evolutionary" psychologists, and that engagement with the evolutionary theory that underlies the broader life sciences can greatly aid our understanding of proximate psychological processes.

Thursday April 21, 13.45 – 14.25

How Has Evolution Shaped Interdependent Minds? Functional Interdependence Theory

Speaker: Catherine Molho
Authors: Daniel Balliet, Joshua M. Tybur, & Paul A. M. van Lange
VU University Amsterdam

For humans, all social interactions are characterized by some degree of interdependence. This is the case now, and it has been the case for thousands of generations. Further, all such interactions are characterized by distinct types of interdependence, each of which can critically and uniquely influence how behavior unfolds within the interaction. Despite this, little is known about how people detect and respond to the nature of interdependence in any given interaction. We suggest that this gap can be filled by integrating two theoretical perspectives: Interdependence Theory (Kelley & Thibaut, 1978) and Evolutionary Psychology (Tooby & Cosmides, 2005). Interdependence Theory provides clues to the structure of interdependence in the Environment of Evolutionary Adaptedness and can thus provide insight into the workings of proximate psychological mechanisms (i.e., adaptations) that evolved to detect and respond to different types of interdependence. In turn, Evolutionary Psychology offers a framework for understanding the types of information processing mechanisms favored by selection under these recurring conditions. We synthesize and extend upon these perspectives to introduce a new theory: Functional Interdependence Theory (FIT). In this talk, I will outline the theory and some predictions, discuss the development of a new scale designed to measure how people think about their interdependence with others, and share some recent evidence in support of FIT.

Thursday April 21, 14.25 – 15.05

Ultimate explanations and proximate mechanisms: the case of religion

Michiel van Elk

University of Amsterdam

Evolutionary psychology proposes an integrative framework to explain human cognition and behavior, by suggesting that proximate mechanisms should be ultimately understood in terms of their fitness-enhancing potential. In this talk I will specifically focus on evolutionary accounts of religious beliefs and behavior. On the one hand, the 'religion-as-adaptation' view proposes that religion confers an adaptive advantage, by fostering group cohesion and morality. On the other hand, the 'religion-as-byproduct' view suggests that religion should be understood as an accidental by-product of other evolved cognitive processes. In this talk I will discuss the empirical evidence related to both the adaptation- and the byproduct-view and I will argue that neither view receives decisive empirical support. As such, the case of religion shows the scope and limits of the evolutionary framework in psychology: it provides a useful tool for generating theoretical predictions, but based on evidence regarding proximate mechanisms, claims about ultimate explanations are difficult to falsify.

Friday April 22, 10.45 – 11.25

Cognitive Adaptation to Harsh Environments

Willem E. Frankenhuis
Radboud University Nijmegen

Growing up in a harsh environment has a profound impact on cognition. People from such environments typically score lower on assessments of cognitive abilities, which predict significant life outcomes. The predominant view in psychology is thus that chronic exposure to harsh conditions impairs cognition. I recently challenged this consensus by proposing that harsh environments do not generally impair cognition—rather, people's minds become developmentally adapted for solving problems that are ecologically relevant in such environments. These problems require different mental skills from those assessed on conventional tests. The hypothesis makes a novel and unique prediction: harsh-adapted people will show enhanced performance on tasks that match recurrent problems in their environments (e.g., reasoning about social dominance), compared with safe-adapted people. The central goal of my research is to test this prediction. The better we understand harsh-adapted minds—including their strengths—the more effective we can tailor education, policy, and interventions to fit their needs and potentials.

Friday April 22, 11.25 – 12.05

Exploring consequences of people's need for predictability

Marret K. Noordewier
Leiden University

A basic motivation underlying cognition and behavior is the need for predictability. Predicting upcoming events is functional as it allows people to prepare for what is coming and to understand it. When people fail to anticipate events, this is distressing as it interferes with effective action. So, predictability concerns are often explained as being ultimately related to effective action and safety. More proximate consequences are, for instance, a preference for order and familiarity relative to chaos and novelty. Interestingly, however, the need for predictability seems to contrast with people's exploratory nature and the frequent (voluntary) exposure to surprising and novel stimuli. In fact, when people would only be motivated to stick to what is predictable and known, they would not discover and explore new things (e.g., valuable resources). In this talk, I will present a diverse set of studies in the domain of surprise, information search, curiosity, and complex novelty. These studies support the notion that the need for predictability is strong, such that unexpectedness or missing information is experienced as relatively unpleasant. Yet, these studies also show that when people move forward in their process of making sense (e.g., they come closer to the resolution, stimuli start to make sense, or people think they can manage), these same situations can become enjoyable or interesting. Taken together, the findings speak to the importance of predictability and show that people first need to master an unexpected or unknown situation before they explore and appreciate it.

The functional value of perceiving order and control

Bastiaan T. Rutjens

University of Amsterdam

There is a longstanding tradition in the psychological literature that highlights the importance for humans to perceive themselves as being in control over outcomes. Indeed, early work has quite dramatically demonstrated the detrimental consequences of uncontrollability (e.g., Maier & Seligman, 1979). Many research programs have focused on historical-cultural and societal drivers of uncontrollability (e.g., Wardle, 2004; Twenge, 2000) and their subsequent intra-individual effects on cognition and motivation, health and well-being. More recently, 'threat compensation' models argue for compensatory affirmation—particularly of belief systems and worldviews—as a means to cope with the uncertainty and uncontrollability that is inherent to various societal and environmental processes and phenomena (e.g., climate change, financial crises). Since perceptions of control cannot be realistically maintained all the time, humans adapt to fluctuations in these perceptions by affirming belief systems that provide more broad notions of order and meaning in the environment. This affords predictability and a basic set of epistemic beliefs needed to afford efficacious action and interaction with the environment. In this talk, I will review some of this recent work that shows that people have a basic motivational need to maintain perceptions of the world as orderly and meaningful, so that when this need is threatened, a motivational response to re-establish order in the environment is triggered (even when detrimental to other motives related to well-being). Furthermore, I will consider to what extent psychological threat compensation mechanisms (e.g., deriving control or meaning from belief systems and worldviews) might be considered adaptive from an evolutionary perspective.

Evolutionary Approaches to Finding Worldview Defense Where it Doesn't Belong

Mark Brandt

Tilburg University

History, experience, and research suggest that people will vigorously defend their worldviews, showing intolerance and prejudice towards people with conflicting points of view. Many recent and popular psychological accounts predict that this worldview defense should be particularly strong among people who are more dogmatic, psychologically rigid, and conventional because these individuals are more sensitive to threat and these psychological traits "prime the pump" for intolerance. In my talk, I will consider how predictions from evolutionary accounts of coalitional psychology can help researchers understand when and where we will find worldview defense and intolerance, highlighting the worldview conflict perspective, that suggests that all people are motivated to defend their worldviews and so should be intolerant of those who disagree. Using strong tests of these competing perspectives I demonstrate across several studies worldview defense among people who are typically expected to show worldview defense (political conservatives, religious fundamentalists, and people closed to new experiences), but also among people who are not expected to show worldview defense (political liberals, the non-religious, and people open to experience). That is, even those people who are expected to be the most open minded and tolerant, it is possible to find intolerance towards people with conflicting worldviews. This work suggests that people use worldviews to understand who is in their coalition and confirms historical perspectives on worldview defense, but also highlights the importance of studying the worldviews of both conventional and unconventional people.

Abstracts Theme 2: "From negative to positive psychology"

Thursday April 21, 12.00 - 12.40

The dark and bright side of gossip in groups

Bianca Beersma

VU University Amsterdam

Gossiping, or informally exchanging evaluative information about absent third parties, is seen as a norm violation in almost all cultures. However, gossip still is an omnipresent phenomenon in diverse kinds of groups. Recently, gossip has been argued to fulfill several important functions for group members, such as exchanging information, bonding, and venting emotions. Empirical findings also demonstrate that gossip deters group members from behaving selfishly, and may therefore be a means to protect groups from norm violations and maintain social order. As such, current scientific understanding seems to lead to the conclusion that gossip is a good thing for groups. At the same time, scattered research findings illustrate the possible dark side of gossip in groups. Specifically, studies found that gossip was related to decreased intrateam trust, psychological safety, and viability. In this presentation, we will illuminate both the bright and dark side of gossip by focusing on different levels of analysis (group versus individual). To do so, we use empirical data from three studies: one survey among police employees and two experiments with students as participants. In line with the "bright side perspective', our data show that 1) group members use gossip to spread information about norm violations and 2) group members gossip especially to potential victims of a norm violator. However, in line with the "dark side perspective", we also found that gossip decreases gossip victims' cooperative intentions and trust. Findings and their meaning for the development of an integrative theory about gossip in groups, are discussed.

Thursday April 21, 13.45 - 14.25

Career development interventions: Combining positive and negative psychology

Veerle Brenninkmeijer
Utrecht University

This presentation will integrate various (intervention) studies about career development, covering a variety of target groups and range of outcome variables. I will start by describing an intervention study using the JOBS program. This intervention program was originally designed to prevent depression among the unemployed, but also appeared to increase employment chances (Caplan, Vinokur, Price, & Van Ryn, 1989). Key components of the intervention concern the enhancement of job-search self-efficacy and problem-solving skills. We examined the effectiveness of the JOBS intervention in a sample of long-term unemployed individuals, and found beneficial effects in terms of finding employment and satisfaction with the intervention.

Building on the principles of the JOBS program, we also conducted an intervention study among young professionals with intermediate education. This target group is relatively at risk for experiencing unsatisfactory employment and health issues. The aim of the intervention, titled CareerSKILLS, was to enhance individuals' career competencies in order to foster their career development and work-related well-being. As expected, the intervention appeared to increase individuals' career competencies, work engagement and perceived employability.

Currently, we are examining the role of career competencies, in relation to job crafting, work-related well-being and career development in more general samples of employees. In my presentation, I will illustrate how the target groups and outcome variables in the inventions presented studies reflect the tenets of both negative and positive psychology, and will plead for an integration of both perspectives.

How are your meetings going? Examining positive and negative team dynamics in workplace meetings

Nale Lehmann-Willenbrock

VU University Amsterdam

Most of us work in some kind of team setting (e.g., Kozlowski & Ilgen, 2006), which means that most of our affective experiences and workplace behaviors are embedded in a social context and should be studied as they occur within social interaction processes. Meetings offer a unique and exciting opportunity to do so: About 11 million of them take place during a typical work day in the United States alone, and managers report spending up to 80% of their work time in meetings (for an overview, see Allen, Lehmann-Willenbrock, & Rogelberg, 2015).

This talk will highlight findings from recent research on team meeting behaviors and outcomes. We will consider how both positive and negative phenomena are shaped by social interaction patterns in dynamic social settings, using team meetings in organizations as a focal research context. Topics range from the development of (good or bad) group mood and positive and negative discussion roles (e.g., complainers and problem-solvers) to emergent team positivity and humor patterns unfolding within team meeting interactions.

Friday April 22, 10.45 – 11.25

Interpersonal effects of compliments

Fieke Harinck
Leiden University

The first of March each year is World Compliment Day. The 2014 poster for World Compliment Day, states that "it's very simple: The more you value and appreciate [people]…. the more you receive in return". Compliments are "speech acts that — implicitly or explicitly— attribute credit to someone other than the speaker, for some 'good' which is positively valued by the speaker and the hearer" (Holmes, 1988, p.446). They can evoke strong positive, but also negative reactions. Even though there is quite some research about which compliments people use— in different contexts or cultures— research about the interpersonal effects and functions of compliments is relatively scarce. There is some research showing that compliments may increase interpersonal rapport, there is also research that shows that compliments may backfire. In this presentation, I will show some studies about the interpersonal effects of different types of compliments on (intangible) liking and self-esteem, and (tangible) interpersonal helping behavior; some compliments may increase interpersonal liking, but may decrease the amount of interpersonal helping. Also recent insights on the role of compliments in conflict reconciliation will be discussed. And, in order to experience the effects of compliments yourself, you will not leave the room without having received a compliment!

Friday April 22, 11.25 – 12.05

Inaction as identity performance – From anomaly to psychological resistance

Susanne Täuber

University of Groningen

In my talk, I will outline how a more positive focus on inaction advances both our understanding of reality and our theorizing about intergroup relations. I will use the phenomenon of disadvantaged groups' refusal to seek and accept help from the outgroup to illustrate my point. This phenomenon has received little research attention to date, which I argue is partly because social psychologists tend to explain inaction in terms of defects: Because collective action is perceived as the optimal response to disadvantage, inaction is thought of as an anomaly that cannot possibly serve identity issues. This has led to explanations for inaction in terms of social creativity, ideologies such as system justification, and belief systems such as belief in a just world. I argue that these explanations fall short of taking into account the strategic motives underlying inaction. Specifically, I will provide examples of research showing that inaction can be a collective act of identity performance. This has important implications for how we as a discipline analyze and interpret disadvantaged groups' inaction. I hope that my analysis inspires social psychologists to employ a different attitude towards inaction: Rather than dismissing inaction as an anomaly, it should be examined as an act of identity performance and as psychological resistance to disadvantage. I will finalize this talk by drafting an agenda for future research revolving around purposes strategic inaction might serve (consolidation or mobilization), its potential for empowerment, and the dynamics that it is likely to elicit in a social system.

Friday April 22, 13.10 – 13.50

Compensate or escalate: How people deal with previous immoral acts.

Laetitia Mulder

University of Groningen

Everyone occasionally engages in acts of behavior that can be considered as morally dubious. Have not most of us experienced that we told a lie or that we acted egoistically at the cost of others? It is somewhat comforting to know that people strive to uphold a moral equilibrium and compensate previous acts of immorality with subsequent acts of morality. However, there are also numerous examples of people continuing on an immoral or unethical course of action without making any obvious effort to compensate for their transgressions. In this talk, I will discuss the question how people react to their own previous immoral acts: Do they continue to behave badly, or do they show compensatory "good" behavior? And what factors determine people's response? I will highlight the role of moral identity, moral rationalization and domain change.

Friday April 22, 13.50 - 14.30

More sex, more drinks, more fun! Consequences of attaining hedonistic goals

Kai Jonas

University of Amsterdam

What is the purpose of the „The 7 Deadly Sins"? One could argue that they try to moderate human hedonistic behavior. Not without reason, since hedonistic goal attainment may lead to (collateral) damage. The interesting characteristic of hedonistic goals is that they are abstract and can never be reached completely: There is no best sex ever, with sexual activity coming to a halt. There is no best drink ever, and drinking stopping thereafter. Thus human goal striving for unattained hedonistic goals, since they potentially provide so much pleasure, may also include a risky shift to attain more pleasure. Given the abstractness of the goals, attainment criteria are vastly absent. Since the means previously associated with attaining one's goals may therefore seem suboptimal, other means may be chosen to attain one's hedonistic goals. Those means may be riskier than the previous ones, but associated with a higher potential of goal attainment.

We will present a number of studies exploring this assumption and provide evidence from domains such as sexual behavior, drinking, extreme sports, as well as underlying processes. Data comes from European, US and Asian student and non-student samples, using quasi-experimental, experimental and survey paradigms. Taken together we seek to show how hedonistic goals may be attained and at the same time associated risks could be controlled for.

Abstracts Theme 3: "Get inspired: A reflection on theories and methods"

Thursday April 21, 12.00-12.40

Social psychology goes Einstein: The quest for minimal yet robust manipulations

Kees van den Bos & Liesbeth Hulst
Utrecht University & VU University Amsterdam

In this talk we will focus on a key method of our discipline, experiments, and will examine important tendencies how we tend to operationalize manipulations in these experiments. In particular, we will argue that as a discipline we tend to be oriented too much toward minimal manipulations. An important disadvantage of this tendency may be that our experiments yield less robust effects than we as a discipline want. Using insights obtained from "mindset" manipulations in courtroom experiments we make the case that manipulations should be made as simple as possible, not simpler.

Retroduction: A neglected aspect of theory building

Russell Spears

University of Groningen

Theory building in science continues to be dominated by the hypothetico-deductive model of science in which hypotheses are derived "top down" from theories, and used to test/falsify the theory. But where do theories come from? One neglected source of theory building is the idea that we can derive theory "bottom up", from data, especially when things don't go according to plan. This is sometimes called "retroduction" and is more than simply induction. It is grounded in a realist philosophy of science and critique of the positivist and empiricist model underlying the hypothetico-deductive model. I argue that this source of theory building occurs much more in practice than scientists care to admit, but this problem-solving approach to understanding is threatened by the current backlash about best research practice. To illustrate this I focus on a phenomenon called "nothing to lose effect" from my own research which appears to contradict social identity theory and led to new insights in understanding radical group behavior. Classical social identity theory predicts that social competition is most likely when status is unstable and illegitimate (Tajfel & Turner, 1979). We found, however, that groups with *stable* low status actually engaged in more extreme or radical forms of resistance (because they have nothing to lose). Rather than conclude that this was a failure to support the original hypotheses or that we had falsified social identity theory we saw this as an opportunity to develop new theory to account for the unanticipated results (and to test this new theory).

Thursday April 21, 14.25-15.05

Social psychology in theory and practice

Paul A. M. Van Lange & Jeff Joireman
VU University Amsterdam

Social psychology is well positioned within psychology and other disciplines to play a critical role in integrating and understanding a broad range of phenomena regarding the social aspects of thoughts, feelings, motives and actions of humans (and other animals). The goal of the present presentation is twofold, one goal being largely theoretical in nature, the other being more practical in nature. Theoretically, we propose a model (TAPAS) for evaluating and constructing theories in social psychology. This model conceptualizes four criteria -- Truth, Abstraction, Progress, and Applicability as Standards -- as a basis for accomplishing this. In the talk, TAPAS will be used to highlight the key criteria for effective theory development, evaluate some classic social psychological theories in terms of TAPAS, and illustrate its utility with some more recent theoretical contributions of social psychology to psychological science. Practically, we will discuss various paradigms and principles that can be used to effectively make a contribution to psychological science. Based on a recent book titled "How to Publish High-Quality Research", we will highlight the importance of methods such as "think beyond the discipline", "challenge existing assumptions and test competing theories", "venture into the real world", and "explore the role of culture. One of the take-home messages is that there "multiple roads to Rome" but knowing the leading principles underlying a contribution is important to the initiation and the completion of a project – if completion exists at all.

Friday April 22, 10.45 – 11.25

What meta-analysis can do for social psychologists

Matthijs Baas
University of Amsterdam

Meta-analysis is a statistical technique for combining the findings from independent studies. A key benefit of this approach over individual studies is a higher statistical power, and when carefully conducted, it can provide a precise and robust estimate of a particular effect that can be generalized to a larger population. Some even argue that any individual study must be considered only a single data point to be contributed to a future meta-analysis. In this talk I briefly explain what meta-analysis is and then focus on what it can do for social psychologists as a practical tool in their research. For instance, meta-analysis may allow you to test competing predictions regarding a particular effect and also test between- and within-study moderators that help explain variance in effect sizes across studies. This will be illustrated with a recent meta-analysis of studies on vulnerability to psychopathology and creativity. Furthermore, if a series of individual studies on an effect of interest produces mixed findings, a quick meta-analysis may settle the size and robustness of the effect. In addition to advantages of meta-analysis, I also discuss common pitfalls (e.g., how to detect and adjust for publication bias). Finally, I like to share my firm belief that a deeper understanding of meta-analytic techniques and outcomes will give researchers a better grasp of the statistical and methodological issues that characterize the current crisis in psychological research.

Friday April 22, 11.25 - 12.05

Issues in modeling experience-sampling data

Ellen Hamaker

Utrecht University

Experience sampling is based on measuring people at random moments during the day, typically for several days. Measurements can include affective, behavioral, cognitive and environmental factors. These data are considered valuable for "capturing life as it is lived", and are characterized by high ecological validity and little or no recall bias. While there is consensus that such data should be analyzed within a multilevel framework, as the occasions are nested within persons, there is less agreement regarding the actual multilevel models that should be considered. In general, the standard longitudinal multilevel models used to model developmental trajectories (i.e., latent growth curve modeling), are not appropriate for experience-sampling data. The reason for this is that in experience-sampling the measurements are taken at much smaller intervals such that developmental trajectories are less likely to be present in the data. Instead, research questions tend to be concerned with the within-person process and the dynamics between multiple variables over time. In this presentation I will focus on two key issues when analyzing experience-sampling data using multilevel models. First, I discuss the importance of properly disaggregating the within-person and the between-person level, through person-mean centering the level 1 predictors in the model. Second, I will present several ways in which experience-sampling can be used to investigating the dynamics of processes, in particular through the inclusion of lagged effects in the model. In addition, I will discuss some of the promises this kind of research holds for the future.

Friday April 22, 13.10 – 13.50

Social psychophysiology: Rationale, application, and future directions

Daan Scheepers

Leiden University

Psychophysiological measures have become standard tools in the toolbox of the social psychological researcher. By applying the right measure the right way, physiological measures can provide answers to questions that research participants are not willing or able to tell via self-report measures. Moreover, physiological measures have additional advantages, as they can provide online and continuous markers of psychological states, while some of them are predictive of important health outcomes. The current presentation will combine a primer on social psychophysiology with a sketch of the recent developments in this exciting field.

My presentation consists of three parts. I will start with describing the logic behind psychophysiology, the different ways in which examining physiological processes can be informative for the social psychologist, and some of the practicalities that play a role when integrating psychophysiological methods in social psychological research. In the second part I illustrate this further with some recent work from our lab applying cardiovascular markers of "challenge" and "threat" to diverse social/organizational psychological phenomena (power, decision-making, negotiation). Finally, I address two exciting developments in this field: The measurement of physiological processes in real ongoing group interactions, and the measurement of physiological responses outside the lab.

Friday April 22, 13.50 – 14.30

Studying social processes by looking at the brain: Progress, pitfalls and promises

Suzanne Oosterwijk

University of Amsterdam

Social neuroscience is an interdisciplinary field that investigates how systems in the brain and body implement social cognition and behavior. This talk will give an overview of the use of functional magnetic resonance imaging (fMRI) in the field of social neuroscience. To start out, I will discuss both the advantages of using fMRI to ask questions about social processes, and potential pitfalls. For example, I will address the importance of multiple comparison correction, and issues such as circular analysis and reverse inference. Furthermore, I will introduce different types of analyses of fMRI data, including classic univariate analysis and multivariate pattern analysis (mvpa), and clarify how they can be used to answer different questions about the brain. Then, I will illustrate how mvpa can be used to explicitly test the similarity of psychological processes by presenting a study on the neural overlap between self-focused emotion imagery and other-focused emotion understanding. Based on this work and findings from other labs, I will briefly discuss some different perspectives on how the brain represents social information. Do we have a "social brain"? Or are social processes supported by domain-general networks? Finally, I will discuss ideas from different neuroscientists about the future of neuroscience in general, and the future of social neuroscience in particular.

Abstracts Theme 4: "Current trends in society"

Thursday April 21, 12.00-12.40

Radicalization

Bertjan Doosje

University of Amsterdam

Radicalization is a process in which people become increasingly prepared to use violence to achieve political and societal changes. This process is often not gradual, but rather with sudden changes, in terms of attitudes, emotions and behaviour. Often, these sudden changes are instigated by trigger factors. In this presentation, we outline the different types of trigger factors that can be distinguished. Importantly, it is useful to make a distinction between factors at the micro (individual), meso (group) and macro (societal) level. In addition, it is possible to explore which trigger factors are particularly relevant for specific (groups of) people. In this context, it is useful to examine different types of people in terms of motivation: for some people belonging to a radical group, the attraction might be the sensation and thrills, whereas for others the strict behavioural rules and regulations might be appealing. Thus, some trigger factors might work for some people, but not for others.

However, not every person in the same situation radicalizes – some people are more resilient to radical influences attempts than others. We outline what makes people resilient, and in doing so, try to understand how one might prepare people to not be influenced by radical persuasion attempts.

Thursday April 21, 13.45 - 14.25

By any means necessary: Understanding the justification of hostile forms of collective action from a self-regulation perspective

Maarten Zaal

University of Exeter

I will present the results of a program of research designed to investigate how regulatory focus (Higgins, 1997) affects support for hostile collective action. Regulatory focus theory distinguishes between two motivational systems: promotion focus (an orientation on the approach of positive outcomes) and prevention focus (an orientation on the avoidance of negative outcomes). According to RFT, motivation is experienced in different ways, depending on which focus is active: Strong motivation is experienced as necessity under prevention focus and as desire under promotion focus. We argue that for individuals with a strong motivation to achieve social change, this goal should be construed in different ways, depending on whether the individual is focusing on promotion or on prevention, and that these goal construals should differentially affect support for hostile collective action. More specifically, we predicted that for individuals with a strong social change motivation, the adoption of a prevention focus (because it involves construing achievement of the goal of social change as a necessity) would lead to more support for hostile collective action than the adoption of a promotion focus. These predictions were investigated in three research lines. Line 1 (2 studies) demonstrated that the adoption of a prevention (vs. promotion) focus increases support for hostile collective action among individuals strongly (morally) motivated to achieve its goal. Line 2 (2 studies) provided evidence for the mediating process: The adoption of a prevention focus led supporters of a political cause to see its achievement as more necessary, which explained why support for hostile collective action was higher for individuals under prevention focus than for individuals under promotion focus. Finally, Line 3 (2 studies) demonstrated an important boundary condition of these effects: Prevention (but not promotion) focus only increased support for hostile collective action when peaceful action was deemed unlikely to succeed.

Identity content and the processes that drive politicisation, activism and radicalisation

Tom Postmes, Felicity Turner-Zwinkels, Martijn van Zomeren
University of Groningen

It is well known that social identity processes play a key role in politicisation, activism and radicalisation. The literature on social identification centers largely on studies that measure the degree to which people identify with certain ingroups. But identification is just one side of the coin: social identity also consists of identity content, i.e. shared understandings of group norms, (self)stereotypes and so on. In this talk, we shall argue that we cannot properly understand politicization, activism and radicalization unless we focus also on identity content. This is partly because the content of groups' social identities guides the direction of the behavior of its members. In this talk, three new approaches are combined. (a) We have developed a new method of studying identity content of groups and of individuals, with the ability to relate these two levels of analysis to each other. (b) We propose that there are some characteristics that make a group's social identity more or less *holistic.* Holistic social identities have a philosophy for life that aims to shape the behavior of group members in all situations. This explains why certain groups have an exceptionally strong influence on its members' behavior. (c) At the level of individual group members, in the degree to which social identities are strongly self-defining (i.e., internalized and applied to daily life), or not. The combination of these two factors b and c (holisticness at the group level, self-definingness at the individual level) predicts a special kind of integration of social and personal identities within the individual's identity content. This identity content also predicts activism. Research is presented that speaks to this process in religious groups, radical political groups, mainstream political activists and environmentalists.

Friday April 22, 10.45 – 11.25

Food hedonics: From brains to behavior

Lotte van Dillen

Leiden University

The regulation of food consumption has always been a hot topic in self-control research, but little is known about the role of sensory experiences in this process. The current research combines neuroimaging and behavioral experiments in various settings (lab, train, supermarket) to examine the interplay of attention and sensory experiences in the regulation of food consumption. Our findings show that people seek out a balanced, optimal experience when regulating their food intake, and that attention is an important moderator of this balancing process. When their attentional capacity is compromised, people increase their consumption especially of rewarding tastes (sweet, salty), suggesting that people engage in what we call 'hedonic compensation'. At the same time, people report fewer cravings, and are less likely to give in to impulsive snacking, when their attention is taxed by a demanding task, even when they are habitually tempted by high-calorie foods. Together, the findings underline the complexity of food-regulation, but also point to possible means to deal with the temptations of a food-rich society.

Friday April 22, 11.25 - 12.05

Eating in response to emotions: The case emotional eating

Catharine Evers

Utrecht University

We find ourselves in the middle of a severe epidemic of obesity. Negative emotions are important instigators of overeating, and hence contributing to weight-gain. Accordingly emotional eating is a pressing problem, even more so as a recent study showed that the prevalence of emotional eating has increased substantially over the past 25 years. The process by which emotions affect eating behavior, however, emerges as one of the central unresolved questions in the field of emotional eating. When it remains unclear how negative emotions trigger overeating, it also remains unclear how to reduce it. In my talk I will stress the need for understanding, categorizing and decreasing emotional eating. To this end, I will discuss experimental research amongst normal-weight individuals showing that (a) people have highly biased beliefs about their own emotional eating behavior; (b) not negative emotions per se are responsible for increased eating, but maladaptive emotion regulation; and (c) adaptive emotion regulation strategies, like reappraisal, may serve a buffer function against emotional eating. Finally, I will present preliminary evidence that emotions are sometimes used as a justification to eat; as a license to sin.

Friday April 22, 13.10 – 13.50

Hi there @bigbrand! Social media encounters between consumers and brands

Peter Kerkhof

VU University Amsterdam

With the presence of both consumers and brands, social media have become an important venue for influencing consumer brand perceptions. In social media, consumers discuss their experiences and increasingly interact with brands, which try to get engaged in and respond to the experiences consumers share in social media. Virtually all major brands now have established a presence in social media.

In this talk, several studies will be reported on the interactions of brands and consumers in social media, focusing on how consumer behavior and brand perceptions are shaped both by peers and by brands. Initially we studied brand-consumer interactions and brand perceptions in social media by using experimental methods and (longitudinal) surveys. More recently the content and interaction patterns of social media conversations between companies and consumers are studied as they occur in their full complexity. The results of both types of studies will be presented, including the first results of a study of consumer behavior on 70 Facebook brand pages, in which 2 million consumers interact with 35.000 brand posts.

Friday April 22, 13.50 – 14.30

Technology in social psychological research

Daniël Lakens

Eindhoven University of Technology

The field of Human-Technology Interaction, with its origins in applied experimental psychology, has always aimed to evaluate the effects of psychological theories in real-life applications. However, technological innovations don't just allow the field to address research questions in novel ways, but it also forces researchers to develop theories for questions that remained unaddressed because they were too difficult to examine. With the increasing popularity of smartphones, researchers can use experience sampling methods to collect a huge amount of data using participants' own smartphone or other wearables. I will discuss several ongoing projects in which we collect data about people's emotional state, cognitive resources, heartrate, exposure to daylight, sleeping patterns, and physical activity, with the goal to uncover how much and why these factors vary across the day, and how they relate to people's behavior. With additional knowledge about people's location, appointments, and past preferences, interesting possibilities emerge to coach people who want to change their behavior, provide advice for the best time to perform cognitively demanding tasks, or provide insights into people's psychological state. Many psychological theories cannot easily be applied to a research question that examines such dynamic behavior over time, and novel theoretical work in this area will become increasingly important.

Poster Abstracts

Mommy Guilt: The Influence of Gender on the Cognitive and Emotional Experience of Work-Family-Conflict

Lianne Aarntzen

Utrecht University

Co-authors: Elianne van Steenbergen, Belle Derks, and Tanja van der Lippe
(Utrecht University)

With the increasing number of dual-earner families, work-family-conflict (WFC) is likely to occur more often. However, traditional stereotypes about 'caregiving mothers' and 'breadwinning fathers' persist. Therefore, we argue that WFC might be experienced different by men and women. Specifically, we hypothesize that women evaluate WFC more negatively than men (i.e. perceive loss for their family) and are consequently more prone to experience guilt. Furthermore, we hypothesize that seeing benefits of WFC (i.e. perceive gains for their career) buffers for the effect of WFC on loss-perception and guilt. To examine these hypotheses, WFC and gain-perception were either assessed via self-report (Study 1) or experimentally manipulated (Study 2). As predicted, we found in our first study that occurrences of WFC are associated with higher loss-perception and more feelings of guilt in women. Moreover, we also found that gain-perception buffers this relationship. Data collection of our second study starts within a few weeks.

The Cultural-Psychological Roots of Totalitarianism: Why Do People Vote for Erdogan?

Birol Akkus

University of Groningen

Co-authors: Tom Postmes and Katherine Stroebe (University of Groningen)

Voting behavior is notoriously unpredictable. Political Sciences have struggled to predict and explain voters' choices, while Social-Psychological explanations, such as Right-Wing-Authoritarianism, are less proficient outside of the Western context. To find out why, we studied the hypothesis that fundamental cultural values explain a large portion of who votes for whom. The Community Collectivism Scale (CCS) measures one's 'cultural orientation' with regard to the value domains of Loyalty, Hierarchy, Honor and Agency, and has proved to be valid and reliable in previous studies. Our current study (N=111) of voting behavior in the context of the 2015 parliamentary elections in Turkey confirmed our hypothesis: a one point higher score on CCS (5-point scale) corresponds with a three times higher chance of voting for an autocratic party. Moreover, the CCS-scores of the respondents were obtained 18 months before the current study, further underlining the predictive validity of CCS.

The influence of motivation on intentional binding

Samantha Antusch
Utrecht University

Co-author: Ruud Custers (Utrecht University)

In the perception of voluntary behavior, an action and its subsequent effect are temporally attracted to each other. While the onset of the action is estimated to have occurred later than it actually did, the onset of the effect is estimated earlier than its actual occurrence. This intentional binding effect is believed to be central to the experience of causation and is thus often used as an implicit measure of agency. As goals and motivation are related to the initiation of voluntary behavior, they would be assumed to affect intentional binding as well. Recent research supports the influence of positive affect and outcome valence on binding. Elaborating on these findings, I hypothesized that accuracy motivation as induced by monetary rewards would increase binding, ironically leading to less accurate time estimations. Results were indicative of a general effect of accuracy motivation, suggesting that participants adjusted their behavior in response to rewards. However, binding did not seem to be affected by motivation.

On the dynamics between age group identification, subjective age, and well-being in older workers

Bibiana Armenta
University of Groningen

Co-authors: Susanne Scheibe, Katherine Stroebe, Nico van Yperen, and Tom Postmes (University of Groningen)

For older adults, identification with their group (GI) and subjective age (SA) are important correlates of well-being. However, little is known about their short-term variability and the effects thereof on well-being. We propose that GI and SA fluctuate daily and that they can affect well-being through attributions of negative events to age. In a ten-day diary study with 176 working older adults (aged 50-70 years) we found that a significant proportion of variance in GI (26%) and SA (33%) was located at the within-person level. Daily fluctuations of GI and SA predicted attributions of negative interpersonal (e.g. ill-treatment) and intrapersonal events (e.g. forgetfulness) experienced at work to age discrimination and ageing, respectively. Furthermore, daily GI and SA were negatively related to daily well-being outcomes (negative affect, attentional focus, self-esteem, subjective health) through age attributions. In this sense, short-term dissociation from chronological age group at older ages seems to buffer well-being.

Deciding to help: Effects of risk and crisis communication

Marije Bakker
University of Twente

Co-authors: José Kerstholt (TNO and University of Twente)
and Ellen Giebels (University of Twente)

A central goal of crisis communication is to advice citizens on the best course of action in a crisis situation. In addition, prior knowledge, as for example gained through risk communication, may affect actual behavior as well. The present study focuses on the effects of risk communication (before an incident) and crisis communication (during an incident) on adequate behavior in a virtual crisis situation. The main task for participants was to follow a specific route through the virtual environment, when unexpectedly an accident happened with two victims. The study was a 3 (risk communication: risk information vs. risk information and course of action vs. control) x 2 (crisis communication: recommended behavior vs. control) between subjects design. The results showed that both risk and crisis communication support adequate behavior in a crisis situation. In addition, through risk communication, participants experienced less affective responses, leading to more optimal behavior.

A Zeitgeist of decline? The psychometry of collective discontent

Anne Marthe van der Bles
University of Groningen

Co-authors: Tom Postmes and Rob Meijer (University of Groningen)

Over the last decade, several Western countries have developed a collective pessimism about the state of their society: their Zeitgeist could be characterized as one of decline. Paradoxically, this collective discontent sometimes coexists with high levels of individual well-being. How can we understand collective discontent? We developed a social-psychological operationalization of Zeitgeist, referred to as general factor Z. We conceptualize Zeitgeist as a collective-level global evaluation of the state (and future) of society. Across three studies (total N = 718), we found support for our hypothesized latent factor Z, underlying people's collective-level perceptions of society. A field study during the 2015 Dutch elections (N = 407) showed that a pessimistic Zeitgeist predicted voting for both extreme-right and -left parties. Results also showed that use of populist media and lower education levels were associated with a pessimistic Zeitgeist. Taken together, these findings provide insight in understanding collective discontent as a Zeitgeist.

Resistance to Implicit Identity Threat in Spain

Jolien van Breen
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Co-authors: Soledad de Lemus, Russell Spears, and Toon Kuppens
(University of Groningen)

This poster discusses whether individuals resist implicit threats to social identity. Previous research showed that those who are chronically sensitive to identity threat are able to pick up on threat cues that occur implicitly (Vick, Kaiser, & Major, 2006). Here we extend this reasoning to resistance, and hypothesise that individuals are more likely to resist implicit identity threat when it occurs on a sensitive dimension. Two studies conducted in Spain (N = 301) manipulated both implicit identity threat, and the sensitivity of the context in which it occurs. Results show that when implicit identity threat occurs on a sensitive dimension, participants reverse the associations they are exposed to. They associate the in-group with more positive attributes (Study 1), and the out-group with more negative attributes (Study 2). That is, participants use both in-group focused and out-group focused strategies to resist implicit identity threat on a sensitive dimension.

An event related potential study on the effects of social identification
and social identity threat on early social categorization

Ilona Domen
Utrecht University

Co-authors: Belle Derks (Utrecht University)

Not all women who advance into higher positions, help other women to achieve the same. Situational factors and gender identification play an important role here. We used a manipulation of gender salience, underrepresentation of women (yes/no) and an evaluative priming task (EEG/ERP measures). In case of underrepresentation, we expect low gender identified women to categorize stronger (N100), to show the gender stereotype (men associated with leader, women with subordinate) stronger (implicit bias), and to respond stronger to stereotype incongruent information (LPP) than highly gender identified women. We expect that only high identifiers will show cognitive control to counteract the gender stereotypes (N200) and that while low identifiers will pay more attention towards men (the outgroup) and will show Queen Bee behavior, high identifiers will pay more attention towards women (the ingroup) and will show support for collective action.

Perspective switching in interactive settings

Tim Faber
University of Amsterdam

Co-author: Kai Jonas (University of Amsterdam)

Perspective taking has been argued to be a key factor in successfully participating in social interactions. Indeed, it has been shown how observers voluntarily take the perspective of an actor (allocentric perspective taking) who is simply present, or performing object-directed actions. Even though these tasks elucidate the social function of perspective taking, so far settings have been used that constrain the interactive nature of these settings (e.g., in which the observer takes a passive rather than active role). Two studies are presented here using a spatial perspective task in which (social) perspective taking is manipulated either implicitly (Study 1) or explicitly (Study 2). Results confirm our prediction only in S2 and show an egocentric interference effect for interactive settings relative to settings in which an actor performs an object-directed action. We show that perspective taking decreases rather than increases when responding is facilitated from an egocentric perspective.

The impact of individual and contextual factors on recycling behaviour: A meta-analysis

Josefine Geiger

University of Groningen

Co-authors: Linda Steg, Ellen van der Werff, and Berfu Unal (University of Groningen)

What motivates people to recycle? We conducted a meta-analysis to identify key factors that predict recycling behaviour. More specifically, we examined the extent to which two main types of factors affect recycling behaviour: individual factors (e.g., attitudes, norms) and contextual factors (e.g., recycling facilities). Results of the random-effects meta-analysis with an initial sample of 17 studies yielded that individual factors had a small to medium-sized effect on recycling behaviour. The effect varied across different individual factors. The results suggest that individual factors in isolation cannot explain recycling behaviour sufficiently. A publication bias was further found. We expect the same pattern for the effect of contextual factors. Based on the results, we propose that it is essential to consider the interplay of individual and contextual factors to fully understand recycling behaviour. For example, the influence of individual factors on recycling behaviour may differ according to the effort that the context implies.

Factors that influence trust in organisations

Elisabeth Hoekstra
University of Groningen

Co-authors: Goda Perlaviciute and Linda Steg (University of Groningen)

An organisation's license to operate depends on the extent to which people trust the organisation: the more people trust an organisation, the more acceptable they find the organisations' activities. Hence, an important question is what determines whether an organisation is perceived as trustworthy. We aim to empirically study the extent to which perceived honesty, competence, and reliability of an organisation predicts perceived trust in an organisation, and whether this in turn predicts acceptability of an organisations' activities. As a case in point, we studied perceived trust in companies involved with gas supply in the Netherlands. We conducted a questionnaire study among a representative sample of the Dutch population. As expected, the more people perceived the companies as honest, competent, and reliable, the more they trusted these companies. Also, there was a positive relationship between trust in the companies and acceptability of their activities.

Empowerment as a multifaceted concept: The impact of offering goal setting training to couples in the context of a microfinance intervention for women

Marloes Huis
University of Groningen

Co-authors: Sabine Otten and Robert Lensink (University of Groningen)

Previous research on the impact of offering access to microfinance (micro loan and training) to women provided mixed results with respect to female empowerment. We propose that empowerment is a three-level concept and should be investigated at the personal, relational, and societal level. In the current research we examined empowerment specifically at the personal (self-esteem, self-efficacy) and relational level (relational dynamics in behavioural task) based on qualitative inquiries. We examined the impact of offering goal-setting training and the impact of asking spouses to collaborate in this training on these levels of empowerment. We conducted two field experiments in which we compared couples in an individual goal setting training (n=24, n=23), collaborative goal setting training (n=23, n=25), and no goal setting training (control group, n = 21, n=26). First results show that while individual training may benefit women on a personal level, joint training seems to impact behaviour in spousal interactions.

Cue-based expectations of reciprocity in dilemmas of trust

Bastian Jaeger

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Expectations of reciprocity have been theorized to be an important determinant of trust but it is still unclear how people use different types of cues to form expectations which, in turn, might inform their trust decisions. In two experiments, we compare the effect of expectations in the presence of structural cues (the trustee's temptation to betray) or facial cues (perceived trustworthiness based on a photo of the trustee). We consistently find that people rely more on their expectations when facial cues are available, presumably because facial trustworthiness is assessed automatically whereas processing structural cues requires more cognitive effort. In line with this argument, we also find that decisions made in the presence of facial cues are faster and that the effect of temptation on expectations diminishes when facial cues are present.

Consumption simulations induce salivary responses to food cues

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Two experiments investigated whether consumption simulations induce salivary responses to food cues. All participants were exposed to different foods, in random order, and half were also instructed to simulate eating them. After one minute, we assessed salivation by having participants spit out their saliva in a cup, which we weighed. Consumption simulations were reported on a self-report scale. We found increased salivation for desirable and sour food compared to neutral food. In addition, participants who were instructed to simulate consumption produced more saliva than those who were not. Importantly, participants who were not instructed to simulate consumption still reported to spontaneously simulate consuming the foods. Furthermore, these consumption simulations were associated with salivation and with desire to eat the food. This provides evidence for a grounded cognition account of motivation by showing that when perceiving foods, people spontaneously re-experience eating them, which leads to salivation and to desire to eat.

Dealing with difficulties during job search:
Affect, the moderating role of self-compassion and job search motivation

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To be able to help job seekers find (re)employment, it is essential to understand how negative job search experiences relate to job seekers' emotions and their subsequent job search motivation. We examined whether self-compassion helped job seekers better cope with the difficulties they encountered during job search and investigated whether job seekers' activating emotions (e.g., happiness, distress) and deactivating emotions (e.g., calmness, sadness) differently predicted their subsequent job search motivation, measured as intentions and behaviors. Results of our two-wave field study among job seekers (N=99) indicate that self-compassion relates positively to the positive and negatively to the negative affect of job seekers. In addition, self-compassion attenuates the negative relationship between job search difficulties and positive affect. Furthermore, while both positive and negative activating affect predicted job search intentions, only negative affect predicted job search behavior. Such that negative activating affect bolsters and negative deactivating affect undermines subsequent search behavior.

Moral principles vs. moral outcomes:
Towards better understanding of complex societal issues

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Complex societal issues like refugee crisis are often perceived as emotionally charged moral conflicts. One of the problem is that people disagree on what is the right solution: some argue that it is our moral obligation to help those in need irrespective of the consequences this might have for the Netherlands, and some believe that those consequences should be decisive in determining whether to help. This research uses philosophical concepts of deontological /principle-based and utilitarian/consequence-based moral orientations to tap into people's perceptions of refugee crisis. Previous research used individuals' answers on hypothetical moral dilemmas like trolley problems to measure principle or outcome based moral inclinations. In this project we developed simple self-report measures which tap into these intuitions to examine different ways individuals may moralize the need to help those fleeing war and economic hardship.

Unethical reciprocity

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Reciprocating others' goodwill is often encouraged and praised. But, will people reciprocate others' generosity even when reciprocating requires bending ethical rules? Furthermore, will unethcial reciprocity—lying to benefit generous and harm ungenerous others—occur even when future interaction is not expected? Two experiments reveal that people engage in unethcial reciprocity even when the shadow of future interactions is eliminated. Results further reveal that whereas pro-social people lie in order to reciprocate their counterparts' generous acts (driven by feelings of gratitude) as well as ungenerous acts (driven by negative emotions), selfish people lie to reciprocate only generous acts. Together, results indicate that reciprocity may have a darker side and should be encouraged with caution.

The Hyperactive Agency Detection Device is not THAT hyperactive

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An evolved hyperactive agency detection device has been hypothesized to encourage supernatural beliefs. A fundamental assumption of this hypothesis is that ambiguous threatening situations (e.g. a dark forest) lead people to over-detect the presence of intentional agents. In seven threat inducing experiments (N = 277) we investigated whether we could find evidential support for the hypothesis that threat-induction leads to over-detection agency over-detection. Weak to moderate threat manipulations (thought control, IAPS pictures and horror music) did not lead to increases in agency or intentionality detection on either a Biological Motion Detection Task or a Geometrical Figures Task. A strong threat manipulation (virtual reality in combination with horror music) did lead to over-detection of agency on a Button Press Task. However, we did not find that agency over-detection was related to supernatural beliefs in any of the tasks, arguing against the hypothesized idea that agency over-detection encourages belief in supernatural agents.

When badness breeds goodness: The effect of wrongdoing on a majority group's reconciliatory attitudes towards the separatist group

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We examine how wrongdoing in contrast to rightdoing affected a majority group's reconciliatory attitudes towards the separatist group. Among Javanese students representing the prototypical majority group in Indonesia (N = 502), we found that more than rightdoing, wrongdoing triggered the perception that the national government is a perpetrator of the separatist conflict in Papua. Contrariwise, wrongdoing decreased perceived justice of the governmental actions towards the separatist group. Perpetratorhood predicted reconciliatory attitudes directly, or indirectly via morality threat. Morality threat and perceived justice in turn positively predicted reconciliatory attitudes by augmenting needs for social acceptance and restoration of moral image. Our final finding was that the direct effect of perpetratorhood on reconciliatory attitudes was obtained more pronouncedly when separatist claims were considered highly legitimate. These findings suggest the importance of raising perpetratorhood in an attempt to persuade the majority to be more willing to reconcile with the separatist group.

Solving the surveillance dilemma for pro-environmental behaviour:
The role of group identification

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Policy makers often employ extrinsic incentives, regulations and enforcements to promote sustainable energy use. Surveillance is one such classic means to encourage or enforce positive behaviour. However, such strategies backfire if they encourage extrinsic motivation, potentially alienating those who are intrinsically motivated: the "surveillance dilemma." We propose a novel route to sustainable energy behaviour, targeting intrinsic motivation at the group level, to overcome individual interest and extrinsic motivation. We investigated the role of surveillance in motivating renewable energy production in an experiment designed to incur individual effort (on a rowing machine) towards a collective goal. Results confirm the double-edged nature of surveillance: it increased effort when present, but effort dropped when removed, whereas effort was consistently maintained without surveillance. However, high group identifiers, who perceived the surveillance agent as an ingroup member, maintained a heightened performance post-surveillance and experienced surveillance more positively, as reflected in higher levels of intrinsic motivation.

The impact of personal responsibility on the (un)willingness to punish non-cooperation
and reward cooperation

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To promote cooperation, people often rely on the administration of sanctions. However, from previous research we know that those in control of sanctions generally are reluctant to punish non-cooperative choice behavior and prefer to reward cooperative choice behavior. We propose that people are reluctant to punish because they feel personally responsible for the harm done. As such, we argue that the relative preference for rewarding over punishing is more dominant when people decide individually than jointly. In two experiments, we demonstrate that people are reluctant to punish non-cooperation to the extent they feel personal responsible for the harm done, whereas they are very willing to reward cooperation, regardless of their feelings of personal responsibility. These findings corroborate our reasoning that feelings of personal responsibility have a self-restraining impact on the willingness to punish those who impair others' interests, but not on the willingness to reward those who serve others' interests.

The emergence of solidarity among actors and observers

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In two experiments we investigated whether solidarity among actors playing air-guitars (or other "air-instruments") could spread to passive observers. Groups of actors and observers were allocated to one of three conditions; mechanical solidarity, organic solidarity, or a control condition. Actors performed in an "air-band" in which they either all played imaginary guitars (mechanical), played different imaginary instruments (organic), played imaginary instruments separately (control condition study 2), or did not perform at all (control condition study 1). Results show that actors experience more solidarity in the mechanical and organic condition than in the control conditions. More importantly, observing solidarity increased the experience of solidarity to a similar extent as acting did. Moreover, solidarity emerged through different pathways depending on the type of interaction displayed: Whereas in the organic condition a sense of personal value to the group mediated the emergence of solidarity, no such mediation was found in the mechanical condition.

Effective communication error dandling in suspect interviews

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The main goal in a suspect interview is to extract information to find the truth about a committed crime. While much of the existing research has focused on identifying messages that encourage cooperation none has considered what the effects of mistakes are nor how interviewers should recover from a mistake. To address this, we conducted an experimental study in which we examined participants (N = 188) reactions towards and perceptions of their interviewer following different kinds of communication errors (i.e. factual and judgment) and recovery tactics (i.e. contradict, apologize, accept). The results show that judgment errors lowered affective trust and rapport, but increased information sharing. With regards to the recovery tactics, the accept and apologize strategy repaired trust and rapport to the level that no mistake was made. Accept increased the willingness to provide information and contradict increased hostility, but also increased the amount of information shared.

Interpersonal emotion regulation: The need for socio-affective vs. cognitive support

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A common method of emotion regulation is sharing one's emotions with others. We examined what type of support sharers want from the other and whether desired support differs across emotions. 277 participants imagined themselves in a scenario depicting a situation that evoked different negative emotions (sadness, worry, regret, anger, or general negative affect). Next, they were asked to imagine sharing this situation with a friend, and were then presented with different hypothetical support reactions: socio-affective support, cognitive support, or a combination thereof. Results showed that across emotions, only receiving cognitive support was rated as least desirable compared to all other reactions. However, this effect seemed to be mainly driven by anger and sadness. For regret and worry on the other hand, cognitive support was equally desirable as socio-affective support. These findings show that, when sharing emotions, people mainly want socio-affective support. Importantly, relative preferences depend on the specific emotion.

The other side of the coin: The relationship between motives for smart technology adoption and subsequent sustainable energy behaviours

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People increasingly adopt smart energy technologies (SET), including solar panels and electric vehicles. These innovations can significantly reduce fossil energy use, provided that people change their behavior accordingly. It is key to understand under which conditions adoption of SET promotes other sustainable energy behaviors. We propose that the motivation to adopt SET plays a key role. When people adopt SET for environmental reasons, their environmental self-identity is likely to be strengthened, which increases the likelihood that they will engage in other sustainable energy behaviors as people are motivated to act in line with how they see themselves. In contrast, when SET are adopted for other reasons environmental self-identity will not be strengthened, making spillover to other sustainable energy behaviors less likely. Results of a questionnaire study among electric vehicle owners support our reasoning: when people purchased an electric vehicle for environmental reasons (rather than financial, innovativeness or symbolic reasons), they were more likely to engage in other sustainable energy behaviors; this relationship was mediated by environmental self-identity.

Evidence for conflict resolving qualities of self-licensing:
An experience sampling study

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Self-licensing occurs when people rely on justifications to allow themselves to give in to food temptations. In the self-licensing literature it is generally assumed that this justification process resolves the motivational conflict between 'want' (indulge in forbidden foods) and 'should' (weight control) goals. However, there is only indirect empirical evidence for this assumption, as it is mainly inferred from behavioral outcomes. Therefore the present experience sampling study aimed to provide more direct evidence. Following the conceptual model of motivated behavior (Hofmann et al., 2012), a female community sample (N = 121) registered experienced temptations, desire strength, experienced conflict, resistance and desire enactment eight times per day over a one-week period. In addition, potential justifications were registered. The results of multilevel analyses showed that the availability of justifications moderated the effect of desire strength on experienced conflict, thereby supporting the assumption that self-licensing liberates people to indulge by resolving experienced conflict.

When lay beliefs about in-group and out-group reactions to emotions are at odds:
Which one guides expression?

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Emotion expression may contribute to the escalation or resolution of intergroup conflicts. We investigate whether positive and negative reactions to emotion expression from the in-group and an antagonistic out-group are anticipated and how this influences expression. In Study 1, anger was seen as approved by the in-group but also as likely to provoke counteraction from the out-group. Hope however was perceived as unlikely to provoke counteraction yet as hardly approved by the in-group. Interestingly, whether overall consequences were perceived as positive or negative was only determined by in-group approval. In Study 2, participants were identifiable to one of the groups making its expected reactions more important. Against expectations this did not affect emotion expression. Instead, the expression of anger was always high and of hope low. This, together with the strong influence of in-group approval on anticipated consequences, suggests that in-group reactions may play an important role for emotion expression.

Overweight despite willpower:

Self-control disrupts appetite regulation among chronic ruminators

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A popular belief is that overweight people do not have enough willpower to resist the temptation of fattening foods. However, we believe that being overweight may sometimes result from too much self-control. We suggest that people, who are prone to ruminate, can have difficulties in disengaging from high self-control states, a state that we call 'ego fixation' (Koole et al., 2014). During ego fixation, self-control persists involuntarily, leading to tension and a reduced capacity for relaxation. We conducted three studies to test this theory. Studies 1 and 2 showed that priming high (versus low) self-control disrupted appetite regulation among ruminators, but not among non-ruminators. Study 3 showed that chronic thought suppression (but not other forms of self-regulation) was associated with higher body mass index among ruminators, but not among non-ruminators. Together, these studies suggest that eating interventions should be cautious in emphasizing self-control, especially among people with compulsive tendencies.

Citizen participation in the police domain: The role of moral values, emotions and attitude

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Following the transition from a welfare to a participation state, there is a growing need of citizens to take responsibility in the police domain. Citizen participation is a key aspect of a police strategy called community policing. Citizens can participate in different ways, for example by reporting crime and nuisance, joining a neighborhood watch, providing specific intelligence in criminal investigations or being involved in shaping police policy. Policy makers treat participation behavior, however, as one generalizable concept. In this online survey study, we examined whether participation behavior in the police domain exists of multiple elements and to what extent it can be predicted by three different but connected psychological mechanisms: attitude towards citizen participation, moral values and moral emotions. Results showed that participation behavior can be distinguished in preventive, responsive and collaborative participation, and that these are predicted by a different combination of psychological mechanisms.

Seeking diverse feedback enhances creativity, but only under the right circumstances:
A contingency perspective on the feedback source variety-creativity relation

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Seeking feedback information from different sources of information can spur creativity and workplace innovation by exposing an individual to diverse knowledge. However, we argue that seeking feedback from a variety of sources will only lead to enhanced creativity when employees have the opportunity to actually utilize this feedback. In two studies, we examined the interactive effects of two contingency factors—feedback use and experienced creative time pressure, and feedback source variety on creativity. In Study 1 (N = 1028) we investigated employees' feedback use as a personal contingency factor on the feedback source variety-creativity relation, while in Study 2 (N = 181) we investigated experienced creative time pressure as a contextual contingency factor. In both studies we predicted and found an exponential relation between feedback source variety and creativity, but only when employees reported high levels of feedback use (Study 1) or experienced low levels of creative time pressure (Study 2).

The power of the neighbourhood:
The spread and success of bottom-up initiatives in the energy market

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Bottom-up initiatives are an increasingly prevalent attempt to collectively move toward more sustainable energy usage. Yet, quantitative empirical research on factors influencing the success of these initiatives is scarce. To what extent can they contribute to more sustainable energy usage? And which factors motivate people to join local initiatives? We address these issues in the context of neighbourhood initiatives focusing on sustainable energy consumption. Results of a pilot field study (N = 51) and a large-scale follow-up study (N = 750 across 30 different bottom-up initiatives) among both partakers in a neighbourhood initiative and non-partakers suggest that bottom-up initiative involvement is associated with more sustainable energy behaviour. We explored individual and group-level processes leading to this engagement, with a particular focus on the role of self and social identity. Our insights contribute to the literature on collective action, and can inform practitioners and policy makers in better supporting bottom-up initiatives.

Strong health goals make a nudge superfluous

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Nudges are changes in the choice architecture that encourage the desired choice while allowing for alternative options. It is debated whether nudges truly allow these alternatives given their subtle nature. This series of studies investigated whether the effectiveness of a center stage nudge depends on the alignment with people's health goals. Study 1(N = 146) showed that participants' long-term health goal strength predicts the healthiness of their choice independently of the nudge. Study 2 (N = 150) showed a trend that both the nudge and goal activation lead to the healthy choice. Generally, these studies showed that people can opt for the alternative option when presented with a nudge that does not align with their long-term goal. Moreover, the effect of a nudge resembles the effect of goal activation.

One woman's success being her man's loss:
Using women's relative status to predict partner's work and relational outcomes

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With the number of highly educated women surpassing the number of highly educated men and the still growing participation of women in paid jobs, it is evident that more women become successful in the work domain. In turn, it is likely that an increasing number of women also become more successful than their partner. We investigated the consequences of these less-traditional couples on work and relationship outcomes. In a field-study among successful working women, we found evidence that women who surpassed their partner on the subjective socio-economic status ladder reported lower relationship-quality and higher relationship insecurity. This was especially the case when the career of the partner was taken as a point of reference. Further, women with higher status than their partner perceived their partner to have a higher desire and need to improve his own status. In a second study, we plan to investigate these effects among men.

Power to parochial norm violators – When and why norm violators climb to power

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One path to power is to behave dominantly and to signal that one must not be challenged. For example, people who carelessly transgress societal norms appear powerful. Yet, people often also depend on voluntary endorsement. We argue that in-group members will not endorse individuals who violate general societal norms, as there is no guarantee that these individuals will not similarly infringe on local group norms. Therefore, individuals who violate societal norms may signal their intention to abide by local group norms, for example by affirming group loyalty. We argue that such parochial norm violators will still be perceived as powerful, but will also be endorsed by their peers. These hypotheses were tested with an online scenario experiment. The results suggest that parochial norm violators were indeed perceived as powerful--and more so than norm violators who did not reaffirm group loyalty. However, parochial norm violators were not endorsed by their peers. Explanations for these findings are discussed and suggestions for future research are outlined.

It's a trap! : How choosing strong bargaining positions in coalition formation backfires

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A striking observation in coalition formation is the Strength-is-Weakness effect: seemingly strong bargainers are often excluded from coalitions (e.g., Gamson, 1964). In four studies, we investigated whether people are aware of this and whether they avoid these seemingly strong bargaining positions or actively seek them out. We find that, in three-player political convention games with power-irrelevant resources, many participants choose positions that control the most resources, but that not all players exploit this position by asking a greater share of the outcomes. In a follow-up study, we show that seemingly strong players who make egalitarian offers are viewed as better coalition partners than seemingly weak players who make the same offers. However, supporting the Strength-is-weakness hypothesis, we find that the latter strategy (i.e. choosing to be "weak" and making an egalitarian offer) generally leads to better outcomes.

Life history strategies and human cooperation

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Across five studies we take a multi-method approach to test the prediction that a slow, compared to fast, life history strategy promotes investing in cooperative relationships. Studies 1 and 2 measured the K-Factor and correlated this measure with various measures of cooperation. Studies 3 to 5 measured early childhood environments (e.g., unpredictability and SES), manipulated perceived resource scarcity through a "slideshow" or during an economic exchange task with a stranger, and then measured cooperation in that task. We also examine three hypothesized psychological mechanisms that could explain the relation between life history strategies and cooperation: temporal discounting, social preferences, and trust. Overall, we did not find support for the hypothesis that life history strategies predict cooperation or that early childhood environments and current resource scarcity interact to predict cooperation. Based on these studies, we conclude that life history theory does not account for individual variation in cooperative strategies.

Notes