



# Summer Event 2022

## June 23

Seats2Meet

LocHal, Tilburg

[website](#)

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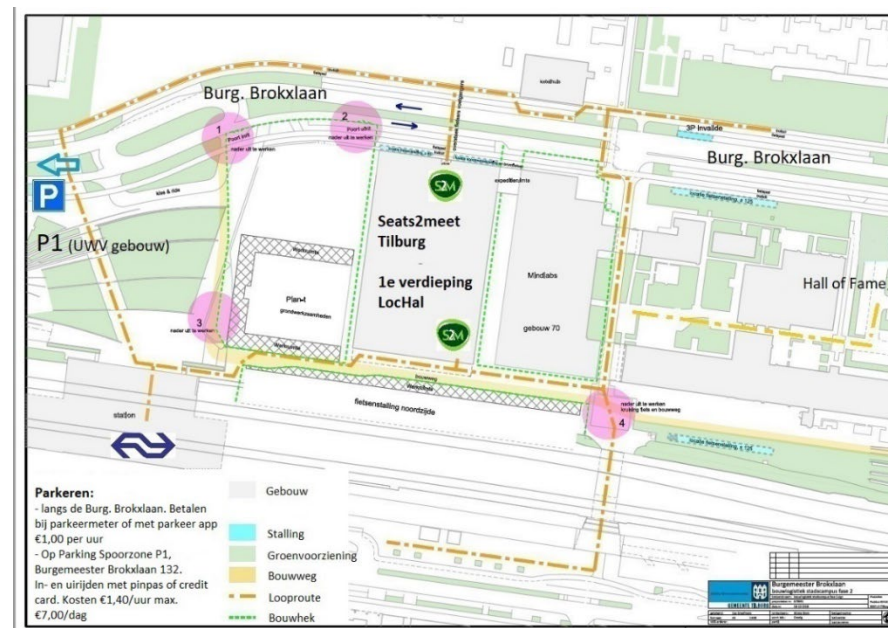
## PRACTICAL INFORMATION

### Symposium Venue

The ASPO summer event takes place at [LocHal Seats2Meet Tilburg Spoorzone](#).

Visitors arriving by train on Tilburg station take the exit to Van Stekelenburgplein and follow the signs for LocHal. The main entrance gives access to the library. Inside, take the stairs to the second floor and keep right. The entrance to Seats2meet is next to the stairs to the second floor. The video in the link above explains this in detail.

Visitors arriving by car should park at P1 (UWV gebouw, see map below). They can also cross the Van Stekelenburgplein and take the main entrance of the library. Visitors using the LocHal rear entrance (when you arrive via the Burg. Brokxlaan) go to the library, and walk straight through it to the other side. At the bottom of the staircase, they take the stairs to the second floor again and keep to the right. The entrance to Seats2meet is located next to the stairs to the second floor.



## Luggage Room

Room THUIS will be made available for storing participants' luggage. If you wish to make use of this opportunity, please inform the Seats2Meet desk. They will make sure to open/lock the room during the conference for you.

## Contact

In case you need to contact us on the day of the conference, you can contact:

- Ilja van Beest: +31 6 4136 1646
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## SCHEDULE

### Presentations

Presenters are kindly requested to **load their presentation on the PC** in the room **before** the start of their session. There will be someone in the room from the organization to help you out – you can recognize them by their Tilburg University T-shirt.

Slots for **regular talks** are **15 minutes**, including time for questions and discussion. Please present for ~10 minutes to leave ~5 minutes for discussion. Slots for **speed talks** are **10 minutes**. Please present for ~7 minutes to leave ~3 minutes for discussion.

The last speaker in each session is the session chair (also indicated in the schedule). Session chairs are responsible for timekeeping. They can use the signs on the last pages of this booklet to signal the amount of time left to presenters.

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09:00-09:45    Coffee/tea/registration

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09:45            Welcome remarks by the organizing committee

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## REGULAR TALKS (15 minutes: ~10 min. talk + ~5 min. Q&A)

### SESSION 1.1 Zaal Beton

10:00-10:15 Bojana Većkalov  
10:15-10:30 Marielle Stel  
10:30-10:45 Karlijn Hoyer  
10:45-11:00 Huaiyu Liu

### Attitudes & Motivation (chair: Huaiyu Liu)

Psychological distance to science as a predictor of science skepticism across domains  
Preventing Future Zoonoses  
Greed: What is it good for?  
Boosting behavior change to food

### SESSION 1.2 Zaal Kunst

10:00-10:15 Terence D. Cruz  
10:15-10:30 Laura Hoenig  
10:30-10:45 Simon Columbus  
10:45-11:00 Giuliana Spadaro

### Cooperation & Punishment (chair: Giuliana Spadaro)

Nasty and Noble Notes: Interdependence Structure Drives Self-Serving Gossip  
Economic Efficiency Outweighs Group Equality in Multiple-Public Good Provision Problems  
Monetary incentives and cooperation  
Cross-Cultural Variation in Cooperation: A Meta-Analysis

### SESSION 1.3 Zaal Werkplaats

10:00-10:15 Jannis Kreienkamp  
10:15-10:30 Erdem O. Meral  
10:30-10:45 Carla Roos  
10:45-11:00 Farnaz Mosannenzadeh

### Relationships (chair: Farnaz Mosannenzadeh)

Psychological Acculturation: A Conceptual Framework and Systematic Review  
Interpersonal communication: An overlooked response in social exclusion research  
The Feeling Heard Scale: Predicting and explaining the making and breaking of me, you, and we  
Adult attachment and interpersonal versus intrapersonal emotion regulation in romantic Relationships

### SESSION 1.4 Glazen Zaal

10:00-10:15 Marlon Nieuwenhuis  
10:15-10:30 Lianne Aarntzen  
  
10:30-10:45 Iris Meinderts  
10:45-11:00 Melissa Vink

### Symposium On being different and threatened: Understanding the experiences of minorities in educational and organizational contexts (chair: Melissa Vink)

Drop-out in STEM education: a social identity approach  
the Role of Organizational Culture and Daily Workplace Interactions in Understanding the Experiences of Minority Newcomers in a STEM Organization  
Gender identity threat, ambiguous feedback, and self-certainty among women in STEM  
The Effect of Realistic Policy Communication on Diversity Support and Inclusion

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11:00-11:15 Break

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|--------------------|------------------------|--|
| <b>SESSION 2.1</b> | <b>Zaal Beton</b>      | <b>Gender &amp; Social Evaluation (chair: Alexandra Lux)</b>   |
| 11:15-11:30        | Vukašin Gligorić       | Are all scientists “scientists”? Social evaluations of scientific occupations and their impact on perceived prototypicality                              |
| 11:30-11:45        | Tjits van Lent         | An Instrumental Learning Approach to Understanding Prejudice   |
| 11:45-12:00        | Chuk Yan (Edwina) Wong | Intersectional Invisibility in Diversity Interventions for Women   |
| 12:00-12:15        | Alexandra Lux          | Tell me lies: Counter-stereotypical claims might appear less true, but people voicing them are still liked more than people voicing stereotypical claims |
|                    |                        |  |
| <b>SESSION 2.2</b> | <b>Zaal Kunst</b>      | <b>Emotions (chair: Y. Liu)</b>  |
| 11:15-11:30        | RouJia Feng            | How expressing congruent and incongruent emotional reactions toward the (mis-) fortunes of others affects social evaluations                             |
| 11:30-11:45        | Maximilian Primbs      | The Effect of Face Masks on the Stereotype Effect in Emotion Recognition   |
| 11:45-12:00        | Thorsten Erle          | How good are emojis at being faces?  |
| 12:00-12:15        | Y. Liu                 | Love and Hate Improve Target Detection in the Attentional Blink Task   |
|                    |                        |  |
| <b>SESSION 2.3</b> | <b>Zaal Werkplaats</b> | <b>Miscellaneous (chair: Rabia Kodapanakkal)</b>   |
| 11:15-11:30        | Paul Smeets            | Do Financial Advisors Exploit Responsible Investment Preferences?  |
| 11:30-11:45        | Yujing Liang           | Self-Superiority and Self-Esteem: The Primary of Morality over Agency  |
| 11:45-12:00        | Maria Zwicker          | Positive Consumer Attitudes and Willingness to Pay for Novel Bio-Based Plastic Bottles   |
| 12:00-12:15        | Rabia Kodapanakkal     | Moral Frames Persuade and Moralize, Non-moral Frames Persuade and Demoralize   |
|                    |                        |  |
| <b>SESSION 2.4</b> | <b>Glazen Zaal</b>     | <b><u>Symposium</u> Economic decision-making under inequality and in a social context (chair: Christoph Kogler)</b>                                      |
| 11:15-11:30        | Leon Hilbert           | Financial scarcity increases discounting of gains and losses: Experimental evidence from a new paradigm  |
| 11:30-11:45        | Luuk Snijder           | Choosing with whom to Cooperate in an Unequal Society  |
| 11:45-12:00        | Annika Nieper          | How Does Gossip Impact Prosocial Dishonesty? Testing Two Competing Hypotheses  |
| 12:00-12:15        | Christoph Kogler       | The Effect of Transparent Unequal Penalty Rates on Safety Compliance for Different Sized Businesses  |

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12:15-13:30    Lunch

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**SESSION 3    KEYNOTE TALK**  
13:30-14:30    Karen Douglas    The psychology of conspiracy theories

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14:30-14:40    Break

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## SPEED TALKS (10 minutes: ~7 min. talk + ~3 min. Q&A)

### SESSION 4.1

#### Zaal Beton

14:40-14:50 Maike Weiper  
14:50-15:00 Esmee Veenstra  
15:00-15:10 Amarins Jansma  
15:10-15:20 Han Kyul Yoo  
15:20-15:30 Angelo Romano  
15:30-15:40 -

#### Environmental Psychology & Global Challenges (chair: Laura Mausolf)

'I Follow a Vegan Diet' – How Communication Shapes Perceptions of Meat-Refusers  
Prerequisites for advancing CSR outcomes: Assessing the organizational integration of goal structures for circular and inclusive practices  
How Perceptions of Unfairness are Shaped by Different Contexts and Link to Radicalization for Climate Change  
The effect of visibility on sustainable energy-use and prosumer behavior  
Conflict misperceptions in a globalizing world  
-

### SESSION 4.2

#### Zaal Kunst

14:40-14:50 Anabela Cantiani  
14:50-15:00 Robert Goedegebure  
15:00-15:10 Maximilian Agostini  
15:10-15:20 A. Fariña  
15:20-15:30 Ruddy Faure  
15:30-15:40 Giulia Zoppolat

#### Social behaviour & close relationships (chair: Giulia Zoppolat)

Exploring the role of perspective-taking in coalition partner selection  
The effect of the presence of others on COVID-related risk taking for individuals and groups  
A cross-cultural model of collective action: A meta-analysis of four motivations and structural constraints  
Partner selection and signaling during intergroup conflict  
Implicit ambivalence: A driving force to improve relationship problems  
Ambivalence in romantic relationships

### SESSION 4.3

#### Zaal Werkplaats

14:40-14:50 Patty Jansen  
14:50-15:00 Felix Grundmann  
15:00-15:10 Vanessa Rettkowski  
15:10-15:20 Suzanne Oosterwijk  
15:20-15:30 Yael Ecker  
15:30-15:40 Kim Lien van der Schans

#### Motivation & Social Comparison & Social Interaction (chair: Kim Lien van der Schans)

When increasing risk perception does not work. Using behavioral psychology to increase smoke alarm ownership.  
I will read why our paper got rejected later: Feedback disengagement driven by hedonic goals  
How Do Those That Want It All Respond to Missing Discounts? Dispositional Greed and Inaction Inertia  
To read or not to read: motives for exploring negative COVID-19 news  
The Role of Comparison Processes in Maintenance Goals  
Through mindful colored glasses? Trait mindfulness associates with lower stress and more positive perceptions in the actor but not in the partner

### SESSION 4.4

#### Glazen Zaal

14:40-14:50 Elena Bacchini  
14:50-15:00 Katharina Block  
  
15:00-15:10 Miriam Wickham  
  
15:10-15:20 Gonneke Ton  
15:20-15:30 -  
15:30-15:40 -

#### Symposium 1 The consequences of traditional and changing gender norms for men (chair: Gonneke Ton)

At the heart of society: majority group members' responses to social change  
The Role of Personal and Cultural Values in Men's Interest in Care-oriented Careers

#### Symposium 2 The only constant is change: Opinions and feelings towards current changes in social norms

The threat of losing the gender binary: Opposition to gender-inclusive initiatives and the roles of distinctiveness-, safety-, status-, and system-threat  
Social Ambivalence: Social and Societal Inconsistency Predicting Felt Ambivalence in Polarizing Societal Debates  
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15:40-16:00 Break



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|                    |                        |  |
|--------------------|------------------------|--|
| <b>SESSION 5.1</b> | <b>Zaal Beton</b>      | <b>Intergroup Relations (chair: Michael Rojek-Giffin)</b>  |
| 16:00-16:10        | Katrin Arnadottir      | When majority friends value minority friendship: Majority friendship and support for social change among indigenous minority group members in Chile          |
| 16:10-16:20        | Tobias Sachs           | Prejudiced Resume Screening - Does Positive and Negative Information in Applications Affect Impression Formation of In- and Outgroup Applicants Differently? |
| 16:20-16:30        | Michael Rojek-Giffin   | A Self-Fulling Bias in Learning Enables Intergroup Cooperation   |
| 16:30-16:40        | Ilse Pit               | The Effect of Group Membership and Desirability on Abstraction in Language Use: A Replication of Maass et al. (1989)   |
| <b>SESSION 5.2</b> | <b>Zaal Kunst</b>      | <b>Attitudes, Identity &amp; Personality (chair: Bo Wang)</b>  |
| 16:00-16:10        | Ranran Li              | Development of the Generic Situational Strength (GSS) Scale: Measuring situational strength across contexts  |
| 16:10-16:20        | Astrid Jehle           | The Hidden Lessons in School Textbooks: Gender and Sexuality Stereotypes in European Mathematics and Language Books  |
| 16:20-16:30        | Piet Groot             | Foreign doctor, local training: Where a doctor was trained - not just where he was born - affects patients' preference                                       |
| 16:30-16:40        | Bo Wang                | Validation of the Short Clance Impostor Phenomenon Scale   |
| <b>SESSION 5.3</b> | <b>Zaal Werkplaats</b> | <b>Economic Psychology &amp; Consumer Behaviour (chair: Carlotta Bunzel)</b>   |
| 16:00-16:10        | Robert-Jan de Rooij    | Defining Financial Inertia   |
| 16:10-16:20        | Floor van Meer         | Daily distracted consumption patterns and their relationship with BMI  |
| 16:20-16:30        | Carlotta Bunzel        | Algorithms as Leaders? – A Functional Leadership Approach to Algorithmic Decision-Making in Organizations  |
| 16:30-16:40        | -                      | -  |
| <b>SESSION 5.4</b> | <b>Glazen Zaal</b>     | <b>Conspiracies &amp; other interesting stuff (chair: Margarita Leib)</b>  |
| 16:00-16:10        | Hilmar Brohmer         | "I have some serious doubts about this vaccine..." - How conspiracy beliefs affect the acceptance of a Covid-19 vaccination                                  |
| 16:10-16:20        | Yang Xu                | Believe When Entertained: Entertaining Narrative Elicits Stronger Conspiracy Beliefs   |
| 16:20-16:30        | Laura Mausolf          | Belief in contradictory conspiracy theories  |
| 16:30-16:40        | Lotte van Dillen       | Caught on Camera. The Influence of Visual versus Textual Evidence on the Choice to Confess, Deny, or Remain Silent   |
| 16:40-16:50        | Margarita Leib         | Corrupted by Algorithms? How AI-generated and Human-written Advice Shape (Dis)honesty  |

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16:45-18:00 Closing statement + drinks

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## ABSTRACTS

### Keynote speaker

#### **Session 3 Glazen Zaal**

13:30:14:30

Speaker: **Karen Douglas**

K.Douglas@kent.ac.uk, School of Psychology, University of Kent, Canterbury, UK

Title: **The psychology of conspiracy theories**

Abstract:

Conspiracy theories are abundant in social and political discourse and have serious consequences for individuals, groups and societies. However, psychological scientists have only started paying them close attention in the past 20 years. In this talk, I will underscore the importance of conspiracy theories as a topic of research in psychology. By considering what conspiracy theories are, and what they have in common, I will outline a novel definitional framework that integrates current empirical and theoretical insights on the psychology of conspiracy theories. I will then overview the literature on the psychology of conspiracy theories to showcase what psychologists know about why people believe in conspiracy theories, what their consequences are, and why people share them.

## Parallel sessions

### Parallel session 1.1 Zaal Beton: Attitudes & Motivation

10:00-10:15

Speaker: Bojana Večkalov, b.veckalov@uva.nl, University of Amsterdam

Additional author(s):

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3. Jonathon McPhetres, jonathon.mcphetres@durham.ac.uk, Durham University
4. Frenk van Harreveld, f.vanharreveld@uva.nl, University of Amsterdam
5. Bastiaan T. Rutjens, b.t.rutjens@uva.nl, University of Amsterdam

Title: Psychological distance to science as a predictor of science skepticism across domains

**Abstract:**

Previous work on science skepticism has mostly focused on identifying its ideological or knowledge-related correlates. In the current paper, we present a novel construct—psychological distance to science (PSYDISC). Drawing on the concept of psychological distance, PSYDISC argues that the extent to which individuals perceive science as relevant for their lives (social) in the here (spatial) and now (temporal), and as accurate and applicable in the real world (hypothetical distance), predicts their science skepticism across domains. Across five studies (total  $N = 1,279$ ) in two countries (UK and US), we developed and tested a scale measuring PSYDISC. As shown through EFA (Study 1) and CFA (Studies 2 & 3), the final 16-item scale had the expected structure—four correlated factors reflecting four distance dimensions. The scale also demonstrated good construct validity, as it correlated—as expected—with science knowledge and understanding, attitudes, and interest in scientific topics. Crucially, PSYDISC predicted skepticism over and above previously established predictors (e.g., political ideology, religiosity, science literacy), in all tested scientific domains (e.g., climate change, vaccination), demonstrating excellent predictive validity. Hypothetical distance consistently predicted skepticism in all tested domains, while the other three distance dimensions varied in their predictive power. Finally, Study 4 showed that PSYDISC also shapes real-world behavior—hypothetical distance predicted a lower chance of being fully vaccinated against COVID-19. These studies provide robust evidence for the reliability, construct and predictive validity of PSYDISC, which will help to further develop a unifying framework to understand science skepticism across domains.

10:15-10:30

Speaker: Marielle Stel, m.stel@utwente.nl, University of Twente

Additional author(s):

2. Nicole Banach, n.banac@student.utwente.nl University of Twente

Title: Preventing Future Zoonoses

Abstract:

Zoonotic outbreaks become more frequent and intense. These are considered as one of the most important threats for public health. Therefore, it is important to educate people on how to prevent future zoonoses. The aim of this research is to investigate an intervention aimed at heightening people's risk perception and changing their attitudes and behaviors toward more protective actions. Participants were given an intervention based on previous literature in which knowledge about zoonoses, self-protective actions they could take, and a fear appeal was provided. In the control condition, no intervention was given. Afterwards, we measured participants' risk perception, attitudes, behavioral intentions to take protective actions, opinions about government's actions, and fear. The results of two studies showed that the intervention increased participants' risk perceptions regarding zoonoses and their attitudes to change their behaviors to reduce zoonotic risks. Participants in both the intervention and control conditions equally strongly indicated to intend to change their behaviors and to want the government to take action. Correlational analyses showed the more general fear participants experienced, the more they wanted to change their behaviors towards reducing zoonotic risks. Together the results imply that a basic information message has the potential to reduce zoonotic risks.

10:30-10:45

Speaker: Karlijn Hoyer, k.hoyer@uvt.nl, Tilburg University

Additional author(s):

2. Marcel Zeelenberg, m.zeelenberg@uvt.nl, Tilburg University & VU Amsterdam

3. Seger M. Breugelmans, s.m.breugelmans@uvt.nl, Tilburg University

Title: Greed: What is it good for?

Abstract:

Greed is an insatiable desire for more (Seuntjens et al., 2015). It is often equated with dishonest and harmful behaviors (Seuntjens et al., 2019), but it is also seen to stimulate economic growth (Greenfeld, 2001) and as essential for human welfare (Williams, 2000). Both views of greed tend to focus on the effects greed has on others or society / the economy as a whole. Less is known about whether greed is good or bad for individuals themselves. So, what is greed good for? We adopted the approach that Eriksson et al. (2020) used to study the benefits of selfishness. In a representative sample of the Dutch population (N = 2,367), we examined whether greedy people have more economic success (generate more income), evolutionary success (more offspring, more sexual partners and longer relationships), and psychological success (higher satisfaction with life). A secondary goal of this study was to disentangle the relationship between greed and self-interest. Greed was measured with the Dispositional Greed Scale (Seuntjens et al., 2015), and selfishness using the Prosocial Motivation scale (Eriksson et al., 2020) and the more commonly used Social Value Orientation (Murphy et al., 2011). Predictions were preregistered. We found that greedy individuals had more economic success, but less evolutionary and psychological success. Greed was correlated with both measures of self-interest. Greed differed from self-interest in terms of economic success, and partly in evolutionary success. This research provides insights into the factors that affect the strength of greed and may open up avenues for intervention.

10:45-11:00

Speaker: Huaiyu Liu, liu.huaiyu@ru.nl, Behavioral Science Institute, Radboud University Nijmegen

Additional author(s):

2. Julian Quandt, j.quandt@psych.ru.nl, Behavioral Science Institute, Radboud University Nijmegen

3. Lei Zhang, bnuzhanglei2008@gmail.com, Social, Cognitive, and Affective Neuroscience Unit, Department of Cognition, Emotion, and Methods in Psychology, Faculty of Psychology, University of Vienna, Vienna 1010, Austria.

4. Xiongbing Kang, kangxiongbing@gmail.com, Genome Data Science, Faculty of Technology, Bielefeld University, Germany.

5. Rob. W. Holland, r.holland@psych.ru.nl, Behavioral Science Institute, Radboud University Nijmegen

6. Harm Veling, h.veling@psych.ru.nl, Behavioral Science Institute, Radboud University Nijmegen

Title: Boosting behavior change to food

Abstract:

Understanding of how to change people's dietary choices is needed to move toward healthier and more sustainable diets. Recent work suggests that food choice can be changed reliably and durably by asking people to first respond to some food items and not others in go/no-go training. However, the standard food go/no-go training can only modify participants' food choice with a probability of around 55% - 60%. Here, we examined whether the training effect can be amplified by employing reinforcement learning principles. We tested 72 participants who received a training in which go and no-go actions were reinforced through obtaining rewards for responding or not responding to specific foods (respectively goToWin and nogoToWin foods) or avoiding punishments by responding or not responding to foods (respectively goToAvoidLosing and nogoToAvoidLosing foods). Afterwards, participants made binary choices between all combinations of these conditions. We found that the choice pair goToWin versus nogoToAvoidLosing yielded the highest probability of choosing go stimuli (~80%); this probability is credibly higher than that of any previous work using the ordinary food go/no-go task. Thus, rewarding go responses to desired food items and making sure people avoid punishment by not responding to undesired food items may be the most effective way to change food choice during this type of training. More generally, our findings show it is better to reinforce go actions with rewards and no-go actions with avoidance of punishments to change behavior.

## Parallel session 1.2 Zaal Kunst: Cooperation and punishment

10:00-10:15

Speaker: Terence D. Cruz, [terence@terencedoescruz.com](mailto:terence@terencedoescruz.com), Vrije Universiteit Amsterdam

Additional author(s):

2. Romy van der Lee, [r.vander.lee@vu.nl](mailto:r.vander.lee@vu.nl), Vrije Universiteit Amsterdam
3. Myriam N. Bechtoldt, [Myriam.Bechtoldt@ebs.edu](mailto:Myriam.Bechtoldt@ebs.edu), EBS Universität
4. Bianca Beersma, [b.beersma@vu.nl](mailto:b.beersma@vu.nl), Vrije Universiteit Amsterdam

Title: Nasty and Noble Notes: Interdependence Structure Drives Self-Serving Gossip

Abstract:

Gossip is characteristic of human social life. A large share of the information we receive about others reaches us via gossip. But is this information trustworthy? Two contrasting views on the motives for gossip exist. In the prosocial view, gossip is motivated to benefit others and therefore gossip is seen as trustworthy. In the proself view, gossip is motivated to benefit oneself and therefore gossip is seen as untrustworthy. To unify these views, we argue motives for gossip and gossip's trustworthiness depend on the interdependence between involved parties. We conducted a pre-registered lab experiment where a sender could gossip about a target to a receiver in a 24-round adapted sequential prisoner's dilemma (Nobservers=126; nobservations =3024). We manipulated the interdependence structure within-subjects by making the gossip senders' outcomes equal to the gossip target, equal to the gossip receiver, and random (independent). Results show that, as expected, false gossip was more frequent when there was interdependence between gossip senders and targets (versus no interdependence). Counter to expectations, false gossip was not more frequent when there was interdependence between gossip senders and receivers (versus no interdependence). Notably, positive gossip was more often false than negative gossip. Concludingly, the interdependence structure in which gossip occurred affects gossip's trustworthiness; when gossipers were interdependent with targets gossip was less trustworthy and, irrespective of interdependence, positive gossip was less trustworthy than negative gossip. Thus, to understand when and why people gossip, incorporating both prosocial and proself motives and understanding the context in which gossip occurs is crucial.

10:15-10:30

Speaker: Laura Hoenig, l.c.hoenig@fsw.leidenuniv.nl, Leiden University

Additional author(s):

2. Ruthie Pliskin, Leiden University

3. Carsten K. W. de Dreu, Leiden University and Center for Experimental Economics and Political Decision Making, University of Amsterdam

Title: Economic Efficiency Outweighs Group Equality in Multiple-Public Good Provision Problems

Abstract:

The socio-economic functioning of groups depends on the degree to which members contribute to public goods (PGs) such as local playgrounds, public healthcare, and state defense. When groups face multiple PGs to cooperate on, deciding to which to contribute can be difficult. Some PGs may be attractive because they generate higher returns ('efficiency') than others. Others may be attractive because they benefit group members equally (rather than unequally). Past theory and research largely ignored multiple-PGs provision problems, and we poorly understand how (in)efficiency and (un)equal returns alone and combined shape cooperation and wealth.

We addressed this with four incentivized and preregistered experiments (total N = 774). Individuals in small groups were assigned to be low, intermediate, or high beneficiaries. They were endowed and could contribute to two PGs that varied in distribution of returns and efficiency.

Individuals contributed more to 'efficient' PGs and more to equal than unequal-return PGs (Exp. 1). When efficiency could not be maximized without generating distributional inequality, individuals who benefitted less favored equality at the cost of efficiency, while those who benefitted more opted for efficiency at the cost of equality (Exp. 2–4). This reflected in individuals' preferences to retain PGs or remove them from the choice architecture. Consequentially, groups encountering an 'efficient-but-unequal-returns' PG were most cooperative yet created the largest wealth disparity.

Our paradigm and findings provide first evidence that structural features robustly condition the extent to which people contribute or, instead, free ride on the cooperative efforts of others in multiple-PGs provision problems.

10:30-10:45

Speaker: Simon Columbus, simon@simoncolumbus.com, University of Copenhagen

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2. Simon Gächter, simon.gaechter@nottingham.ac.uk, University of Nottingham

3. Daniel Balliet, d.p.balliet@vu.nl, Vrije Universiteit Amsterdam

Title: Monetary incentives and cooperation

Abstract:

The use of monetary incentives is one of the dogmas of experimental economics. Today, most social dilemma research—whether conducted by economists or by psychologists—uses such monetary incentives (Spadaro et al., 2022). Yet, there is little consistent evidence on the effects of monetary incentives (as compared to hypothetical decisions) when it comes to behaviour in social dilemmas. Moreover, if monetary incentives affect behaviour, it is unclear by which mechanism(s) they do so (Read, 2005). To examine these questions, we first conducted a meta-analysis of experiments that compared monetary incentives and hypothetical decisions in Prisoner's Dilemma games (n = 34). Monetary incentives had a positive effect on the rate of cooperation in iterated Prisoner's Dilemma games (d = 0.17) and a non-significant, negative estimate of the effect of incentives on cooperation in one-shot Prisoner's Dilemma games (d = -0.10). Second, we conducted a number of secondary analyses of published datasets (Ns = 381 and 2,443) to test whether incentives affect (a) comprehension and (b) decision accuracy, but find no support for such mechanisms. These results suggest that monetary incentives shape cooperative behaviour by crowding out non-monetary preferences rather than by inducing participants to exert cognitive effort to comprehend the task.

10:45-11:00

Speaker: Giuliana Spadaro, g.spadaro@vu.nl, Vrije Universiteit Amsterdam

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9. Caspar van Lissa, C.J.vanLissa@uu.nl, Universiteit Utrecht
10. Daniel Balliet, d.p.balliet@vu.nl, Vrije Universiteit Amsterdam

Title: Cross-Cultural Variation in Cooperation: A Meta-Analysis

Abstract:

Impersonal cooperation among strangers enables societies to create valuable public goods, such as infrastructure, public services, and democracy. Several theories have been proposed to explain variation in impersonal cooperation across societies, referring to institutions (e.g., rule of law), religion (e.g., belief in God as a third-party punisher), cultural beliefs (e.g., trust) and values (e.g., collectivism), and ecology (e.g., relational mobility). We tested 17 pre-registered hypotheses in a meta-analysis of 1,506 studies of impersonal cooperation in social dilemmas (e.g., the Public Goods Game) where people make costly decisions to cooperate among strangers, conducted across 70 modern societies ( $k = 2,271$ ). After controlling for 10 study characteristics that can affect the outcome of studies, we found very little cross-societal variation in impersonal cooperation and no support for the pre-registered hypotheses. Variation in cooperation was not explained by any of the cross-societal factors hypothesized to relate to impersonal cooperation. Our conclusions were replicated in a meta-analysis of 514 studies across 41 states and nine regions in the United States ( $k = 783$ ). Thus, we observed that impersonal cooperation occurred in all societies – and to a similar degree across societies – suggesting that prior theory may have overemphasized the magnitude of differences between modern societies in impersonal cooperation.



### Parallel session 1.3 Zaal Werkplaats: Relationships

10:00-10:15

Speaker: Jannis Kreienkamp, j.kreienkamp@rug.nl, University of Groningen

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5. Kai Epstude, k.epstude@rug.nl, University of Groningen

Title: Psychological Acculturation: A Conceptual Framework and Systematic Review

Abstract:

One of the key challenges to researching psychological acculturation is an immense heterogeneity in theories and measures. These inconsistencies make it difficult to compare past literature on acculturation, hinder straight-forward measurement selections, and hamper the development of an overarching framework. To structure our understanding of the migration process, we propose to utilize the four basic elements of human experiences (wanting, feeling, thinking, and doing) as a conceptual framework. We use this framework to build a theory-driven literature synthesis of past theoretical (final N = 92), methodological (final N = 233) and empirical literature (final N = 530). We find that especially empirical works have understudied the more internal aspects of acculturation (motivations and feelings) and have often fallen short of capturing all four aspects of the migration experience. We also show differences between publication fields and discuss how the framework can aid transparent and functional theories, studies, and interventions going forward.

10:15-10:30

Speaker: Erdem O. Meral, e.o.meral@tilburguniversity.edu, Tilburg University

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Title: Interpersonal communication: An overlooked response in social exclusion research

Abstract:

People often engage in interpersonal communication after negative events. Social exclusion is a negative experience. Surprisingly, interpersonal communication as a response has been largely overlooked in exclusion literature. How do people talk about their exclusion experiences with others? In this talk, we first present a series of three studies examining interpersonal communication with sources. Results suggested that targets, when given an opportunity to communicate with the sources, truthfully communicate their hurt feelings, sadness, and anger to the sources. Next, we present studies which examined communication with another type of audience: third parties. Results revealed that people talk less about exclusion than other negative events, likely due to anticipated devaluation. Finally, we present a study which examined communication with both sources and third parties in a specific context: the workplace. This final study revealed that people engage in interpersonal communication less than an intrapersonal response (i.e., minimization). The caveat, however, is that people respond with interpersonal communication more if they perceive the experience as more severe. Taken together, these set of studies suggests that targets of exclusion do talk about their exclusion experiences but there are limiting factors such as anticipated devaluation and not perceiving the situation as severe.

10:30-10:45

Speaker: Carla Roos, c.a.roos@rug.nl, University of Groningen

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Title: The Feeling Heard Scale: Predicting and explaining the making and breaking of me, you, and we

Abstract:

Feeling heard is often seen as a cornerstone of intimate relationships, crucial to healthy self-development, and essential to a well-functioning representative democracy. Whereas it appears to be a central concept in Western societies, feeling heard is barely mentioned and not clearly defined in the scientific literature. The current paper therefore aimed to define and measure feeling heard in the context of everyday interpersonal interactions. We start with an integrative literature review of related constructs, culminating in a conceptualization and operationalization of feeling heard as consisting of five complementary aspects at two levels. At the interpersonal level people feel heard when they have 1) voice, and they receive 2) attention, 3) empathy, and 4) respect. At the collective level people should experience 5) common ground. In two population survey studies (N = 194, N = 1000) and a lab study (N = 74), we develop and validate the feeling heard scale (FHS); a concise eight-item scale with good psychometric properties. Results show that the FHS is a distinct and powerful predictor of conversation intentions in many different contexts and relationships. In fact, the FHS is the strongest predictor of intentions for conflict behavior among a set of 15 related variables (e.g., acquaintance, intimacy). Moreover, the FHS explains variance in conversational experiences that other variables (e.g., solidarity) do not. We conclude by reflecting on the potential applications of this scale: in interpersonal relations and professional contacts, the FHS allows us to assess one crucial dimension of social interaction.

10:45-11:00

Speaker: Farnaz Mosannenzadeh, farnaz.mosannenzadeh@ru.nl, Radboud University

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3. Maartje Luiten, maartje.luiten2@ru.nl, Radboud University

Title: Adult attachment and interpersonal versus intrapersonal emotion regulation in romantic Relationships

Abstract:

Adults with attachment insecurity have difficulties in the formation and maintenance of satisfying romantic relationships partially due to difficulties in regulating their negative emotions. To help people with attachment insecurity, it is important to understand the underlying mechanisms of their difficulties in emotion regulation (ER). One promising but not systematically tested mechanism is that attachment insecurity might be associated with overly, and thus sub-optimally, relying on either intrapersonal (self; e.g., suppression) or interpersonal (involving others; e.g., touch) ER. The aim of our study is to investigate if and to what extent adult attachment insecurity predicts the use of interpersonal-vs-intrapersonal ER. We hypothesized that (1) higher attachment avoidance is associated with lower use of interpersonal-vs-intrapersonal ER, and (2) higher attachment anxiety is associated with higher use of interpersonal-vs-intrapersonal ER. The hypotheses were tested in two studies on adults involved in romantic relationships. In study 1, 140 adults answered an online survey on their attachment and inter/intrapersonal ER. In study 2, in addition to a baseline online survey on a different sample of 50 adults, an experience sampling method was used to measure momentary inter/intrapersonal ER. The results of Study 1 showed that only attachment avoidance (not attachment anxiety) predicted interpersonal-vs-intrapersonal ER; that is, higher attachment avoidance predicted lower interpersonal-vs-intrapersonal ER. In study 2, we expect to replicate the results of study 1 \*. Our results help to better understand why attachment insecurity is associated with more difficulties in ER. This would help to provide support for adults with attachment insecurity to maintain satisfying romantic relationships.

\*Data is collected but analysis is in preliminary stages.

#### **Parallel session 1.4 Glazen Zaal: symposium On being different and threatened: Understanding the experiences of minorities in educational and organizational contexts**

General abstract:

Being different and feeling threatened can lead to negative outcomes for minorities (e.g., dropout). In this symposium, we combine mixed methods (i.e., experimental manipulations, diary studies, longitudinal studies) and investigate both minorities' experiences as well as contextual factors (e.g., organizational policies). This way, we aim to provide new insights into what an inclusive education and workplace entails. Talk 1 investigates if first-year college students in STEM (Science, Technology, Engineering and Mathematics) are more likely to dropout when they perceive themselves as dissimilar from others in their study program via worries about academic and social fit. Talk 2 examines how a "growth culture" may boost the daily interactions that minority newcomers have with their colleagues, affecting the ability to flourish at work (e.g., feeling higher belongingness, job satisfaction). Talk 3 investigates how daily exposure to gender identity threat among women in STEM fields may undermine the certainty and stability of their self-perceived abilities. Suspicion of the authenticity and accuracy of feedback and monitoring of the environment are investigated as underlying processes. Talk 4 proposes an intervention on how changing top-down communication about diversity and inclusion policies (by not only communicating the benefits but also acknowledging the challenges of diversity management) can increase support for these policies and create a more inclusive workplace. Together, these talks demonstrate the challenges of feeling different and threatened as a minority member, and how the context can help them flourish.

10:00-10:15

Speaker: Marlon Nieuwenhuis, m.nieuwenhuis@utwente.nl, University of Twente

Title: Drop-out in STEM education: a social identity approach

Abstract:

Almost half of students who start a STEM (Science, Technology, Engineering and Mathematics) degree in The Netherlands do not finish it (OCW, 2014). In this research we aim to provide more insight into which students are most likely to drop out. Taking a social identity perspective, we examine how the perception of being dissimilar to others within your study program relates to drop-out of first year college students. We expect that students who differ from their peers in terms of visible characteristics (such as gender and nationality) or invisible characteristics (such as personality and competencies) have a higher chance to drop-out. In a sample of 850 first year STEM students, we use logistic regression to examine to what extent visible and invisible dissimilarity is related to first-year student drop-out and if this relationship is mediated by initial worries about academic and social fit. Based on these findings, we make recommendations how diverse talents in STEM can best be retained.

10:15-10:30

Speaker: Lianne Aarntzen, e.m.j.aarntzen@utwente.nl, University of Twente, The Netherlands

Title: the Role of Organizational Culture and Daily Workplace Interactions in Understanding the Experiences of Minority Newcomers in a STEM Organization

Abstract:

Minorities disproportionately leave the STEM work field. For example, 19% of female PhD's leave STEM compared to 16% of male PhD's. A key explanation is that minorities experience social identity threat and as such feel less accepted and appreciated. When minorities start a new job, they may be especially vulnerable to such social identity threat because they have yet to build a social support network and are still learning the new job demands. In the current study, we aim to improve our understanding of what organizational factors help minority newcomers flourish. Based on the stereotype inoculation model, we hypothesize that workplace interactions with ingroup members act as "social vaccines" to protect minority newcomers against feelings of non-belonging. Moreover, we hypothesize that interactions with outgroup members can also be a source of inoculation but only if these interactions cue acceptance and respect. Furthermore, we expect that in a "growth" culture (i.e., belief that success depends upon hard work and learning) minorities will have more positive workplace interactions than in a "fixed" culture (e.g., belief that success depends upon innate talent). To test these hypotheses, we performed a diary study in which we followed 159 engineers during their first two months at their new job (i.e., three weeks daily, four weeks weekly). Using multilevel mediation, we currently test if a growth culture predicts minorities' belongingness, self-efficacy and job-satisfaction as mediated by more positive workplace interactions. Based on these findings, we will provide insight in how STEM organizations can retain a diverse workforce.

10:30:10:45

Speaker: Iris Meinderts, iris.meinderts@kuleuven.be, KU Leuven, Belgium

Title: Gender identity threat, ambiguous feedback, and self-certainty among women in STEM

Abstract:

Despite recent changes, women continue to be underrepresented in STEM (Science, Technology, Engineering and Mathematics) fields and are more likely to opt out of these fields compared to men. One potential explanation for this, one that has yet to be explored, is that members of negatively stereotyped groups in general, and women in STEM-fields in particular, are more prone to developing an uncertain and unstable ability self-concept due to stereotyping. There is research showing that the possibility of being stereotyped can make individuals more suspicious of the authenticity and accuracy of the feedback they receive on their abilities and may induce a tendency to anxiously monitor one's environment. In the current daily diary study, we test if these processes can lead to a more uncertain and less stable ability self-concept, and if this can undermine general motivation and tendency to take risks. Across N= 1,169 data points nested in 200 female PhD students and postdocs in STEM-fields, we examine how daily exposure to gender identity threat in the workplace relates to self-concept clarity, state self-esteem, and imposter feelings (i.e., fearing that one is a "traitor" and that others will discover one's incompetence) with regards to one's STEM abilities. We test if these daily relationships can be explained by suspicion towards the authenticity and accuracy of feedback and monitoring. Together, the findings give insight into the processes that may lead women in STEM to experience a sense of uncertainty and fragility surrounding their abilities, and how this may affect their careers.

10:45-11:00

Speaker: Melissa Vink, m.vink1@uu.nl, Utrecht University, The Netherlands

Title: The Effect of Realistic Policy Communication on Diversity Support and Inclusion

Abstract:

Diversity and inclusion (D&I) policy communication can positively contribute to employees' felt inclusion and policy support. However, we expect that many organizations communicate their D&I policies in a positive and fixed manner, whereas the inconvenient reality is that creating a diverse organization may also have negative consequences (e.g., increased conflict). In these cases, employees may perceive that the way their organization communicates about diversity and inclusion does not reflect their reality. In turn, they may have less support for the policy and feel less included in the organization. Thus, we propose that organizations benefit when they communicate more realistically about their D&I policies. This entails that organizations recognize the negative aspects of diversity and communicate that creating diversity and inclusion in the organization takes a long breath. To test this, we conducted four studies. In Study 1, we analyzed diversity statements of large Dutch companies and showed that only 8% contain realistic motives. In Study 2 (among senior managers) and Study 3 (among prospective employees), we conducted experiments in which participants were presented with a realistic vs. non-realistic vignette. Both studies showed that the realistic vignette was rated as more credible and reflected participants' own experiences more so than the non-realistic vignette, resulting in positive outcomes (e.g., higher felt inclusion). In Study 4, we aim to replicate these findings among a representative sample of the Dutch labor market. In sum, although very few organizations communicate realistically about their D&I policies, our results suggest that they may benefit from doing so.

## Parallel session 2.1 Zaal Beton: Gender & Social Evaluation

11:15-11:30

Speaker: Vukašin Gligorić, v.gligoric@uva.nl, University of Amsterdam

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2. Bastiaan Rutjens
3. Gerben van Kleef

Title: Are all scientists “scientists”? Social evaluations of scientific occupations and their impact on perceived prototypicality

Abstract:

Science and scientists are among the key drivers of societal changes. While research has demonstrated that science is perceived as heterogeneous, work on perceptions of scientists usually considers “scientists” as members of a homogeneous group. In the present research, we went beyond the general categorization by investigating differences in social evaluations of different types of scientists and how these evaluations affect perceptions of prototypicality. Across four studies conducted in the UK and the US (total N = 1441), we discovered that members of the most commonly named scientific occupations (35 and 36 respectively in each country) are seen as highly competent, relatively moral, but only moderately sociable. We also found that individuals perceive differences in levels of social dimensions, which were captured in clusters of scientific occupations. Physicists, chemists, and biologists represented the most mentioned and most prototypical scientific occupations. Perceived prototypicality was primarily associated with competence ratings, meaning that, in the public’s view, to be a scientist means to be competent (intelligent, smart). Overall, we demonstrate the importance of distinguishing between different types of scientists and its consequences for social evaluations.

11:30-11:45

Speaker: Tjits van Lent, [tjits.vanlent@ru.nl](mailto:tjits.vanlent@ru.nl), Radboud University

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Title: An Instrumental Learning Approach to Understanding Prejudice

Abstract:

In everyday life people learn a lot from the social interactions they have. One important learning process in such situations is instrumental learning. This project examines instrumental learning processes and its influence on impression formation. In a series of 3 preregistered experiments (N=180), we tap into several questions: How do (in)action and valence (reward vs. punishment) combinations affect learning? Does this process affect impression formation? And, how does social group membership of interaction partners influence instrumental learning and impression formation? We use a modified version of a recently developed learning paradigm: the reinforcement learning go/no-go task. This task aims at measuring basic learning processes towards people through actions and inactions in combination with reward and punishment. In Experiment 1, we conducted a conceptual replication (Guitart-Masip et al., 2012) showing the basic action-valence bias using fractals as stimuli. Participants learn more quickly to perform actions when they get rewarded than when they avoid a punishment. Conversely, they learn more quickly to withhold from taking actions when they avoid a punishment than when they get rewarded. In Experiments 2 and 3, we replicate these findings with social stimuli, using Dutch (Experiment 2) and Moroccan (Experiment 3) male faces. Furthermore, we demonstrate that this learning process affects impression formation. We found that the action/reward combination leads to the most positive impression for both Dutch and Moroccan faces. Taken together, this project aims to gain new insight into the interplay between instrumental learning and impression formation.

11:45-12:00

Speaker: Chuk Yan (Edwina) Wong, c.y.e.wong@rug.nl, University of Groningen

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Title: Intersectional Invisibility in Diversity Interventions for Women

Abstract:

Many diversity interventions are not effective, and may especially be so for racially marginalized women. Racially marginalized women may be at a higher risk for having their work and intervention needs overlooked. The present research examines whether racially marginalized women have different needs from diversity interventions than White women, and whether organizations are less likely to represent those needs due to intersectional invisibility. Across an open-ended coding (n= 293) and a ranking study (n = 489), Black women noted a need to incorporate intersectional differences, Asian women prioritized a need to address challenges to authority, and White women indicated a need to balance agency perceptions. In Study 3 (n = 93 organizations), we analyzed organizations' websites using textual analysis and content coding. Organizations most readily advocated for women through enhancing agency, but were less likely to mention dealing with perceptions of excessive agency or addressing intersectional considerations. The organizations broadly mentioned other marginalized groups besides women, but rarely did they do so intersectionally. Taken together, our findings demonstrate varied intervention needs and their respective importance across differently racialized groups. Moreover, we found that organizations were more likely to address agency-enhancing intervention needs while failing to include other intervention needs that may be especially relevant for Black women.



12:00-12:15

Speaker: Alexandra Lux, alexandra.lux@kuleuven.be, University of Leuven, Belgium

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Title: Tell me lies: Counter-stereotypical claims might appear less true, but people voicing them are still liked more than people voicing stereotypical claims

Abstract:

People tend to believe stereotypes such as that men are braver than women or that young people are impatient. We conducted two studies to investigate how the stereotype consistency of claims about social groups affects the perceptions of claims (Study 1; N = 259) and the perceptions of speakers voicing these claims (Study 2; N = 339). Both studies used 40 claims about gender and age groups. Claims were either stereotypical or counter-stereotypical and compared groups on positive and negative features by using either implicit (“men are brave”) or explicit comparisons (“men are braver than women”). In Study 1, participants rated counter-stereotypical claims as less true than stereotypical claims but still described counter-stereotypical speakers as more sympathetic, admirable, and respectable, and less sexist than stereotypical speakers in Study 2. Stereotypical speakers, in contrast, were not rated to be more unpleasant or troublesome than counter-stereotypical speakers. Moreover, counter-stereotypical speakers were only perceived more positively than stereotypical speakers among female participants, and only impacted how sexist, but not how ageist the speakers were perceived. This suggests that the impact of counter-stereotypical communication on a speaker’s image depends on the groups we communicate with and the groups we communicate about.

## Parallel session 2.2 Zaal Kunst: Emotions

11:15-11:30

Speaker: RouJia Feng, r.j.feng@fsw.leidenuniv.nl, Leiden University

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2. Wilco W. van Dijk, dijkwan@fsw.leidenuniv.nl, Leiden University

Title: How expressing congruent and incongruent emotional reactions toward the (mis-) fortunes of others affects social evaluations

Abstract:

The expression of congruent, empathic emotional reactions, such as sympathy (pain toward another's misfortune) or happy-for (pleasure toward another's good fortune) are often valued in a society. Whereas the expression of incongruent, counter-empathic ones, such as schadenfreude (pleasure toward another's misfortune) or glückschmerz (pain toward another's good fortune) are usually seen as socially inappropriate. Moreover, gender roles also influence how appropriate emotional reactions are seen. In four mixed-design studies, we examined to what extent an emotional reaction was deemed appropriate (studies 1 & 2) and whether its expresser was considered as a warm, competent and moral person (studies 3 & 4). Participants read 24 descriptions of events happening to a person (target) and the emotional reaction to this event by another person (expresser). The events could be either positive or negative (within-participants manipulation), concerned either a major or a minor event (within-participants manipulation), involved either a female or male target (between-participants manipulation), and was displayed by either a female or male expresser (between-participants manipulation). Results showed similar patterns for the perceived appropriateness of the emotional reaction and the evaluation of the expresser of the emotional reaction. More specifically, both social evaluations were moderated by: (1) whether an emotional reaction was congruent or incongruent, and (2) whether the expressed incongruent emotional reaction was positive or negative (schadenfreude versus glückschmerz). Moreover, these evaluations were also dependent on gender (of expresser, target, and/or participant) and the severity of the event (major versus minor). The current findings indicate that we evaluate people (partly) on their emotional reactions towards the (mis-) fortunes of others. Future research can examine how these evaluations impact our behavior towards people who express congruent and incongruent emotional reactions.

11:30-11:45

Speaker: Maximilian A. Primbs, max.primbs@ru.nl, Radboud University

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Title: The Effect of Face Masks on the Stereotype Effect in Emotion Recognition

Abstract:

The accurate and swift decoding of emotional expressions from human faces is fundamental for social communication. Yet, emotion recognition is prone to error and recent research showed that we often rely on our stereotypes when judging facial emotions (Bijlstra et al., 2010). Moreover, the introduction of face masks mandates in response to the Covid-19 pandemic additionally impedes accurate emotion recognition by introducing additional ambiguity to the emotion recognition process. As such, it is pertinent to understand how precisely face masks interfere with social communication and interact with existing biases in emotion recognition. Predictive coding frameworks of visual perception predict that in such situations of increased ambiguity of the sensory input (i.e., faces with masks), people increasingly rely on their prior beliefs (i.e., their stereotypes). Using specification curve analysis, we tested this prediction across two online experiments (N = 333), featuring different social categories (Study 1: Gender; Study 2: Ethnicity) and corresponding emotion stereotypes. No evidence was observed that face masks increase reliance on prior stereotypes, however, we found preliminary evidence that face masks decrease reliance on prior stereotypes. We discuss these findings in relation to predictive coding frameworks and potential alternative explanations.

11:45-12:00

Speaker: Thorsten M. Erle, t.m.erle@tilburguniversity.edu, Tilburg University

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Title: How good are emojis at being faces?

Abstract:

Facial expressions of emotion are powerful non-verbal cues that can strongly affect how we perceive what somebody means when they talk to us. However, communication today is more text than talk, happening digitally via channels that lack these cues. Emojis were created to remedy this by re-introducing digital facial expressions of emotion into our emails and text messages. The present talk addresses the simple question of how well they compensate the absence of real facial expressions during digital communication. In the first part of this talk I will summarize evidence showing that in low-stakes digital communication with friends, emojis are relatively functionally equivalent to offline smiles: compared to WhatsApp messages not including emojis, messages with emojis were perceived as more emotional, which led to more emotional contagion, a better understanding of the sender's intentions, and appropriate behavioral intentions in response to the message. However, the second part of the talk emphasizes that in specific contexts such as consumer behavior, webcare, and workplace communication, emojis are perceived quite differently than corresponding offline facial expressions of emotion. These differences are discussed in terms of underlying differences between digital and face-to-face communication, and future research on emojis and other forms of re-introducing non-verbal cues into digital communication is sketched out.

12:00-12:15

Speaker: Y. Liu, y2.liu@vu.nl, VU Amsterdam

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Title: Love and Hate Improve Target Detection in the Attentional Blink Task

Abstract:

Love and hate are influential to human life. But how do these strong and long-lasting feelings impact information processing? In the current study, we explored whether and how feelings of hate and love affect people's selective attention. We used a modified Attentional Blink (AB) task in which the name of a person towards participants felt either hatred, love, or neutral preceded a target by 120, 240, or 840 milliseconds (i.e., lag 1, 2, or 7 respectively) within a rapid serial visual presentation. Participants needed to detect both the name and the target in the word stream. We found that, compared to neutral names, both hated and loved names resulted in higher accuracy for the second target. This effect mostly affected overall performance and was largely independent of lag. The findings differ from modulations of the attentional blink as induced by more transient, non-personal, stimulus-driven emotions, as have been reported in the literature, suggesting different mechanisms may be at play for more inter-personal, long-term emotional associations. Relevant to future research, we speculate that love and hate are motivators of goal-directed behavior that benefit subsequent information processing.

### Parallel session 2.3 Zaal Werkplaats: Miscellaneous

11:15-11:30

Speaker: Paul Smeets, pm.smeets@maastrichtuniversity.nl, Maastricht University

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3. Utz Weitzel, utzweitzel@gmail.com, Maastricht University

Title: Do Financial Advisors Exploit Responsible Investment Preferences?

Abstract:

An unprecedented number of investors are giving their financial advisors a mandate for socially responsible investing (SRI). Yet, the impact of SRI mandates on consumers is unclear. In a pre-registered lab-in-the-field experiment with 345 professional advisors, we find that advisors charge a premium to SRI clients that cannot be justified by higher effort, skill, or costs. This suggests that advisors exploit the SRI preferences of their clients (who accept these higher fees). In an independent survey, financial regulators predict higher SRI fees but do not predict exploitation. Regulators confirm that our findings are externally valid and require attention from policymakers.

11:30-11:45

Speaker: Yujing Liang, Yujing.Liang@kuleuven.be, KU Leuven

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3. Irem Nur Keskin, MEF University, Turkey

Title: Self-Superiority and Self-Esteem: The Primary of Morality over Agency

Abstract:

People believe that they are morally superior to others (Tappin & McKay, 2017) and regard morality as the core of their “true self” (Strohming et al., 2017) even though self-esteem is associated with ascribing agency (competence and assertiveness) to the self (Abele & Wojciszke, 2007). One explanation can be that people claim self-superiority on morality not because it is important for the self, but because moral traits, as compared to agentic traits, are perceived as being more socially desirable (important for others), ambiguous, and controllable, and less easily verifiable or likely to elicit social feedback. We tested this explanation in two studies, where we measured (a) self-superiority beliefs on morality and agency, (b) perceived trait importance for the self and for others (Study 1; N= 558) and (c) perceived trait controllability, verifiability, ambiguity, frequency of feedback (Study 2; N= 136). We replicated greater self-superiority beliefs on morality than on agency when participants judged themselves on one dimension (Study 1) and when they judged themselves on both dimensions (Studies 1 & 2). Participants rated moral (vs. agentic) traits as more important for the self and others, and more controllable, less verifiable and less frequently eliciting social feedback. The greater moral (vs. agentic) self-superiority was mediated by both greater importance of morality for the self and lower verifiability of moral traits. These findings offer insights into the underpinnings of moral self-superiority and support the view that moral self-superiority is due to its importance for people’s self-view.

11:45-12:00

Speaker: Maria V. Zwicker, m.zwicker@uva.nl, University of Amsterdam

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Title: Positive Consumer Attitudes and Willingness to Pay for Novel Bio-Based Plastic Bottles

Abstract:

Fossil-based plastic contributes to climate change by emitting carbon dioxide during its production and lifecycle. Bio-based plastic from renewable biomass retains functionality but reduces environmental impact. For largescale market uptake of bio-based plastics, the industry needs to know that consumers are willing to purchase these products and how best to market them. This online vignette study (N = 529) investigated psychological factors influencing preferences for three types of bottles: a conventional fossil-based bottle (PEF plastic), a visually identical bio-based bottle (PEF plastic), and a visually distinct bio-based bottle with a paper outer layer (paper PEF). The key outcomes were attitudes and willingness to pay. We also tested whether consumers' choices being visible to (valued) others affected these judgments. Participants reported positive attitudes towards bio-based plastic, were willing to pay more for it, and irrespective of being observed overwhelmingly preferred the bio-based bottles (96.8%). We apply these findings to the marketing and uptake of sustainable alternatives such as bio-based plastics.

12:00-12:15

Speaker: Rabia I. Kodapanakkal, rabia.koda@gmail.com, Tilburg University

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3. Christoph Kogler, c.kogler@tilburguniversity.edu, Tilburg University
4. Ilja van Beest, i.vanbeest@tilburguniversity.edu, Tilburg University

Title: Moral Frames Persuade and Moralize, Non-moral Frames Persuade and Demoralize

Abstract:

Moral framing and reframing strategies are often used to bridge moral and political divides. This is done by framing persuasive arguments in moral terms or using alternative moral values that are relevant to people. These strategies persuade people holding moralized attitudes but they can have unintended side effects. They have the potential to moralize people further and as a consequence lower their willingness to compromise on issues. Across three experimental studies with US participants (Nstudy1 = 2151, Nstudy2 = 1590, Nstudy3 = 1015), we used persuasion messages (moral, non-moral, and control) that opposed new big data technologies (crime surveillance technologies and hiring algorithms). In Studies 1 and 2, we used two time points to assess actual change in attitudes and moralization. We consistently found that moral frames persuaded and moralized people, whereas non-moral frames persuaded and demoralized people. In Study 3, we found that moral frames lowered people's willingness to compromise in both self-report measures and behavioral indicators of compromise (incentivized compromise game). Exploratory analyses suggest that feelings of anger and disgust may drive moralization, whereas perceiving the technologies to be financially costly may drive demoralization. The findings imply that use of moral frames can increase and entrench moral divides rather than bridge them. Moral framing and reframing strategies should thus be tested for potential side effects before using them as a tool to bridge moral and political divides.

#### Parallel session 2.4 Glazen zaal: Symposium Economic decision-making under inequality and in a social context

##### General abstract:

In a dark and distant past, economists and psychologists eyed each other's work suspiciously, sometimes even viciously. Over the last years, however, interdisciplinary research has increasingly enlightened both fields. This symposium is a testament to this development and sits at the intersection of social psychology and behavioural economics. Our aim is to show that understanding economic decisions is central to understanding human behaviour. In addition, we aim to create a platform for economic psychologists and behavioural economists where they can connect and inspire each other.

The symposium consists of four related presentations on incentivized experimental research in the field of economic decision-making. It kicks off with a talk on economic decision-making under financial deprivation. That is, Leon Hilbert will present a research program on financial scarcity and temporal discounting. Following this talk on individual decision-making, the symposium continues with economic decisions in a social context. Luuk Snijder will present findings on how financial deprivation affects cooperation. More specific, he will discuss what happens when—in an unequal society—people can freely choose with whom they want to cooperate. Then, the focus shifts towards a specific type of cooperation, namely cooperative cheating, as Annika Nieper will present research on prosocial dishonesty and the role of gossip. While gossip is one way that might affect cheating behaviour, transparency is another. The symposium culminates in a related talk by Christoph Kogler on transparency of unequal penalty rules—and how it affects rule compliance in the context of differently sized businesses.

11:15-11:30

Speaker: Leon P. Hilbert, l.p.hilbert@fsw.leidenuniv.nl, Leiden University

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Title: Financial scarcity increases discounting of gains and losses: Experimental evidence from a new paradigm

##### Abstract:

People experience financial scarcity when they have less financial resources than needed, and this experience can affect decision-making in various ways. One proposed consequence of financial scarcity is increased temporal discounting, which is a tendency to value immediate outcomes more strongly than delayed outcomes. To test whether financial scarcity indeed increases temporal discounting, we developed the Household Task—a new experimental paradigm during which participants have to manage the finances of a household. In a pilot experiment (N = 150), we systematically varied whether participants accumulated debts or savings, or had a neutral balance. Results showed that accumulating debts induced an experience of financial scarcity. Next, two experiments confirmed that this experience increased temporal discounting. Results of Experiment 1 (preregistered, N = 205), indicated that financial scarcity increased temporal discounting when participants made financial decisions concerning gains. Results of Experiment 2 (preregistered, N = 215) replicated and extended Experiment 1, including discounting of losses. Together, the current research provides compelling evidence for a causal effect of financial scarcity on increased temporal discounting. Moreover, we extend previous research by introducing a new experimental paradigm that can be used to investigate various behavioral, cognitive, and emotional effects of financial scarcity. Furthermore, we provide valuable insight in the decision-making processes of those dealing with financial problems.

11:30-11:45

Speaker: Luuk Snijder, ll.snijder@gmail.com, Leiden University

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2. Mirre Stallen, Leiden University, Amsterdam University of Applied Sciences
3. Jörg Gross, Leiden University
4. Leon P. Hilbert, Leiden University
5. Carsten K. W. De Dreu, Leiden University, University of Amsterdam

Title: Choosing with whom to Cooperate in an Unequal Society

Abstract:

In daily life, people can often choose with whom to cooperate, and whom to turn down. Surprisingly though, while inequality is omnipresent in human societies, previous experimental studies investigating the role of partner choice on cooperation are typically based on the assumption that individuals are similar in how much they are able to contribute to public goods (their available endowment) and how much value their cooperative contributions generate (their productivity factor). In this study, we therefore examined how individual differences in endowment and productivity factor impact partner choice and cooperation. Participants (N = 336) were assigned either a high or a low endowment and either a high or low productivity factor and subsequently participated in a multiple-rounds, two-person, public goods game. On each round, participants could either choose a partner (experimental condition), or were assigned to one (control condition). Results show that when being able to freely choose with whom to cooperate, participants preferred to interact with and cooperated more with partners who had a high endowment and a high productivity factor. As a result, the ability to choose with whom to interact increased rather than decreased the wealth gap between participants who were best-off (high endowment and high productivity factor) and those who were worst-off (low endowment and low productivity factor). These findings show that partner choice can lead to a segregation of groups in which a-priori differences in wealth and skills are reinforced and inequality further increases.

11:45-12:00

Speaker: Annika Nieper, a.s.nieper@gmail.com, Vrije Universiteit Amsterdam

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2. Bianca Beersma, Vrije Universiteit Amsterdam
3. Maria Dijkstra, Vrije Universiteit Amsterdam
4. Gerben van Kleef, University of Amsterdam

Title: How Does Gossip Impact Prosocial Dishonesty? Testing Two Competing Hypotheses

Abstract:

Gossip, the exchange about absent others, is omnipresent in everyday life and previous research has shown that gossip increases prosocial behavior. However, how does gossip influence prosocial behavior if to be prosocial one has to be dishonest? Previous findings and theories propose competing hypotheses. On the one hand, gossip could increase prosocial dishonesty, because people are more prosocial when they can be gossiped about. On the other hand, people want to maintain an honest reputation, indicating that gossip could decrease prosocial dishonesty. We test these competing hypotheses using a sequential die-rolling task where one participant is asked to roll a fair die and report the outcome. A second participant sees the reported outcome, then rolls a die, and reports the outcome. Dyads earn money in case they report matching numbers, and the higher the match, the more money they earn. We manipulate the possibility of gossip by giving participants the chance to exchange information about their partner vs. not (control condition). In a pilot, people were 50% prosocially dishonest in the gossip treatment in comparison to 42% in the control group. Data collection is still ongoing and will be finalized in October. If gossip increases prosocial dishonesty, this indicates that gossip has a backfiring effect in society by not only increasing prosocial behavior but also corrupt cooperation. If we find that gossip decreases prosocial dishonesty, it means it can help in tackling collaborative dishonesty. These findings increase the understanding of gossip in society and shed light on competing theoretical predictions.



12:00-12:15

Speaker: Christoph Kogler, C.Kogler@tilburguniversity.edu, Tilburg University

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2. Jerome Olsen, Max Planck Institute for Research on Collective Goods, Bonn

3. Magda Osman, University of Cambridge

4. Marcel Zeelenberg, Tilburg University, Vrije Universiteit Amsterdam

Title: The Effect of Transparent Unequal Penalty Rates on Safety Compliance for Different Sized Businesses

Abstract:

Institutional transparency concerns the amount of information authorities provide about their decision-making and the implementation of their policies, and it is claimed to result in better decisions, policies, and processes. The present study investigates the relation of procedural transparency and compliance with authorities' regulations. The underlying assumption is that procedural transparency encourages compliance with regulations. In an incentivized experiment, 666 participants took on the role of a business owner and had to fill in a form and spend a certain amount of their income as compliance costs to adhere to safety rules. In a 2 (Business Size: small vs. big) x 2 (Penalty Rate: equal vs. unequal) x 2 (Penalty Scheme: transparent vs non-transparent) between-subjects design, we investigated whether an unequal penalty rate for small size in contrast to big size businesses had a different effect on compliance when this difference was transparent compared to when it was not transparent. Additionally, business income, compliance costs, and audit probability were varied within-subject, over 18 decision rounds. The deterring effect of a higher penalty rate for big size compared to small size businesses under a non-transparent unequal penalty scheme is attenuated when the same information is available. This supports the idea of a backfiring effect of higher penalties in connection with a penalty scheme that treats businesses differently. These results suggest that authorities need to carefully consider what information about their procedures they decide to communicate in order to avoid unintended negative effects of increasing transparency.

#### Parallel session 4.1 Zaal Beton: Environmental Psychology & Global Challenges

14:40-14:50

Speaker: Maïke L. V. Weiper, m.weiper@student.ru.nl, Behavioural Science Institute, Radboud University

Additional author(s):

2. Roos Vonk, r.vonk@psych.ru.nl, Behavioural Science Institute, Radboud University

Title: 'I Follow a Vegan Diet' – How Communication Shapes Perceptions of Meat-Refusers

Abstract:

Meat-refusers (vegetarians and vegans) remind society and individuals in daily interactions of the questionable circumstances and consequences of meat consumption for animal suffering as well as the climate crisis. Typically, they are evaluated as moralistic, preachy, and arrogant because they threaten meat-eaters' moral self-image. In two experiments, we tested whether the style of communication by a meat-refuser can influence these interpersonal evaluations. Participants were presented with an essay written by a meat-refuser who communicated in either a static, confident, and result-oriented way, or in a dynamic, uncertain, and process-oriented manner. We found that vegetarians and vegans pose a greater moral threat to meat-eaters and, thus, are rated significantly more arrogant than flexitarians (study 1) or meat-refusers with non-moral motives (study 2). Furthermore, as hypothesised, dynamically communicating targets elicit less moral threat and are subsequently rated less arrogant than meat-refusers communicating in a static way (studies 1 and 2). We propose that dynamic communication can reduce intergroup conflict and may eventually initiate social change towards a more sustainable future.

14:50-15:00

Speaker: Esmee M. Veenstra, e.m.veenstra@uu.nl, Utrecht University

Additional author(s):

1. Naomi Ellemers, Faculty of Social Sciences, Utrecht University

Title: Prerequisites for advancing CSR outcomes: Assessing the organizational integration of goal structures for circular and inclusive practices

Abstract:

To contribute to a more sustainable, fair, and inclusive society and give meaning to Corporate Social Responsibility (CSR), businesses can take diverse paths. Two themes that involve considerable interest in recent years are circular and inclusive business practices. On the face of it, it is not self-evident how these two aspects of CSR relate to each other. While reducing the use of new raw materials and waste revolves around a different approach of the working process, inclusive business practices focus on improving the working climate and culture of an organization. In this research, we draw upon goal setting theory in organizational psychology, to argue that the likelihood that organizations advance towards the achievement of such CSR outcomes depends on the extent to which CSR goals are consistently structured and aligned with strategic business goals. We complement prior research by systematically comparing whether and how organizations incorporate circular and inclusive CSR initiatives in their business strategy and daily operations. In an online questionnaire, representatives of 85 Dutch organizations (of different sizes and business sectors) were asked to report on specific features of their circular and inclusive business practices. Results lead to a common conclusion and reveal the importance of translating abstract intentions into concrete strategic goals. By identifying organizational practices that help to align CSR goals with strategic business goals, we specify the actions that organizations can take to accelerate the achievement of CSR outcomes relating to the natural and social environment.

15:00-15:10

Speaker: Amarins Jansma, a.jansma@uu.nl, Utrecht University

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2. Kees van den Bos, k.vandenbos@uu.nl, Utrecht University

3. Beatrice A. de Graaf, b.a.degraaf@uu.nl, Utrecht University

Title: How Perceptions of Unfairness are Shaped by Different Contexts and Link to Radicalization for Climate Change

Abstract:

Many people have great concerns about climate issues. Some demand rapid change and become involved in protests.

We explored unfairness perceptions of people who protest against climate change, because earlier research showed that perceived unfairness is associated with increased radicalization. After all, when individuals notice that certain things are not right, this can trigger strong feelings and emotions, and subsequently drive extreme thoughts and behaviors. However, it is unclear whether this also applies to climate protesters. Therefore, we investigated their unfairness perceptions and potential radicalization processes.

In the present study, we conducted 40 qualitative in-depth interviews with people who affiliated with Extinction Rebellion and whom we recruited during protests. In these interviews, people spoke about their motivations to take action, their opinions of the police, the law, and the use of violent tactics. Through qualitative analyses using grounded theory and a hybrid coding approach, we assessed temporal and spatial dimensions of perceived unfairness and identified several radical attitudes and behaviors.

Our findings reveal that climate protesters are driven by unfairness about what is happening in their current and immediate environment. Furthermore, they also integrate information derived from different time frames, focusing on injustices in the past and especially in the future, and from distal social dynamics, concerning injustices in societies far removed from them. We observed that protesters differed in their views on the police, what justifies breaking the law, and when the use of violence is legitimate. Taken together, our findings yield insights into current radicalization processes.

15:10-15:20

Speaker: Han Kyul Yoo, hankyul.yoo@wur.nl, Wageningen University

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2. Michel J.J. Handgraaf, michel.handgraaf@wur.nl, Wageningen University

Title: The effect of visibility on sustainable energy-use and prosumer behavior

Abstract:

This study examines how visibility affects the adoption of sustainable behaviour related to energy-use around the household. Pro-environmental behaviour, which includes energy-related behaviour in the house, is found to be affected by social influences such as social approval and social learning. The visibility of behaviour can have an impact on how these social influences take place. By conducting semi-structured interviews about adopting solar panels, we explore the different pathways through which behaviour is affected by seeing other people's actions and also by the knowledge that one's own behaviour can be seen by others. Results of the study indicate that visual encounters with homes that have solar panels installed affect awareness of the technology in different forms and settings, influence beliefs regarding self-efficacy, as well as beliefs regarding social norms. On the flip side, when considering the possibility of being seen with the device on their own house, people are mainly concerned with the aesthetics and do not consciously consider it a signal of status. Nevertheless, most participants were willing to communicate with their social group about the device. The results of the study have implications for policies that use social contagion for wider adoption of sustainable energy behaviour, by providing insights on how communication can be promoted either through increased visibility or other means. In addition, the study can inform the literature on pro-environmental behaviour on how visibility as well as other contextual factors interact to impact social influence in the diffusion of behaviour.

15:20-15:30

Speaker: Angelo Romano, a.romano@fsw.leidenuniv.nl, Leiden University

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3. Carsten De Dreu, c.k.w.de.dreu@fsw.leidenuniv.nl, Leiden University

Title: Conflict misperceptions in a globalizing world

Abstract:

In a globalizing and increasingly interdependent world, how citizens cooperate and compete with foreigners impacts work relations within and between organizations, and shapes political support for immigration policies and international aid. In this paper, we study how people make decisions to aggress and defend against foreign citizens of different nationalities. We conducted incentivized online contest experiments across 51 societies (N = 12,863). We find that people hold inaccurate perceptions in conflict around the globe, such that defending against foreigners of a particular society (expected aggressiveness) rarely reflects actual aggressiveness of individuals across that societies. Moreover, we find that while expected aggressiveness is rooted in wealth differences and in reputations for being historically involved in past international disputes, variation in institutional quality (democracy, rule of law, and government effectiveness) drives actual aggressiveness around the globe. Our results show that misperceptions characterize conflict across societies. Moreover, we contribute to the understanding of the socio-economic, cultural, and institutional underpinnings of conflict. In particular, our findings outline the importance of considering socio-economic inequalities and past reputations when dealing with international conflict among individuals around the globe.

15:30-15:40

Currently no talk planned

#### **Parallel session 4.2 Zaal Kunst: Social Behaviour & Close Relationships**

14:40-14:50

Speaker: Anabela A. Cantiani, A.A.Cantiani@tilburguniversity.edu, Tilburg University

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3. Ilja van Beest, I.vanBeest@tilburguniversity.edu, Tilburg University

Title: Exploring the role of perspective-taking in coalition partner selection

Abstract:

Perspective-taking, the ability to attribute and understand another person's inner mental states, constitutes a cornerstone that enables individuals to navigate the social world. Perspective-taking is especially important in mixed-motive social interactions, such as coalition formation processes, where different parties need to work together to achieve outcomes that they individually could not attain. Although this process inherently requires considering the interests and intentions of the other agents, previous research has not examined the role of perspective-taking for it. We will present three studies that investigate how perspective-taking affects coalition formation and initial coalition partner selection. Study 1 (N = 851) showed that higher levels of perspective-taking predicted higher levels of inclusion in winning coalitions. For Studies 2 and 3, we experimentally manipulated visuo-spatial perspective-

taking to test whether assuming the literal point of view of a game partner causally affects attitudes towards them, as well as the likelihood of selecting them to form a coalition. In Study 2 (N = 154), participants reported greater sympathy and similarity towards a coalition partner after engaging in perspective-taking compared to trials where they remained egocentric. In Study 3 (N = 282), we observed that individuals who engaged in perspective-taking formed coalitions more often with the partner whose perspective was assumed than those who used alternative strategies that do not require perspective-taking. These results provide evidence of the importance of perspective-taking during the partner selection stage of the coalition formation process. Moreover, it stresses the relevance of considering different mechanisms when investigating visuo-spatial perspective-taking.

14:50-15:00

Speaker: Robert P. G. Goedegebure, robert.goedegebure@wur.nl, Wageningen University

Additional author(s):

2. Michel J. J. Handgraaf, michel.handgraaf@wur.nl, Wageningen University

Title: The effect of the presence of others on COVID-related risk taking for individuals and groups

Abstract:

The present study explored the effects of the presence of others on risk-taking amid the COVID-19 pandemic for individuals and groups. We studied how those factors affected choices pertaining to following COVID-guidelines by focusing on situations where people decided not to follow those guidelines. The case of adherence to the COVID-guidelines presents a special conundrum: considering the pandemic it is best to avoid others and move in isolation, yet being with others does tend to make us feel safe. Participants (N = 189) were randomly allocated to a 2 (decision context: public vs private; within subjects) X 2 (decision type: individual vs group decision making; between subjects) mixed design. Participants were asked to describe and evaluate two situations in which they ignored COVID-guidelines. The results show that people acknowledge that being with others is risky. Yet, presence of others also attenuates the negative effect that perceived risk has on the likelihood to ignore COVID-guidelines in the future. People that make decisions in a group are more likely to take risks in a public setting in the presence of strangers compared to a private setting in which they would decide for themselves. Our results offer new insights on the impact of the social context on risk taking and emphasize the importance of considering both benefits and negative consequences of social interaction.

15:00-15:10

Speaker: Maximilian Agostini, m.agostini@rug.nl, University of Groningen

Additional author(s):

2. Martijn van Zomeren, m.van.zomeren@rug.nl, University of Groningen

Title: A cross-cultural model of collective action: A meta-analysis of four motivations and structural constraints

Abstract:

We replicate medium-sized positive effects of injustice, identity, and efficacy on collective action, while newly showing a medium-sized unique positive effect of morality on collective action. We also replicate a pattern of positive correlations between injustice, identity and efficacy, while newly showing positive correlations between morality and the other predictors. Third, we replicate the findings that the best predictors of collective action are emotional injustice and politicized identification, while newly showing that moral conviction is an equally strong predictor. Fourth, we newly find that the four motivations extend to advantaged group members engaging in solidarity with the disadvantaged; and newly identify structural (e.g., cultural) constraints. We discuss how our new "dual chamber" model and findings confirm previous insights and break new ground by integrating four socio-psychological perspectives on why people protest. In this meta-analysis, we test a potentially cross-cultural model of collective action by synthesizing four motivations for collective action (1235 effects from 403 samples; total N = 123,707).

15:10-15:20

Speaker: A. Fariña, a.farina@fsw.leidenuniv.nl, Leiden University

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3. Last, C.K.W. de Dreu, c.k.w.de.dreu@fsw.leidenuniv.nl, Leiden University and University of Amsterdam

Title: Partner selection and signaling during intergroup conflict

Abstract:

The possibility that human cooperation depends on reputation and partner selection is well-supported in theoretical, experimental, and ethnographic work. What remains unclear, however, is what partner reputations people prefer during intergroup conflict and how partner selection during intergroup conflict modulates decision-making.

Across 3 incentivized online studies using the Intergroup Attacker Defender Contest (N = 750), we test the hypotheses that during intergroup conflict (i) people prefer parochial cooperators to universal cooperators or selfish partners, (ii) differences in partner preferences between attackers and defenders exist, and (iii) knowing that one may be selected as a partner changes one's cooperative behavior.

While mixed regressions rejected the possibility that during intergroup conflict people prefer partners reputed for their parochial rather than universal cooperation, they support the notion that cooperators are preferred to selfish partners – regardless of whether they are attackers or defenders. In line with previous findings that individuals in a social dilemma act more cooperatively when seen by others, we find a robust effect of visibility on people's cooperative behavior. That is, participants altered their decisions in a helping task to become more parochially cooperative when they knew these decisions would be seen by potential future interaction partners. Importantly, these changes in cooperative decisions had no bearing on future investments in conflict, suggesting that these changes were merely used a signal – not to reflect a veritable change in social preferences.

15:20-15:30

Speaker: Ruddy Faure, ruddy.faure@ru.nl, Radboud University Nijmegen

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4. Francesca Righetti, f.righetti@vu.nl, Vrije Universiteit Amsterdam

Title: Implicit ambivalence: A driving force to improve relationship problems

Abstract:

Implicit ambivalence involves holding strong positive and negative implicit evaluations toward the same object. This state is especially common in close relationships because even the most satisfying partnerships involve conflicts and other frustrating experiences that can be explained away through effortful motivated reasoning yet remain etched in memory as mental representations involving the partner. In fact, growing evidence indicates that it appears normative for implicit measures of partner attitudes to reveal implicit ambivalence, even in the absence of self-reported explicit ambivalence. Despite being common, however, little is known about the consequences of implicit ambivalence. The present work provides initial evidence that implicit ambivalence can motivate relationship improvements. Across two longitudinal studies of newlywed couples (N = 448 individuals), multilevel dyadic analyses revealed that higher implicit ambivalence was associated with higher motivation to make efforts to improve current marital problems. Higher motivations, in turn, predicted reduced marital-problems severity reported by the partner and increased marital satisfaction reported by both spouses four months later. Alternative explanations were tested and ruled out as our findings held controlling for various confounding variables. Taken together, these results have important implications not only for relationship science but also for attitude and implicit social cognition research more generally. They suggest that implicit ambivalence stemming from conflicting mental representations toward a meaningful other may trigger motivational processes aimed at restoring cognitive consistency, including behavioural efforts that may have the power to shape long-lasting relationships in the real world and benefit outcomes that are practically relevant for society.

15:30-15:40

Speaker: Giulia Zoppolat, g.t.zoppolat@vu.nl, VU Amsterdam

Additional author(s):

2. Francesca Righettin, f.righetti@vu.nl, VU Amsterdam

Title: Ambivalence in romantic relationships

Abstract:

People often feel mixed feelings (i.e. ambivalence) towards their romantic partner. So far, research has primarily shown that ambivalence is bad for relationships, but is this always true? In line with the ABC model of ambivalence and a socio-functional view of emotion, we test the idea that, just as the affective experience of ambivalence implies a conflict of affect, people also experience conflicting (positive and negative) cognitions and behaviors when feeling ambivalent toward their partner. We tested this idea in three different studies: a ten-day daily diary study (n = 172) and a longitudinal study with six assessments every two-weeks (n = 3,099) with people in a romantic relationship, and 12-day daily diary study with couples (n = 176 couples). We find that when people experience greater ambivalence towards their partner, they tend to spend more time ruminating both about the difficulties they face in the relationship but also on ways in which they can make it better and, subsequently and respectively, engage in both constructive and destructive behaviors towards their partner.

#### **Parallel session 4.3 Zaal Werkplaats: Motivation & Social Comparison & social interaction**

14:40-14:50

Speaker: Patty C.P. Jansen, pcp.jansen@interpolis.nl, Eindhoven University of Technology

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3. Martijn C. Willemsen, m.c.willemsen@tue.nl, Eindhoven University of Technology

Title: When increasing risk perception does not work. Using behavioral psychology to increase smoke alarm ownership.

Abstract:

The central question of our study is which determinants drive smoke alarm ownership and intention to purchase one, and whether we can increase smoke alarm ownership by addressing these determinants in a communication-based intervention. To answer these questions, we followed a long and extensive path, in which we performed multiple sequential studies. We first made an exhaustive inventory of all possible motivations and barriers (referred to as “determinants” in this study) for smoke alarm ownership, by conducting interviews together with the Fire Department (n = 15), and by consulting prominent prevention behavior theories (PMT, HBM), but also looking at other relevant literature such as the persuasion and risk literature. We developed a model of possible determinants that was as complete as possible and analyzed the relationships between these determinants and smoke alarm ownership and intention in a survey (n = 622). Based on these results we developed two messages to stimulate smoke alarm ownership: one focused on the determinants we found to be strong predictors in the survey and one focused on the typically used determinants but that were not significant in our survey. We subsequently tested the effects of these messages (versus a control group) in a between-subject field experiment on smoke alarm ownership and intention (n = 310). Taken together, our results give a promising direction for interventions to increase smoke alarm ownership, and above all, show that conducting a comprehensive problem analysis for a specific target behavior is a necessary step to induce behavioral change.

14:50-15:00

Speaker: Felix Grundmann, f.u.grundmann@rug.nl, University of Groningen

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3. Kai Epstude, k.epstude@rug.nl, University of Groningen

Title: I will read why our paper got rejected later: Feedback disengagement driven by hedonic goals

Abstract:

Negative feedback has fascinated and puzzled researchers for decades. While it is crucial for successful goal pursuit, it does not always lead to the desired improvement in performance. We sought to better understand this feedback-performance gap by examining negative feedback's collateral consequences – namely, increased negative affect – and associated regulatory efforts. To this end, we synthesized research on emotion regulation and the idiosyncrasies of different emotion-regulation strategies to develop the model of motivated feedback disengagement. In this talk, we outline the model and present initial evidence supporting it. According to the model, feedback-induced negative affect may increase hedonic-goal salience which, in turn, can lead to emotion-regulatory efforts and feedback disengagement. To test this idea, we conducted two studies. In Study 1 (N = 173), we asked employed adults to recall a moment at work when they received negative (vs. positive) feedback. We further asked them to indicate how they felt and what they wanted when they received the feedback. Causal mediation analysis revealed that negative feedback had an indirect positive effect on hedonic-goal salience via negative affect. In Study 2 (N = 259), we utilized a policy-capturing approach to investigate the relationship between goal salience, negative feedback, and (dis)engagement. Using multilevel modeling, we show that hedonic (vs. improvement) goals were expected to motivate more disengagement from and less engagement with improvement-focused but contrahedonic (i.e., negative) feedback. We describe possible implications of our findings for stakeholders in the performance domains (i.e., sport, education, and work) and avenues for future research.

15:00-15:10

Speaker: Vanessa Rettkowski, vrettkow@mail.uni-mannheim.de, University of Mannheim

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3. Marcel Zeelenberg, M.Zeelenberg@tilburguniversity.edu, Tilburg University

Title: How Do Those That Want It All Respond to Missing Discounts? Dispositional Greed and Inaction Inertia

Abstract:

Greed is the insatiable desire for more and an important economic motivator with numerous implications for consumer behavior. Greed can be understood as the desire to want as much as possible as good as possible. This research project investigated whether wanting the most or wanting the best prevails when posed against each other in the context of inaction inertia - the empirically robust effect to dismiss a bargain offer after a previous, superior offer has been missed. To test the two competing hypotheses of wanting the most or wanting the best, we conducted a preregistered and well-powered study with native English speakers (N = 551). Participants answered several established inaction inertia scenarios and the dispositional greed scale. Our findings show that the inaction inertia effect is reduced for people of high greed dispositions. Furthermore, greedy individuals overall have a higher purchase likelihood even if a much better offer had been missed previously. Our findings suggest that greedy people tend to want the most and that missing a discount may be less intense for them. Implications for the definition of greed, and the susceptibility of greedy people to inaction inertia are discussed.



15:10-15:20

Speaker: Suzanne Oosterwijk, s.oosterwijk@uva.nl, University of Amsterdam

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Title: To read or not to read: motives for exploring negative COVID-19 news

Abstract:

People are confronted with a barrage of negative news during the COVID-19 crisis. The present study investigates why people voluntarily engage with such potentially distressing news. We used a paradigm that allowed participants to choose, based on headlines, whether they wanted to read news articles (or not). These headlines reflected narratives of personal experience with the virus and factual news about COVID-19 regulations or statistics. After making choices, participants rated each unique headline on a set of informational, emotional and social dimensions phrased as expectations about the impact of reading the negative article (e.g., Reading this article will help me understand the situation). Prior to data analyses, we divided the data into an exploration dataset (n = 398) and a validation dataset (n = 399) in order to test confirmatory hypotheses that followed from the analysis of the exploration dataset. We found robust support for four preregistered hypotheses: choice for negative coronavirus headlines was positively predicted by 1) personal as opposed to factual headlines; 2) the anticipated amount of knowledge acquisition (i.e., novel information, opinion formation and understanding the situation); 3) the anticipated relevance to one's own personal situation; and 4) people's sense of moral duty. These results support the idea that negative content offers important informational value, both in terms of understanding current events, and in terms of preparing for these events. Furthermore, engagement with negative content may be motivated by personal values.

15:20-15:30

Speaker: Y. Ecker, yael.ecker@gmail.com, JGU Mainz, University of Cologne

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5. R. Imhoff, roland.imhoff@uni-mainz.de, JGU Mainz

Title: The Role of Comparison Processes in Maintenance Goals

Abstract:

How do comparisons impact people's efforts to maintain what they have? In the current research project, we reason that maintenance goals are primarily energized by appreciation for the current state, and would therefore be motivated by comparisons that lead to more positive self-evaluations. Accordingly, we predicted that maintenance motivation would increase after upward comparisons that trigger assimilation but not those that trigger contrast. To test this, we used an innovative manipulation that triggered contrast with comparisons to others and assimilation with comparisons to a hypothetical self. The validity of this manipulation was ascertained on a measure of appreciation for the current state: While upward other-comparisons decreased appreciation (were contrastive; Studies 1-4, 7), upward self-comparisons increased appreciation (were assimilative; Studies 5-7). The empirical work strongly supports our pre-registered predictions. A set of seven studies (N = 3,403), in four goal domains, shows that maintenance motivation is facilitated by assimilative upward (vs. downward) comparisons, but not by upward contrastive comparisons, and that this influence is mediated by appreciation. Approach motivation, in contrast, is facilitated by the inspiring effect of both assimilative and contrastive upward comparisons. Additionally, in line with existing literature, avoidance motivation is more likely influenced by assimilative downward than upward comparisons. Altogether, our results reveal a distinct role of comparisons in maintenance. Maintenance goals are a fundamental and prevalent aspect of human motivation. In revealing their relationship with comparisons—a fundamental aspect of human cognition—the current research provides a profound contribution to knowledge on motivation.

15:30-15:40

Speaker: Kim Lien van der Schans, kimlien.vanderschans@ru.nl, Behavioural Science Institute, Radboud University Nijmegen

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Title: Through mindful colored glasses? Trait mindfulness associates with lower stress and more positive perceptions in the actor but not in the partner

Abstract:

Objectives: Converging evidence shows that mindfulness is associated with various indicators of interpersonal behaviour and wellbeing. Although promising, the effects of mindfulness should ultimately be expressed during interpersonal interactions and observed by interaction partners. The current study assessed the associations between trait mindfulness, interpersonal stress, interpersonal perceptions and a joint coordination task during a stressful interpersonal task.

Methods: Sixty-seven same sex (female) dyads (134 individuals) participated in a laboratory study. Trait mindfulness was measured via an online questionnaire. In the lab, participants were asked to engage in two tasks with a stranger: 1) a stressful interaction task (they were asked to introduce themselves standing only 27 cm apart) and 2) an joint coordination task. Afterwards, both partners' levels of interpersonal stress and interpersonal perceptions (i.e. liking of the interaction, perceived attentiveness, and perceived coping) were assessed.

Results: Results of Actor Partner Interdependence Models (APIM) showed a negative association between trait mindfulness and experienced interpersonal distress. Trait mindfulness was positively associated with liking of the interaction, perceived attentiveness and perceived coping. Actor's trait mindfulness was positively associated with the partner's liking of the interaction (marginally significant), but no other partner effects were found. There was no association between trait mindfulness and interpersonal coordination.

Conclusions: The findings suggest that trait mindfulness may affect actual interpersonal interactions. We discuss the findings in line with various theoretical models, such that persons high in mindfulness may experience lower distress during interpersonal interactions and have more favourable impressions of their interaction partners. However, we found little support that high trait mindfulness also positively affected impressions and experiences of the interaction partner. The current findings underscore the importance of studying trait mindfulness dyadically. Future research is necessary in order to further understand how trait and state mindfulness of actor and partner influences interpersonal perceptions and behaviour.

#### **Parallel session 4.4 Glazen Zaal: Symposium 1: The consequences of traditional and changing gender norms for men**

General abstract:

Men are generally seen as a high-status group, and therefore, their perspective is often overlooked in discussions about the consequences of gender norms. However, men today can find themselves in a precarious situation. On the one hand, discourse about gender equality is centered around women's oppression, increasingly making men aware of their privileged position. On the other hand, men also face the restrictions of traditional male gender norms on their lives, where their choices (e.g., health behaviors and career paths) are constrained. This symposium sheds a light on men's experiences, with the first two presentations discussing the role of traditional gender stereotypes in men's wellbeing-related behavior and career interests, and the last presentation focusing on the impact of changing social norms for men. Taking a social identity perspective, presentation 1 will examine the role of gender identification (i.e., how central being a man is to one's identity) and precarious manhood (i.e., the belief that masculinity is easily lost and therefore needs to be proven) in men's self-reported health-related behavior. Presentation 2 will bring a more contextual perspective by focusing on the role of personal and cultural values in pervasive gender differences in men's healthcare and education (HEED) career interest in 49 countries. Lastly, Presentation 3 will demonstrate how white men respond to thinking about their privilege and cues of social change, using self-report and physiological measures.

14:40-14:50

Speaker: Elena Bacchini, e.a.m.bacchini@uu.nl, Utrecht University

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4. Russell Spears, r.spears@rug.nl, Rijksuniversiteit Groningen

Title: At the heart of society: majority group members' responses to social change

Abstract:

Societies across the globe undergo unprecedented changes in terms of evolving gender and racial relations. To aid societal cohesion, it is important to understand when and why members of traditionally advantaged groups respond to change in a welcoming or defensive manner. In two studies we examine how majority group members respond to cues of social change, in terms of emotions, attitudes and physiological responses. Using webcam-based technology, we measure participants' engagement by extracting heart rate values from video data. In study 1, white men reflect on their privileges, their own role and aim in society. In study 2, we examine differences between the responses of men and women when reflecting on gender inequality. Results indicate that although thinking about change may be relieving majority group members from negative emotions, there may be counterintuitive consequence in terms of their support for social change.

14:50-15:00

Speaker: Katharina Block, Kblock@uva.nl, University of Amsterdam (new address: kblock@nyu.edu)

Title: The Role of Personal and Cultural Values in Men's Interest in Care-oriented Careers

Abstract:

Despite the personal and societal benefits that careers in healthcare and education (HEED) offer, men are less drawn to such careers than are women. In three studies, we examine the role of personal and cultural values in pervasive gender differences in HEED interest. Studies 1-2 (N = 688) suggest that, to the extent that North American men are less likely to personally value help and care (i.e., communion), they tend to be less interested in HEED careers (e.g., nurse) and also perceive them as less valuable to society than women do. Study 3, a pre-registered cross-national study of 19,240 men and women from 49 nations, documents similar patterns across the globe; On average, men are less interested in HEED careers than are women. There is, however, considerable variability in this effect, ranging from statistically non-significant to large gender differences in a given country. As predicted, we find that gender differences in HEED interest are larger in more economically developed countries. This phenomenon is explained by goal congruity processes (and not a number of other proposed factors); in more developed countries men are less likely to endorse communal values than are women, and lower communal values, in turn, predict lower HEED interest.

#### Parallel session 4.4 Glazen Zaal: Symposium 2: The only constant is change: Opinions and feelings towards current changes in social norms

##### General abstract:

The only constant in life is change, so Heraclitus allegedly said. Our perception of social norms and what is considered “moral” is constantly updated, often resulting in controversy until the new norms become the status quo. In this symposium, we will dive into the way people feel during these changes in social norms. We will show that new norms can cause polarization and backlash, which can feel like taking “one step forward and two steps back” in that it leaves people feeling more threatened, frustrated, or hateful than before. Importantly, while research is often biased towards people who feel strongly about a topic, polarization can also leave people feeling confused and ambivalent. Ambivalence, in turn, has its advantages and disadvantages for updating social norms. To discuss these intricacies surrounding changes in social norms, four speakers will present their research. Miriam Wickham will show how gender-inclusive initiatives, which represent a change to the status quo (the gender binary system), can cause various types of threat, and subsequently, backlash. Cristhian Martínez will show how conflicts of values surrounding polarizing issues (e.g., abortion) trigger a symbolic threat, which in turn trigger feelings of hate and consequently aggression. Gonneke Ton will show that, in the context of social change debates (e.g., Zwarte Piet), people can feel ambivalent due to opinion differences they perceive in their social environment. Lastly, Shiva Pauer will show how ambivalence surrounding the ethics of meat consumption can be beneficial for behavioural change because people seek to resolve ambivalence-related discomfort.

15:00-15:10

Speaker: Miriam Ines Wickham; m.i.wickham@uu.nl; Social, Health & Organizational Psychology, Utrecht University

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Title: The threat of losing the gender binary: Opposition to gender-inclusive initiatives and the roles of distinctiveness-, safety-, status-, and system-threat

##### Abstract:

Recent societal initiatives (e.g., gender-neutral clothing, bathrooms, and language) highlight the ongoing shift of gender away from binary categories, and towards the idea that gender is a spectrum. These gender-inclusive initiatives (GII) are designed to include non-binary people, and to reduce gender-based discrimination, but are often met with backlash. In a series of studies, we investigated variables related to support of and opposition to GII. In Study 1, we found that high levels of identification with a binary gender, as compared to gender non-conformity (feeling like one does not entirely fit into the gender binary), was related to less support of GII, suggesting status threat of the majority group. In Study 2, we found that participants felt more negative about bathroom-related GII than language- or clothing-related GII, suggesting feelings of safety threat in relation to shared bathrooms. We also found that participants who opposed GII experienced distinctiveness threat and tended to score higher on gender system justification (suggesting that they experienced system threat). In Study 3, we zoomed in on distinctiveness threat and found that belief that one’s gender (manhood or womanhood) is precarious, was related to opposing GII. Across all studies, gender essentialist beliefs also predicted negative attitudes towards GII. We are currently running a fourth study, in which we are testing distinctiveness, safety, system, and status threat towards different kinds of GII (de-gendering or multi-gendering) and zooming in on further related variables. Our results suggest that designing GII that elicit less threat will be beneficial to social change.

15:10-15:20

Speaker: Gonneke Marina Ton; g.m.ton@rug.nl; Social Psychology, University of Groningen

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3. Martijn van Zomeren; m.van.zomeren@rug.nl; Social Psychology, University of Groningen

Title: Social Ambivalence: Social and Societal Inconsistency Predicting Felt Ambivalence in Polarizing Societal Debates

Abstract:

In the polarised context of societal debates, scholars often assume that individuals and groups are either in favour or against the debated issue. We propose, however, that the same polarization that may lead some to categorize themselves like this can be a breeding ground for others to experience ambivalence. Against this backdrop, and based on previous qualitative work, we propose the social inconsistency hypothesis, which states that perceived opinion differences among relevant social and societal actors positively predict ambivalents' ambivalence (i.e. when friends strongly disagree on the issue). We specifically examine how ambivalents' perceived inconsistencies between actors in their social network and in society (e.g., friends, family groups, opinion-based opponents and proponents) related to their level of ambivalence. To this end, we conducted a multi-survey research project (Ns= 184, 181, 187) that made use of three different societal debates (Zwarte Piet, New Years' Eve Fireworks and Meat Consumption in the Netherlands). Findings support the social inconsistency hypothesis across the three studies. We also identified issue-related differences in terms of which social inconsistency was most predictive of ambivalence. We discuss potential implications and future directions for understanding ambivalence in polarized contexts.

15:20-15:30

Currently no talk planned

15:30-15:40

Currently no talk planned

## Parallel session 5.1 Zaal Beton: Intergroup Relations

16:00-16:10

Speaker: Katrin Arnadottir, [katrin.arnadottir@kuleuven.be](mailto:katrin.arnadottir@kuleuven.be), Leuven University

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Title: When majority friends value minority friendship: Majority friendship and support for social change among indigenous minority group members in Chile

Abstract:

While positive intergroup interactions like majority friendship usually predict harmonious intergroup relations, majority friendship may also undermine support for social change among minority group members. This study examines when majority friendship is – and when it is not – associated with decreased support for social change among indigenous minorities in Chile. We expect that majority friendship will only predict less support for social change when minority group members perceive that their majority friends do not value their friendships with minority in-group members. We expect this sedating effect of majority friendship on support for social change to work via minority-group distancing, i.e., via reduced minority group identification. Drawing on two waves of longitudinal data over 2 years (N=1856, age range=18-65), we tested (fully) cross-lagged models with majority friendship, valuation of minority friendship by majority friends, and their interaction as predictors (T1), ethnic and political minority-group identifications as mediators (T1) and support for social change (T1, T2) as outcomes. As expected, indigenous minorities with more majority friends at T1 only showed less support for social change at T1 and T2 when their majority friends did not value their having minority friends. Moreover, this effect was mediated by minority-group distancing: they reported lower politicized and ethnic identification when valuation was low. Our findings shed new light on the sedating effects on majority friendship for social change, by focusing on indigenous minorities as a relatively under-represented group, and by showing that majority friends who value minority friendships can be compatible with minority support for social change.

16:10-16:20

Speaker: Tobias Sachs, [t.sachs@uva.nl](mailto:t.sachs@uva.nl), University of Amsterdam

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Title: Prejudiced Resume Screening - Does Positive and Negative Information in Applications Affect Impression Formation of In- and Outgroup Applicants Differently?

Abstract:

While previous research consistently has found evidence for ethnic discrimination after resume screening, most existing studies focused on the outcomes of evaluating job applications. Therefore, only little is known about what happens during resume screening. In the present study, we tested whether impressions of in- and outgroup applicants are formed differently while processing information from resumes. In specific, 400 participants evaluated a hypothetical job application. Importantly, they saw only small parts of the application one by one. After each piece of information was shown, participants indicated how their impression of the applicant changed. Based on the interplay of intergroup bias and confirmation bias, we hypothesized that the gap between in- and outgroup impressions would increase with each additional piece of information, since information is processed in a more favorable way for in- than for outgroup applicants. Not confirming our expectations, we found that positive pieces of information affected in- and outgroup impressions to the same extent. However, in line with our expectations, we found that a negative piece of information had more of a negative effect on impression and likelihood to be invited for an interview for out- than for ingroup applicants, thereby potentially contributing to hiring discrimination.

16:20-16:30

Speaker: Michael Rojek-Giffin, m.r.giffin@fsw.leidenuniv.nl, Leiden University, Netherlands

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Title: A Self-Fulfilling Bias in Learning Enables Intergroup Cooperation

Abstract:

Though increasingly needed to address global challenges, cooperating across group boundaries can be difficult as different cultural groups develop and hold norms that are often implicit and easily misunderstood by outsiders. Here we elucidate with computational modeling and behavioral and neuro-imaging experiments how humans avoid cooperation failures and conflict by learning and adapting to another group's implicit fairness norms. At both the behavioral and neural level we uncover a self-fulfilling bias in Bayesian learning through which social preferences shape beliefs about another group's implicit norms, resulting in more generosity towards groups than is needed for intergroup cooperation to emerge. Results reveal the micro-foundations of intergroup cooperation and, contrary to rational-economic expectations, how fairness norms can spread across cultural divides.

16:30-16:40

Speaker: Ilse Pit, ilse.pit@anthro.ox.ac.uk, University of Oxford

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Title: The Effect of Group Membership and Desirability on Abstraction in Language Use: A Replication of Maass et al. (1989)

Abstract:

In 1989 Maass, Salvi, Arcuri, and Semin published a now classic experiment in which they showed that ingroup members who perform desirable behaviour, and outgroup members who perform undesirable behaviour are described in more abstract ways than ingroup members who perform undesirable behaviour, and outgroup members who perform desirable behaviour, respectively. This effect, coined Linguistic Intergroup Bias, has influenced many theories on intergroup contact over the past 3 decades. Despite its influence, however, the experiment has not previously been directly replicated. One of the reasons for this might be that the used material in the original experiment was specific to the context of yearly horse races (called palio) held between the different neighborhoods (called contrade; singular contrada) of the city Ferrara in Italy. The study will aim to replicate the study in Siena, Italy, which has very similar social structures to Ferrara, therefore making it possible for us to use the original material with only minor adjustments. The study will be a registered report with the goals of performing a close replication of the original experiment by Maass et al. (1989) in a similar sample, using updated statistical methods. During ASPO we will present material from the pilot, and are hoping to gain feedback before submitting the registered report.

## Parallel session 5.2 Zaal Kunst: Attitudes, Identity & Personality

16:00-16:10

Speaker: Ranran Li, ranran.li@vu.nl, Vrije Universiteit Amsterdam

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4. Reinout E. de Vries, re.de.vries@vu.nl, Vrije Universiteit Amsterdam

Title: Development of the Generic Situational Strength (GSS) Scale: Measuring situational strength across contexts

Abstract:

The decades-long maxim that behaviors are a function of the person and their situations has become nearly a truism (Lewin, 1936). Situational strength is a key situational characteristic that has been proposed as a main determinant of when personality may (or may not) translate into individuals' behavior. However, to date, there is a lack of a measure assessing situational strength in various situations and thus, across contexts. To close this gap, we developed the Generic Situational Strength (GSS) scale aiming to be applied across various situations to measure situational strength. We followed an 11-step procedure for scale development, including (i) construct conceptualization and item generation, (ii) content validity examination, (iii) content adequacy assessment, (iv) scale administration, (v) factor extraction and exploratory factor analysis, (vi) preliminary confirmatory factor analysis, (vii) item-level analysis, (viii) item culling, (ix) confirmatory factor analysis, (x) reliability analysis, and (xi) construct validation. Confirmatory factor analysis on the final scale items showed good model fit to the data; measurement invariance of the scale held across work versus interpersonal situations. Evaluation of the scale showed high alpha and omega reliabilities, and adequate convergent validity; discriminant validity was somewhat less optimal than expected. The current scale can be an important starting point for more systematic research on situational strength, thereby contributing to the burgeoning research on person-situation interactions. Additionally, by providing an overview of the key steps involved and illustrating the procedure in detail, this study provides a reference to those who are interested in scale development.



16:10-16:20

Speaker: Astrid Jehle, a.m.c.jehle@luc.leidenuniv.nl, Leiden University

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4. Judi Mesman, j.mesman@luc.leidenuniv.nl, Leiden University

Title: The Hidden Lessons in School Textbooks: Gender and Sexuality Stereotypes in European Mathematics and Language Books

Abstract:

Previous studies have found that it matters whether girls and boys feel represented when learning, because gender representation influences educational performance and choices. One way that adolescents learn about gender is from their school textbooks. In this cross-national study we compared gender messages in a mathematics and a language textbook from five European countries; Germany, the Netherlands, Italy, Lithuania and Romania. These countries vary on economic, social, and cultural factors that are related to gender equality. We compared the number of male and female characters and the different roles that these characters perform in school textbooks. We looked into whether male or female characters play a main role in the stories and exercises throughout the textbooks, what their occupational status is, as well as the type of occupations that these characters have. We also coded gender non-conform behavior. Furthermore, we looked into ethnic and non-heterosexual representation in these textbooks. We found that there were more male characters than female characters in European school textbooks. Furthermore, male characters more often had a job than female characters. Female characters perform gender-nonconform behavior more often than male characters. Only very few characters of non-white ethnicity were represented. There was not a single example of a non-heterosexual preference or relationship in the school textbooks. We conclude that men are still slightly overrepresented in school textbooks and ethnic and sexual minorities are underrepresented.

16:20-16:30

Speaker: Piet J. Groot, p.j.groot@uu.nl, Utrecht University, Naomi Ellemers, n.ellemers@uu.nl, Utrecht University

Title: Foreign doctor, local training: Where a doctor was trained - not just where he was born - affects patients' preference

Abstract:

Background: In a prior historical case study, I found that migrant surgeons' place of education impacted their career (Groot, 2020). In the current study, I investigate the psychological mechanisms underlying this observation in a contemporary setting. Specifically, I ask: Will locally educated doctors be accepted to a higher degree than foreign-educated doctors?  
Method: Five vignette studies measured the response of majority group members (White, UK or NL-born participants), assuming the role of patients, to immigrant doctors who were either educated abroad or locally (total N = 1181). Results: both a doctor's birthplace and a doctor's place of education impacted patients' acceptance of that doctor. Furthermore, negative evaluations of competence, sociability, and especially morality explained decreased acceptance of immigrated doctors. This is in line with a recent convergence of evidence within the field of social psychology about the primacy of the Vertical and Horizontal dimensions of social evaluation (Abele et al., 2021). Conclusion: Concerning immigrated doctors, not just where they were born, but also where they were educated determines acceptance by their social surroundings (in this case: patients). Evaluations on the Vertical (e.g., competence) and Horizontal (e.g., sociability, morality) dimensions of everyday social evaluation drive this effect.

16:30-16:40

Speaker: Bo Wang, b2.wang@vu.nl, Vrije Universiteit Amsterdam

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5. Reinout E. de Vries, re.de.vries@vu.nl, Vrije Universiteit Amsterdam

Title: Validation of the Short Clance Impostor Phenomenon Scale (CIPS-10)

Abstract:

We selected and improved 10 items to construct a short version of the Clance Impostor Phenomenon Scale (CIPS-10) from a reanalysis of Rohrmann et al.'s (2016) dataset. The validity of the CIPS-10 was further examined by correlating it to HEXACO personality traits and to work-related outcomes in a new working adult sample (N = 294). Factor analyses indicated that both the Clance Impostor Phenomenon Scale and CIPS-10 measure a unidimensional phenomenon. We found the CIPS-10 to be positively related to Emotionality, job stress, turnover intention, and negatively related to Conscientiousness, Honesty-Humility, Extraversion, Agreeableness, and job satisfaction. The findings support the validity of the CIPS-10.

### **Parallel session 5.3 Zaal Werkplaats: Economic Psychology & Consumer Behaviour**

16:00-16:10

Speaker: 1. Robert-Jan B. de Rooij, r.j.b.de.r.ooij@fsw.leidenuniv.nl, Leiden University

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4. Eric van Dijk, dijk@FSW.leidenuniv.nl, Leiden University

Title: Defining Financial Inertia

Abstract:

Financial inertia describes passive tendencies or behavior when making financial decisions. Financial inertia can be a problem when it leads to suboptimal financial outcomes. For example, many people could, should, and want to save more for their pensions, but they do nothing without making a conscious decision to do so. Almost everyone can point at a financial service for which they are inert: being able to save on insurance, utilities, banking costs, or subscriptions, but not look for cheaper or better options. Despite being highly recognizable, the literature has not converged on a traditional definition of (financial) inertia. Therefore, it is hard to determine when someone is inert and what the central characteristics of inertia are.

I will discuss five studies which show that inertia has a prototypical structure and is better defined by fuzzy boundaries rather than a traditional definition. First, we identify thoughts, beliefs, emotions, and motivations related to (a lack of) financial decision making with a bottom-up approach (Study 1). Second, we identify which of those features are most representative of financial inertia (Study 2). Third, we show that more representative features are recalled and recognized more often (Study 3), classified as a characteristic of financial inertia more quickly and more often (Study 4), and rated as more descriptive of recalled financial inertia situations (Study 5) than less representative features.

We find that all central features are highly representative, but the most representative are procrastination, decision avoidance, the intention-behavior gap, feeling overwhelmed, and inaction and status quo.

16:10-16:20

Speaker: Floor van Meer, a.f.van.meer@fsw.leidenuniv.nl, Institute of Psychology, Leiden University

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5. Lotte F. van Dillen, dillenfvan@fsw.leidenuniv.nl, Institute of Psychology, Leiden University

Title: Daily distracted consumption patterns and their relationship with BMI

Abstract:

In modern society people can engage in eating and drinking next to a wide array of competing activities. Recent work suggests that distracted consumption contributes to overconsumption, pushing the need for a better understanding of daily distracted consumption settings and how these relate to body weight. To this end we analysed data from 1,011 individuals (507F, BMI 17-50kg/m<sup>2</sup>) about daily consumption settings, BMI and relevant demographics. Results showed that only 18.4% of respondents reported no distractions during meals. The most commonly reported distractions were talking to others (32.7%) and watching tv (21.7%). To examine how different distractions related to BMI we performed multiple linear regression with lasso penalty to suit the complexity of the number of variables involved (RMSE=4.16). This showed that habitually watching tv while eating lunch and snacking was associated with a higher BMI. Conversely, talking to others during breakfast was associated with a lower BMI. A random forest analysis (RMSE=4.01) confirmed that type of activity during lunch and snack were amongst the leading predictors of BMI. Currently, through a preregistered two-wave survey, data is collected in an independent representative sample (N=2500) to replicate and extend these findings to health parameters beyond BMI. In conclusion, we confirmed that people are habitually distracted during their daily meals. Distinct distractors may be differently related to BMI. These findings have important implications for policy; whereas now the focus of health communications often lies solely on diet composition, our results provide a starting point for evidence-based recommendations on which consumption settings are associated with a healthier BMI.

16:20-16:30

Speaker: Carlotta Bunzel, c.c.bunzel@uva.nl, University of Amsterdam, Netherlands

Additional author(s):

2. Corine Boon, c.t.boon@uva.nl, University of Amsterdam, Netherlands

3. Deanne den Hartog, D.N.denHartog@uva.nl, University of Amsterdam, Netherlands

4. Robert Verburg, r.m.verburg@tudelft.nl, TU Delft, Netherlands

Title: Algorithms as Leaders? – A Functional Leadership Approach to Algorithmic Decision-Making in Organizations

Abstract:

Organizations are increasingly using algorithms to improve the efficiency and quality of organizational and HRM-related decision-making. With that, algorithms are evolving from “tools” to “agents” or even “leaders” as they enable autonomous decision-making. We take on a Functional Leadership Approach (Mc Grath, 1962; Morgeson et al, 2010) to test in two experimental scenario studies how the type of leadership source (human vs. augmented vs. algorithmic) and the type leadership function performed (task- vs. person-focused) affect individual’s legitimacy perceptions. Furthermore, we examine whether uniqueness neglect acts as an explanatory mechanism. Study 1 (N = 269) measured legitimacy-related constructs such as ethical perception and acceptance. Study 2 (N = 262) measured perceptions of leadership legitimacy and uniqueness neglect. Across the two studies, we find support for the hypothesized relations: algorithms are generally perceived as less legitimate sources of leadership than human or augmented leadership. Moreover, we show that uniqueness neglect forms a potential mechanism explaining adverse reactions to algorithms in leadership. Although task- and person-focused leadership did not act as a boundary condition in our first two studies, we will further explore its role in our upcoming Study 3 on augmented leadership. We argue that the optimal way to engage algorithms in leadership is for both human and algorithmic leaders to play to their strengths and compensate each other’s deficits (de Winter & Hancock, 2015). Our research adds to the literature by nuancing individual reactions to algorithms as sources of leadership.

16:30-16:40

Currently no talk planned

#### **Parallel session 5.4 Glazen Zaal: Conspiracies & other interesting stuff**

16:00-16:10

Speaker: . H. Brohmer, hilmar.brohmer@uni-graz.at, Institute of Psychology, University of Graz, Austria

Additional author(s):

2. S. Annerer-Walcher, sonja.walcher@uni-graz.at, Institute of Psychology, University of Graz, Austria

Title: “I have some serious doubts about this vaccine...” - How conspiracy beliefs affect the acceptance of a Covid-19 vaccination

Abstract:

Over the course of the last one and a half years, the Covid-19 pandemic has sparked several conspiracy theories, e.g., about the origin of the Sars-CoV 2 (i.e., that it was created in a Chinese lab) or a hidden agenda of a potential vaccination (i.e., that microchips should be implanted in human bodies). In January 2021, different vaccines were approved, but they were hardly available to all the people in Europe until summer, due to vaccination prioritization for elderly people. This scarcity was hypothesized to positively affect conspiracy theorists’ acceptance to get vaccinated, as scarcity implies that the government (and other actors) deliberately withhold the vaccines from the public. However, this preregistered hypothesis could not be confirmed in a large online study with N = 659 Austrians, which we conducted in spring 2021. Instead, conspiracy theorists always showed a much lower acceptance of vaccination (~20 to 50% difference) compared to people who do not believe in conspiracy theories. Additionally, several domains of these generic conspiracy beliefs (i.e., that governments are involved in acts of murder and terrorism, or that big pharma organizations use ordinary people as test objects in dangerous experiments) could be compared along with participants’ belief in pseudo-profound statements and their political orientation. As zero-order effects, all these predictors contributed to whether participants would accept a Covid-19 vaccination, but only one predictor remained when we controlled for the effects of the others. Additional moderating effects will be discussed.

16:10-16:20

Speaker: Yang Xu, y14.xu@student.vu.nl, VU Amsterdam, The Netherlands

Additional author(s):

2. Jan-Willem van Prooijen, j.w.van.prooijen@vu.nl, VU Amsterdam, The Netherlands; The Netherlands Institute for the Study of Crime and Law Enforcement (NSCR), Amsterdam

Title: Believe When Entertained: Entertaining Narrative Elicits Stronger Conspiracy Beliefs

Abstract:

Conspiracy theories have harmful impacts in many ways, and are highly prevalent across history and countries. Why many people find conspiracy theories so appealing thus forms an important question. Here we investigate the impact of entertainment on conspiracy beliefs. Participants were randomly assigned to two conditions in which they were exposed to two narratives describing the same events (an election in a fictitious country) but with varied expression of intense emotions to vary how sensationalizing the text was (entertaining versus boring). Results revealed that an entertaining text elicit increased conspiracy beliefs as compared with a boring text. Moreover, we also measured the relation between conspiracy beliefs and sensation seeking, a personality trait characterized by a preference for novel and exciting experiences. The results revealed that sensation seeking is positively associated with conspiracy beliefs. More importantly, the relationship of conspiracy beliefs with entertainment appraisals and emotional intensity are only pronounced in high-sensation seekers. We conclude that the entertainment value of narratives describing societal events contributes to conspiracy beliefs.

16:20-16:30

Speaker: Laura Mausolf, l.mausolf@vu.nl, Vrije Universiteit Amsterdam

Title: Belief in contradictory conspiracy theories

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S. Shwan, s.shwan@student.vu.nl, Vrije Universiteit Amsterdam

Title: Belief in contradictory conspiracy theories

Abstract:

Previous research found positive correlations between beliefs in contradictory conspiracy theories (e. g. Diana faked her own death vs. Diana was murdered). The common interpretation of this finding is that people endorse contradictory conspiracy theories. We argue, however, that research hitherto has ignored a plausible alternative explanation: The positive correlation may be due (largely or entirely) to people who disbelieve both contradictory conspiracy theories. In two studies, participants were asked to indicate their agreement with eight (Study 1; N = 796) or four (Study 2; N = 5,347) official narratives of important societal events, as well as with two contradictory theories per event (e.g., “The Coronavirus Sars-Cov-2 was made in a laboratory as a bioweapon” vs “The Coronavirus Sars-Cov-2 does not really exist; it was made up by powerful governments to suppress the people”). Importantly, we differentiated between believers and disbelievers of the official narrative. In Study 1, only in one out of eight narratives did the results support belief in contradictory conspiracy theories (i.e., a positive correlation among those who disbelieved the official narrative). In Study 2, three out of four narratives supported belief in contradictory conspiracy theories; however, the effect size was small in two of them. Across all narratives the correlation between contradictory conspiracy theories was stronger among people who did, versus did not, believe the official reading of events. Together these findings suggest that while belief in contradictory conspiracy theories occurs occasionally, researchers have overestimated the prevalence and strength of this phenomenon.

16:30-16:40

Speaker: Lotte F. van Dillen, dillenfvan@fsw.leidenuniv.nl, Leiden University

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2. Gabry Vanderveen, vanderveen@law.eur.nl, Erasmus University Rotterdam

3. Willem-Jan Verhoeven, j.t.m.verhoeven@wodc.nl, Wetenschappelijk Onderzoek- en Documentatiecentrum (WODC)

Title: Caught on Camera. The Influence of Visual versus Textual Evidence on the Choice to Confess, Deny, or Remain Silent

Abstract:

With the increasing use of surveillance cameras, smartphone cameras, dashboard cameras, and body-worn cameras, the use of video evidence in criminal investigations and court has increased exponentially. Police investigative practice is particularly interested in the role that such video evidence can play in increasing suspects' willingness to explain, to obtain a complete and accurate statement. Whereas camera images can thus clarify the evidence against the suspect they can also bias the suspect's assessment of the evidentiary value, because people perceive this evidence as 'more objective' than verbal reports. We addressed this with a preregistered, simulated interrogation experiment (N=130). Participants were instructed to take money from a wallet or return the wallet. The day after we presented participants with camera recordings versus a matched textual description that - inconclusively - linked them to the crime, and informed them that they were suspected of theft. Next, participants chose to confess, deny or stay silent, and reported their associated perceptions. As predicted, participants "guilty" of stealing confessed more frequently after confrontation with video than text. "Innocent" participants mostly denied, but they more frequently stayed silent when confronted with the video evidence than the verbal report. 'Guilty' participants found video more accurate than text, but the reverse was true for 'innocent' participants. The same pattern emerged for the anticipated correctness of a judge's assessment. The results suggest that when confronted with video evidence, both guilty and innocent suspects realize that 'seeing is believing', and adjust their decisions accordingly, even when this evidence is inconclusive.

16:40-16:50

Speaker: Margarita Leib; m.leib@uva.nl; University of Amsterdam

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Shaul Shalvi; s.shalvi@uva.nl; University of Amsterdam

Title: Corrupted by Algorithms? How AI-generated and Human-written Advice Shape (Dis)honesty

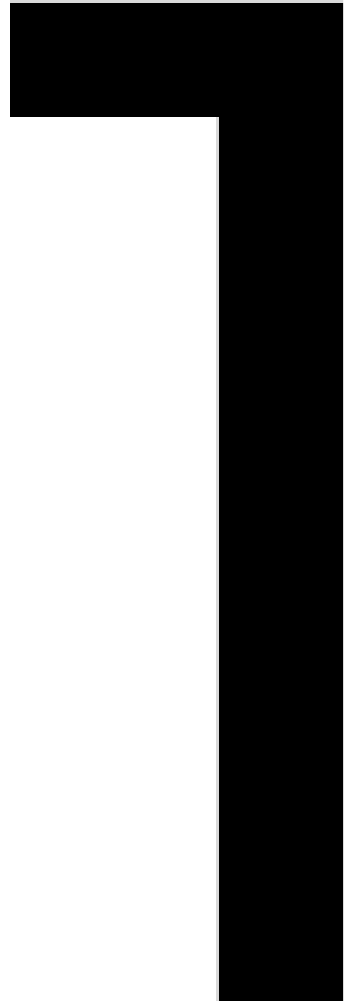
Abstract:

Although (dis)honesty has been primarily studied in individual settings, it is often a social phenomenon. Indeed, people's (dis)honesty is shaped by others, for instance by beneficiaries or victims of the (dis)honest act and by collaborators. Another social role that people often take is in the form of advice givers. Increasingly, not only fellow humans but also machines take such social roles. Artificial Intelligence (AI) increasingly becomes an advisor, helping people to make decisions. New concerns arise if AI persuades people to break ethical rules. Employing a large-scale behavioral experiment (N=1,572), we study whether AI-generated advice affects people's (un)ethical behavior and how it compares to human-written advice. We further test whether transparency about AI presence, a commonly proposed policy, changes behavior. After soliciting human-written advice, we trained the Natural-Language-Processing algorithm, GPT-2, to generate AI-advice. This advice promoted honesty or dishonesty. A separate sample of participants read the advice and completed a task in which they could lie for profit. Testing human behavior in reaction to actual AI outputs, we find that (i) dishonesty-promoting AI-advice increases dishonesty, while honesty-promoting AI-advice does not increase honesty; (ii) AI-advice is as persuasive as human-written advice; and (iii) transparency does not alleviate the corruptive influence of AI. Our findings mark a key step towards managing AI responsibly.

## NOTES



5





Time's up