



# ASPO

Associatie van Sociaal Psychologische Onderzoekers

## CONFERENCE 20 & 21 APRIL 2023



Utrecht University

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# SESSION I: ABSTRACTS

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## EQUALITY & DIVERSITY I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 1*

*Bedrijfschool*

### Reactions to prejudice in the workplace: An exploration of the Rejection-Identification Model in cultural minority employees in the Netherlands

Jill Knapen (Open Universiteit), Karin Proost (Open Universiteit)

Individuals can be affiliated to multiple social categories, and can use identity-management to strategically shift how they categorize themselves according to the expected situational outcomes 1,2,3. In the context of organizations, cultural minority employees could experience a dual identity<sup>4</sup> when the overarching identity (the organization as a whole) and the subgroup identity (cultural minority background) are both psychologically relevant<sup>5, 6</sup>.

Based on the Rejection-Identification Model<sup>7</sup>, we expect that when employees experience threat of their cultural minority identity, they will identify more with their subgroup identity and less with the overarching identity. While this greater identification with the minority group may lead to positive effects for well-being, it may also have negative effects on individual work outcomes. Specifically, we hypothesize that prejudice and discrimination at work will be associated with negative individual work outcomes, and that these effects will be mediated by identity management. Cultural minority employees will identify more with the minority subgroup, and less with the organization, leading to more negative work outcomes. Additionally, we focus on inclusion as a potential buffer in the link between prejudice at work and work outcomes.

We tested our hypotheses with two online cross-sectional survey studies among cultural majority and cultural minority employees (N = 305) in Dutch organizations. Both studies provided support for the identity management effects of prejudice for cultural minority employees, and the associated work outcomes. Perceived inclusion partially mediated the relationship between perceived prejudice and work outcomes, reducing the negative effects.

# SESSION I: ABSTRACTS

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## EQUALITY & DIVERSITY I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 2*

*Bedrijfschool*

### Equal opportunity statements and women participation in the job market

Marianna Baggio (European Commission), Ginevra Marandola (European Commission), Hannah U. Nohlen (European Commission), Elisa Orlandi (European Commission)

Affirmative action measures may support women in accessing opportunities, thereby closing gender employment and pay gaps. Among the various types of affirmative actions, equal-employment-opportunity (EEO) statements are particularly interesting to policymakers since they are low-cost and easy-to-implement.

This study aims to test the effectiveness of EEO statements in encouraging women to apply to more demanding and better paid vacancies.

In an online study on representative samples in Germany (N=1900) and Spain (N=1900), we test the effect of the presence (vs. absence) of EEO statements on women's applications to a more (vs. less) demanding job in a between-subject design. All participants apply to one of two jobs for which they fulfil the minimum requirements: a lower-paying job demanding less experience or a higher-paying job demanding more experience. Participants see both job advertisements, but randomly see the EEO on a) both jobs, b) only the higher paid job, c) only the lower paid job, or d) neither job (control).

Results suggest that EEO statements have an effect on job choice dependent on participants' gender and whether the EEO statement appears on both or one of the jobs. Specifically, the presence of EEO statements seems to encourage women's application to the vacancy where the statement is present. Women prefer high-paying vacancies when the statement is included only on the higher paid job or on both. However, when the EEO statement is placed only on the less demanding job, the distribution of applicants to the more demanding job becomes unbalanced in favour of men.



# SESSION I: ABSTRACTS

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## EQUALITY & DIVERSITY I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 3*

*Bedrijfschool*

### Shades of Support: An Empirical Assessment of Employee and Managerial D&I Policy Support in Organizations

Yonn Bokern (Utrecht University), Wiebren Jansen (NHL Stenden University of Applied Sciences), Jojanneke van der Toorn (Utrecht University)

Research suggests that a lack of both employee and managerial support is an important reason for diversity and inclusion (D&I) policy to fail. Yet, empirical studies on the extent and why (non-)managers support or oppose the D&I policies implemented by their organizations are scarce. The current research contributes to filling this gap through three studies. In Study 1 (N=2913), we developed and empirically validated a novel 2 x 2 taxonomy of D&I policy support, by distinguishing between employees' attitudinal and behavioral opposition versus support for D&I policies. The results showed more convergence between attitudinal and behavioral support when employees perceive a more positive climate for inclusion. Comparing managers and non-managers, we saw no difference in attitude towards the policy, but managers contribute to it more actively than employees. In Study 2 (N=4230), we delved deeper into the role of managerial support, by exploring its relationship with non-managers' sense of inclusion. The results showed that perceived managerial support is positively related to perceptions and experiences of inclusion. Given the importance of active support for D&I policy, in Study 3 (N=2759) we asked Dutch managers and employees why they (do not) support the policy. Both managers and employees often noted the importance of organizational diversity and inclusion. In addition, managers often indicated difficulty in translating the policy into concrete actions while employees often reported that they were not sure what was expected of them in terms of active support. Together, our research showed the importance of (non-)managerial support for D&I policies.

# SESSION I: ABSTRACTS

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## EQUALITY & DIVERSITY I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 4*

*Bedrijfschool*

### Don't Pretend to Be Weak: (In)consistent Emotional Displays of Anger and Fear with Ingroup versus Outgroup in Workplace

Zi Ye (Leiden University), Feiteng Long (Leiden University), Lijuan Luo (Shanghai International Studies University)

Women often face gender inequality and unfair treatment in the workplace, which can elicit negative emotions such as anger and fear. In three studies (N=997), researchers examined how people perceive and react to individuals who display emotions consistently or inconsistently with their own group (ingroup) or another group (outgroup). Studies 1a and 1b included only male and female participants, respectively, and Study 2 included both genders. According to their own genders, participants were asked to imagine they were a male or female employee of the company, where women currently got unfairly treated in layoffs. Then, participants learned the what emotions the target (a female employee) displayed with other female employees (i.e., ingroup; anger or fear) and male employees (i.e., outgroup; anger or fear) about this issue. After that, participants indicated their perceptions (sociability, morality, and competence) of, emotional reactions (admiration, sympathy, and contempt) toward, and behavioral intentions to support (helping and engaging in collective action) this target. Results showed that when the female target displayed anger with female employees but fear with male employees, female participants perceived her as low in sociability and morality, had little admiration or sympathy for her, and were unlikely to support her. Male participants, on the other hand, viewed the female target who consistently displayed emotions, especially fear, high in sociability and morality and were likely to support this target. These findings are discussed in terms of Emotion as Social Information (EASI) theory and intergroup relations.

# SESSION I: ABSTRACTS

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## GROUP PROCESSES I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 1*

*Wachtkamer 3e klasse*

### Unpredictable Futures and Intergroup Conflict

Lennart Reddmann (Leiden University), Zsombor Méder (Leiden University), Jörg Gross (University of Zurich (Switzerland)), C.K.W. De Dreu (Leiden University, University of Amsterdam)

Groups experience carrying-capacity stress when returns from local club goods become unpredictable and may not sustain group survival and prosperity. Although we know that humans dislike uncertainty and find unpredictability stressful, how groups respond to unpredictable futures is unclear: A small body of work has found that carrying-capacity stress associates with increased group solidarity and parochial cooperation, but also with competition and intergroup conflict. We reconcile these seemingly contradictory findings in an experiment in which individuals could contribute to local club goods with (un)predictable returns, and to conflict by investing in either out-group attacks or in-group defense. We find that individuals contribute less to their club goods and invest more in out-group attack when club goods provide unpredictable rather than predictable returns. As a result, individuals invest more in in-group defense and less in local club goods when their neighboring rivals have club goods with unpredictable returns. Our findings indicate that geo-political or ecological volatility may play an important role in intergroup conflict and suggest that helping groups to reduce their carrying-capacity stress and to sustain themselves can prevent intergroup conflict and violence.

# SESSION I: ABSTRACTS

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## GROUP PROCESSES I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 2*

*Wachtkamer 3e klasse*

**Hear us Roar! The effects of nonverbal synchrony on group performance in a cheering task**

Tom Frijns (Utrecht University), Lieke Swinkels (Utrecht University), Anouk van der Weiden (Leiden University), Tom Slöetjes (University of Amsterdam)

Research has shown that nonverbal synchrony is associated with higher rapport, more pro-social behaviour, and even with more successful cooperation on tasks because people are able to coordinate their efforts better. At the same time, it is also known that motivation- and coordination loss occur when people perform a task in a group. In the present study we investigated to what extent nonverbal synchrony would improve task performance in a group task. To do this, we made use of the paradigm by Latané, Williams and Harkins (1979) in which they asked participants to cheer together. We hypothesized that synchronizing the participants in advance would reduce motivation- and coordination loss compared to a group that was not synchronized. To measure this, participants were asked to cheer as loudly as possible in front of a dB-meter. These measurements were conducted individually, in pseudo-groups (participants thought they cheered together while actually cheering alone) and in an actual group. Participants wore blindfolds for all measurements except for the final group measurement where they could see each other and coordinate through eye contact. The synchronized and non-synchronized group both showed lower performance on the group task compared to their individual performance. The size of these losses did not differ significantly between the two conditions. However, only the synchronized group demonstrated improved performance after removing their blindfolds. This suggests that task performance in groups may benefit from nonverbal synchrony, but only when the group members are able to see each other.

# SESSION I: ABSTRACTS

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## GROUP PROCESSES I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 3*

*Wachtkamer 3e klasse*

### Intergroup Conflict as a By-Product of Parochial Prosociality

Laura C. Hoenig (Leiden University), Ruthie Pliskin (Leiden University), Carsten de Dreu (Leiden University)

Conflict between groups is ubiquitous in time and place. Yet, why individuals cooperate with their group members to engage in potentially costly conflict with other groups remains poorly understood. Earlier work underlines how factors residing in intergroup relations, such as past wrong-doings and prejudices can trigger and fuel intergroup conflict. Here we examine the alternative possibility, that conflicts can be created and escalated because people care for within-group prosperity and fairness, with out-group harm as a mere byproduct of caring for the ingroup.

We examined this possibility in two pre-registered, incentivized, non-deception laboratory group experiments. Individuals could use personal resources to help their in-group by investing in club goods that varied in value to the in-group and did or did not impose costs on the out-group. Results showed that the motivation to maximize in-group prosperity (Study 1, N = 132) and to ensure fair distributions of benefits within one's group (Study 2, N = 210) can lead individuals to accept outgroup harm as a byproduct of their ingroup cooperation. Being harmed by another group in itself motivates revenge, so that the motivation to maximize within-group prosperity and fairness can create a collectively costly cycle of harm and revenge. Intergroup conflict can thus be a byproduct of parochial pro-sociality and the motivation to care for the in-group.



# SESSION I: ABSTRACTS

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## GROUP PROCESSES I

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 4*

*Wachtkamer 3e klasse*

### Understanding social norms in train boarding behavior using field data from Utrecht Centraal

Rabia Kodapanakkal (Eindhoven University of Technology), Caspar A.S. Pouw (Eindhoven University of Technology, ProRail BV), Gunter Bombaerts (Eindhoven University of Technology), Alessandro Corbetta (Eindhoven University of Technology), Andrej Dameski (Eindhoven University of Technology), Antal Haans (Eindhoven University of Technology), Jaap Ham (Eindhoven University of Technology), Andreas Spahn (Eindhoven University of Technology)

Passenger behavior is an important factor that affects the efficiency of the train boarding process. Delays of even seconds or minutes can accumulate across a train's journey and affect the overall efficiency of the rail network. Research on train boarding behavior generally focuses on how platform and train door design influence boarding/deboarding efficiency. Little psychology is involved in understanding this process. Taking a psychological approach, we observe that at Dutch train stations, boarders follow a social norm of waiting at the train door until the deboarding is complete. Although people generally adhere to this norm, it is unclear whether it is executed optimally. As part of an interdisciplinary project involving applied physics, psychology, and philosophy/ethics, we focus on how the execution of social norms by boarders affects deboarding efficiency. We investigated how waiting boarders form a deboarding channel, i.e., the space/corridor where deboarders exit the train, and how the channel width affected the efficiency of the deboarders. Analyzing sensor data ( $n = 3278$  boarding events) at platform 3 of Utrecht Centraal from 2017 – 2019, we found that as the number of waiting boarders increased, the deboarding channel became narrower, and the lower channel width resulted in a slower deboarding process. These results imply that although social norms are followed by boarders, they are not executed optimally. These results provide target areas where nudges/behavioral interventions can be implemented. Future research is needed to understand psychological aspects such as passenger motivations and strategies that influence the narrowing of the deboarding channel.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: LESSONS FROM LARGE-SCALE FIELD STUDIES IN SOCIAL PSYCHOLOGY

*Thursday April 20th: 13.35 - 14.45*

*Restauratiezaal*

### Symposium abstract: Lessons from large-scale field studies in social psychology

Michael Vliek (Leiden University), Saar Mollen (Universiteit of Amsterdam, Radboud University), Olaf Simonse (Leiden University), Rob Bulterman (Radboud University)

Social psychological knowledge is increasingly recognized as central to many of the challenges the individual, the state and civil society face. As a result, social psychological findings are being applied across public, commercial, and charitable domains, and inform policy. The goal usually is to benefit society and serve the public good. Although this sounds promising, a meaningful application of social psychological knowledge is not that straightforward, with some researchers even suggesting we should take 'extreme care' translating our findings to applications (IJzerman et al., 2020). Researchers often point to the limited internal and external validity of our findings to explain the limited impact in addressing applied problems in 'real' environments. It is therefore imperative to conduct high quality field studies. However, the complexity of the context in which this application takes place poses many challenges. A meaningful application not only requires detailed knowledge of the specific context and target group, but also runs into problems of scaling-up, logistics, desires of stakeholders, problems of access to specific target groups etc. In the current symposium we will present three large-scale social psychological studies in an applied setting. Aside from presenting the findings, we will focus on issues that came up as a result of the complex context within which the studies were done. We think this is important to discuss within our community, to learn from each other's experience in doing applied research. The symposium will end with a panel discussion where we invite the audience to contribute their own experience.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: LESSONS FROM LARGE-SCALE FIELD STUDIES IN SOCIAL PSYCHOLOGY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 1*

*Restauratiezaal*

### Kroket or Cucumber? Creating Healthy Environments in Dutch Sports Clubs

Saar Mollen (Radboud University, University of Amsterdam), Daniela Becker (Radboud University), Rob Holland (Radboud University)

To make the Dutch population healthier, the Dutch government has made a National Prevention Agreement with many Dutch organizations, including the sports sector. This prevention agreement focusses on reducing smoking, overweight and obesity, and problematic alcohol consumption. To investigate how health behavior change can be achieved in sports clubs, the Royal Dutch Football Association (KNVB), Dutch Sports Federation (NOC\*NSF), Jongeren op Gezond Gewicht (JOGG) and researchers from Radboud University have teamed up in FC VERS. In this project a selection of sports clubs (i.e., football, korfbal, hockey, tennis) work on creating a healthier club house (e.g., increasing [the visibility of] healthy options) and test behavior change interventions set up by researchers from Radboud University. The value-based choice model of self-control (Berkman, 2018) was used to design two interventions. One aimed at reducing alcohol consumption and the other aimed at reducing the consumption of sugar-sweetened sports drinks. Working in an interdisciplinary team with multiple stakeholders provided a more realistic understanding of health behavior in that specific context, and increased the feasibility of the interventions that were designed. On the other hand, stakeholder interests and contextual restrictions also affected progress and internal validity. Pros and cons of working in multidisciplinary teams with multiple stakeholders, and the scientific implications thereof, will be discussed.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: LESSONS FROM LARGE-SCALE FIELD STUDIES IN SOCIAL PSYCHOLOGY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 2*

*Restauratiezaal*

**Welcome to the Risk Factory: a study comparing experiential safety education to classroom safety education**

**Rob Bulterman (Radboud University), Thijs Verwijmeren (Radboud University), Harm Veling (Radboud University), Rob Holland (Radboud University)**

Every year, thousands of children in the Netherlands receive some type of experiential education: a form of education where learning is based on hands-on experiences, often in specially designed education centers outside of the classroom. Such experiential education programmes receive high face validity, in that participants, teachers and professionals all seem to acknowledge that this type of education is beneficial, sometimes even superior to classroom education (James & Williams, 2017). This assumption has even been backed by a body of highly regarded psychological theory (Dewey, 1938; Lewin, 1951; Piaget, 1951; Kolb, 1984). However, finding empirical evidence on what experiential education can and cannot do has often proven to be difficult, possibly due to the difficulties of setting up solid experiments in these highly varying and dynamic contexts. The presented research is a large scale applied empirical study on experiential education, developed with and carried out in an existing experiential education centre in the Netherlands on safety and health behaviour: the Risk Factory Limburg-Noord. More than 1000 Dutch elementary school students participated in this study, where we tried to compare experiential education to classroom education on several important learning outcomes, such as knowledge, knowledge retention and motivation. In this talk, we present the design and (preliminary) results of the study and all the (un)expected hurdles along the way in developing and running such a big study in such a 'real' world.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: LESSONS FROM LARGE-SCALE FIELD STUDIES IN SOCIAL PSYCHOLOGY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 3*

*Restauratiezaal*

### Non-take-up of social welfare

Olaf Simonse (Leiden University), Wilco van Dijk (Leiden University), Lotte van Dille (Leiden University), Eric van Dijk (Leiden University)

Social welfare aims to support financially vulnerable households by protecting them from financial shocks and providing them with a basic standard of living. Many eligible households, however, do not take up social welfare. We present the results of two empirical studies of the causes of non-take-up and one large-scale experiment aimed at increasing take-up. In a qualitative study, we held in-depth interviews with 31 financially vulnerable households in two large Dutch cities about their experiences with welfare. The fear of reclaims and mistrust of government institutions were the main inhibitors to participating in welfare; shame and stigma played a limited role. Formal and informal help promoted welfare participation, but many participants lacked access to both. In a subsequent quantitative study among the Dutch population (N = 905), we examined how different psychological factors, in conjunction, explained take-up of healthcare benefits and child support benefits. We found a strong role for perceived eligibility in explaining take-up. In a large-scale experiment, the Tax Office sent letters informing households that they were eligible for health care benefits and that they could apply retroactively. We tested several variations to address specific behavioral biases. The main intervention had a large effect; the behavioral variation did not increase this effect. These results suggest that policy aimed at increasing take-up of social welfare should take psychological frictions into account. Personalised approaches, that take into account households' specific contexts and needs, are the most promising. Such interventions require transformation of welfare policy and administration to being human centred.



# SESSION I: ABSTRACTS

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## SYMPOSIUM: STATUS QUO AND SOCIAL CHANGE: IMPLICATIONS OF HOW PEOPLE RESPOND TO THE (IN)STABILITY OF SOCIAL RELATIONS IN AN EVER-CHANGING WORLD

*Thursday April 20th: 13.35 - 14.45*

*Wachtkamer 1e en 2e klasse*

### Symposium abstract: Status Quo and Social Change: Implications of How People Respond to the (In)stability of Social Relations in an Ever-Changing World

*Aster van Rossum (University of Leuven (Belgium))*

In a world that is constantly evolving, change in social relations (e.g., gender roles, migration, social status) seems inevitable. This change can be experienced as threatening, particularly to members of privileged majority groups and when prevailing social relations are still very tangible. In this symposium we examine how people respond to social (in)stability on both a personal and an interactional level, and implications of instability of personal identities. Firstly, Bacchini focuses on the interpersonal level by showing the first impressions that people form of potential discussion partners on social change, and discusses implications for polarization. Next, Van Rossum highlights the role of stability norms in masculinity and how, both at a personal and interpersonal level, instability through precarious manhood beliefs relates to health and wellbeing-related behavior. Then, Snijdewint evaluates how the perceived threat of migration has downstream consequences for information processing and attitudes of majority group members. Finally, Long highlights how stable status relations affect people's preferences for competent (vs. warm) leaders. Across a range of contexts, methodologies, and measures, research presented in this symposium offers new, important, and surprising insights into how people respond to (in)stability in social relations and identities.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: STATUS QUO AND SOCIAL CHANGE

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 1*

*Wachtkamer 1e en 2e klasse*

### Moving Beyond First Impressions: from Demographics to Ideology, Managing Expectations to Initiate Conversations about Social Change

Elena Bacchini (Utrecht University), Daan Scheepers (Utrecht University, Leiden University), Naomi Ellemers (Utrecht University)

Increased polarization can quickly transform discussions into an ‘us vs them’ issue. Because of this, talking about changing gender and ethnic roles may be uncomfortable, and deciding whether or not to even engage in such conversations can be a difficult process. When forming first impressions, people may use others’ appearances to infer their ideologies. These quick judgements, however, can lead people to underestimate communalities and create further polarization between groups. Across two survey studies, we examined how participants form expectations about a potential discussion partner. In Study 1 (N = 265), a UK nationally representative sample rated potential discussion partners who were presented as varying in their gender (male vs female), ethnicity (white vs non-white) and age (younger vs older). Overall, results revealed that participants were more positive in their judgments of younger, female, and non-white participants. Moreover, mediation models showed that general perceived (rather than actual) similarity was related to how likely participants would be to engage in a conversation. In Study 2 (N = 248), we zoomed in on the additional role of ideology. Again, similar patterns resulted in participants overall judging more positively female, younger, non-white, but also liberal profiles. Additionally, results showed that although demographic similarity still played an important role in relation to participants’ expectations, similarity of beliefs explained more variance in participants’ judgements. Results of these studies are discussed in terms of implications for opening up discussions, moving beyond first impressions, and alleviating the potential distress of communicating with dissimilar others about social change.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: STATUS QUO AND SOCIAL CHANGE

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 2*

*Wachtkamer 1e en 2e klasse*

### Men's Health-Related Behavior and Intimate Self-Disclosure: The Roles of Gender Identification, Precarious Manhood Beliefs, and Threat

Aster van Rossum (University of Leuven (Belgium)), Colette van Laar (University of Leuven (Belgium)), Daan Scheepers (Leiden University, Utrecht University)

Social norms make for a stable society, yet some individual identities may be less stable than others. Previous research has indicated that manhood is seen as an unsteady state: It has to be repeatedly proven by acting according to masculine gender norms. Certain masculinity norms are reported to encourage health and wellbeing-decreasing behavior (e.g., drinking alcohol, smoking), which might make men's identification with their gender group a potential risk to their wellbeing. In addition, endorsing traditional male role norms has been linked to having more instrumental and less expressive friendships among men. With two preregistered studies (total N = 361), we examined the role of gender identification (i.e., how central being a man is to men's identity), precarious manhood beliefs (i.e., the belief that masculinity is easily lost and therefore needs to be socially proven), and masculinity threat in men's wellbeing-related behavior. The analyses showed that men with stronger gender identification and more precarious manhood beliefs reported more negative health-related behavior and help-seeking attitudes. The analyses were inconclusive about the impact of masculinity threat on how intimately and extensively men self-disclose about their feelings, yet showed some trends in the expected direction. By pointing to the social aspects of wellbeing-related behavior we suggest how men's health and wellbeing may be improved by reducing the precariousness of masculine identity.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: STATUS QUO AND SOCIAL CHANGE

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 3*

*Wachtkamer 1e en 2e klasse*

How to cope with social change in the case of migration: The path from a threat and challenge perspective to information processing and the emergence of attitudes

Joyce A. Snijdwint (Leiden University), Ruthie Pliskin (Leiden University), Daan Scheepers (Leiden University, Utrecht University)

Societies undergo rapid changes in the relations between social groups as a result of migration. Heated societal debates suggest that social changes are often experienced as threatening and leading to a host of negative consequences like rigidity and polarization. However, how people regulate arousal stemming from societal change, and how this in turn shapes opinions, is yet poorly understood. Therefore, this research explores how the perception of migration is linked to information processing and people's attitudes towards migrants. A Dutch citizens sample  $N = 460$  aged 18–89, participated in an online (preregistered) study and were exposed to infographics showing facts about the influx of migrants in the Netherlands. Next, challenge and threat appraisal, abstract and concrete thinking, and cognitive flexibility (via a card sorting task) were measured. Migration Attitude was measured at the end. Results indicate that the more people perceived the situation as a threat, the more they became rigid. Whereas when people perceive the situation as a challenge, their thinking becomes more abstract. This respectively was related to a more anti-immigration versus pro-immigration attitude. To conclude, this study reveals the first step towards unraveling the path from a threat and challenge perspective to information processing and the emergence of attitudes. In a next study, we are examining this downstream impact of threat and challenge as distinct physiological states.

# SESSION I: ABSTRACTS

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## SYMPOSIUM: STATUS QUO AND SOCIAL CHANGE

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 4*

*Wachtkamer 1e en 2e klasse*

### When do People Prefer Competent Versus Warm Political Leaders? The Role of Status Relations

Feiteng Long (Leiden University), Zi Ye (Leiden University)

Stable social hierarchy can predict people's preferences for leaders with specific traits. For example, people who are at the bottom of the society and suffer from inequality may particularly stand with a warm rather than competent political leader. In seven experiments (six pre-registered, total N = 2,834), we examined how status (relations) and social inequality influence preference for (competent vs. warm) political leaders. In Study 1, we found that disadvantaged group members had more negative feelings towards and were less likely to vote for a competent political candidate than for a warm one while the advantaged did the contrary. Studies 2a, 2b and 3 revealed that this effect was moderated by the group membership of the candidate. That is, only when the candidate was from the advantaged (out-)group, disadvantaged group members preferred a warm political candidate to a competent one. In Studies 4, 5 and 6, we further examined this preference in a context of inequality (vs. equality) in status relations, finding that inequality (vs. equality) reduced people's preference for the competent (rather than warm) political candidate, and particularly did so among people from the disadvantaged group (Study 5), because a competent candidate was perceived as more likely to abuse their power and less likely to care about people (Study 5). Finally, Study 6 uncovered the moderating role of power orientation to the extent that inequality (vs. equality) in status relations reduced preference for competent political candidates only among people who held less prevention-oriented views on power.



# SESSION I: ABSTRACTS

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## SOCIAL BEHAVIOUR IN A DIGITAL SOCIETY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 1*

*Koninklijke wachtkamer*

### Protected, but at what cost? Investigating the potential side-effects of inoculating against misinformation

Teodora Spiridonova (Tilburg University), Olga Stavrova (Tilburg University), Ilja van Beest (Tilburg University)

The rise of misinformation in recent decades has had many negative consequences for individuals and societies. One promising strategy for countering misinformation is “prebunking”, or inoculation – exposing people to different misinformation tactics, to prevent them from falling for misinformation in the future. Contrary to “debunking”, inoculation has been described as immune to side-effects. We aimed to test this notion – specifically, we investigated the possibility that inoculation lowers the perceived accuracy of real, as well as fake news. Furthermore, based on research showing that even mere exposure to discussions about misinformation can make people more cynical towards politicians and the media, we hypothesized that the intervention would increase both news-related and general cynicism. To maximize ecological validity, we tested our hypotheses using a large-scale dataset of existing real and fake news headlines ( $n = 120$ ). We exposed 385 participants to either an inoculation intervention or a control text. Participants then rated the perceived accuracy of ten headlines (half of which contained misinformation) and responded to measures of news-related and general cynicism. Results of a multilevel regression showed that participants exposed to the inoculation (vs. control) condition rated fake news as less accurate compared to real news. Furthermore, there was no effect of condition on either general cynicism or cynicism towards the media, indicating that inoculation interventions do not render people distrustful of news media or more cynical. Our findings thus provide further evidence for the robustness of inoculation interventions against side-effects and contribute to the literature on perceptions of fake news.

# SESSION I: ABSTRACTS

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## SOCIAL BEHAVIOUR IN A DIGITAL SOCIETY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 2*

*Koninklijke wachtkamer*

### Diplomacy or broadcasting in online discussions

Carla Anne Roos (Tilburg University), Sonja Utz (University of Tübingen (Germany)), Namkje Koudenburg ( University of Groningen), Tom Postmes (University of Groningen)

Discussions on social media have been considered a contributing factor to the increasing polarization the Western world is witnessing. Unlike most previous research in this field, the current paper focuses on social dynamics within online discussions. We tested whether diplomatic behaviors that are used in face-to-face discussions are visible and effective online. Specifically, we expected that expressing disagreement ambiguously promotes a more constructive and positive debate compared to clearly phrased disagreement. We performed an automated content analysis on comments in Reddit discussions to test this. Keeping the topic of discussion constant, we extracted discussions from three types of subreddits with different norms: civil (N = 4594), incivil (N = 2126), and social support (N = 1401). We coded the degree of ambiguity and agreement per comment to assess diplomacy. As indicator for the presence of a positive and constructive debate, the outcome variable, we coded comment sentiment. Results partially support the hypotheses: diplomacy is evident on the comment-level, but this does not affect sentiment in subsequent comments. A follow-up manual content analysis revealed why: there is a lack of interaction. Discussions consist of strings of personal views, albeit on the common theme identified in the thread. We conclude by reflecting on online polarization: what superficially seems to be divergence of opinions between groups online may actually be the result of individuals expressing their personal views in a shared space. We additionally reflect on the usefulness of automated coding based on word counts in assessing social dynamics.

# SESSION I: ABSTRACTS

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## SOCIAL BEHAVIOUR IN A DIGITAL SOCIETY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 3*

*Koninklijke wachtkamer*

### Locus of control predicts seeking information on climate change in youth: A psychometric network study

Maijen Sachisthal (University of Amsterdam), Jacqueline N. Zadelaar (University of Leiden), Maartje E.J. Raijmakers (University of Amsterdam, Vrije Universiteit Amsterdam)

Whether young adults inform themselves on climate change is determined by a variety of psychological factors, such as interest in the topic, personal concern, perceived locus of control, and previous self-reported pro-environmental behavior. In the current study, we employed a psychometric network approach to map the relationships between different psychological and behavioral beliefs about climate change of 436 Dutch young adults (16- to 24-year-olds). Next, we tested whether the more central (i.e., closely connected) constructs of the climate change network are predictive of voluntary information-seeking (watching a video about climate change). The network showed that all constructs are largely positively related; meaning, for instance, that the more concerned people are about climate change, the more interested they are in climate change. Those factors that were most closely connected within the network were positively associated with voluntary information-seeking. Locus of control (i.e., perceived efficacy) and self-reported PEB were the most central construct and most closely linked to information seeking behavior and may therefore be an effective target for interventions aimed at stimulating voluntary information-seeking. Given that the current sample consisted predominantly of young Dutch non-skeptics, these findings may not generalize to other populations, including climate change skeptics.

# SESSION I: ABSTRACTS

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## SOCIAL BEHAVIOUR IN A DIGITAL SOCIETY

*Thursday April 20th: 13.35 - 14.45*  
*Presentation: 4*

*Koninklijke wachtkamer*

### Algorithmic bias: How system prejudices are perpetuated in AI

David Amodio (University of Amsterdam)

Artificial intelligence (AI) is often presented as a bias-free tool for decision making, yet AI algorithms are increasingly found to produce outcomes that discriminate on the basis of race, gender, SES, and other social factors. To date, little attention has been given to how human societal-level biases influence the creation and use of AI algorithms. I will present findings from two multinational studies (N=37, 52 nations) showing that societal-level gender inequality is represented in Google image search output. We then find, in three experiments (N=395), that exposure to output based on Google searches conducted in high-inequality (vs. low-inequality) countries leads human users to think and act in ways that reinforce these gender inequalities. I will then briefly describe research on how structural inequalities can also produce racial and gender bias in face classification algorithms (trained on >100k face images), another common form of AI implicated in algorithmic bias. My discussion addresses the impact of AI bias on society—how it can perpetuate prejudice between society, AI, and human users—and how social psychologists can help to illuminate and combat these effects.

# SESSION II: ABSTRACTS

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## SOCIETAL ISSUES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 1*

*Bedrijfschool*

### Explaining the Paradox of Conspiracy Theories and System Justifying Beliefs from an Intergroup Perspective

Jia-Yan Mao (Nanjing Normal University (China)), Jan-Willem van Prooijen (Nanjing Normal University (China))

By distinguishing between ingroup versus outgroup conspiracy theories, this research seeks to explain a paradox in conspiracy theory research: Namely, that conspiracy beliefs are associated with both derogation and justification of the social system. Study 1 (N = 1481) was a survey in the context of the COVID-19 pandemic in China, and the results revealed a negative correlation between belief in ingroup conspiracy theories and system-justifying belief. In Study 2 (N = 195), exposure to outgroup conspiracy theories positively predicted system-justifying beliefs, a finding that was serially mediated by external attributions and collective narcissism. In Study 3 (N = 256), exposure to ingroup conspiracy theories negatively predicted system-justifying beliefs, which was serially mediated by internal attributions and anomie. In Study 4 (N = 616), exposure to a conspiracy theory about the US government increased system-justifying beliefs among Chinese participants and decreased them among US participants. The distinction between ingroup versus outgroup conspiracy theories hence implies two different processes through which conspiracy theories affect system-justifying beliefs.

# SESSION II: ABSTRACTS

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## SOCIETAL ISSUES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 2*

*Bedrijfschool*

### Measuring pro-environmental behavior: behavioral tasks, self-report scales, and carbon footprints

Sebastian Berger (University of Bern (Switzerland)), Florian Lange (University of Leuven (Belgium)), Anna Bosshard (University of Amsterdam), Julia Dydula (University of Amsterdam), Michele Pulicelli (University of Amsterdam), Ofelya Aliyeva (University of Amsterdam), Cameron Brick (University of Amsterdam)

Environmental psychologists typically study pro-environmental behavior by observing particular behaviors or using self-report scales. Behavioral tasks such as the Carbon Emission Task (CET) and the Work for Environmental Protection Task (WEPT) allow observing behavior with actual environmental consequences. However, little is known about how these behavioral tasks relate to each other and other measures of pro-environmental behavior. A pre-registered online study of 563 U.K. residents found weak positive correlations between pro-environmental choices in the CET and WEPT. The behavioral tasks were weakly to moderately positively related to self-reported pro-environmental behavior and only the CET was weakly related to a lower carbon footprint. Environmentalist identity was more strongly associated with self-reported pro-environmental behavior than with the behavioral tasks, and not with carbon footprint. Socioeconomic status was moderately associated with higher carbon footprints but not with the behavioral tasks or self-reported pro-environmental behavior. In sum, these findings support that the CET and WEPT are indicators of a generalized propensity to behave pro-environmentally and that this propensity has limited relevance for everyday environmental impact. They also highlight the importance of behavior change in affluent people for environmental mitigation.



# SESSION II: ABSTRACTS

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## SOCIETAL ISSUES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 3*

*Bedrijfschool*

### Does decreasing psychological distance reduce science scepticism?

Bojana Većkalov (University of Amsterdam), Natalia Zarzeczna (University of Amsterdam), Frenk van Harreveld (University of Amsterdam), Bastiaan T. Rutjens (University of Amsterdam)

Science scepticism poses a significant threat to many aspects of life, including public health, technological advances, and sustainability. Whereas previous research focused on knowledge deficits and individual differences (ideology, religion) as predictors of scepticism, the current work presents causal evidence for a theory-informed and malleable antecedent: psychological distance to science. After showing that the distance manipulations reduced perceptions of distance to science on the implicit level (N = 55) and affected explicit perceptions of spatial distance to gene editing (N = 469) as well as spatial and hypothetical distance to nanotechnology (N = 370), we presented participants with brief newspaper-like advertisements describing gene editing (N = 586) and nanotechnology (N = 465). We manipulated the advertisements content, such that the information was framed as either psychologically close or distant. Participants presented with psychologically close advertisements were less sceptical about gene editing and nanotechnology. They also more strongly supported government funding for gene editing. These studies show that psychological distance to science can be manipulated, providing a tool that can be applied to modify complex social attitudes like science scepticism.

## SESSION II: ABSTRACTS

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### COMMUNICATION & EMOTION REGULATION

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 1*

*Wachtkamer 3e klasse*

Let's talk about it! How daily conversations about the task division can facilitate gender equal task divisions and relationship satisfaction among working parents

Larisa Riedijk (Utrecht University), Ruth van Veelen (Utrecht University), Lianne Aarntzen (Utrecht University), Belle Derks (Utrecht University)

Despite changing gender dynamics, women still bear most of the unpaid tasks (i.e. household tasks, childcare) in heterosexual relationships. We argue that besides changing policies to reinforce gender equality, partner dynamics should change as well. We examined how daily conversations about the task division were associated with the paid and unpaid task division, satisfaction with and fairness of the task division and relationship outcomes. We conducted a daily diary study of 8 executive days among Dutch working parents in a heterosexual relationship (N=157, 66.2% female, 1235 data-entries). Multilevel analyses showed that especially daily conversations about the household tasks deemed important: on days where participants communicated more about household tasks with their partner, they reported a more a) egalitarian task division (i.e., childcare, household tasks and paid work), b) more satisfaction with and fairness of the task division, and c) more positive relationship outcomes. Moderation analyses showed that the effects were the most positive when the conversations were initiated by both partners. Lagged analyses showed that the effects of these conversations generally did not spill over to the next day, stressing the importance of daily coordination. Multilevel mediation analyses showed that daily conversations about the household tasks resulted into higher relationship satisfaction via higher perceived satisfaction with and fairness of the task division, and not so much via a more egalitarian task division. The results illuminate how daily conversations about the task division reinforce gender egalitarian task divisions and attributes of the task division and how these conversations sustain the relationship.

# SESSION II: ABSTRACTS

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## COMMUNICATION & EMOTION REGULATION

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 2*

*Wachtkamer 3e klasse*

### Show me that you mean well! Beneficial effects of communicating intentions when delivering moral criticism

Inga K. Rösler (University of Amsterdam), Félice van Nunspeet (Utrecht University), Naomi Ellemers (Utrecht University)

People often do not accept criticism on their morality, especially when delivered by outgroup members. In two preregistered studies, we investigated whether people become more receptive to such negative feedback when feedback senders communicate their intention to help. Participants received negative feedback from ostensible others on their selfish (rather than altruistic) decisions in a donation task. We manipulated the identity of a feedback sender (ingroup vs. outgroup) and the intention they provided for giving feedback. A sender either did not communicate any intentions, had the intention to help the feedback receiver improve, or the intention to show moral superiority. We measured participants' self-reported responses to the feedback (Study 1, N = 44) and additionally recorded an EEG in Study 2 (N = 34). Results showed that when no intentions were communicated, participants perceived negative feedback on their morality as more unfair when the feedback came from outgroup vs. ingroup senders (Study 1). However, across both studies this group effect disappeared when feedback senders made their intentions explicit. Moreover, when feedback senders communicated their intention to help, participants perceived feedback as less unfair compared to when senders aimed to demonstrate their moral superiority or did not communicate intentions. Complementing these self-report results, ERP results of Study 2 suggested that communicating the intention to help reduced participants' attentional vigilance towards negative feedback messages on their morality (i.e., decreased P200-amplitudes). Together, these results demonstrate the beneficial effects of communicating the intention to help when aiming to encourage others' moral growth.

# SESSION II: ABSTRACTS

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## COMMUNICATION & EMOTION REGULATION

Thursday April 20th: 15.15 - 16:25  
Presentation: 3

Wachtkamer 3e klasse

Does climate change threat make sense? The effect of fearful communication on climate change resistance and engagement.

Janna de Graaf (Utrecht University), Marijn Stok (Utrecht University), Michèle Bal (Utrecht University), John de Wit (Utrecht University)

Large scale sustainable behavior change is necessary to be able to curb the global temperature increase. Extended parallel process model states that inducing threat can be a powerful persuasive technique to change behavior but might also lead to defensive behavior. Empirical research in health psychology showed that, for individual behavior, adaptive behavior is likely when the threat is appraised as both serious and reducible. However, less is known about the factors facilitating adaptive behavior in the field of climate change, where individual adaptive behavior alone is likely not enough to reduce the source of the threat.

In two experimental studies, we researched the effect of threat severity on climate change skepticism (Study 1,  $n = 154$ ), several kinds of defensive reactions (such as reactance to sustainable policies) and sustainable motivations (Study 2,  $n = 368$ ). We varied the climate change severity manipulation, using text in Study 1 and videos in Study 2.

No differences between the high and low threat message were found in any of four climate change skepticism subscales (trend, attribution, impact and efficacy skepticism; Study 1; all  $p$ 's  $> .005$ ). Furthermore, no differences were found for defensive reactions and sustainable motivations between the high threat and low threat video (Study 2; all  $p$ 's  $> .005$ ).

Contrary to research in health psychology, these studies did not find support for using threatening climate messages to increase adaptive behavior. On the other hand, threat also did not increase defensiveness. Possible mechanisms for this discrepancy will be discussed during the presentation.

# SESSION II: ABSTRACTS

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## COMMUNICATION & EMOTION REGULATION

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 4*

*Wachtkamer 3e klasse*

### Whether and How to Regulate: Emotion Regulation in Negative-Feedback Situations

Felix Grundmann (University of Groningen), Susanne Scheibe (University of Groningen), Kai Epstude (University of Groningen)

When experiencing negative emotions, people typically want to feel better and select an emotion-regulation strategy to accomplish this goal. Deciding whether and how to regulate are central stages of the emotion-regulation process. In both stages, the intensity of the affective stimulus plays a critical role. Facing a high-intensity stimulus is associated with a strong inclination to feel better (a salient hedonic goal) and a preference for distraction (vs. reappraisal). Still, the evidential strength of the relationship between stimulus intensity and people's intentions to regulate is weak. We thus sought to replicate the effect of stimulus intensity on hedonic-goal salience (Study 1; N = 275). We also know little about the mechanism connecting stimulus intensity and strategy choice. Based on differences in strategy characteristics, we hypothesized that high hedonic-goal salience predicts a preference for distraction over reappraisal (Studies 2-3; N = 371). As people do not experience emotional distress in a vacuum, we further explored the impact of improvement goals on strategy choice. In some (e.g., negative-feedback) situations, people are motivated to feel and to perform better. As expected, high stimulus intensity predicted higher hedonic-goal salience which was partly mediated by negative affect. Unlike expected, however, the results suggest that improvement rather than hedonic goals shape strategy choice. Being motivated to perform better was associated with a preference for reappraisal (vs. distraction). Together, our findings increase our confidence in the link between stimulus intensity and people's intentions to regulate. They further complement research on emotion-regulation choice and the role of goals.

# SESSION II: ABSTRACTS

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## STEREOTYPES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 1*

*Restauratiezaal*

### Implicit formation of group preferences through observational learning

David T. Schultner (University of Amsterdam), B. R. Lindström (Karolinska Institutet (Sweden)), D. M. Amodio (University of Amsterdam)

People often form attitudes toward a novel object by observing the actions of others. However, when learning from observation, there is a tendency to misattribute the choice preferences of the actor to qualities of the target. We asked whether a similar process may explain the formation of prejudice, such that an observer acquires the social preferences expressed by an actor but misattributes them to qualities of a group member.

We tested this hypothesis in 3 pre-registered studies. To create interaction stimuli, a 1st generation of prior participants (demonstrators, N=78) learned positive or negative stereotypes regarding two novel groups and then played an interactive money sharing game with group members. Although sharing rates of each group were equated, demonstrators showed a choice preference for the positively-stereotyped group on average.

In Study 1 (N=290), we recruited a 2nd generation of participants (observers) who viewed these past interactions, naive to the stereotypes, and then made their own choices. The observers' choices revealed that they acquired the demonstrators' group preference, even though players from each group shared at equal rates. These results were replicated in Study 2 (N=114) with non-student participants and Study 3 (N=140) with high-prejudice demonstrators. However, self-report data showed that observers misattributed the demonstrators' choice preferences to differences in group members' sharing rates. Together, these findings suggest an implicit mode of prejudice formation that can be transmitted through mere observation of intergroup interactions.



# SESSION II: ABSTRACTS

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## STEREOTYPES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 2*

*Restauratiezaal*

How self-disclosure and respect in intimate intergroup contact between language buddies may foster newcomer integration.

Eline Heikamp (University of Groningen), Nina Hansen (University of Groningen), Sabine Otten (University of Groningen), Liesbet Heyse (University of Groningen)

Speaking the local language and building social connections with host society members are considered key facilitators of successful integration of migrant newcomers. In the context of a language buddy program, the current research employed an intimate intergroup contact perspective and focused on positive interactions of newcomers during their conversations with a local volunteer. We investigated how newcomers assessed the quality of the interactions, and its effect on newcomers' psychological integration (sense of belonging) and cultural learning. Our sample comprised of 119 newcomers from diverse cultural backgrounds who participated in an online buddy program called Kletsmaatjes ("chat buddies") in the Netherlands. Regression analyses showed that aspects of positive intergroup interactions (e.g. respect, enjoyment, self-disclosure) relate to newcomers' sense of belonging to Dutch society and their expansion of cultural knowledge. More specifically, we found that experiencing mutual respect is significantly linked to a sense of belonging, while enjoyment and self-disclosure are most strongly linked to cultural learning. Additional thematic coding of open answers showed that newcomers talked about their personal lives, their hobbies and interests, and discussed cultural differences with their language buddy. These qualitative results point towards different areas in which newcomers engage in self-disclosure and expand their cultural knowledge. They thereby enrich our understanding of intimate contact between newcomers and volunteers. We further argue that language buddy programs are a constructive and mutual learning experience for both newcomers and volunteers. We conclude that more open, intimate and respectful contact may lay the foundation for newcomer integration.

# SESSION II: ABSTRACTS

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## STEREOTYPES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 3*

*Restauratiezaal*

### Does Race Affect the Formation of Social Preferences in Direct Interactions? A Social Reinforcement Learning Account

Iris Traast (University of Amsterdam), Bertjan Doosje (University of Amsterdam), David M. Amodio (University of Amsterdam)

We often learn about others through interaction, in which we act toward a person and receive their response as feedback. We investigated whether an interaction partner's race influences how their feedback is encoded, such that it may bias the impression we form. In two studies (N=172; N=159) White Americans played a sharing game with White and Black players, modeled on a probabilistic reward reinforcement task. Sharing rates varied between individual players but were equated between Black and White players on average. Nevertheless, we expected participants to form a stronger preference for White players. In Study 1, participants' choice behavior revealed a preference for White over Black players, even though participants reported no perceived difference in White vs Black players' sharing rates. This discrepancy between behaviorally-expressed reward evaluations and perceived rewards revealed that Black players needed to be misperceived as sharing ~5% more often to be chosen equally to White players. Study 2 was a direct replication. Here, participants showed no choice preference in behavior, but reported Black players as sharing more often. As in Study 1, an unbiased choice between Black and White players corresponded to the perception that Black players shared 4% more often. Thus, White Americans had to perceive Black players as more rewarding before choosing them equally to White players. These findings suggest a racial bias in the formation of preferences through social interaction, such that preferences expressed in behavior lag behind perceived rewards from racial minority members.

# SESSION II: ABSTRACTS

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## STEREOTYPES I

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 4*

*Restauratiezaal*

### The Effects of the 2020 BLM Protests on Racial Bias in the United States

Maximilian Primbs (Radboud University Nijmegen), Rob W. Holland (Radboud University), Tessa A. M. Lansu (Radboud University), Ruddy Faure (Radboud University), Gijsbert Bijlstra (Radboud University)

The 2020 Black Lives Matter protests in response to the murder of George Floyd highlighted the lingering structural inequalities faced by Black people in the United States. In the present research, we investigated whether these protests led to reduced implicit and explicit racial bias among White US Americans. Combining data from Project Implicit, ACLED, Google Trends and the American Community survey (total N = 428855), we observed rapid drops in implicit and explicit measures of racial bias after the onset of the protests. However, both types of racial bias slowly increased again over time as (attention to) BLM faded. Further, changes in racial bias did not seem to be explained by corresponding shifts in social norms. Finally, drops in explicit bias appeared to reflect changes in sample demographics, while drops in implicit bias remained robust. We discuss our results in light of situational models of bias as well as their implications for protest movements.

## SESSION II: ABSTRACTS

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### SYMPOSIUM: CHALLENGES AND OPPORTUNITIES OF QUALITATIVE RESEARCH FOR SOCIAL ISSUES

*Thursday April 20th: 15.15 - 16:25*

*Wachtkamer 1e en 2e klasse*

#### Symposium abstract: Challenges and opportunities of Qualitative Research for Social Issues

Marty Colombo (Utrecht University)

Social psychology in the Netherlands tends to prioritize experimental and quantitative methods for building knowledge. Qualitative methodologies might be seen as obscure and complicated, having the risk of overlooking the benefits it can offer for understanding social and psychological processes. This symposium aims to show what promising avenues methodological tools provided by qualitative research could advance in Social Psychology. The opportunities offered by conversational methods (e.g. interviews) or paradigms that provide an active engagement of participants (e.g. narrating their own experiences or beliefs) can contribute to a more elaborate comprehension of social issues that urge current societies. The challenges of these designs and analytical strategies are also addressed, emphasizing that accessing the subjective experience of participants has important costs that should be considered. The researchers will reflect on these challenges and opportunities from their own lines of work; including, threat of social change, refugees' resilience, engaging with strangers' suffering, and dominant identities (e.g. white and cisheterosexual people). Together, the talks in this symposium will also reflect on the epistemological and political consequences of the methodological decisions.

## SESSION II: ABSTRACTS

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### SYMPOSIUM: CHALLENGES AND OPPORTUNITIES OF QUALITATIVE RESEARCH FOR SOCIAL ISSUES

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 1*

*Wachtkamer 1e en 2e klasse*

#### Threat of Social Change: Conceptualizing from the perspective of minority group members

Marty Colombo (Utrecht University), Daan Scheepers (Utrecht University, Leiden University), Félice van Nunspeet (Utrecht University)

Quantitative research has shown that social change elicits threat. However, threat of social change remains poorly defined within Social Psychology (see De la Sablonnière, 2017), and scholars have mostly advanced conceptualizations favoring the perspective of majority group members. This in turn may overshadow perspectives centering minority groups in society. Thus, the aim of this qualitative study was to examine the (lack of) convergence between socio-psychological literature on threat of social change and how majority and minority group members define this concept.

We asked participants from a representative Dutch sample (N=411) to describe an example of social change that they perceive as threatening, and asked them to elaborate on why they felt this threat. Using a grounded theory approach, we noticed a partial resemblance between majority group members' definitions of threat of social change and literature on social identity and intergroup conflict: These participants viewed threat of social change mainly as related to losing dominance (being judged, losing freedom or resources). Additionally, their examples were abstract and focused on interpersonal and intergroup conflicts, as well as on topics already prevalent in the literature (immigration, sustainability, competition). Minority group members' examples were instead concrete, system-focused, pertaining to struggling (lack of safety, rights, resources), as well as related to themes more uncommon in the literature (abortion rights, financial insecurity, access to healthcare). Although preliminary, these observations suggest that qualitative methods could help reach a more comprehensive definition of threat of social change, especially one that reintegrates the perspective of minority group members.

## SESSION II: ABSTRACTS

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### SYMPOSIUM: CHALLENGES AND OPPORTUNITIES OF QUALITATIVE RESEARCH FOR SOCIAL ISSUES

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 2*

*Wachtkamer 1e en 2e klasse*

#### A Qualitative Study on Resilience in Syrian Refugees Resettled in the Netherlands

Tengku Nila Fadhlia (University of Amsterdam), Disa Sauter (University of Amsterdam), Bertjan Doosje (University of Amsterdam)

Forced migration due to war is a life-changing experience. Apart from the psychological problems, it also gives an opportunity to grow. Therefore refugees have often been seen as exemplars of resilience. Although some research has been carried out on factors promoting refugee resilience, there have been few empirical investigations into Syrian refugees' resilience. We are interested in Syrian refugees since, so far, they are the largest asylum applicant group in the Netherlands. Eighteen adult Syrian refugees shared their personal experiences on how they navigated their way to acquire multiple resources that sustain or even improve their well-being in contexts of adversity. Using thematic analysis, we found the multitude of factors affecting Syrian refugees' resilience, ranging from individual to societal.

Investigating refugees' resilience using a qualitative approach can allow for discoveries of unknown protective factors that may emerge from the lived experience of the participants. Furthermore, the qualitative method can give power to minority and marginalized voices, such as refugees, which is essential in studying resilience. We considered their adversity during each migration phase to contextualize their resilience. We also highlighted the emotions related to each phase to understand their experiences and resilience better. Some challenges in doing this study will be discussed.



## SESSION II: ABSTRACTS

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### SYMPOSIUM: CHALLENGES AND OPPORTUNITIES OF QUALITATIVE RESEARCH FOR SOCIAL ISSUES

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 3*

*Wachtkamer 1e en 2e klasse*

**Strangers suffering and motives to explore it: building a taxonomy from participants' experiences**

Anastassia Vivanco Carlevari (University of Amsterdam), Suzanne Oosterwijk (University of Amsterdam), Gerben van Kleef (University of Amsterdam)

Why do people decide to engage with others' suffering? Reading about violent stories on social media, watching a car accident from the opposite lane of the freeway, or viewing a war documentary are examples of situations in which people voluntarily engage with suffering even knowing that these instances can be disturbing or distressing. This is a common behavior, but little research has examined the reasons why people decide to engage with strangers' suffering. Our research aims are (1) to characterize situations of suffering that trigger people's interest and (2) understand the diversity of motives people have to engage with these.

In a set of 2 studies, we asked participants to reflect on their own experiences by (1) sharing examples of situations of suffering they had engaged with and (2) their motives to do so. Participants were recruited through Prolific and completed these questions using Qualtrics (n1=244, n2=250). In Study 1, we use thematic analysis to characterize who the stranger suffering was, what was the situation about and how the participant learned about it. The resulting themes were later used to analyze this question in Study 2. Regarding the motives, we identified a set of overarching themes that explain the decision of engaging with the situation. The results showed four types of motives: affective, epistemic, social and eudaimonic. For Study 2, we operationalized these motives into items. These results give an overview of the diversity of reasons people report on the perceived value of learning from suffering.

## SESSION II: ABSTRACTS

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### SYMPOSIUM: CHALLENGES AND OPPORTUNITIES OF QUALITATIVE RESEARCH FOR SOCIAL ISSUES

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 4*

*Wachtkamer 1e en 2e klasse*

#### Power and difference as interwoven dimensions of reproduction of dominance

Enzo Cáceres (University of Amsterdam), Judit Kende (Université Libre de Bruxelles (Belgium)), Michael Boiger (University of Amsterdam), Bertjan Doosje (University of Amsterdam)

To dismantle their privilege, dominant groups need to acknowledge inequalities. However, contemporary forms of reproduction of inequality can entail its acknowledgement while circumventing the differences made by social identity in society. This subtler form of discrimination stresses individuals and their universal sameness at the expense of their group memberships. We disentangle three profiles of identity management strategies among White (N = 24) and Cis-heterosexual (N =20) Dutch people associated with distinct societal consequences based on power-evasion (Society is fair toward Black and Muslim/LGBT+ people) and difference-evasion (People concerned with ethnicity/sexual orientation/gender identity forget that we are all just humans): Deniers (power-evasive, difference-evasive); Assimilationists (only difference-evasive); and Power Connoisseurs (power and difference acknowledgers). We uncover that just acknowledging inequality while avoiding difference is associated with weak linking historical oppression to current inequalities and low endorsement of allyship behavior. In contrast, acknowledgement of inequality along with appreciation of difference is associated with a strong linking of historical oppression to the present and stronger endorsement of allyship behavior. We conclude by examining the relevance of inequality and difference as dimensions of power dynamics in regarding the relationship between researchers and participants.

# SESSION II: ABSTRACTS

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## SOCIAL COGNITION

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 1*

*Koninklijke wachtkamer*

### Limitations in Personal Choice, Sense of Agency, and Habituation to Coercion

Nil Akyüz (Utrecht University), Hans Marien (Utrecht University), Marijn Stok (Utrecht University), Josi Driessen (Utrecht University), Henk Aarts (Utrecht University)

The ability to make one's own choices is a fundamental aspect of voluntary behavior. Restricting personal autonomy can have profound effects on how people experience the execution of their actions and perceive the resulting outcomes in the environment. In this study we investigated how autonomy restrictions affect the sense of agency, i.e., the pre-reflective part of a person's experience of being the author of one's own behavior.

Sense of agency was measured by the degree of temporal binding between own actions and resulting outcomes. The temporal binding paradigm measures the perceived temporal interval between an action and its associated sensory consequence. Shorter intervals are thought to reflect a stronger sense of agency.

Four online experiments were conducted, in which participants were presented with a simple drawing of a face on a computer screen. Using two keys, they could cause the face to look to the right or left. In some trials, participants were free to let the face look right or left, while in other trials, they were dictated by instructions presented on the screen. Following their actions, they saw the resulting face and they were asked to estimate the time interval between their action and outcome.

Across four studies we found a choice effect on temporal binding, meaning that time intervals were shorter in free choice trials compared to forced choice trials. Interestingly, exploratory analyses revealed that this difference vanished over time, suggesting a process of habituation that reestablished the sense of agency after repeatedly being forced to act.

# SESSION II: ABSTRACTS

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## SOCIAL COGNITION

Thursday April 20th: 15.15 - 16:25  
Presentation: 2

*Koninklijke wachtkamer*

### Disrupting the left temporoparietal junction reduces trust in out-group but not in-group individuals

Andrea Fariña (Leiden University), Luuk Snijder (Leiden University), Jan Hausfeld (University of Amsterdam), Steven Scholte (University of Amsterdam), Ilja Sligte (University of Amsterdam), Jan Engelmann (University of Amsterdam), Carsten K.W. De Dreu (Leiden University, University of Amsterdam)

People trust individuals belonging to their ingroup more than those belonging to rivaling outgroups, possibly because outgroup individuals are heuristically expected to exploit rather than reciprocate. Previous work in cognitive neuroscience indeed showed that reduced perspective-taking ability increased the difference in trusting ingroup versus outgroup members, and revealed a link between perspective taking and BOLD response in the temporoparietal junction (TPJ). Here we tested the hypothesis that disrupting the functionality of the TPJ reduces trust. 90 right-handed participants played an incentivized Trust Game in the role of the trustor with ingroup and outgroup members (manipulated within-subjects) while in an fMRI scanner immediately after receiving inhibitory Transcranial Magnetic Stimulation (TMS) to their neuronavigated TPJ (left, right, sham; manipulated between subjects). As expected, we found trust to be lower when paired with outgroup partners. Trust in the outgroup was further reduced when (left) TPJ functionality was disrupted. All trust decisions reliably associated with activity in areas involved in mentalizing (inferior frontal gyrus, insula, TPJ and cerebellum), and cognitive control (anterior cingulate cortex, and dorsolateral prefrontal cortex (DLPFC)). ROI analyses revealed a partner x TMS-treatment interaction on activity in the right DLPFC. Participants with a disrupted left TPJ showed less activity in the right DLPFC in ingroup compared to outgroup trials. Results support the possibility that the (left) TPJ is causally involved in trust, by reducing distrust in out-group members. In addition, findings suggest that cognitive control and mentalizing work in concert when deciding whom to trust, and whom to discriminate against.

# SESSION II: ABSTRACTS

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## SOCIAL COGNITION

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 3*

*Koninklijke wachtkamer*

### Using Virtual Reality to investigate the effect of situational socio-environmental cues of harshness on decision-making

Jeanette Hadaschik (University of Twente, Maastricht University), Iris van Sintemaartensdijk (University of Twente), Lucia Rabago Mayer (University of Twente), Rob A. C. Ruiter (Maastricht University), Karlijn Massar (Maastricht University)

A theoretical framework informed by Life History theory and developmental plasticity states that cognition and decision-making are influenced by socio-environmental cues of harshness. In an environment that signals threats to health and survival it can increase fitness to take risks and invest time and effort in behaviour that aids current survival rather than future well-being. Previous empirical evidence suggests that this effect might only occur in individuals who experienced Early Life Stress (ELS). This study investigated the effects of exposure to cues of harshness on risk-taking and the discounting of future well-being using an immersive Virtual Reality (VR) environment. In an experimental between-subjects design, exposure to socio-environmental cues of harshness was manipulated using two VR conditions. Participants (N=51) were randomly allocated to the 'low harshness' (N=22) or 'high harshness' (N=29) condition. After exposure to the VR environment for seven minutes, risk-taking was measured using a VR version of the Balloon Analogue Risk Task. The discounting of future well-being was measured using a delay discounting task. ELS was assessed using retrospective self-report. Results showed that there was no effect of harshness on risk-taking or discounting of future well-being and ELS did not moderate this relationship. The effect of harshness on decision-making might only occur after prolonged or repeated exposure. The study was limited by a sample with very low levels of ELS. VR experiments offer a way to increase the ecological validity of behavioural tasks in the laboratory and allow to investigate the effects of a range of cues on various decision-making behaviours.

# SESSION II: ABSTRACTS

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## SOCIAL COGNITION

*Thursday April 20th: 15.15 - 16:25*  
*Presentation: 4*

*Koninklijke wachtkamer*

### How Social Evaluations Shape Trust in 45 Types of Scientists

Vukašin Gligorić (University of Amsterdam), Gerben A. van Kleef (University of Amsterdam), Bastiaan T. Rutjens (University of Amsterdam)

Science can offer solutions to a wide range of societal problems. Key to capitalizing on such solutions is the public's trust and willingness to grant influence to scientists in shaping policy. Previous research on determinants of trust in scientists is limited and does not factor in the diversity of scientific occupations. In the present study (N = 2,780), we investigated how four well-established dimensions of social evaluations (competence, assertiveness, morality, warmth) predict trust in 45 types of scientists (from agronomists to zoologists). We found that trust in most scientists was relatively high, varying more across participants than across occupations. Perceptions of morality and competence emerged as the most important antecedents of trust, which in turn predicted the willingness to grant scientists influence in managing societal problems. Interestingly, the importance of morality (but not competence) in shaping trust levels varied across occupations: morality was most strongly associated with trust in scientists that work on contentious and polarized issues (e.g., climatologists). As trust in scientists is key to public acceptance of science, technology, and innovation, it is important to understand its antecedents. The results of this systematic investigation of trust in 45 types of scientists indicate that social evaluations play a crucial role in shaping trust levels, which is important for understanding when scientific solutions find their way to policy.



# SESSION III: ABSTRACTS

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## EQUALITY & DIVERSITY II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 1*

*Bedrijfschool*

### Normalizing Inclusion: Interventions Addressing Values, Threats, and Norms Increase Majority Support for Minority Participation in Government

Lee Aldar (Leiden University & The Hebrew University of Jerusalem (Israel)), Ruthie Pliskin (Leiden University & The Hebrew University of Jerusalem (Israel)), Yossi Hasson (The Hebrew University of Jerusalem (Israel)), Eran Halperin (The Hebrew University of Jerusalem (Israel))

The inclusion of political representatives of minorities in political processes is indicative of flourishing democracies. Such inclusion, however, has historically been challenged by majority groups, who experience threat and/or perceive exclusionary ingroup norms. Existing literature recognizes some barriers and catalysts for political inclusion, but knowledge about interventions to increase minority political participation is lacking. A real-time experiment among a large sample (N = 1,287 Jewish citizens) in the run-up to the March 2020 Israeli election tested six psychological interventions to increase support for involving Palestinian representatives in coalition formation. Our analysis focused on ideological centrists, whose attitudes may be less entrenched. We found that interventions targeting democratic values, threat perceptions and norm perceptions all improved attitudes towards political inclusion. Other interventions commonly used in the field (e.g., underlining instrumental reasons for inclusion) were not found effective among centrists. Our findings suggest that interventions emphasizing values, norms, and threat reduction are more likely to shift public opinion regarding inclusion, with implications for the promotion of minority political participation in the field.

# SESSION III: ABSTRACTS

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## EQUALITY & DIVERSITY II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 2*

*Bedrijfschool*

### Employees' Experiences with Subtle Workplace Exclusion: A Grounded Theory Study

Jamie Breukel (Tilburg University), Hans van Dijk (Tilburg University), Marloes van Engen (Radboud University), Sanne Nijs (Tilburg University), Marijn Krol (Tilburg University), Stefanie Duijndam (Tilburg University)

Covert types of mistreatment, such as exclusion and microaggressions, are becoming more common in the workplace, and tend to be as detrimental as overt exclusion (Jones et al., 2016). A main issue with covert acts of exclusion is that they are more ambiguous in nature and harder to detect, and therefore targets may not always be aware of being excluded. Current research on exclusion suggests that there are different ways in which individuals react to exclusion (e.g., prosocially, antisocially, withdrawing), but it is unknown when and why targets display which reactions. We examined the sensemaking process of targets of exclusion to uncover insight regarding when and why targets display for any of the three reaction strategies. We interviewed 26 employees working for organizations in the Netherlands about their experiences with subtle workplace exclusion, and we inductively coded and analyzed the data (Gioia et al., 2013). Our main contributions are two-fold. First, we identified the perceived legitimacy of exclusionary acts as a driving mechanism of target reactions, whereby legitimate acts of exclusion evoke prosocial reactions and illegitimate acts evoke antisocial or withdrawal reactions. Second, we discovered a so-called tipping point whereby participants shifted from an internal attribution (i.e., self-blame) to an external attribution (e.g., other-blame). Three aspects influence the timing and occurrence of this tipping point, namely the nature of the acts, the repeated occurrence of acts or being alerted by others. Our grounded theory explains that when and why targets display which reactions depends on their perceptions of legitimacy.

# SESSION III: ABSTRACTS

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## EQUALITY & DIVERSITY II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 3*

*Bedrijfschool*

### Not Bringing Your Whole Selves to Work: Employees' Experiences of Sexual Orientation in the Workplace and Its Implications for Organizations

Chenhao Zhou (Utrecht University), Jojanneke van der Toorn (Utrecht University, Leiden University), Eva Jaspers (Utrecht University), Naomi Ellemers (Utrecht University)

There has been a growing interest in how lesbian, gay, and bisexual (LGB+) employees experience and navigate their sexual identities in the workplace. This study investigated the cognitive, behavioral, and emotional aspects of these experiences. While previous research has investigated the disclosure process at work and how it relates to feelings of authenticity, it mainly focused on the perspectives of minority (and not majority) group members, their sexual identity (rather than its relationship to other identity dimensions), and their disclosure in the context of the workplace (rather than other contexts). The current study fills important gaps in the literature by 1) examining and comparing the perspectives of LGB+ and non-LGB+ employees, 2) investigating the integration of employees' sexual and professional identities, and 3) examining the sexual identity experience in and out of the workplace. An online survey among 198 UK employees showed that LGB+ participants experienced more identity conflict, negative emotions, and avoidance of disclosure, and less identity integration, intention to disclose, and consistency between work and non-work life than non-LGB+ employees. Additionally, both LGB+ and non-LGB+ employees perceived it more inappropriate to talk about sexual orientation and had fewer disclosure intentions at work compared to outside of work. Noticeably, while non-LGB+ employees perceived the same level of identity conflict at work and outside of work, LGB+ employees perceived more identity conflict at work than outside of work. We furthermore, showed that the negative experience of sexual orientation in the workplace is negatively associated with perceived inclusive team climate, perceived authenticity, feeling of inclusion, and job satisfaction.

# SESSION III: ABSTRACTS

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## EQUALITY & DIVERSITY II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 4*

*Bedrijfschool*

### How identity-consciousness can attract and retain LGBTQ+ talent: The mediating role of identity safety

Kshitij Mor (Utrecht University), Jojanneke Van Der Toorn (Utrecht University), Seval Gündemir (University of Amsterdam)

The effect of different diversity approaches (identity blind vs identity conscious) on more invisible and stigmatized minority groups like LGBTQ+ individuals is not well studied. We investigate the preferences of LGBTQ+ individuals with regards to diversity management. We propose that incorporation of an LGBTQ+ identity in the diversity management of an organization (identity consciousness) will both attract and help retain LGBTQ+ talent. We further propose that this process is mediated by identity safety considerations of: authenticity, belonging and justice. LGBTQ+ individuals living in the UK were recruited via Prolific to participate in 3 studies. Study 1 (N=407) and 2 (N=466) were vignette experiments. Participants read one of two mission statements (identity blind vs identity conscious) of a fictitious organization, and rated the attractiveness, anticipated authenticity, belonging, and justice of the organization. Study 3 (N=445) surveyed working LGBTQ+ individuals about the diversity ideology of their own organization, and assessed their turnover intentions, feelings of authenticity, belonging and justice at work. We found that participants in the identity-conscious (vs identity-blind) condition found the organization to be more attractive and that perceptions of one's organization as identity consciousness were associated with lower turnover intentions amongst LGBTQ+ employees. Both relationships were mediated by perceptions of authenticity, belonging and justice.

# SESSION III: ABSTRACTS

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## SOCIETAL ISSUES II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 1*

*Wachtkamer 3e klasse*

### Understanding change in COVID-19 vaccination intention with network analysis of longitudinal data from Dutch adults

Monique Chambon (University of Amsterdam), Wesley G. Kammeraad (University of Amsterdam), Frenk van Harreveld (University of Amsterdam), Jonas Dalege (Santa Fe Institute (United States of America)), Janneke E. Elberse (University of Amsterdam), Han L. J. van der Maas (University of Amsterdam)

Improving our understanding of people's intention to get vaccinated can help to stimulate vaccine uptake. Although previous research demonstrates that attitudes and related variables are important for intention to get vaccinated against COVID-19, prior research into the relationship between attitudes and vaccination intention is predominantly cross sectional and therefore does not provide insight into directions of relations. During the COVID-19 vaccines development and enrollment phase, we studied the temporal dynamics of COVID-19 vaccination intention in relation to attitudes toward COVID-19 vaccines and the pandemic, vaccination in general, social norms and trust. The data are derived from a longitudinal survey study with Dutch participants from a research panel (N = 744; six measurements between December 2020 and May 2021; age 18 – 84 years [M = 53.32]) and analyzed with vector-autoregression network analyses. While cross-sectional results indicated that vaccination intention was relatively strongly related to attitudes toward the vaccines, results from temporal analyses showed that vaccination intention mainly predicted other vaccination-related variables and to a lesser extent was predicted by variables. We found a weak predictive effect from social norm to vaccination intention that was not robust. This study underlines the challenge of stimulating uptake of new vaccines developed during pandemics, and the importance of examining directions of effects in research into vaccination intention. The results imply that promoting vaccine uptake in future pandemics would benefit most from strategies aimed at preventing polarization regarding the newly developed vaccines.

# SESSION III: ABSTRACTS

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## SOCIETAL ISSUES II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 2*

*Wachtkamer 3e klasse*

### Breaking the Law to Change the World: How Climate Protesters' Motivations and Action Readiness Evolve of Time

Amarins Jansma (Utrecht University), Kees van den Bos (Utrecht University), Beatrice A. de Graaf (Utrecht University)

Given the looming threat of climate change and the rapid rise of radical protest groups, some climate protesters might be tempted to radicalize toward law-breaking and violent behavior. Because research suggests a link between people's perceptions of unfairness and radicalization processes (Van den Bos, 2018, 2020), this study examined the interrelationships between these variables, focusing on three phases distinguished in climate protests: legal protests such as peaceful marches, civil disobedient protests such as roadblocks, and violent protests such as damaging property.

During climate protests in the Netherlands, we recruited 137 people who identified with Extinction Rebellion, a global environmental protest movement that uses non-violent civil disobedience as its core strategy. This involves law-breaking actions such as disturbing public order or disobeying authorities. Respondents completed a questionnaire twice with 6 months in between. Our results showed that after half a year, climate protesters were generally more willing to participate in civil disobedient actions. Their willingness to engage in legal or violent climate actions did not change over time.

Overall, we found that concerns about unfairness (perceived misbehavior by the state, social injustices, and systemic injustices) were associated with climate protesters' willingness to protest disobediently. Our findings provide new insight into the thoughts, feelings, and behaviors of climate protesters and suggest protesters' level of trust in authorities is important for their willingness to participate in different types of climate action.



# SESSION III: ABSTRACTS

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## SOCIETAL ISSUES II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 3*

*Wachtkamer 3e klasse*

### How Perceived Polarization Amplifies Attitude Moralization over Time: A Longitudinal Examination in the 2020 US Election Context

Chantal D' Amore (University of Groningen), Martijn van Zomeren (University of Groningen), Namkje Koudenburg (University of Groningen)

Attitude moralization—when attitudes on specific topics become connected to fundamental moral beliefs about “right” versus “wrong”—has major implications within polarized contexts as it infuses political disagreement with subjective morality. While previous research identified situational triggers and basic psychological mechanisms for moralization—such as perceived dyadic (intentional) harm in outgroup actions and strong emotional responses—little is known about how the structural context of polarization may feed into the process of moralization within individuals over time. Moving beyond previous experimental research, we hypothesize that experiencing increased polarization at two different levels (i.e., in society and in terms of a homogeneous network) over time strengthens individuals’ moralization of specific attitudes over time, because each strengthens subjective perceptions of dyadic harm and negative moral emotions in response to the political outgroup. We tested these predictions by conducting a 4-wave (4-month) longitudinal study across the US 2020 election among Biden-supporters (Sample 1; N = 1236) and Trump-supporters (Sample 2; N = 617). Each survey included real-time news messages as reminders of situational outgroup actions (emerging in-between consecutive waves) to measure participants’ situational responses. Multilevel analyses demonstrated that within-individual increases in perceived polarization (at both levels) from baseline predicted attitude moralization on specific topics (i.e., mask-wearing, Climate Agreement, Supreme Court Justice) via increased perceived dyadic harm and emotions over time. This generalized across all topics and across the political divide, thus suggesting robust support. Implications about how polarization feeds the flame of moralization via perceived dyadic harm and negative moral emotions are discussed.

# SESSION III: ABSTRACTS

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## SOCIETAL ISSUES II

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 4*

*Wachtkamer 3e klasse*

**“Between the Devil and the Deep Blue Sea?” Exploring the experience of ambivalence in the context of societal debates**

Gonneke Marina Ton (University of Groningen, Utrecht University),  
Martijn van Zomeren (University of Groningen), Katherine Stroebe  
(University of Groningen)

Social change is often negotiated through contentious societal debate. Whereas social psychological research often focuses on the extremes in these debates (activists), we focus on the people who feel caught in the crossfire of the two opposing sides in polarized societal debates. Particularly because this group could bridge the divide or be a force of change.

This mix-method (thematic analysis of interviews and surveys) research project explores the experience of ambivalence in polarized societal debates (e.g. blackface in the Netherlands, meat consumption, abortion in the US). We aim to provide a better understanding of ambivalence in the context of societal conflict.

Analysis of the interviews and survey-data, indeed, suggest that different (conflicting) social forces offer a breeding ground for ambivalence. Importantly, they feel caught in the crossfire of those in favour and against social change: they feel torn and pulled in different directions while also connected and understanding both sides of the debate. The conflict “out there” (opinion differences among family, friends, societal groups, and perceived polarization) is positively related to the experience of internal conflict: ambivalence.

These findings provide a better understanding of the position and experience of the “ambivalent” in these debates and provide new avenues for the research of ambivalence, social change, and polarization.

# SESSION III: ABSTRACTS

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## WELL-BEING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 1*

*Restauratiezaal*

**“Happy Hour” The relationship between hedonic capacity and motivation to drink alcohol**

**Daniela Becker (Behavioural Science Institute - Radboud University),  
Katharina Bernecker (Universtät Zürich (Switzerland))**

The overconsumption of alcohol and other addictive substances is typically conceptualized as a problem of low self-control (i.e., people’s inability to inhibit unwanted impulses). According to that view, people drink because they cannot resist. In the present studies we approached this problem from a different perspective and tested whether overconsumption might also be a problem of low hedonic capacity (i.e., people’s inability to experience pleasure and relaxation). According to that view, people drink because it helps them enjoy or cope with negative thoughts or emotions. In two studies (Study 1 N = 350; Study 2 N = 395) we found that trait hedonic capacity (THC) was indeed related to people’s motivation to drink alcohol. More specifically, people who reported lower levels of THC were more likely to drink alcohol in order to reduce negative intrusive thoughts and stress. Those coping motives were, in turn, related to more alcohol consumption. This finding suggests overconsumption might not only be due to poor inhibition but also a way to cope with intrusive thoughts, which are known to undermine pleasure and relaxation. Interventions should therefore go beyond improving inhibition and explore ways to help people regain pleasure and relaxation in non-harmful ways.

# SESSION III: ABSTRACTS

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## WELL-BEING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 2*

*Restauratiezaal*

**Value of children: How expected costs and rewards of having children affect parenthood transition and parental psychological well-being**

**Chau Tran (Tilburg University), Olga Stavrova (Tilburg University), Katya Ivanova (Tilburg University), Anne Reitz (Tilburg University)**

Findings on the effect of parenthood on parental well-being is mixed. We propose that the expected costs and rewards of having children prior to parenthood transition, derived from the Value of Children (VOC) framework, could explain the heterogeneity in parents' well-being trajectory. Using a large nationally representative panel sample from Germany (N=8702 in total, N=1197 of whom became parents), we explored whether VOC expectations affect the selection into parenthood and shape the psychological well-being trajectory of those who become parents. Following previous empirical findings, logistic regression analyses (N=8702) shows that VOC costs negatively and VOC rewards positively predicts parenthood transition. Further, multiple regressions and discontinuous change analyses on a sample of parents (N=1197) indicated that VOC costs negatively and VOC rewards positively predicted pleasure in parenting and family satisfaction at the year of childbirth as well as during the follow-up of up to 9 years after. After childbirth, parents report on average higher psychological well-being compared to before having children but exhibit a deterioration trajectory of well-being regardless of their VOC expectations. These findings are the first to explore the predictive power of VOC expectations beyond the parenthood transition, and the results suggest a robust effect of VOC expectations on parental psychological well-being.

# SESSION III: ABSTRACTS

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## WELL-BEING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 3*

*Restauratiezaal*

### A meta-analysis on compensation for threatened needs

Maximilian Agostini (University of Groningen), Pontus Leande (Wayne State University, Michigan, USA), Russell Spears (University of Groningen)

Psychological research on human behavior and theories often focus on compensation for threats or obstructed goals. The various threats and obstructions include social exclusion, economic disadvantage, perceived discrimination, and experimental failure inductions, among others. The various behavioral responses include aggression, workplace behavior, collective action, and pro-social behaviors, among others. Are they all so different? In this meta-analysis, we aim to identify commonalities across domains to compensation. In line with a range of theoretical papers, we test whether the various reactions are indeed means to compensate for threatened psychological needs. Our presentation will cover three points:

1. We will specify the constructs of our meta-analysis and show how we made the coding process a collaborative process.
2. We will argue why it is possible to combine these seemingly different literatures into one large meta-analysis.
3. We will show results based on the current database (over 4000 individual effects).

In presenting the current state of this meta-analysis, we seek feedback regarding the construct definitions, possibility of combining (distinct) literatures in a meta-analysis, and new avenues to pursue with the data.

# SESSION III: ABSTRACTS

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## WELL-BEING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 4*

*Restauratiezaal*

### The Effect of Gratitude on Moral judgments

Xueting Zhang (Leiden University), Niels Van Doesum (Leiden University), Lotte van Dillen (Leiden University), Eric van Dijk (Leiden University)

Emotions can affect moral judgments and the effect varies across five moral foundations (i.e., Harm, Fairness, Authority, Ingroup, and Purity). However, literature on the role of emotions in moral judgments mainly focused on negative emotions while the positive counterparts were largely neglected. Considering gratitude is defined as a moral emotion and has been found to predict moral relevance, we conducted two studies to examine the impact of gratitude on moral judgments. In Study 1, we explored the relationship of dispositional gratitude with moral judgments and moral concerns. After finishing a dispositional gratitude scale, 394 Prolific participants were randomly assigned to either moral concern or moral judgment group and completed the measures accordingly. Results showed that dispositional gratitude was positively correlated with moral concerns in Harm, Ingroup, and Authority foundations, while its relationship with moral judgments was only significant in Fairness foundation. Notwithstanding that previous research mostly treated dispositional and incidental gratitude similarly, some studies found their relationship greatly varied by context and the latter had a distinct effect on concrete judgments and decision-making. Thus, in Study 2, we recruit 200 participants and manipulate incidental gratitude in the laboratory. Participants are randomly assigned to one of the three emotion conditions (gratitude, happiness, or neutral emotion) and complete a recall task to induce the emotion respectively. Then, they judge moral wrongdoings in various foundations. We hypothesized that unlike dispositional gratitude, only judgments in Harm and Authority foundations would be significantly affected by incidental gratitude.



## SESSION III: ABSTRACTS

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### SYMPOSIUM: TOWARDS A SUSTAINABLE WAY OF LIVING

*Friday April 21st: 9.30 - 10.40*

*Wachtkamer 1e en 2e klasse*

**Symposium abstract: Towards a sustainable way of living: on psychological drivers, interventions, and confrontation effects**

**Marielle Stel (University of Twente)**

We need to drastically change our way of living into sustainable living. Our current way of living causes problems for 1) the environment (e.g., climate change, pollution), 2) our personal and global health (e.g., zoonoses, diet-related diseases), and 3) animal welfare (e.g., Reich et al., 2013; Stel et al., 2022). A more sustainable way of living includes reducing our animal product consumption, switching to more sustainable energy sources and use, and reducing waste. Research showed that people are open to making these changes to live more sustainably (e.g., Epson 2021; Van Heck et al. 2022), yet little change has been observed. In the current symposium, we identify important psychological drivers of sustainable behaviour, present the results of interventions to facilitate a sustainable way of living, and discuss possible costs to interpersonal confrontation of disregarding sustainability concerns. First, Roos Vonk will present an overarching perspective on how one's position on the egalitarian-hierarchical continuum is related to sustainability attitudes and behaviours. Then, Marleen Onwezen will focus on the role of personal and social morality on meat reducing strategies and whether these morality norms can be influenced. Marielle Stel will discuss the role of people's attitudes toward the moral standings of animals in sustainable food consumption and will present the results of an intervention to change these moral attitudes and animal product consumption. Finally, Sandra Klaperski-van der Wal will focus on possible social costs to interpersonal confrontation of disregarding climate change. Together this symposium provides valuable insights into how to facilitate sustainable behaviour.

## SESSION III: ABSTRACTS

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### SYMPOSIUM: TOWARDS A SUSTAINABLE WAY OF LIVING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 1*

*Wachtkamer 1e en 2e klasse*

#### Egalitarian versus dominance-oriented perspectives on people, animals and nature

Roos Vonk (Radboud University)

People differ in their view at the world on an egalitarian–hierarchical dimension. This can be manifested (a) at the interpersonal level, with the hierarchical stance yielding a stronger motive towards dominance and self-enhancement; (b) at the intergroup level, i.e., higher social dominance orientation which is reflected in e.g. ethnocentrism and anti-immigration attitudes; and (c) at the interspecies level, where the hierarchical stance is manifested in speciesism and a strong human-animal divide belief system. At the egalitarian end, people (a) are more motivated by the need for affiliation, (b) have lower social dominance orientation, and (c) show stronger human–animal continuity beliefs, empathy with animals, and lower meat consumption. Also, one’s position on the egalitarian-hierarchical continuum appears to extend to attitudes towards protecting the climate and our natural environment. Within this overarching perspective, three correlational studies (N = 580, N = 740, N = 750) were conducted that largely confirm the expected interrelations.

## SESSION III: ABSTRACTS

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### SYMPOSIUM: TOWARDS A SUSTAINABLE WAY OF LIVING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 2*

*Wachtkamer 1e en 2e klasse*

#### Personal and social morality in different meat eating groups

Marleen C. Onwezen (Wagening University)

We need to drastically reduce our consumption of animal-based proteins for planetary, human and animal health. In general vegetarians are found to have more moral concerns (e.g., de Bakker & Huddens, 2015), though it is not yet known how morality varies and can be activated across consumer groups. We aim to explore whether it is mainly personal or social morality driving meat reducing strategies, and whether the impact of morality differs and can be activated across: meat lovers and flexitarians.

The first study includes a representative sample (control group, N=501), a group of flexitarians (N=501) and meat lovers (N=500). The results reveal the relevance of personal morality (e.g., personal norms) beyond vested drivers (e.g., ability, opportunity) and social drivers. Thus, personal, and not social, morality is most important for decision making for both meat lovers and flexitarians.

Furthermore, we conducted an experiment to explore whether morality can be varied across meat lovers and flexitarians (4 conditions: control, extreme, positive versus negative social information). The results show that personal norms can be varied for meat lovers and flexitarians, whereas intentions and ambivalence can only be varied for meat lovers, and social perceptions remain stable for both groups. Moreover, the results reveal an opposing response such that negative social information results in reactance.

Taken together the results indicate the relevance of personal moral norms. Moreover, personal norms are often described as stable over time, however our findings indicate they can be activated, though one has to be careful for reactance.

## SESSION III: ABSTRACTS

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### SYMPOSIUM: TOWARDS A SUSTAINABLE WAY OF LIVING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 3*

*Wachtkamer 1e en 2e klasse*

**Changing the moral standing of animals: A prejudice-based intervention reducing people's speciesist attitudes and hurtful behaviours toward animals**

**Marielle Stel (University of Twente), Aiko Unterweger (University of Twente)**

Generally, people condemn animal suffering. Yet, they still harm animals either directly or indirectly (Rothgerber & Rosenfeld, 2021). Our research tested whether a prejudice-based intervention causes a change in people's speciesist attitudes and behaviours toward animals. Previous research showed that speciesism —that is morally considering and/or treating members of species as less important than members of other species for an unjustified reason— is driven by similar psychological mechanisms as other prejudices, such as racism and sexism. Therefore, we designed a speciesism breaking intervention based on synthesized insights from the prejudice literature that includes 1) making people aware of their bias toward animals, 2) raising concern for the consequences of their bias for animals (via a video), and 3) taking the perspective of animals. Half of the participants received this intervention, the other half did not (Ntotal = 600). We measured participants' speciesist attitudes, behaviours (in)directly causing animal suffering, and underlying mechanisms. The results showed that the intervention successfully reduced participants' speciesist attitudes. Moreover, participants in the intervention condition more strongly reduced their animal product consumption in the week after the intervention compared with participants in the control condition. This effect was obtained for meat and dairy, but not for eggs. Finally, the results as tested in our model showed that perspective taking of the animals, feelings of injustice, and awareness of how animals are treated mediated these results. Together, our intervention provides a first important step to a sustainable change by changing the moral standing of animals.

## SESSION III: ABSTRACTS

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### SYMPOSIUM: TOWARDS A SUSTAINABLE WAY OF LIVING

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 4*

*Wachtkamer 1e en 2e klasse*

**Dare to speak up? An investigation of the social costs associated with the confrontation of climate change disregard**

**Sandra Klaperski-van der Wal (Radboud University)**

In times of widespread unwillingness to act against the climate crisis, interpersonal confrontation of behaviour going against shared societal values could be an important facilitator of change. We conducted a study to replicate and expand upon a study by Steentjes et al. (2017), testing whether climate change disregard confrontation still leads to negative effects in 2022. In an online experimental study, participants read a scenario about a conversation. In total nine scenarios reflected three different independent variables: 1) the confrontation topic (social justice vs. climate change), 2) the confrontation type (no vs. friendly vs. unfriendly confrontation), and 3) the relationship of the two conversation partners (strangers vs. friends). Three hundred thirty-five participants completed the study. As one main finding, we were not able to replicate the original outcome showing reduced ratings of perceived warmth of and closeness to the confronter of climate change disregard ( $p > 0.05$ ). However, the MANOVA revealed that participants had a less positive impression of the scenario character when this person confronted the conversation partner, compared to not confronting him,  $F(2, 212) = 16.62, p < 0.001, \eta^2 = 0.14$ . Whether the characters in the scenario were friends did not have any effect, yet participants with higher moral identity levels perceived confronters in general less negative than participants with lower moral identity. Implications and other possible confrontation effects will be discussed.

# SESSION III: ABSTRACTS

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## DECISION MAKING & JUDGEMENT

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 1*

*Koninklijke wachtkamer*

### Tempted to take a gamble: Dispositional Greed and Domain-Specific Risk-Taking

Karlijn Hoyer (Tilburg University), Marcel Zeelenberg (Tilburg University & Vrije Universiteit Amsterdam), Seger M. Breugelmans (Tilburg University)

Following the 2008 global financial crisis, “greedy” bankers were depicted as the culprits of financial decline. They were accused of taking too many unnecessary risks (e.g., Brummer, 2015). Although the link between greed and risk-taking is often suggested, findings to this effect are contradictory, with some studies showing that greed is a predictor of risky decision-making (e.g., Mussel et al., 2015) whilst other studies find no such relationship (e.g., Seuntjens et al., 2015). The degree of risk taking turns out to be highly domain-specific (Blais & Weber, 2006). We explored the associations between individual differences in greediness and risk-taking in different domains, using the Dispositional Greed Scale (Seuntjens et al., 2015) and the Domain Specific Risk-Taking scale (Blais & Weber, 2006). In Study 1 (N = 345; M = 19.73; 84.3% female), we explored data from a student sample and found a positive correlation between greed and likelihood to take risks. For the different domains, we found positive correlations between greed and the ethical, financial and health/safety domain, but no significant correlations between greed and the recreational and social domain. Study 2 (N = 389-406, demographics unknown) replicated and expanded these results by looking at the mediating role of temptation. These results shed light on the dynamics of greed.



# SESSION III: ABSTRACTS

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## DECISION MAKING & JUDGEMENT

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 2*

*Koninklijke wachtkamer*

### Moral Judgments and Punishment Decisions on Social Media

Sarah Vahed (Radboud University Nijmegen), Catalina Goanta (Utrecht University), Pietro Ortolani (Radboud University Nijmegen), Alan Sanfey (Radboud University Nijmegen)

Harmful and inappropriate online content is prevalent, necessitating the need to understand how individuals judge and wish to mitigate the spread of negative content on social media. In an online study, we presented social media users residing across European Union (EU) member states (n=294) with morally negative, neutral and positive images, accompanied by differing levels of support from an ostensible content poster. We further manipulated and examined the impact of perceived responsibility on user decisions to report content to platforms and preferences to assign punishment to other social media users. We find that the perceived responsibility of users, the moral valence of images they view as well as the context behind which images are shared are all significant considerations in users' decisions to seek moderation of harmful online content. More broadly, our findings shed light on factors driving moral judgments and punishment decisions on social media thereby advancing our understanding of prosocial behaviour in an online context. We discuss the relevance of our findings to laws and content moderation policies recently implemented across the EU which aim to create a safer online environment for all.

# SESSION III: ABSTRACTS

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## DECISION MAKING & JUDGEMENT

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 3*

*Koninklijke wachtkamer*

### The Influence of Social Context and Experienced Uncertainty on Decisions for Familiarity or Novelty

Iris A. M. Verpaalen (Radboud University), Simone M. Ritter (Radboud University), Madelon L. M. van Hooff (Radboud University, Open Universiteit), Rob W. Holland (Radboud University)

Novel situations bring unpredictability, which most people find aversive. Still, innovation is sometimes necessary. This study aimed to investigate the influence of experienced uncertainty and social context on investments in innovations. The research focused on how public versus private settings influence novelty avoidance in decision making.

Participants were asked to make investments in new vs. established charities in private and in public (within-subjects, N=39, N=40). The public condition entailed a zoom call and was varied in two online experiments. In Experiment 1, participants were held accountable, but did not know the opinion of the person to whom they had to explain their choices. In contrast, in Experiment 2, participants were held accountable by a pro-novelty person. Hereby, we aimed to distinguish whether the phenomenon of rejecting uncertainty in public is a general expression of caution or based on normative social information.

Both pre-registered studies found that participants preferred familiar options and that this preference was stronger when the new option felt more uncertain. Additionally, novelty avoidance was stronger in public, but only when the other person's opinion was unknown. However, with a pro-novelty norm, participants invested more in novel options, especially those afraid of negative evaluations.

The results increase our understanding of the phenomenon of novelty avoidance and its relationship with accountability; people who make choices between established and innovative options in public become not merely more cautious, but partly make a social shift in their decisions. The findings imply that the social context affects how people deal with uncertainty.

# SESSION III: ABSTRACTS

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## DECISION MAKING & JUDGEMENT

*Friday April 21st: 9.30 - 10.40*  
*Presentation: 4*

*Koninklijke wachtkamer*

### Financial scarcity across societies

Leon Hilbert (Leiden University), Marret K. Noordewier (Leiden University), Angelo Romano (Leiden University), Wilco W. Van Dijk (Leiden University)

Financial scarcity is the subjective experience of having insufficient financial resources. This experience is stressful, and affects health, cognition, emotion, and decision-making. In a large cross-cultural study with >12,000 participants from 51 societies, we find that financial scarcity is a global phenomenon that is present in societies across the spectrum of wealth. Moreover, we find that across societies, higher financial scarcity is associated with lower perceived control over one's life. During the talk, I will discuss the relevance of these findings and present results for potential society-level moderators that might influence the effect of financial scarcity on perceived control, such as welfare provisions and labour rights.

# SESSION IV: ABSTRACTS

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## STEREOTYPES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 1*

*Bedrijfschool*

### Who is the Ideal Doctor? Young, Female Doctors' Lack of Fit with the Agentic Stereotype

Johanna S. W. Kruger (Utrecht University), Ruth van Veelen (Utrecht University), Belle Derks (Utrecht University)

Historically a male-dominated field, women currently make up more than half of the Dutch medical student population. Despite the feminization of medicine in early career phases, women remain underrepresented as medical specialists in many fields (e.g., surgery). The current study examines the role of occupational stereotypes in perpetuating gender inequalities at the leadership level in medicine. We argue that young, female doctors experience more cognitive lack of fit between their professional self-concept and the highly agentic stereotype of the ideal doctor. In a survey study, medical residents and specialists (N = 228; 72.8% female) rated 20 communal and agentic traits on how prototypical they were for a successful doctor in their specialty and also did so for their own professional self-concept. Results showed that doctors describe the prototypical medical specialist as highly decisive/rational (agentic), followed by relationship-oriented (communal) and as a workaholic (agentic). Women scored higher on lack of fit between the self and both agentic prototypes than men, while men scored higher on lack of fit with regards to the communal prototype. Junior doctors scored higher on lack of fit regarding the decisive/rational (agentic) prototype than senior doctors. In turn, lack of fit on agency was associated with a lower feeling of belonging in one's specialty. These results illustrate the cognitive lack of fit that young, female doctors' experience in medicine and identifies this social psychological process as a possible barrier contributing to gender inequality in medical specialties.

# SESSION IV: ABSTRACTS

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## STEREOTYPES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 2*

*Bedrijfschool*

### Daily Evaluation Threat and Ability-Uncertainty in Statistics Among Stereotype-Aware Female Students

Iris Meinderts (University of Leuven, Belgium), Jenny Veldman (New York University Abu Dhabi, United Arab Emirates), Colette Van Laar (University of Leuven, Belgium)

Despite historical changes, members of negatively stereotyped groups often opt out of certain fields in which their group is underrepresented. One potential under-examined explanation for this might be that being exposed to negative stereotyping might lead to more difficulty with forming a clear and stable ability self-concept in a stereotype-related domain. This possibility was examined in a daily diary study with  $N = 1,390$  data points nested in 205 female students, focusing on the statistics domain. First, results showed that women high (vs. low) in stereotype-awareness on a daily level were more fearful of how others might negatively evaluate their statistical abilities. Day-to-day fluctuation in this evaluation threat was positively related to fluctuations in ability-uncertainty and self-concept unclarity, both within and across days. Experiencing such difficulty with forming a certain, stable, and clear ability self-concept in statistics was associated with lower interest and motivation in statistics. Together, these findings give insight into the processes that may lead those who are more susceptible to negative stereotyping to be more at risk of developing an unclear and temporally unstable notion of their abilities, with consequences for their motivation and interest in a pursuing field. Thus, interventions that strengthen stereotyped groups' ability self-concept are key in order to protect their outcomes and address their underrepresentation.

# SESSION IV: ABSTRACTS

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## STEREOTYPES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 3*

*Bedrijfschool*

### The Effect of Ethnicity on Social Judgment in a Dutch Context

Afreen Khalid (Radboud University), Gijs Bijlstra (Radboud University), Rob Holland (Radboud University)

Discrimination continues to persist for underrepresented groups on important workplace outcomes such as hiring and promotion (Bertrand & Mullainathan, 2004). Previous studies have found that people favor some groups over others when making selection decisions, for e.g., selecting more vs. less physically attractive people in the Judgment Bias Task (JBT; Axt et al., 2018). The JBT is a behavioural measure that allows us to capture bias in selection decisions and has been previously used to test interventions in the context of physical attractiveness (Axt et al., 2021). We aim to establish a robust measure that can be used to measure ethnic bias against Moroccan-Dutch individuals. In this study, we investigate bias in selecting Moroccan-Dutch (vs White-Dutch) applicants using the JBT. We expected that participants would be more lenient in selecting White-Dutch compared to Moroccan-Dutch candidates, indicating favoritism towards them. 79 White-Dutch Prolific participants performed the JBT in a within-subject design where they evaluated a series of Moroccan-Dutch and White-Dutch applicants and made decisions whether to accept or reject them. Surprisingly, results indicated a pro-Moroccan-Dutch bias, indicating a potential overcorrection mechanism. Future studies will aim to match face stimuli on attractiveness and investigate whether the overcorrection effect still persists. Once a robust effect is established, we will use this measure to test prejudice reduction interventions.



# SESSION IV: ABSTRACTS

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## STEREOTYPES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 4*

*Bedrijfschool*

### Awe Sparks Prosociality in Children

Eftychia Stamkou (University of Amsterdam), Eddie Brummelman (University of Amsterdam), Rohan Dunham (University of Amsterdam), Milica Nikolic (University of Amsterdam), Dacher Keltner (University of California (US))

Rooted in the novel and the mysterious, awe is a common experience in childhood, but research is almost silent with respect to the import of this emotion for children. Awe makes individuals feel small, thereby shifting their attention to the social world. Here we study the effects of art-elicited awe on children's prosocial behavior towards an outgroup and its unique physiological correlates. In two pre-registered studies (NS1=159, NS2=353), children aged 8-13 viewed movie clips that elicited awe or joy, or a neutral control clip. Children who watched the awe-eliciting clip were more likely to spare their time on an effortful task (Study 1) and to donate their experimental earnings (Studies 1&2), all towards benefiting refugees. They also exhibited increased respiratory sinus arrhythmia, an index of parasympathetic nervous system activation associated with social engagement. We discuss implications for fostering prosociality by reimagining children's environments to inspire awe at a critical age.

# SESSION IV: ABSTRACTS

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## GROUP PROCESSES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 1*

*Wachtkamer 3e klasse*

### Effects of refugee settlement on citizens: A prospective longitudinal study of associations between perceived threat and mental health

Allard R. Feddes (University of Amsterdam), Hannah J. Arjangi-Babeti (Amsterdam University Medical Centers), Susan Bosdijk (University of Amsterdam), Lisa Klawitter (University of Amsterdam), Annelies H. Romers (University of Amsterdam), Sofia Tsaousoglou ()

The present study examines associations between citizens' perceived symbolic and realistic threat and mental health before and after refugee settlement in their neighbourhood. Citizens in two Amsterdam (the Netherlands) neighbourhoods participated in the study (N = 280). A follow-up measurement after the settlement of refugees was conducted in one neighbourhood (n = 66). Cross-sectional results confirm that higher levels of perceived symbolic and realistic threat were both associated with poorer mental health. A prospective longitudinal analysis showed no increase in realistic or symbolic threat, but mental health was poorer in citizens after refugee settlement. The longitudinal analysis also showed that higher threat perceptions among citizens in the area before the settlement of refugees predicted poorer mental health after the settlement. This association was stronger than the reverse association (poorer mental health predicting higher threat). Policy makers should consider experienced threat levels among citizens, when developing and communicating refugee settlement policies.

# SESSION IV: ABSTRACTS

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## GROUP PROCESSES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 2*

*Wachtkamer 3e klasse*

**Fight or flight? Social concerns for other group members increases conflict participation and can escalate intergroup conflict**

Luuk Snijder (Leiden University), Jörg Gross (University of Zurich (Switzerland)), Mirre Stallen (Leiden University, Amsterdam University of Applied Sciences), Carsten K.W. De Dreu (Leiden University, University of Amsterdam)

One important reason that humans fight is to defend themselves against hostile outgroups. Previous work has identified several mechanisms that impact defensive aggression. Yet, the specific circumstances under which individuals are actually willing to join other group members to collectively defend against out-group aggression remains poorly understood. We examined conflict participation in two interactive repeated attacker-defender games ( $n = 240$  per experiment), in which defenders were given the option to stay (and participate in conflict) or leave. If defenders left, they evaded the attack by the other group, but leaving was costly and not always possible for all group members. By systematically manipulating the cost of leaving (experiment 1) and defenders' leaving capabilities (experiment 2), we show that defenders' decisions to take part in conflict were not driven by rational cost-benefit calculations. While defenders were more likely to stay and participate in defense when leaving became increasingly costly, defenders stayed even when leaving was clearly the more profitable strategy for them. This was especially the case when other group members could not leave, revealing that social concerns for others can escalate conflict and harm overall social welfare. We further show that conflict participation was partly explained by social norms, history of conflict, and individual (social and risk) preferences. As intergroup conflict remains one of humanity's most pressing problems, we identify how social concerns for the well-being of others and social expectations can, somewhat paradoxically, increase the waste and cost of intergroup conflicts.

# SESSION IV: ABSTRACTS

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## GROUP PROCESSES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 3*

*Wachtkamer 3e klasse*

### Real-Life Intergroup Contact: Understanding Positive Interactions through Situational Needs

Jannis Kreinkamp (University of Groningen), Maximilian Agostini (University of Groningen), Laura Bringmann (University of Groningen), Peter de Jonge (University of Groningen), Kai Epstude (University of Groningen)

One challenge of modern intergroup contact research has been the question of when and why an interaction is perceived as positive and leads to better intergroup relations. We propose to consider situational psychological needs during everyday intergroup contact. We conducted three extensive longitudinal studies with recent migrants, to capture their interactions with the majority outgroup (total N of measurements = 10,297). The novel psychological needs mechanism is consistently a strong predictor of positive attitudes during intergroup interactions and these positive effects emerged via perceived interaction quality. The situational needs model is robust to alternative models and outperforms Allport's contact conditions. As one of the first studies to test intergroup contact theory using extensive longitudinal data, we offer insight into the mechanisms of positive intergroup contact during real-life interactions and find situational motivations to be a key building block of understanding and addressing positive intergroup interactions. Methodologically, we also offer testament to the emerging practice of capturing real-life interactions using extensive longitudinal data.

# SESSION IV: ABSTRACTS

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## GROUP PROCESSES II

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 4*

*Wachtkamer 3e klasse*

### Culturally-grounded Independent Self-construal Buffers International Students in the Netherlands from Depressive Symptoms

Zixiang Zheng (University of Groningen), Martijn van Zomeren (University of Groningen), Nina Hansen (University of Groningen)

Depressive symptoms are a considerable health risk for international students who face the challenge living in a new cultural environment with different norms about selfhood and social relationships. We ask whether and how students' independent or interdependent self-construal may facilitate self-criticism and hinder the self-compassion, which can lead to depressive symptoms. We therefore examined the relationships between specific aspects of international students' self-construal and depressive symptoms, with self-criticism and self-compassion as potential explanations of their relationship. We conducted two cross-sectional survey studies with samples from two of the largest groups of international students in the Dutch city of Groningen (Study 1: n = 104 Chinese, n = 131 German students; Study 2: n = 240 Chinese, n = 191 German students). We found that a stronger independent self-construal (i.e., consistency, self-reliance, and self-expression) protected Chinese and German students from depressive symptoms with lower self-criticism and higher self-compassion. A stronger interdependent self-construal (i.e., variability, dependence, and harmony) set Chinese and German students at risk of depressive symptoms with higher self-criticism and lower self-compassion. These findings held even when controlling for perceived social support from students' immediate environment (Study 2). We discuss how our findings offer a better understanding on how international students' construal of themselves in a new context with new norms may trigger a negative view and treat of themselves, which can increase depressive mood. These findings can be used to start developing culturally-grounded interventions for depressive symptoms among international students.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: NEGATIVE ATTITUDES ABOUT SOCIETY AND ITS ROLE IN SOCIAL AND POLITICAL BEHAVIOUR

*Friday April 21st: 13.15 – 14.25*

*Restauratiezaal*

**Symposium abstract: Negative attitudes about society and its role in social and political behaviour**

**Frank Gootjes (Utrecht University)**

Many citizens from democracies around the world believe that their society is breaking down. They believe that political leadership is ineffective, feel a negative sentiment about society at large, and believe that society could collapse in the near future. This symposium provides a comprehensive overview of the latest research on this negative attitude towards society, showing that it is relevant for political extremism, populism, protest behaviour, and support for violence. The first presentation reports two studies across various European countries, examining different predictors of populism, including economic factors, social identity, conspiracy mentality, anxiety and anger. The second presentation will focus on the role of societal pessimism and national nostalgia in predicting support for populist radical right parties. The third presentation will focus on societal discontent as a negative sentiment about society and how it predicts various responses to societal challenges such as COVID-19 and refugee housing. The final presentation revolves around how societal discontent and political cynicism, and their combination in particular, are related to support for violence against the government. Taken together, this symposium will give the latest perspective on the role of negative attitudes about society and its role in social behaviour.



## SESSION IV: ABSTRACTS

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### SYMPOSIUM: NEGATIVE ATTITUDES ABOUT SOCIETY AND ITS ROLE IN SOCIAL AND POLITICAL BEHAVIOUR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 1*

*Restauratiezaal*

#### What fuels populism?

**Agneta Fischer (University of Amsterdam), David Abadi (University of Amsterdam)**

We report two studies examining different predictors of populist attitudes. Previous research examined different explanations related to socio-economic (e.g., education, employment), socio-cultural or emotional predictors (e.g., social identity, anxiety, anger) in separate studies, but in our research we included these predictors in the same study. In Study 1, we conducted a survey in fifteen European countries (N=8,059), testing three sets of measures (economic, socio-cultural and emotional), predicting populist attitudes (i.e. items anti-elitism, Manichaeian outlook, people-centrism, and nativism). In Study 2 (N=2,031), we tested how populist attitudes and anxiety are related to measures taken by the governments of four European countries to contain the Covid-19 pandemic. Together these studies show that in times of crises anxiety is an important predictor fuelling populist attitudes, conspiracy mentality, and anger at the government.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: NEGATIVE ATTITUDES ABOUT SOCIETY AND ITS ROLE IN SOCIAL AND POLITICAL BEHAVIOUR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 2*

*Restauratiezaal*

**Our gloomy future and glorious past: Societal pessimism, national nostalgia and support for populist radical right parties**

**Anouk Smeekes (Utrecht University)**

Political campaign slogans, such as “Make America Great Again” or “The Netherlands Ours Again”, indicate that right-wing populism uses nostalgia to depict the national past as glorious. At the same time, populist radical-right parties (PRRP) portray this glorious past as being in stark contrast with the gloomy present and future of their country, which are seen as being in decline. This suggests that PRRP draw on both societal pessimism (i.e., being pessimistic about the future of the country) and national nostalgia (i.e., a longing for the good old days of the country) to mobilise their voters. Although there is a burgeoning literature on reasons for PRRP electoral support, fewer studies have focused on its emotional/affective underpinnings. While scholars have proposed that both societal pessimism and national nostalgia are an integral piece of a new master-frame employed by PRRP to attract voters, these elements have hardly been empirically studied in reference to voters. Relying on an integration of research in political science and social psychology, I hypothesize that societal pessimism is related to more support for PRRP via stronger feelings of national nostalgia. This hypothesis was tested among Dutch voters, using the Dutch Parliamentary Elections Survey of 2021 (N = 2,191). The results were consistent with the hypothesis, highlighting the relevance of societal pessimism and national nostalgia for understanding PRRP success.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: NEGATIVE ATTITUDES ABOUT SOCIETY AND ITS ROLE IN SOCIAL AND POLITICAL BEHAVIOUR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 3*

*Restauratiezaal*

**Societal discontent as a negative sentiment about society as a whole predicts support for anti-government protests and aggression**

Frank Gootjes (Utrecht University), Ernestine Gordijn (University of Groningen), Toon Kuppens (University of Groningen), Tom Postmes (University of Groningen)

In societies around the world, people believe their society is in decline, are concerned about its future, and have low trust in politics. Very recently, this negative sentiment about society could be observed in anti-COVID policy protests in which people with different political ideas and backgrounds joined forces. In order to conceptualise this discontent psychologically, we reviewed established measures from the sociological, political science, and social psychological literature that assess dissatisfactions with society, such as anomie, societal pessimism, and political trust. We show in a representative sample (N=1876) that scores on these measures can be explained by one underlying factor. The high overlap between measures suggests that societal discontent is best described as a negative sentiment about society at large. We provide a new measure for assessing societal discontent that focuses on this negative sentiment. With this measure, we find in various contexts that this broad negative sentiment about society acts as a catalyst for specific actions, such as support for anti-establishment action (N=1239), as well as intentions to be hostile against COVID-19 enforcement officers (N=279), and against out-groups such as refugees (N=440). Understanding how citizens perceive society is important to understand their responses to new events. Widespread societal discontent may act as an interpretive lens for societal events and as a catalyst for action.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: NEGATIVE ATTITUDES ABOUT SOCIETY AND ITS ROLE IN SOCIAL AND POLITICAL BEHAVIOUR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 4*

*Restauratiezaal*

**Desperate Times Invoke Desperate Measures: Support for Political Violence is Greatest when Societal Discontent and Political Cynicism are Combined**

**Bart Kranenburg (University of Groningen), Toon Kuppens (University of Groningen), Tom Postmes (University of Groningen)**

Two studies assess whether societal discontent and political cynicism are related to support for violence against the government. In Study 1, a sample of Dutch respondents (N= 1197) filled out a questionnaire on societal discontent and political cynicism, and indicated their level of support for violence against the government and alternative non-violent political behaviours. Both societal discontent and political cynicism were more strongly related to support for violence against the government than alternative, non-violent political behaviours. Notably, an interaction effect was found, such that the relationship between political cynicism and support for violence against the government was stronger when societal discontent was also high. In Study 2, semi-structured interviews with political activists (N= 2) were conducted about their interpretation of the antecedent factors of support for violence against the government in the Netherlands. The emergent themes of the interviews in Study 2 provide support for the findings from Study 1. In concert, the studies indicate that individuals who feel politically disconnected may support the use of violence as a strategic tool for societal change when non-violent political behaviours are deemed inefficient.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: COGNITIVE EFFORT IN LAB AND LIFE

*Friday April 21st: 13.15 – 14.25*

*Wachtkamer 1e en 2e klasse*

#### Symposium abstract: Cognitive effort in lab and life

##### Erik Bijleveld (Radboud University)

In daily life, people often encounter situations in which cognitive effort is necessary to attain goals. This happens in various important contexts—e.g., at work, at school, and in people’s private lives. As a general principle, as the expenditure of cognitive effort is costly, people are generally conservative: They expend only as much effort as is necessary, and they only exert effort when this effort will likely yield some social or monetary reward. Whereas this general principle of effort conservation goes back decades (e.g., to Clark Hull), it has recently resurfaced in various disciplines. In this symposium, we will bring together recent insights about the conservation of cognitive effort from social psychology, work psychology, educational science, psychophysiology, and cognitive neuroscience. First, Erik Bijleveld will present a meta-analysis that shows that cognitive effort feels aversive across populations and tasks. Second, in two studies on cardiovascular effort, Johanna Falk will show how having freedom of choice affects cardiovascular effort during the performance of cognitive tasks. Third, Tieme Janssen will present a study that was done in an educational setting, revealing how implicit beliefs students have about themselves affect the investment of cognitive effort. Fourth, Eliana Vassena will present a neurocomputational framework that explains how when the brain weighs rewards and effort costs during effort-related decisions. In sum, in this symposium, we aim to present a multidisciplinary update of recent insights on how people decide to (not) expend cognitive effort.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: COGNITIVE EFFORT IN LAB AND LIFE

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 1*

*Wachtkamer 1e en 2e klasse*

#### The aversiveness of mental effort: A meta-analysis

Louise David (Radboud University), Eliana Vassena (Radboud University, Radboud University Medical Center), Erik Bijleveld (Radboud University)

Influential theories in psychology, neuroscience, and economics assume that the exertion of mental effort should feel aversive. Yet, this assumption is usually untested, and it is challenged by casual observations and previous studies. Here we test (a) whether mental effort is generally experienced as aversive and (b) whether the association between mental effort and aversive feelings depends on population and task characteristics. We meta-analyzed a set of studies (358 tasks, 4670 people) that assessed perceived mental effort and negative affect. As expected, we found a strong positive association between mental effort and negative affect. Surprisingly, just one of our 15 moderators had a significant effect (effort felt somewhat less aversive in studies from Asia vs. Europe and North America). Overall, mental effort felt aversive in different tasks, in different populations, and on different continents. Supporting theories that conceptualize effort as a cost, we suggest that mental effort is inherently aversive.



## SESSION IV: ABSTRACTS

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### SYMPOSIUM: COGNITIVE EFFORT IN LAB AND LIFE

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 2*

*Wachtkamer 1e en 2e klasse*

#### Noise in volition: The immunizing effect of personal choice against noise effects on effort

Johanna R. Falk (University of Geneva (Switzerland)), Guido H.E. Gendolla (University of Geneva (Switzerland)), Gabriele Oettingen (New York University (US)), Peter M. Gollwitzer (New York University (US))

Acoustic noise at workplaces ranges from typical indoor office sounds such as telephone ringing and background speech to sounds produced by construction work and road traffic. Individuals can cope with the distracting properties of noise during cognitive tasks through compensatory effort, but the heightened cardiovascular reactivity might in turn increase cardiovascular risks. Since personal choice fosters commitment and shields action execution against potentially conflicting influences, we tested in two laboratory experiments (N = 228) whether engaging in action by personal choice vs. external assignment of task characteristics moderates the effect of irrelevant noise on effort-related cardiovascular response. The response-pattern of cardiac pre-ejection period supported our hypothesis in both studies. Participants in the assigned condition showed stronger cardiac pre-ejection period reactivity when exposed to aversive noise stimulation than when executing the task in silence. These noise effects did not appear among participants who could choose the stimulus color. Thus, our results show that the simple act of choosing task characteristics leads to shielding against unpleasant noise on effort-related cardiovascular response, whereas individuals remain receptive for noise stimulation during volition when task characteristics are externally assigned. These findings conceptually replicate and extend research on the action shielding effect by personal choice and hold practical implications for occupational health and prevention strategies in occupational settings.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: COGNITIVE EFFORT IN LAB AND LIFE

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 3*

*Wachtkamer 1e en 2e klasse*

#### Individual differences in effort investment during an arithmetic task

Tieme W.P. Janssen (Vrije Universiteit Amsterdam), Smiddy Nieuwenhuis (Vrije Universiteit Amsterdam), Sibel Altikulaç (Vrije Universiteit Amsterdam), Tuong Van Vu (Vrije Universiteit Amsterdam), Martijn Meeter (Vrije Universiteit Amsterdam), Milene Bonte (Maastricht University), Brenda R.J. Jansen (University of Amsterdam), Lucía Magis-Weinberg (University of California (US))

Mahatma Ghandi once said “satisfaction lies in the effort, not in the attainment, full effort is full victory”. Although such attitude is commendable, it is quite understandably not found in all students. The ones who have it, though, might have different implicit beliefs about themselves. Seminal work by Carol Dweck (1988) on theory of intelligence (TOI) postulates that students with incremental beliefs (aka growth mindset) consider their intelligence as something that can be improved and developed by effort. However, most of the literature on the relation between mindset and effort depends on subjective self-reports, which may not reliably capture the actual investment of effort. In the current study we (1) operationalized mental effort as the chosen and executed difficulty level in a self-adapted arithmetic task, and (2) combined variable-oriented and person-oriented analytic approaches, with the latter allowing us to explore qualitatively different profiles of effort investment. First-year Dutch high-school students (n=299; aged 11-14 yrs) chose difficulty levels of arithmetic problems in 20 rounds. We demonstrated a gender-moderated relation between mindset and an objective measure of effort, but also important nuances as indicated by individual differences in effort strategies.

## SESSION IV: ABSTRACTS

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### SYMPOSIUM: COGNITIVE EFFORT IN LAB AND LIFE

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 4*

*Wachtkamer 1e en 2e klasse*

#### A computational look at motivation for effort: Integrating brain, body and behavior

Eliana Vassena (Radboud University, Radboud University Medical Center)

How do we decide to put effort in what we do? A multitude of theories has attempted to answer this question, cutting across different fields of psychology and neuroscience. Recent frameworks suggest that we integrate diverse sources of information at hand, including prospective benefits and expected costs, such as required effort. We developed a computational framework where meta-learning is the key mechanism underlying this integration: based on potential reward, discounted by the inherent costs, we learn which actions are worth pursuing and energize our behavior to successfully achieve our goals. In a series of simulations and experiments, we show that this framework accounts for decisions involving effort, reward, under stress and in stress-related disorders. We propose that these mechanisms are implemented via meta-learning: a recurrent interaction between medial prefrontal cortex and catecholaminergic nuclei (releasing dopamine and noradrenaline). This account bridges evidence from psychological theories of motivation (e.g. Motivational Intensity Theory) with neuroscience of decision-making under a single explanatory framework. Further, this model provides a powerful tool to simulate effects of alterations of catecholaminergic signaling, opening up new avenues for personalized medicine and precision psychiatry.

# SESSION IV: ABSTRACTS

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## INTERPERSONAL BEHAVIOR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 1*

*Koninklijke wachtkamer*

### Hesitance to share suboptimal products due to anticipated negative social perceptions

Yi Zhang (Wageningen University), Erica van Herpen (Wageningen University), Maggie Geuens (Ghent University (Belgium)), Mario Pandelaere (Virginia Polytechnic Institute and State University (US))

Sharing between individuals is receiving increasing attention in the marketplace. Sharing is a nonreciprocal behavior of distributing one's resources to others, which is less ceremonial and focuses less on pleasing recipients than gift-giving. With the increase of community-based sharing, understanding what and why individuals share with others is important. This research focuses on suboptimal products and proposes that individuals are less likely to share suboptimal (vs. optimal) products because they overestimate the negative social perceptions giving suboptimal products would create. Using suboptimal food as an example, Study 1 (N = 104) confirms that people are less likely to share and more likely to throw away suboptimal (vs. optimal) food ( $p_s < .031$ ). Study 2 (N = 201) replicates the effect on sharing ( $p < .001$ ) and shows that the effect is mediated by individuals' anticipated perceptions the act of sharing the food would create in the recipient (indirect =  $-0.71$ , SE = 0.17, 95% CI  $[-1.07, -0.40]$ ). However, there is a deviation between givers' anticipation and recipients' actual perceptions. Study 3 (N = 182) shows a gap in perceptions in the sense that recipients of suboptimal food perceive the givers more positively than anticipated by the givers ( $p_s < .002$ ), especially when they know why the givers share food. These findings suggest that givers' negative anticipated perceptions should not be a barrier to sharing suboptimal products. In the next study, we will investigate how such negative anticipated perceptions can be weakened as an intervention to facilitate sharing suboptimal products.

# SESSION IV: ABSTRACTS

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## INTERPERSONAL BEHAVIOR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 2*

*Koninklijke wachtkamer*

### Can I rely on you? Perceived partner ambivalence and support behaviors in romantic relationships

Mirna Đurić (Vrije Universiteit Amsterdam), Francesca Righetti (Vrije Universiteit Amsterdam)

Experiencing ambivalence toward a partner (i.e., holding simultaneously positive and negative feelings) is common in romantic relationships. Previous research has shown that ambivalence is detrimental not only for the person experiencing it, but also for their partner and the relationship. Importantly, the negative effects of having an ambivalent partner arise due to perceptions that they are unpredictable, unreliable, and untrustworthy. Such inferences could impair another essential aspect of romantic relationships – the provision and receipt of social support. How is perceived partner ambivalence associated with support seeking from the partner and support provision to the partner? To address this question, we conducted a study with romantic couples in the Netherlands (N = 352 individuals), spanning an intake session, a 12-day daily diary, and two follow-up sessions with six months in between. The results showed that perceived partner ambivalence was associated with reduced support seeking from the partner at intake, but the effect was not found in the daily diary or at the two follow-up sessions. However, perceived partner ambivalence was consistently associated with reduced perceptions of partner responsiveness, which were in turn linked to reduced support seeking from the partner. In addition, perceiving a partner's ambivalence was associated with a reduced tendency to provide support to the partner in a moment of need. These findings contribute to the growing body of literature on how ambivalence, experienced by oneself or by one's partner, can affect different facets of romantic relationships.

# SESSION IV: ABSTRACTS

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## INTERPERSONAL BEHAVIOR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 3*

*Koninklijke wachtkamer*

### Being on top vs. not dangling at the bottom: Status motivation and aggression in youth

Tessa A. M. Lansu (Radboud University), Yvonne H. M. van den Berg (Radboud University)

Whereas research on aggression and status motivation in youth has only looked at a promotion focus, also a prevention focus can be an important determinant of social behavior (Shah et al., 2004). As qualitative studies show that youth think motivation to avoid low status can drive aggressive behavior such as bullying (Spadafora et al., 2020; Strindberg et al., 2020), the current study examines how both types of status motivation are associated with aggression toward classmates. It does so from a variable-centered as well as a person-centered perspective.

Participants were 1177 Dutch secondary school students, who completed a 3-item measure of striving for high popularity based on existing questionnaires (Li & Wright, 2014; Ojanen et al., 2005) Cronbach's  $\alpha = .90$ , and 3-item measure of avoiding low popularity consisting of a mirrored version of the high popularity items, Cronbach's  $\alpha = .78$ . Aggressive behavior was measured through peer nominations.

The variable centered correlation analyses showed that unpopularity avoidance motivation is more strongly positively associated with a larger number of aggression indicators than striving for popularity. The person centered cluster analyses showed there is a group unconcerned with status (39%) and a group both concerned with having high status and avoiding low status (44%). A smaller but still substantial group (17%) does not strive for high popularity at all, but is motivated to avoid being unpopular. ANOVAs with cluster membership as between subject variable showed that youth not concerned with status were less likely to gossip and exclude others than other youth.



# SESSION IV: ABSTRACTS

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## INTERPERSONAL BEHAVIOR

*Friday April 21st: 13.15 – 14.25*  
*Presentation: 4*

*Koninklijke wachtkamer*

### The Costs and Benefits of Gossip

Terence Dores Cruz (Vrije Universiteit Amsterdam), Kim Peters (University of Queensland (Australia), University of Exeter (England)), Romy van der Lee (Vrije Universiteit Amsterdam), Bianca Beersma (Vrije Universiteit Amsterdam)

Gossip can play a crucial role in solving social dilemmas by introducing reputational benefits and costs to cooperation and defection. While gossip thus confers collective benefits, it is often perceived as negative. If gossip is socially costly for a gossiper, people may refrain from gossip. Recent research suggests that only negative and/or false gossip is associated with costs, while positive and/or true gossip is associated with benefits. Understanding these social consequences is key to understanding when people contribute to reputation-based cooperation systems with gossip. To shed light on gossip's social consequences, we conducted a pre-registered study involving hypothetical interactions in which participants act as trustors in a trust game and can receive gossip from other trustors about trustees (nparticipants = 201; nobservations = 1206). In 6 rounds, participants received a sender's gossip or not, completed a trust game with the gossip target, and completed a dictator game with giving and taking with the sender that could gossip. Each participant encountered senders that would share true or false positive gossip, true or false negative gossip, or remain silent about a trustworthy or untrustworthy target. Results showed that participants imposed fewer costs on senders of any gossip than on senders who remained silent. Within gossip, we found that participants imposed fewer costs on senders of true gossip than senders of false gossip, but participants did react differently to positive and negative gossip. Moreover, the extent to which participants thought gossipers had selfish (prosocial) motives was associated with more (less) costs for gossipers.

# POSTER SESSION: ABSTRACTS

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## POSTER #1

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### The Impact of Congruent and Incongruent Emotional Reactions on Perceived Self-Interest and Generosity

RouJia Feng (Leiden University), Wilco W. van Dijk (Leiden University), Eric van Dijk (Leiden University)

The emotions that people express in certain situations have a profound impact on how they are perceived by others. In previous research, we have found that people who show incongruent emotional reactions are evaluated less positively than those who show congruent emotional reactions. Incongruent emotional reactions are reactions in which the valence of the reaction is the same as the valence of the event that happened to another person (i.e., schadenfreude or glückschmerz). Whereas congruent emotional reactions are reactions in which the valence of the reaction is opposite in valence of the event that happened to another person (i.e., happy-for or sympathy). The current research builds on our previous research. We examine the impact of congruent and incongruent emotional reactions on the perceived self-interest and generosity of expressers of these reactions. We expect that, as compared to expressers of congruent emotional reactions toward the (mis)fortunes of others, expressers of incongruent emotional reactions are seen as more self-interested and less generous. That is, in a subsequent Dictator Game, participants expect these expressers to allocate less money to them (Study 1a & 1b). Moreover, they are less likely to choose these expressers as the allocator in a Dictator Game (Study 2a & 2b). We also intend to explore the effects of gender on the perceived differences. Ethical approval for the studies has been obtained. The (pre-registered) studies are scheduled to run on Prolific in February 2023 and data collection will be completed within one week.

# POSTER SESSION: ABSTRACTS

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## POSTER #2

Thursday April 20th: 17.15 - 18.30

Bedrijfschool

### Coherent thoughts about science are supported by physical space

Natalia Zarzeczna (University of Amsterdam), Tisa Bertlich (Johannes Gutenberg Universität Mainz (Germany)), Bastiaan T. Rutjens (University of Amsterdam), Ida Gerstner (Universität Mannheim (Germany)), Ulrich von Hecker (Cardiff University (United Kingdom))

We investigated the cognitive mechanisms underlying reasoning about science. Specifically, we examined the idea that the experience of coherence (i.e., the experience that information makes sense or is logical) employs thoughts about physical space that facilitate thinking within a given context. Previously, the experience of coherence has been found to be metaphorically mapped onto spatial proximity whereby coherent—in contrast to incoherent—information was mentally represented as closer together in physical space. First, in a series of 4 experiments, we show that spatial representation of coherence is malleable and can employ other meaningful concrete dimensions of space that are made salient. When given task instructions cueing the vertical spatial positions (top/bottom), participants represented coherence in the upper vertical location when making judgements about the logical validity of scientific statements (Experiments 1 & 4) and unrealistic syllogistic scenarios (Experiment 3). When the task instruction made the spatial proximity between the stimuli materials and the participant salient (subjective proximity), participants represented coherence as spatially close to themselves (Experiment 2). Second, when representing coherence at the top and close to themselves, participants' accuracy in judging the validity of scientific statements increased, suggesting that spatial simulation is associated with improved reasoning performance. Overall, we present evidence that spatial representation of coherence is malleable (not fixed in long-term memory), functions as a supporting mechanism for reasoning about science, and is associated with fewer logical errors. We discuss implications of these findings for understanding science rejection.

# POSTER SESSION: ABSTRACTS

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## POSTER #3

Thursday April 20th: 17.15 - 18.30

BedrijfschoolPresentation: 3

### How expressions of anger shape intergroup discrimination

Ruohong Hao (University of Amsterdam), Bertjan Doosje (University of Amsterdam), Gerben van Kleef (University of Amsterdam), Marc Heerdink (University of Amsterdam)

Intergroup discrimination, as a prominent example of unjust treatment, can elicit negative emotions such as anger. We investigated whether expressions of anger can influence people's subsequent discriminatory behaviour, and whether this depends on who expresses the anger.

We conducted two studies. In Study 1 (N = 349; 255 women, 88 men, 6 other), undergraduates read a manipulated newspaper article about discrimination of Arab people in the Netherlands. The article contained an anger expression by the discriminated group, the discriminating group, a third party, or no anger (control condition). After a filler task, participants performed a roommate selection task. Participants in all three anger expression groups allocated more points to Arab candidates than did those in the control condition.

In Study 2 (N = 500; 297 women, 201 men, 2 other) White British participants read a manipulated newspaper article about discrimination on the labor market, again containing anger expressions by the discriminated group, the discriminating group, a third party, or no anger. Participants then performed a job hiring task. We found similar results as in Study 1 (a predominantly women sample) for women participants, but not for men.

Expressions of anger seem to have the capacity to counteract discrimination. As of yet, no firm conclusions can be drawn about possible effects of who expresses the anger. Moreover, future research is needed to further examine the unanticipated gender difference.

# POSTER SESSION: ABSTRACTS

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## POSTER #4

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

**Majority members acculturate too: The role of minority contact and clarity of minority emotion norm in majorities' emotional fit with minority culture.**

Felipe Vieira (University of Leuven, Belgium), Alba Jasini (University of Leuven, Belgium), Eren Aslı Tekin (University of Leuven, Belgium), Batja Mesquita (University of Leuven, Belgium)

Exposure to another culture may lead to acculturative changes in various psychological processes, such as emotions. In support of this idea, previous research has found that the emotions of immigrant minorities, who have frequent contact with majority others, fit the majority emotion norms better than those who have less contact; their emotions may acculturate. Little research has analyzed the possibility of majority emotions acculturating to the minority culture norm. To shed light on this question, the current study investigated the emotional patterns and social contact experiences (i.e., frequency of contact with minority peers) of 916 majority youths in a representative sample of Belgian middle schools. We computed majorities' emotional fit with minority culture by relating their emotional patterns to the average emotional pattern reported by their minority classmates in comparable situations. Moreover, we examined the role of clarity of minority emotion norms (measured as a high average fit of minority students with the minority class culture norm). Our results suggest that majority students' contact with minority students predicts their emotional fit with the minority emotion norm, but only in classes with a clear minority norm for emotions. Majority students' contact with minority students did not account for the majority's emotional acculturation in classes that had a high variation of emotional patterns amongst the minority students.

# POSTER SESSION: ABSTRACTS

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## POSTER #5

Thursday April 20th: 17.15 - 18.30

Bedrijfschool

### Implicit messages men receive in the workplace regarding work-care

Yitan Wang (University of Leuven (Belgium)), Colette Van Laar (University of Leuven (Belgium)), Belle Derks (Utrecht University)

Men's involvement in care for children and others has been found to have far-reaching benefits on children's psychological, educational, and developmental outcomes, marriage satisfaction, and gender equality. Yet, men's involvement in childcare remains low worldwide. To understand men's lower care involvement, we need to understand the psychological mechanisms that hinder men's participation. The current poster presents an overview of a new project focuses on implicit messages in the workplace that can affect men's intention regarding work-family and childcare, and the psychological mechanism underlying this. We hypothesized that a more masculine organizational culture could raise masculinity concerns among male employees, thereby reducing their willingness to participate in childcare. We expect that employees' identification with the organizational culture and their identification as employees will also affect the threat process that masculine organizational culture may instigate. Meanwhile, we hypothesize that a less restrictive male norm can attenuate the weakening effect of masculinity threat on willingness to participate in childcare. This project will fill the research gap on men's participation in care roles and provide new perspectives for organizations and governments to formulate work-family policies while contributing to gender equality, child development, and marriage satisfaction broadly.



# POSTER SESSION: ABSTRACTS

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## POSTER #6

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### Improving cybersecurity behaviour: A systematic review of current cybersecurity training methods

Julia Prümmer (Leiden University), Bibi van den Berg (Leiden University), Tommy van Steen (Leiden University)

Cybersecurity has been and continues to be a growing issue. Cyberattacks have caused financial losses, and loss of productivity and reputation in private companies, educational institutions and critical infrastructures alike.

While technological constraints can provide some solutions, end-users' security behaviour is critical in ensuring the safety and security of the organisations they work for. One way to improve end-user cybersecurity behaviour is through comprehensive training programmes and behavioural change interventions.

Unfortunately, there are many contradictory statements and findings with regards to the optimal way to conduct these interventions, as well as the way intervention effectiveness is evaluated. Therefore, we conducted a systematic review to create a comprehensive overview of the methods used in cybersecurity behavioural change interventions and their effectiveness in improving organisational cybersecurity behaviours. Web of Science, ACM Digital Library, ProQuest, PubMed and PsycINFO were searched and 16429 papers were identified. After title, abstract and full text screening were conducted, 142 relevant papers were included in the analysis.

Overall, the majority of studies report positive effects of training, regardless of the cybersecurity topic that was addressed or the training method that was employed. Game-based training methods were used most often. Most studies used a non-experimental design, with pretest-posttest designs being most frequent. Furthermore, sample sizes were often small and many interventions were not tested on employees but other populations. Further findings with regards to training methods, training properties and study designs will be discussed.

# POSTER SESSION: ABSTRACTS

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## POSTER #7

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### Backlash against men whose healthy behavior violates gender norms.

Aster van Rossum (University of Leuven, Belgium), Sarah Grootjans (University of Leuven, Belgium), Colette van Laar (University of Leuven, Belgium), Daan Scheepers (University of Leiden, University of Utrecht)

Previous research indicates that some masculinity norms encourage unhealthy behavior (e.g., smoking, drinking alcohol) which has been linked to a lower life expectancy for men than for women. The goal of the current study was to investigate how men who violate those masculinity norms and do engage in certain healthy behaviors (e.g., who do not smoke or drink alcohol) are perceived by others and whether they receive backlash (i.e., more negative evaluations such as being perceived as unlikable). To study this, we conducted a within-subjects vignette study, presenting a total of 515 university students with four vignettes describing healthy and unhealthy men and women. The participants judged the characters' likability, weakness, masculinity-femininity, sexual orientation, and societal status on rating scales. The analyses show that the healthy men were judged as more attracted to men, less attracted to women, and less masculine than unhealthy men. Additionally, healthy men were judged as more likable and less weak than unhealthy men. In light of these findings, we discuss how men might be discouraged from engaging in healthy behavior due to their expectations of how others may perceive them.

# POSTER SESSION: ABSTRACTS

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## POSTER #8

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### **AWEsome Effects - The Influence of Awe-induced Self-Diminishment on Pro-Environmental Behaviour**

Lena Rieder (Radboud University), Katharina Kreuer (Radboud University), Barbara Müller (Radboud University)

Nowadays, overconsumption dominates people's lives and counts as a fundamental cause of climate change (IPCC 2022). The present study investigated how people could be encouraged to consume less. Using Virtual Reality, participants were either exposed to a beautiful landscape (i.e., the northern lights) designed to induce awe, which is a feeling of wonder triggered by vast stimuli, or a control landscape (i.e., a forest). Both landscapes were accompanied by either a gain- or loss-framed message about overconsumption or minimalism. Subsequently, environmental intentions to minimize consumption and feelings of self-diminishment were measured. Furthermore, participants' behavioral choice of either taking an environmentally friendly/unfriendly or no gift was assessed. Interestingly, participants in the awe condition more often choose no gift compared to participants in the control condition. In addition, the loss frame strengthens these positive effects of awe, leading to higher intentions to minimize and more environmental-friendly choices. The huge contrast between a beautiful environment and a threatening environmental message could make people realize the importance of protecting the earth.

# POSTER SESSION: ABSTRACTS

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## POSTER #9

Thursday April 20th: 17.15 - 18.30

Bedrijfschool

### Giving (in) to help an identified person

Linh Vu (University of Amsterdam), Catherine Molho (Vrije Universiteit Amsterdam), Ivan Soraperra (University of Amsterdam), Susan Fiedler (Vienna University of Economics and Business (Austria)), Shaul Shalvi (University of Amsterdam)

People often give more to a person in need when this person's identity is known. Such altruistic behaviors may arise from a genuine concern for the other, leading people to give. Alternatively, altruistic behavior may arise from one's attempt to reduce the negative emotion of guilt in case of not giving, leading people to give in. Is the increased altruism toward an identified (vs. unidentified) charity recipient driven by a genuine concern for the beneficiary or by guilt? The current registered report proposes an experiment in which participants make a choice between two options that determine the payoffs for themselves and for a child in need. In a 2 (identified vs. unidentified child)  $\times$  2 (clear vs. ambiguous consequences) between-subjects design, we test the hypothesis that when provided with full information about the consequence of their choice for the child, participants will give more to an identified (vs. unidentified) child. However, when participants must take action to learn how their choices will influence the outcome for the child, we hypothesize the positive effect of identification will be substantially attenuated. We expect the attenuation is due to higher anticipated guilt triggered by the identification, leading participants to avoid information about the consequences of their actions and make fewer altruistic choices. Pilot results provide initial support for our hypotheses. Findings of this registered report will advance our theoretical understanding of the mechanisms leading people to give more to identified others and carry practical implications for charitable organizations seeking donations.

# POSTER SESSION: ABSTRACTS

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## POSTER #10

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### Fake news: the role of overconfidence and source identity in misinformation detection

Saara Taavila (University of Amsterdam), Ganga Shreedhar (London School of Economics and Political Science (UK))

Misinformation has, in recent years, become rampant in online spaces. Misinformation is often difficult to identify, especially when intuitive processing is used. Combining insights from dual-processing models with existing theories of overconfidence, this study tested whether individuals who were overconfident about their analytical abilities would, due to heuristic processing, be especially susceptible to misinformation from an ingroup source. Additionally, we investigated whether information that is in conflict with the source identity (such as a conservative message from a liberal source) would decrease misinformation susceptibility by inducing analytical thinking.

We divided participants (N = 165) into six conditions, varying the source of the misinformation (conservative, liberal, or neutral) and the type of misinformation (consistent with either a liberal or conservative worldview). Self-identification with either a liberal or conservative ideology was measured.

The results imply that overconfident individuals are more susceptible to misinformation, as measured by the number of false news headlines incorrectly evaluated to be true.

Overconfidence did not interact with source identity, but conservative participants were significantly more susceptible to misinformation from an ingroup source than liberal participants, regardless of their overconfidence level. Incongruence of information did not interact with the source.

These findings suggest that in order to develop effective interventions against misinformation, overconfidence should also be targeted. However, the same interventions might not work for conservatives and liberals.

# POSTER SESSION: ABSTRACTS

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## POSTER #11

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

**In Influencers we Trust: Investigating Enablers of Consumer Trust and its Impact on Self-concept and Purchase intention.**

Huzefa Mandasaurwala (Mithibai College (India)), Vibha Sawant (Mithibai College (India)), Mohammed Haveliwal (SIES College of Business Studies (India))

The academic research on influencers and followers has received little attention in deconstructing the factors to determine how consumers develop trust for influencers & the characteristics of influencer's online personality that contribute to trust. This paper will shed light on profiling key themes & relationships in trust research, which will help academia & businesses to better understand contemporary digital consumer behavior research. Thus, the purpose of the study is to understand and further nuance the key drivers/enablers to establish and continue to amplify trust between social media influencer and follower in the Indian context. An exploratory sequential mixed method design was used where data collection for stage one (qualitative study) involved in-depth interviews with 17 participants from each of the cohorts; namely Generation Y (28-35 yrs.) and Generation Z (18-23 yrs.). Stage two (quantitative study) involved an expert analysis process followed by a pilot study on 30 participants. The final 32 item measure was administered on a sample of 107 participants. Results found the following prominent enablers of consumer trust in influencers: personal relevance, authenticity, expertise, originality, attainable status, and a para-social relationship that develops between the consumer and the influencer. In addition, the paper provides a scale to measure consumer trust in influencers (Cronbach's  $\alpha = .81$ ). The research contributes to the body of consumer psychology by illustrating how and why consumers trust influencers' content & their online persona and provides strategies based on derived insights that can be leveraged in the future by influencers and brands for their marketing.



# POSTER SESSION: ABSTRACTS

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## POSTER #12

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### When Thinking More Is Detrimental to Judging the Truth: The Roles of Perceived Source Dishonesty and Scrutiny in Veracity Judgments

Valentin Mang (University of Groningen), Prof. Bob Fennis (University of Groningen), Dr. Kai Epstude (University of Groningen)

The effects of perceived source honesty have been studied extensively in the context of persuasion, but their interaction with veracity (i.e., their role in misinformation) has been neglected. For instance, when the veracity of information and the perceived honesty of its source are incongruent (e.g., true information from dishonest sources or false information from honest sources), this could lead to greater scrutiny of information. An exploratory study (N = 410) tested the effects of the congruence of perceived source honesty and veracity on scrutiny of, and belief in, true and false information. In a 2 (honest vs. dishonest source) by 2 (true vs. false statements) between-subjects online experiment, participants rated the perceived veracity of 30 general knowledge statements before completing an adapted version of a message elaboration scale, among other exploratory measures. Tentative evidence from a moderated mediation analysis suggests that true (but not false) information from sources perceived as dishonest (vs. honest) is scrutinised more, despite the absence of a main effect of source honesty on truth ratings. In other words, the incongruent combination of true information and dishonest sources increases information scrutiny. Higher levels of scrutiny, in turn, have a negative effect on truth ratings, meaning that scrutiny reduces rather than improves the accuracy of truth judgments in this case. Overall, results suggest that people err on the sceptical side in judging truth when sources are perceived as dishonest.

# POSTER SESSION: ABSTRACTS

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## POSTER #13

Thursday April 20th: 17.15 - 18.30

Bedrijfschool

### How Are Personality Traits Activated in Daily-Life Situations

Ranran Li (Vrije Universiteit Amsterdam), Isabel Thielmann (Max Planck Institute for the Study of Crime, Security and Law (Germany)), Daniel Balliet (Vrije Universiteit Amsterdam), Reinout E. de Vries (Vrije Universiteit Amsterdam)

The idea that the effects of personality depend on the situation and vice versa (person-situation interactionism) is treated as a truism following the person-situation debate. However, more progress has yet to be made in delineating how personality and situational factors shape behaviors in synergy. The trait activation theory (TAT; Tett et al., 2003) suggests that situations affect behaviors by allowing situationally relevant traits to be activated by displaying trait-relevant behaviors. The domain-specific situational affordances framework (DSSA; De Vries et al., 2016) was further proposed to delineate how exactly personality traits are activated in different situations. DSSA classifies situations into six classes: situations that allow for Exploitation (affording Honesty-Humility to be expressed), Insecurity (affording Emotionality), Sociality (affording eXtraversion), Obstruction (affording Agreeableness), Duty (affording Conscientiousness), and Exploration (affording Openness to Experience). Critically, the DSSA framework has not been sufficiently tested yet.

This study addresses this gap by investigating trait activation in situations involving the six situational affordances with a diary survey study. Ratings and open-text descriptions of the situations and behaviors were collected, as well as respondents' HEXACO personality scores. Results showed that some traits (i.e., Honesty-Humility, eXtraversion, Agreeableness, and Openness) did show trait-situation interaction effects in predicting behaviors. For instance, the trait-behavior association between Honesty-Humility and related behavior was indeed stronger in situations characterized by high Exploitation. On the other hand, the trait-behavior association between Agreeableness and related behavior was stronger in situations characterized by low (rather than high) Obstruction, suggesting that in situations of high Obstruction, even highly agreeable people display relatively less agreeable behaviors

# POSTER SESSION: ABSTRACTS

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## POSTER #14

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

Who supports violence in war? How indicators of intergroup love facilitate group-based violent interventions in the context of the Ukraine-Russia war.

Tasja Sophie Mueller (University of Groningen), Pontus Leander (Wayne State University, Michigan, USA), Sabine Otten (University of Groningen)

Can prosocial states and traits facilitate support for group-based violent interventions, such as sending military support to Ukraine during the March 2022 invasion by Russia? Contrary to theories suggesting that violence is rooted in the psychology of aggression and anti-social states and traits, we test an "ingroup love" hypothesis for support for the sending of weapons to Ukraine. We specifically test whether prosocial intentions, trait empathy, and identification independently or interactively predict support for the sending of weapons to Ukraine. In a sample of Germans (N = 620) we find support for both: Pro-social motives, empathy, and higher identification with Ukrainians independently predict support for violent intervention on behalf of Ukraine. In addition, using a within-subjects experimental design, we identified boundary conditions for such pro-social violence – it is limited to stopping Russia's extraordinary (non-normative) actions toward territorial expansion or nuclear threats, but not Russia's longstanding historical dispute over territory and cultural identity. Altogether, results indicate that "ingroup love" can motivate support for international, group-based violence, and that this support may be context-dependent (increasing with international norm violations).

# POSTER SESSION: ABSTRACTS

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## POSTER #15

*Thursday April 20th: 17.15 - 18.30*

*Bedrijfschool*

### Does less gender equality culture strengthen subtle androcentrism in individuals?

Yuchao Wang (University of Leuven (Belgium)), Colette Van Laar (University of Leuven (Belgium)), Jenny Veldman (Utrecht University)

Androcentrism is a biased ideology that men are the default normal gender for human category while women are specifically gendered. This widespread bias manifests in various ways, such as the usage of masculine language and male-dominated decision-making, or the portrayal of men as the default gender in social media. While research on androcentrism mostly focuses on American culture and the English language, it is important to recognize that androcentrism can also occur in other cultures and languages, and to examine what may lower androcentrism and its effects. The current project seeks to examine this, focusing on individual-level androcentrism as well as explicit and implicit forms. First, we examine whether higher country-level gender equality is associated with more individual-level androcentrism in European and East Asian cultures. Second, we investigate whether individual differences in gender egalitarianism predict explicit and implicit androcentrism, and whether they moderate the link between national factors and individual androcentrism. Furthermore, we test whether temporarily reducing gender essentialism can mitigate androcentrism via an increase in gender egalitarianism. Finally, we examine whether higher individual androcentrism is related to higher gender-specific system justification and lower gender-related collective action intentions. Together, this project aims to examine both national and individual factors that may be associated with androcentrism, as well as the potential consequences for individuals and society. This allows us to understand the various factors that contribute to androcentrism, and to identify strategies for addressing androcentrism and thus allow the promotion of gender equality in different countries.





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