Welcome to the 2015 ASPO conference!!

We are very pleased that you are attending the 2015 ASPO conference in Amsterdam. We received an exceptionally large number of submissions this year, out of which we selected a set of excellent talks and posters on a great variety of topics. We are confident that the next two days will showcase an overview of the best recent social psychological research conducted by both junior and senior researchers in the Netherlands. In addition, we are delighted to present two inspiring keynote speakers, Bruce Hood and Bianca Beersma.

The conference will be held in the center of Amsterdam, in one of the oldest buildings of the University of Amsterdam: the Oudemanhuispoort. On Thursday evening we will have dinner at the atmospheric restaurant ‘In de Waag’ on the Nieuwmarkt.

We would like to thank all the volunteers who helped with the organization of this conference.

We look forward to the next two days, and hope you will have a very enjoyable and inspiring conference!

Agneta Fischer
Nils Jostmann
Suzanne Oosterwijk
Bastiaan Rutjens
Disa Sauter
General information

The ASPO 2015 conference is located at the Oudemanhuispoort, at walking distance of metro station Nieuwmarkt. You can reach the Nieuwmarkt station with metro 51, 53 and 54 from Central Station or Amstel Station.

The entrance to the Oudemanhuispoort building is in a courtyard connected to a small alley. Below is a plan of the Oudemanhuispoort building.
Coffee and lunch are served in the Piramidezaal at the Atrium. The Piramidezaal is a 1-minute walk from the Oudemanhuispoort building (see map).

The conference dinner is in Restaurant ‘In de Waag’ on the Nieuwmarkt (see map). The Nieuwmarkt station is also marked on the map below.
Program overview
Thursday 10 December 2015

9:00 - 10:45  Registration & Coffee  Central hall, OMHP

10:45 - 11:00  Opening  D108, OMHP

11:00 - 12:00  Keynote Bruce Hood:  D108, OMHP
“The Domesticated Brain:
The role of social experience in shaping human development”

12:00 - 13:00  Members’ meeting  D108, OMHP

13:00 - 14:00  Lunch  Piramidezaal, Atrium

14:00 - 15:00  Parallel session 1  see schedule

15:00 - 15:30  Coffee break  Piramidezaal, Atrium

15:30 - 16:30  Parallel session 2  see schedule

16:30 - 18:00  Drinks & poster session  Piramidezaal, Atrium

18:30 - 23:00  Dinner @ “In de Waag”  Nieuwmarkt
Program overview
Friday 11 December 2015

10:00 - 11:00  Parallel session 3  see schedule

11:00 - 12:00  Keynote Bianca Beersma  D008, OMHP
               “Cooperation and competition as institutions.”

12:00 - 13:30  Lunch  Piramidezaal, Atrium

13:30 - 14:30  Parallel session 4  see schedule

14:30 - 15:00  Coffee break  Piramidezaal, Atrium

15:00 - 16:00  Dancker Daamen +  D008, OMHP
               ASPO dissertation award
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<td>A Network Perspective on Attitude Strength.</td>
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<td>When Red might turn into Grey: No substantial support for ‘red effects’ in attractiveness judgments and sports outcomes.</td>
<td>When do deviant ideas from newcomers stimulate group creativity?</td>
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<td>Thin Slices of Behavior: First Impressions of Unacquainted Children’s Social Behavior by Children, Teachers, and Adults.</td>
<td>Class Impressions: Higher Social Class Elicits Lower Prosociality.</td>
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<td>Breaking the chains of habit with implementation intentions: An experimental investigation.</td>
<td>A Query Theory Approach to the Incumbency Advantage.</td>
<td>New insights into unethical behavior - Introducing the virtual die rolling paradigm to study how people cheat on the ‘die rolling paradigm’.</td>
<td>Rising to Power or Falling from Grace: Cultural Tightness and Collectivism Moderate Responses to Norm Violators.</td>
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| 16:00  | **Van Tol & Steinel**  
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Community Collectivism: operationalizing culture in terms of group processes. | **Tan, van Prooijen & van Lange**  
The Effects of Performing Rituals on Perceived Future Benefits Following Negative Outcomes versus Non-negative Outcomes. | **Veldman**  
Protecting women's upward mobility: The role of compatibility between gender and work identity. | **Hendriks, de Bruijn, Meehan & van den Putte**  
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Thanks for making me happy! Perceived partner sacrifice motives and gratitude. |
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<td>Do implicit motives affect the democratic process?</td>
<td>Permeability of group boundaries: Development of a scale.</td>
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<td>Towards a better understanding of activists’ enduring engagement in collective action: A core motivations approach.</td>
<td>I’m not old! Positive and negative effects of age-related stereotypes on health intentions in people as they age.</td>
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<td>Glorifying the Nation: System Criticism, Injustice and Dependence Increase Patriotism among Liberals.</td>
<td>Empowering the poor: A study of the psychological consequences of receiving Conditional Transfer aid among recipients in Panama.</td>
<td>Self-persuasion in media messages: Reducing alcohol consumption by framing anti-alcohol messages as questions.</td>
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<td>Is higher education related to tolerance and moral enlightenment?</td>
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Posters
Thursday December 10th, 16:30 - 18:00, Piramidezaal

Brohmer & Evans
*Inaccurate Estimates in Principal-agent Relationships.*

Buivenga, De Goede, Siebelt & Holland
*Safe and tidy streets: a social psychological field study on littering behaviour and feelings of safety.*

Chen, Veling, Dijksterhuis & Holland
*How Does Not Responding to Stimuli Cause Devaluation: An Inhibition Account.*

Cheung, Gillebaart, Kroese & De Ridder
*Why are people with high self-control happier? An investigation into the mediating effects of regulatory focus on trait self-control and happiness.*

Damen, Aarts & Taris
*Using the Stroop Task to Influence Evaluations.*

De Vreeze & Matschke
*I’m not telling you’: Information exchange in groups depends on peoples’ relation with the group.*

Fang, Van Kleef & Sauter
*Unmasking smile: Amusement, contentment, or relief?*

Giesen & Echterhoff
*Saying remains believing - even with ostracizers.*

Griffioen, Handgraaf & Antonides
*Saving energy when others pay the bill: A field experimental approach.*

Kommattam, Jonas & Fischer
*We are sorry, they don’t care: Misinterpretation of facial embarrassment displays in intergroup contexts.*

Maassen, Perozo Alberti, Spälti, De Bruijn & Karaduman
*Replication project of Griskevicius, Tybur, and Van den Bergh’s (2010) “Going Green to be Seen – Study 1”.*

Manesi, Van Lange & Pollet
*Sometimes cues of being watched do not matter but individual differences do: the role of prosocial personality traits in volunteer behavior.*
Pauw, Fischer, Sauter & Van Kleef  
*Socio-Affective and Cognitive Support as Determinants of Social Sharing Goal Fulfilment.*

Petricheva & Hendriks  
*Humor in health campaigns: Should we or shouldn’t we?*

Plantinga, Krijnen, Zeelenberg & Breugelmans  
*Evidence for opportunity cost neglect in the poor.*

Prinsen, Evers & De Ridder  
*Increased Unhealthy Snack Intake After Recalling Academic Accomplishments: Cross-Domain Self-licensing Effects.*

Schlinkert, Herbert & Koole  
*In Control But Out of Touch: Self-control Diminishes Body Vitality Among Chronic Ruminators.*

Schutter, Van Dijk, De Kwaadsteniet & Van Dijk  
*The effects of being distrusted: How we react to active and inactive distrust.*

Seehusen, Epstude & Spears  
*Exceptions proving the rule: When failure signals success.*

Sleegers, Proulx & Van Beest  
*Meaning and misconceptions: The effect of error feedback and commitment towards misconceptions on pupil size.*

Spaans & Lelieveld  
*Social exclusion feels worse than bullying.*

Titlestad, Quayle, Durrheim, Tredoux & Dixon  
*Ingroup favouritism and intergroup alliance: Multigroup interaction in a minimal group setting.*

Van Breen, Spears, De Lemus & Kuppens  
*Resistance to Implicit Identity Threat.*

Van Gestel & Strick  
*On the Consequences of Slacktivism - The Moderating Role of Public Visibility.*

Van Steen, Joinson & Carruthers  
*Why does asking people questions about their behaviour influence this behaviour? Investigating the underlying mechanisms of the question-behaviour effect.*

Vink & Dijkstra  
*The role of humanization and assimilation on psychological well-being of dog owners.*
Wang, Damen, Dogge & Aarts
*Time distortion: Intentional binding between stimulus-dependent actions and sensory events.*

Wissink, Van Beest, Pronk & Van de Ven
*In pursuit of strength: Why a preference for having more than others backfires in coalition formation.*

Wu, Dijkstra & Dalley
*The deleterious effects of treatability information on preventative health behavior: An experimental test.*
Abstracts of individual presentations
Parallel Session 1, Thursday December 10th, 14:00 - 15:00

Thematic session: Choice
Room: C.123

Bullens, Van Harreveld, Forster & Van der Pligt
The grass isn’t merely greener on the other side; it’s also very brown over here.

Return policies, temporary contracts, and cancellation insurances; they all provide the opportunity to change our minds about the decisions we make. People often indicate to have a preference for such reversible decisions, and generally expect that the option to revise ultimately leads to the most optimal decision outcome. Research by Gilbert and Ebert (2002), however, suggests that this preference for reversible decisions can backfire. More specifically, reversible decisions seem to yield lower levels of choice satisfaction than decisions that are immediately final. The goal of the present research was to gain insight into the processes driving this counterintuitive finding. In two experiments, we demonstrated that irreversible decision-making increases the accessibility of the positive aspects of the chosen and the negative aspects of the rejected alternatives. Hence, irreversible decision-making directs one’s attention to those aspects of the decision that optimize choice satisfaction. This is in line with what would be expected on the basis of cognitive dissonance theory. After reversible decision-making, however, the negative aspects of the chosen and the positive aspects of the rejected alternatives tend to become more accessible. Apparently, reversible decision-making automatically directs people’s attention to those aspects of the decision that potentially reduce feelings of satisfaction. Finally, in a third experiment, we showed that these differences in attention to decisional aspects indeed mediate the relation between decision reversibility and choice satisfaction. Altogether, we thus demonstrated that when people have the option to change their minds they especially focus on the choice’s imperfections, which consequently affects choice satisfaction.

Oosterwijk
Choosing the negative: Introducing a novel paradigm to measure curiosity for negative images.

People are often curious of negative information. This phenomenon, called “morbid curiosity”, has received little attention in psychological and affective science to date. With a novel choice paradigm, I examined whether there are certain categories of negative images that people choose to view, even if they have an easily accessible alternative option.
Participants made choices between highly arousing, negative images and positive or negative alternatives. The negative images displayed scenes with social (e.g., war scenes), physical harm (e.g., mutilation) or natural threat (e.g., attacking shark) content. The results demonstrated that social negative images were chosen significantly more often than other negative categories. Furthermore, subjects preferred social negative images over neutral images. Physical harm images and natural threat images were not preferred over neutral images, but were chosen in about 40% of the trials. These results were replicated across different studies, including a study that presented short descriptions of images, instead of small visual cues. Together, these studies demonstrate that people do not consistently avoid negative information, but deliberately subject themselves to this kind of content, in particular when images display negative social situations. These findings counter assumptions of rigid relationships between negative stimuli and avoidance behavior and may have important methodological implications for emotion research.

Schneider, Schwarz & Koole
Room to decide: the influence of spatial closeness on choice-difficulty.

When referring to a difficult choice, people may say that the options “are close”, invoking a reference to spatial distance to describe their mental experience. Previous work has shown that actual spatial closeness cues similarity, whereas spatial distance cues dissimilarity. Furthermore, studies on choice have shown that similarity between alternatives can make decision-making harder. We integrate these disparate literatures to develop the novel hypothesis that when choice options are spatially close, compared to far apart, choosing one over the other becomes more difficult. In four studies we varied the distance between two choice options on a computer screen and measured decision time as an indicator of choice difficulty. As expected, participants took more time to decide when the choice options were presented close together. This was true for relatively easy decisions (Study 1, 2, and 3) but also emerged when choices were harder (Study 4). Finally, these results were not due to demand characteristics or communicative intent (Study 3). Our findings have implications for situated cognition perspectives of decision-making, by showing the contextual influence of spatial distance on decision-making processes, as well as practical implications, given the spatiality of choice options in a variety of everyday context including online stores, brochures, grocery stores, forms, etc.

Heijne, Rossi & Sanfey
Psychological and Neural Mechanisms of Stay/Leave Decision Making.

The aim of the present study was to (1) investigate whether the decision to stay with or leave a social partner is based on economic considerations (see Interdependence Theory; Thibaut & Kelley, 1978; and the Investment Model; Rusbult, 1980); and (2) to explore how this decision compares to stay/leave decision-making (DM) in a non-social context. While
undergoing functional Magnetic Resonance Imaging, twenty-five students at Radboud University played a social and non-social version of a modified 4-armed bandit task. On each round of the social version, participants selected one of four social partners and viewed how much of maximally 1 Euro their partner decided to share with them. On each round of the non-social control version, participants selected one of four slot machines and viewed how much of maximally 1 Euro the chosen machine paid out. The study provides neuro-computational evidence that deciding to stay with or leave social partners is essentially a value-based decision. Participants were more likely to select partners the higher their expected value; the expected value of partners was updated through reinforcement learning mechanisms; and neural regions typically implicated in value-based decision making (i.e., ventromedial prefrontal cortex, dorsolateral prefrontal cortex) were also engaged when learning and deciding about social partners. Even more, contrasting neural activation for decisions to stay with a social partner versus decisions to stay with a slot machine demonstrated increased activation in bilateral caudate nucleus. Importantly, this suggests that staying with a social partner specifically has intrinsic reward-value above and beyond economic considerations.

Thematic session: Self-control & performance
Room: C.023

Spronken, Holland, Figner & Dijksterhuis
Are we Always Happiest When we are Task-focused? The Role of Activity Pleasantness.

Most people spend a considerable amount of time mind-wandering. Our mind might wander off to our upcoming holiday in Spain while doing groceries, or thoughts about our crashed computer might pop up into our mind while talking to a friend. Previous research suggests that people are less happy when mind-wandering than when not mind-wandering (i.e. thinking about their current activity), and equally happy when mind-wandering positively and not mind-wandering. However, does activity pleasantness moderate the relation between thought type (not mind-wandering versus general/positive mind-wandering) and happiness? We investigated this using an experience sampling study. Participants filled out a short questionnaire six times a day for a duration of one week. Each time, they filled out how happy they felt, whether they were mind-wandering (and if so, whether they were thinking about something negative, neutral, or positive), and how pleasant their current activity was. Results of this study showed a somewhat less negative relation between mind-wandering and happiness for unpleasant activities compared to pleasant activities (marginally significant interaction). Furthermore, when comparing not mind-wandering to positive mind-wandering, people were happier while not mind-wandering during pleasant activities, but happier while mind-wandering positively during unpleasant activities (significant interaction). In future studies, it may be interesting to
manipulate activity pleasantness in the lab, in order to replicate these results under more controlled circumstances.

Jostmann

Post-goal and Pre-goal Effects of Praise on Performance

“Well done!” Praise is a popular type of performance feedback in virtually all achievement domains like education, work, and sports. It is expected to stimulate motivation and cause more praise-worthy behaviour in the future. In spite of these expectations, praise often has negligible or even detrimental effects on subsequent performance. Previous research has examined this problem by studying intensively the role of attributions that people have in response to praise. What has been neglected are the basic affective consequences of receiving praise. I suggest that praise can be considered a source of positive affect given its rewarding properties. Positive affect that is experienced in response to performance (post-goal affect) has a dampening effect on motivation, while positive affect in anticipation of performance (pre-goal affect) intensifies motivation (Carver, 2003; Gable & Harmon-Jones, 2011). By default, praise constitutes post-goal affect. To make praise more effective for subsequent performance it should adopt some of the qualities of pre-goal affect. In a fully randomized within-participants experiment with sufficient statistical power, praise, or neutral feedback, was either received directly after performance on a numeric search task or delayed until after participants had received instructions about the next performance. In both conditions, praise was conceived of as pertaining to the previous performance but, in line with predictions, praise facilitated subsequent performance more when it was delayed rather than provided directly. This finding stresses the role of positive affect above and beyond attributions and thus offers a novel perspective for understanding the psychology of praise.

Kroese & Gillebaart

Easier done than said: people with high self-control feel less aversive to goal-directed behaviors.

Background: Individuals with high self-control are healthier, happier, and generally more successful in life. It is typically implied that these people perform better (e.g., eating fruits instead of chocolate, studying instead of partying) because of their ability to inhibit hedonic impulses. Offering an alternative view, we propose that people with high self-control may perform better on goal-directed behaviors simply because they feel less aversive toward these behaviors than people with low self-control. Methods: Trait self-control, aversion toward healthy eating, exercise and study behavior, and performance of these behaviors were assessed in 2 cross-sectional studies (N = 112 and N = 80). Mediation analyses were performed using bootstrapping. Findings: Self-control was positively related to healthy eating, exercising and studying. These relationships were mediated by respondents’
aversion toward the respective behaviors: individuals with high self-control reported less aversion, which was in turn related to better performance. Discussion: Findings contribute to emerging novel perspectives on self-control, suggesting that self-control success may not merely be explained by effortful inhibition of impulses, but rather be supported by effortless self-regulation processes that make it easier to behave in line with long-term goals.

Verhoeven, Zomer, Kindt & de Wit  
*Breaking the chains of habit with implementation intentions: An experimental investigation.*

A large proportion of our behavioral repertoire is repeated daily in the same context and in the same manner, hereby creating the perfect conditions for the formation of habits. The advantage of habits is that the behavior can be executed efficiently. Yet, this comes at the expense of flexibility, making it hard if not impossible to change these behaviors. Therefore, it is of great societal relevance to establish strategies that can help people to break their bad habits. A promising strategy is the use of implementation intentions. Substituting goal intentions (e.g., “I will snack less”) with these concrete if-then plans (“If I watch television, then I will eat fruit”) have been shown to enhance goal achievement. However, to further improve this strategy it is necessary to gain insight into the mechanisms underlying its effectiveness. Therefore, the aim of the present studies was to develop an experimental model of the effect of implementation intentions on instrumental behavior, in order to investigate the underlying psychological and neural mechanisms. To this end, we used the ‘slips-of-action task’- a computerized task that has previously been used to assess people’s ability to suppress a previously learned response when the outcome is no longer desirable. Here we report a series of experiments, in which we investigated the relative effectiveness of implementation intentions versus goal intentions in breaking learned habits. The findings show that the slips-of-action task was successful in modeling habitual tendencies in controlled settings and was found to be sensitive for planning techniques.

**Thematic session: Attitudes & Judgment**  
**Room: D.118b**

Dalege, Borsboom, Van Harreveld & Van der Maas  
*A Network Perspective on Attitude Strength.*

Some attitudes are extremely resistant to change, highly stable, and important in guiding our thoughts and behavior, while other attitudes are quite the opposite. These features represent the defining features of attitude strength but the question of what attitude strength actually is has proven elusive. In this talk, we will present an answer to this pivotal question by building on our recently proposed conceptualization of attitudes as networks of causally related evaluative reactions (e.g., beliefs, feelings, behaviors towards an attitude...
object; Dalege et al., in press). This theory yields an unambiguous answer to the question of what attitude strength is: connectivity of attitude networks, as highly connected attitudes show dynamics that are similar to the dynamics of strong attitudes. To provide a first test of the connectivity hypothesis (i.e., strong attitudes correspond to highly connected networks), we analyzed data from the American National Election Studies on the presidential elections from 1980-2012. These data covered attitudes toward 13 different presidential candidates and a total of 20,111 participants. We assigned participants to different attitude strength groups based on the participants’ interest in political campaigns. Based on the participants’ responses toward items regarding beliefs and feelings toward presidential candidates, we estimated attitude networks for each strength group at each election and for each candidate. The results provided unequivocal support for the connectivity hypothesis: Networks of strong attitudes had the highest connectivity and networks of weak attitudes had the lowest connectivity and these differences were marked by high effect sizes.

**Peperkoorn, Pollet & Roberts**

*When Red might turn into Grey: No substantial support for ‘red effects’ in attractiveness judgments and sports outcomes.*

Researchers have argued that color cues influence human judgments across various domains (e.g., Elliot & Niesta, 2008), including interpersonal attraction and sports. Based on Color-in-Context theory (Elliot & Maier, 2012), red has been argued to positively affect attractiveness ratings of opposite-sex others, for example. We conducted three experimental studies, totaling over 800 participants, which failed to support this prediction. In addition, a meta-analysis indicated that the current evidence for a red effect on attraction in experimental studies is weak at best. In a very different domain, researchers (Hill & Barton, 2005) have argued that the color red influences sport outcomes at the Olympics: contestants wearing red were more probable to win than those wearing blue. We (re-)analyzed data from the Olympics (2000-2012) for four combat sports as well as for intermittent boxing championships (2005-2013). We tested whether red affected outcomes using binomial tests and meta-analyses in R. There was no substantial evidence suggesting that red has a measurable effect on the overall outcome of sporting contests. It is however, possible that red still matters for ‘close calls’. Therefore, we investigated ‘close calls’ in boxing, i.e. contests with a very small point difference at the Olympics. Three out of four tests, and a pooled analysis did not support a red effect in close calls. The findings from these two domains therefore lead us to question the degree to which color influences judgment. We discuss potential implications of our findings for Color-in-Context theory and conducting studies on color.
Lansu & Van den Berg

*Thin Slices of Behavior: First Impressions of Unacquainted Children’s Social Behavior by Children, Teachers, and Adults.*

Research has shown that people’s first impressions of a person’s personality, political preference, and racial preference are quite accurate, even when these impressions are based on observations of less than 5 minutes, called ‘thin slices’ (e.g. Ambady et al., 2000). Yet, little is known about the accuracy of people’s first impressions about children’s social position and behavior. We therefore examined the accuracy of people’s first impressions of unacquainted children. Twenty-second clips from 18 children in 5th and 6th grade were presented to 3 types of judges. Judges were 101 children (Mage = 10.7 years, 47.5% girls), 79 elementary school teachers (Mage = 39.5 years, 82.4% females), and 68 young adults (Mage = 22.1 years, 82.4% females) unacquainted with the children in the film clips. They rated the children in the film clips and for each construct the accuracy was calculated across all targets using profile correlations (Carney, 2007). Results showed that children, teachers and adults were better than chance in predicting popularity and prosocial behavior, but worse than chance in predicting aggression, bullying and exclusion. Teachers and adults, but not children, were inaccurate in their impressions of victimization. Moreover, accuracy significantly differed depending on the gender of the target, gender of the judge, and level of acquaintance with the context of elementary school (children vs. teachers vs. adults). As first impressions are likely to guide teachers’ and classmates’ attitudes and subsequent behavior to new children, it is important to know to what extent their first impressions are (in)accurate.

Spälti, Brandt & Zeelenberg

*A Query Theory Approach to the Incumbency Advantage.*

In political elections voters prefer candidates who are currently in office (incumbents) over new candidates (challengers), not because of their politics but because they perceive that the way things are at present, are the way they should be. Using query theory (Johnson, Häubl, & Keinan, 2007) as a premise, we hypothesize that the effect of incumbency on candidate preference is mediated by the order in which individuals query information from memory. Individuals ‘typically’ first query information about the incumbent, which creates richer representations and suppresses later queries about the challenger. By reversing this typical query order the incumbency advantage can be reduced, and by emphasizing this typical query order it can also be exacerbated. These three hypotheses were tested in two studies using a hypothetical election scenario. In both Studies 1 and 2, candidate preferences were mediated by the hypothesized typical query order. Study 2 also revealed a significant interaction between incumbency and query order in the predicted direction, such that reversed query order reduced the incumbency effect compared to the emphasized typical query order (although neither condition differed from the control condition). In sum,
preferences are related to the order in which people query information from memory. This research provides initial evidence for a cognitive, memory-retrieval process underlying the incumbency advantage and potentially other status quo biases. Possible explanations for the difficulty of eliminating the bias are discussed.

**Thematic session: Morality**  
**Room: A.208**

Seuntjens, Zeelenberg, Van de Ven & Breugelmans  
*Greedy Bastards: How Greed Leads to Immoral Behavior.*

Greed is one of the seven sins and is seen as a cause of big financial scandals. The idea that greed is immoral is widespread (Wang & Murnighan, 2011). However, it is not clear if this is always true. In some cases, where greed has no consequences for others, there seems no moral component and some even argue that greed is good. If we look at laypeople’s definitions, greed is the insatiable desire for more of something (Seuntjens et al., 2015a), which lacks a moral component. We believe that greed is related to unethical behavior, and that this relationship is mediated by self-control. Self-control is typically seen as a battle between desire and willpower (Hoch & Loewenstein, 1991) and low self-control is associated with more unethical behavior (e.g. Sellers et al., 1998). As greed is associated with higher desire, we believe that this reduces self-control to refrain from immoral behavior. In Study 1 dispositional greed (Seuntjens et al., 2015b) is associated with more favorable attitudes towards unethical behavior in 3 samples (N > 3000). This relationship was mediated by self-control. In Study 2, we find that greedy people are more likely to accept bribes. In Study 3, greedy participants indicated that they would be more likely to keep a lost wallet and would be more likely to inflate their resume to get a better job; again, this relationship was mediated by self-control. In sum, we find that greed is associated with more unethical behavior, because greedy people have lower self-control.

Cramwinckel, van den Bos, van Dijk, Roumen, Rebergen & Teitink  
*Negative Reactions to Non-Drinkers: Self- and Other-Directed Aggression After Confrontations with Moral Refusers.*

We investigate whether confrontations with moral refusers have behavioral consequences. In two studies, participants drank beer and were confronted with another participant who refused to taste beer out of moral or non-moral concern (the moral refuser and non-moral refuser conditions, respectively). In Study 1 (N = 146), we focus on aggressive behavior aimed at the moral refuser: We demonstrate that participants allocate more beer to a moral refuser (vs. a non-moral refuser). This difference did not occur for participants who engaged in self-affirmation. In Study 2 (N = 143), we focus on aggressive behavior aimed at the self.
Our key finding is that participants kept their hands submerged in ice-water for a longer period of time when they were confronted with a moral refuser (vs. a non-moral refuser). Combined, our findings show that confrontations with moral refusers can lead to aggressive behavior aimed at the moral refuser and the self.

**Van Doesum, Tybur & Van Lange**

*Class Impressions: Higher Social Class Elicits Lower Prosociality.*

Social class predicts numerous important life outcomes and social orientations. To date, literature has mainly examined how an individual’s own class shapes interactions with others. But how prosocially do people treat others they perceive as coming from lower, middle, or higher social classes? Here we investigate how manipulating the perceived social class of interaction partners affects prosocial behavior, operationalized using social mindfulness. We offer three lines of reasoning, predicting that lower class others elicit greater prosociality than higher class others (fairness), that higher social class elicits greater prosociality (status), or that people are most prosocial to others sharing the same class (similarity). Across three studies, we find that participants behave less prosocially toward higher class interaction partners relative to lower, middle, and classwise unspecified partners. Thus, it is especially the higher class that suppresses prosociality, which is most consistent with a fairness perspective, rather than a status or similarity perspective.

**Köbis, van Prooijen, Righetti & Van Lange**

*New insights into unethical behavior - Introducing the virtual die rolling paradigm to study how people cheat on the ‘die rolling paradigm’.*

There has been a recent upsurge in behavioral research on unethical behavior (Ariely, 2012). The most frequently used method in social psychology to study cheating has been ‘the die rolling paradigm’ (Fischbacher & Föllmi-Heusi, 2013; Shalvi, Eldar, & Bereby-Meyer, 2012). In the ‘die rolling paradigm’, participants are instructed to roll a die once and in privacy (e.g. in a separate cubicle). Participants receive (monetary) rewards based on the number they report to the experimenter. This procedure enables the participant to deceive the experimenter. Due to this decisional discretion, data could only be analyzed on the group level and the actual way in which participants cheat is unknown. Do they actually lie (i.e. misreport they rolled) or do they roll the die repeatedly (i.e. disobey the instructions)? In order to bridge this gap we developed a virtual die rolling paradigm, in which the experimenter can trace the actual rolled number of the die and the number of throws. This new paradigm allows to assess cheating on the individual level and to investigate how people actually cheat. Two studies (field study and lab study) find that participants (a) cheat frequently and (b) mostly cheat by rolling the die repeatedly. Only seldom we find participants who actually lie about the number they rolled. This sheds new light into...
research on unethical behavior as it suggests that participants rather disobey the instructions than to lie. It also enables the assessment of cheating on an individual level.

**Symposium: The Dark and Bright Sides of Norm Violations**

**Room: D.109**

Homan, Schreiber, Buengeler, Gündemir & Voelpel

*The Young Pay the Price: Leaders who Do not Fit Age Norms Obtain Negative Organizational Outcomes.*

Even though younger leaders are no exception anymore, their younger age might be problematic for their own outcomes as well as for the teams that they lead. From a theoretical viewpoint, there are two additive reasons why younger leaders are likely to experience negative organizational outcomes. First, younger leaders do not fit the implicit leadership prototype (Bryman, 1987; Eden & Leviatan, 1975; Lord & Maher, 1991). That is, the existence of implicit age-graded timetables that prescribe age norms for career steps (e.g., Lawrence, 1984; Lawrence, 1988) makes younger individuals' early appointment to a supervisory position a violation of age norms and expectations of organizational members (e.g., Buengeler et al., 2015; Vecchio, 1993). Second, leaders who are younger than their team do not fit the ingroup prototype of the team in terms of age, which in turn makes them less effective in influencing the team (e.g., van Knippenberg & Hogg, 2003; Yukl, 2013). We therefore argue that the misfit that younger leaders experience with both the implicit leadership prototype and the ingroup prototype will result in increased turnover and absenteeism (Study 1) and deteriorated satisfaction and performance (Studies 2a and 2b) for both the leader and the team members. Archival data from 430 teams (Study 1) and two field experiments with 215 followers and 235 leaders (Studies 2a and 2b) support our hypothesis that relatively younger leaders create unfavorable outcomes, and that this effect is mediated by leader legitimacy and age salience.

Nijstad

*When do deviant ideas from newcomers stimulate group creativity?*

Creativity – the generation of ideas that are both original and useful – is vital to our survival, well-being, and prosperity. However, new ideas are not always accepted: Because creative ideas often deviate from and challenge current practices or ways of thinking, they may be perceived as violating important norms. This will be true especially for ideas coming from newcomers in a group. Although previous work has found that membership change may stimulate creativity, it has also shown that “oldtimers” often ignore the (deviant) contributions of newcomers. The present study therefore examined the conditions under which newcomers can stimulate group creativity. We hypothesized that the relation
between membership change and group creativity would be positive only when group members were motivated to work closely together, because only then deviant ideas from newcomers would be seriously considered. In an experiment, 62 3-person groups were asked to create a poster that was rated on creativity by independent judges. We manipulated membership change (newcomer vs. not) and collective rewards (yes vs. no). Consistent with hypotheses, we found that group membership change contributed to group creativity only when groups had the chance to obtain collective rewards. The social influence of newcomers (as perceived by oldtimers) mediated the relationship between collective rewards and group creativity. This study thus shows that norm violations may have a bright side, and under certain conditions stimulate group creativity.

Beersma & Dijkstra
The Dark and Bright Side of Gossip in Groups.

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

Stamkou, Van Kleef, Homan, Gelfand, van de Vijver & van Egmond
Rising to Power or Falling from Grace: Cultural Tightness and Collectivism Moderate Responses to Norm Violators.

Power increases people's tendency to violate norms, but how do norm violations affect a person's power position? On the one hand, norm violations may evoke moral outrage in observers, which may lead them to withhold power from norm violators. On the other hand,
norm violations may signal power, which may lead observers to afford power to norm violators. We addressed this paradox by considering the cultural context within which the norm violation occurs, focusing on the dimensions of tightness-looseness and individualism-collectivism. Tight (rather than loose) cultures value conformity and social order; collectivist (rather than individualist) cultures value fitting in the group and respect for group norms. We therefore hypothesized that cultural tightness and collectivism moderate reactions to norm violators. We presented 2368 participants in 19 countries with a vignette of a person who either violated or followed the rules. In more individualistic countries norm violators were considered more powerful than norm abiders and evoked less moral outrage, whereas in more collectivistic countries norm violators were considered less powerful and evoked greater moral outrage. Moreover, respondents in tighter countries were less willing to afford power to norm violators. Considering the role of culture thus helps to understand when norm violators rise to power or fall from grace.

Parallel Session 2, Thursday December 10th, 15:30 - 16:30

Thematic session: Power & Pride
Room: D.009

Knegtmans, Van Dijk & Mooijman
The Impact of Power on the Evaluation of Offensive Jokes

Humor is a psychological state that involves both the emotion of amusement and the tendency to laugh and can be elicited, for instance, by jokes that aim to make fun of other people (e.g., jokes about the disabled, elderly or specific racial groups). Although (perhaps) humorous, such jokes can also be perceived as offensive and inappropriate, thereby potentially decreasing the extent to which jokes are perceived as funny. It remains unclear, however, which specific psychological factors influence the extent to which people find (potentially) offensive jokes funny. In two experiments we examined how a psychological state of high and low power—manipulated through an episodic priming task—affected participants’ evaluations of offensive jokes. Our findings indicate that occupying a powerful or powerless position matters for one’s sense of humor. As such, our results add an important contextual factor to the growing psychological literature on humor—that is, humor is not only a property of the joke but is also dependent on the psychological state of those who perceive the joke.
Pril & Lammers  
*Differential effects of power on social distance.*

Earlier research has found that power increases social distance (Lammers, Galinsky, Gordijn, & Otten, 2012; Magee & Smith, 2013), meaning that the powerful are more inclined to keep distance to others and engage alone in their activities. In the present line of three studies, we show that power can also decrease distance. Specifically, we test whether the relation between power and social distance is moderated by the power-relevance of the other person. In the first two studies (N = 98 and N = 99), we find that within a power dyad, high power persons feel less distant to their low power opponent than low power persons feel to their high power opponent. In a third study (N = 152), we use a full 2 (power) x 2 (relation-relevance) within-subjects design and find the predicted cross-over interaction. Specifically, where elevated power is related to increased distance to persons outside the power-dyad (compared to decreased power), this effect reverses for the person within the power dyad: high power persons perceived less distance to their power-opponents than low power persons. Future studies are planned to further substantiate this relation using game-theoretical approaches and investigate possible moderators and consequences of this perceived social distance.

Van Tol & Steinel  
*The Mix Matters (Particularly in a Cocktail Bar): The Effect of Asymmetric Power Dispersion and Social Motives on Team Negotiation Behavior.*

How does power influence group negotiations? Who is more likely to achieve win-win agreements, equal-power teams or teams dominated by a leader? Prior research yielded contradicting findings. On the one hand, equality was shown to be a prerequisite for integrative agreements (Giebels, De Dreu & Van de Vliert, 2000; Mannix & Neale, 1993). On the other hand, power differences were related to higher joint outcomes (Greer & Van Kleef, 2010; Van Knippenberg, Van Knippenberg & Wilke, 2001; Wei & Luo, 2012). Van Knippenberg et al. (2001) found that dyads with unequal power reached more integrative outcomes than equal power negotiators when motivated prosocially. The effect of social motives in negotiation is well-documented: Pro-social negotiating dyads reach higher joint gains than individualistic negotiators (e.g., Ten Velden, Beersma & De Dreu, 2007). The current research tests the prediction that in group negotiation, power differences amplify this effect: Having a group leader increases integrative performance in pro-socially motivated groups, but decreases it in individualistically motivated groups. One hundred three-person groups played a newly designed negotiation exercise, in which participants decided how to run a cocktail bar together. Results showed that groups with a leader achieved higher outcomes than groups without a leader, but only when motivated pro-socially. Individualistically motivated groups underperformed weather they had a leader or not, and individualistic leaders even exploited their fellow team members. These findings
have implications for team negotiations in organizations: Under pro-social motive, having a leader might lift negotiation outcomes for everybody!

Lange
*Risky status displays: How enviers level status with proud competitors.*

Humans can fulfill their fundamental desire for status by gaining prestige—respect for one’s skills—or by dominance—inducing fear. Pride displays serve as a means to communicate status. Authentic pride displays (success attributed to effort) lead to prestige conferral by observers, whereas hubristic pride displays (success attributed to talent) lead to dominance conferral by observers. I predict that observers’ lower standing should elicit a response to level the status difference: envy. As authentic pride is likable and conveys prestige, it should spur benign envy—motivating to enhance personal status. In contrast, as hubristic pride is less likable and conveys dominance, it should spur malicious envy—motivating to harm competitors’ status. This would constitute a social-functional relation of envy and pride in the pursuit for status. Five studies (N = 1622) support these predictions. In Studies 1 and 2, participants imagined a competitive situation. An authentic pride display of the successful competitor increased benign envy, whereas hubristic pride increased malicious envy. These effects were mediated via liking and status perception. Study 3 showed that in situ authentic and hubristic pride displays foster self-improvement (persistence on a task) and harming behavior (allocation of difficult items) in observers. Finally, Studies 4 and 5 revealed that publicly expressed schadenfreude following malicious envy in response to hubristic pride undermines dominance conferral to the proud person by observers. In sum, the evidence suggests a relation of envy and pride and shows how attempts to increase status via pride can backfire in the struggle for status.

**Thematic session: Culture**

**Room: F.002**

*Vu, Finkenauer, Huizinga & Krabbendam*

*The influence of three levels of individualism and collectivism on theory-of-mind.*

The research investigates if individualism and collectivism (IC) on three levels (country, individual, and situation) influences how one recognizes and understands mental states of another (theory-of-mind, or ToM). Collectivism entails having an interdependent self and placing group above personal concerns; individualism entails having an independent self and placing personal above group concerns. Collectivism, as opposed to individualism, might be associated with increased sensitivity to others’ thoughts and feelings. Students (N = 217) from individualism-representative (the Netherlands, n = 153) and collectivism-representative (Vietnam, n = 64) countries (Country IC) answered an individualism-
collectivism questionnaire (Individual IC) and were randomly assigned to an individualism-prime, collectivism-prime, or no-prime control task (Situational IC) before performing a ToM task. The task had 30 vignettes (trials) requiring comprehension of the characters’ thoughts (cognitive ToM), feelings (affective ToM), and of physical causality (non-ToM). Regarding Country IC, Dutch participants were overall more accurate and faster than their Vietnamese counterparts. However, Dutch demonstrated more accurate and faster performance only in cognitive ToM and non-ToM trials but not in affective ToM trials. Contrarily, Vietnamese were more accurate and faster in affective ToM trials than any other types of trials. Regarding Individual IC, internalized collectivism could not predict ToM performance; whereas, internalized individualism was a predictor of faster but not more accurate ToM, suggesting a task performance effect. Regarding Situational IC, collectivism-primed participants had more accurate and faster ToM in affective ToM trials than individualism-primed participants; there were no differences in other types of trials.

Van Grootel, De Leersnyder, Jasini & Mesquita

Twice as Cultural, Twice as creative? An Examination of the Link Between Biculturalism and Creativity in Minority Youth.

There is a well-documented attainment gap between minority and majority youth in Europe: In higher education, minorities are under-represented and in secondary school, they face higher risks of dropping out and of being placed in non-academic tracks. However, there is increasing evidence that immigrant minorities’ exposure to a host culture is associated with higher cognitive complexity, and therefore with higher creativity (e.g., Leung et al., 2008). Bicultural individuals’ exposure to different cultural perspectives may enable them to generate more creative and original ideas than majority members. Moreover, it may be expected that those minority members who engage more in the host culture display higher creativity than others. In the current research, we replicated the link between biculturalism and creativity in a Belgian sample of minority adolescents (n = 150). In addition, we extended the previous research by operationalizing exposure to the host culture in various ways: i) as self-reported tendencies to adopt the new culture’s customs and practices; ii) as the integration of different cultural identities, iii) as the use of majority and heritage culture languages in their daily life, and iv) as minority youths’ emotional fit with the host culture, which is a rather implicit way of measuring their engagement in the majority culture. Results indicated that all four of these proxies for cultural exposure, including aspects of bicultural identity integration, were linked to minority adolescents’ creativity and especially, to flexibility. If fully developed and acknowledged this may buffer minorities’ current disadvantaged positions in the educational system.
Akkus, Postmes & Stroebe  
Community Collectivism: operationalizing culture in terms of group processes.  

It is widely assumed that culture shapes individuals. Yet it has proven difficult to develop accurate measures of cultural differences. We argue that this is because traditional measures of cultural values focus mainly on individual perceptions, whilst culture is situated, established and maintained in communities. We developed a social-dynamic approach to culture, which suggests that values are a community’s tools for maintaining harmony whilst preserving individual agency. We propose that communities promote values of loyalty in order to preserve individual commitment, of honor to maintain norm compliance, and of hierarchy to maintain a division of labor. Also, individuals may differ in the degree to which they seek independent agency. We developed a new scale to measure these values, at the individual level (‘What do you value?’) and at the perceived community level (‘What does your community value?’), and validated it in three surveys (N=398;N=112;N=465) among Dutch (religious and non-religious), Turkish-Dutch, and Surinamese groups. Results show that, unlike individual-level measures of individualism/collectivism, this scale has excellent reliability, differentiates between cultural groups, and has predictive utility. Real-life validity and utility is demonstrated in a survey in Turkey (N=500) which examines attitudes towards the Gezi protests. Cultural differences, captured with our scale, predict a constellation of political attitudes and affective responses, which in turn predict respondents’ support for the protests and/or violent government repression. Together, these studies illustrate an approach that offers a new way of conceptualizing culture, a new measure of collectivism and new insights into the relation between individual and community.  

Vink, van der Toorn & Ellemers  
On Being Different: Effective and Inclusive Diversity Policies for Both Majority and Minority Group Members.  

Benefits of diversity (e.g., improved productivity and creativity) challenge organizations to include and accommodate differences in order to make minority group members feel included without criticizing or challenging majority group members. However, common diversity policies are often ineffective because they are perceived as unfairly advantaging minority group members, making organizations weary of employing or promoting them. We argue that especially competitive diversity polices tend to fail because people infer them to be zero-sum and as targeting only minority group members. We propose that communicating competitive policies might not be effective in creating feelings of inclusion in the organization and job outcomes. Communicating non-competitive diversity policies on the other hand, might be beneficial for both groups because they are not perceived to be zero-sum. To examine the validity of our reasoning, we conducted two studies. The first study showed that positive perceptions of a large Dutch service company’s diversity efforts were associated with enhanced felt inclusion and job outcomes among Dutch as well as
non-Dutch employees. The second study indicated that organizational communication about non-competitive diversity policies was associated with enhanced felt inclusion and positive job outcomes among both majority and minority group members. This was also found in the no-policy control condition as well as for majority group members when competitive policies were communicated as targeting both majority and minority group members. We conclude that communication about diversity policies might be helpful in enhancing feelings of inclusion and positive job outcomes as long as those policies are not competitive.

**Thematic session: Uncertainty & Risk**

**Room: A.212**

**Nohlen, Van Harreveld, Rotteveel & Larsen**  
*On the affective nature of attitudinal ambivalence: A facial EMG study on the role of choice and evaluative context in shaping affective responses to ambivalence.*

Attitudinal ambivalence represents a conflict of evaluations and has thus been suggested to elicit negative affect. Yet, evidence for this is inconsistent to date. Using facial EMG, we tested affective responses to ambivalent information. In a person perception task, participants were presented with positive, negative, or positive and negative information about different target persons. When participants were only exposed to the information without having to respond, ambivalent information elicits the same affective response as positive stimuli, participants showed more zygomaticus (positive affect) and less corrugator activation (negative affect) than to negative stimuli. When participants had to make a choice, ambivalent information elicited the same affective response as negative information. This was qualified by the possibility to resolve conflict in the choice situation, which positively affected facial muscle activation within 500ms after stimulus presentation. The current data contribute to the reconciliation of previously inconclusive results on affective responses to attitudinal ambivalence.

**Petropoulos Petalas, Vettehen & van Schie**  

Existing literature on the relation between economic news and the financial markets has put forward the assumption that news about the economy can shape financial decisions and as a result boost an economic crisis. However, a psychological account for this phenomenon is lacking. We present experimental data in support of the hypothesis that anticipating possible economic changes impacts individuals’ risk-taking choices, prior to any realized changes. Using a within-subjects design, messages about (positive or negative) possible changes in riskiness of future trials during a known decision-making game (BART task) had a
direct effect on risk taking of participants (N=40), in the absence of any actual changes. The effect was found significant for both the negative and the positive message conditions. Post-hoc testing suggested a stronger effect size for the case of negative messages. Further, analyses of reaction times indicated differences in behavioral performance, with negative anticipation eliciting slower reaction times for making increasingly riskier decisions. We discuss these findings in relation to the psychological concepts of anticipation and affect, next to the idea that especially negative news can have a major impact in the many small economic choices from ordinary citizens that, taken together as a whole, can result in macro-level financial bursts.

**Tan, van Prooijen & van Lange**  
*The Effects of Performing Rituals on Perceived Future Benefits Following Negative Outcomes versus Non-negative Outcomes.*

Inspired by threat-defense-compensation theoretical approaches (e.g. Jonas et al., 2014), and by empirical evidence suggesting compensatory effects of performing rituals on loss-coping (Norton & Gino, 2014), the current research sought to demonstrate that performing rituals can help people compensate for negative outcomes by affirming future benefits. Study 1 (N = 111) done in the lab revealed that participants who performed a ritual (versus a typing task) perceived more future benefits following a loss whereas they perceived less future benefits following a non-loss. In study 2 (N = 266), which was conducted via CrowdFlower, we asked participants to answer a newly created ritual scale (α = 0.90) and then recall the six most impactful life events (three positive ones and three negative ones; the recalling order of these two categories was counterbalanced) that happened in the past three years. We also asked them to rate the impact of each life event from extremely negative to extremely positive with a 100 point slider. Again, study 2 revealed that people who scored high (versus low) on the ritual scale perceived more future benefits when negative life events had strong negative impact on them, whereas people who scored high (versus low) in the ritual scale perceived less future benefits when the negative life events had no negative impact on them. These findings suggest that rituals help people cope with negative outcomes, but rituals may have detrimental effects on the value that people attribute to non-negative outcomes.

**Van der Wal, van Horen & Grinstein**  
*Temporal myopia in sustainable behavior when facing uncertainty.*

Environmental concerns increase rapidly due to the growing world population, consumption and globalization. The need to enhance sustainable behavior is therefore of paramount importance. However, we argue that sustainable behavior is particularly negatively influenced by uncertainty. Building upon life history theory, the rationale is that uncertainty leads consumers to focus on immediate outcomes more than future outcomes. Due to the
fact that sustainable behavior is strongly associated with future benefits, we propose that matching the temporal framing of sustainable behavior with the priorities of consumers during uncertainty—emphasizing the immediate benefits instead of future benefits—should buffer against the negative effect of uncertainty on sustainable behavior. In three studies we provided evidence for our line of reasoning. The first study showed that uncertainty leads indeed to less sustainable behavior compared to certainty. The second study found that temporal discounting mediated this effect, showing that uncertainty leads to higher levels of temporal discounting, which affected people’s sustainable behavior negatively. The third study revealed that emphasizing the immediate benefits of sustainable products during uncertainty could buffer against the negative effect of uncertainty on sustainable behavior. Hence, business and government that wish to promote sustainable (consumer) behavior need to emphasize the immediate benefits of sustainable behavior during uncertain times.

**Thematic session: Leadership & Work**

**Room: F.001**

**Jansen, Martinescu & Beersma**

*Are they talking about me? Gossip and social inclusion at work.*

Feeling socially included at work is vital for the well-being and performance of employees. People who feel included have been found to be more motivated and engaged in their work and to be less often absent. Accordingly, developing an understanding how inclusion perceptions come about is key. Recent theorizing suggest that people determine their inclusionary status by closely monitoring their social environment for cues that indicate whether they are accepted by their fellow group members. While these signals are often rooted in face-to-face interactions, in the present research we take another perspective by proposing that people could also infer their inclusionary status from cues that are not directly directed at them. In particular, we investigated how being gossiped about affects the extent to which employees perceive to be socially included at work. Adding to earlier work, we expected that being the target of gossip affects employees differently depending on the reason they are gossiped about (having fun, gather information, damage reputation or protect the group). To test our hypotheses we administered a questionnaire among 647 employees. Results indicated that the gossip motives had a different effect on inclusion perceptions. Gossip intended to damage one’s reputation was negatively related to inclusion, whereas the other gossip motives did not display a relationship with inclusion. Together, these results demonstrate that being gossiped about can strongly affect the well-being of employees and underline the importance of distinguishing between different motives to gossip.
People are often willing to administer costly sanctions. But why are they prepared to do so? One plausible explanation is that administering sanctions is beneficial to the sanctioner’s reputation. In the present paper, we investigate whether sanctioning is really (always) beneficial to a leader’s reputation. Moreover, we test whether rewarding is more beneficial than punishing. To measure reputation, we used the two dimensions of impression formation: warmth and competence. We predicted that both rewarding and punishing would benefit a leader’s reputation, but only when there would be certainty that the sanction was justified. Under uncertainty, we predicted that rewarding would be more beneficial than punishing. Method: Our experiment employed a 3 (reward vs no sanction vs punishment) x 2 (certainty vs uncertainty) between-subjects design. Participants observed a group task: Players A, B and C played a three-person social dilemma, while a leader could decide to punish or reward these players. Feedback indicated that Player A had cooperated and Player C had defected. In the uncertain condition, there was a 40% chance that these decisions were altered by the computer. In the reward condition the group leader rewarded Player A; in the no sanction condition the leader did not sanction; in the punishment condition the leader punished Player C. Next, participants evaluated the leader on warmth and competence. Results: Under certainty, the reputations of rewarders and punishers were similar and both were evaluated more positively than non-sanctioners. Under noise, however, rewarders were evaluated more positively than both non-sanctioners and punishers.

Veldman

Protecting women's upward mobility: The role of compatibility between gender and work identity.

Despite substantial changes, women are still underrepresented in various working fields and higher positions in organizations. We investigate possible vehicles by which supportive factors (e.g., support from colleagues and diversity climate) can buffer the upward mobility of women working in threatening male-dominated environments. In a study among officers at a European police force we investigated how gender diversity from an individual-within-the-team perspective affected male and female’s perception of their colleagues’ belief regarding the compatibility between one’s function as a police officer and gender. As expected, the results showed that women working in male-dominated teams perceived lower gender identity compatibility than women working in less male-dominated teams. Men’s perceived gender identity compatibility was not affected by the gender diversity of the team. Experiencing support from their team leader and colleagues and perceiving a positive diversity climate buffered this negative effect of identity threat for women,
increasing their perceived gender identity compatibility to the level of women working in less male-dominated teams. Additionally, police officers’ perception of their colleagues’ belief regarding their gender identity compatibility was positively associated with team identification. Previous research has shown that team identification plays an important role in work-related well-being, performance, and motivation, and consistent with this, the results of the current study show positive relationships with perceived performance, burnout symptoms, turnover intentions, job satisfaction, and motivation. These results show perceived compatibility between work and gender identity as one important vehicle by which supportive factors can buffer the upward mobility of women working in male-dominated environments.

**Lammers & Gast**  
*Stressing the Advantages of Female Leadership Places Women at a Disadvantage.*

Women are still underrepresented in higher levels of management and men hold the majority of leadership positions. Nonetheless, one often-heard claim in popular media is that because women have better people-centered leadership skills than men, women are a better match for the challenges of tomorrow’s business world, and women are therefore destined to take over society’s leadership from men in the near future. Three studies show that such claims about the stereotypical strengths of female leadership paradoxically maintain gender inequality, because they lead people to infer that the problem of female underrepresentation in leadership will solve itself. Specifically, they undermine support for affirmative action to resolve female underrepresentation in leadership (Experiment 1, N = 100, and Experiment 2, N = 150) and as a result reduce the likelihood that people preferentially hire women for high-ranking leadership positions (Experiment 3, N = 302). Together, these results show that although well-intentioned, stressing the strengths and advantages of female leadership for tomorrow’s leadership is counter-productive and paradoxically contributes to a perpetuation of gender inequality today.

**Thematic session: Relationships**  
**Room: C.017**

**Righetti, Gere, Hofmann, Visserman & van Lange**  
*The Burden of Empathy: Partners’ Responses to Divergence of Interests in Daily Life.*

Empathy has often been discussed as a beneficial process from which favorable individual and interpersonal experiences may be derived. The present work investigates whether empathy may sometimes be a burden rather than a benefit, under certain interpersonal circumstances. Specifically, we hypothesized that encountering situations of divergence of interests with a partner may cause discomfort, and that empathizing with one’s partner
would exacerbate this discomfort, resulting in higher levels of negative mood and stress that can affect relationship satisfaction. We tested these hypotheses using innovative experience sampling methodology in which both partners reported on their experiences in their natural environments. In support, we found that when people encountered divergence of interests with one’s partner, as compared to when they did not, they experienced higher negative mood and stress and, consequently, lower relationship satisfaction. These effects were intensified, rather than reduced, by empathy.

Kappen, Karremans & Dijksterhuis
Romantic partners cannot and do not have to be perfect. Mindfulness benefits relationships by promoting acceptance.

Even in healthy romantic relationships, people will inevitably experience negative emotions due to behaviours of their romantic partners. When that happens, people usually try to change their partner’s behaviour. However, attempts to change the other often cause relationship dissatisfaction. Mindfulness is a state of mind in which one embraces present moment experiences with an accepting attitude instead of trying to change experiences. Past research has shown that mindfulness increases relationship satisfaction. Here we show that this may be due to an increase in acceptance of the partner. In addition, we investigate whether heightened acceptance in one partner is reflected in the relationship satisfaction of the other partner. In a survey-based study we measured trait levels of mindfulness, acceptance of the partner and relationship satisfaction of partner A as well as perceived acceptance and relationship satisfaction of partner B. Results suggest that dispositional mindfulness in one partner is associated with relationship satisfaction of both partners. Moreover, this relationship was mediated by (perceived) acceptance of the partner. Relationship science literature has given little attention to the role of acceptance in promoting healthy relationships, whereas the mindfulness literature has neglected its potential influence on interpersonal relationships. Connecting these two areas yields insights into a promising approach of dealing with negative emotions in romantic relationships and allows a better understanding of the mechanisms behind the benefits of mindfulness.

Hendriks, de Bruijn, Meehan & van den Putte
Online and offline conversations about alcohol: Comparing the effects of familiar and unfamiliar discussion partners.

Although research has demonstrated that interpersonal communication about alcohol influences drinking behaviors, this notion has mainly been examined in offline contexts with familiar conversation partners. The present study investigated how communication mode and familiarity influence conversational valence (i.e., how negative or positive people talk) and binge drinking norms. During a 2 (offline versus online communication) x 2 (unfamiliar
versus familiar conversation partner) lab-experiment (N = 91), participants were exposed to an anti-binge drinking campaign after which they discussed binge drinking and the campaign. Binge drinking norms were measured one week before and directly after the discussion. Results revealed that conversations between unfamiliar conversation partners were positive about the campaign, especially in offline settings, subsequently leading to healthier binge drinking norms. We recommend researchers to further investigate the influence of communication mode and familiarity on discussion effects and we suggest that health promotion attempts might benefit from eliciting conversations about alcohol between unfamiliar persons.

Visserman, Righetti, Impett & van Lange
Thanks for making me happy! Perceived partner sacrifice motives and gratitude.

Gratitude is a powerful emotion, setting into motion a spiral of positive intentions and actions. However, little is known about how feelings of gratitude emerge, especially in a romantic context. The present research examined how feelings of gratitude are related to motives that underlie a partner’s decision to sacrifice his or her own preference to benefit the partner or relationship. More specifically, we looked at how perceptions that people have regarding their partner’s motive for sacrificing are related to gratitude in the perceiving partner. We expected that perceiving a partner’s sacrifice to be driven by the intention to especially benefit the other (i.e., make the other happy) should be positively related to gratitude, which could be explained by heightened feelings of partner support. Two studies among romantic couples, using diary studies (Studies 1 and 2) and couples’ conversation about a partner’s sacrifice in the laboratory (Study 2), consistently showed that feelings of gratitude only emerged when perceiving the partner’s sacrifice to be driven by a partner orientated motive (“to make you happy”), and was not predicted by perceiving either a relationship oriented motive (“to have a harmonious and satisfying relationship”) or a self-oriented motive (“to feel good about oneself”). Moreover, in both studies feelings of support mediated the association between the perceived partner orientated motive and gratitude. To conclude, gratitude toward one’s romantic partner’s sacrifices is not “a given” but only seems to emerge when perceiving a partner’s sacrifice to be motivated by especially wanting to benefit the perceiving partner.
Parallel Session 3, Friday December 11th, 10:00 - 11:00

Symposium: Economic and consumer behavior
Room: D.008

Noordewier & van Dijk
*Curiosity and Time: From Not Knowing to Almost Knowing.*

How does it feel to be curious? We reasoned that there are two sides to curiosity: not knowing something (i.e., information-gap) and almost knowing something (i.e., anticipation of resolution). In three experiments, we showed that time affects the relative impact of these two components: When people did not expect to close their information-gap soon (long time-to-resolution) not knowing affected the subjective experience of curiosity more strongly than when they expected to close their information-gap quickly (short time-to-resolution). As such, people experienced less positive affect, more discomfort, and more annoyance with lack of information in a long than a short time-to-resolution situation. Moreover, when time in the long time-to-resolution setting passed, the anticipation of the resolution became stronger, positive affect increased, and discomfort and annoyance with lack of information decreased. Time is thus a key factor in the experience of curiosity. Theoretical and practical implications will be discussed, as well as follow-up studies in the context of teaser advertising.

Evers, Imas & Loewenstein
*Hedonic Editing.*

Even though classical economic theories assume that people interpret outcomes in relation to the total wealth they possess, people instead appear to form “mental accounts” in which such outcomes are categorized. One of the predictions based on work on mental accounting is that people hedonically edit outcomes; gains are segregated while losses are integrated. Evidence supporting hedonic editing, however, has been very limited and has revealed mixed results. In four studies we show that hedonic editing depends on flexibility of categorization. More specifically, when outcomes clearly belong to the same category they will be integrated regardless of them being losses or gains. When outcomes are clearly members of different categories, both losses and gains are segregated. Crucially, only when category-membership is ambiguous, a difference emerges between gains and losses such that gains are segregated while losses are integrated.
Zeeelenberg

_Bored into Gambling._

Gambling has often been explained in cognitive terms. Although these cognitive explanations go some way in explaining why some games or some gambles are more attractive than others, they do not provide much insight into why people gamble in the first place. I propose that often people may gamble simply because they are bored, and the gambling provides them with an exciting distraction. We have recently started to study this. I report on 5 initial studies in which we induced state boredom and allowed people to gamble. We found that bored people gamble more, but also that offering alternative ways for coping with boredom may prevent people from gambling.

Ruiter

_Changing behavior needs understanding, but understanding is not changing: An Intervention Mapping approach._

Most of social psychology research is focused on the understanding of human behavior in its social context. This knowledge provides an important basis for behavior change interventions. However, notions on behavior change interventions often build on a poor scientific approach that ignores the available and vast knowledge and expertise base on successful behavior change. The aim of this presentation is to introduce Intervention Mapping (IM), a planning process for the systematic development of theory- and evidence-based behavior change interventions. Intervention Mapping consists of six steps of change program development and evaluation: needs assessment, program objectives, methods and applications, program development, planning for program implementation, and planning for program evaluation. Examples from the domains of health and safety are provided to illustrate the activities associated with these steps. These examples will illustrate the need to consider behavior change as a scientific field in itself.

**Thematic session: Food**

**Room: D.108**

_Lindner, Papes, Zandstra, Dijksterhuis & Smeets_

_Simulations of consumption situations make food attractive._

Despite good intentions to eat healthily, unhealthy food is often preferred over healthy food. Taking a grounded cognition perspective, we hypothesized that consumption situations, including social settings, constitute an important part of the representations of food concepts, and that simulating (i.e., re-experiencing) these makes especially unhealthy food attractive. We tested this by examining whether simulations of consumption situations
(with whom, when, why, how it feels, etc.) get triggered when individuals are motivated to eat especially unhealthy foods. In a feature listing task, 116 participants (mean age = 42 years, SD = 13.63) either received the instruction to produce typical features of healthy and unhealthy food, or features of the food that would make them want to eat it. These features were then systematically coded as reflecting consumption simulations if they referred to the sensory system, context, action, or to immediate consequences of eating the food. As predicted, unhealthy foods triggered more consumption simulations than healthy foods (52% vs. 40%). Additionally, focusing on the motivation to eat a food product increased the production of consumption simulation features (53% vs. 38%), especially for unhealthy foods (61% vs. 42%). Results further showed that when wanting to eat a food product, participants mainly simulated the context of consuming the food (e.g., the social setting) and the immediate positive consequences (e.g., bodily consequences). We suggest that presenting food products in a relevant consumption context (e.g., with friends) can enhance product attractiveness compared to presenting foods without these context features, which a pilot study confirmed.

**Becker, Jostmann, Hofmann & Holland**

*Torn: emotional and motivational consequences of self-control conflict.*

In daily life, many people experience self-control conflicts (e.g., feeling tempted to indulge while motivated to restrain). Self-control conflict appears to have positive consequences because it increases the likelihood of people acting in accordance with their self-control goals (Hofmann et al., 2012; Myrseth & Fishbach, 2009). However, some studies suggest that self-control conflict is affectively aversive (Driesbach & Fischer, 2012; Inzlicht, et al., 2015), and it is not yet clear how this general negativity of self-control conflict influences further evaluative and motivational processes. Therefore, the present studies investigated its immediate consequences on people’s evaluations of their behavior (self-control success vs. failure), and (self-control) emotions. To do that, participants first made a choice between a relatively more and less healthy meal option (in the lab, online, and in the field), before we measured their evaluations and emotions. Across three studies (total N = 750), we found correlational evidence for the proposed link between self-control conflict and negativity: the more difficulty participants experienced during their choice (a proxy of self-control conflict), the more negative the evaluation of their choice, and the more negative and uncertain participants felt in general. Importantly, those effects applied when choices were considered self-control failures (i.e., unhealthy option) as well as successes (i.e., healthy option). Especially the latter finding is of interest – and of potential concern – since it suggests that difficult self-control successes could harm goal-progress. We will end by discussing under which circumstances difficult self-control success could potentially have more positive consequences.
Gillebaart, Schneider & De Ridder
*Effects of Trait Self-Control on Response Conflict About Healthy and Unhealthy Food.*

Self-control refers to inhibiting impulsive, unhealthy behaviors and initiating healthy, desired behaviors. While self-control is essential in health, well-being, and performance, self-control success remains somewhat of a mystery. Differences in dynamics of response conflict (e.g., candy vs. health) could be how high trait self-controllers achieve self-control success. The current studies aim to shed more light on the mechanisms of self-control by focusing on the resolution of response conflict as a key component in self-control success. Trait self-control was measured, and participants reported on the magnitude of response conflict they experienced about healthy and unhealthy foods in Study 1. The response conflict process was assessed in Study 2. While participants moved healthy and unhealthy food pictures to positive/negative categories, their computer mouse movements were recorded. These movements reflected extent and course of the response conflict. Self-report results revealed that evaluative response conflict about food items was smaller for people high in trait self-control. Study 2 revealed that although response conflict was present for both people high and low in trait self-control, people with higher self-control identified and resolved conflicts faster than people with lower self-control. Thus, trait self-control seems to be not so much associated with differences in the presence or size of the response conflict per se, but the process of solving the response conflict is more efficient for people with higher levels of trait self-control. Taken together, these results provide insight into what makes people with high trait self-control successful, namely, how they handle response conflict.

Keesman, Papes, Aarts & Häfner
*Unaffected by aversive and rewarding thoughts: A decentering training prevents negative affect and food craving.*

Mindfulness-based interventions are frequently being implemented for the relief of stress, mood disorders, and craving for food and alcohol. One of the components of mindfulness practice that mediates these beneficial effects on well-being is decentering. Decentering can be defined as the insight that thoughts and experiences are transient in nature and do not necessarily reflect the self. Three within-participants experiments were conducted to gain a better understanding of its psychological mechanism. Participants were trained to apply a decentering and control perspective to their experiences. Importantly, during these experiments no mention was made of mindfulness, decentering, or meditation. In Experiment 1 and 2 participants recalled unpleasant memories, which triggered strong negative affect when applying the control perspective. In line with the hypotheses, this negative affective reaction was absent when applying decentering. In Experiment 3 participants recalled a tempting but unhealthy food, and similar patterns were found for food craving. Furthermore, participants reported their thoughts and experiences, and how
they related to them. The content of experiences was highly similar in both conditions, and strongly related to interacting with or consuming the object in mind (e.g. “sweet taste”). However, strong differences between perspectives were found for the perceived subjective realism of the experiences (e.g. “as if I was eating it now” for the control perspective vs. “just fleeting mental states” for decentering). These experiments provide empirical support for the application of mindfulness-based interventions for dealing with aversive and rewarding experiences. This work additionally offers a window into the psychological mechanism of decentering.

**Thematic session: Politics**

**Room: D.118b**

**Fleischmann, Lammers, Stoker & Garretsen**

*Wearing Glasses Increases Election Success.*

Does wearing glasses help or hurt politicians’ election outcomes? Politician’s appearance is crucial for their election success, but most research has focused on unchangeable features. Glasses, on the other hand, can easily be added, and are known to increase perceived intelligence (but also to lower attractiveness). In our studies, we focused on the following three questions: Can glasses be used to help win an election? Do they have a different effect depending on political situation? And may glasses backfire, if people become aware that they are used for presentation purposes? In Study 1, participants (N = 203) were more likely to vote for politicians with (photoshopped) glasses (d = .29) in a mock election paradigm. In Study 2 (N = 200), glasses again positively impacted voting decisions, but only when participants believed that the country was in a situation of peace, requiring deliberation (complex legislative problems, d = .25). When the country faced a war situation, requiring decisiveness (a neighboring country threatened to attack), the effect disappeared (d = .04). To test whether the effect held if participants became aware of the (effect of) glasses, in Study 3 (N = 202), participants judged a spin doctor’s advice to a politician to wear glasses. Even though participants were aware that the glasses were only there for self-presentation, they nonetheless indicated that they would rather vote for a politician with glasses (d = .57). Taken together, these results demonstrate that glasses can boost electoral success.

**Pereira & van Prooijen**

*Support for dissidents’ freedom of speech as a function of attitude towards democracy.*

Democracy has become an ideological belief system, providing value and legitimacy to democratic groups and their actions. In line with research showing that people sometimes bend their justice judgments in order to protect this belief system, the present research examines how attitudes towards democracy influence support for democratic rights.
Freedom of speech is considered a founding principle of democracy and is strongly supported; but is it always the case? A critical test is whether dissident opinions are also granted freedom of speech. This talk will present findings showing that support for freedom of speech of a deviant group is, indeed, increased as a function of one’s support for democratic principles, but is conversely decreased as a function of one’s endorsement of democracy as a value and one’s critical stance towards democracy. Hence, under threat, valorizing democracy can trigger defense mechanisms which ironically undermine democratic founding principles.

Van der Bles, Kanis, Otjes & Postmes

Zeitgeist predicts protest voting.

What motivates people to cast a protest vote for extreme right- or left-wing parties? We suggest one factor might be perceiving society to be in dire straits, independent of one’s own situation. Such a negative collective view of the current state of society can be conceptualized as a pessimistic Zeitgeist (Van der Bles, Postmes, & Meijer, 2015). The present research, conducted during the Dutch Provincial elections in March 2015, investigates whether Zeitgeist predicted (protest) voting. In addition, we investigated whether a negative Zeitgeist itself was predicted by media consumption and education level. In three cities in the Netherlands, 407 people filled in a questionnaire at a polling station just after they voted. The results showed that reading a populist media and watching commercial TV news services was associated with a more pessimistic Zeitgeist. Lower education levels were also associated with a pessimistic Zeitgeist. Pessimistic Zeitgeist in turn predicted voting for populist parties (the right-wing PVV and left-wing SP). These findings indicate that there is variability in people’s collective perception of what society is, and that this variability can be explained by the social environmental factors. Moreover, this research suggests that such perceptions of collective pessimism about society are consequential: they motivate people to vote in protest.

Stoeckart, Strick, Kakebeeke, Bijleveld & Aarts

Do implicit motives affect the democratic process?

The founding principle of democracy is that it can promote prosperity and social harmony by giving the people what they want. Notably, what people want comprises not just what they say they want, but also implicit motivational wants that people are themselves unaware of. These implicit motives are non-conscious tendencies to experience particular incentives as rewarding and operate as important predictors of what people ultimately want and are likely to enjoy. The implicit affiliation motive, for example, relates to a preference for social harmony, whereas the implicit achievement motive is more related to a preference for prosperity. Here, we examine whether the democratic process takes these implicit motives into account. Four studies indicated that the answer to this question is yes,
as people are more likely to positively evaluate, agree with and vote for politicians intent on fulfilling motivational wants that match people’s implicit motives. Explicitly measured motives, conversely, did not predict these outcomes. These results indicate that what people want on an implicit level affects the democratic process through the evaluation and selection of politicians and policies intent on giving the people what they ultimately want, even when they don’t know they want it.

**Thematic session: Interpersonal & Intergroup processes**

**Room: F.002**

**Faber & Jonas**

*Perspective switching in interactive settings.*

Perspective taking has been argued to be a key factor in successfully participating in social interactions. Indeed, it has been shown how observers voluntarily take the perspective of an actor (allocentric perspective taking) who is simply present, or performing object-directed actions. Even though these tasks elucidate the social function of perspective taking, so far settings have been used that constrain the interactive nature of these settings (e.g., in which the observer takes a passive rather than active role). We predicted here that perspective taking is facilitated when observing others perform manual actions but is less functional when a complementary request is observed which requires responding from a first-person (egocentric) perspective. Two studies are presented here using a spatial perspective task in which perspective taking is manipulated either implicitly (Study 1) or explicitly (Study 2). Results confirm our prediction and show an egocentric interference effect for interactive settings relative to settings in which an actor performs an object-directed action but only for the explicit and not the implicit task. We show that instead of an increase in perspective taking in interactive settings, perspective taking actually decreases when responding is facilitated from an egocentric perspective.

**Snoek, Oosterwijk, Rotteveel, Barrett & Scholte**

*Shared states: Using MVPA to explore neural overlap in emotion imagery and emotion understanding.*

To navigate the social world successfully it is crucial to understand other people. But how do people generate meaningful representations of other people’s actions, sensations, thoughts and emotions? The dominant view assumes that representations of other people’s experiences are supported by the same neural systems as those that are involved in generating experience in the self. In this talk I present a neuroimaging study that investigated this claim, by testing whether the neural patterns that support self-imagined experience are directly involved in understanding the experience of other people.
Participants imagined the content of short sentences describing actions, interoceptive sensations and emotional situations (self-focus task), and processed scenes and focused on how the target person was expressing an emotion, what this person was feeling, and why this person was feeling this (other-focus task). Using multivariate pattern analysis (MVPA), we isolated patterns that successfully decoded whether participants were imagining an emotional action (e.g., “pushing someone away”), interoceptive sensation (e.g., “an increased heart rate”) or situation (e.g., “alone in a park at night”). Then, we demonstrated that these patterns also successfully decoded whether participants focused on how someone else expressed his/her emotions (action) or why someone else felt an emotion (situation). These findings support the theoretical assumption that the basic components of emotion experience and understanding share resources in the brain.

Jansen, Dotsch, Wigboldus, Jack, Gill & Garrod

Minimal group effects on dynamic facial trustworthiness: A data-driven approach.

After a single glance at a face, people can make consensual judgments of personality traits like trustworthiness. Although researchers have identified the facial features predictive of trustworthiness evaluations, the top-down influence of group membership on these evaluations remains largely unknown. Moreover, as yet, studies mostly focused on static facial features, whereas faces in real life are dynamic. The current study investigated the influence of minimal groups on the dynamic facial features predictive of trustworthiness judgments. It used a data-driven methodology combined with a unique computer graphics platform to allow participants to visualize their mental representations of dynamic trustworthy faces. Thirty-two participants performed a dot estimation task in which they estimated the amount of dots on 12 slides. Participants received feedback on being underestimators or overestimators. As with all minimal group paradigms, in reality the allocation to these groups was at random. Next, participants completed 2304 trials of a dynamic reverse correlation task. On each trial, participants evaluated on trustworthiness a digitally animated, randomly generated facial expression portrayed by either an underestimator or overestimator face. Their judgments were used to build models, visualized in animations, specifying what dynamic facial trustworthiness looked like for ingroup and outgroup members. The resulting animations were evaluated on trustworthiness by an independent group of 80 raters and these ratings were predicted by group membership (ingroup/outgroup). Results indicated that outgroup members need to portray more trustworthiness related facial cues to be evaluated as equally trustworthy as ingroup members. No group effect was found for evaluations of untrustworthiness.
Despite people’s need to affiliate to social groups, there is also ample evidence of movement between groups, such as from low to high status positions within organizations, from being young to being old. Such perceived possibilities of movement between groups, referred to as permeability of group boundaries, are considered a key factor in explaining intergroup relations. However, so far there exists no consistent, theoretically based, measure of this concept. For example, studies on permeability do not distinguish between perceptions of access to the higher status group (e.g., a woman taking on a high status position within a company) or physical access to, becoming a member of, another group (e.g., a German taking on Dutch nationality). We argue that such distinctions are essential to understanding perceived intergroup relations (e.g., identification, action tendencies) and distinguishing different types of groups. The present research develops and validates a scale of perceived permeability. We propose a conceptualization of permeability that distinguishes physical versus status permeability. As predicted, these permeability perceptions were differentially associated with identification and action tendencies. Moreover, we were able to categorize different types of social groups: innate groups (i.e. women, and ethnic minorities) had lower perceptions of permeability on the physical dimension but perceived permeability to be higher on the status dimension than groups without innate characteristics (i.e. obese and lower educated people). Our scale provides the field with a measure of permeability that can be used to examine mean levels and correlates of permeability perceptions across different types of social groups.

**Parallel Session 4, Friday December 11th, 13:30 - 14:30**

**Thematic session: Emotion**

**Room: D.008**

**Sauter, Crasborn, Eisner & Haun**

*Human emotional vocalisations can develop in the absence of auditory learning.*

Emotional expressions are an important means of communicating our emotional states to others, but little is known about the origins of these emotion-expression links; Are emotional expressions based on innate mechanisms, or do they depend exclusively on learning? Here we test whether nonverbal affective vocalisations such as screams and laughs, produced by congenitally deaf adults, contain emotional information that is recognisable to naïve listeners. As these deaf individuals have had no opportunity for auditory learning, the presence of such an association would imply that mappings between emotions and vocalisations are buffered against the absence of input that is typically
important for their development, and thus at least partly innate. Vocalisations were elicited from 8 congenitally deaf individuals and 8 matched controls, and tested in a forced-choice recognition task with 25 participants. Our results show that naive listeners can reliably infer many emotional states from nonverbal vocalisations produced by deaf individuals. In particular, deaf vocalisations of fear, disgust, sadness, amusement, and relief were recognised at better-than-chance levels. Our results suggest that there is an innate component to the associations between some human emotions and vocalisations.

De Groot, Smeets & Semin

Rapid stress system drives chemical transfer of fear from sender to receiver.

Humans register another person's fear not only with their eyes and ears, but also with their nose. Previous research has shown that being exposed to the body odor of a fearful individual (sender) was sufficient to induce fear in a recipient. The odor of fearful individuals appears to have a distinctive biochemical signature (chemosignal) that can be produced relatively rapidly, driven by a physiological process that has remained unexplored in previous research. Notably, the apocrine sweat glands in the armpit ostensibly responsible for chemosignal production contain adrenalin-receptors. We therefore expected that the release of adrenalin through activation of the fast stress system (i.e., the sympathetic-adrenal-medullary system) is what drives the release of fear sweat, rather than activation of the slower stress response system (i.e., the hypothalamus-pituitary-adrenal axis). To test this assumption, armpit sweat was sampled from eight participants that enrolled in a donor study with three conditions: baseline, fast stress, and slow stress. Compared to the baseline and slow stress condition, participants had higher heart rates and produced more armpit sweat in the fast stress condition. Importantly, exposure to sweat sampled in the fast stress condition induced in receivers (N = 31; double-blind within-subjects design) a simulacrum of the 'fearful' state of the sender, evidenced by the emergence of a fearful facial expression (facial electromyography) and vigilant behavior (i.e., participants became faster in classifying emotional facial expressions).

Heerdink, Van Kleef, Koning & Van Doorn

Acculturation with emotions: Learning about norms by observing moral emotions.

Through their intimate connection to moral values, expressions of anger and disgust indicate that members of a specific group, society or culture consider the eliciting event a violation of a specific moral principle. Thus, an observer may infer moral principles and norms from an interaction in which one group member’s behavior is followed by the expression of anger or disgust by another group member. And because anger and disgust are linked to different moral values, observing anger may lead to a qualitatively different norm than observing disgust. We tested this idea from the third-party observer's perspective, and measured the relative strength of inferred injunctive and ‘ideal’ (what is
approved of; Codol, 1975) norms following angry and disgusted reactions to behavior. Study 1 shows that a stronger norm against using sugar in coffee is inferred if disgust is expressed by a prototypical group member rather than a peripheral member. Study 2 contrasts expressions of anger and disgust about smoking marijuana, and shows that anger leads to a relatively stronger injunctive norm, whereas disgust leads to a relatively stronger ideal norm. Finally, Study 3 shows that anger and disgust differentially affect moral concerns and norm inferences if they are accompanied by a general statement (“You shouldn’t do that”), but not by a personal statement (“I don’t want you to do that”). Together, these studies show that expressed moral emotions may be considered a device for acculturation, as they teach observers what is approved of, and what is disapproved of by groups.

**Eismann, Scheepers, Wennekers & Holland**

*Prejudice and emotions: How the situation triggers unique physiological responses toward different out-groups.*

Prejudice is often defined as the negative feelings people may have toward people from groups other than their own. More specifically, research suggests that concrete emotions underlie prejudice towards different out-groups. In the Netherlands, explorative research findings link prejudice against people of Moroccan descent with feelings of fear toward this group. In order to further assess the link between prejudice and specific emotions, we tested whether a situation that generally evokes fear, i.e. darkness, would result in heightened emotional responses to people of Moroccan descent. We investigated this hypothesis by measuring physiological responses (i.e., skin conductance level, heart rate, heart rate variability and finger temperature) of 59 Dutch women while they were viewing pictures of men from Moroccan, Chinese and Dutch descent in either a dark or light room. Results indicated that in the dark, compared to the light, participants reacted with reserve to both people of Moroccan and Chinese descent, as compared to Dutch men. A drop in finger temperature revealed this general out-group effect. Interestingly, level of darkness only affected skin conductance levels in response to Moroccan men, but not to Chinese or Dutch men. This finding underscores the link between prejudice toward people of Moroccan descent and the emotion of fear. The results of heart rate and heart rate variability were inconclusive – probably due to the passive nature of the task. Results are explained in terms of an embodiment perspective of prejudice.
Symposium: Looking for prejudice where it doesn’t belong
Room: D.009

Van Prooijen & Krouwel
The Rigidity of the Extremes.

A dominant perspective in political psychology is the “rigidity of the right” hypothesis, which asserts that right-wing political ideologies are characterized by fear, a propensity to derogate outgroups, and intolerance of different viewpoints. This perspective was challenged recently, however, by both empirical research and macro-political developments (e.g., the Greek crisis and the rise of the extreme-left Syriza party). Here, we propose an alternative perspective, namely the “rigidity of the extremes”. According to this perspective, fear makes people search for epistemic clarity—which they find in the relatively extreme political currents within a society that offer simple solutions for complex problems. In a large-scale sample (N = 7,553) we found a quadratic effect indicating that both the left- and the right-extreme were more fearful of current political and economic developments. Moreover, the left- and right-extremes both derogated a larger number of societal groups than moderates, a finding that was mediated by socio-economic fear. In another sample (N = 409) we found a quadratic effect of political ideology on intolerance, indicating that the left- and right-extremes both are less inclined to accept viewpoints that differ from their own. In a final study (N = 188) we randomly assigned participants to conditions in which they described a political belief that they endorsed either strongly or weakly. Strong political beliefs elicited more intolerance about different viewpoints than weak political beliefs. Our conclusion is that extreme political beliefs—at both sides of the spectrum—are associated with fear, derogation of outgroups, and intolerance.

Van der Toorn
Glorifying the Nation: System Criticism, Injustice and Dependence Increase Patriotism among Liberals.

National attachment has been linked to hostile attitudes toward other groups, such as prejudice and xenophobia, and tends to be more strongly exhibited by conservatives than liberals. The question of where these ideological differences in national attachment stem from, however, has been inadequately addressed. Drawing on theories of system justification and political ideology as motivated social cognition, we proposed that increased patriotism is one means of satisfying the system justification goal. Thus, we hypothesized that temporarily activating system justification motivation should raise national attachment among liberals to the level of conservatives. Three experiments conducted in New York, Arkansas, and Wisconsin support this hypothesis. In the first two experiments, liberals exhibited weaker national attachment than conservatives in the absence of system
justification activation, consistent with prior research. However, exposure to system criticism (Experiment 1) and system-level injustice (Experiment 2) caused liberals to strengthen their national attachment, eliminating the ideological gap. Using a system dependence manipulation in Experiment 3, this pattern was conceptually replicated with respect to patriotism but not nationalism. Thus, chronic and temporary variability in system justification motivation helps to explain when liberals and conservatives do (and do not) differ in terms of national attachment and why. Implications of these findings for the study of prejudice will be discussed.

**Brandt**

*Bound Openness.*

Openness to experience has long been associated with an openness to new people, places, things, and ideas. A common finding, confirmed by meta-analyses, is that people relatively high in openness are more tolerant and less prejudiced than people low in openness. I will suggest that tests of the association between openness to experience and tolerance have been incomplete because they are primarily focused on prejudice toward unconventional target groups. Across four studies (N = 7932) I test (a) the individual difference perspective, which predicts that because people who are high in openness are more open to diverse and dissimilar people and ideas, they will express more tolerance than people who are low in openness and (b) the worldview conflict perspective, which predicts that people high and low in openness will both be intolerant toward those with different worldviews. In representative (Studies 1 & 2), community (Studies 3 & 4), and student (Study 3) samples, using both conventional and unconventional target groups, I find support for an integrative perspective. People high in openness do appear more tolerant of diverse worldviews compared with people low in openness; however, at the same time, people both high and low in openness are more intolerant of groups whose worldviews conflict with their own. These findings suggesting that openness is bounded by the worldviews of the target groups and highlight the need to consider how individual difference variables and features of the target groups may interact in important ways to influence the expression of prejudice.

**Kuppens, Spears & Manstead**

*Is higher education related to tolerance and moral enlightenment?*

Higher educated people have long and often been thought to be more tolerant to out-groups than less educated people are. Indeed, higher educated people report more support for egalitarian values and principles of tolerance, and they express less negative attitudes towards ethnic minorities and immigrants. This education effect has been claimed to be due to the liberalizing effect of education itself, or to the fact that both education and tolerance are predicted by inter-individual differences in intelligence. I present a series of studies that cast doubt on this moral enlightenment hypothesis. First, in a representative sample higher
educated people did not differ from less educated people in their level of implicit racial attitudes, indicating that higher educated people are more likely to be aversive racists. Second, three experiments showed that higher educated people do express negative attitudes towards immigrants when these immigrants pose a threat to their own job opportunities. This suggests that existing educational differences in attitudes towards immigrants and ethnic minorities are due to the fact that most of these groups objectively form a bigger threat to less compared to higher educated people (the labor market competition hypothesis). Third, three studies show that regarding attitudes towards education-based groups, the higher educated show more in-group bias than the less educated. Clearly, the supposed tolerance of the higher educated does not generalize to all circumstances. We conclude that the moral enlightenment hypothesis is not an adequate explanation for the positive relation between education and tolerance.

**Thematic session: Public support & Collective action**

**Room: C.217**

**Wermser, Van Zomeren, Pliskin & Halperin**  
*Towards a better understanding of activists’ enduring engagement in collective action: A core motivations approach.*

Theory and research on collective action (e.g., joining a mass demonstration) has primarily focused on occasional participants of collective action. Less is known about whether enduring activism is predicted by the same core motivations as occasional collective action (revolving around identification, efficacy, and emotions; Van Zomeren, 2013). We propose that activists are both like and unlike non-activists when it comes to their motivation to act: They are driven by the same core motivations, but these are transformed to meet the unique politicized self and social reality of activists. In two survey studies on the core motivations for Israeli peace activists (Study 1) and US-American social justice activists (Study 2), we indeed found that the key predictors of activism are politicized identification, empowerment and anger. The second study further showed that politicized identification mediated the effects of empowerment and anger on enduring activism. Taken together, our research suggests that although enduring engagement in collective action is grounded in the same core motivations for collective action, they require a ‘politicized’ translation.

**Alvarez, van Leeuwen & van Vugt**  
*Empowering the poor: A study of the psychological consequences of receiving Conditional Transfer aid among recipients in Panama.*

Several programs are put forward to reduce poverty level worldwide. Although help is many times needed and positive for the recipients, receiving long-term aid could lead to
Dependence on aid. One program that had been active in most developing countries is the Conditional Transfer Program (CTP). CTP provides incentives to poor households in return of certain receivers’ actions. Studies have shown that CTP contribute to an increase on students’ school attendance and reduced child labor, however, its effectiveness and impact on recipient’s psychological reactions are largely unknown. Although CTP programs aim to finish, to date none of the beneficiaries had achieved financial independence. We investigated the psychological consequences of receiving either cash or vouchers with a sample of Ngôbe-Buglé Indigenous help recipients who live in extreme poverty in Panama (N = 154). Recipients could receive either $50.00 cash per month or the equivalent to $50.00 per month in vouchers that could be used in local shops to acquire food or products for the household. Results showed cash recipients experienced more autonomy than voucher recipients. Moreover, receiving cash lead to more empowerment, which in turn lead to more personal change believes, family change believes and life improvements of recipients. The findings of this study highlight important psychological consequences for recipients of this program, and provide recommendations on how to shape help offers to improve recipients’ welfare.

Kutlaca, van Zomeren & Epstude

Perceived Value Violation Motivates General Public Support for Those Suffering from the Groningen Earthquakes.

Perceiving important values to be violated may lead the general public to become motivated to act in solidarity with disadvantaged groups in society. Although the experience of value violation plays an important role in motivating social change among the disadvantaged, little is known about what motivates the general public. We therefore conducted three experimental studies, all in the context of gas extraction-induced earthquakes in the province of Groningen, where we asked members of the general public to imagine experiencing an earthquake (either alone or with their family and friends), and instructed half of them to think about how this situation violates their important values. We differentiated between those not at future risk (e.g. students in Twente) and the ones who might be (e.g. inhabitants of the city of Groningen, who may experience earthquakes in the future). Among the unaffected population (Study 1, N=77) we found that perceived value violations increased the perceived unfairness of the situation, but did not increase support for policies to stop further gas extraction. However, among the potentially affected (Study 2, N=90), perceived value violations increased the extent of which participants felt affected and policy support. Study 3 (N=176) replicated the findings on perceived affectedness and policy support, but only in the earthquake context where the participants were in future risk of being objectively affected themselves, but not when they thought about a more distant context (e.g. the risk of nuclear disaster in the south of the Netherlands).
Ter Mors

Monetary compensation can increase public support for the siting of hazardous facilities.

One of the problems with the siting of energy-related facilities such as wind parks and carbon capture and storage is that the benefits are usually at the regional or national level, whereas the perceived costs are local (e.g., concerns about safety, declines in property values). This imbalance in costs and benefits may instigate public opposition to energy projects. The offering of compensation can be used to prevent or resolve siting controversies. Previous research has shown that monetary compensation tends to be rather ineffective and may backfire for facilities that are perceived to be hazardous. The current research shows that the offering of cash to communities can be useful to prevent or solve controversies regarding the siting of hazardous facilities as long as it is ‘rhetorically redefined’ as having sacred (moral) rather than merely secular (non-moral) value. The results of three experiments confirmed our predictions. People were more supportive of the decision to accept a hazardous facility in a community when monetary compensation was (versus was not) rhetorically redefined as having sacred value. This effect was (partially) mediated by the perceived commensurability of the compensation offer and the risk associated with the facility (Experiments 1–3) and experienced emotion (Experiment 3). Furthermore, the effect was quite robust: It was neither affected by the explicitness with which the decision-making authority had considered the monetary value of a human life, nor by the height of the compensation offer, nor by how the decision-making authority had justified its decision.

**Thematic session: Self & Social Context**

**Room: C.323**

Robbe, van Laar, Derks & Illes

I’m not old! Positive and negative effects of age-related stereotypes on health intentions in people as they age.

The present research examined whether stereotypes about the elderly affected intentions to use assistive devices, intentions to hide age related changes and intentions and attitudes toward remaining fit and youthful. As we live in an aging society, it is important to examine the quality of life of the elderly and how to manage the decline in physical health as we age. The health and wellbeing of the elderly can be vastly improved by the use of assistive devices. However, assistive devices are associated with negative stereotypes about the elderly. We examined the effects of positive and negative self-stereotypes, personally held stereotypes and beliefs of socially held stereotypes about the elderly on the use of assistive devices. We expected positive stereotypes to have helpful effects and negative stereotypes to have harmful effects. The results (controlling for health status) show that negative
Stereotypes have a greater impact on behaviors and intentions than positive stereotypes. Negative self-stereotypes harmed intentions and attitudes toward keeping fit and youthful. Also, negative self-stereotypes appear to cause people to give up on trying to remain young, whereas negative personal and social stereotypes encouraged people to try to avoid becoming like the stereotype. Positive self-stereotypes and beliefs of positive socially held stereotypes of the 65+ meanwhile had helpful effects on intentions and attitudes. The discussion focuses on how stereotypes might be leveraged to positively aid health and well-being in people as we age.

Loman, Oude Groote Beverborg, Müller, van Baaren & Buijzen

Self-persuasion in media messages: Reducing alcohol consumption by framing anti-alcohol messages as questions.

Self-persuasion (i.e., self-generation of arguments) as an influence technique has been shown to be more effective than commonly used direct-persuasion (i.e., providing arguments). The application of this technique in mediated communication, however, has not been studied. In two experiments we examined whether self-persuasion can be successfully applied to anti-alcohol media communications by framing the message as a question (experiment 1) and whether this framing is more effective than direct-persuasion in reducing actual alcohol consumption (experiment 2). Experiment 1: Participants (N=131) were exposed to an anti-alcohol poster framed as a question or a statement and subsequently reported all thoughts they had while viewing it. Then, evaluations of the poster were assessed. Results demonstrate that the self-persuasion posters were successful in getting participants to generate more arguments ‘why to drink less alcohol’, which subsequently resulted in more favorable message evaluations. Experiment 2: Participants (N = 122) were randomly assigned to one of three conditions: a self-persuasion condition (question poster), a direct-persuasion condition (statement poster) and a control condition (no poster). They attended a one-hour ad libitum drinking session in an interaction room outfitted as a bar. Results show that the posters did not affect the choice to drink alcohol, however, for the participants who actually drank alcohol, exposure to the self-persuasion poster significantly reduced their alcohol consumption compared to the control condition. Combined, these findings indicate that framing persuasive media messages as questions holds great promise for application in media interventions targeting alcohol consumption reduction specifically and promoting healthy behaviors in general.

Milovanovich, Steg & Spears

Internalizing social influence.

In a social dilemma, individual and group interests are at odds. Nowhere is this tension more evident then in the environmental domain. The collective interest is evident, yet so are the sacrifices individuals have to make to ensure it. In this paper, we present two theoretical
perspectives that take a fundamentally different stance in explaining intrinsic motivation in the context of pro-social behavior. A traditional perspective, in which group interests are perceived as extrinsic to the self, and a self-categorization perspective, which integrates the concepts of ‘group’ and ‘self’. Our aim is to contrast these two fundamentally different perspectives and examine their implications for how best to foster pursuit of the collective good in a sustainable way. We present evidence from an experimental paradigm in which we manipulated the context (surveillance vs autonomy) in which effortful pro-social behavior was performed (producing energy on a rowing machine). Results show that participants invested less effort in the pro-social task after surveillance was removed, but for those that identified highly with the task initiators, this loss in performance was significantly weakened. This suggests that self-categorization with social groups can counteract the negative motivational effects of extrinsic reinforcement. Furthermore, we found that high identifiers reported higher levels of intrinsic motivation after the task, even if they were previously exposed to surveillance. These findings show that social influence can be processed as intrinsic motivation, and suggest that collective interest can be processed as self-interest, provided self-categorization with the group.

Wu, Balliet & Van Lange
Gossip Triumphs Over Punishment in Promoting and Maintaining Cooperation.

Prior theory suggests that gossip and punishment are two key mechanisms that promote cooperation in groups, but no research has yet examined their relative effectiveness and efficiency in (a) promoting cooperation, and (b) maintaining cooperation after the removal of these mechanisms. To examine these issues, we observed participants interacting in a four-round public goods game, and a two-round trust game. In the public goods game, gossip was manipulated by the option to send notes about others to their future partners. Punishment was manipulated by the option to assign deduction points to reduce others’ outcomes. We found that gossip significantly increased both cooperation and individual earnings, whereas punishment tended to increase cooperation, but decreased individual earnings. Moreover, participants previously exposed to gossip were more likely to trust others and be trustworthy in the trust game. Our findings imply that gossip is more efficient than punishment to promote and maintain cooperation.