

P: The Online Newsletter for Personality Science

Issue 9, December 2014

Letter from the Editors

[Erik Noffle](#) and [Jonathan Adler](#)

Welcome to the Fall 2014 edition of P: The Newsletter of the Association for Research in Personality. The new issue is packed with news and information which is important to our organization and its future. The current content can be divided into at least four themes: reflections, transitions, connections, and opportunities.



Reflections

The new issue includes reports from the leaders of ARP: the President, Executive Officer, Secretary-Treasurer, and the Graduate Student/Postdoctoral Representatives. We won't steal their thunder, but check out their columns: they share lots of exciting news for ARP!

It also includes four interviews of personality award winners which represent both junior and senior level researchers: the recent winners of the Block award (Jeff McCrae), Murray award (Dean Keith Simonton), and Tanaka awards (Ivana Anusic and Nick Turiano). Congratulations to the award winners and thanks to their interviewers for posing great questions. We found the interviews both fascinating and edifying and think you will too. Erik also encourages you to check out Jon's thought-provoking essay on teaching personality to non-majors. Many of us have a non-trivial portion of non-majors in our classes but often forget about this part of the audience—Jon's piece shares wisdom about connecting to them.

Transitions

These reflections also mark several transitions, as Rebecca Shiner assumes the Executive Officer (XO) position from Lynne Cooper, Jennifer Tackett takes over as Secretary-Treasurer from Jennifer Pals Lilgendahl, Michael Boudreaux transitions from the graduate student rep to the postdoc rep position previously filled by Grant Edmonds, and Kathryn Bollisch assumes the grad student rep. Finally, the issue marks the end of Brent Donnellan and Ken Sheldon's three-year terms as members at large, and the beginning of Julie Norem and Tom Widiger's terms. We want to acknowledge and thank all for their valuable service to ARP.

Connections

A third theme relates to sister organizations. We thank Filip De Fruyt, the President of the European Association of Personality Psychology ([EAPP](#)) and Mark Leary, the President of the Society for Personality and Social Psychology ([SPSP](#)) for their perspectives and ideas about bringing our organizations closer together.

Opportunities

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The final theme has to do with opportunities for members of ARP.

We include reports from editors of two of our publications, Richard Lucas from the [Journal of Research in Personality](#) and Allen McConnell from [Social Psychological and Personality Science](#), who share their thoughts about best practices for publishing in JRP and SPSP, and measures those journals are taking to publish the best personality science.

We also include announcements about upcoming conferences. The newsletter includes information from the ARP 2015 program committee and local arrangements committee in advance of the June conference in St. Louis. In addition, we include information from the organizers of the Lifespan Social Personality 2015 preconference (in Long Beach before SPSP), which has been officially sponsored by ARP.

Finally, our deep thanks to Annie Seiver, an undergraduate psych major who tackled web development (and to Chris Soto for helping with the transition), and to Hogan Assessment Systems for sponsoring the Fall 2014 newsletter.

As always, if you have any comments or ideas for future features in P please let us know: Erik Noftle (enoftle@willamette.edu) and Jon Adler (jadler@olin.edu). Don't forget about our [Facebook](#) page or the [Personality Metablog](#)!

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President's Column

Daniel Ozer

UC Riverside

This is my first column as President of ARP, and when I first sat down to compose it, I felt a moment of panic—just what *have* I been doing for ARP? To answer that, I started taking a look at the email subject lines in my ARP mailbox, and I was reminded of the diverse set of issues and concerns that have presented themselves to our small society.

Perhaps the most noteworthy matter dealt with by the Executive Board was negotiating with the Personological Society to bring the Murray award address to the biennial ARP meeting. With the Personological Society, we will share responsibility for naming Award Committee members, and we will share responsibility for maintaining the continuation of this award into the future. Jennifer Pals Lilgendahl, our Secretary/Treasurer and a current member of the Murray Award Committee was instrumental in making this collaboration happen. For years to come, when you enjoy a Murray Award address at an ARP meeting, remember to think a “thanks” to Jen.



On the topic of collaborative efforts with other societies, several Board members met with the board of the European Association of Personality Psychology to explore ways the two associations might usefully collaborate. ARP and EAPP agreed to identify one member of each Executive Board to serve as a delegate on the other Association's board to better enable effective communications. Thanks to our Past-President, Will Fleeson, for agreeing to assume this position (ARP Delegate to EAPP), and we are (at press time) waiting for EAPP to name their delegate to our Board. We've also agreed to turn over the programming of one symposium at each of our biennial meetings to the other Association as a way to highlight the presence of each group in the home conference of the other. I want to thank Will for his efforts in this international collaboration—it was on his watch as President the impetus for these initiatives got underway.

A number of Board members met informally for lunch in Austin during the SPSP meeting, and discussed several issues that the Board would need to address in coming months. One of the most important tasks was to identify a colleague able and willing to step into the role of Executive Officer when Lynne Cooper steps down at the end of the year (more on this, below). Fortunately for us, Rebecca Shiner has agreed to serve as our new Executive Officer. I also want to welcome our new Secretary/Treasurer, Jennifer Tackett, and two new Board Members, Julie Norem and Tom Widiger. On behalf of the Association I want to thank Jen Lilgendahl for her service as Secretary/ Treasurer and our outgoing Board Members, Brent Donnellan and Ken Sheldon for their service.

I want to thank Lynne Cooper for her exemplary service to ARP. Lynne served as ARP Secretary/Treasurer (2009-2010) before assuming the Executive Officer position in 2011. Lynne has provided ARP with four years of excellent service and leadership, and we are far the better for all of her efforts on our Association's behalf. Lynne will assume the editorship of Journal of

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Personality and Social Psychology: Personality Processes and Individual Differences so it is not as if she will get time off! Thanks Lynne, for all you’ve done for ARP and for your continued willingness to serve our subdiscipline.

Having this platform of a “President’s Column” offers me too great a temptation to resist commenting on a set of related issues pertaining to the quality of research in personality and social psychology. By now, I am sure all are well aware of the “replicability crisis” and the concerns about the quality of research that have been appearing in blogs, Facebook discussions, and the journals of our field. Check out some of the links collected on our metablog at <http://www.personality-arp.org/metablog/> if you need a reminder.

Many of our ARP colleagues have played important and visible roles in drawing attention to a whole variety of problems in our research practice, from small sample sizes to exploratory analyses masquerading as theory testing. The inability of significance testing to offer leverage against problems of inductive inference in psychological research aimed at understanding individual differences, personality, and social process was a lesson I learned reading Paul Meehl 35 years ago. The concerns being raised are not new. What is new is that (1) a substantial number of visible and successful researchers are expressing awareness of these problems and (2) there is a growing belief that something can be done, be it by pre-registration of studies, replication efforts made reputable, the use of larger sample sizes, or a greater focus on effect sizes and confidence intervals. This sense of possibility and growing list of realistic ways to better our science is so encouraging I don’t quite know how, or if, I want to express one concern: That as we raise our expectations about what is possible beyond our present capacity to meet them, we will become discouraged and come to regard our efforts as misplaced.

That is, those of us not already expert in seeing the dangers of small samples, questionable research practices, or causal claims based solely on observed association are quickly becoming so. And it is important that as researchers, as reviewers, and as editors that we develop our critical faculties. But this critical effort should serve a constructive purpose. We cannot write off one study because it is underpowered, another because it is merely correlational, and a third because we suspect p-hacking. There will be nothing left. When we apply all of our most demanding criteria, will any study really pass muster? At the end of our critical evaluation, when we have identified all that we would label as insufficient, inadequate, or improper, we must ask: What remains? What can be learned? What can be fairly concluded? I submit that the answer is rarely “nothing” even if it is not all that is claimed. I hope we learn to recognize and sufficiently appreciate that which survives our critical demands without being disappointed when we realize that our empirical efforts fail to provide indisputable evidence toward some final truth. Our immodest claims will be wrong and our honest conclusions will be limited.

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Executive Officer's Report

Lynne Cooper

University of Missouri

It is with a mixture of sadness and excitement that I write this, my final column as Executive Officer of ARP, on the state of the association. There are, as always, important accomplishments and exciting upcoming events to share.

Major accomplishments this past year involved reaching out to and partnering with three sister organizations.



First, ARP board members, Dan Ozer, Will Fleeson, Erik Nofhle, Jennifer Tackett, and I, met in Lausanne this past summer for the first time with the board of the European Personality Association to discuss possible collaborative efforts. Discussions were lively and fruitful, culminating in a number of initiatives and agreements we intend to pursue jointly with EAP, including a joint membership category the details of which will be announced in the coming months. This meeting was regarded as a watershed event for both associations, and will hopefully usher in a new era of cooperation.

ARP also negotiated an agreement with the Personological Society to co-sponsor the Murraby Award. Future winners will be co-selected, and the winners will give their award address at the ARP Conference. Many thanks go to Jen Lilgendahl for working diligently to make this happen.

Finally, ARP also negotiated an agreement with SPSP to guarantee a personality pre-conference slot each year at SPSP. As a result, personality psychologists will always have a place to converge and share their science at SPSP, no matter how competitive or tight pre-conference slots might be in a given year. This year's pre-conference is being organized by Jenn Lodi-Smith, Susan Krauss Whitbourne, and Erik Nofhle, and will focus on personality and lifespan development.

To learn more about each of these exciting developments, see reports by Dan Ozer and Filip De Fruyt, Jennifer Pals Lilgendahl, and the organizers of the 2015 Lifespan Social-Personality Preconference.

Of course, much of my ARP time over the past few months has been devoted to wrapping up loose ends, in hopes of leaving the association in a better state of organization than it was when I took this position on. During this transition period, I have also had the distinct pleasure of working with Rebecca Shiner, incoming Executive Officer, to bring her up to speed on the various duties and responsibilities of the Office. The association is indeed fortunate to have someone of Rebecca's caliber working on its behalf. She is supremely capable, conscientious, and committed both to the association and the field, and will serve both extremely well in her capacity as Executive Officer.

Over the past four years as XO, and prior to that as Secretary/Treasurer and member-at-large, I have been privileged to work alongside many smart, talented, highly committed individuals, and have benefitted on both a personal and professional level from these associations. I would especially like to acknowledge those individuals with whom I have worked most closely, including

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past and current presidents, David Funder, Will Fleeson, and Dan Ozer. I along with all members of the association owe them a debt of gratitude for their commitment and leadership. I also want to acknowledge and thank Jen Lilgendahl, with whom I have worked closely over the past 4 years, for her competence and willingness to share the load, as well as her good humor, her warmth, and her friendship. Her involvement truly enriched my experience on multiple levels. Although I am sad to be leaving this role, I am confident that the association is in excellent hands and look forward to continued opportunities to serve both the association and the field in other capacities.

I look forward to seeing you all in St Louis!

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Secretary-Treasurer's Report

Jennifer Pals Lilgendahl

Haverford College

I hope that the 2014-2015 school year is going well for everyone! There is much to share since my report in the last issue of P. The year began with a productive ARP Board meeting in Austin at SPSP at which we discussed several important matters, including the upcoming 2015 Meeting, the transition to new leadership in the Executive Officer and Secretary-Treasurer roles as of 2015, and the new partnership between ARP And the Personological Society to sponsor the Murray Award. Regarding the latter, I was very pleased to be able to help negotiate a partnership plan between the two associations to co-sponsor the award. Going forward, the Murray Award will be given out every other year to coincide with our conference schedule, and a committee comprised of members selected by both ARP and the Personological Society will solicit nominations and select the winners. I am especially excited that the Murray Award Address will become a regular event in our conference program. Dean Keith Simonton, the Murray Award winner for 2015, will be the first recipient to give the Murray Award address at the ARP conference, which will take place in St. Louis in June. The call for submissions is now officially open and will be until January 15th, 2015. Please consider submitting to present on your work in St. Louis!



Our current membership total is 252, which includes 67 graduate students and post-docs and 185 regular members. While there was an expected drop from last year because this is a non-conference year, we are larger than we were at the end of the previous non-conference year, 2012, which we ended with a total of 227 members. We hope we can reach a point where more people will opt for multi-year memberships so that our numbers do not fluctuate quite so much between conference and non-conference years. At your next membership renewal, please consider a multi-year membership! It is less hassle for you and it helps to secure the long-term financial stability of ARP.

In closing, I would like to acknowledge that this will be my final report as secretary-treasurer of ARP, as my four-year term concludes at the end of this year. It is been a great pleasure and an honor to serve ARP and our field in this capacity. As someone who works at a small liberal arts college where I am the only personality psychologist, being able to work with so many fellow personality psychologists from institutions around the country has been truly rewarding for me. I want to especially thank our Executive Officer extraordinaire Lynne Cooper, without whom I could not have done this job! Indeed, Lynne's leadership and tireless efforts over these past four years have made a lasting difference to the health and vitality of ARP. Finally, I am thrilled to be passing the secretary-treasurer baton into the very capable hands of Jennifer Tackett. Thanks, Jennifer! Your willingness to serve is much appreciated. I look forward to seeing everyone in St. Louis next June!

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Greetings ARP Graduate Student and Post-Doc Members:

Kathryn Bollich and Michael Boudreaux

Thank you for your votes for the 2014-2015 ARP Graduate Student and Postdoctoral Committee. As your new representatives, we would first like to introduce ourselves:

Kathryn Bollich - kbollich@gmail.com

Thank you for the opportunity to serve as your ARP graduate student representative. I received my B.A. from Southwestern University, and I'm currently a PhD student at Washington University in St. Louis working with Drs. Simine Vazire and Josh Jackson. My current research examines interpersonal feedback, self- and other-perceptions of personality and moral character, and people's awareness of their biased self-perceptions.



Michael Boudreaux - m.boudre@wustl.edu

I completed my graduate training at the University of California, Riverside working with Dr. Daniel Ozer. I am currently working as a Post-Doctoral Research Associate with Dr. Thomas Oltmanns at Washington University in St. Louis. My research examines the negative implications of personality traits in self and interpersonal functioning. Some goals of this work are to identify a range of problem behaviors associated with both poles of trait continua and to examine their ability to predict social, emotional, and health-related outcomes.



As your new representatives, we will work hard to ensure that you get plenty of networking and professional development opportunities through your ARP membership. As in previous years, we will be offering a Mentorship Luncheon at the 2015 ARP Conference in St. Louis that connects students and post-docs with senior researchers and faculty members to discuss a topic of interest. Other initiatives we're considering are a graduate student and post-doc blog (containing pieces from you and your fellow graduate students and post-docs) and a graduate student and post-doc networking event / social hour at the next ARP conference. This would be a great opportunity to meet other grad students and post-docs in the field - in other words, your future colleagues. And of course, please let us know about your ideas for other activities or resources.

We also encourage you to get involved! Not only is attending conferences a fantastic way to connect with others and learn about the latest research and debates, but online outlets like blogs and Twitter offer alternative ways to share ideas, and allow anyone and everyone to have a voice. If you're new to the personality psychology blogosphere, [The Personality Meta-Blog](#), hosted by ARP, is a great place to start. Many of your favorite personality researchers are active on Twitter as well.

Another great opportunity for connecting with others in the field is to attend the Summer Institute in Social and Personality Psychology ([SISPP](#)), a two-week summer school that brings

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together personality and social psychology graduate students from all over to take courses and collaborate. Kathryn attended SISPP last year and would be happy to talk about her experience.

Finally, one small way to get involved *right now* is to complete the following survey! Share your ideas about the organization and the upcoming conference.

[Click here for the survey](#)

We look forward to seeing you next summer at ARP in St. Louis, and hope to see many of you this winter at SPSP in Long Beach!

Kathryn Bollich and Michael Boudreaux

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Update on Editorial Policies at the *Journal of Research in Psychology*

Richard Lucas

Michigan State University

Last year, in response to concerns about the crisis in confidence in psychological research, the editors of the *Journal of Research in Personality* instituted new policies designed to improve the quality of research we publish. First, we announced a new emphasis on power and precision, noting that authors would be required to discuss the rationale for their chosen sample size and that severely under-powered studies would be likely to be rejected without review. Second, we asked authors to explicitly commit to sharing their data with those who wished to verify their findings (though we do not require authors to actually post their data when their articles are accepted, and we do allow for exceptions where data sharing is simply not possible). Finally, we instituted a new policy whereby attempts to replicate articles published in JRP within the past five years would be subject to an abbreviated review process focused solely on whether the methods of the new replication study were adequate.



Although one year is a relatively short period of time in which to evaluate the impact of these policies, there is some evidence that they are making a difference. For instance, just this past month, Chris Fraley and Simine Vazire published a paper proposing a new index of journal quality, the N-Pact factor (Fraley & Vazire, 2014, PLOSOne). This index assesses the median sample size of articles published in different journals, with the goal of determining whether journals vary in this important indicator of research quality. Although in personality psychology, we like to think that we typically publish high-powered studies, their index showed otherwise, at least for the years 2006 to 2010. Personality journals did publish studies with larger sample sizes than journals in social psychology, but even the Ns for personality journals were quite low (for instance, the five-year N-Pact for JRP, the second highest journal, was 129).

In light of the changes in policies that we instituted, I decided to calculate the N-Pact Factor for JRP in the year 2014 (one of the nice things about Fraley and Vazire's index is that it is quite easy to compute). I was happy to see that the typical sample size has increased pretty dramatically, to a respectable 303. It is important to note that this increase did not come through greater reliance on large student samples participating in simple survey studies. Indeed, these types of studies are almost always rejected without review at JRP. Instead, we are publishing quite diverse research that uses large internet samples, pre-existing data, smart-phone apps that can collect intensive data from large samples, and large-scale collaborations across multiple research labs (in addition to the more typical student-sample study). In other words, many of the fears that have been expressed about increasing requirements for sample size in psychological literature are not supported by the trends in articles published at JRP over the past years. I think that this is an encouraging sign and hopefully other journals in personality and social psychology will follow our lead.

It is also possible to look back at our decision to consider papers that report direct replications of

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studies previously published in JRP. One concern that I often heard when discussing this policy change was that the journal would be overrun with uninteresting replications. The concern is that these replications would squeeze out more exciting investigations of novel phenomena. This has certainly not occurred, at least in the first year in which this policy was in place. JRP received exactly two qualifying submissions under the replication-report policy. To be fair, it may take some time for researchers to react to the call and to plan their replication studies; a year may simply not be enough time to evaluate its effects. However, our experience with this policy can help guide expectations for other journal editors who are considering allowing and encouraging direct replications. In addition, I encourage more researchers to consider conducting high-quality replications of the research studies we publish.

Beyond these changes, JRP continues to pursue novel ways to improve the quality, transparency, and reproducibility of the research we publish. For instance, in early 2015, we will publish a special issue on using R for personality research. The goal of this special issue is not to introduce readers to R or even to provide guidance on how to use the program. Rather, it is designed to show off new on-line functionality that allows authors to upload their R code and data to the Journal's website. This code can then be presented in a special viewer that appears alongside the relevant portions of the article; and depending on the nature of analyses, the code can even be run using data stored on the journal's website. This innovative feature will increase the transparency of the analyses that are reported in the journal.

So far, the steps we have taken towards improving the quality of research published in the journal have, I think, been quite a success. However, more work is left to be done, and the other editors and I are open to more suggestions about further improvements that we could make or additional innovative initiatives that could address current concerns. In short, if you have ideas, please send them to me and we will certainly consider them.

Finally, I wanted to note that these policy changes could not be implemented without buy-in from the editors and reviewers who evaluate the work that is submitted to JRP. So also wanted to extend my thanks both to the great team of editors we have, and the wonderful reviewers who donate their time to provide thoughtful comments on the articles we receive. And on that note, I did want to acknowledge both Phebe Cramer and Colin DeYoung, who are winding up their terms as Associate Editor for JRP this year. They have both contributed considerable time and effort to the journal over the years, and I wanted to thank them both for their excellent service.

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SPPS Update from the Editor in Chief

Allen R. McConnell

Miami University

Two years ago, I provided the *P* readership with an update on *Social Psychological and Personality Science*, and I'm happy to do so again in 2014. Our editorial team has been receiving manuscripts for over two years, and we encourage researchers from all areas of psychology, including those who study personality and individual differences, to submit their work to *SPPS*.

Most of you know that *SPPS* is a journal that publishes short report papers (5000 words or less) and that it is sponsored by *all* of our major research societies, including the Association for Research in Personality (ARP). When scholars consider submitting their research to *SPPS*, they often focus on the size and scope of their work (e.g., is it a "short report sized" paper?), but there are many other reasons to consider submitting to *SPPS*.

First, although *SPPS* is sponsored by ARP, it is also an official journal of the European Association of Social Psychology (EASP), the Society of Experimental Social Psychology (SESP), and the Society for Personality and Social Psychology (SPSP). As a result, papers published in *SPPS* can build bridges between personality research and other areas in psychology, attracting readers from well beyond personality and individual difference domains. In fact, more than 7000 scholars in social and personality psychology throughout the world receive complimentary subscriptions to the journal, and thus, *SPPS* papers enjoy a large, interdisciplinary audience.

In addition to having a broad, international readership, *SPPS* provides thoughtful, timely, and to-the-point editorial feedback to authors on their work. During our first two years at the helm of the journal, our average time between author submission and action letter being issued is 39.31 days (SD=35.29). We have received more than 1400 manuscripts (with more than 1100 of them being new submissions). For newly submitted papers, our desk rejection rate is 31%. For submissions that are sent out for review, 50% are rejected. Thus, 19% of submissions receive revise and resubmit decisions, and the majority of those that are resubmitted are ultimately published in the journal.

During the last year, there have been a number of exciting developments at the journal that increase the attractiveness of publishing papers in *SPPS*. For example, in 2014, we expanded the number of annual issues from six to eight, increasing the number of issues by 33%. As a result, publication lag (i.e., time from acceptance to appearance in print) at the journal has shrunk from over a year to approximately six months. Also, we have begun a number of new initiatives to increase publicity about the work we publish, ranging from regular press releases on selected papers, to regular table of content emails sent to the membership of *all* of the major societies in the field to periodic "Best of *SPPS*" emails that highlight a curated selection of especially



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impactful articles. As a result, work published in *SPPS* is more likely to come to the attention of fellow researchers in personality psychology, colleagues in other disciplines in the field, and the public at large.

To help guide researchers who study personality and individual differences, I would like to comment on what *SPPS* looks for in submitted papers. First, *SPPS* is very excited about publishing personality and individual difference research -- so please consider it as an outlet that is interested in your work! Second, *SPPS* can be an especially attractive outlet for papers that extend personality and individual difference research into new areas, such as social cognition, relationships, emotions, group decision making, the self, and intergroup relations (just to name a few). As someone whose own training was in classical social cognition, I know that some of my most satisfying recent work has married mechanism and process (e.g., self-concept representation, impression formation, the experience of affect) with important personality and individual difference phenomena (e.g., Five Factor Model of personality, attachment style, implicit theories). *SPPS* is well positioned to publish work that truly is interdisciplinary and integrative, and we encourage researchers to consider this as one of the attractive features of the journal (though we are certainly interested in publishing mainstream personality and individual difference research too).

When considering issues of special interest to readers of this newsletter, I should note that we have an explicit policy to not publish scale validation papers. In our judgment, 5000 words is simply not enough space to adequately validate a new scale (e.g., structural studies, replications with multiple samples, tests of discriminant, convergent, content, and criterion validity). We understand that scale validation is important work, but the constraints of *SPPS* make it too difficult to do it well in 5000 words or less. Thus, scale validation papers will be desk rejected and authors will be encouraged to seek more appropriate outlets. We encourage authors to visit our website (<http://spp.sagepub.com>) for more details about our editorial teams policies and vision for the journal, including our team's editorial policy (McConnell, 2013, which appeared in the January 2013 issue of *SPPS*). We discuss a number of pertinent issues, such as our views on replication, covariates in data analyses, mediational and path analyses, and that we take the 5000 word limit seriously (i.e., we really will send your paper back without review if it's too long)!

Having been Editor in Chief of *SPPS* now for over two years, I continued to be inspired and humbled by everyone who contributes to the scientific enterprise and to *SPPS* in particular. Our field is composed of thoughtful, creative, and passionate scholars who all work in an interdependent fashion. They build their work on the past efforts of others and they construct new bridges to establish where the field is going. In addition to the energy and creativity of authors, we rely on the peer review process to improve our work and to gauge the contribution value of each paper we receive. Thus, I feel a debt of gratitude to our authors, reviewers, and editorial board members who are critical to *SPPS*'s success.

Finally, I wish to acknowledge my wonderful editorial team: Shira Gabriel, Rob Holland, Kurt Hugenberg, Dan Molden, Nickola Overall, Simone Schnall, Yuichi Shoda, Pamela Smith, Gerben Van Kleef, and Simine Vazire. They work tirelessly and thoughtfully on each manuscript that we receive, and they provide great feedback and guidance that improves individual papers and our field as a whole. I also benefit from the excellent support provided by the Consortium of Social and Personality Psychology (chaired by Linda Skitka, with ARP representation provided by Lynne Cooper). We are also fortunate to have an excellent team of professionals at Sage Publication as well. And lastly, please let me express my thanks to scholars like you who fill the pages of *SPPS* with amazing research and who serve the journal with your thoughtful reviews. It is the contributions of people like you who make being Editor in Chief of *SPPS* so rewarding, humbling, and inspiring.

All best,
Allen R. McConnell
Editor in Chief, *SPPS*

Reference

McConnell, A. R. (2013). Editorial. *Social Psychological and Personality Science*, 4, 3-5.

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P: The Online Newsletter for Personality Science

Issue 9, December 2014

Column European Association of Personality Psychology (EAPP)

Filip De Fruyt

As a follow-up on a column written in the previous P-Newsletter (issue 8 of October 2013) by past-EAPP president Marco Perugini and Jaap Denissen, I am happy to discuss how EAPP and ARP will collaborate more intensively in my function as new EAPP president.

ARP and EAPP organized a joint board meeting at the 17th European Conference in Lausanne past summer in July, attended by Dan Ozer, Will Fleeson, Erik Nofhle, Jennifer Tackett and Lynne Cooper on behalf of ARP and by Marco Perugini, Filip De Fruyt, Jens Asendorpf, Ioannis Tsaousis, Dick Barelds, Jaap Denissen, Manfred Schmitt, Martina Hrebickova, Wendy Johnson and Jerome Rossier representing EAPP. Different initiatives were agreed upon to strengthen the collaboration between societies.



First, both societies appointed liaison persons, Jaap Denissen for EAPP and Bill Fleeson for ARP, who will be included into all Executive Committee or Board communications and will also mutually attend executive committee/board meetings (without vote right). Secondly, we agreed to allocate an invited symposium slot for one group in the other's bi-annual conference. Content and line-up of speakers in such symposium will be the responsibility of the organizing group. The conference organizer will foresee a favorable time slot in the program and the symposium will be announced as an EAPP or ARP invited symposium in the program. EAPP will thus organize a symposium at the ARP Conference in St. Louis, Missouri in 2015, and there will be an invited symposium organized by ARP at the 18th EAPP conference in Timisoara in 2016. Third, we will contribute a column to each other's newsletter and include a link on our respective web-sites. Finally, ad hoc committees will discuss possibilities of having a reduced membership fee for joint membership of both societies and eventually sponsoring a joint award to recognize important international collaborations.

This list of initiatives nicely illustrates that there is a lot of enthusiasm at both sides of the Atlantic to collaborate. These come on top of our already existing formal and informal connections via the organization of summer schools, expert workshops and individual contacts at conferences. All these efforts should contribute to expanding the science of personality and making our discipline more visible within the scientific community and society in general. Reviewing our joint planned actions, you will have noticed that we highly value transparent communication and bottom-up input initiatives. Therefore, I am really looking forward to suggestions from members of both societies to achieve these goals. See you all in St. Louis in June next year!

Best wishes,

Filip

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Healing the Schism between Personality and Social Psychology

Mark Leary

Duke University

After learning that I had been elected president of the Society for Personality and Social Psychology, the Editors of *P* asked whether I would be interested in writing a piece for the newsletter about recent changes in SPSP that might be of interest to ARP members. I agreed, but as I thought about what to write, it occurred to me that I wanted this column to go beyond the recent organizational changes at SPSP to discuss the broader issue of the relationship between personality and social psychology as scholarly disciplines. So, I will deal first with the long-standing rift between the fields and then describe some big changes at SPSP.



When David Funder, past-president of SPSP, notified me that I had been elected president for 2015, he told me that one of my first tasks should be to identify some issues that I wanted to champion during my term. Three things came quickly to mind: (1) getting the field to think about ways to increase the degree to which the outside world perceives personality and social psychology as relevant to important decisions and outcomes in all spheres of human life, (2) doing a better job of meeting the needs of members who teach at predominately teaching institutions, including getting such members more involved in SPSP, and (3) addressing the long-standing schism between personality and social psychology.

Perhaps because I've had one foot planted squarely in both social and personality psychology for my entire career, I have never fully understood the hostility that has persisted between factions of social and personality psychology for almost 50 years. Don't get me wrong-I certainly understand the scholarly and professional reasons that the schism arose initially, having lived through some of them. But, I don't fully understand the animosity that lingers in some circles and rears its head from time to time.

Because some younger readers may not be familiar with the backstory on this schism, let me review my understanding of it quickly. Social and personality psychology grew out of somewhat different intellectual traditions, with different interests, theoretical proclivities, forebears, methodological and statistical preferences, and arenas of application. Although extensive areas of overlap have always connected the fields, enough differences existed that the two camps sometimes had little to say to one another and often didn't appreciate what the other was doing. The separation was already so bad by the mid-1950s that Lee Cronbach dedicated his APA presidential address to the fact that psychology had fractured into two separate disciplines based on whether researchers used experimental or correlational methods. Cronbach observed that psychology was being compromised "by the dedication of its investigators to one or the other method of inquiry rather than to scientific psychology as a whole." The problem was broader than simply the split between social and personality psychology, but it certainly applied to us as well as to other areas of psychology.

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Furthermore, once psychology departments began to organize themselves along subfield lines, more programs emerged to train social than personality psychologists, and in the 1970s the number of personality programs decreased while those in social psychology increased. As a result, personality psychologists were not adequately represented on editorial boards, and manuscript submissions stemming from social psychology tended to find more favor with reviewers simply because the reviewers tended to be social psychologists. Even after the *Journal of Personality and Social Psychology* was created in 1965, personality psychologists sometimes had difficulty getting their work published.

At about the same time, strong voices on both sides of the divide questioned the usefulness of the other area's focus, perspectives, and methods. Mischel's critique of cross-situational consistency fueled the fire substantially, leading to even fewer articles in *JPSP* that considered personality variables and processes. (Most of you will have read Swann and Seyle's 2005 article in *Personality and Social Psychology Bulletin*, but if not, I highly recommend it. It should be required reading for all personality and social psychologists). In response to the growing disenfranchisement and frustration of personality researchers, *JPSP* was subdivided in 1980 to give work on personality processes and individual differences a guaranteed amount of space within the journal and to ensure that personality submissions would be handled by editors who identified with personality psychology. However, presumably to redress the imbalance of previous years, the personality section initially accepted papers at an exceptionally high rate, angering social psychologists who viewed the personality folks as not playing fair.

So, up until about 1990, the relationship between personality and social psychology was strained, and bad feelings festered on both sides. However, it was never clear how widespread the animosity actually was. In fact, I recall a survey in the mid- or late-1980s that asked social and personality psychologists whether they regarded themselves as a social psychologist, a personality psychologist, or as a hybrid social-personality or personality-social psychologist. I don't recall the precise statistics, but I do remember that more than 50% of the respondents indicated that they viewed themselves as a social-personality or personality-social hybrid. Taking a broad look at the work being published at the time suggests that many researchers meandered among topics that would previously have been considered the domain of either personality or social psychology or studied both situational and personality influences in their work. Even many of the purists had no problems whatsoever with the other side even if their own work was narrowly personality or social. So, despite the cold war rhetoric of a few hardliners and the fact that personality psychologists were disadvantaged by virtue of being the numerical minority, I never felt that most researchers questioned the validity of the other field or deliberately did anything to disadvantage those on the other side.

I certainly see no evidence today that more than a few outliers in each camp believe that only situational versus intrapersonal factors are important in understanding behavior. If we instituted an oath for membership in SPSP, how many people could not in good conscience affirm that thought, emotion, and behavior depend on both situational and personological influences? I know that a few individuals have said so in the past, but can anyone today seriously argue that we can understand behavior fully without attention to both characteristics of the situation or characteristics of the person, or that psychology would be better off as a science without either social or personality psychology? Of course, not everyone is interested in both person and situational influences, but that's fine as long as everybody appreciates that important scientific questions may be studied about both sets of influences.

For its part, SPSP continues to make ongoing efforts to be certain that both personality and social psychologists are well-represented within the leadership and committee structure of the organization, as well as on the editorial boards of its journals. I have been in and out of SPSP committee positions for many years, and I have regularly heard discussions being guided by the admonition to be certain that various constituencies are adequately represented within the organization, social vs. personality psychologists being among them. Furthermore, although I know that some personality psychologists think that their social psychological colleagues have a highly negative view of personality psychology, I have never—not even once—in 35 years heard a social psychologist make a disparaging or dismissive comment about personality psychology as a field. Again, I know that a few social psychologists have suggested in the past that personality is

relatively unimportant in understanding behavior, but plenty of empirical evidence now shows this claim to be unfounded, and I don't personally know anyone who believes it.

Journals that serve both personality and social psychology also make a concerted effort to have balanced editorial boards. Of course, any particular reviewer or action editor may not resonate with the methods used in a particular paper, but my extensive personal history of having my own manuscripts rejected over the years suggests to me that personality-oriented reviewers are as likely to look askance at prevailing social psychological methods as social-oriented reviewers are to question personality approaches. My hope is that everyone will come to appreciate that different questions require different approaches and judge each method on its own merits rather than asserting that some methods are always better than others and that everyone should adopt one's preferred approach.

Perhaps the most heartening development is that a very large number of our colleagues now wander easily back and forth between personality and interpersonal variables, processes, and methodological approaches. In fact, I suspect that if we recruited a large sample of people who knew nothing about social and personality psychology, gave them an explicit description of the two fields, and had them guess which field the authors of a random set of articles identified with, they would misclassify a very high proportion of articles. Unlike earlier years, researchers who identify themselves as social psychologists do a great deal of work that looks more like personality, and researchers who identify as personality psychologists do a great deal of work that looks like social psychology.

So, compared to 30 years ago, the conflict is rather subdued, but even so, it sometimes rises to the fore. Whatever continues to maintain it, this schism is very bad for personality and social psychology and for psychology more broadly. Presumably, each one of us wants to understand the full array of factors that influence whatever emotional, cognitive, behavioral, or physiological outcomes we study, and the suggestion that we can understand human behavior without both social and personality psychology is absurd. Of course, we each have our personal interests (and disinterests), and we each favor certain approaches to our subject matter. But full progress cannot be made on any of the topics of interest to our field without attention to the entire range of variables that are involved and without a wide range of methods and analyses. Professional attitudes and behaviors that stymie attention to all of these influences or use of all of these methods hurt the discipline.

I don't have any profound recommendations for taking us beyond the schism, but I'll make a couple of small suggestions. First, I encourage everyone to push their psychological "reset" button—the one they use anytime they realize that it's time to move beyond a period of conflict, turmoil, or betrayal. Although residual resentment and hard feelings linger for some individuals, I hope that we will set them aside for the good of our collective science. Of course, we must be vigilant to instances in which current professional practices—in journal policies, publication decisions, professional associations, and the places we work—may disadvantage one side or the other. Such instances should be brought to the attention of the relevant parties and openly discussed.

Furthermore, we should all refrain from stereotyping (if not demonizing) those who work on the other side of the fence and also not accept such behaviors from our colleagues. We can certainly question and criticize one another's work on rational and scientific grounds, but snide comments and *ad hominem* attacks based on subdisciplinary identity should be regarded as out of bounds. We should also be careful not to pass dysfunctional professional attitudes along to our graduate students.

The past few years have seen a great deal of self-examination, consternation, and even hand-wringing among personality and social psychologists, but I genuinely believe that our fields are flourishing. Along those lines, SPSP has experienced some huge changes in the past year that open the door to a bright future, so it seems an ideal time to heal the rift and move forward together.

From the beginning of SPSP, the society has been managed by an Executive Officer who was

simply a member selected by the Executive Committee for a 5-year term. (Here's a case where the numerical majority of social psychologists led to the selection of individuals who identified primarily with social psychology, which I know led to some frustration among the personality ranks.) I'm not certain how these intrepid souls managed to oversee SPSP operations as they well as they did for so long, but the enterprise became so large that this model was unsustainable. So, in 2013, we took the step of hiring our full-time professional director. Chad Rummel came to SPSP with considerable experience at APA and so hit the ground running in terms of setting up a central SPSP office in Washington, D.C., hiring a three-person staff, and making an array of organizational changes to bring SPSP into the 21st century. Among other things, having a central staff has improved membership services, enhanced our media coverage, and facilitated the organization of the annual convention. Apropos to my earlier points, the staff understands the historical tensions between factions of personality and social psychologists and has been instructed to be sensitive to possible problems along those lines. My predecessors, David Funder and Jamie Pennebaker, did the lion's share of work in overseeing these changes, and I am quite fortunate to be president of SPSP at such an exciting time in the history of the society and of the field.

As scientific fields, personality and social psychology face many challenges, but we are a far stronger discipline when we work together rather than at cross-purposes. A science of human behavior can thrive only if we attend to both the situational and intrapersonal influences on behavior and encourage a broad range of perspectives and methodologies. Each one of us benefits both ourselves and our discipline by supporting the full range of work being conducted in personality and social psychology, and I encourage all personality and social psychologists to help to heal the schism that has plagued us for so long.

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An Interview with 2013 Block Award Winner Robert R. McCrae

by Angelina Sutin

You have made many significant contributions to personality. Which finding has made the greatest impact on the field? Which finding are you the most proud of?

Clearly, our rediscovery and advocacy of the FFM in the 1980's has had the most impact, not only on personality psychology but on allied fields like developmental, clinical, and I/O psychology, and on other social sciences and medicine. There's even a heavy metal rock band called *5 Factor Model*.



I suppose there is a recency effect, but I am most proud of a couple of *PSPR* papers. In 2011, John Kurtz, Shinji Yamagata, Antonio Terracciano, and I compiled data gathered by researchers around the world on the reliability, heritability, stability, and cross-observer validity of the 30 facets of the NEO-PI-R. We used these data to compare the utility of internal consistency and retest reliability as predictors of scale validity. I was of course pleased that our instrument had been so widely used that such an analysis was possible. I was also struck by the findings: Retest reliability was a good predictor of validity, whereas internal consistency was not. Why? It took me a couple of years to figure that out, and a new *PSPR* paper argues that a lower level of the personality trait hierarchy—*nuances* that are distinguished by the specific variance of individual items—can explain it. There are also other implications of taking scale- and item-specific variance seriously, like the need for extreme caution in using single-item scales.

If you had to pick a high point in your career, what would it be and why? What about a low point?

The moments that stand out in my memory are always epiphanies of data: When Dave Schroeder brought in a printout with the first self/spouse correlations on the NEO Inventory ($r_s = .54-.68!$), or when I plotted the personality profile of Telugu-speaking Indians and realized that it matched the profile of Marathi-speaking Indians. In the early 1980's our analyses were run on a mainframe in Bethesda, but results came out on a line printer in Baltimore. When I ran the first factor analysis of the 80 adjective scales, I stipulated that the variables be reordered by factor, and when the printer started chugging along, Extraversion terms followed each other line after line, and then (in the second factor) Agreeableness terms, and so on. The FFM emerged from the printer like Venus rising from the waves.

As to a low point, I think many of us were disappointed by *DSM-V*. For a while it appeared that an empirically-based dimensional model of personality disorders would supplant an antiquated categorical model, but it didn't happen—yet.

What career advice would you offer new researchers?

Get a full-time research position with a generous budget, an archive of longitudinal data for the picking, and talented and supportive collaborators. That worked for me. More realistically, new researchers are likely to have to work on topics that fit in with their academic position and have

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a reasonable chance of getting funding. But I would suggest that they also set aside some time for what is truly important to them, the kinds of questions that led them to seek a career as a personality psychologist. Their work on these issues is likely to be most personally fulfilling, and—sometimes—the basis for new directions in the field.

What are important but understudied topics in personality?

Right now I am intrigued by relations between personality traits and personality processes. Others are, too: Sarah Hampson recently wrote an *Annual Review* chapter on the topic. We know traits affect a host of outcomes, but we don’t really know how. Social psychologists study all kinds of processes and mechanisms, but they are not systematically related to traits. Traits are profound influences on psychopathology, but it is an understanding of personality processes that is likely to lead to effective therapies. This topic is huge, so it will remain relatively understudied for a long time.

When Dan McAdams answered this question for P (Issue 8, October 2013), he responded, “...we need to do more sophisticated research regarding the interface of personality and culture. Looking at Big Five scores across, say, 60 different societies is not enough – in fact, I am not sure that tells us much of anything about personality and culture.” What does the Big Five across cultures tell us about personality and culture?

Dan is correct in saying that simply knowing that average Openness scores are high in Switzerland and low in India doesn’t tell us much. But if we can show that there are features of culture that covary with levels of traits across a range of cultures (as Individualism does with Openness, for example), it suggests some causal link. Maybe some cultural institutions promote certain traits, or perhaps a concentration of people with specific traits leads to the development of characteristic institutions and customs (in a paper we wrote, Geert Hofstede and I agreed to disagree on which of these causal orders is more likely). Certainly an understanding of these kinds of associations will tell us a good deal about personality and culture.

Another issue concerns the unique expression of universal traits in different cultures—something I once dubbed intracultural studies of personality and culture. We do need more of those.

What are the most exciting developments in personality right now?

I have been heartened by the proliferation of a new generation of personality theories—grand theories—in the past few years, and I think one of the most exciting developments is the emergence of empirical tests of competing theories, through cross-cultural, behavior genetic, longitudinal, experimental, and comparative studies. Wiebke Bleidorn, Christian Kandler, Joshua Jackson, Brent Roberts, and Alex Weiss are some of the researchers actively taking on this most challenging task. Often Five-Factor Theory—the interpretation that Paul Costa and I make of findings on the FFM—is the foil in these studies, which certainly heightens their interest for me. I don’t see a preponderance of evidence in favor of any one theory right now, but I am excited that personality psychology is now taking seriously the dual tasks of trying to understand persons as a whole, and of testing these ideas scientifically.

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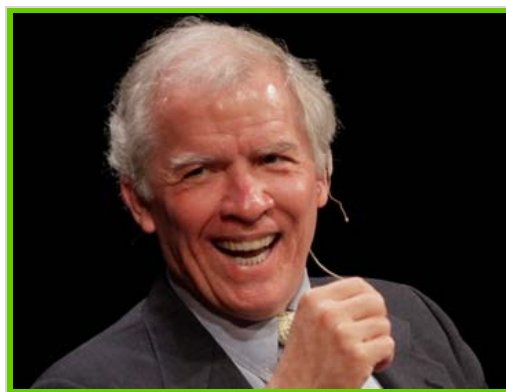
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An Interview with 2014 Murray Award Winner Dean Keith Simonton

by Rodica Damian

Why do you study personality and, specifically, why genius?

All of my research is ultimately rooted in a childhood event: My parents purchasing a set of encyclopedias for our home upon the advice of my kindergarten teacher. Very early I loved to browse through the volumes, observing the many pictures, including the photos or paintings of strange people dressed in unusual clothes and donning odd hairdos - such as bearded men in long robes. I wondered how anyone got a place in those hallowed repositories of universal knowledge - especially given that nobody I knew, not even my kindergarten teacher, had an entry. Over time I realized that almost all people so featured earned a spot for their phenomenal achievements, whether in art, science, technology, politics, or war. That led to an interest in creativity and leadership, and particularly when creators and leaders display genius-level accomplishments. What sets the greatest geniuses apart from their less well-known colleagues? Why is Michelangelo far better known than, say, Francesco da Ponte, his Italian contemporary? Clearly, the answer must include individual-difference variables, such as intelligence and personality. In short, I studied personality to help understand the mystery of genius. The findings from such studies should help demystify the phenomenon.



What is your most exciting discovery?

Wow, that's hard to answer because my research has covered so many different questions in such a variety of achievement domains. It is really like the proverbial dilemma "who's your favorite child?" (Fortunately, I only have one, so I have a definite favorite!) I guess the best response is that I get the most excited when I manage to test hypotheses or conjectures that most researchers would not even deem capable of empirical test. Such as demonstrating that the episodes of mental illness suffered by King George III could indeed be partly explained by the ups and downs in the major stresses he encountered during his long reign. Even more amazing has been my work on the computer content analysis of the themes making up the classical repertoire. Not only was I able to show that a computer-generated measure of melodic originality predicted a composition's performance frequency, but I found that melodic originality corresponded to events and circumstances in the composer's life, such as biographical stress. Most recently, I demonstrated that computer content analysis could distinguish between Beethoven's odd- and even-numbered symphonies, a contrast that has drawn much speculation without any empirical demonstration. There's an objective reason why the odd-numbered are more prominent than the even-numbered.

As the founder of the field of historiometrics, what are some of the advantages of the historiometric method in studying personality?

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Please, can I be modest? I’m often identified as the founder of historiometrics, but I’m actually just the reviver or resuscitator. Adolphe Quetelet, Francis Galton, and Alphonse de Candolle were conducting historiometric research in the 19th century, and James McKeen Cattell, Catharine Cox, and Edward L. Thorndike did so in the early 20th century. The term “historiometrics” itself dates from 1909. The only credit I can claim is that historiometric methods have produced the vast majority of my research findings. That makes me unique.

But to answer your question, I think the main advantage is that historiometric research can show that personality really matters, big time! Individual differences in personal characteristics do help us understand extraordinary creativity and leadership. This explanatory value is probably best illustrated in my extensive historiometric work on the presidents of the United States, devising at-a-distance methods to extract personality traits and factors from biographical materials. The resulting measures were shown to correlate with actual performance indicators, including presidential greatness. Just as importantly, the moderating effects of situational factors are also demonstrated. For example, the relation between the president’s flexibility and his successful use of the executive veto power depends on the electoral mandate enjoyed on entering office as well as the degree to which his own party controls Congress.

Your research is highly interdisciplinary and diverse, while at the same time exhibiting a high level of depth and forming a coherent body of work. Do you have any advice on how to balance breadth and depth, especially at different career stages?

I was fortunate to discover very early a core question that contained many diverse subsidiary questions. If I want to understand the origins of genius, I have no other choice to become a cognitive, personality, developmental, and social psychologist. Moreover, genius can adopt many different forms – such as the various forms of creativity and leadership – and manifest itself in all of the world’s civilizations. In addition, the richness of the inquiry demands that I use multiple methods. I may be best known for my historiometric research, but people should not forget that I have also published mathematical models, computer simulations, qualitative single-case studies, and even laboratory experiments. Even my statistical analyses had to utilize a great variety of techniques in order to match a particular question with the optimal method.

Although it’s obviously easier to balance breadth and depth later in the career – post-tenure in particular – I believe the balance should come earlier rather than later. This gets me to your next question.

What is the secret of your extreme level of productivity? Do you have a specific “recipe” that you could share with us?

It’s much easier to be productive if you are working on multiple projects simultaneously – what has been called a “network of enterprises” in the creativity literature. Besides pursuing a variety of projects, the projects should vary from the big to the small, and should be in various states of progress. Some of my projects required several years from conception to submission, whereas others were conceived, executed, and submitted with a week. That means that you always have something to work on. Got writer’s block? Well, then collect more data on a different project. Tired of crunching numbers? How about just catching up on those pdf’s stored in your to-read folder. Burned out on leadership? Then turn to creativity. You get the idea.

In addition, you get cross-talk among the various projects, so often work on one idea will have a surprising implication for another idea. This interplay is most obvious in the case of theoretical and empirical research feeding into each other, but it can even happen within certain projects that seem unrelated. For example, in the 1980s I worked simultaneously on the US presidents and Shakespeare’s plays. What could be more different? Yet it turned out that they both presented me with similar methodological problems: What do you do when N (the sample size) is appreciably smaller than k (the number of available variables)? And are inferential statistics even meaningful when the “sample” is equivalent to the entire population? Don’t the descriptive stats say it all?

Of course, in certain respects my research program does not easily generalize to others. For example, I can collect data any time, day or night. I do not need to depend on the research participant cycle like those colleagues who do laboratory or survey research using college undergraduates. Not only are archival data more accessible, but it’s also probably much more fun to collect and code. To carry out my research program, I’ve had to read innumerable biographies of famous geniuses and histories of great civilizations. To me, that’s intrinsically rewarding.

In your opinion, what are important but understudied topics in personality?

Not being a mainstream personality psychologist, that’s really hard for me to answer without revealing the idiosyncrasies of my own research program. Certainly I would like to see more personality research on genius, creativity, and leadership. And not just historiometric. Psychometric, too. As a student, I was excited about the research conducted at the Institute of Personality Assessment and Research at UC Berkeley (now the Institute of Personality and Social Research). I even spent a semester there as Visiting Research Psychologist back in the 1980s. IPAR researchers studied truly top-level creators using an impressive range of assessment techniques. I’d love to see much more work like that today.

Where do you think the field of personality is headed? Do you anticipate any major changes? If yes, what kind of changes?

We’ve now gone from the present tense to the future tense, making me even more wary. My significant others will tell you that I do not like forecasting beyond today. That’s one reason why I don’t like writing grant proposals: Who knows what serendipitous result might deflect you along a different path? Hence, I can only state what I would like to see. And this statement will betray my status as a general psychologist whose work cuts across many disciplines besides psychology. I would like to see personality psychology more strongly coherent within itself and more firmly integrated with psychology as a whole. Very likely, this comprehensive integration would entail even greater contact with the biological sciences, with behavior genetics, the neurosciences, and evolutionary psychology providing some promising points of connection. I’m not arguing for reductionism by any means. As a former chemistry major, I saw firsthand how that discipline’s phenomena could not just be reduced to physics, just as biological phenomena cannot be reduced to chemistry. Perhaps paradoxically, I would hope that the field would tighten links with the social sciences, such as economics, political science, sociology, and cultural anthropology. A person is embedded in a very complex context from both “above” and “below.”

Any career advice for new researchers?

Just two straightforward tidbits.

First, find a question big enough that it can occupy your interest for a lifetime. I gave an example above from my own career, so this advice needs no elaboration.

Second, do not allow rejections and criticisms deflect you from that personal enterprise. Just carefully weigh the feedback and then make your own decision. When I went up for my tenure appraisal as an assistant professor, I was warned that I would not likely earn tenure without publishing research using more conventional methods. Not only did I ignore that warning, but I waited to publish a “mainstream” study (a laboratory experiment) until *after* I was promoted to full professor. Naysayers can serve as a source of inspiration.

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An Interview with 2013 Tanaka Award Winner Ivana Anusic

by Jess Wortman

Why do you study personality?

I have always been fascinated by differences between people. There's so much variation in how people think, feel, and behave out there, and I think sorting all that variation out, and figuring out why it happens and what it means for them in the long run is super interesting.

What is your most exciting discovery?

In my work with how people react to major changes in their lives, I consistently see much variation in both short-term reactions and long-term adaptations to life events. Recently, I've been trying to find moderators of changes in well-being that people experience over time but so far this search has not resulted in any consistent moderators. For example, personality does not seem to moderate how much people are affected or how much they adapt to marriage, childbirth, unemployment, or widowhood. Social support also does not explain differences in adaptation to widowhood. Development of cultural identity does not seem to be related to changes in well-being experienced by immigrants. But the individual differences in changes in well-being are robust and often substantial. I'm not sure if this would be considered the most exciting discovery, but it is definitely most puzzling to me. And in a way it is exciting because there is still a lot more work to be done in this area.



If you had to pick a high point in your career so far, what would it be and why?

My high point so far would have to be defending my dissertation. It was just a wonderful feeling to be done something I had been working towards for so long. And there is definitely that feeling of permanence, that this cannot be taken back. Sometimes I still sit back and think "Ahh, I don't have to worry about my dissertation anymore."

What are important but understudied topics in personality?

I know this has been one of the staples of personality research from the beginning, but I think issues of stability and change in personality are still not well understood and are deserving of more research. For instance, how does the personality stabilize over the lifespan, how much control do we have about personality change? I think these are some of the most important questions in personality. And this can also inform other important issues that are currently not really considered as issues, such as ethical concerns about discrimination based on personality - for example hiring someone high on extraversion just because they may be more fun to be around.

What are the most exciting developments in personality right now?

I think developments in longitudinal methods are pretty exciting. There has been much debate

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about stability and change in personality, but older methods just were not able to adequately address these issues. The newer longitudinal models can explicitly separate stability from change and then test the predictions of different theories about what factors should affect each of these components. These methods are just starting to be used more and much of their potential is still unexplored. They will be really useful for addressing questions of what is personality, how it came to be, and why it matters. Also, inclusion of more psychological and personality-related variables in long-term longitudinal datasets such as the GSOEP and the BHPS is also exciting because it gives us access to very large samples that are followed over very long periods of time and that would be very difficult to collect on our own.

What is the best advice that someone has given you throughout graduate school or your career?

It would probably be the advice I received about writing, and that is to just write. I’m sure this happens to many people, but at some point I just feel stuck in the writing process. Just getting myself to write anything relevant that comes to mind at that moment really helps keep things going. And looking back, what I had written usually ends up sounding pretty good.

What advice do you have for new personality researchers or incoming graduate students?

I think it’s important for the new graduate students to find as much information about academia as possible. Many things regarding the job market have changed in the past decade. It may be a good idea to start looking through job postings in the early years of graduate school to get an idea of the skills that are currently in demand. Also, learn as much as possible - grad school is an excellent time to take all those method courses so you can set yourself up with as many tools as possible for answering most innovative questions. Also, keep your options open and find out to whom you can talk about alternative career paths outside of academia - it’s not something most people think about at the start of grad school, but it definitely helps to be informed about different possibilities.

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An Interview with 2012 Tanaka Award Winner Nick Turiano

by Sara Weston

What is your most exciting discovery?

I've actually told this story many times, but it is worth repeating because it still makes me laugh today. During my first few weeks of graduate school I had a meeting with my mentor, Daniel Mroczek, to discuss how I wanted to focus my research. Totally green and already overwhelmed with having to decide my research future during the first week or so of graduate school, I started talking about how certain personality traits were risk factors for poor health while others were protective factors. I asked my mentor what happens if someone exhibited both traits that were risk factors and others that were protective factors. He almost jumped out of his seat with joy, which actually isn't strange because Dan is such an excitable person anyway! He was thrilled with my question like a father is thrilled with his child's first drawing. Dan exclaimed that I had asked about an important area of personality psychology—moderation—interacting personality traits when predicting health behaviors and outcomes. Although Dan was proud of my foresight, little did he know that his "clever" grad student left that meeting to go google what "moderation" was. I had no idea! Soon enough I was running interaction models and finding evidence of "healthy neuroticism" where the negative effects of high neuroticism are subdued in the face of high levels of conscientiousness. One very basic conversation early in my career has led to some very interesting findings that myself and others are starting to explore in greater depth.



If you had to pick a high point in your career so far, what would it be and why?

The high point of my career is really a toss-up between winning the Tanaka Award and winning a university-wide graduate student teaching award while I was at Purdue University. When I applied for both of these awards, I really didn't think I had a chance of winning. So when I received emails that I had actually won, I was just shocked and humbled. I almost wanted to respond and say, "Are you sure it was me?" I was just humbled with both of these awards and in a way that makes me want to work harder in both research and teaching. If I don't continue to advance the field of personality psychology and effectively teach the next generation of students, then I don't think I deserve these awards.

What about a low point?

Fortunately, there haven't been many low points in my career. Yes, I've had some strongly worded manuscript rejections basically calling me an idiot, but that's ok because that's what it is like to be an academic. However, reflecting on job search gets my anxiety levels through the roof! In graduate school I had a great mentor, I took such a variety of classes, independently taught, published several manuscripts, presented at many conferences, fostered great relationships with more senior collaborators, and even did a post doc for additional training in psychophysiology. So I was eager to apply to jobs and, although I got many interviews and they

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went really well, I still don't get the jobs. I normally sleep like a rock for 9-10 hours a night but during the job search I would often lay awake at night pondering what I could have done differently so I would get a job. Could I have taken more classes, gotten a grant, published just one more manuscript, included a different study in my job talk, or answer one interview question just a bit better? Things didn't get any better when others were getting hired for those positions I interviewed for, and I would hear from the search committee that I was great but they just wanted to go in a different direction. Being the runner up was so painful. A lot of self-doubt crept in why I wasn't getting a job, and this was really the one and only low point in my career. But just when I thought another sleepless night would come, I interviewed at West Virginia University and absolutely fell in love with the program, faculty, and students. So from the lowest point of my career I actually quickly got to arguably the highest point of my career accepting an Assistant Professor position at WVU. You always hear the job market is tough, but until you go through it you have no idea!

What was the best piece of advice you been given?

The best advice I was ever given (which I have no idea who it came from), is don't put all of your eggs in one basket. Don't just work on one manuscript or grant at a time, don't have just one mentor you latch onto, don't master just one statistical procedure or package. Variety really is the spice of life and to be successful in this field you need to become what I call an "academic juggler." There are so many generative collaborators out there you can learn from, so utilize them. With funding lines being so low, put out a few grants and hope at least one hits. And with how long it takes to get published, work on a few manuscripts and get them out. I have yet to master this myself but it is a work in progress and looking at all the successful personality psychologist in our field, they are the best jugglers of all.

If you were a statistical test, which test would you be, and why?

I would definitely be a proportional hazards model (a.k.a survival analysis, Cox Model). This is really the first modeling technique I utilized as a graduate student to predict death. I love predicting death! So often you have reviewers criticizing you about the reliability or validity of your outcome. Well, not with death. It is the ultimate health outcome of all. I even love updates from the research team notifying me there are more dead people in the study. I think I contracted my love for studying death from my graduate school mentor Daniel Mroczek. I know it's kind of morbid, but at least I am in good company!

What are important but understudied topics in personality?

Since I am a gerontologist at heart, I think we need to focus attention on how we measure personality in older adults. If we are truly trying to capture individual differences in the relatively enduring patterns of thoughts, behaviors and emotions, we need to understand how these factors may be more difficult to measure in older adults. In certain situations, such as in the predictive ability of traits on health, we might have to be even more precise at measuring personality during these older ages.

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Teaching Personality to Non-Majors: Deep Ignorance, Superb Opportunity

Jonathan Adler

Olin College

I have a very strange job. I am the only psychologist on the faculty at the college where I work. Olin College of Engineering is a small, top-tier, undergraduate-only college in the suburbs of Boston whose mission is to “prepare students to become exemplary engineering innovators who recognize needs, design solutions, and engage in creative enterprises for the good of the world” (Olin Mission Statement). The vast majority of my colleagues are engineers, though there is a small group of us on the faculty who comprise the arts, humanities, and social sciences. Since Olin is part of a consortium with Wellesley College, Babson College, and Brandeis University, students can take classes at any of our partner institutions, which means that I am not here to represent a Psychology Department – indeed, there are stellar departments with all the core course offerings just down the road. As a result, the teaching part of my job is to develop and run courses that expose these brilliant undergraduates to the most vital ideas in my discipline, those that will enhance their current passions. Personality is the perfect vehicle for this mission.



When Olin students are asked why they want to become engineers (which many, but not all, do), they usually answer that they want to change the world. A big part of my job is helping them understand the world they want to change. I have colleagues who bring historical and anthropological perspectives to that challenge, but my niche is helping the students use the tools of science for understanding individuals. Having worked at Olin for the past five years, I have learned some lessons about teaching personality to students who are not majoring in psychology, and who may never take another psychology course, that may be useful in approaching course planning for any personality professor.

First, I *begin every course with a discussion of psychology as a scientific discipline*. For many students, even those very predisposed to scientific thinking like my students, they come to college believing that science is a body of content, as opposed to a method of inquiry. I have developed a discussion that I call “Are the soft sciences harder than the hard sciences?” that I use to launch several of my courses. During that discussion I have students unpack the underlying commonalities of all sciences, inductively leading them to label the parts of the scientific method as the core. We then talk about the process of operationalizing variables for investigation and many students have an epiphany about just how challenging it can be to operationalize psychological variables, thus making psychology “harder” (i.e., more challenging) than other scientific disciplines. This realization leaves them with a more accurate understanding of the scientific enterprise and often with a deeper appreciation for the scientific social sciences.

Second, I have found it both vital and relatively easy to *ground every topic in the “real world.”* It’s not hard to demonstrate the impact of personality in domains that students intuitively feel

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to be important, from mortality to mental health to motivation. Many of our primary studies elegantly make this connection on their own, but I also keep a running folder of news stories, works of art, and tidbits from popular culture that illustrate the power of personality, and I also ask students to find their own examples to support the course material.

Third, I ask students to *get out in the real world to apply their newfound knowledge*. Since my students are mostly budding engineers, they like to get their hands dirty and actually try stuff out. I have them replicate classic experiments, collect small amounts of data, and tailor the broad topics to specific ideas they’re passionate about for independent projects. Students love administering and interpreting measures of the Big Five (and comparing them to the many popular “personality tests” out there); they love assessing their own motivation; and they love collecting and analyzing short measures of narrative identity. Allowing students to practice being personality psychologists is one of the best ways to get them to retain the content.

Fourth, I find that I often need to *hold my love of methods at bay*. One of the biggest challenges for me in my role as a teacher of almost exclusively non-psychology majors is remembering that my students are much more interested in the punch-line than in the process of determining it. Without any research methods or relevant statistics to fall back on, my students just aren’t that good at evaluating the quality of psychological design and analysis, nor are they very interested in cultivating those skills. I have wrestled with this issue as a teacher, wanting to impart enough proficiency that they can be strong consumers of psychological research, but also wanting to keep them engaged with the core take-aways that they will find practically relevant.

Finally, I have worked to *frame my job as a special opportunity to share the most powerful lessons from our field with people who will use them in arenas I could normally never reach*. I have heard from a former student about the way she used the narrative identity themes of redemption and contamination to develop user profiles when designing a new product, and from another about how deciphering his own personality trait profile served as a reassuring foundation for navigating a miserable first year in an electrical engineering PhD program. You never know where your students will end up, and where the lessons of personality psychology will prove relevant and useful to them. I see this part of my job as a real gift, an opportunity to disseminate personality psychology far beyond the confines of our core discipline.

One of the signs on my office door reads “Deep ignorance, when properly handled, is also superb opportunity” (it comes from E.O. Wilson’s Letters to a Young Scientist). The nature of my job is such that my classroom teaching is almost always an opportunity in handling deep ignorance of our field. While that may be more dramatic in my case, any of us who teach personality to undergraduates have this opportunity. I hope these few lessons I have learned thus far about how to approach teaching non-majors might prove useful – and I’d love to hear other insights from your experience!

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ARP Conference Call for Submissions

Jennifer Tackett and Marc Fournier

REMEMBER TO SAVE THE DATE! We are excited to remind everyone that the next ARP conference will be held in **St. Louis, Missouri** from **June 11th to 13th, 2015**. The conference will take place in the **Chase Park Plaza Hotel**, located in the Central West End neighborhood, a vibrant area with lots of shops and restaurants. The Chase is home to two popular local restaurants, as well as a salon spa, a fitness center, an outdoor pool, and a five-screen movie theater (popcorn, anyone?). The Chase is on the city's **MetroLink** subway line, and across the street from **Forest Park**, one of the largest urban parks in the United States (bigger than Central Park!). The park has lots of trails for runners and cyclists (there are bike rentals nearby). Forest Park also has many **free** attractions, including the **St. Louis Art Museum**, the **St. Louis Zoo**, the **St. Louis Science Center**, and the **Missouri History Museum**. And of course, St. Louis is home to **Washington University**, where you can't go ten yards without bumping into a personality psychologist. In other words, St. Louis has something for everyone!



The Program Committee is hoping to solicit **symposia** and **posters** that cover a broad range of substantive topics including, but is not limited to, research on individual differences in personality, broadly conceived, including research on both their structure and their social-cognitive mediators; genetic, affective, physiological, neuroendocrine, and evolutionary bases of personality processes and social behavior; and a wide range of narrower topics that fall within the domain of personality science, including personality judgments, emotions and emotional processes, motivation, romantic relationships and mating, the self and self-regulation, social cognition, narrative identity, and personality assessment. In short, the ARP conference seeks out a slate of presentations that broadly reflects the diversity of basic questions facing our discipline—and your innovative and diverse contributions to personality research is what makes this happen.

In addition, we are pleased to announce that the program will feature a **presidential symposium**, the **Rising Stars symposium** to showcase the field's stellar young talent, a **data blitz** session, an invited symposium sponsored by the **European Association for Personality Psychology**, and award talks from the **Tanaka award winners** and the **Murray award winner**, **Dean Keith Simonton**. More details of the meeting can be found at the following URL:

<http://www.personality-arp.org/conference.htm>

We look forward to seeing you here in 2015!

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- Dan Ozer
- Lynne Cooper
- Josh Jackson
- Randy Larsen
- Tom Oltmanns
- Tammy English
- With special thanks to the Wash U personality/social graduate students!

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Conference Announcements Ad

Simine Vazire and Josh Jackson

SAVE THE DATE! We are excited to announce that the next ARP conference will be held in St. Louis, Missouri on June 11th to 14th, 2015. The conference will take place in the Chase Park Plaza Hotel (<http://www.chaseparkplaza.com>), located in the Central West End neighborhood (<http://cwescene.com/>), a vibrant area with lots of shops and restaurants. The Chase is home to two popular local restaurants, as well as a salon spa, a fitness center (<http://santechase.com>), an outdoor pool, and a five-screen movie theater (popcorn, anyone?).



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The Chase is on the city’s MetroLink subway line (http://www.metrostlouis.org/Libraries/System_Map_PDFs/MetroLink_Schematic_Map.pdf), and across the street from Forest Park (<http://www.forestparkforever.org/>), one of the largest urban parks in the United States (bigger than Central Park! (http://wiki.answers.com/Q/Is_Forest_Park_bigger_than_Central_Park)). The park has lots of trails for runners and cyclists (there are bike rentals nearby). Forest Park also has many free attractions:



- The St. Louis Art Museum (<http://www.slam.org>) just completed its new contemporary art wing over the summer
- The St. Louis Zoo (<http://www.stlzoo.org>) is consistently ranked one of the top zoos in the country (and it’s free!)
- The St. Louis Science Center (www.slsc.org)
- The Missouri History Museum (<http://mohistory.org>)



ARP will happen while baseball season is still going strong, giving attendees the opportunity to see just how much St. Louis loves baseball. The St. Louis Cardinals play at Busch Stadium in downtown St. Louis, near our most famous landmark, the Gateway Arch. Busch Stadium, as you might guess,



is named for Anheuser-Busch, the makers of Budweiser. **Anheuser-Busch** headquarters are located on the banks of the Mississippi just south of downtown. There you can take a free tour of the factory, see the famous Clydesdales, and sample some “beer.” Also downtown is one of the best attractions for kids of all ages: the City Museum, (<http://www.citymuseum.org>), which somehow manages to be an aquarium, an art installation, a jungle gym, and a place for found things all at once.

St. Louis has many excellent restaurants and bars. Here are a few to whet your appetite:

- Brasserie (www.brasseriebyniche.com)
- Dressel’s (www.dresselspublichouse.com)
- Farmhaus (www.farmhausrestaurant.com)
- Stellina’s (www.stellinapasta.com)
- Acero (www.fialafood.com/acero)

And, if Budweiser doesn’t do it for you, check out these microbreweries:

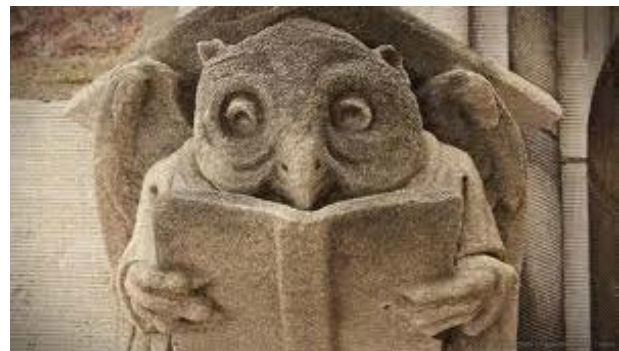
- Schlafly (www.schlafly.com)
- Urban Chestnut (www.urbanchestnut.com) - try the STL IPA



And of course, St. Louis is home to **Washington University**, where you can’t go ten yards without bumping into a personality psychologist. In other words, St. Louis has something for everyone. We look forward to seeing you here in 2015!



-The ARP 2015 local arrangements



committee

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- Tom Oltmanns
- Tammy English

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Lifespan Social-Personality (LSP) Preconference

The Lifespan Social-Personality (LSP) Preconference is the official 2015 SPSP preconference of the Association for Research in Personality, and will take place on Thursday, February 26th, 2015. LSP acknowledges the demographic shifts of our modern society and highlights the scientific importance of understanding and integrating lifespan developmental psychology in social-personality research. While both social-personality psychology and lifespan development are independently gaining in size and importance currently within psychology, there is also increased interest in their intersection—which is the focus of the preconference. A diverse set of symposia will examine issue and topics in lifespan social-personality psychology including Eriksonian development, self-regulation, the importance of goals within personality development, and methodological issues. Confirmed speakers to date include Brent Donnellan, Bruce Ellis, Jutta Heckhausen, Patrick Hill, Celeste Kidd, Nathan Hudson, Seth Schwartz, Sanjay Srivastava, and Eli Tsukayama with more speakers to be announced in the coming months! In addition, this preconference will offer a poster session at which all registered attendees will be encouraged to present their most recent work in the area of lifespan social-personality development. For more information, a preliminary schedule, and links to the content of previous years' preconferences please visit the [LSP website](#).

Jennifer Lodi-Smith

Susan Krauss Whitbourne

Erik Nofhle

LSP Organizers

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