

Kurt Lewin Institute Conference 2008
April 24–25, 2008
Conference Centre Woudschoten, Zeist



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Organization

Conference Chair

Dr. Catrin Finkenauer (VU University Amsterdam).

Theme Chairs

Dr. Ilja van Beest (Leiden University), dr. Ruud Custers (Utrecht University), dr. Bertjan Doosje (University of Amsterdam), prof.dr. Naomi Ellemers (Leiden University), dr. Astrid C. Homan (Leiden University), dr. Barbara M. van Knippenberg (VU University Amsterdam), prof.dr. Paul A.M. van Lange (VU University Amsterdam), dr. Bernard A. Nijstad (University of Amsterdam) and prof.dr. Gün R. Semin (Utrecht University).

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Drs. Anouk K. Evers.

Conference Program

Thursday, April 24

room

9.30	-	10.30	Welcome and coffee, registration	foyer, ground floor
10.30	-	10.45	Opening	27+28
10.45	-	11.30	Keynote Address: Kathleen Vohs	27+28
11.45	-	12.45	Parallel Theme Sessions	15/24/25/29
12.45	-	14.15	Lunch	restaurant
14.15	-	15.45	Parallel Theme Sessions	15/24/25/29
15.45	-	16.15	Coffee/tea break	foyer, ground floor
16.15	-	17.00	Keynote Address: Jack van Honk	27+28
17.00			Drinks	sociëteit
18.30			Dinner	restaurant

Friday, April 25

room

10.00	-	10.45	Keynote Address: Rutger Engels	27+28
11.00	-	12.30	Parallel Theme Sessions	15/24/25/29
12.30	-	14.00	Lunch	restaurant
14.00	-	15.30	Parallel Theme Sessions	15/24/25/29
15.30	-	16.00	Coffee/tea break	foyer, ground floor
16.00	-	16.45	Best Paper Award and presentation paper	27+28
16.45	-	17.45	Drinks and end	sociëteit

Overview Parallel Theme Sessions

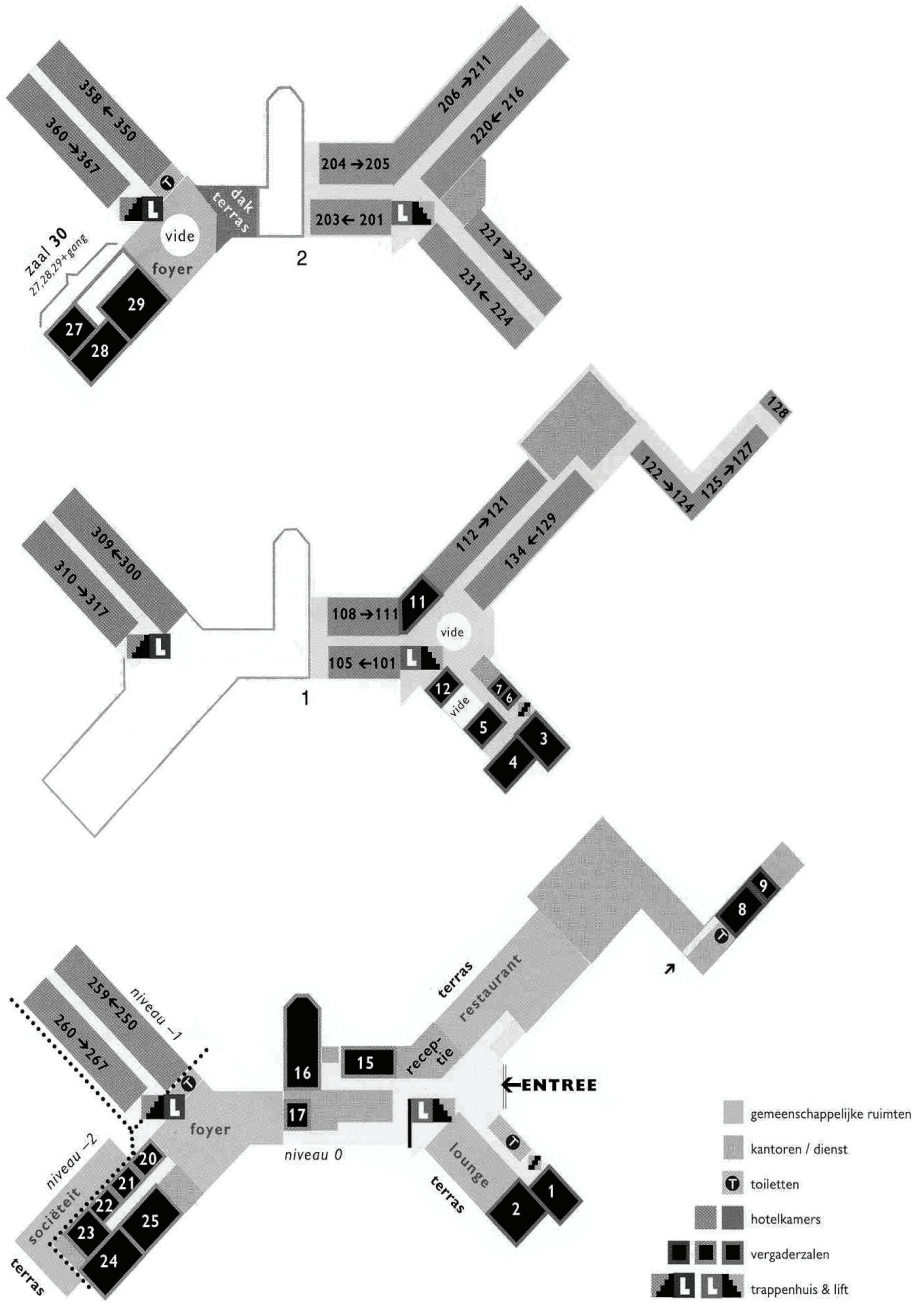
Thursday, April 24

<p>Theme 1: "Power and Status in Social Interaction" Chair: Ilja van Beest & Barbara van Knippenberg</p>		<p>Theme 2: "Trust and Respect" Chair: Paul van Lange & Bertjan Doosje</p>		<p>Theme 3: "Body and Mind" Chair: Ruud Custers & Gün Semin</p>		<p>Theme 4: "The Vice and Virtue of Diversity" Chair: Naomi Ellemers & Bernard Nijstad</p>	
Room 25		Room 29		Room 24		Room 15	
11.45-12.00	<p>Ilja van Beest: <i>Introduction</i></p>	<p>Paul van Lange: <i>Introduction</i></p>	<p>Gün Semin: <i>Introduction</i></p>	<p>Naomi Ellemers: <i>Introduction</i></p>	<p>Naomi Ellemers: <i>Introduction</i></p>	<p>Bernard Nijstad: <i>The vice and virtue of preference diversity during group decision making</i></p>	<p>Bernard Nijstad: <i>The vice and virtue of preference diversity during group decision making</i></p>
12.00-12.45	<p>Annebel de Hoogh: <i>The Interactive Effects of Charismatic Leadership, Follower's Neuroticism and Locus of Control on Burnout</i></p>	<p>Gerben van Kleef: <i>When Trust and Respect are Bad for You: Social Effects of Emotions on Trust, Respect, and Cooperation in Negotiation</i></p>	<p>Jens Förster: <i>On the Relation Between Scope of Attention and Approach Versus Avoidance Expression Patterns: Mediation by Brain Hemisphere Activation</i></p>	<p>Francesco Foroni: <i>Is a 'Smile' The Same as 'To Smile'? Somatic Commensurability of Visual and Verbal Stimuli</i></p>	<p>Francesco Foroni: <i>Is a 'Smile' The Same as 'To Smile'? Somatic Commensurability of Visual and Verbal Stimuli</i></p>	<p>Frenk van Harreveld: <i>Ambivalence and decisional conflict as a cause of psychological discomfort: Feeling tense when jumping off the fence</i></p>	<p>Frenk van Harreveld: <i>Ambivalence and decisional conflict as a cause of psychological discomfort: Feeling tense when jumping off the fence</i></p>
Room 25		Room 29		Room 24		Room 15	
2.15-3.00	<p>Elanor Kamans: <i>Threat and Power in Intergroup Conflict</i></p>	<p>Laetitia Mulder: <i>The Effects of Sanctioning Systems on Trust and Moral Norms: An Overview</i></p>	<p>Tom Postmes: <i>Trust among anonymous strangers: Exploring the psychological processes by which surveillance transforms communities</i></p>	<p>Belle Derks: <i>The Social Neuroscience of Social Identity Threat: Measuring the Effects of Stigma in The Brain</i></p>	<p>Belle Derks: <i>The Social Neuroscience of Social Identity Threat: Measuring the Effects of Stigma in The Brain</i></p>	<p>Astrid Homan: <i>Seeing and Believing: Reaching the Benefits of Diversity in Teams</i></p>	<p>Astrid Homan: <i>Seeing and Believing: Reaching the Benefits of Diversity in Teams</i></p>
3.00-3.45	<p>Lindred Greer: <i>The Bigger They Are, They Harder They Fall: Linking Team Power to Trust, Interpersonal Congruence, and Decision-Making Performance</i></p>						

Friday, April 25

Session 1		Room 24		Room 25	
11.00-11.45	<p>Theme 1: "Power and Status in Social Interaction" Chair: Ilja van Beest & Barbara van Knippenberg</p> <p>Pamela Smith: Lacking Power Impairs Executive Functions</p> <p>Nils Jostmann: Right Person, Wrong Position: High Achievement Motivation Impairs Performance when Power is Lacking</p>	<p>Theme 2: "Trust and Respect" Chair: Paul van Lange & Bertjan Doosje</p> <p>Chris Reinders Folmer: One for All? Psychological Differences Between Acting as Group Representative and as Individual</p> <p>Sven Zebel: Perpetrators and victims at different levels of self-categorization: Interpersonal and intergroup emotions in response to hurtful interactions</p>	<p>Theme 3: "Body and Mind" Chair: Ruud Custers & Gün Semin</p> <p>Ruud Custers: How Does Our Unconscious Know What We Want? The Role of Affect in the Emergence of Behavior Outside Awareness</p> <p>Kirsten Ruys: Emotion Elicitor or Emotion Messenger? Consequences for Imitation and Emotional Contagion of Facial Expressions</p>	<p>Theme 4: "The Vice and Virtue of Diversity" Chair: Astrid Homan</p> <p>Caryl Rusbul: The Michelangelo Phenomenon: Pursuit of the Ideal Self as an Interpersonal Phenomenon</p> <p>Sabine Otten: Work outcomes in culturally diverse groups at work: The role of diversity perspectives, intercultural group climate, and negative meta-stereotypes</p>	
11.45-12.30					
Session 2		Room 24		Room 25	
2.00-2.45	<p>Joris Lammers: Does Power affect Behavior outside the Lab? And how?</p>	<p>Ed Sleebos: Explaining the Motivational Forces of (dis)Respect: How self-focused and group-focused concerns can result in the display of group-serving efforts</p>	<p>Lotte van Dillen: Clearing The Mind: Working Memory as an Interface Between the Cognitive and Emotional Brain</p>	<p>Agneta Fischer: Emotion politics: Judging men's and women's emotions</p>	
2.45-3.30	<p>Michel Handgraaf: Less Power or Powerless? Egocentric Empathy Gaps and the Irony of Having Little versus No Power in Social Decision Making</p>	<p>Martijn van Zomeren: On Convictions' Collective Consequences: A group-based perspective on individual moral conviction</p>	<p>Michael Häfner: Motivated „Erotic Cognition“: How Motivational States Interact with Gender-Specific Strategies</p>	<p>Diederik Stapel: Egalitarianism is bad because it breeds discrimination</p>	

Map Conference Centre



Conference Themes

Theme 1: “Power and Status in Social Interaction”

Chair: Ilja van Beest (Leiden University) and Barbara van Knippenberg (VU University Amsterdam)

Differences in power and control over other people's outcomes impinge on virtually all dimensions of people's daily life. As individuals we deal with others who have more power and status than we do (e.g., bosses, institutions) and others who have less power and status than we do (e.g., employees, children). As group members we are confronted with groups that have less power than our group (e.g., minorities) or more power than our group (e.g., majorities). In social interaction power and control can lead to both cooperation and conflict. Consequently, interaction partners continuously negotiate their power differences so as to achieve consensus, maximize their gains, and avoid costs. Not surprisingly, the influence of power and status on implicit and explicit social cognitive processes (e.g., processing style, attributional biases, fairness, embodiment) and social relations both between groups (e.g., stereotyping, coalition formation, polarization) and between individuals (e.g., fairness, respect, attributions) have sparked great interest among social psychologists. But what do we know about power and its consequences for people's thoughts, feelings, and behavior? How do people perceive power? Why do they perceive others as powerful? And what are the implications of this perception for relationships and group processes? This symposium aims to answer these and related questions by considering different forms of power and status and demonstrating how they affect people's cognitions, affect, behavior, and social relations.

Theme 2: “Trust and Respect”

Chair: Bertjan Doosje (University of Amsterdam) and Paul van Lange (VU University Amsterdam)

By now research leaves little doubt that good, lasting, and harmonious relationships play a crucial role in our psychosocial well-being and health and that being alone in the world is nearly incompatible with a high level of happiness. What are the factors that contribute to (the maintenance of) good relationships? With exponential speed researchers have defined, operationalized, and investigated a humongous amount of social and interpersonal phenomena and processes. Despite its great diversity, this surge of scientific activity has revealed three factors that are at the heart of almost all relationships: trust and respect. Trustworthiness is considered the most desirable trait in relationship partners, including fellow group members (e.g., work teams, athletic teams) and various relationship partners (e.g., family members, employees). Trust in relationships enhances relationship-enhancing behavior, such as forgiveness, responsiveness to partner’s needs, generosity, and behavioral affirmation. Respectful treatment of others, including employees as well as intimate partners, increases well-being and interpersonal relationships in a large variety of ways and enhances tangible (e.g., reduced absenteeism, increased physical well-being, stability) and non-tangible (e.g., commitment, responsiveness, inclusion) relationship outcomes. Not surprisingly, trust and respect are present at almost all levels of analysis in social psychology, including (motivated) social cognition, relationships, and group processes. This symposium considers trust and respect in different types of relationships and examines their social consequences.

Theme 3: “Body and Mind: Interfacing Affect, Cognition, Perception, Action, and Bodily States”

Chair: Ruud Custers (Utrecht University) and Gün Semin (Utrecht University)

A growing realization in psychology is the fact that psychological processes with which we navigate our social and physical environment cannot be conceptualized independently from the modalities (e.g., visual perception, proprioceptive sensations, or motor behavior) by which we adaptively negotiate these realities. This realization has led to a closer examination of how affect, cognition, perception, action, and bodily states interface. The symposium presents a diverse set of approaches and research findings which either focus on the influence of the mind on the body (e.g., physiological reactions to social situations) or on how the body affects the mind (e.g., embodiment). It considers cutting-edge research that combines traditional methods in social psychology with methods from other areas, including cognitive neuroscience, cognitive psychology, and physiology.

Theme 4: “The Vice and Virtue of Diversity”

Chair: Naomi Ellemers (Leiden University), Bernard Nijstad (University of Amsterdam) and Astrid Homan (Leiden University)

Everyday life is replete with diversity on all levels of human functioning. Diversity encompasses a vast range of differences, including differences in ethnicity, nationality, gender, religion, (physical) ability, sexual orientation, age, and individual dispositions. Diversity can be the source of creativity and innovation. Research on these virtues of diversity examines questions like: What is creativity? How can we measure creativity? How does diversity contribute to creativity? And how does creativity, in turn, promote innovation, problem-solving, and conflict solution? But diversity can also be a vice and the source of misunderstanding, prejudice, suspicion, feelings of threat, and conflict. Research on these vices of diversity examines questions like: Why and when do people experience diversity as threatening? When does diversity lead to hostile behavior? Diversity represents a challenge for our understanding of and interaction with others who are different from us. Diversity has been investigated in the context of perspective-taking, information exchange, decision making, work motivation, performance, and social outcomes (e.g., acceptance, tolerance, respect, helping behavior). This symposium brings together research investigating diversity in a large variety of experimental settings all of which aim to illuminate processes underlying its vice and virtue for human functioning.

Abstracts Keynote Speakers

Thursday April 24, 10.45 am - 11.30 am

Sexual Economics: Heterosexual Men and Women in a Sexual Marketplace

Kathleen D. Vohs

Carlson School of Management, University of Minnesota, USA

Men control more cultural resources than women, and men want sex more than do women. These two assumptions lead to a set of predictions that can explain heterosexual sexual behavior. Sexual Economics Theory depicts sex as something that women hold and men want, and men trade resources (e.g., attention, affection, money, status, respect, commitment) to induce women to behave sexually. Borrowing from neoclassical economics, the model describes the behaviors of couples as interlinked and influenced by factors such as supply and demand, local rates, and collusion. In this talk, I will first lay out the model and then detail a set of empirical experiments designed to test it.

Thursday April 24, 4.15 pm - 5.00 pm

Testosterone and the Breakdown of Prosocial Behavior

E. Jack van Honk

Utrecht University

The most well known and notorious natural brain chemical is the steroid hormone testosterone. In animals especially testosterone has been associated with social dominance and aggression. In humans experimental evidence has been sought in self report and is less convincing. Nonetheless males on average have 10 to 15 times the amount of testosterone in plasma and are much more dominant and socially aggressive than females. In a line of research line we have recently been scrutinizing the role of testosterone in sex differences in social emotions and cognitions. Single sublingual administrations of .5 mg testosterone were applied to raise the levels of testosterone of females to those of males. In a range of studies we never found effects on self report but testosterone consistently influenced implicit behavioral and physiological (e.g. EEG, fMRI) measures. Taken together the data point out that the steroid hormone importantly defines the sex difference in social aggression, emotion recognition, social cooperation, empathy and mind reading. When the female testosterone levels were experimentally increased to approximate male levels, many well-known sex differences on these behaviors emerged in the difference between placebo and testosterone condition in our studies. Furthermore, EEG and fMRI data suggested that these effects were importantly established by way of affective subcortical pathways and likely involve down regulation of synthesis of the female-type peptide oxytocin (OT) and up regulation of synthesis of male-type peptide vasopressin (AVP). By down regulating the function of OT (the peptide of love) and up regulating the function of AVP (the peptide of war) testosterone impairs female-type prosocial behavior and motivates towards male-type asociality.

Friday April 25, 10.00 am - 10.45 am

The Booze, the Bar and the Others: Studies on Imitation and Health Behaviors

Rutger C.M.E. Engels

Behavioural Science Institute, Radboud University Nijmegen

Do you smoke more when interacting with a warm and open person than with a cold person? Do you get thirsty and imitate when you see actors actually drinking in movies? And are you inclined to eat palatable food (M&Ms) when you see another person eating a lot, and does it make a difference whether this other one is slender or not? Theoretical models on how people are being influenced by others with respect to health behaviors are primarily tested with (correlational) longitudinal designs. The designs of these studies do, however, not allow us to draw conclusions on how processes of imitation are unfolding in real time in real life. Conducting other types of studies on social influence processes is required to critically test and subsequently adapt these models. I will present a line of research consisting of observational experimental studies testing processes of social and non-social imitation dealing with smoking, drinking and food intake. All studies are conducted in naturalistic settings at the university (bar lab, living room, home cinema) and outside the university (cafe). I will discuss moderators on the individual (e.g., genetic susceptibility, social comparison tendencies), partner (e.g., looks) and interpersonal (e.g., quality of interaction) level.

Abstracts Theme 1: “Power and Status in Social Interaction”

Thursday April 24, Session 1, 12.00 am - 12.45 pm

The Interactive Effects of Charismatic Leadership, Follower’s Neuroticism and Locus of Control on Burnout

Annebel H.B. de Hoogh

University of Amsterdam

Co-author(s): Deanne N. den Hartog

Due to its financial and social costs, burnout has become a significant concern to organizations. So far, however, the role of leadership, and specifically charismatic leadership, in subordinates’ burnout is not yet clear. Moreover, researchers have not addressed the possibility that certain followers may be affected more by charismatic leadership than others. Recently, evidence was found that subordinates may differ in their responses to identical leader behavior. Therefore, in this study we examined two personality characteristics of followers that may moderate the relationship between charismatic leadership and follower burnout, namely neuroticism and internal locus of control. Clients ($N = 93$) of a Human Resource Advice Firm filled out the Maslach Burnout Inventory—General Survey and rated their leader’s charismatic leadership as well as their own neuroticism and internal locus of control. In line with expectations, the relationship of charisma with burnout was found to be stronger for individuals low on neuroticism and internal locus of control than for individuals high on neuroticism and internal locus of control. Thus, although charismatic leadership may act to hinder overload and stress, it seems differently appropriate for individuals with different personalities and subordinates seem to vary in their potential to benefit from charismatic leadership.

Thursday April 24, Session 2, 2.15 pm - 3.00 pm

Threat and Power in Intergroup Conflict

Elanor Kamans

University of Groningen

Co-author(s): Sabine Otten, Ernestine H. Gordijn

Why do some outgroups elicit avoidance, whereas others elicit aggressive behavior? According to intergroup emotion theory (Smith, 1993) group based appraisals elicit specific emotions and action tendencies towards outgroups, when social identity is salient. In an intergroup context, socio-structural factors like power and status are likely to influence these appraisals and especially appraisals of control should differentiate between fight and flight, or anger and fear (Mackie, Devos & Smith, 2000). The question is whether this reasoning also applies when it comes to actual intergroup conflict. We assume that *threat* is an important determinant of one's emotional reaction in an intergroup conflict. Generally, lacking power directs people's attention to threat in their environment (Keltner, Gruenfeld and Anderson, 2003). Further, members of powerless groups are likely to experience more threat when provoked by a powerful outgroup.

In a series of studies we tested the assumption that threat caused by being powerless motivates behavior of the powerless groups in intergroup conflicts. We found that a powerful group provoking a powerless group is perceived as more threatening than vice versa. This causes powerless groups to react with both more fear and anger. In addition, we found that the behavioral reactions of fight or flight are determined by the *kind of threat* that is instigated by an outgroup (Cottrell & Neuberg, 2005): Physical threat leads to avoidance reactions, whereas threat of resources leads to aggressive reactions.

Thursday April 24, Session 2, 3.00 pm - 3.45 pm

The Bigger They Are, The Harder They Fall: Linking Team Power to Trust, Interpersonal Congruence, and Decision-Making Performance

Lindred L. Greer

University of Amsterdam

Co-author(s): Heather M. Caruso, Karen A. Jehn

In this quasi-experimental study, we compare the performance of high-power organizational teams to low-power organizational teams on a decision-making task. Team power is based on the control of resources that enables a team to affect others in the company. We find that low-power teams outperform high-power teams. This effect is fully explained by the lower levels of intragroup trust present in high-power teams. Results show that interpersonal power congruence ameliorates the relationship between team power and trust, such that when high-power team members agree on the relative power structure within their team, team power is more positively related to trust.

Friday April 25, Session 1, 11.00 am - 11.45 am

Lacking Power Impairs Executive Functions

Pamela K. Smith

Radboud University Nijmegen

Those lacking power face a world of threats and uncertainty. As a result, low power fundamentally alters an individual's mental world, making them less goal-oriented, less cognitively flexible, and more vigilant (e.g., Smith & Trope, 2006). We propose that these cognitive presses of lacking power make individuals more vulnerable to performance decrements during complex executive tasks. In three experiments, even when it was merely primed, low power impaired performance on executive function tasks, affecting updating (2-back task), inhibiting (Stroop task), and planning (Tower of Hanoi). Using two versions of a Stroop task, we established that these impairments are driven by goal neglect: low power only impaired performance when goal maintenance was difficult. Finally, we explored whether these executive function deficits are truly an adaptive response to the relatively uncertain, changeable nature of a low-power person's context. If this is true, changing aspects of the power relationship and the organizational context itself to create a more secure, certain context should moderate this effect. As a whole, these results suggest that the cognitive alterations of lacking power may often help foster stable social hierarchies, but certain context changes may empower employees and reduce costly organizational errors.

Friday April 25, Session 1, 11.45 am - 12.30 pm

Right Person, Wrong Position: High Achievement Motivation Impairs Performance when
Power is Lacking

Nils B. Jostmann

VU University Amsterdam

Previous research has established that lacking power impairs performance on difficult tasks (Smith, Jostmann, Galinsky, & van Dijk, in press, *Psychological Science*). The present research suggests that especially high achievement motivated individuals are constrained by being powerless because high ambitions conflict with the psychological consequences of lacking power (e.g., less goal-directedness, local rather than global focus). In two studies, participants first indicated their achievement motivation (Elliot & McGregor, 2001), after which they were primed with either low or high power (Galinsky et al., 2003). In Study 1, high achievement motivated participants performed worse on a Stroop task when they were primed with low rather than high power. In Study 2, participants were to indicate the presence or absence of target shapes (e.g., triangle) in geometrical figures that were composed of many small geometrical figures (Baumann & Kuhl, 2005). Under low rather than high power, high achievement motivated participants were less successful at correctly identifying shapes, especially when shapes appeared at the global level. In both studies, no similar effects were found for low achievement motivated participants. These findings suggest that high achievement motivation can become a performance trap when one's power position is low.

Friday April 25, Session 2, 2.00 pm - 2.45 pm

Does Power affect Behavior outside the Lab? And how?

Joris Lammers

Tilburg University

Co-author(s): Janka I. Stoker, Diederik A. Stapel

In the past years, experimental social psychology has reported many interesting effects of power. Unfortunately, these are all exclusively based on lab experiments, in which power is manipulated, often through priming. This endangers the ecological validity and - more importantly - makes our colleagues suspicious: Are such priming effects really about power? Is power not something that happens between people? Do we really believe that power leads to action, abstract thinking, or stereotyping?

To answer these questions, we decided to leave the laboratory and study power where it really happens: among real people, in real organizations. Over 3000 low, medium, and high power employees in existing organizations participated in this research. With their help, we were able to investigate two problems. First, we tested whether power really leads to action, abstract thinking, and stereotyping. Second, and more importantly, while doing so we also were able to show the important difference between having and exercising power. We show that for this distinction is especially relevant for the effect of power on stereotyping, while it is less important for the other effects. These findings explain previous contrasting effects in a parsimonious manner and lead us to formulate a new, better theory on the social effects of power.

Friday April 25, Session 2, 2.45 pm - 3.30 pm

Less Power or Powerless? Egocentric Empathy Gaps and the Irony of Having
Little versus No Power in Social Decision Making

Michel J.J. Handgraaf

University of Amsterdam

Co-author(s): Eric van Dijk, Riël C. Vermunt, Henk A. M. Wilke, Carsten K.W. de Dreu

We investigate the effect of power differences and associated expectations in social decision-making. Using a modified ultimatum game, we show that allocators lower their offers to recipients when the power difference shifts in favor of the allocator. Remarkably, however, when recipients are completely powerless, offers increase. This effect is mediated by a change in framing of the situation: when the opponent is without power, feelings of social responsibility are evoked. On the recipient side, we show that recipients do not anticipate these higher outcomes resulting from powerlessness. They prefer more power over less, expecting higher outcomes when they are more powerful, especially when less power entails powerlessness. Results are discussed in relation to empathy gaps and social responsibility.

Abstracts Theme 2: “Trust and Respect”

Thursday April 24, Session 1, 12.00 am - 12.45 pm

When Trust and Respect are Bad for You:

Social Effects of Emotions on Trust, Respect, and Cooperation in Negotiation

Gerben A. van Kleef

University of Amsterdam

A widespread assumption in the literature is that trust and respect facilitate cooperation. According to this perspective, emotional expressions that engender trust and respect should also promote cooperation. In this talk I challenge this assumption and propose that the relations among emotion, trust, respect, and cooperation depend critically on the type of interaction setting. Specifically, I argue that settings that provide strong incentives for competition can produce negative rather than positive associations between trust and respect on the one hand and cooperation on the other hand. Studies on the interpersonal effects of emotions in distributive negotiation (a predominantly competitive setting) reveal that emotional expressions that engender trust and respect typically also trigger competition, whereas emotional expressions that reduce trust and respect elicit cooperation. Discussion focuses on the implications for our thinking about trust and respect and the social functions of emotions.

Thursday April 24, Session 2, 2.15 pm - 3.00 pm

The Effects of Sanctioning Systems on Trust and Moral Norms: An Overview

Laetitia B. Mulder

Tilburg University

Co-authors: Eric van Dijk, David De Cremer, Henk Wilke, Peter Verboon, Rob Nelissen

Sanctioning systems in social decision making situations are often meant to increase cooperation as it makes cooperation objectively more attractive. However, the actual influence of sanctions is not so straightforward. First, sanctioning systems may give people the idea that others act in their own self-interest and thus undermine the belief that others are internally motivated to cooperate. As such, sanctions decrease trust in others. Our research indeed shows that, when there is a sanction on defection, trust in others being internally motivated to cooperate was undermined: Participants who had experienced the presence of a sanctioning system trusted fellow group members less than participants who had not. As a result, the sanction undermined cooperation when trust was initially high. Second, sanctions may affect moral norms. On the one hand, they may *increase* a moral norm as sanctions communicate what is socially disapproved of. Our data shows that severe sanctions and punishments are more able to encourage moral norms than mild sanctions and rewards, respectively. Our data further shows that sanctions that communicate social disapproval positively affect internalization of cooperation. On the other hand, sanctions may *decrease* moral norms as they provide a business frame to an otherwise moral situation. Sanctions may in this way undermine feelings of guilt when showing the sanctioned behavior. An overview of these effects of sanctions and supporting data are given and discussed.

Thursday April 24, Session 2, 3.00 pm - 3.45 pm

Trust among anonymous strangers: Exploring the psychological processes by which surveillance transforms communities

Tom Postmes

University of Groningen

Urbanization, globalization, and immigration are fuelling concerns for the erosion of traditional communities. Somewhat nostalgically, communities are seen as small social networks, wherein individuals are kept involved (and in check, if necessary) by a combination of factors, chiefly individualization, close proximity, "social control" and a high degree of interdependence. One key assumption is that communities breed trust because its members know each other. By contrast, in modern society, we are often unable to form individualized impressions of those we encounter. This would harm social cohesion, normative regulation and the basis for trust. In such a society, surveillance is often seen as a necessary (if imperfect) means to restoring accountability, control and trust. This paper paints a more positive picture. Research shows that anonymity does not necessarily produce social woes: it can increase social cohesion, normative influence and a sense of shared identity. By contrast, making individual group members identifiable has dual consequences: although the perceived trustworthiness of the observed individual may increase, the perceived trustworthiness of the social system as a whole may suffer.

Friday April 25, Session 1, 11.00 am - 11.45 am

One for All?

Psychological Differences Between Acting as Group Representative and as Individual

Chris P. Reinders Folmer

Tilburg University

Co-author(s): Paul A.M. van Lange

Collective bargaining, business alliances, diplomacy between nations – group representatives handle topics that may have some of the greatest impact on our lives. One therefore would hope that our representatives will do their utmost to achieve the best possible outcomes on our behalf. In this talk, however, I will present insights which suggest otherwise. In a series of studies, we examined the “psychology” of interactions between representatives. Our findings reveal that interactions between representatives may evoke a competitive “mindset”, that is, such interactions may activate competitive interaction goals, as well as competitive expectations of interdependent others. This “mindset” may undermine representatives’ ability to cope with the misunderstandings and errors which may frequently occur in their interactions – with detrimental consequences for those on whose behalf they are interacting.

Friday April 25, Session 1, 11.45 am - 12.30 pm

Perpetrators and victims at different levels of self-categorization:
Interpersonal and intergroup emotions in response to hurtful interactions

Sven Zebel

University of Amsterdam

Co-author(s): Bertjan Doosje, Bob van Daalhuizen

Emotional responses to interpersonal or intergroup hurtful interactions were investigated from the perspective of perpetrators and victims. Participants were instructed to recall autobiographical accounts in which they first hurt others' feelings (perpetrator accounts) and then how others hurt their feelings (victim accounts) or vice versa. In the interpersonal condition, participants were asked to think of another person with whom they had (had) a personal relationship (e.g., a friend). In the intergroup condition, participants were instructed to think of (a person from) a social out-group (e.g., another ethnic group). We hypothesized that perceptions of relational devaluation characterize interpersonal hurtful interactions. Accordingly, the type of emotions following these interactions should convey the (loss of) a respected and valued relationship (e.g., guilt, disappointment, regret). In contrast, hurtful intergroup interactions should be characterized more by disrespect and distrust, thus instigating antagonistic emotional responses (e.g., contempt, fear). Furthermore, perpetrators were hypothesized to downplay the severity of the hurt and the relational damage compared to victims, especially in intergroup interactions. Our findings converged with these hypotheses. The implications of the above self-categorizations for the type and intensity of discrete emotions in response to hurtful interactions, and their consequences for trust and respect in ongoing social relations are discussed.

Friday April 25, Session 2, 2.00 pm - 2.45 pm

Explaining the Motivational Forces of (*dis*)Respect:
How self-focused and group-focused concerns can result in the display of
group-serving efforts

Ed Sleebos

VU University Amsterdam

Co-author(s): Naomi Ellemers, Dick de Gilder

Research showed that intra-group respect increases individuals' engagement with their group and subsequent *intentions* to show group-serving efforts. We refer to this process as 'the group-focused motive'. Based on a recent program of research on *actual* effort and performance evaluations, we conclude that respect-induced group-serving efforts are *not only* due to enhanced engagement with the group. In addition, we posit that behavioral motivations can also stem from self-focused concerns – we refer to these as 'self-focused motives'. We argue that the perception of being respected boosts the self-evaluation of individual group members. Maintenance of this positive self-evaluation, together with respect-induced enhanced self-confidence, can cause individuals to show more contextual performance. When individuals are *dis*respected, this impacts negatively on their self-perception. As a result, these individuals show group-serving efforts as an attempt to re-establish their self-worth, and this occurs relatively independently of improvement concerns for the group.

Friday April 25, Session 2, 2.45 pm - 3.30 pm

On Convictions` Collective Consequences:
A group-based perspective on individual moral conviction

Martijn van Zomeren
VU University Amsterdam

Individuals` moral convictions on topics like abortion, the death penalty, and freedom of speech, are often viewed as strong individual attitudes that are subjectively believed to represent “universal truths”. In doing so, moral conviction is often treated as an individual anomaly --- something that is alien to the rational and reasonable individuals that some have long suspected to represent human nature. From this view, to talk of moral conviction is to talk of extremism, lack of nuance, and lack of compromise --- which are typically regarded as undesirable, if not disturbing, elements of human nature. However, my own research program on moral conviction departs from the assumption that moral conviction is not such a strange and disturbing thing after all. Rather, individuals with moral conviction are more likely to categorize themselves and their social world using the distinction between “us” and “them”. Individual moral conviction thus reflects the content of a social identity, which means that moral conviction should be viewed as functional and group-based. In support of this line of thought, I will present a multitude of studies that all indicate the functional and group-based nature of individuals` moral conviction. For example, research findings show that moral conviction (a) is associated with “moral consensus” effects that provide an illusion of social support among those who share one`s conviction (i.e., the moral in-group), (b) is associated with “moral attribution” effects that suggest that those who share one`s moral conviction are attributed one`s own motivation for moral action, and (c) can be overpowered by salient group norms and group interests. Taken together, my results paint a picture of moral conviction as functional and group-based, which offers a more nuanced and less disturbing social-psychological perspective on moral conviction.

Abstracts Theme 3: “Body and Mind: Interfacing Affect, Cognition, Perception, Action, and Bodily States”

Thursday April 24, Session 1, 12.00 am - 12.45 pm

On the Relation Between Scope of Attention and Approach Versus Avoidance
Expression Patterns: Mediation by Brain Hemisphere Activation

Jens A. Förster

University of Amsterdam

Our research shows that subtle elicitation of approach, relative to avoidance, expression patterns automatically expands attentional scope on both the perceptual and conceptual levels. These effects were mediated by right hemisphere activation. Notably, further results suggest that it is the sheer motivational anticipation of desired versus undesired end-states, as opposed to the elicitation of elated versus tense arousal, that drives these effects of motivational state on relative hemispheric activation and attentional scope. We will present theory and recent results using both diverse measures of scope of attention and diverse inductions of approach versus avoidance motivation. Implications for neurobiological, emotion and motivation theories will be discussed.

Thursday April 24, Session 2, 2.15 pm - 3.00 pm

Is a 'Smile' the Same as 'To Smile'?
Somatic Commensurability of Visual and Verbal Stimuli

Francesco Foroni

VU University Amsterdam

Co-author(s): Gün R. Semin

Traditionally, cognitive sciences have regarded language as a symbolic system representing the world in an abstracted or amodal manner. This position has been increasingly challenged and new theoretical models of human cognition have been proposed where cognition is seen as intrinsically embodied (Barsalou, 2005; 2008). These models hold that concepts are grounded in simulations of actual experiences with instances of those concepts in sensory-motor systems (e.g., Solomon & Barsalou, 2001). High-level cognitive processes, such as language, are suggested to be fundamentally connected with the actions that our bodies perform and are *modal*: they involve partial reactivations of states in modality-specific, sensory-motor systems.

Four experiments show that exposure to verbal (e.g., the verb 'to smile') and visual affect expressions (e.g., a smiling face) give rise to commensurable somatic processes (i.e. facial muscle activity) as measure by facial EMG (electromyography). Reading verbs such as 'to smile' and 'to frown' activates muscles involved in their facial expression (zygomatic major muscle and corrugator supercilii muscle respectively). Such muscular synchronization with a verbal or visual stimulus - presented subliminally or supraliminally - is also shown to influence evaluative judgments of other stimuli. Evidence for somatic commensurability, as presented here, support the somatic grounding of concrete language: that is, language mapping facial muscular activity directly is not amodal but bodily (somatically) grounded. These findings provide also a bridge between research on the neurobiological basis of language and behavioral research.

Thursday April 24, Session 2, 3.00 pm - 3.45 pm

The Social Neuroscience of Social Identity Threat:
Measuring the Effects of Stigma in the Brain

Belle Derks

Leiden University

This talk will discuss how techniques borrowed from social neuroscience can improve our understanding of how targets of prejudice experience stigma. I will present two research projects that focus on different neural correlates of stigma. The first project examined how negative stereotypes affect the automatic vs. controlled evaluation stigmatized group members have of their ingroup. By measuring event-related brain potentials (ERPs) in reaction to pictures of ingroup and outgroup targets, we were able to show that threats to social identity directly lower the automatic evaluation that people have of their ingroup. Moreover, automatic evaluations of the ingroup were negatively related to self-reported ingroup favoritism. This indicated that the lower participants evaluated their group on measures of automatic evaluation, the more they reported to favor their ingroup on more controllable measures. These results underline that ingroup bias is used by targets of prejudice to compensate for threats to social identity. Moreover, these results highlight the benefits of measuring social identity processes on an implicit as well as explicit level. The second project examined how experiencing stereotype threat affects people's self-regulation by looking at asymmetries in alpha activity in the left and right frontal cortex. Previous research has related greater right frontal activity to avoidance motivation and greater left frontal activity to approach motivation. We tested whether increased avoidance motivation accounted for women's decreased math performance compared to men in a performance setting that elicited stereotype threat.

I conclude with a discussion of the benefits and limitations of social neuroscience methods for social psychological research.

Friday April 25, Session 1, 11.00 am - 11.45 am

How Does Our Unconscious Know What We Want?
The Role of Affect in the Emergence of Behavior Outside Awareness

Ruud Custers
Utrecht University

Co-author(s): Henk Aarts, Martijn Velkamp

The idea that mere activation of cognitions can trigger action has been around since the beginning of psychology and has become known as the *ideo-motor principle*. Within social psychology, this idea has developed into two distinct explanations for the way in which priming of a behavior concept can trigger action: the *perception-action link* and the *automotive principle*. Whether the first one proposes a “cold”, cognitive mechanism based on an overlap between representations used in perception and action, the other proposes a “hot” mechanism, claiming that primes can directly trigger motivational processes outside awareness. In the current literature, there seems to be a trend to explain effects that were traditionally explained in terms of the perception-action link in terms of (nonconscious) motivational processes. In this sense the perception-action explanation seems to give way to the automotive principle.

In the current talk we will distinguish between the operation of these two mechanisms focusing on the role of affect in the emergence of nonconscious goal pursuit. In a number of studies we will demonstrate that positive affective signals accompanying the activation of the cognitive representation of a behavior concept motivate behavior. We will focus on how this process is distinct from the perception-action mechanism, how negative affective signals may moderate it, how it may play a role in translating needs into motivational behavior, and how it may shape our perception in favor of goal pursuit. This work will be discussed in relation to the apparent shift in the behavior priming literature towards a more motivational stance.

Friday April 25, Session 1, 11.45 am - 12.30 pm

Emotion Elicitor or Emotion Messenger?
Consequences for Imitation and Emotional Contagion of Facial Expressions

Kirsten I. Ruys

Tilburg University

Co-author(s): Diederik A. Stapel

Facial emotional expressions have the capacity to evoke all kinds of responses. After all, “the face has the only skeletal muscles of the body that are used, not to move ourselves, but to move others” (Smith & Scott, 1997, p. 229). Perceivers of a facial emotional expression may not only respond to the expression itself, but also react to the communicative message such expression reveals. A happy face, for example, may act as *emotion elicitor* and elicit positive affect because it is a positive *stimulus*. However, such a face may also act as *emotion messenger* and reveal specific knowledge about the motives and intentions of the *sender*. Both roles of facial emotional expressions seem crucial in human social functioning. That is why we propose that responses to both roles of facial emotional expressions may be activated efficiently and unconsciously.

We provide support for these two functions of facial emotional expressions and show by varying the exposure time, how emotion elicitor and emotion messenger effects to facial emotional expressions unfold over time. Our results also show that exposure to facial emotional expressions did not evoke specific emotional feelings in the perceivers. This finding may be interpreted as contradicting one of the basic assumptions of emotional contagion studies and facial mimicry research, namely that emotion imitation leads to emotion elicitation.

Friday April 25, Session 2, 2.00 pm - 2.45 pm

Clearing the Mind:

Working Memory as an Interface Between the Cognitive and Emotional Brain

Lotte F. van Dillen

VU University Amsterdam

Co-author(s): Dirk Heslenfeld, Sander Koole

The importance of working memory is widely acknowledged in the context of “cold” cognitive processes that are devoid of emotion. Here, we demonstrate that working memory also plays a major role in “hot” emotional processes. Research has shown that several regions of the emotional brain, including the amygdalae, respond to emotional stimuli only when sufficient attentional resources are available. Moreover, negative emotional stimuli can interfere with cognitive tasks that rely on working memory. These and related findings suggest that working memory may function as an interface: the more working memory is being used by a cognitive activity, the less room will remain for emotion states to persist. We tested this notion using both neuroimaging and behavior experiments. After being exposed to neutral or negative emotional stimuli, human volunteers received a high versus low working memory load while we assessed their negative emotional states and while we monitored their brain activity using functional magnetic resonance imaging (fMRI). As expected, higher working memory load led to increased activation in working memory regions (right dorsolateral frontal cortex, right superior parietal cortex), and decreased responsivity to negative stimuli in emotional regions; the bilateral amygdalae and the right temporal insula. Working memory load also reduced experienced negative emotion in response to negative stimuli. Together, these findings indicate that the role of working memory extends to the emotional brain. As such, the present research adds to the growing evidence for the mutual dependence of passion and reason in the human mind.

Friday April 25, Session 2, 2.45 pm - 3.30 pm

Motivated „Erotic Cognition“:
How Motivational States Interact with Gender-Specific Strategies

Michael Häfner
Utrecht University

Co-author(s): Beate Seibt, Roland Deutsch

Hardly anywhere is the connection between the body and the mind seen as close as in models inspired by evolution theory. As such, genetic differences between men and women are assumed to account for differential mating behavior and related perceptions: Whereas men – in an effort to spread their genes – should seek sexually arousing stimuli, women – in an effort to find a caring long-term partner – should avoid these cues. Research seems to corroborate this notion by showing stable gender differences in the perception of and preference for sexual cues.

As functional as these adjustments of the perceptual system seem to be for the fitness of the individuals in general, we would like to argue that under certain circumstances they become disadvantageous: We hold that a longer duration of sexual abstinence should reduce this selectivity for women, as it indicates a lack of mating opportunities, and should therefore reinforce seeking behavior.

The present experiments were designed to test these assumptions by studying gender differences *and* the impact of motive strength on reactions to sexual cues. In particular, we studied approach/avoidance-reactions towards sexual cues as a function of gender and the duration of sexual abstinence. In line with our assumption, we found that the longer men *and* women were sexually abstinent, the faster they approached sexual cues. Thus, abstinent women showed the same pattern of responses as did men, which suggests an adaptation of sexual responses not only to stable gender differences, but also to situational affordances within the individual.

Abstracts Theme 4: “The Vice and Virtue of Diversity”

Thursday April 24, Session 1, 12.00 am - 12.45 pm

The vice and virtue of preference diversity during group decision making

Bernard A. Nijstad

University of Amsterdam

It has often been argued and found that preference diversity is beneficial for the quality of group decisions, because it stimulates an unbiased exchange and elaboration of information. However, this literature has neglected that in many situations, it is also possible not to choose. Further, preference diversity can be based attractions, aversions, or both. I argue that some types of preference diversity can lead to biased discussions and to choice refusal (i.e., the group refuses to choose among the available options). Based on the literature on the negativity bias and the literature on group-level decision strategies, I predict that preference diversity based (partly) on aversions can lead to strong biases in the discussion, and to stalemates and decision refusal. These effects are shown in a study in which different types of preference diversity were created, and effects on discussion content and group decisions were assessed. I further predict that stimulating information exchange and deemphasizing preferences can reduce these effects. In a second study it was investigated whether leaders can achieve this. It was found that participative leadership, but not directive leadership, can stimulate information exchange, reduce biases in group discussions, and prevent stalemates and decision refusal. It is concluded that preference diversity can have beneficial as well as detrimental effects during group decision making, depending on whether group members focus on preferences or on information.

Thursday April 24, Session 2, 2.15 pm - 3.00 pm

Ambivalence and decisional conflict as a cause of psychological discomfort:
Feeling tense when jumping off the fence

Frenk van Harreveld
University of Amsterdam

Co-author(s): Bastiaan T. Rutjens, Mark Rotteveel, Loran F. Nordgren,
Joop van der Pligt

Many theories in social psychology are based upon the assumption that people have a fundamental need for evaluative consistency. It is for example assumed that people prefer their attitudes to be consistent with one another and with one's behaviour. Likewise it has been assumed that people are aversive towards inconsistencies within their attitudes, i.e. attitudinal ambivalence. In two studies we put this assumption to the test and argue that ambivalence is only unpleasant when one has to commit to one side of the issue. In those situations ambivalence will be related to outcome uncertainty and feelings of discomfort. We examined this prediction using both self-reports and physiological measures. In a first study we manipulated ambivalence and whether or not participants had to take a clear stand vis-a-vis the attitudinal issue and choose in favor or against it. Results indicate ambivalence was only related to physiological arousal when a choice had to be made. Feeling ambivalent about an issue without the necessity to commit oneself to a side did not result in higher levels of arousal as compared to non-ambivalent participants. A second study replicated and extended these findings by including a measure of subjective uncertainty. Results showed the same pattern as in Study 1, and indicate that the relation between ambivalence and arousal is mediated by uncertainty about outcomes. These results have implications for the way we think about ambivalent attitudes. We argue that labelling ambivalent attitudes as weak may not do justice to the motivational processes that underlie the pliability of ambivalent attitudes.

Thursday April 24, Session 2, 3.00 pm - 3.45 pm

Seeing and Believing: Reaching the Benefits of Diversity in Teams

Astrid C. Homan

Leiden University

The importance of studying the effects of diversity on group processes and performance is eminent as more and more teams consist of members from different demographic and informational backgrounds. (e.g., van Knippenberg, De Dreu, & Homan, 2004). Research on the effects of diversity has shown that diversity can harm as well as benefit team functioning (e.g., Williams & O'Reilly, 1998). On the one hand, it has been found that diversity can potentially benefit the functioning of teams by activating the elaboration of task-relevant information. On the other hand, diversity has been shown to instigate subgroup categorization processes, resulting in intergroup biases and deteriorated functioning. Both the definition of diversity as well as theories underlying subgroup categorization start with the premise that people "perceive" differences and subgroups. In this presentation, I will build on this idea by focusing on perceptions as well as actual existing differences as predictors of team functioning. Discussing a number of studies on the functioning of diverse teams, I will argue that these perceptions of diversity (and resulting team functioning) can be influenced by (1) manipulating the salience of differences and (2) people's attitudes regarding diversity.

Friday April 25, Session 1, 11.00 am - 11.45 am

The Michelangelo Phenomenon:
Pursuit of the Ideal Self as an Interpersonal Phenomenon

Caryl E. Rusbult

VU University Amsterdam

Humans pursue a variety of life goals, seeking to move ever closer to their ideal selves (e.g., by developing desirable traits and abilities, succeeding professionally, etc.). Such goal pursuits do not transpire in a vacuum: Human dispositions, motives, and behavioral tendencies are fashioned at least in part by interpersonal experience. Among the many forces that shape the self, few if any “sculptors” exert effects as powerful as those of our close partners. Such effects can vary from exceedingly positive to exceedingly negative: Some close partners help bring out the best in each other, supporting and promoting one another’s goal pursuits; in contrast, other partners bring out the worst in each other. Prof. Rusbult’s research concerns a process termed the “Michelangelo phenomenon,” a pattern of interdependence whereby close partners sculpt one another in such a manner as to bring each person closer to (vs. further from) his or her ideal self. In her talk, she will review the theoretical underpinnings of this work, review empirical tests of key model predictions, outline some of the behavioral mechanisms by which partners affirm one another, and discuss the role of partner similarity versus dissimilarity in understanding this process.

Friday April 25, Session 1, 11.45 am - 12.30 pm

Work outcomes in culturally diverse groups at work:
The role of diversity perspectives, intercultural group climate, and negative meta-
stereotypes

Sabine Otten

University of Groningen

Co-author(s): Kyra Luijters, Karen I. van Oudenhoven-van der Zee

Organizations differ in the way they approach and manage cultural diversity on the work floor. We assumed and found that the perspective guiding the introduction of culturally diversity in work teams significantly relates to possible positive work outcomes (such as work satisfaction or cohesion). In the literature, three such perspectives are distinguished: integration-and-learning, access-and-legitimacy, and discrimination-and-fairness (Ely & Thomas, 2001). Whereas the first two perspectives see a direct added value in diversity for a team's functioning, the latter implies the neglect of cultural differences and a demand for assimilation within the team. In a first study, the diversity perspectives were identified in structured interviews with team managers (N = 20), and intercultural group climate (Harquail & Cox, 1993) as well as work outcomes were measured for a total of 140 employees in the corresponding teams. Results show that the discrimination-and-fairness perspective was associated with the least positive effects on work outcomes. Moreover, this perspective was reflected in markedly low scores on intercultural group climate. However, when including both diversity perspective and intercultural group climate in a regression analysis, the effect of perspectives on work outcomes was not significantly mediated by perceived intercultural group climate. Study 2 built upon the findings of study 1, but measured the three perspectives as perceived by the team members and included negative meta-stereotypes (Vorauer et al., 1998) as further predictor of positive outcomes in diverse work groups. Egalitarianism is bad because it breeds discrimination

Friday April 25, Session 2, 2.00 pm - 2.45 pm

Emotion politics: Judging men's and women's emotions

Agneta H. Fischer

University of Amsterdam

There is a variety of contexts in which there is large consensus about the appropriateness of an individual's emotional reactions, whether in professional work contexts or in more intimate settings. This is especially the case in reaction to extreme events, for example the death of a colleague or intimate, the loss of something valuable, or the break up of a relationship. However, most emotional events are – fortunately - of more moderate intensity and thus individuals' emotional reactions vary a lot. This variation is due to gender roles, cultural roles, but also to more strategic considerations, like impression management. In addition, the appropriateness of someone's emotions and the subsequent inferences that are made vary on the basis of the social context, the specific event, the social role or a person's gender. This implies that similar emotional reactions of men and women may result in very different judgments, not only of the appropriateness of the emotional reaction, but also of the person who is expressing emotions. In the present talk, I will focus on judgements of crying and anger displays, as these are assumed to characterize typical male and female roles and dispositions. I will show that judgements of the emotional reactions of men and women reflect a diversity of social norms that play a role in a variety of professional contexts.

Friday April 25, Session 2, 2.45 pm - 3.30 pm

Egalitarianism is bad because it breeds discrimination

Diederik A. Stapel

Tilburg Institute for Behavioral Economics Research, Tilburg University

One common assumption in our society is that the idea that all people should be treated equally because "we are all the same". We show in a number of (field and experimental) studies that in the real world such "color blindness" actually leads to discrimination because it does not value diversity, being different. When "being and acting different" is associated with a specific ethnic background, a culture of equality is likely to breed discrimination. Because of the pervasiveness of equality norms in Dutch society ("Doe maar gewoon, dan doe je al gek genoeg" // "Act normally and you be acting strange enough"), people who are and feel different are more likely to attribute decisions and judgments that are based on this difference dispositionally ("I am fired because I lack the relevant competencies") rather than categorically ("I am fired because I am black and they are white"). Thus, the victims of racism and discrimination do not blame the system, they blame themselves. These effects are especially strong when the need to justify or repair organizational structure one is part of is high. When there is no need for system justification, abnormal behavior is evaluated more positively and punished less.

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