ACPID - 27 - 29 November 2008

Seventh Australian Conference on Personality & Individual Differences, 2008 (ACPID-08)

REPORT ON

ACPID-08 and PLANNING AHEAD

The 2008 Conference on Personality and Individual Differences attracted more than 70 approved oral and poster papers, 2 keynote speakers and 3 workshops- the content covering many theoretical and practical-practitioner issues in the personality and individual differences fields. Submissions came from across Australia, New Zealand and Asia and touched on local regional and global issues. In terms of organisation, the 5-minute papers (as well as the 15-minute papers) were again successful and the considerable variety of topics and papers required two streams of papers to be scheduled. The many papers hopefully stimulated interest, development of new ways of viewing global and specific issues in personality and individual differences, and increased the challenge to further thinking and research.

Seven organisations, including the main promoter, Bond University Research and Consultancy Services, supported the conference. Some four presentations were unable to be made, for either family-personal reasons, or disturbances (in India, and in Thailand) and our good wishes go to these people.

A book or volume on selected papers based on the conference content is being completed. It is anticipated that the book (subject to commercial publisher approval) or a refereed proceedings (internal ACPID '08 approval) will be available by the next conference- now scheduled for 25-28 November 2009.

ACPID '09 Conference, 25- 28 November 2009

The next ACPID conference will be held at Sydney University from 25 - 28 November 2009.

Enquiries about the conference may be sent to Dr Niko Tiliopoulos (nikot@psych.usyd.edu.au).

In regard to 'formalisation' of the association or group, Prof Patrick Heaven is investigating on behalf of the group a move to our becoming an Interest Group of the APS (this may give us a more formal status that would be useful in some circumstances and does not over-formalise the group). The title of the conference as the Australasian Conference on Personality and Individual Differences was also being investigated.

We look forward to the outcomes of the present conference in stimulated research thinking and enthusiasm in our area of study, and we look forward also to the next conference at the University of Sydney.

The ACPID-08 Program Coordinators (1 December, 2008).

Seventh Australian Conference on Personality and Individual Differences

27 - 29 November 2008

Bond University

Gold Coast Queensland 4229

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Book of Abstracts & Program

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This publication lists the program and the abstracts of the papers being presented at the Seventh Australian Conference on Personality and Individual Differences, being held at Bond University, Gold Coast, Queensland November 27-29, 2008.

The Abstracts include those for:

- The keynote addresses
- the workshops and
- the presented papers and posters

The 74 abstracts listed here passed review by the Conference Review Committee (in conjunction with additional reviewers as needed) as meeting high-level standards for presentation in the personality and individual differences topics identified. The papers come from authors from across Australia, from New Zealand and from Asia; and they come from early career researchers through to some of the world's leading researchers and professionals in these areas. Interested authors have also been invited to submit written papers for peer-review for potential inclusion in a book and/or Best Paper Proceedings resulting from the conference. (These papers of 3500 words should be submitted electronically by December 14 to Bond University – to Diane McDonald dmcdonal@bond.edu.au or Richard Hicks rhicks@bond.edu.au. Feedback to authors is aimed for early February following review. The 2007 Conference resulted in the successful book publication of Simon Boag (editor)- *Personality Down Under: Perspectives from Australia,* Nova Science: NY. We hope to publish in due course either a further book, or the Refereed Conference Proceedings).

Our special thanks are given to those who have sponsored various events and the program itself:

- Bond University Research and Consultancy Services (BURCS),
- Bond University Function Centre
- Bond University Faculty of Humanities & Social Sciences
- Bond University Faculty of Law
- The Apollonean Institute
- The Personal Qualities Assessment Group (PQA)
- The Lake Café and Bar
- Varsity Printing

Thanks also are due to our student helpers, to Information Technology Services and to all the presenters and participants, without whom the conference could not run.

We hope you enjoy the conference.

Diane McDonald and Richard Hicks

Program Coordinators

Bond University November, 2008

SEVENTH AUSTRALIAN CONFERENCE ON PERSONALITY AND INDIVIDUAL DIFFERENCES (ACPID '08)

27 – 29 November 2008

BOND UNIVERSITY

PROGRAM

ACPID wishes to thank our 2008 Sponsors:

- Bond University Research and Consultancy Services (BURCS),
- Bond University Function Centre
- Bond University Faculty of Humanities & Social Sciences
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THURSDAY 27 NOVEMBER 2008

1.30 pm - Registration: University Centre, level 3, Lecture Theatre 4 Foyer

2.00-5.00 pm - Optional Workshop 1 – University Centre, level 3, Room 21

STAFF SELECTION AND DEVELOPMENT USING THE APOLLO PROFILE

Presenters: Richard Hicks (Bond University) and *Jim Bowden (The Apollonean Institute)*

For Workshops 2 and 3 see Saturday afternoon

5.30pm - 6.30pm – Meet for informal drinks at the local Varsity Lakes Hotel CBD across the road from the Chancellor Apartments, followed by informal evening meal at own choice or join Dick Hicks & Diane McDonald at The Lake Café and Bar*

***Please advise Diane if you would like to join us for dinner at The Lake Café & Bar**

FRIDAY 28 NOVEMBER 2008

8.20am - Registration: University Centre, level 3, Lecture Theatre 4 Foyer

9.00am - Conference *Introduction and Opening Speeches*

* Welcome address 1 & Opening by Professor Raoul Mortley, Dean of Faculty of Humanities & Social Sciences, & Pro-Vice-Chancellor (Quality) Bond University.

* Welcome address 2: Professor Chris Del Mar, Dean of Faculty of Health Sciences & Medicine & Pro-Vice-Chancellor (Research)

9.20 - 10.35am

Stream A - University Centre, level 3, Lecture Theatre 4 Five papers: Theory and contexts. Chair- tba	
**** Can personality traits provide coherent explanations of behaviour?***	**Simon Boag**
**** Ten is better than five: evidence in support of DeYoung, Quilty and Peterson's (2007) ten aspects of the Big Five***	**Miles Bore & Don Munro**
**** Toward an Integrated Model of Personality Traits and Personal Values: Three or Five?***	**Lachlan Kent, Graham Davidson & Kay Pozzebon**
**** The polar coordinate system of personality traits: A bold assertion***	**Niko Tiliopoulos**
**** Personality, vocational interests, cognitive abilities and values, and the possibility of underlying personality complexes***	**Annamaria Quaresima**

FRIDAY CONT.

10.35 - 11.00am – Morning tea sponsored by Bond University Function Centre

11.00 - 12.00 noon -

Stream A - University Centre, level 3, Lecture Theatre 4	**Stream B - University Centre, level 2, Room 18**
**** How Emotional Intelligence Interacts with Motivation and Coping to Influence School Performance*** **Gerard Fogarty, Natalie Games, Richard Roberts, Carolyn MacCann**	Five-minute papers: **** Personality and Birth Date: Taurus, Year of the Ox, or Complete Bull?*** **Mary Rogers & Ian Glendon**
**** Identifying the Major Facets of Conscientiousness in High School Students and their Relationships with Valued Educational Outcomes*** **Carolyn MacCann, & Richard Roberts**	**** Personality and Season of Birth*** **Mary Rogers & Ian Glendon**
**** Overweight and Obese U.S. Eighth-Graders Obtain Lower Grades at School*** **Carolyn MacCann, & Richard Roberts**	**** The significance of alternative ratings: Are Mastery and Performance Approach Goal Orientation similar?*** **Zahra Izadikhah**
**** A Comparison of the Effects of Two Performance-Enhancing Interventions on First Year University Success.*** **Justin Doran, John Franklin, Deborah Admoni, Cheryl-leigh Godfrey, & Sonja Milinkovic**	**** Goal Setting, Feedback and Task Performance: A Laboratory Experiment*** **Trishita Mathew & Richard E. Hicks**
	15-minute papers: **** Emotional Intelligence and real-world performance*** **John Reid**
	**** Using Lateral Preference and Neuroticism to predict response Disinhibition in a social conflict task*** **Elliroma Gardiner**

12.00 - 12.45pm- University Centre, Lecture Theatre 4

KEYNOTE 1: PROFESSOR GREG BOYLE, BOND UNIVERSITY

An overview of contemporary personality theories and assessment

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LUNCH 12.45pm - 1.45pm

FRIDAY CONT.

1.45 - 3.00pm

Stream A – University Centre, Lecture Theatre 4: Personality and organisation	**Stream B- University Centre, level 2, Room 18** General, Health and well-being
**** The dark side of personality as a predictor of work-related behaviour and performance*** **Giles Burch**	Five Minute papers: **** Parental styles and their impact on an individual's attitude towards eating*** **Justine Ebenreuter** **** Individual Differences in Mood Fluctuation During 66 hours of Sustained Wakefulness*** **Jessica Paterson** **** Taking a break increases visual creativity more than verbal creativity*** **Gerry Pallier**
**** Sad, bad or mad: perceiving firms in terms of common personality disorders*** **David Robinson**	15-minute papers **** Do Changes in Physical Health Predict Changes in Psychological Well-Being? An investigation of Potential Moderators*** **Navjot Bhullar**
**** Australian Federal Election 2007 and Personality Change*** **Boris Bizumic, John C. Turner, & Katherine Reynolds**	**** Thriving or diving: Exploring the relationship between employee engagement and staff turnover*** **Genevieve O'Reilly**
**** What we think affects how we behave: The relationship between beliefs and practice in psychologists' detection of malingering*** **Jacquie Yoxall, Mark Bahr & Norm Barling**	**** Longitudinal modelling of the influences of individual differences and the workplace on well-being and work engagement*** **Prudence Millear & Poppy Liossis**
**** Predicting academic performance: A lot more than g*** **Athur Poropat**	

3.00 - 3.30pm Afternoon tea

3.30 - 4.15pm University Centre, level 3, Lecture Theatre 4

KEYNOTE 2: PROFESSOR JOHN O'GORMAN, AUSTRALIAN CATHOLIC UNIVERSITY

Construct Validity of Two Components of the Type A Behaviour Pattern

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FRIDAY CONT.

4.15 - 5.30pm

Stream A - University Centre, level 3, Lecture Theatre 4 **Decision making and Morale**	**Stream B – University Centre, level 2, Room 18** **Assessment issues**
**** Exploring the use of Immersive Scenarios in the Assessment of Ethical Decision-Making*** **Timothy Marsh & Simon Boag**	**** Person and situation moderators of rejection effects*** **Jonathon P. Gerber & Wayne Warburton**
**** How social and individual difference factors influence moral judgment*** **Lisa Marie Abel**	**** Mediation and Statistical Suppression in Applied Personality Research*** **Peter O'Connor**
**** The Role of Emotional Intelligence in Moral Judgment*** **Vidya Saga Athota**	**** The last truth to determine but the first to consider: Navigating negative response distortion on the PAI in a forensic context*** **Jacqueline Yoxall, Mark Bahr & Norm Barling**
**** The development of a measure and taxonomy of bad leaders in organisations*** **Ben Shaw & Anthony Erikson**	**** Exercise dependence: Validating a measurement construct (15 mins)*** **Eugene Aidman & Andrea Zoontjens**
**** Leadership styles of principals and their outcomes among executive staff in Catholic primary schools*** **Lynette Hand**	**** Metacognitive Self-Confidence and Self-Monitoring across cognitive and non-cognitive domains*** **Sabina Kleitman**

POSTERS: **Posters should be on display from 3.00pm Friday to 1.00pm Saturday with presenters being available at morning tea on Saturday to answer questions. See Saturday for list of posters**

FRIDAY NIGHT

ACPID Buffet BBQ Dinner

6.30 for 7.00pm

University Club, level 3, University Centre

Cost for this dinner is included (drinks not included) in the registration cost however for catering purposes please RSVP to Diane McDonald by Tuesday 25 November.

SATURDAY 29 NOVEMBER 2008

8.30am. Registration: University Centre, level 3, Lecture Theatre 4 Foyer

8.45am- 10.15am papers in each stream

Stream A - University Centre, level 3, Lecture Theatre 4 Emotional Intelligence, and moods	**Stream B – University Centre, level 2, Room 18** Obsessional thought, aggression, violence and risk
5 minute papers (8.45-9.00am)	15-minute papers (8.45-9.15am)
**** Mature Love and its relationships with personality, cognitive abilities and vocational interests*** **Annamaria Quaresima**	
**** The Effect of Peer Attachment, Cognitive Style, Emotional Well-Being and Trait Emotional Intelligence on Career Indecision and Career Certainty*** **Victoria Alexander & Dee Bartrum**	**** Predictions of prejudice*** **Redin Leonsson**
**** Antecedents to, and consequences of, Emotional Intelligence: Unique or shared with IQ?*** **Alissa Beath & Michael Jones**	**** Psychopathology and perfectionism among Australian university students*** **Maryke Mead**
15 min papers (9.00 - 10.15)	
**** Developmental trajectories of hope and self-esteem in adolescents*** **Patrick Heaven**	15 min papers -Forensic (9.15 - 10.15)
**** Is hope a better predictor of mental health than mental illness?*** **Anthony Venning**	**** Explaining Individual Differences in Physical Aggression among a Community Sample.*** **Bruce Watt, Erica Begelhole & Nicole Guse**
**** Personality correlates of extreme item responding*** **Richard Hicks**	**** Predicting Individual Differences in Future Violence Among Juvenile Offenders.*** **Bruce Watt & Michelle Perrin**
**** Cross-cultural differences in extreme and acquiescent response styles*** **Don Munro, Miles Bore & David Powis**	**** Structured Professional Judgement Guidelines for Risk Assessment: benefits and problems.*** **Douglas Boer**
**** Comparing the Psychometric Properties of the Common Items in the Short and Abbreviated Versions of the Junior Eysenck Personality Questionnaires: A Mean and Covariance Structures Analysis Approach*** **Rapson Gomez**	**** Actuarial Tests for Risk Assessment: benefits and problems.*** **Douglas Boer**

SATURDAY CONT.

10.15 – 11.00am Morning tea

POSTER SESSIONS: Authors will be available at their posters to discuss their work-

POSTERS: **Posters should be up from 3.00pm Friday to 1.00pm Saturday with presenters being available at morning tea on Saturday to answer questions.**

Personal Importance Ratings of Self Descriptors and Mood	Jay Brinker
Coping with errors in the workplace	Kerry Huish & Arthur Poropat
Personality styles in cyber space	Lana Gilmour
Adaptive perfectionism: is it a positive? An investigation of stress, life satisfaction and gender differences	Penelope Karvelis & Richard Hicks
Creativity and individual differences among people with different sexual orientation	Sarang Kim & Wendy Wan
Risky driving: Can biosocial factors predict it?	Laura Fleming & Kate Fritzon
The effects of trait and state anxiety on prospective memory	Vanessa Basch & Mark Edwards
The virus of violence	Mattias Allard & Bruce Watt
General mental health and the practice of breast self-examination in an Australian sample	Jennifer Stephan
Age-Related Differences in Mental Categorization and Recognition for Schematic Faces	James Champion & Mark Bahr

SATURDAY CONT.

11.00- 12.30pm

Stream A: University Centre, level 3, Lecture Theatre 4 Mixed	**Stream B:** **University Centre, level 2, Room 18** Cross-cultural
5 minute paper	
**** Development of a new measure of adolescent depression (5 mins)*** **Mona Taouk &** *Mark Bahr*	
15 minute papers **** Stakeholder perceptions of organisational reputation*** **Mark Bahr, Jeni Warburton, Margaret MacFarlane, & Yolande van Gellecum**	15 minute papers **** A comparison of sensation seeking and impulsivity in Australian and Chinese drivers*** **Judy Fleiter, Barry Watson, Alexia Lennon, Mark King, Liping Gao, Chen Qiu & Kan Shi**
**** Personality and Task Performance: A Laboratory Experiment*** **Trishita Mathew & Richard E. Hicks**	**** The adaptive significance of honesty-humility and conscientiousness: A four culture-study.*** **Laurence Fiddick, Ai Tee Ho, Kai Hiraishi, Atsushi Honma, Adam Smith, Laura Hanelt, Quynh Nguyen, Sarah Odgaard, and Alyssa Machin**
**** Driven to drink : Reward and punishment sensitivity in the activation of implicit alcohol expectancies*** **Natalie Loxton & Yoland Gribbie**	Five-minute paper **** Hikikomori and Otaku: Japan's social outcasts.*** **Lana Gilmour**
**** Reward sensitivity, rash impulsivity, and neurotic disinhibition in the prediction of reversal learning and hazardous alcohol use*** **Mathew Gullo & Chris Jackson**	15 minute papers **** Sexual orientation and its effect on perceived discrimination in Australian and South Korean samples*** **Sarang Kim**
**** The hybrid model of learning in the prediction of educational success*** **Chris Jackson**	**** Personality Structure of Hindi Speaking Indians*** **Jitendra K. Singh & Girishwar Misra**

12.30-1.00pm - PLENARY: Closing session in University Centre, level 3, Lecture Theatre 4

1.00pm- 1.30pm - Tentative time for Special meeting to discuss formalisation of our association (of academics and practitioners interested in personality and individual differences).

Saturday afternoon optional workshops 1.30pm - 4.30/5.00pm

SATURDAY CONT.

Optional Workshop 2: **1.30- 4.30pm: University Centre, level 2, Room 11**	Optional Workshop 3 **1.30- 4.30pm: University Centre, level 2, Room 18**
MEASURING THE UNSPOKEN: APPROACHES TO THE ASSESSMENT OF IMPLICIT ATTITUDES. **Conducted by Eugene Aidman, University of Adelaide**	ASSESSMENT OF RISK MANAGEMENT IN CLINICAL AND FORENSIC PRACTICE. **Conducted by Douglas Boer, University of Waikato**

Thank you for participating in ACPID 2008

Keynote Speakers

Professor Gregory J. Boyle, Bond University

Gregory J. Boyle is Professor of Psychology at Bond University, Australia. Among his attainments he is a Fellow of both the Association of Psychological Science, and the Australian Psychological Society, and recipient of the Buros Institute of Mental Measurements Distinguished Reviewer Award (2005). He is on a number of editorial boards and has over 200 publications. He has spoken at numerous national and international conferences. His most recent efforts have seen him complete, as lead editor and contributor, the two-volume *Handbook of Personality Theory and Assessment* with contributions from world-wide international leaders in the field.

Professor Boyle's Keynote Address will be on:

An overview of contemporary personality theories and assessment

The notion of personality traits has received widespread acceptance in light of the universal consistencies shown in individuals' behaviours and responsivities to situational stimuli. Trait theory was promoted strongly by pioneering personologists such as Gordon Allport, Raymond Cattell, and Hans Eysenck. Indeed, in terms of citations in the peer-reviewed journal literature, both Cattell and Eysenck were listed among the top 10 most highly cited psychologists of the 20th Century (Haggbloom et al., 2002, p. 142). Debates about factor analytic methodology have often served to obscure the fact that both Cattell and Eysenck were in much agreement in relation to their taxonomic findings into human personality structure. Eysenck (1984, p. 336) even acknowledged that, "The Cattell and Eysenck constructs and theories should be seen, not as mutually contradictory, but as complementary and mutually supportive." More recently, the Five Factor Model (FFM) has become prominent as a putative framework for organising personality trait data (see McCrae & Costa, 2008). Although the FFM has generated much empirical data, substantive objections to the FFM have been raised in relation both to the validity of dimensional models generally (e.g., McAdams, 1992), and to the psychometric evidence more specifically (Block, 1995; Boyle, 2008). Nevertheless, progress in understanding traits has been evidenced by three important advances: 1) a more sophisticated understanding of the biological bases of traits. 2) an increasing integration of trait research within mainstream cognitive, social and developmental psychology. 3) an increasing focus on assessing traits. In terms of personality assessment, the major focus to-date has been on introspective (i.e., subjective) self-report questionnaires and rating scales. There are signs, however, that research into the construction of computer-interactive objective tests will become more prominent during the 21st Century.

Keynote Speakers

Professor John O'Gorman, Australian Catholic University

Professor O'Gorman commenced as Pro-Vice-Chancellor (Quality and Engagement) at Australian Catholic University in February 2004. Before joining ACU National, Professor O'Gorman was Foundation Professor of Psychology at Griffith University, where he was Dean of Health Sciences for almost 10 years. Prior to that he was at the University of New England, Armidale where he was for three years Dean of the Faculty of Arts.
Professor O'Gorman is a Fellow of the Australian Psychological Society, a former Chair of the Psychologists Board of Queensland (1992 to 1998) and a former Editor of the Australian Journal of Psychology (1991–1994).

Professor O'Gorman's address will be on the:

Construct Validity of Two Components of the Type A Behaviour Pattern

The paper reports a series of seven studies directed to the construct validity of the scales of Achievement Striving (AS) and Impatience irritability (II), the two components of the Type A behaviour pattern isolated by Spence, Helmreich, and Pred (1987). The studies examined the location of the two scales in the personality factor space, their correlates in performance and self reported behaviour and emotion, and their association with measures of cardiovascular reactivity. AS and II were both found to relate to major defining factors of personality (AS to Conscientiousness and II to Neuroticism and Agreeableness) and to have some replicable correlations with measures of performance and emotion. There was no evidence of replicable associations with the measures of cardiovascular reactivity employed. The results are discussed with reference to the issues of the Type A construct, the value of narrow in comparison to broad personality dimensions, and the continued poor yield of research on psycho-physiological correlates of self-report measures of personality.

WORKSHOPS

The workshops are subject to sufficient registrations and include:

Workshop 1: **Staff selection and development using the Apollo Profile**

Presented by Richard Hicks, Bond University & Jim Bowden, The Apollonean Institute

This workshop will address the use of personality questionnaires in staff selection and development, giving special attention to the Apollo Profile, an Australian developed questionnaire assessing workplace preferences, values and other attributes. As a result of the workshop, participants will understand the historical and current background to the use of personality questionnaires and will be able to link this background to the development of the Apollo Profile itself. Research results on the construct validity of the Apollo Profile will be presented (including relationships to similar scales and subscales in other questionnaires such as the NEO-PI-R and the Gordon's Scales of Values and the relationships to mental health and well-being attributes). Reference to the uses of the Apollo Profile online will be made. Participants may have the opportunity to complete a hard-copy version of the questionnaire; however, the workshop aims to introduce the concepts and issues involved in the use of personality questionnaires: it does not give accreditation for use of the Apollo Profile itself but lays a basis for such accreditation.

Workshop 2: Measuring the Unspoken: Approaches to the assessment of implicit attitudes: Conducted by Dr Eugene Aidman, DSTO & University of Adelaide

Dr Aidman is Senior Research Scientist (Human Systems Integration) Defence Science & Technology Organisation, Adelaide and also Adjunct Senior Lecturer in the School of Psychology, University of Adelaide. His interests are in personality and individual differences, attitude assessment, sport psychology and human performance and success. His University of Adelaide webpage is at: http://www.adelaide.edu.au/psychology/staff/affil/aidman.html

Abstract of the workshop:

Individual differences in implicit cognition exert a profound influence on social behaviour, including attitudes, stereotypes and self-concept. Their assessment poses one of the most intriguing challenges in psychological measurement. In addition to projective testing and similar interpretive methods traditionally employed to assess 'the unspoken', the workshop will introduce a range of

(relatively) new methods ranging from cognitive lab-derived approaches such as priming and IAT (Greenwald et al., 1998), through semi-projective techniques (Aidman, 1999) to performance based methods such as video-game embedded assessment protocols (Aidman & Shmelyov, 2002). Practical demonstrations of these test categories will be provided, along with an overview of their advantages and limitations. Focusing on implicit self-esteem, the workshop will demonstrate how these new methods can complement the traditional self-report tools in enhancing the validity of measurement and making meaningful predictions of esteem-related behaviours. Participants will experience several implicit self-esteem effects, such as 'mere ownership', 'initial letter preference' and 'minimal group effects', as well as discuss research applications to studying reactions to failure (Meagher & Aidman, 2004) and the relationship between self-esteem, self-identity and in-group bias (Aidman & Carroll, 2003).

Workshop 3: **Assessment of Risk Management in Clinical and Forensic Practice** Conducted by Associate Professor Douglas Boer, University of Waikato (see website: http://www.waikato.ac.nz/wfass/staff/psyc/drdoug.)

The Sexual Violence Risk – 20 (SVR-20; Boer, Hart, Kropp, & Webster, 1997) was published as an "aide-memoire" to guide psychologists and other professionals involved in the risk assessment of sex offenders. Since that time, research has repeatedly shown that the SVR-20 generally performs as well as relevant actuarial tests in terms of predictive validity.

The new version of the SVR-20 will be introduced at this conference. The SVR-20 (2nd version) items are conceptually similar to the original manual with several changes, the most important of which is a particular enlarged section dealing with risk management. The rationale for these changes will be discussed, along with applied examples, as well as practice scoring of a fictional offender file, culminating in scenario planning exercises as a strategy for risk assessment and more effective risk management.

The workshop ends on a convergent note – the best practice at the current time in the risk assessment is to use a number of measures that provide a convergent picture of risk – in terms of probability, severity, imminence, and victim specificity. No one measure can provide that overall picture. How can this be done in a manner that is reliable and valid?

How social and individual difference factors influence moral judgment

Lisa Marie Abel, Bond University

Traditionally, it has been the cognitive-developmental approach that has dominated moral judgment research. Specifically, it has been Kohlberg's theory of moral development that has provided the theoretical framework for much of the research in the field. According to the Kohlbergian perspective, individuals are rational agents who engage in conscious deliberation in order to reach a moral judgment or decision. In contrast to this, the social intuitionist model of moral judgment proposes that it is the individual's immediate affective reactions to events are the overriding cause of moral judgment. In addition to this, the model proposes that the social context is an equally important determinant of moral judgment. Emergent group norms are said to directly shape the moral judgments of the individual, with the moral judgments of friends, allies and acquaintances having a direct bearing on the moral judgments one makes, even those made and held privately. Across a series of studies, the impact of the 'social' on moral judgment was investigated. Overall, the results of these studies suggest that moral judgments are amenable to social influence, albeit weakly. Theoretical and practical implications for this research are discussed with reference to social identity theory and the broader literature on moral psychology.

Exercise dependence: Validating a measurement construct

Eugene Aidman & Andrea Zoontjens, University of Adelaide

The growing prevalence of compulsive exercising among those who participate in sports and fitness has highlighted the question of what it is exactly that differentiates between a healthy commitment to exercising and harmful dependence on it. Answering it has been a challenge compounded by the lack of conceptual clarity about constructs involved and doubtful quality of measurement instruments available. We revised one of the leading instruments, the Exercise Dependence Scale (EDS, Hausenblas & Downs, 2002) and examined reliability and construct validity of the resulting 19-item tool, the Exercise Habits Survey (EHS). Like EDS, the contents of EHS is DSM-IV based, covering all seven elements of dependence (withdrawal, tolerance, continuance, lack of control, imbalance, time and intention effects). EHS showed impressive internal consistency (alpha=.88) and temporal stability (re-test r(81)=.82). Construct validity of EHS was supported by DSM-IV compatible factorial structure (N=189) and theoretically predictable pattern of associations between EHS total score and measures of disordered eating, depression, perfectionism, self-esteem and obsessive-compulsiveness. Obligatory exercise was not associated as strongly with appearance-related

concerns as eating disorders are, suggesting that different motivational bases underlie compulsive exercising and eating disorders. Future directions in research into the EHS's construct validation are discussed.

The Effect of Peer Attachment, Cognitive Style, Emotional Well-Being and Trait Emotional Intelligence on Career Indecision and Career Certainty

Victoria Alexander & Dee Bartrum, Bond University

The main aim of the study was to investigate the relationship and unique contribution of Peer Attachment, Cognitive Style (Optimism), Emotional Well-Being (Depression, Anxiety and Stress), and the 15 subscales of Trait Emotional Intelligence (Self Esteem, Emotion Expression, Self-Motivation, Emotion Regulation, Happiness, Empathy, Social Awareness, Impulsivity, Emption Perception, Stress Management, Emotion Management, Optimism, Relationships, Adaptability and Assertiveness) with Career Indecision and Career Certainty. Cognitive style, Peer Attachment and Emotional Well-Being have been explored in relation to career development previously. No study identified had explored these variables together. The current study tested whether Peer Attachment, Cognitive Style, Emotional Well-Being and Trait Emotional Intelligence were related to and predicted Career Indecision or Career Certainty. Participants were a convenience sample of 142 university students (Mean Age = 23.3, SD = 6.6) obtained from a university in south-eastern Queensland, Australia. Participants completed a paper-and-pencil survey containing the following measures: The Career Decision Scale, The Depression Anxiety and Stress Inventory, The Inventory of Parent and Peer Attachment, The Life Orientation Test-Revised and the Trait Emotional Intelligence Scale. It was found that most variables (e.g, Impulsivity, Emotion Management, Anxiety, and Stress) correlated with the outcome variables significantly. A unique significant predictor of Career Certainty was Impulsivity. (ÃY = .23, p = .01, srÂ² = 3.57%). Unique significant predictors of Career Indecision were Emotion Expression (ÃY = -.25, p = .03, srÂ² =2.4%), Social Awareness (ÃY = .25, p = .05, srÂ² =1.84%) and Optimism (ÃY = -.23, p = .03, srÂ² =0%). Implications and suggestions for future research are provided

The virus of violence

Mattias Allard & Bruce Watt, Bond University (P)

Models explaining the relationship between victimisation and violence typically fail to include any mediation variables to account for the difference between victimised individuals that become violent in adulthood and those that don't. A model was proposed, using a Gold Coast community

sample of 250 individuals (79 males, 138 females, 33 no answer) with a median age 41-45, that violent thoughts (measured as violent fantasies and permissive attitudes towards violence) mediate the relationship between victimisation (measured retrospectively) and aggression. The study controlled for gender and social desirability bias. The model consisted of a distal stage (victimisation and gender), proximal stage (permissive attitudes towards violence and violent fantasies) and an outcome stage (aggression). The results found significant relationships between all three stages, and a regression concluded that violent fantasies and permissive attitudes towards violence contribute significantly towards the prediction of aggression after accounting for covariates and victimisation. Women were also found to be less aggressive. The results for the model were positive, but the relationship between aggression and social desirability bias should be further explored in future studies if it is still to be accounted for as a covariate.

The role of emotional intelligence in moral judgment

Vidya Saga Athota, University of Wollongong

This study is concerned with the role of emotional intelligence in moral judgment. This study utilized a cross-sectional study to examine the relationship between EI, personality (IPIP), moral reasoning (MR) and moral judgment (MJ). The research sample consisted of 131 students from the University of Wollongong who completed a battery of psychological tests, which included the Machiavellian IV test (MACH IV), the Self-Report Emotional Intelligence Test (SREIT), the International Personality Item Pool (IPIP) and the Moral Judgment Test (MJT). Correlational analyses revealed that there was no significant relationship between emotional intelligence and moral judgment. These results have important implications in regard to our current understanding of emotional intelligence, personality, moral reasoning and moral judgment. This paper suggests that there is a need to include values to the framework of emotional intelligence for better moral judgment.

Stakeholder perceptions of organisational reputation

Mark Bahr (Bond University), Jeni Warburton, Yolanda van Gellecum & Margaret Shapiro (The University of Queensland)

Good reputation management is becoming increasingly important as organisations and the social environments in which they function become more complex (Caruana, 2000; Bromley, 1993; Fryxell, 1994; Fombrun, 1996, 1998). Organisations are being evaluated by far more demanding standards than in the past, and are increasingly being held responsible for their environmental, social and ethical decisions as well as their economic decisions (Backer, 2001; Hanson, 2001; Inglehart, 1997;

Pruzan, 2001; Schultz, 2001; Burke, 1999; Inglehart, 1994). Mishandled social, ethical and environmental issues can have dire consequences for corporate reputation. Well known and well documented examples include the Royal Dutch/Shell Brent Spar and Nigeria incidents, where perceived social violations were detrimental to their reputation (see for example Dickson and McCulloch 1996; Livesey 2001) A more recent example includes the BHP OK Tedi case, where serious environmental damage resulted in a disastrous outcome for their reputation (see Hanson and Stewart 2001). The current study investigated differences in stakeholder groups perspectives on organisational reputation and highlights the similarity and differences between different stakeholder groups in terms of their perception of a large organizations reputations. A sample of 1208 respondents was drawn from six stakeholder groups. Stakeholder groups included: *city residents*, *non-local residents*, *employees*, *business customers, suppliers* and *media and local government*. Differences in stakeholder perceptions are compared through structural equation modeling.

The Effects of Trait and State Anxiety on Prospective Memory

Vanessa Basch & Mark Edwards, Bond University (P)

This study examined the relationship between trait and state anxiety on regular and irregular event-based and time-based prospective memory tasks. Eysenck and Calvo's (1992) processing efficiency theory proposes that individuals high in state anxiety experience more worry, which is thought to occupy working memory capacity, and therefore lead to deficits in cognitive task performance. Prospective memory is the ability to remember to perform an activity in the future. Working memory and Retrospective memory are proposed to be elements necessary for successful performance of Prospective memory tasks. Sixty individuals (45 females and 15 males) aged between 18 to 59 years (M = 26.43; SD = 10.40) were measured on trait anxiety using the State-Trait Anxiety Inventory (STAI - Speilberger, Gorsuch & Lushene, 1983), and based on the scores allocated to either a high or low trait anxiety group. Half of the participants were then randomly assigned to either a Backward Counting Task designed to elevate state anxiety, or Forward Counting Task condition, based on order of arrival to the testing session. After controlling for depression and retrospective memory, a series of analyses of covariance revealed no effect of trait or state anxiety on regular and irregular event-based and time-based prospective memory tasks. Furthermore, there was no interaction of trait anxiety by state anxiety on prospective memory performance. Results demonstrated that high and low levels of anxiety failed to differentially affect prospective memory performance. The findings cast doubt on the existence of an effect of anxiety on prospective memory, and failed to support processing efficiency theory.

Antecedents to, and consequences of, Emotional Intelligence: Unique or shared with IQ? Alissa Beath & Michael Jones, Macquarie University

This study investigated environmental antecedents to, and Quality of Life (QoL) consequences of, Emotional Intelligence (EI), comparing these with antecedents to and consequences of IQ. It was hypothesised the EI pathways would be stronger than IQ pathways, and the holistic model would be more informative than isolated individual pathways. Participants were N=172 (132 female) Macquarie University undergraduate students and an outside sample. The mean age was 19.8 (range 18-25). Participants completed antecedent measures of parent-adolescent communication, intra-family empathy, parents' education, presence of a stay-at-home parent and socio-economic status; a trait EI measure; two IQ measures; two QoL subscales. Significant positive correlations with EI were found for maternal and paternal communication, and intra-family empathy; with paternal communication also significantly related to crystallised IQ. Both QoL subscales had significant positive correlations with EI. A Structural Equation Model (SEM) was fitted to the data, and the hypotheses confirmed: antecedents-to-EI pathways were stronger than antecedents-to-IQ pathways. Specifically, maternal and paternal communication had significant path coefficients with EI, whereas only stay-at-home parent was significantly related to IQ. Large positive standardised coefficients between both QoLs and EI outweighed small negative coefficients between IQ and QoLs. Finally, the SEM was assessed as adequately fitting the observed data.

Do Changes in Physical Health Predict Changes in Psychological Well-Being? An investigation of Potential Moderators

Navjot Bhullar, Don Hine & Bronwen Myall, University of New England

This longitudinal study, involving 233 older Australians (Mean age=62.25yrs., SD=8.77; Females=61%), investigated whether changes in physical health predict changes in psychological well-being, and whether this relation is moderated by respondents' sense of coherence and several demographic variables. Paired t-tests revealed significant declines in both physical health and psychological well-being across the three-year period. Consistent with our hypotheses, change in physical health significantly predicted change in psychological well-being, suggesting that age-related physical decline may undermine psychological well-being. Moderation analyses revealed that this relationship was weaker for respondents who reported having a confidante than those who did not have a confidante. However, contrary to our prediction, results indicated that the sense of coherence did not buffer the effect of decrements in physical health on psychological well-being.

Australian Federal Election 2007 and Personality Change

Boris Bizumic, Australian National University

Many psychologists assume that prejudice and right-wing ideology can be caused by particular personality traits. Low openness to experience and high dogmatism are often included as relevant traits, and genetics and early socialization are usually invoked to explain these traits' origin. In contrast, self-categorization theory assumes that these personality characteristics, as well as political ideology, can be outcomes of contemporary social realities and can change in the hear-and-now. An experiment with 122 participants was conducted shortly before the Australian federal election 2007 to test this theory. In one condition, participants were confronted with a strong anti-Coalition message, which argued for the government change, and in the other, participants were confronted with a strong anti-ALP message, which advocated no government change. Results showed that some aspects of personality changed, so that under the right conditions, right-wingers became less dogmatic and left-wingers more dogmatic. Specifically, when some right-wingers were confronted with the pro-change message, aspects of their personality, such as dogmatism and authoritarianism, and support for the Coalition significantly decreased, whereas liberalism (a facet of openness to experience) significantly increased. Theoretical implications of the results are discussed.

Can personality traits provide coherent explanations of behaviour?

Simon Boag, Macquarie University

While the question as to whether traits act as either descriptions or explanations of personality is by no means new, the persistence of this area of debate suggests that the theoretical issues underlying this debate are still to be satisfactorily appreciated. This theoretical paper assesses whether personality traits can be coherently used as explanatory constructs or whether trait constructs are primarily descriptions of personality and performance. To achieve this, this paper first discusses the relationships between causes, effects and the logical requirements for providing a satisfactory explanatory account. Possible logical problems of circular reasoning and reification and their relationship with 'dispositional' accounts are further addressed. McCrae and Costas' defense of the explanatory status of the Five Factor Model is discussed to illustrate these logical problems, before then turning to Eysenck's three-factor trait account to indicate a possible basis for a logically coherent trait-explanatory account. Implications of this analysis for personality accounts generally are further considered.

Structured Professional Judgement Guidelines for Risk Assessment: benefits and problems

Douglas Boer, University of Waikato

Structured Professional Judgement (SPJ) guidelines for risk assessment are becoming increasingly popular. Unstructured, or perhaps more correctly, idiosyncratic professional judgement, has been shown to be the least accurate way of assessing risk for any form of violent recidivism. Actuarial tests and SPJ methods for similar sorts of violent recidivism are generally of similar levels of accuracy, although there are some studies where one sort is significantly more accurate than the other. These data will be briefly reviewed and recommendations for best practice made while we await definitive proof of superiority in terms of predictive validity in the field of forensic risk assessment.

Actuarial Tests for Risk Assessment: benefits and problems.

Douglas Boer, University of Waikato

Actuarial tests are commonly used in the risk assessment of violent offenders. Such tests are usually derived by relating potential items to some outcome such as recidivism. There are a number of such tests for determining the likelihood of sexual and non-sexual violent recidivism. Such tests are dependent on sample appropriateness and legal context, but are easy to construct and use with limited training. Unfortunately, the "down-sides" of such tests are often minimized in practice and inappropriate uses of actuarial tests lead to a variety of problems as a result. Are such tests useful or is their apparent usefulness illusory?

Ten is better than five: evidence in support of DeYoung, Quilty and Peterson's (2007) ten aspects of the Big Five

Miles Bore & Don Munro, University of Newcastle

A major research effort and debate in personality psychology has been the quest to determine the optimum number of traits. The weight of research suggests five big orthogonal traits with a number of obliquely related facets. While Digman (1997) reported extracting two higher level traits, more recently DeYoung, Quilty and Peterson (2007: JPSP, 93, 880-896) have argued for and empirically extracted two obliquely related mid-level â?~aspects' for each of the Big 5. Our own Big 5 study (n = 1341 students) has found support for the 10 aspects and evidence of the construct validity of each aspect including instances of the discriminant validity of two aspects within a domain. Based on our

results we argue that, while the Big 5 are a convenient abstraction of data, the 10 aspects provide a more realistic, accurate and useful representation of personality. The implications for an oblique model of personality traits will also be discussed.

Current theory and assessment in personality research

Professor Greg Boyle, Bond University

(**See Keynote Speaker section for abstract**)

Personal Importance Ratings of Self Descriptors and Mood

Jay Brinker; Australian National University (P)

This study examined the relationship between importance ratings of positive and negative personal attributes and depressed mood. Undergraduate psychology students (n= 115) completed the Beck Depression Inventory-II and made self-referential ratings on several adjectives. Participants subsequently indicated how important it was for them to possess or fail to exhibit each of these traits. The results demonstrated that the perceived lack of important positive traits was related to increased depressed mood whereas not exhibiting important negative traits was associated with less depressed mood. Moreover, depressed mood was related to the degree to which respondents were certain about their endorsement of the traits. The implications of these results are discussed.

The dark side of personality as a predictor of work-related behaviour and performance

Giles Burch, University of Auckland

While there is a significant literature describing the relationship between the "bright-side" of personality and work-related behavior and performance, empirical research into the "dark-side" of personality at work has only recently started to gain momentum. The aim of the current paper is to provide a state-of-the-science review of the research into the "dark side" of personality as a predictor of work-related behavior and performance, and consider when personality psychopathology may be negatively-related and curvilinearly-related to effective work performance. Additionally, this paper will describe recent findings from our own research that schizotypal and dependent personalities may actually positively predict "creative" and "customer focus" competency in managers of an Australasian financial services institution.

Age-Related Differences in Mental Categorization and Recognition for Schematic Faces

James Champion & Mark Bahr, Bond University (P)

The nature of the processes underlying the categorisation of perceptual experiences in long term memory (LTM) has been hotly debated in the research literature. The prototype account of mental categorisation purports that a mental abstraction, or prototype, is formed for each mental category stored in LTM. Exemplar theories, in contrast, postulate that mental categories are represented by instances stored in LTM, and that recognition is therefore dependent on the degree of similarity between the encountered stimulus and representations of experienced exemplars, not an abstracted prototype. Recent studies have suggested the presence of age-related differences in the categorisation of visual stimuli, with older individuals demonstrating inferior performance in abstracting prototypes. Other studies, in contrast, have suggested that individuals recognise visual patterns based on similarity to a stored mental prototype, regardless of age. Using a new/old recognition task for schematic faces, the present study employed a double-dissociation paradigm to differentiate prototype- and exemplar-based processes in younger and older age groups. It is hoped that results will establish a clearer understanding of age-related differences in the categorisation and recognition of visual patterns, which may have diagnostic utility by providing a foundation for non-verbal methods of assessing cognitive decline. Results of the study support prototype accounts of mental categorisation which was found to be robust to the effects of chronological ageing. However, some age-related differences were observed in regard to response time.

A Comparison of the Effects of Two Performance-Enhancing Interventions on First Year University Success.

Justin Doran, John Franklin, Deborah Admoni, Cheryl-leigh Godfrey & Sonja Milinkovic, Macquarie University

Factors such as implicit theories of intelligence, self-compassion, resilience and change readiness have been found to be associated with academic performance; however these factors have only been examined in isolation. This study investigated the effects of a comprehensive self-management intervention on the academic performance of students faced with the first year transition to university. Fifty-two participants were assigned to either a self-management plus study skills condition or a study skills alone condition. Participants in the self-management plus study skills intervention achieved a significantly higher mean average mark than participants in the study skills alone intervention, and a significantly higher mean average mark than an untreated control group of 592 other first year students. Participants in the study skills alone intervention achieved a non-significantly higher mean average mark than the untreated controls. A broad measure of resilience was found to be significantly related to academic performance. The findings provide some

preliminary support to suggest that educators looking to improve the academic performance of first year students making the transition to university should look to enhance self-management factors.

Parental styles and their impact on an individual's attitude towards eating

Justine Ebenreuter, Bond University

The purpose of this study was to examine the degree to which Baumrind's (1991) parenting style typology was useful for the assessment of maladaptive attitudes towards eating. It has been know for sometime now that dysfunctional family dynamics precipitate eating disorders in susceptible individuals. This has resulted in a significant amount of research into parental impacts on eating behaviour (Ma, 2008; Ma, Chow, Lee & Lai, 2002). In this study individual perceptions of parental expectations, criticism, doubts and concerns were examined within the context of an authoritative, authoritarian and permissive parenting upbringing. Data is currently being analysed and results will be reported. Participants were recruited from a private Australian University and various Australian eating disorder organisations. They completed the Parental Authority Questionnaire (PAQ) and the Multidimensional Perfectionism Scale (FMPS). It was hypothesised that individuals who perceived their parents as having a positive perception of their behaviours (e.g. expectations, criticism, doubts and concerns) and favoured an authoritative parental style, would adopt a healthy attitude towards eating. When examining specific eating styles, it was hypothesised that individuals would adopt restrictive eating practices, if they perceived their parents as having an authoritarian parental style with a negative perception of their behaviour. This was apparent when compared with individuals who perceived their parents as having a biased view about their behaviour, and favoured a permissive parental style, leading to a more impulsive attitude toward eating.

The adaptive significance of honesty-humility and conscientiousness: A four culture-study

Laurence Fiddick, Ai Tee Ho, Kai Hiraishi, Atsushi Honma, Adam Smith, Laura Hanelt, Quynh Nguyen, Sarah Odgaard & Alyssa Machin, James Cook University

Buss has proposed that humans evolved personality perception in order to solve practical problems that would have confronted ancestral humans. To date, little empirical data has been advanced to support this proposal. To this end, we focus on two adaptive problems: social exchange and hazard management, and argue that the personality dimensions honesty-humility and conscientiousness from Ashton and Lee's 6-factor HEXACO model of personality selectively track the propensity to violate social contract and safety rules, respectively. We present data collected in two studies from participants from four different cultures (Australia, India, Japan, and Singapore) supporting our proposal. The results suggest that cross-culturally, people associate low honesty-humility with the

tendency to break social contract rules (social exchange) and low conscientiousness with the tendency to break safety rules (hazard management).

A comparison of sensation seeking and impulsivity in Australian and Chinese drivers Judy Fleiter (Queensland University of Technology), Barry Watson, Alexia Lennon, Mark King, Liping Gao, Chen Qiu & Kan Shi (Chinese Academy of Sciences)

Previous research has highlighted the relationship between risky driving and personality traits such as sensation seeking and impulsivity. The majority of this work has been conducted in highly motorised countries such as Australia, England, and the United States. However, in nations currently experiencing increasing motorisation rates (e.g., India and China), the relationship between these personality traits and risky driving is unclear. Human error is the major contributor to road crashes around the world. In countries like Australia, young drivers are dramatically over-represented in road trauma statistics. They also score more highly on self-report measures of personality traits such as sensation seeking. However, we know little about the relationship between personality factors, driving, and road trauma in less-motorised nations such as China. This paper reports on comparisons of several sensation seeking and impulsivity self-report measures in 717 Australian and 299 Chinese drivers. Differences in these personality traits relating to the two populations (including age and gender differences) and to driving behaviour are reported. Greater impulsivity was associated with an increased crash history in both countries, though not for females in China. Similarly, a greater tendency for sensation seeking was associated with a great number of speeding convictions in both countries, though not for females in China. Road safety implications for both countries are discussed.

Risky driving: Can biosocial factors predict it?

Laura Fleming & Kate Fritzon, Bond University (P)

A pilot study was conducted to investigate the potential creation of a risk assessment instrument specifically for driving offenders. Content analysis was conducted on N=30 pre-sentence reports prepared by Psychologists on convicted driving offenders to extract biosocial variables (for example childhood upbringing and education) that may correlate with offending behaviour. The sample included 28 males and 2 females with an age range of 18 – 57 years. Charges included: driving whilst disqualified, driving under the influence, driving unregistered vehicles and a subgroup of other offences including speeding. Pearson Product Moment Correlations were obtained to investigate relationships among variables that may characterise driving offenders. T-tests were also run between offenders with many convictions and offenders with few convictions to investigate differences amongst high and low risk offenders. Initial results indicate some significant correlation

amongst the variables providing support that a driving offender risk assessment instrument is feasible.

How Emotional Intelligence Interacts with Motivation and Coping to Influence School Performance

Gerard Fogarty & Natalie Games (University of Southern Queensland), Richard Roberts & Carolyn MacCann (University of Sydney)

Prompted by issues such as global warming and the current financial crisis, there is a growing awareness that many different skills are needed to survive in a complex world. We should see evidence of these skills emerging early in the education process. The factors that shape the development of these skills then should also shape their performance in later life. The aim of the present study was to determine the contribution of emotional intelligence (EI), in conjunction with the more established constructs of motivation and coping, to school performance. To this end, middle school students were recruited from five cities across the US to participate in an ongoing research project being conducted by the Educational Testing Service. The student sample consisted of 383 middle school students (187 or 48.8% female) who were halfway through the eighth grade. Participants' ages ranged from 12 to 15. Results indicated that EI predicts school performance but that its effect is largely mediated by problem-focused coping and a variable measuring the amount of effort devoted to study. Other types of coping and a variable measuring striving for perfectionism were not related to performance. The implications of these findings are discussed.

Using Lateral Preference and Neuroticism to predict response Disinhibition in a social conflict task

Elliroma Gardiner, University of Queensland

The current study examines the effects of Neuroticism and Lateral Preference on response Disinhibition. Disinhibition is a passive avoidant deficit behaviour at least partly associated with habitual attentiveness to approach response sets in the presence of neuroticism. Therefore, since approach behaviours are aligned to the left hemisphere it is suggested that the lateral preference of an individual will influence how they respond to conflict. Specifically, it is hypothesized that lateral preference will moderate the influence of neuroticism on disinhibition. Participants (N = 122) completed questionnaire measures of personality and lateral preference. Disinhibition was measured using a computerized conflict resolution task. Disinhibition was calculated in terms of reaction time in resolving Approach-Approach, Approach-Avoidance, Avoidance-Avoidance conflict vignettes that describe everyday situations. A condition of no-conflict was also included as a base-line measure. Results supported the hypothesis. A significant neuroticism x lateral preference

interaction was found for Approach-Approach and Avoid-Avoid conflicts but not for Approach-Avoid conflict vignettes. Furthermore, as expected, no significant interaction was found for the no-conflict condition. Combined, these results suggest that lateral preference does act as a moderator of the neuroticism-disinhibition relationship.

Person and situation moderators of rejection effects

Jonathon P. Gerber & Wayne Warburton, Macquarie University

Recent research on social rejection has emphasised the power of its effects. Some accounts argue that such rejection causes evolutionary-based pain signals in the brain that override individual differences and situational constraints. This talk reviews emerging evidence and recent data suggesting that both individual differences and situational variables do moderate the impact of social rejection, and in some cases can even eradicate its effects. The factors explored are rejection sensitivity (Downey & Feldman, 1996; Cook, 2006), social anxiety (Waldrip, 2007), degree of situational control (Warburton, Williams & Cairns, 2006), level of social scrutiny (Warburton & Williams, 2005), extent of group activation (Knowles & Gardner, 2008), and the severity of the rejection (Chen & Williams, 2008). We will conclude by discussing the implications of the collected findings.

Comparing the Psychometric Properties of the Common Items in the Short and Abbreviated Versions of the Junior Eysenck Personality Questionnaires: A Mean and Covariance Structures Analysis Approach

Rapson Gomez, University of Tasmania

This study used the mean and covariance structures analysis approach to examine if there is measurement and construct invariance across the common items of the abbreviated (JEPQRA) and short (JEPQRS) versions of the Junior Eysenck Personality Questionnaire Revised (JEPQR). Participants were adolescents, between 15 and 17 years of age. One group of 439 participants completed the JEPQRA, while another groups of 466 participants completed the JEPQRS. The findings showed equivalency for factor structure, loadings, variances, covariances, and mean scores. Most of the item intercepts and error variances were also invariant. The implications of these results for the development of shorter questionnaires from their longer counterparts are discussed in relation to the JEPQR, and for questionnaires in general.

Hikikomori and Otaku: Japan's social outcasts.

Lana Gilmour, Macquarie University

Hikikomori, a Japanese phenomenon, are essentially hermit-like people who withdraw from life completely. The term generally refers to youths who withdraw socially to the extent that they are absent from education, employment and intimate relationships. In the media, and in public opinion in general, Hikikomori are frequently linked to acts of violence and aggression and are looked down upon in Japanese society. They are also reported as increasing in number. Another maligned subgroup of Japanese culture is the otaku, who are typically considered socially inept and obsessively interested in a particular topic or hobby (often manga, anime or the internet). There exists some overlap between the two groups, and there remains much debate regarding the exact nature and development/cause of each - with the complexity and heterogeneity of both groups often overlooked. The question remains, also, as to whether these phenomena are specific to Japanese culture or may be found elsewhere.

Personality styles in cyber space

Lana Gilmour, Macquarie University (P)

Online interaction and communication is inevitably influenced by both situational and personality variables. The literature so far has focused primarily on one side of this equation, shedding light on the psychological features of online environments, but not yet fully exploring the way in which different personality styles interact with such features to create a unique experience for each user. A psychodynamic view of online interaction, conceptualising cyberspace as a transitional space in which processes of projection, acting out and transference can occur, may enable us to understand why online interaction can have paradoxical outcomes (in terms of either problematic or beneficial behaviours or consequences) for different people.

Reward sensitivity, rash impulsivity, and neurotic disinhibition in the prediction of reversal learning and hazardous alcohol use

Mathew Gullo (Griffith University) & Chris Jackson (Australian Business School, University of New South Wales)

Research into the biological basis of impulsivity has identified two pathways through which this trait conveys risk for substance use disorders: heightened sensitivity to rewards, and a propensity to act without forethought. A recent model of disinhibition has also specified a role for neuroticism in those with left hemispheric preference, due to the association of this area of the brain with action goal tendencies. This study sought to investigate the unique contribution of these traits to behavioural disinhibition and hazardous alcohol use in a sample of 165 university students. Participants were administered the Alcohol Use Disorders Identification Test (AUDIT), Sensitivity to Reward (SR) scale, I7 (Impulsivity), Eysenck Personality Questionnaire Revised (EPQ-R), and a self-report measure of aural preference to determine hemispheric preference. Additionally, participants were administered a probabilistic reversal learning task to measure behavioural disinhibition. Results showed I7 (Impulsivity), EPQ-R Neuroticism, and left-hemisphere preference predicted poorer reversal learning, while SR predicted better reversal learning. Only SR and I7 (Impulsivity) predicted more hazardous alcohol use. However, neuroticism and hemispheric preference did not interact to predict either reversal learning or alcohol misuse. Results support the role of reward sensitivity and rash impulsivity in alcohol misuse, and rash impulsivity in behavioural disinhibition.

Leadership styles of principals and their outcomes among executive staff in Catholic primary schools

Lynette Hand, Bond University

Principals have a marked impact on the morale and performance of their schools and the people within the schools. Whilst there have been many studies in non-educational institutions on the effects of leadership styles and the roles by CEO's, there are relatively few recent studies in educational institutions and even fewer reported on Australian educational institutions. High levels of teacher stress in schools have been reported in many studies overseas and in Australia. Often the stress is said to be related to numerous aspects but the role of the Principal and the management in the school system is often cited as a special concern. Yet in the specific area of the role of the Principal and the effects on stress and performance in the school system, little is known. This paper will provide an understanding of the different leadership styles adopted, the roles involved, and the impacts or outcomes in terms of wellbeing (satisfaction) and stress among executive staff and the Principals.

Developmental trajectories of hope and self-esteem in adolescents

Patrick Heaven, University of Wollongong

We examined the developmental trajectory of trait hope and self-esteem over four years and the impact of gender and perceived parental styles on these trajectories. Participants were 884 high school students. There was a general decline in hope and self-esteem over time, with females declining more rapidly than males. Girls had higher hope than boys in Grade 7, but lower hope by Grade 10. Perceived parental authoritativeness at Time 1 was related to high hope across the four years, whilst perceived parental authoritarianism was related to low self-esteem. We discuss the importance of perceived parental styles for adolescent well-being, as well as possible explanations for changes in hope and self-esteem.

Personality correlates of extreme item responding

Richard Hicks, Bond University

The author addressed the issue of unusual or extreme item responses in the Apollo Profile, in a recent presentation (Hicks, 2007). That paper used a sample of over 4000 respondents and demonstrated how those items most often answered at the extremes (very high or very low) in the Apollo Profile formed two cohesive scales of 'unusual or extreme responses'. These scales 'hung together' and involved items that were either all relatively favoured or all relatively unfavoured (rejected). Cronbach Alpha coefficients were above 0.70. Within the Apollo Profile questionnaire the scales correlated with other specific content scales on the questionnaire itself (such as extraversion, conscientiousness, neuroticism and conformity and appeared likely to be useful as social desirability and/or counter-productive behaviour scales). However, the correlates of these composite scales with scales in *other questionnaires* (e.g., the NEO-PI-R; the MBTI, and health and happiness questionnaires) were not known. This paper addresses this issue of the correlates with scales on other questionnaires.

Coping with errors in the workplace

Kerry Huish & Arthur Poropat; Griffith University (P)

We will incorporate in the poster a framework to represent individual differences in coping with error in the workplace, based on the types of strategies and resources used in handling the error. The strategies are distinguished in terms of whether the focus is on managing the error or on regulating emotional responses to error, which align with Lazarus and Folkman's General Coping Construct. The development of the framework was based on the Error Orientation Questionnaire (Rybowiak et al., 1999) although incorporated additional items to cover a broader range of strategies and resources. The framework was validated by testing its relationship with individual differences in

temperament, in particular, its relationship with an approach or avoidance orientation. To test this relationship Carver and White's BIS-BAS has been used and meaningful results have been obtained. In addition, the relationship between coping with errors in the workplace and goal orientation was examined using VandeWalle's work domain Goal Orientation Questionnaire. Again, meaningful results have been obtained, supporting many of the hypothesised relationships.

The significance of alternative ratings: Are Mastery and Performance Approach Goal Orientation similar?

Zahra Izadikhah, University of Queensland

Despite much research, the literature regarding goal orientation is surrounded in controversy. Some argued that the similarities between Performance and Mastery Approach Goal Orientations outweigh their differences. Performance and Mastery Approach Goal Orientations are expected to be typically positive predictors of performance since they both represent approach forms of regulation and both include many of the same positive processes (e.g., see Pintrich & Garcia, 1991; Wolters, 2004; Urdan, 2004). Accordingly, Ames and Archer (1987) proposed that the terms performance and Mastery goals be used as general, all inclusive labels for the two primary types of achievement goals. We therefore, investigated the moderated effect of rewarding climate on these two approach forms of goal orientation in the prediction of supervisor's ratings of work outcomes. Supervisor's ratings of work performance were collected for 122 part time and full time employees. Results of hierarchical moderated regression suggested the significant interaction between Performance and Mastery Approach Goal Orientations and rewarding climate in the prediction of work performance. However, when the interactions were plotted the patterns of the relationship were different in case of the two types of goal orientation. The results suggest that Performance and Mastery Goal Orientations are different.

The hybrid model of learning in the prediction of educational success

Chris Jackson, University of New South Wales

Jackson(2005) proposed a hybrid model of learning in personality which argues that personality comprises of Sensation Seeking and five socio-cognitive scales. In Study 1, the hybrid model is shown to be slightly more predictive of school student performance than the Big Five. In Study 2, the model is shown to be more predictive of student performance in higher education than three process models of learning. In Study 3, the hybrid model is used to predict GPA in Australian and Ugandan

students. The research questions the emphasis of modern education on the student learning process whilst ignoring attempts to develop students' socio-cognitive capabilities.

Adaptive perfectionism: is it a positive? An investigation of stress, life satisfaction and gender differences

Penelope Karvelis & Richard Hicks, Bond University (P)

The present research explored the relationship between adaptive perfectionism, stress and life satisfaction. It also investigated possible gender differences in adaptive perfectionism profiles. Previous research investigating dimensions of perfectionism has focused on either broad indices of psychological functioning, or negative psychological functioning associated with maladaptive perfectionism. There has been limited research exploring adaptive perfectionism and possible gender differences. The present study was designed to provide information on these shortcomings. Two-hundred and twenty-three Australian university students were administered three questionnaires: the Multidimensional Perfectionism Scale (MPS-F); the Multidimensional Students' Life Satisfaction Scale (MSLSS); and the Depression Anxiety Stress Scale (DASS)- where only the Stress Scales were used in this analysis; and. Pearson's product-moment correlation coefficients were used to analyse the associations between adaptive perfectionism, stress, and life satisfaction. Multivariate analysis of variance (MANOVA) was used to assess gender differences in adaptive perfectionism. Findings revealed a positive relationship between adaptive perfectionism and stress but no relationship between adaptive perfectionism and life satisfaction. Furthermore, no significant differences between males and females were found for adaptive perfectionism. The findings are discussed in terms of their theoretical significance and their implications for university students and future research into profiles of perfectionism.

Toward an Integrated Model of Personality Traits and Personal Values: Three or Five?

Lachlan Kent, Graham Davidson & Kay Pozzebon, Sunshine Coast University

Exploratory factor analysis was used to combine the ten universal values of Schwartz's Values Survey with seven sub-facets of personality derived from the short scale Eysenck Personality Questionnaire Revised. A three-factor solution integrated the predominant themes of Schwartz's and Eysenck's models while a five-factor solution approximated the five-factor model of personality. In the three-factor solution, each factor was defined primarily by one of Eysenck's personality traits but excluded several of Schwartz's values. Nevertheless, the factors indicated by extraversion and psychoticism partially captured and rotated the two meta-dimensions underpinning Schwartz's circumplex model

of values. Dimensions of openness, self-transcendence, neuroticism, disagreeableness and extraversion emerged in the five-factor solution, which was more inclusive of Schwartz's values. Measuring traits and values in conjunction, therefore, is not only possible, but potentially worthwhile; a personal values dimension may better operationalise an often unreliable and controversial psychoticism dimension. Although both the three-factor and five-factor solutions had some limitations, an integrated model of personality and values can be constructed to represent how people think and feel, and why they act in particular ways, without needing to differentiate between 'what people are like' and 'what people like', both of which express the same underlying personality.

Sexual orientation and its effect on perceived discrimination in Australian and South Korean samples

Sarang Kim, Bond University

This project investigated whether non-heterosexuals (LGBs) perceive more discrimination than do heterosexuals in the same given situations. LGBs' levels of perceived discrimination in non-discriminatory situations (those where no actual discrimination took place) were compared with the responses of heterosexuals. It also examined which psychological well-being related variables (internalized heterosexism, marginalization, isolation, alienation, self-esteem, and satisfaction with life) contributed most to perceptions of discrimination. 560 adults (355 Korean, 205 Australian) participated in the study through an online survey. Major findings were: only the Australian LGBs but not the Korean LGBs showed significantly higher levels of perceptions of discrimination (perceived discrimination) than did the heterosexual counterparts. Using a priming stimulus did not increase the perception of discrimination; heterosexuals were more aware of others knowing their sexual orientation than LGBs. Alienation was the variable that most related to perceived discrimination. This study also showed that there were a number of differences between the Australian and Korean samples: Korean LGBs had lower psychological well-being; and most of the Korean LGBs were in stage 4 (acceptance) whereas the majority of Australian LGBs were in stage 6 (synthesis). Further cross-cultural studies are needed.

Creativity and individual differences among people with different sexual orientation

Sarang Kim & Wendy Wan, Bond University (P)

There has been a popular belief that gay men are more artistically creative and gifted in various forms of arts. It was argued that being sexual minorities and being marginalized from society might

motivate homosexuals to be creative. However, limited previous research has shown that homosexuals scored lower on creativity tasks than heterosexuals. This project investigated creativity and individual differences among people with different sexual orientation. Lesbian, gay, and bisexual (LGBs) levels of creativity (measured with the Torrance Tests of Creative Thinking and play-doh making) were compared with the levels of creativity of heterosexuals. In addition, the current study also examined whether self-perception related variables (self-esteem, isolation, alienation, and marginalization) contributed to the level of creativity. Sixty-two adults (31 heterosexuals, 31 LGBs) participated in the study through face to face interviews. Major findings were that LGBs were significantly more creative than heterosexuals in play-doh making task, but no significant relation was found between self-perception and creativity.

Metacognitive Self-Confidence and Self-Monitoring across cognitive and non-cognitive domains

Sabina Kleitman, University of Sydney

Outcomes of a study in which metacognitive processes were assessed via confidence ratings paradigm (Stankov, 1999; Kleitman, 2008) will be reported. The confidence ratings were utilised on a variety of cognitive tests and on a novel non-cognitive task, Life Events Questionnaire. The confidence judgments were compared with test performance and actual life events that happened to participants during a following week. The relevant Under/Over-confidence Bias scores were estimated to reflect the quality of Self-Monitoring metacognitive processes. The broadness of Self-Confidence and Bias ratings was examined across cognitive and non-cognitive events using Factor Analytic techniques. The results indicate that there are robust individual differences in both constructs, supporting a view of generality of metacognitive Self-Confidence and Self-Monitoring across cognitive and non-cognitive domains. These individual differences were also studied in relationship to personality traits and self-concept. An integrative model that brings together these constructs is proposed.

Predictions of prejudice

Redin Leonsson, Bond University

The present study aimed to investigate the relationship between personality, life satisfaction, spirituality, and right-wing authoritarianism as possible predictors of antigay attitudes. More specifically it looked into neuroticism, extraversion, openness, agreeableness, conscientiousness, life satisfaction, spirituality, aggression, and conservatism as possible predictors of antigay attitudes. The sample comprised of 141 participants aged between 15 and 81 years with a median age of 21. The

participants were classified into three groups based on the median split of scores on the homophobia scale. Of the 141 participants, 49 were classified as low; 47 as moderate; and 45 as high-homophobic. Participants filled out a short demographic form as well as the short form IPIP-NEO personality inventory, The Satisfaction with Life Scale (SWLS), the brief Survey of Beliefs and Opinions Scale (BSBO), the Homophobia Scale (HS), and a revised Right-Wing Authoritarianism Scale (RWA). Results revealed that males harbored significantly more antigay attitudes than did females. In addition students were less homophobic compared to non-students. The results of a discriminant function on scores of homophobia revealed that conservatism, aggression, openness to experiences and agreeableness respectively were the best predictors of antigay attitudes. Spirituality, life satisfaction and extraversion only marginally predicted antigay attitudes. Implications and limitations of findings as well as future directions are addressed.

Driven to drink: Reward and punishment sensitivity in the activation of implicit alcohol expectancies

Dr Natalie Loxton & Yoland Gribble, University of Queensland

Reward sensitivity has been consistently linked with alcohol abuse. It has been suggested that reward sensitivity is a distal risk factor for alcohol use that operates through the more proximal risk factor of positive alcohol expectancies. Such expectancies are also proposed to be activated by contextual cues such as mood states and exposure to alcohol cues. The current study investigated the relationship between reward sensitivity and contextual cues on the activation of implicit alcohol expectancies using a newly developed task designed to assess implicit alcohol expectancies (the ETASK). 154 university students were randomly assigned to one of three mood induction conditions; relaxed, anxious or positive. Participants then completed one of two versions of the ETASK in which they were exposed to either a neutral drink or an alcohol drink cue condition). Self-reported expectancies, reward and punishment sensitivity and hazardous drinking were completed. Results found that those high in reward sensitivity responded faster to alcohol expectancies when exposed to pictures of alcoholic beverages compared to non-alcoholic drinks. High punishment sensitivity was also associated with faster responses regardless of cue condition. This study has shown that individual differences contribute to expectancy accessibility and activation which may have ramifications in an individual's drinking behaviour.

Identifying the Major Facets of Conscientiousness in High School Students and their Relationships with Valued Educational Outcomes

Carolyn MacCann & Richard Roberts, University of Sydney

Conscientiousness generally predicts academic outcomes, but is defined differently by different models. A US high-school sample (N = 291) completed International Personality Item Pool Collaboratory (http://ipip.ori.org) Conscientiousness items, along with a battery of other personality assessments. Exploratory and confirmatory factor analysis uncovered eight facets: Industriousness, Perfectionism, Tidiness, Proactivity, Control, Cautiousness, Task Planning, and Perseverance. Correlations with the Big Five Inventory (BFI, Benet-MartÃnez & John, 1998) revealed that all facet scores related strongly to Conscientiousness, while Perseverance also correlated negatively with Neuroticism. Compared to the BFI Conscientiousness, facets (especially Industriousness and Proactivity) showed higher prediction of student absences and attainment of academic honors, but not GPA, teacher-ratings of classroom behaviors, or well-being. Conscientiousness facets overlapped with existing constructs of time management, grit, and self-control. Results are discussed in terms of interpretation of personality scores for selection and the development of intervention programs.

Overweight and Obese U.S. Eighth-Graders Obtain Lower Grades at School

Carolyn MacCann & Richard Roberts, University of Sydney

The childhood obesity epidemic in industrialized nations has important implications, as research demonstrates lower academic achievement among overweight students. Previous studies consider demographic confounds in the obesity-achievement relationship, but not personality, ability, or life satisfaction confounds. This study controls for such factors when comparing the achievement of overweight, obese, and healthy-weight U.S. eighth-graders (N=383, 48% female). Compared to healthy-weight students, obese students obtain lower math scores (d=0.40), vocabulary scores (d=.45), and school grades (d=.83). After controlling for sex, ethnicity, SES, geographical location, Conscientiousness, and life satisfaction, groups do not significantly differ on math or vocabulary. However, after additionally controlling for math and vocabulary, both overweight and obese students obtain significantly lower grades than healthy-weight students (d=.50 and .39 for overweight and obese students, respectively). It is suggested that lower grades may reflect peer and teacher prejudice against overweight and obese students, rather than lack of ability among these students.

Exploring the use of Immersive Scenarios in the Assessment of Ethical Decision-Making

Timothy Marsh & Simon Boag, Macquarie University

Moral development has long been understood to be an important component in the development of personality. Cognitive-developmental approaches to moral psychology have dominated the research literature for decades. In recent years, however, there has been a strong theoretic push towards exploring moral functioning and decision-making, focusing on affective responses and neurobiologically-based intuitions. The measures currently available to morality researchers embody the competition between these two paradigms, with the majority representing purely top-down cognitive processes, and others representing purely bottom-up affective processes. Despite the growing popularity of combined theoretic models that drawn from both cognitive and affective approaches, there is at present a distinct lack of assessment tools capable of simultaneously measuring both facets of moral decision making, in a manner consistent with combined theories. The present research endeavours to create a measure that is sensitive to both the affective and cognitive components of moral decision-making. The measure utilises the multimedia capabilities of modern computer interfaces to present immersive dilemma-scenarios, intended to maximise ethological validity while allowing for the subtle manipulation of target characteristics. The new measure was tested to establish the relevant psychometric properties, including convergent validity with two existing ethical decision-making measures. Implications for personality testing will be discussed

Goal Setting, Feedback and Task Performance: A Laboratory Experiment

Trishita Mathew, Bond University

The present study investigated the effects of goal setting and feedback on task performance among university students. The study was conducted in two phases with a total of 80 participants. Locke and Latham's (1990) goal setting theory states that assigning a specific and difficult goal and provision of feedback leads to higher performance. It was hypothesized that when assigned a specific, difficult goal on a complex task and (1) only provided with outcome feedback, higher performance would not result and (2) when provided with both outcome and process feedback, higher performance would result. A 2 x 2, between subjects ANOVA was utilized to evaluate differences in performance between the four groups. Results partially supported the hypotheses. Participants assigned a specific and difficult goal and provided only with outcome feedback performed no better than others. However, when participants were provided with both outcome and process feedback, they also performed no better than the comparison group. The results imply that the goal setting theory might not be effective for a moderately complex task in a laboratory setting. Further implications of the results and limitations of the present study are discussed.

Personality and Task Performance: A Laboratory Experiment

Trishita Mathew & Richard Hicks, Bond University

The present study investigated the relationship of personality characteristics (self-esteem, self-efficacy, intrinsic motivation, task specific efficacy and task anxiety) with task performance among university students. The study was conducted in two phases with a total of 80 participants. It was hypothesized that participants who scored higher on the task would have higher self-esteem, higher self-efficacy, higher intrinsic motivation, higher task specific efficacy and lower task anxiety compared to participants who scored lower. Independent samples t-tests were utilized to evaluate differences in personality variables between high and low scoring participants. Results partially supported the hypothesis. In the first phase of the study, high scoring participants were found to have higher self-esteem and higher task specific efficacy compared to lower scoring participants, but in the second phase of the study high scoring participants were found only to have higher task specific efficacy. Specifically, it was found that participants that performed better on the task, perceived themselves to be significantly more competent on the task than the participants who did not perform well, implying that people are generally good judges of their own capabilities. Further implications of the results and limitations of the present study are discussed.

Psychopathology and perfectionism among Australian university students

Maryke Mead & Richard Hicks, Bond University

Research has indicated that perfectionism is a multidimensional construct that may be interpreted as containing both adaptive and maladaptive components. The present study explored the relationship between adaptive and maladaptive perfectionism and psychopathology: that is, depression, anxiety and stress. Adaptive perfectionism was defined as relating to personal standards and organization, while maladaptive perfectionism was defined as relating to doubts about actions and concern over mistakes. We used the Frost Multidimensional Perfectionism Scale - MPS; and the Lovibond and Lovibond Depression Anxiety and Stress scales. A total of 215 Australian university students from several states within Australia were assessed. The findings revealed that those scoring higher on maladaptive perfectionism also scored higher on psychopathology. However, adaptive perfectionism scores were not related to depression or anxiety, though there was a small but significant relationship between adaptive perfectionism and stress. Implications for therapeutic outcomes and future research are explored.

Longitudinal modelling of the influences of individual differences and the workplace on well-being and work engagement

Prudence Millear & Poppy Liossis, Queensland University of Technology

The longitudinal models were based on a well-fitting CFA with four latent factors, Individual Factors, Positive Workplace Factors, Overall Well-Being and Work Engagement. Composite variables, derived from factor score weights, were used at Times 1, 2 and 3 (n=198). Non-nested longitudinal models were compared as Stability, Causality, Reverse Causality and Reciprocal models. Whilst the Reciprocal was the best fitting model, removing trivial pathways improved fit and parsimony; Trimmed Reciprocal model, X2(29) = 32.7, CFI = .999, RMSEA = .025. The remaining paths indicate strong influences of concurrent functioning, stability of constructs over time and weaker reciprocal relationships between constructs across time. Individuals with greater confidence in themselves and the future (as optimism and self-efficacy), experience better work conditions, have greater well-being and work engagement. These day-to-day influences are equalled by the long term strength and stability of Individual Factors, Positive Workplace Factors, and Overall Well-Being. Whilst the reciprocal paths had only weak to mild effects, there was mutual reinforcement of Individual Factors and Overall Well-Being, with Positive Workplace Factors and Work Engagement counterbalancing each other, indicating a more complex relationship. Well-being, particularly, is anchored in the immediate and distant past and provides a robust stability to functioning into the future.

Cross-cultural differences in extreme and acquiescent response styles

Don Munro, Miles Bore & David Powis, University of Newcastle

Two recent issues of Personality and Individual Differences have drawn attention to differences in response styles, in particular between 'East Asian' and 'European' respondents. Hamamura et al. (March 2008) hypothesised that this is due to 'the East-Asian tendency to dialectical thinking,' or tolerance of contradictory beliefs, while Meisenberg and Williams (May 2008) suggested age, IQ, education and socioeconomic and political factors, operating across 80 countries in 10 regions. Both found convincing support for their propositions, using very different methodologies. In this study, data from 3560 respondents in three European and three East Asian countries on the authors' Mojac (moral orientation) and NACE (personality) tests were analysed. The results provide clear confirmation of the differences in response style, but several problems remain in interpreting and explaining them, due to the complexity of the interactions between item characteristics and national and gender effects. Implications for inter-cultural comparisons and the equivalence of scores will be discussed.

Mediation and Statistical Suppression in Applied Personality Research

Peter O'Connor, University of Notre Dame

Much applied personality research has focussed on statistical 'meditators' to help explain complex relationships between personality traits and outcome variables. However, there has been only limited research on indirect effects other than mediation in applied personality research. In this paper, I provide an overview of indirect effects in general, and pay particular attention to 'statistical suppression'. Using two worked examples, I discuss how suppression can be meaningfully incorporated into personality research. Specifically it is demonstrated that suppression effects can reveal theoretically informative relationships between variables, and can often help identify why hypothesised bivariate relationships are not present. Statistical criteria for the significance of such tests are also discussed.

Construct Validity of Two Components of the Type A Behaviour Pattern

Professor John O'Gorman, Australian Catholic University

(**see Keynote Speaker section for abstract**)

Thriving or diving: Exploring the relationship between employee engagement and staff turnover

Genevieve O'Reilly, Bond University

A case study of a large Australian retail organisation is used to explore the relationship between employee engagement and staff turnover. Findings consistent with the literature, as well as anomalies, are presented and explored. Quantitative and qualitative data were used to gather data on the relationship between the two variables. Results are compared and contrasted with several engagement theories (e.g., "broaden and build theory" and "job demands and resources theory"). Excerpts from employee interviews are used to provide insights as to why some employees appear to thrive, while others are unable to survive in this fast paced retail organisation.

Taking a break increases visual creativity more than verbal creativity

Gerry Pallier, University of Sydney

Scientific and anecdotal accounts indicate that taking a break facilitates the production of creative ideas. Most accounts concern verbal or mathematical insight, but does visual creativity follow that pattern? We found that breaks engendered a distinct advantage to visual creativity. Commonly, a burst of new ideas follows a break, but never previously has an increase between before and after sessions been reported. Participants' visual creativity did increase after a break. There appears to be a bias towards visual over verbal creativity in nonconscious processing. This necessitates some revision to conventional accounts of break benefits.

Individual Differences in Mood Fluctuation During 66 hours of Sustained Wakefulness (P)

Jessica Paterson, University of South Australia

Sleep deprivation results in negative mood change with individual differences accountable for a portion of this variance. No studies have examined specific mood dimensions and how individual differences mediate mood during deprivation periods exceeding 40 hours. Twenty-three healthy adults (21.4 + 3.2 years) remained awake for 66 hours, completing an adapted Profile of Mood States scale at two-hourly intervals. All mood dimensions changed significantly ($p<.05$) during the 66h period. When comparing scores from different times within the deprivation periods, 25h to 49h, fear (ICC=.89), depression (ICC=.93) and anger(ICC=.93) revealed almost perfect effect sizes and happiness (ICC=.66) and fatigue (ICC=.71) revealed substantial effect sizes in regard to the proportion of change attributable to individual differences. Comparison of baseline mood and 25h of wakefulness; fear (ICC=.89) and happiness (ICC=.86) exhibited almost perfect effect sizes and anger (ICC=.78) and depression (ICC=.79) revealed substantial effect sizes, no significant effect was identified for fatigue. Comparing baseline mood ratings to 49h of wakefulness, anger (ICC=.74), depression (ICC=.79), fatigue (ICC=.77), fear (ICC=.72) and happiness (ICC=.66) all revealed substantial effects sizes. For all comparisons no significant effects were identified for activation. Results indicate individual differences may play a mediating role in determining affective response to sleep deprivation.

Predicting academic performance: A lot more than g

Athur Poropat, Griffith University

Most measures of intelligence have been developed either on the basis of academic performance or with the intention of predicting it. Consequently, it is not surprising that the general intelligence factor (g) is widely accepted as the pre-eminent individual difference predictor of academic performance. Consistent with this, it is widely assumed that correlations of academic performance with other individual difference measures are largely based on their shared associations with g. This research presents the results of a meta-analysis that directly assessed the relationships between measures of the Five-Factor Model (FFM) of personality, academic performance and g. It was found that controlling for g had little effect on correlations between the FFM measures and academic performance. Despite the fact that it was not designed for this purpose, when fairly compared with g, the FFM dimension of Conscientiousness had similar validity as a predictor of academic performance.

Mature Love and its relationships with personality, cognitive abilities and vocational interests

Annamaria Quaresima, University of Adelaide

Mature Love is an item within the Schwartz Values Survey (Schwartz, 1992) and is used to determine the importance an individual gives to deep emotional and spiritual intimacy with another individual. The present study aims to examine whether relationships exist, using an undergraduate sample, between valuing Mature Love and the Big Five personality factors, Holland's RIASEC interests and various cognitive abilities from the Kit of Factor Referenced Cognitive Tests (Ekstrom, French, Harman & Dermen, 1976) through correlations. The results of this study and their implications in terms of cognitive and personal development will be discussed.

Personality, vocational interests, cognitive abilities and values, and the possibility of underlying personality complexes

Annamaria Quaresima, University of Adelaide

Previous research has found significant relationships between personality, vocational interests, values and cognitive abilities, yet no studies at present have examined all these variables in combination. The present study, using an undergraduate sample, aims to examine relationships between the Big Five personality factors, Holland's RIASEC interests, values from the Schwartz Values Survey (Schwartz, 1992) and cognitive abilities from the Kit of Factor Referenced Cognitive Tests (Ekstrom, French, Harman & Dermen; 1976) in combination. Further, this study will investigate whether personality complexes underlie relationships between the variables through factor analysis. The results of this study and their implications in terms of applied assessment will be discussed.

Emotional Intelligence and real-world performance

John Reid, Macquarie University

Emotional Intelligence (EI) became a popular and controversial topic after Daniel Goleman claimed that Emotional Intelligence mattered more than IQ in predicting success in personal life, work, education and other life outcomes (Goleman, 1995). Other researchers have obtained some empirical support for the importance of EI, although this has never approached Goleman's claim of EI explaining up to 80% of the success factors in life outcomes. This presentation discusses the predictive validity of a range of performance and self-report EI tests using real-world criteria, such as manager ratings. A total of 950 participants in 8-studies were enlisted to respond to on-line surveys that provided data for correlation and regression analysis to determine the predictive validity of EI. A wide variety of EI tests including the AES, TEIQue, TMMS, EQ-i and the MSCEIT were utilised, along with, criterion measures of maturity, academic ability and on-the-job performance. The overall results indicate that EI provides significant incremental validity above and beyond traditional measures such as intelligence and personality; however, care must be taken in how the EI scores are utilised. This presentation briefly describes the eight EI studies, and summarises common findings, concerns, and recommendations for using EI testing effectively.

Sad, bad or mad: perceiving firms in terms of common personality disorders Prof David Robinson, Bond University

Just as personality disorders afflict individuals, so too can they apply to firms. This paper examines psychological theory relating to the three clusters of personality disorder and integrates it with the development of firms. The purpose is to point out pitfalls that constrain the firm from achieving optimal growth and performance and to provide guidelines to ensure organizational wellness through the growth stages of entrepreneurial firms. This conceptual paper brings together the fields of personality psychology and organizational behaviour to create a road map that depicts the development journey of individuals and firms. It relates common personality disorders in individuals to problems encountered in firms as they transition across six developmental steps. Mal-alignment of practices, over-reliance on the negative manifestations of each step, and/or an inability to advance up the steps, if unchecked, may become endemic to the firm. Firms that suffer from such 'personality disorders' have a lower propensity for growth. The paper defines three clusters of firm disorders, which correspond to the established clusters of individual personality disorders, and also guidelines to ensure firm wellness.

Personality and Birth Date: Taurus, Year of the Ox, or Complete Bull?

Mary Rogers & Ian Glendon, Griffith University (Gold Coast)

Despite widespread cynicism, many people believe that astrology influences individual temperament or personality. The scientific literature on personality and astrological Sun sign published over the last four decades shows varied results. This study explored the basis for such beliefs using a balanced design incorporating age and astrological belief as covariates. One thousand, nine hundred and sixty-seven Australians aged between 28 and 51 completed a Web-based survey. Personality was assessed using a 50-item version of the International Personality Item Pool (IPIP). While previous findings on age and belief in astrology were confirmed, no significant effects for the influence of either astrological Sun sign or Oriental year of birth were found.

Personality and Season of Birth

Mary Rogers & Ian Glendon, Griffith University (Gold Coast)

Associations between season of birth and personality traits have been studied in non-clinical populations with mixed results. The present study explored the relationship between season of birth and personality traits separately for an Oceania-born sample (N=2808) and for a northern hemisphere born sample (N=482). Personality was assessed using a 50-item web-based version of the International Personality Item Pool (IPIP). No significant relationships between personality and season of birth were found in either sample. Researchers who have found personality differences between groups of individuals born in difference seasons have attributed these to a variety of factors, including effects of temperature variability on certain neurotransmitters known to influence personality, or sociological and other environmental factors. Our findings challenge the basis for these attributions and suggest that a more robust theoretical framework is required to explain possible season of birth influences upon personality in adult populations.

The development of a measure and taxonomy of bad leaders in organisations

Ben Shaw & Anthony Erikson, Bond University

Our presentation describes the development and use of a measure of bad leadership in organisations. Using a web-based survey, Study 1 collected quantitative and qualitative data from 335 respondents who identified behaviours and characteristics they attributed to 'bad leadership'.

Results identified the prevalence of bad leaders; behaviours causing a leader to be perceived as bad; the impact of bad leaders on the employee and organisation; whether these bad leaders had always been bad; and what happened to the bad leader. An interesting discovery was that the majority of bad leaders were either promoted or rewarded by the organization. In Study 2, individuals were asked to rate their current leader on 108 behavioural and 19 personality items derived from Study 1 and a review of the literature. Data were obtained through a web-based survey that generated 717 respondents. Based on these subordinate ratings, factor analyses identified 22 behavioural and four personality dimensions of bad leadership. Scores on the behavioural and personality dimensions were then used separately in cluster analysis procedures. Seven types of bad leaders based on behavioural scales and seven types of bad leaders based on personality scales were identified.

Personality Structure of Hindi Speaking Indians

Jitendra K. Singh (Defence Institute of Psychological Research, Delhi) & Girishwar Misra (University of Delhi)

Extending the cultural approach to personality this study adopted lexical analysis to uncover the structure of personality in India. Focusing on Hindi language spoken by a majority segment of Indian population the relevant adjectives were analyzed. Based on this analysis the structure and taxonomy of personality in Hindi speaking Indians was examined. The data were factor analyzed from 1 to 7 factor solutions using varimax rotation. The best solution emerged at six factors. The finding indicates the presence of a six factor structure of personality which is broader than what is proposed in big five factors' theory.

General mental health and the practice of breast self-examination in an Australian sample **(P)**

Jennifer Stephan, Bond University

The present study investigated the relationship between personality factors related to general mental health and the practice of breast self-examination (BSE) in Australian women. There were 262 women who participated in the study. Women were divided into two groups (above and below 45 years of age). Self-report questionnaires were administered as part of a larger study and included the Depression Anxiety and Stress Scales (DASS-21) and the General Health Questionnaire (GHQ-12). The results revealed that women in the older age group practiced regular BSE more often then women in the lower age or low risk group. Scores for the GHQ-12 and DASS-21 were more highly correlated in the high risk group and more directly related to BSE than in the low risk group. Implications are drawn.

Development of a new Measure of Adolescent Depression

Mona Taouk & Mark Bahr, Bond University

A new scale to measure adolescent depression was developed by reviewing literature of adolescent depression, and an examination of existing depression instruments for both adults and adolescents. The Taouk Adolescent Depression Scale (TADS) was constructed as a multidimensional measure of depression, evaluated using a sample of 263 undergraduate and secondary school students (70 males, 193 females) aged between 12 and 21 years (M=15.53, SD=2.35). Four reliable factors comparable to those identified in previous research were obtained from an obliquely rotated principal axis factoring extraction, resulting in a final 20 item instrument with five items per domain, illustrating construct validity. The TADS demonstrated significant positive correlations with convergent measures of depression, and weaker correlations with divergent measures of coping, suggesting criterion-related validity. Measure of dependability test-retest reliability was sufficient, and group comparison across educational institution suggested concurrent validity. The new scale requires additional normative development, but preliminary indicators suggest that the TADS should be a useful instrument for measuring adolescent depression.

The polar coordinate system of personality traits: A bold assertion

Niko Tiliopoulos, University of Sydney

The five factor model, a dominant model of personality today, is based on the pre-structuring of test-components and factor analytic (FA) interpretations. These procedures have been criticised, especially FA's limitation to accurately identify the underlying structure of the construct. I examined whether the NEO-PI-R revealed the same trait structures when analysed through alternative statistical procedures. Non-metric Multidimensional Scaling (NMDS) was employed alongside FA techniques (N=384). FA indicated the presence of five factors, but NMDS suggested a more parsimonious arrangement, comprising three, or even two, 'super structures', similar to Eysenck's model. Furthermore, a circular trait distribution was a reasonable alternative, suggesting that traits may be (re)classified along their angular displacement (kind) and integrative centrality (intensity) characteristics in the personality space. I argue that perhaps over-reliance on FA models may not be the most appropriate for a better understanding of trait psychology.

Is hope a better predictor of mental health than mental illness?

Anthony Venning, University of Adelaide

The current study adopted a positive psychological perspective and used Confirmatory Factor Analysis to test the hypothesis that hope predicts Mental Health (MH) better than Mental Illness (MI) predicts MH. Data were drawn from a representative sample of Australian adolescents (N = 3913). Confirmatory factor models were used initially to confirm that measures of psychological, social, and emotional well-being defined a latent factor of MH, and that the measures of depression, anxiety, and stress defined a latent factor of MI. The primary hypothesis was then tested using a model that included the observed variable of hope and the latent variables of MH and MI. Results indicated that hope was a stronger predictor of MH in adolescents, regardless of the presence or absence of MI symptoms. These results have significant implications for the current 'problem focused' approach to MH promotion.

Explaining Individual Differences in Physical Aggression among a Community Sample

Bruce Watt (Bond University), Erica Begelhole (CYMHS, Gold Coast) & Nicole Guse (Queensland Corrective Services)

Violence poses an ongoing concern for society. Numerous risk factors have been implicated as contributors to individual differences in levels of physical aggression. The current study examined variations in physical aggression using a community sample in South East Queensland (N = 151). Self-report measures of alcohol misuse, retrospective conduct disorder, emotional control, violent fantasies and attitudes to violence were examined in the prediction of involvement in physical aggression. Over half of the variance was accounted for by the combination of the independent variables. Attitudes to violence emerged as the greatest contributor in explaining individual differences in physical aggression. The findings highlight the importance of addressing attitudes at the individual and societal level that convey pro-violence sentiments.

Predicting Individual Differences in Future Violence Among Juvenile Offenders Bruce Watt & Michelle Perrin, Bond University

Screening tools in forensic and mental health settings are utilised to assess individual differences in risk for future violence. The Child and Youth Forensic Outreach Service Violence Screening Tool (CYFOS VST) was developed for use with juveniles referred to mental health and juvenile justice

settings. The reliability and validity of the VST was evaluated based on 222 consecutive referrals to a Youth Justice Service in South East Queensland. Data on future violence was obtained from official Youth Justice Service records as well as case workers recorded observations of youth violence. The VST was found to have adequate inter-rater and test-retest reliability. Importantly, the VST significantly predicted future violence over a twelve month period. The VST has the potential to assist in differentiating individuals according to violence risk with implications for case planning and interventions.

The last truth to determine but the first to consider: Navigating negative response distortion on the PAI in a forensic context

Jacqueline Yoxall, Mark Bahr & Norm Barling, Bond University

Negative response distortion must be a consideration for any psychologist endeavouring to measure reported psychopathology in populations for whom there exists an external incentive for a diagnosis. The Personality Assessment Inventory (Morey, 1991) is increasingly being used in psychological assessment in the forensic arena. This paper presents an overview of the validation of the negative validity indices of the PAI to interpret data from a recent archival file review of 400 individuals who participated in assessment as part of a compensation claim process or in preparation for criminal sentencing. Whilst malingering must be a standard consideration in any forensic assessment, a systematic process for the determination of the veracity of client reports has not been developed. Practical application of the PAI validity indices to this detection process are discussed and specific recommendations are made.

What we think affects how we behave: The relationship between beliefs and practice in psychologists' detection of malingering

Jacqueline Yoxall, Mark Bahr & Norm Barling, Bond University

Malingering is the deliberate fabrication or gross exaggeration of symptoms in order to gain a specific outcome. Whilst the definition of this form of deception has remained relatively unchanged for over a century, the reasons that some individuals engage in malingering is less clear. Whilst several explanatory models of malingering were proposed by Rogers (1990) nearly 20 years ago, the relationship between psychologists' beliefs about malingering and their assessment practice has yet to be explored. The current paper presents data from a recent Australian study, which explored differences in Australian psychologists' beliefs about malingering and the influence of such beliefs on their assessment behaviour.

Thank you to all participants and attendees at the 2008 Australian Conference on Personality and Individual Differences.