

P: The Online Newsletter for Personality Science

Issue 11, November 2016

Letter from the Editors

Jonathan Adler and Erik Nofhle

Donald Trump, feminist psychology, subjective well-being, narrative identity, implicit motives, personality disorders, consulting to the Fortune 500, and replicability. Personality psychology—and by extension, this edition of P, the online newsletter for the Association for Research in Personality (ARP)—has it all. In reviewing the submissions for this issue we cannot help but be struck by the extraordinary breadth in our shared field. Personality psychology seems to be a center of gravity around which a remarkable number of other things (topics, professions, opportunities, etc.) orbit.



We imagine that every reader of this issue will find both something familiar and something new or unexpected.

Something Familiar

As always, we share reports from some of the key people whose dedication to our organization makes it all possible. Dan McAdams weighs in as President, Rebecca Shiner as Executive Officer, Allison Tackman and Kathryn Bollich as the Postdoc/Grad Student Representatives, and Rich Lucas and Simine Vazire as editors of Journal of Research in Personality and Social Psychological and Personality Science, respectively. As you might expect, everything is humming along smoothly at ARP and at our journals. We thank Jerome Rossier, the President of EAPP, our sister organization, for his updates about personality psychology in Europe.

You will also find interviews with winners of some of the major awards in our field, conducted by personality psychologists they have mentored or otherwise influenced.

Please take special note of the announcement of the next ARP conference, which will take place in Sacramento, California next June 8-10th, as well as the ARP-sponsored Lifespan Social-Personality preconference to SPSP, taking place in San Antonio on January 19th.

Something Unexpected

Like Rebecca Shiner, we were surprised by how many ARP members have been interviewed in the popular media with regards to the Presidential election. From USA Today, to The Atlantic, to FiveThirtyEight and many more, ARP members have recently served as expert educators about the science of personality.

We were also taken aback by the profound mixing of personality psychology's rich history with its vibrant cutting edge in the comments of the contributors. In this issue you will find references to the TAT, the MPQ, and Jungian archetypes sitting quite comfortably alongside discussion of the

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RDoC, scale development, and the Society for the Improvement of Psychological Science.

From our vantage point as recently-tenured personality psychologists - neither guardians of our field's history nor its newest contributors - we feel so lucky to be part of a field that simultaneously embraces such breadth while being committed to true depth. Every field has its fads, but personality psychology feels to us to be unwavering in its dedication to understanding the structure, development, and dynamics of individual differences. We hope you enjoy reading this issue of P as much as we enjoyed compiling it.

We want to close by offering our thanks to the contributors and to web committee member Ben Johnson, our newsletter publisher, and to Hogan Assessment Systems for their ongoing sponsorship of the newsletter.

--Jon and Erik

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President's Column

Dan P. McAdams

Northwestern University

It is an honor to serve as the President of the Association for Research in Personality (ARP). Let me thank all of you who voted for me in last year's election. And thanks, too, to those of you who, like me, voted for my worthy opponent, under the (well-founded) belief that she was the better qualified candidate and would perform this important role in a superior manner.

One of my favorite songs in the hit musical, *Hamilton*, is "In the Room Where It Happens." Perhaps you have heard it. Sung by an envious Aaron Burr (who wishes he had been in the room), the song recounts a famous meeting between Alexander Hamilton, Thomas Jefferson, and James Madison. Behind close doors, the three come to a grand agreement regarding the establishment of (1) a new financial system for the United States and (2) the location of the new nation's future capital.

I was lucky enough to be "in the room where it happened" with respect to the founding of ARP.

In the summer of 1999, the group pictured in the photo below met at the Minary Conference Center at Squam Lake, New Hampshire. Funded by Dartmouth College and hosted by Jay Hull and Todd Heatherton, the weekend retreat was ostensibly dedicated to serious discussion about "Issues in Personality Research and Theory." My memory of the weekend is pretty fuzzy, but I do recall two things well. First, I played a lot of tennis on the weathered clay courts that could be found on the outskirts of the property. Second, I remember how ARP came to be.



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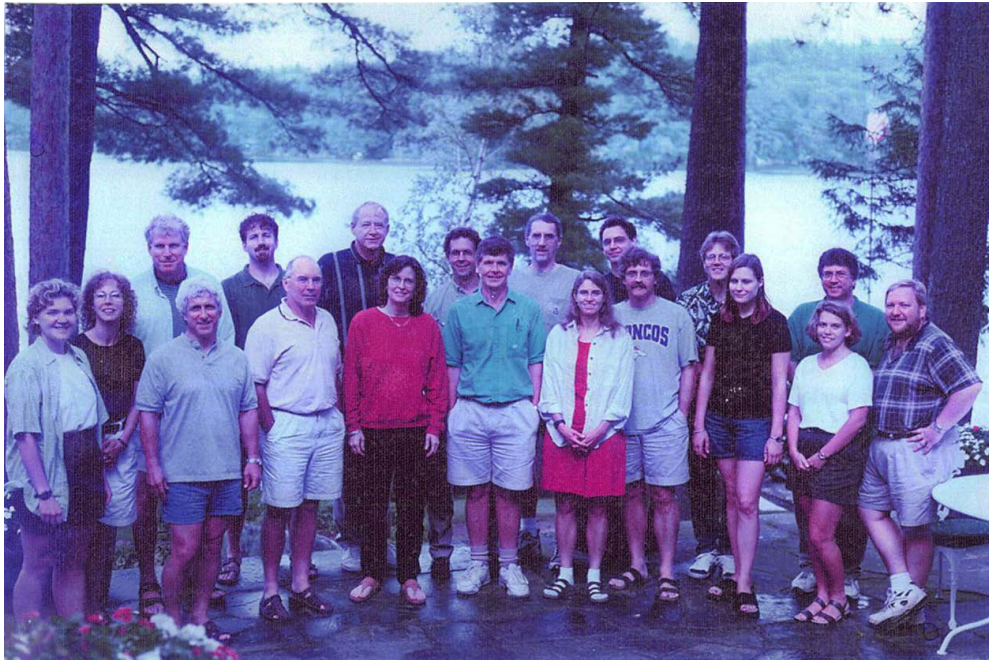
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Pictured here are those who were in, or near, the room where it happened, at Squam Lake, New Hampshire, July, 1999.

From left to right:

Front Row - Kathleen Vohs, Chuck Carver, Fred Rhodewalt, Susan Andersen, Jay Hull, Lee Anna Clark, David Watson, Kris Koepsel, Jennifer Tickle, and Todd Heatherton.

Back Row - Susan Nolen-Hoeksema, David Buss, Hank Rothgerber, Robert Kleck, David Funder, Doug Kenrick, Reginald Adams, Dan McAdams, and Mark Snyder.

Photo courtesy of Jay Hull.

It was after a few too many beers one evening, when somebody floated the idea of personality psychologists' banding together into an organization. There was palpable excitement about the proposal among some people in the room, but also a fair amount of anxiety. Would there be enough of "us" to form a viable tribe? If we indeed organized, what would we, in fact, *do*? Set up scientific meetings? Exchange data? Form support groups? I ran around the room with a clipboard asking people to generate names of prospective members - psychologists all over the world who were already bona fide personality psychologists, or those who could maybe be converted under the right social-psychological conditions. I wrote down probably 90 to 100 names. After David Watson left the room and then returned with another drink, he learned that a group of us had voted him to be the first president of this new association.

In the subsequent year, an expanded executive committee worked to get ARP off the ground. David Watson publicly announced the formation of ARP at the lunch break during the Personality Preconference at the very first meeting of the Society for Personality and Social Psychology (SPSP), in Nashville, February of 2000. Membership letters were sent out a few months later. The organization's first public act was hosting the 2001 Personality Preconference at the San Antonio SPSP meeting, in 2001.

I am very happy to have been in the room where it first happened. And I am even happier to have witnessed our growth as an organization over the intervening years. Like many good ideas and important movements (and, alas, some bad ones, too), ARP began as a fantasy, partly induced by alcohol intake, but it has developed into a robust intellectual force in psychological science today. When we began, we worried that we might not have enough people to form a critical mass. Now we are looking forward to our fifth stand-alone conference, to be held in Sacramento, California in June of 2017.

Ten months in, I don't feel I have messed things up too badly yet, as President of ARP. Thankfully, I inherited the job from Dan Ozer, who continues to serve the organization as distinguished Past

President, and I am blessed to work with fabulous ARP Board members and with our brilliant and dedicated Executive Officer, Rebecca Shiner. ARP continues to flourish. Over the past year, the ARP Board, led by Tom Widiger, drafted a statement underscoring the critical importance of personality science in response to a call from NIMH for public commentary on the state of mental health research. Our journals - *Journal of Research in Personality* and *Social Psychological and Personality Science* (which we share with three other scientific organizations) - continue to publish cutting edge research on personality processes, individual differences, and other topics of central concern for our field. In their research, their service, and their advocacy, members of ARP continue to respond in thoughtful and creative ways to the challenges facing psychological science today, including the replicability crisis.

Looking ahead, Wiebke Bleidorn (with some assistance from me) is the Program Chair for our upcoming conference in Sacramento, and Rick Robins will serve as a local host while also organizing a pre-conference session on methodology. Many thanks to Josh Jackson, Katie Corker, Jennifer Tackett, and Chris Soto for volunteering to serve on the 2017 Conference Committee. I hope this conference will be our best and biggest so far. Looking even further ahead, the location for the 2019 ARP Conference has been chosen. It will happen in Grand Rapids, MI, which, among its many notable attractions, bills itself as *Beer City USA*. Seems a fitting place, somehow, to mark the 20th anniversary of the founding of ARP.

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Executive Officer's Report 2016

Rebecca Shiner

Colgate University

It is an exciting time to be a personality psychologist. Our field is flourishing in many different ways. I was reminded of personality's broad impact last week when I sent out a request to the ARP listserv for recent instances in which ARP members were featured in the popular press in 2016. I expected to receive a few responses, maybe 10 or so at the most. Instead I heard immediately from almost 40 people, and most people sent me multiple articles that they had written or that cited their work or perspectives. I received too many responses to include all of the links here, but I will find another way to distribute them to our members.



Inspired by all of this evidence of ARP members' engagement with the media, the ARP Board has decided to begin sharing instances in which our members are in the news. Whenever your research is featured in a popular press article or you come across an interesting article featuring another ARP member, you can e-mail personalitymetablog@gmail.com to have the article added to ARP's [meta-blog](#). Our meta-blog already aggregates blogs about personality psychology, but now we will feature popular press articles about our personality research as well. You can sign up on the meta-blog page to receive updates when new blogs or articles are posted.

Before discussing the role of ARP members in the public sphere, I want to share what ARP has been working on over the last year.

- We will have two new Board members joining us in 2017: Jennifer Lodi-Smith and Aidan Wright. I want to offer thanks to the two outgoing Board members, Erik Nofle and Kate McLean; Erik and Kate have both brought important perspectives to the Board's work, and we are grateful for the time that they have devoted to ARP.
- The ARP Board is creating an ARP Early Career Award. We decided that there was a need for such an award for personality psychology to encourage and highlight people making important contributions to our field early in their careers. We are currently working out the details of the award.
- ARP has continued to offer our perspectives on important issues in our field. We submitted a [statement](#) to the incoming director of NIMH about the ways that personality research informs the study of psychopathology. Our Training Committee also prepared a statement in response to a request from APA about how personality psychology should be addressed in Introduction to Psychology textbooks.
- The Training Committee compiled a list of organizations outside academia that employ ARP members. We will be sharing this list with ARP members soon. This list complements our website's [list of graduate programs](#) offering training in personality psychology.
- The Board discussed some initiatives that we decided not to pursue at this time. We decided not to create the option of joint membership with the European Association of Personality Psychology because of financial constraints on ARP. We are continuing to pursue a closer relationship with EAPP through other means, however. We also decided not to create an ARP

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Research Committee because we had trouble defining a clear purpose for such a committee. We are still open to hearing suggestions from ARP members for what goals an ARP research committee could effectively pursue.

- We have continued planning for ARP's 2017 meeting in Sacramento from June 8 through June 10. We also chose Grand Rapids, MI, as the site for our 2019 meeting.

I want to return now to the ways that personality psychology is informing public discussions of important issues. The articles I received from ARP members addressed a broad range of topics including shyness, health, gender, relationships, well being, transgender youth, grit, resilience, narcissism, and life stories, among other topics. There is tremendous public interest in personality research because of its implications for daily life and its potential for answering broad societal questions.

Personality research has been in the news lately because of the 2016 American Presidential election. Pundits, politicians, and regular citizens have raised questions about the suitability of the personalities of both Presidential candidates. [Trump himself offered this analysis of his own and Clinton's personalities](#): "She's a very dishonest person. I have one of the great temperaments," Trump said. "I have a winning temperament. She has a bad temperament. She's weak. I have a temperament where I know how to win. She doesn't know how to win."

Trump's personality in particular has received outsize media attention (much like everything else about his campaign). People clearly have cared about the personalities of the candidates, perhaps even more so than in a more typical election year, because of concerns about whether Trump's personality disqualifies him from serving as President. Trump's personality is extreme in so many respects that it has begged for thoughtful analysis and commentary. The public conversations about personality have gone beyond assessments of the two candidates to include analyses of the personalities of Trump's and Clinton's supporters.

As a personality psychologist, it has been fascinating to watch the public discourse the past year. The election has provided remarkable opportunities for us, as personality psychologists, to explain how we conceptualize personality: What is temperament versus personality? What are the Big Five Traits? How are life stories relevant to personality functioning? Why are we drawn to some personalities and not others? We have had opportunities to show that surprising voter preferences make more sense when we consider people's motivations. We have analyzed the candidates from a variety of perspectives and shown how multiple levels of analysis are needed to fully understand the candidates in full. Apparently, we have even [advised Clinton in her debate preparation](#) (quite successfully, I might add). Although public presentations of psychology do not always serve the public or the field well, for example, when preliminary results are presented as definitive, on balance I am convinced that our work has played an important part in helping voters think through complex issues in this election and has offered nuanced views of the needs, motivations, and thinking of voters as well.

Following is a sampler of ARP members' articles and comments in the popular press on election 2016:

[The Mind of Donald Trump](#)

[The Personality of Donald Trump](#)

[The Personality of Hilary Clinton](#)

[What is 'Presidential Temperament,' Anyway?](#)

[Voters Turn To Trusted Authorities After Terrorist Attacks](#)

[Why Has Donald Trump Lost So Much Conservative Support?](#)

[Outrageousness is Trump's Trump Card](#)

[Understanding Latinos For Trump](#)

[Science Says Donald Trump Is a Slytherin, and That's Why People Love Him](#)

[Hey, Hillary Clinton: Here's How to Debate a Narcissist](#)

[A Health Psychologist Analyzes Trump's and Clinton's Body Image Discourse](#)

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Greetings ARP Graduate Student and Postdoctoral Members:

Kathryn Bollich and Allison Tackman

Seattle University; The University of Arizona

Greetings ARP Graduate Student and Postdoctoral Members:

First, we'd like to introduce our new postdoctoral representative, Allison Tackman!

Thank you for electing me as your ARP postdoctoral representative! I received my Ph.D. from the University of Oregon under the exceptional guidance of Sanjay Srivastava. My primary research interests focus on how our personality affects and is affected by the social environment. As a current Postdoctoral Research Associate at the University of Arizona, my research interests have broadened to include learning more about the behavioral manifestations of personality. For example, in collaboration with Matthias Mehl and David Sbarra, we are examining the conditions under which self-referential language use is and is not a behavioral manifestation of depression, and the extent to which the findings are specific to depression or reflective of a broader association between neuroticism and first-person singular pronoun use.

It's also time for our next election for graduate student representative! If you're looking for a way to get more involved in ARP, through activities like organizing the mentoring lunch at the upcoming conference and representing your fellow graduate students at society meetings, this is a great opportunity for you. Details about the election will be sent out soon, but feel free to get in touch with Kathryn in the meantime if you have questions.

The next ARP conference is already just around the corner, and we look forward to seeing you there! We'll be hosting our popular mentoring lunch, as well as organizing a casual grad student and postdoc get-together to give you the opportunity to meet others in the field. We hope you join us!

Finally, as you probably know, this is an exciting time to be a student or postdoc in personality psychology. Not only is our field growing in size, developing novel methods and statistical techniques, and publishing exciting new findings, the field is experiencing tremendous self-reflection as we evaluate our research methods and publication practices. While the replication crisis was initially shocking and depressing to many, it has sparked a much needed discussion on how we can improve psychological science. We are excited to see many of you engaging in this process! Many of you might sometimes find it overwhelming and time-consuming to stay up-to-date on all of the recent developments that emerge from this debate, so we would like to take this opportunity to share three of our recommendations for how you can stay in the loop while maintaining your productivity. First, if you are not already a member, please consider joining one or both of the following Facebook groups: PsychMap and/or Psychological Methods Discussion Group. As a member of these types of groups, you can read and or comment on threads that discuss important issues concerning open science, such as pre-registration or data sharing. Links to

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relevant blogs and articles are also posted daily. Second, you can check ARP's meta-blog (<http://www.personality-arp.org/metablog/>) for posts from personality psychologists who are often writing about the latest on replication and open, reproducible science. Third, you can attend the next meeting for the Society for the Improvement of Psychological Science (SIPS), which will be held at the Center for Open Science this summer from July 30th through August 1st (for more information, visit improvingpsych.org). In addition to learning about how to conduct open science, the structure of this meeting provides graduate students and postdocs with the opportunity to voice their opinions and ask questions in a supportive environment.

We look forward to seeing you this June at ARP in Sacramento, and hope to see many of you this winter at SPSP in San Antonio! Please feel free to get in touch with us if you have any ideas or concerns you'd like to discuss.

- Kathryn Bollich (bollichk@seattleu.edu) & Allison Tackman (tackman@email.arizona.edu)

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ARP Training Committee

Jenn Lodi-Smith

Canisius College

The training committee currently had three primary tasks in the past year:

The committee continues to maintain the [graduate training list](#)! This list provides links to graduate programs with ARP affiliated faculty. We hope you find this resource useful. Please let [Jenn Lodi-Smith](#) know if you notice an error.

The committee took part in a task force lead by APA Division 2 (teaching) to make recommendations to introductory textbook authors on content. As part of an advisory effort from SPSP, the committee was asked to give input on personality content in particular. The committee, with Julie Norem as a guest advisor, forwarded the following recommendation to the SPSP advisory group: "The committee was in agreement that a chapter on modern personality psychology is not the place for pre-WWII theories in psychology and that intro texts would do well to create a history & systems chapter distinct from personality chapters. While certainly historical context should be given in modern sections, this should be weighted so that the majority coverage is given to modern work. Topics of coverage included assessment reliability and validity, types vs. traits, and the trait/goals/narrative framework often used by personality psychologists. All agreed there needs to be emphasis on psychology as a science and that, ultimately, individual authors should make their own choices regarding the specifics of content." The SPSP advisory group then prepared the following recommendations for the APA Task Force:

- Separate History and Systems from Personality with the Personality chapter grounded in history (as every chapter should be) but with a primary focus on modern personality research (i.e., projective test idea and term)
- Framing broadly in a traits, goals (etc.), narrative approach
- [List of recommended topics from a survey of ARP and SPA member feedback](#)
- Ultimately, individual authors should use their judgment

One of the recent efforts of the committee has been to develop resources for non-academic career paths. The training committee prepared a list of companies employing ARP members in the non-academic sector that parallels the graduate training list. In addition, committee member Albrecht Küfner co-authored a piece on [non-academic personality psychology](#) with Ryne Sherman for this issue of *P*. This represents the launch of a regular feature on non-academic paths in *P*.

We hope you find these efforts useful and welcome suggestions for additional ways we can help ARP continue to thrive!

Jenn Lodi-Smith
Training Committee Chair



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Journal of Research in Personality, Editor's Report

Richard Lucas

Michigan State University

I would like to thank all the members of ARP for contributing to and reviewing for the *Journal of Research in Personality* over the past year. 2016 continued a string of very good years for the journal. After a decline in submissions in 2013 (a decline that seems to have occurred across a broad range of journals in the field) submissions have leveled off and appear to be increasing for 2016. We hope that the number of papers being submitted to *JRP* reflects both the positive experiences that authors are having and a recognition that the quality of the articles that we are publishing is very high. Indeed, our impact factor has been steadily increasing over the past years, up to 2.25 for 2015. Although the large number of high quality papers that come in can sometimes be daunting to the editors who handle those papers, we are encouraged to see these increases and hope that people will continue to submit their best work to the journal in the years to come.



In spite of this increase in submissions, the editorial staff has been able to maintain a very short turnaround time for papers that are submitted. The overall average time to decision is still just under a month. Admittedly, the number of papers that we are rejecting without review has increased somewhat over the years, and including these in our statistics reduces the overall average. However, even papers that are sent out for review are returned an average of two months after submission, a number that has held steady over the past few years. We are always looking for ways to improve efficiency even further, and our goal is not just to average a two-month turnaround, but to ensure that almost all papers are returned within this short time frame.

As I noted in past columns, the journal is working hard to ensure that the research we are conducting is as solid as it can be, and our initiatives in this regard, we hope, have been successful. The editors are looking more closely at sample size and power, and, in accordance with our guides to authors, we have been desk rejecting papers that are seriously underpowered at an increasing rate. We are also open to publishing replication studies, and have a modified "Pottery Barn Rule" (credit for the name goes to Sanjay Srivastava), in which papers that replicate studies previously published in *JRP* will be assessed using an abbreviated review procedure that simply assesses whether the study is a technically sound replication attempt. Few authors have used this mechanism, but we hope that more will take advantage of it in coming years.

Readers can also look for additional changes in the coming months. Our previous policy changes were implemented in 2013, and at that time the editors noted that we would be watching developments in the field closely as we consider additional ways to improve the quality of research that *JRP* publishes. Since that time, the journal signed on to the Transparency and Openness Promotion Guidelines, but had not decided on the specific levels of these guidelines we would adopt. In the coming months we will announce these decisions and discuss how they will affect manuscripts that are submitted to the journal.

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We also have an exciting lineup of special issues, all of which are almost ready for publication. Specifically, we have a special issue on Replication in Personality Psychology, co-edited by me and Brent Donnellan, a special issue on Within-Person Variability in Personality, co-edited by Ryne Sherman and Simine Vazire, and a special issue on Child Personality, co-edited by Emily Durbin and Jennifer Tackett. These three issues will collect three excellent sets of papers on these very timely topics.

As is often the case, there have been some transitions in the editorial team. Both Jennifer Tackett and Kate McLean have moved on to other editorial positions, and we thank them very much for their excellent service to the journal. We are also excited to announce that Erika Carlson and Jule Specht have joined the editorial team starting in October of 2016. The 2016 editorial team consists of Brent Donnellan as Senior Associate Editor and Erika Carlson, Fred Oswald, Ryne Sherman, Susan South, and Jule Specht as Associate Editors.

Finally, I wanted to note that the journal is transitioning to a new on-line system for managing submissions, a system called EVISE. As we make this transition, there may be a few hiccups, so please bear with us as we work out all the details. If you have problems, however, please let the editorial staff know, so we can pass these comments on to the publisher.

So thanks again to everyone who has submitted to *JRP* or reviewed for us. We're all looking forward to another great year in 2017.

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Social Psychological and Personality Science (SPPS) Update

Simine Vazire

(Editor in Chief)

UC Davis

It's been sixteen months since the new editorial team took the helm at SPPS. In that time, we have received fantastic submissions from all areas of the field of social and personality psychology. We also received submissions for a forthcoming special issue on new methods in social and personality psychology - those submissions are in the review process now and the special issue will be published in the next year.

ARP is one of the four societies that sponsors the journal (along with SPSP, SESP, and EASP), and we enthusiastically welcome new submissions from ARP members. For more information about the journal and editorial policies, see the [most recent editorial](#) and our [submission guidelines](#).



In this column I'll highlight a few of the most recent articles published in SPPS that are likely to be of interest to personality enthusiasts (many of which have ARP members as authors). This column presents just a thin slice of the exciting new work that has come out in the last few issues of SPPS. I encourage everyone to browse the full table of contents of recent issues here:

In the last few issues of 2016, you can find the following articles (among many others):

- Hudson and Fraley examine personality change goals across the lifespan, surveying over 6,000 adults. They show that across all ages and for every Big Five dimension, most people want to change their traits at least a little bit. Moreover, older adults' change goals tend to be more modest than young adults'.
- Human and colleagues examine a context in which accurate perceptions of others may be detrimental to the perceiver: adolescents' perceptions of their parents' behavior. Their results suggest that adolescents who have positive illusions about their parents' behavior have lower levels of depression and better regulation of the inflammatory process than do adolescents who have accurate views of their parents' behavior.
- Barranti and colleagues examine the consequences of self-other disagreement about moral character. Using response surface analysis, they show that self-other disagreement about moral character is associated with being liked and respected less by acquaintances.
- Brown and Rauthmann use nationally representative data from the US and Germany to examine cultural and age differences in the situations people experience. For example, among participants in the US, both sociality and negativity of situations increases until age 30, and then decreases from age 30 to 80.
- Zitek and Jordan use correlational and experimental data to show that narcissism is associated with preference for hierarchical organizations, particularly when narcissists possess or believe they can achieve high status.
- Greenberg and colleagues examine the attributes of music, the structure of these attributes,

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and how preferences for these attributes correlate with personality.

We are extremely grateful to authors for submitting their rigorous work, to reviewers for their service to the journal, and to our readers for their interest in our publication. It is thanks to all of you that SPPS continues to thrive.

Simine Vazire
Associate Professor
Department of Psychology
UC Davis

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European Association of Personality Psychology (EAPP), President's Report

Jérôme Rossier

Dear friends and colleagues,

First, I would like to thank all the members of the Association for Research in Personality (ARP) who participated in our EAPP conference in Timisoara, Romania, last July. This conference was a great success with more than 350 participants from more than 40 countries from all around the world. As usual, many ARP members participated in our conference and more than 20% of the participants came from the United States. They contributed to this success in an important manner by giving, organizing, and presenting very well received keynotes, symposiums, talks, and posters. In particular, we had the pleasure and honor of having a keynote address given by the ARP president, Dan P. McAdams, and entitled *Caring lives and redemptive life stories*. Dan P. McAdams also organized a symposium entitled *The role of life narrative in personality psychology*, with contributors from the United States but also from Germany and Switzerland. These presentations emphasized the importance of taking peoples' narratives into account to understand their development during the entire life-course. The symposium entitled *Effects of childhood adversity on adult personality and subjective well-being*, which was sponsored by the ARP and organized by Bertus Filippus Jeronimus, was also a great success. It included presentations from colleagues from Australia, Belgium, the Netherlands, the United States, and the UK. The long-term impact of negative or positive events during childhood is indeed a very important and interesting topic, considering that these impacts could also be the results of virtuous or negative circles that develop over the life-span.



Our next conference will take place in Zadar, Croatia, in 2018, one of the most beautiful cities on the Mediterranean coast. We hope to see many ARP members there again. However, before seeing you in Zadar, I hope that many EAPP members will attend the conference you are organizing in Sacramento, California, next June. I'm convinced that a close collaboration between the ARP and the EAPP is very important to continue to promote and to continue to develop our field. If our respective associations already have a relatively long tradition of cooperation, I'm convinced that we should try to collaborate more intensively with a larger group of associations, and in particular with the International Society for the Study of Individual Differences (ISSID) and the World Association of Personality Psychology (WAPP).

The EAPP also has the pleasure to announce that we have a new vice-president or president-elect, Jaap Denissen, a new secretary, Anna Baumert, and two new EC members, Anu Realo and Florin Sava. These new members will continue to work for the development of personality psychology in Europe and over the world, with the help of our past-president, Filip de Fruyt, our treasurer, Dick H. P. Barelds, and the editors of the European Journal of Personality, Manfred Schmitt, and Mitja Back. We also would like to thank the members who left our board, Marco Perugini, who has been the editor of our journal and a president of our association, Ioannis Tsaousis, who has been a very

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effective secretary, Martina Hřebíčková who organized a very successful conference in Brno, and Wendy Johnson, who was a very successful editor of our journal. Thank you to all of them!

Our field is developing very well, and we observe, among others, an increase in studies that develop a more holistic approach to peoples' traits and behaviors. Indeed, many studies that evaluate the relationship between personality and behaviors also consider the underlying mechanisms involved in this association. The identification and description of the processes involved in the expression of personality in terms of behavior is certainly an important step to model the dynamic interaction between people and their environment. In the recent years, we have observed an increase in the number of longitudinal studies in our field. This allows us to better understand individual development and how personality may have an impact on many important aspect of peoples' lives, such as the quality of the relationships they have with significant others, their professional life, or their overall level of well-being. Moreover, over time, people's paths or the environment may also have an impact on how individuals express their personality. All these complex adaptive mechanisms, implying the existence of feed-back loops, have an influence on people's behaviors. All these studies are using a diversity of approaches and methods. The program of our last conferences, and certainly the one of the coming ARP conference in Sacramento, illustrate that this diversity is indeed sustaining innovation in our field.

Best wishes,

Jérôme Rossier, EAPP President

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An Interview with 2016 Block Award Winner Lee Anna Clark

by Leonard Simms

University at Buffalo



You're a clinical psychologist who studies personality disorder. When did you get your first inkling that this was what you wanted to study?

There were a couple of stages. First, as an undergraduate, I went to Cornell partly to study Japanese, and that got me interested in linguistics. This led to my studying psycholinguistics, which I ended up designing as my own major. Between college and graduate school, I went back to Japan and taught English for a while. By the time I got back, however, psycholinguistics had become less interesting to me, so I applied to graduate school in psychology instead. Why Clinical? I simply thought that I'd have more options. I was naively optimistic, but fortunately I was accepted at the University of Minnesota. On interview there, I remember Jim Butcher telling me about his cross-cultural MMPI work. He probably already knew what my dissertation would be about — something on Japanese translations of the MMPI — and that's what it did end up being on. Around the same time, in 1980, *DSM-III* had come out. I remember looking through it and seeing this "Axis II" that raised the possibility of studying personality in a clinical way that I had never seen before. It married two things that I was interested in: Clinical psychology and personality. I thought, "This is what I'm going to do my research on." As I looked closer at Axis II, I noticed that it didn't have much actual personality in it. The operationalization of it clearly was not based in fundamental personality principles, so that is what I set out to do, to revamp personality disorder in the *DSM* based more fundamentally on the structure of personality as it was emerging to be represented in the psychology literature.



Other than *DSM-III* coming out, what/who influenced your ideas about personality?

Tellegen. Plain and simple. At Minnesota, we had a personality seminar with Tellegen. I remember a particular class in which he talked off the cuff about the development of the MPQ. It was just fascinating. From Tellegen, I developed an appreciation for structure. Jim Butcher also influenced me as my advisor. Mostly what I took from him was the cross-cultural aspect of personality and being very steeped in the MMPI. Also from both Butcher and Tellegen, I learned that the constructs on which the measures lay were the important thing. One of my pet peeves is people who try to develop a measure of every adjective they encounter in their daily lives, like "heart" and "grit," which Tellegen refers to as folk concepts. As psychologists we need to transcend folk concepts to develop cross-cultural universals. We want something that is about human psychology

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and not just about the psychology of a particular human language.

If you hadn't gone down the clinical psychology and personality path, what would you have been? Was there some other path you might have pursued?

I could have stayed with psycholinguistics and gone to Berkeley, which was one opportunity available to me at the time. Other than that, within clinical, I always had in the back of my mind that I could have gone the clinical practice route had the academic track had not turned out. I always liked clinical work, but I know now that I couldn't have done it full-time.

Tell me about a particularly proud moment in your career.

Other than winning the Block Award, winning the Regent's Award for Faculty Excellence at the University of Iowa, partly I think because the Dean of the Business School made a lot out of it. He kept emphasizing that there's nothing like the recognition of your peers. Another proud moment also occurred when I was working in the Provost's office at Iowa. It was a couple years after I "invented" the first-year seminar in the clinical program, which languished when I went to the Provost's office. A bit of a crisis emerged, resulting in a town hall meeting in which the students spoke up to say, "Well, LAC used to do this and that..." So I started teaching that class again in the evenings, since I was doing administrative work during the day. It really pleased me that the students valued the class enough to say they wanted it back.

To me, it seems that one of the biggest contributions you've had has been as a mentor.

I really do value that role. I'm pleased at how former students even now come back and ask me for advice.

How would you describe your mentorship model?

That's interesting. Mentorship is something that I simultaneously am pleased to have done but wish I could've done it better. I think the best mentors are those who are nimble and flexible and who can adapt their model to the student, and I don't think I do that enough. That said, my model is to make sure that the students have the fundamentals and then give them their head, and let them go where they want to go.

Is there a low point, a discouraging moment, in your career?

You might say that my decision to go into administration for a while was due to a low point in my scholarly career. There were a number of years when our kids were growing up that, relative to what I would have done otherwise, I put a fair amount of time into supporting my kids. Probably the high point of that was when I became involved in the local youth soccer league. I served as the president for three years, which was a huge time sink-lots of meetings and putting bylaws together and scheduling more meetings. Because of that, my energy for research was low, and I wasn't coming up with new ideas I wanted to research. At that time, I got several invitations to apply for administrative positions. I turned two down, but the one in the Provost's office seemed like a strong opportunity so I applied and got the position. Interestingly, by the time I went back to my faculty position, which I was ready for, there really had become a movement toward the ideas I envisioned earlier in my career. I was able to throw myself back into that effort, and that has carried me through to today. You might say that my time away allowed the field to catch up to the way I had been thinking before I went into the administrative position.

Who were some other big influences on your career and research program?

Having John Livesley as a colleague was very important to me. He was farther along, more established, and when I discovered his work and saw how overlapping, but different enough, his work was, it really felt like I'd found a kindred spirit. We corresponded via letters and phone, then met for the first time in 1990 at a conference, and we've been good colleagues since then.

Robin Jarrett also was a big influence, partly as a mentor early on, but fairly quickly turning into a

colleague. She introduced me to the idea of NIMH conferences and urged me to try to attend one about personality disorders. She said that these conferences have both participants and observers, and encouraged me to get in touch with the program officer in charge of PDs. They actually had a PD unit back then. So I did. It turned out that the PO was a friend of Tellegen's, and I was invited to speak instead of just being an observer. That was very influential for me, because it introduced me to the biggest names in PD research in psychiatry, such as John Gunderson, Tom McGlashan, Andy Skodol, and John Oldham.

Also, Bruce Pfohl was a big influence, even before I got to Iowa. We found a common interest in personality disorder measurement, and he was a big factor in our moving to Iowa. Bruce introduced me to Peter Tyrer, who also has been a big influence on my career, as he introduced me to the international PD community. And we have been good friends ever since we first met.

Is there a particular line of work or paper that you're most proud of?

The 1991 tripartite model paper has got to be it. That was my first real breakthrough paper. With the 1984 negative affectivity paper, David clearly took the lead. With the tripartite model, that was mine. It came after writing several chapters which, in hindsight, I can see the model in there but I had not really discovered it yet myself. It reminds me about how sculptors talk about seeing the form in the rock. It was really a matter of looking at the data, trying to rearrange it to see the patterns that would make it all make sense. Then, it was really an intellectual leap. I said to David, "you know what I think is going on? I think this is a common factor and these are separate factors." It was the specific anxiety factor that was hardest to find. But I took the leap and went with it, and it obviously has had a large impact. It's the second most cited paper in Abnormal in the past 10-15 years. More recently, it would be my 2007 *Annual Review* paper on personality disorders. The really hard but rewarding intellectual work is taking something that I don't understand and digging down until I do.

Is there a research area or topic that secretly interests you that you think you'd might like to get into?

If I had it to do over again, I would study more quant and statistics. I envy those who have those skills. Also, I really wish I had the expertise to move everything I research in the direction that RDoC is going, with more of a biological bent. I think there is a huge gap between those who know the biology and those who know the phenomenology of it all. And we have to get those two groups together. At this point, there is limited time left for me to do it, but I'd like to lay enough groundwork to guide others who might wish to bridge the two.

Do you have other advice for new scholars in the personality field?

Today I tell young people in the field to think about starting a longitudinal study as early as they can in their career despite the pressures to publish. Also, don't limit yourself. Start setting up the connections. We cannot afford to be silos. Learn about or work with biological and quant people from the beginning. Make those connections. Co-design studies with other people who can extend your work meaningfully.

Is there an understudied topic in personality that personality psychologists and personality disorder researchers should be studying but are not? Where should the field be going?

We know a lot about the pieces, but we need to get more serious about putting them together. Take for example the alternative model for personality disorder (AMPD) in *DSM-5*. The thing that I'm currently interested in is the extent to which Criterion A is separable or inseparable from the traits. Really, what *is* personality pathology? I worry that there might not be any "there" there. I think we really need to work on that. I think it's possible that the network analysis people have it right, because part of what they're saying is that there might not be any "there" there, that our attempts to carve out constructs are for our own benefit and that they're not necessarily really there in nature. I think if that's true, then we need to recognize that and live in both worlds at the same time. You can't forget the utility of constructs, but you also can't reify them.

Final thoughts?

Well, over the course of my career, I have thought of myself as a synthesizer. Some people are more analytic, they break things down finer and finer, and that's an absolutely necessary step. But I'm convinced that anytime there are two opposing sides on an issue, they're both right, and what we need to do is figure out how they're both right and how we can live in the world in between them. So, for example, I have fought very hard for dimensional approaches to personality disorder. And I absolutely believe in them. I think it was very important to say that over and over and over again. Because it's easy to get sucked into categories for lots of reasons, not the least of which is that they're instantiated in a book. Although they aren't true, they nevertheless might be important. I've fought as hard as I have because I needed to be sure that the dimensional side was considered a legitimate argument before I could back off and talk about synthesizing. When one side is the absolute dominant, you need to make sure the other side has just as loud a voice and is an equal player. Otherwise it'll just get absorbed again. In recent years, it has become clear to me that it's time to begin to back off my adversarial stance and be comfortable now that the dimensional view is well enough established that we can begin to back away from that one-sided approach and take a more synthesized point of view. It's like a kid leaving home. You absolutely have to establish your independence separate from your parents before you can go back and have a relationship with them.

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An Interview with 2016 Diener Mid-Career Award in Personality Recipient Rich Lucas

by Felix Cheung



Congratulations on winning the 2016 Diener Award in Personality Psychology! In what ways did Ed Diener influence your thinking on personality psychology?

Thanks! It's really a great honor to be selected for this award, and I'm especially happy that it was endowed by and named for Carol and Ed Diener. Ed had a tremendous impact on my thinking about personality psychology as well as about the field of psychology more generally, and his influence is especially relevant in today's scientific climate. For one thing, Ed was simply a great advisor. He was genuinely interested in finding out the answer to important questions, and he was really open to whatever that answer would be. So he was (and is) constantly thinking about how we can use innovative methods or unique datasets to answer those questions. This pushed me to improve my skills in measurement and quantitative methods, and this training has definitely influenced the topics I study today. In addition, his openness to the answers we found meant that we were not especially motivated to have a result come out a certain way. Although I didn't realize the importance of this attitude at the time, I think that the recent debates about replicability and research practices have made clear how important this early influence really was.



What is your most exciting discovery?

I guess I'm a little skeptical of any discrete "discoveries" in psychological research as a whole, and especially in my own research. I don't think that's how most psychological research works, and I'm happy to be making incremental contributions to knowledge in some areas I find interesting. To that end, I am proud that we were some of the first psychologists to use panel studies like the German Socio-Economic Panel Study to answer questions about personality and well-being. I'm happy that the use of these studies is pretty common now. I think studies like this can provide strong answers to important questions, but I also like the shift towards psychological research relying on these large, collaborative data-collection efforts. Given our increasing awareness of the problems of small-scale studies, combined with the limited resources that any individual researcher has to conduct large studies, I think that these massive collaborative efforts are the

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future of psychological research.

Do you have a paper or a line of research that you think is underappreciated (perhaps a paper that you thought was going to make a big impact but didn't)?

That's a great question. I guess if I had to choose one thing, it would be a couple of papers I have that question the role that social relationships play in subjective well-being (some papers I did with former students including Portia Dyrenforth and Ivana Anusic). It's not that I don't believe that social relationships matter, my intuition is that they do. However, I think that most of the evidence that we have for this association is really weak. Specifically, studies that address this question often just look at how self-report measures of well-being correlate with self-reported relationship quality. And when we look beyond this evidence, it's really hard to find strong associations. So my goal with these papers was to point out that as psychologists, we've been too willing to accept weak evidence that social relationships matter (probably because we like the idea so much) and I hope to push for stronger evidence about this effect.

What are the most exciting developments in your research right now?

This will probably sound boring to others, but I am extremely excited that we got funded to spend the last few years working on the measurement of subjective well-being. This allowed us to look really carefully at a bunch of questions that I've been thinking about for many years, including the extent to which famous studies showing mood effects on life satisfaction judgments replicate. So for instance, we looked at the extent to which warm, sunny weather predicts life satisfaction in a sample of a million residents of the U.S. (there was no effect) and we tried to replicate mood effects on life satisfaction judgments in nine different large sample studies (again, with at best, very small effects). We have also been able to test the stability of different types of well-being measures over time, as well as the convergence and relative predictive validity of different methods of assessment. One of the first things that lay people ask about subjective well-being is whether we can really even measure it, so it's nice to have lots and lots of data with which to answer this question.

What is the biggest question left unanswered in personality psychology?

One of the things I like best about personality psychology is that people who work in the field seem to be willing to slowly plug away at basic questions in a way that leads to greater and greater certainty about the effects we identify. For instance, we, as a field, seem to be okay with publishing an additional study on the stability of personality traits, as long as that study contributes to greater certainty about how stable personality traits really are. So looking back on the field, I see a gradual accumulation of better and better evidence about basic issues about the nature of personality. And although we have made great progress on these topics, there is so much more to do. So I think there are huge remaining questions about why people differ from one another and what effects these individual differences have on life outcomes; but I think these are the questions that the field has always struggled to answer.

What are your thoughts on the replication crisis? What practices would you recommend to researchers who would like to improve the replicability of their works?

I think the replication crisis is extremely important and will ultimately be good for the field and for science as a whole. The problems that we are now dealing with have always existed; they are now just finally getting attention they demand. The most exciting aspect of this is that this increased attention has led to new tools for evaluating the strength of evidence that studies can provide, new research on the extent of the problem and the strategies that can be used to prevent problematic practices, and new initiatives to encourage and reward especially strong practices. The speed with which knowledge about the issues has accumulated has been incredibly fast, faster than the accumulation of knowledge about any content area I can think of within psychology. So I think it's a really exciting time to be working in psychology as the field wrestles with these issues.

Do you think academic organizations (like ARP), journal editors, and bloggers can contribute to a more replicable science? What roles do they play?

I think that at this point, there is a role for just about everyone who wants to contribute to a more replicable science. For instance, I'm a member of an NIH Study Section, and my impression is that NIH is taking replicability more seriously and the initiatives that they've implemented are actually making a difference in the way grant applications are evaluated. At the same time, I see many journal editors trying out new policies that are designed to address the issues that they, as individuals, believe are most important. To be sure, not all editors agree, and different editors make different decisions (and of course have different constraints); but that is not a bad thing. We have many different journals trying many different approaches (and, of course, with some doing nothing), which will provide even more data about which strategies have the biggest impact, and which may have unintended consequences. Hopefully, researchers pay attention to the policies that different journals adopt and support those journals with policies that align with their values. This can be done by choosing where to submit, choosing which journals to review for, and even by contacting organizations that sponsor these journals to let them know whether you support the policies the editors adopt. I also strongly believe that bloggers and other social media users have a very important role to play right now. I think that the incredible speed with which things have changed is due in large part to the rapid dissemination of new techniques, new analyses, and new ideas about research practices, and much of this has occurred through these new media.

What advice do you have for personality researchers (particularly early career researchers)?

I think that this question has become especially important as the field struggles with changing ideas about how researchers should be doing their work. In a time of change like this, it seems like it becomes less and less clear what rules to follow to produce good research while also pursuing a successful career. But in reality, it has never been clear or easy, and there was never any guaranteed path to success. I think when I was in graduate school, I had a sense that to have a successful career in psychology you had to check off certain boxes along the way. But I now realize that there are many different ways to make a contribution, and early career researchers have to find a good match between career-related activities that they enjoy and those for which they will be rewarded. So when thinking about which questions to pursue, what types of studies to run, what types of service work to agree to, etc., it is important to remember that there is no single path that guarantees success. My advice is to worry a little less about how each individual decision will affect your career success, as the impact will be difficult to predict. For instance, in relation to current debates about research practices, I often hear people asking whether it is a wise career move to do replication studies. But I think that's the wrong question. Of course you cannot get a job based on replications alone, but you should consider whether doing one or more replications makes sense for the research area you are in and for the broader questions you want to answer. If you consider that question, there is a better chance that you will incorporate replication studies into your research program in a way that enhances your overall contribution to the field.

Twenty years from now, what do you think personality psychology as a field is going to look like?

First, I think that science is slow and that in twenty years, things will probably not look that much different than they are today. However, I expect that current debates about research practices will shape the field in some important ways. I think one of the most difficult things we are currently struggling with is how to address the clear problem of underpowered studies in ways that allow us to tackle interesting questions with limited resources. One important component of this struggle is bringing along people who work at institutions with very limited resources. I think the solution to this problem is pretty clear: The future of personality psychology involves large-scale, collaborative studies that are simply too large to be conducted by individual researchers. Of course, those studies themselves require some large-scale investments; but I've been very encouraged by the attention that personality research has received from scientists in other disciplines. I think that we, as a field, are making a strong case that this investment will pay off,

and the inclusion of more and more personality measures in studies like the German Socio-Economic Panel Study is an encouraging sign that people are listening.

In general, how satisfied are you with life? If you could live your life over, would you change anything?

Haha; I think right now I'd score myself an 8.5 on the typical 0-10 scale. It's definitely fluctuated over the years, but things have been pretty good lately. If I had to live my life over, I think I'd go back and tell Ed not to include the item "If I could live my life over, I would change almost nothing" from the Satisfaction With Life Scale; it's a pretty terrible item and we'd all be better off if it was never included in the measure.

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An Interview with 2016 Murray Award Recipient Oliver Schultheiss

by Smrithi Prasad



How did you get interested in personality research—and specifically in implicit motives and projective measures of personality?

In the German psychology curriculum, we have a discipline called General Psychology that deals with topics like emotions, learning, and motivation—topics that get divvied up between social/personality psychology, cognitive psychology, and biopsychology in US psychology departments. So in the German system there's a specific discipline dedicated to the theory and research on fundamental psychological processes. When I started my studies here at Friedrich-Alexandria University, I became a research assistant for Joachim Brunstein (who later on became my dissertation thesis advisor). I got interested in research on goals, which was already in the realm of motivation, but is a very specific form of human motivation. It's one of the few kinds of human motivation where I think self-report is actually appropriate. Because goals are uniquely human, in that we can articulate goals, actually pursue them, and they impact our behavior.



But then serendipity struck, and Joachim had to give a talk as part of his habilitation—an additional qualification hurdle in the German academic system for individuals who want to get a faculty position. According to the sometimes patently insane rules of the German academic system, the topic of this talk could not be about his habilitation work. He remembered that when he was at the Max-Planck Institute in Munich in the 80's, David McClelland—who was on the board of supervisors of the institute had done some really interesting research on power motivation at the time. And so Joachim decided to make that the topic of his habilitation talk. Me—being his research assistant—was charged with the task of pulling together literature that he needed. While I was busy making copies, I read the stuff and I thought: *Wow! You can measure motives by having people tell stories? And then you can use that to predict norepinephrine output in urine, and alcohol abuse, and all kinds of behaviors—now that is really, really cool!*

After that, something else that characterized this research struck me. Back in the 1940s and 50s, McClelland and John Atkinson had the ingenious idea to validate their measures using experimental arousal techniques. When they set out working on motivation, they wondered: How do I know whether people think a lot about food in the case of hunger motivation—or achievement in the case of achievement motivation? That led them to ask the question: If we changed people's motivations, would that systematically change their thoughts, relative to a control condition? And

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that's exactly what McClelland and Atkinson did. They didn't set out to generate *implicit* motive measures, they set out to generate *empirically validated* motive measures that picked up on something that a person who is motivationally aroused will think about more frequently or more intensively. But if you apply that measure to an individual whose motive has not been experimentally aroused, and you find that that person also chronically thinks about those things, then you can assume that that particular motivation must be chronically aroused in that person.

This approach towards validating measures recently got a boost when Denny Borsboom and colleagues, in a 2004 *Psychological Review* article, talked about causal validation of measures and confirmed that experimental manipulation of an attribute, and determining its effect on a measure, is at the core of validating any kind of instrument. It's basic natural science actually! That's how the thermometer was validated as a measurement device. That struck me from the get-go as a selling point for motive measures derived in the McClelland/Atkinson tradition. When I read up on power as a motive and realized how the motive measure was derived, I thought: *Wow, this is it! This is what I'm going to spend my career doing research on.* It was the feeling of a compass needle hitting north very strongly. And then you realize that's the way to go—for better or worse! I couldn't know at the time that this would actually be a successful path, but I took the gamble.

And I was rewarded starting with the very first studies that I did. I found really interesting associations between motive measures and behavior. This included novel behavioral details of how the power motive was associated with influence tactics. For instance, I found that power-motivated people were effective in influencing others through their nonverbal behavior—by raising their eyebrows to emphasize points, by gesturing a lot, by speaking fluently—but *not* through what they were actually saying! That was the interesting point. The more I did this research, the more I learned, and the more I was convinced that there's something to this approach to measuring human motivation!

At the time when I had just finished my dissertation thesis, I happened to read a book by Irenäus Eibl-Eibesfeldt, *The Biological Foundations of Human Behavior*. In that book, Eibl-Eibesfeldt, who is a former student of Konrad Lorenz, also reviewed Allan Mazur's research on hormones and dominance. And I thought: *I know these findings! We have very similar findings in the field of research on power motivation. There's a strong parallel, so why don't I try to get the two together?* And that was the starting point of my endocrinological endeavors. I never had any basic training in behavioral endocrinology in college. We didn't even have proper courses in biopsychology course for that matter, and so I was a complete greenhorn when I started this. But when David McClelland invited me for a post-doc over to Boston, I was lucky to be trained by biochemist Kenneth Campbell at University of Massachusetts, who taught me how to do immunoassays. I learned everything from scratch—creating your own horseradish conjugate, coating assay plates, etc.

During my first year as a post-doc, I examined the link between power motivation and testosterone. This was my first study, and first attempt at analyzing hormone data. So at 2 am in the morning, after running all the saliva samples through a one-channel gamma counter, I entered all data in a spreadsheet that already contained my picture-story motive scores, ran the hypothesis-testing regressions and found—nothing! I didn't see any main effect of winning and losing on testosterone changes, neither any effect involving power motivation. I was depressed for the next couple of weeks, but I didn't relent. Then I decided to look at how I had coded power motivation, and realized that there was something to that. People who had an increase in testosterone after winning were different in the way that they were writing about exerting influence on someone else, and at someone else's expense. Never once did they write about how this could be beneficial to the other person, too. But the people who didn't show a testosterone change were the ones who wrote about trying to influence the other person in a prosocial way. That made me realize that I found a key to this! By today's standards, you could probably say, well maybe this was a false positive, or that I massaged the data until they gave up and cried uncle. My response to that is: I'm guilty as charged! But I had the opportunity to replicate and replicate these findings, also with larger samples in later years, and the basic finding held: power motivation determines people's testosterone responses to victory and defeat in a competition. This experience led to greater intertwining between my endocrine research and my motive

research using the picture-story exercise, a.k.a., the Thematic Apperception Test (TAT).

You've talked about integrating endocrine research with your motive research, but I want to know how do you balance breadth and depth? You publish independently in the realms of personality and social endocrinology, but also publish work that marries the two. How do you stay true to each field, while integrating both?

Well, it's nice that you're saying there's depth and breadth. But I'd rather say that I'm blissfully ignorant in most parts of personality research. I don't follow much of what's happening in personality psychology, and also what's happening in endocrinology (especially when you are teaching ten courses per year here!). The dirty truth is that I have just tried to follow, and deepen the hunches that I've had for the past ten years or longer. Because once you're on a roll, your brain's generating ideas faster than you can ever test them. Basically, I'm still benefiting from an initial onslaught of ideas that I had during my post-doc years. And I'm still trying to follow up and test some of those ideas.

I concentrate on the things that I understand really well. I may be wrong about a lot of things, but at least I stick to what I have a strong intuition about. I do stay abreast, but again that requires a lengthy feeding process. You really have to read during your graduate years and post-doc years. *Read a lot, and read broadly!* Having no background in biopsychology, one of the first things that I did when I started my post-doc at Harvard University was that I hit the library and spent hours reading everything. I read about dopamine receptors, about the serotonin reuptake mechanisms. It felt like it was random exploration of biopsychology, but over time I started to pick up some patterns. So reading is really essential! I'm also a strong believer that if you read things you are about ready to understand, they will be interesting and stimulating to read - a clear sign of it being the next step for our brain to cognitively penetrate. But if you read things that don't make any sense: either your brain isn't ready for it yet, or you may have to read and learn other things first. Or that somebody else's brain wasn't really ready for writing it!

So that's the answer. *I followed my interests, I followed my gut feelings.*

What was the best piece of advice you have been given?

When I started at the University of Michigan as a young assistant professor, Dick Nisbett attended one of my seminars there. After the seminar, I asked him what kind of advice he would give to a young assistant professor. He said: *"Always keep the data boiler boiling away!"* Not in the sense of: create your own data, but generate research, and generate more research. Some of it will fall flat, some of it won't be usable, some of it will only be pilot work, but don't stop! Because you have to feed a pipeline, and the more you feed it, the more diversely you feed it, the richer the dividends. Even if you have studies that initially don't make sense, years later you might run another study and then suddenly retrospectively understand how it all fits. So the benefits are sometimes very delayed, but they'll come eventually.

I'm also serious about two other pieces of advice: One is to look at your data. I think that the software packages that we use sometimes hide more than show you your data. As a doctoral student, after having worked with the standard statistics program of our field for many years, I happened upon the statistics software SYSTAT. In contrast to the other software, SYSTAT made it really easy to plot histograms, see data distributions, scattergrams. So I learned early on to look at the data, more than looking at coefficients. I realized: Oh there's an outlier there that could really make or break my entire correlation. So before I even looked at any of the coefficients, I looked at the actual data! I found out later on that the statistician John Tukey also recommended conducting exploratory visual data analysis before actually analyzing data with statistical tools. The other piece of advice is to be intimately familiar with your measurement devices, the process of measurement, and have a good understanding of what exactly generates the measures' scores.

Actually, that leads me to my next question: Throughout your career you've pursued both validation/methods questions and theoretical questions. We are all so drawn to asking theoretical/conceptual questions that we often forget to take a step back and

ask if methods that we're using are valid to begin with. Can you say something about that?

I think you're alluding to a big problem in modern psychology. It has been a problem for a long time—not just modern psychology. Our discipline places a premium on being sexy, publishing something completely new with each new project, and making a name for yourself by branding some completely new concept. At least that's the name of the game in large parts of social and personality psychology: To create the next big measure of XYZ, ideally in one minute, and then demonstrate that it predicts everything! There is little premium placed on doing the tedious, but necessary incremental work that lead to a more thorough understanding of a process or outcome and how it fits with other known facts. This is problematic because in most other disciplines—especially in the natural sciences—people sometimes spend their entire careers on developing a good measure of just one thing and making sure that it works the way it should.

Take Rosalyn S. Yalow, who invented the immunoassay, as an example. She spent almost her entire career on just perfecting that measurement device with her collaborator Solomon Berson. What psychologists do is usually a far cry from that. We become so invested in coming up with the next big concept that sometimes the measurements we create or use are of rather doubtful or unknown validity, at least if by Borsboom's criterion of validity. I'd rather turn this upside down and say: Let's take the measurement device first and understand the measurement process. Maybe we can learn a thing or two about the concepts that we're dealing with by looking at the measures we use. Henry Murray and Christiana Morgan—who were the inventors of the TAT—spent a long, long time trying to understand the measure, trying to perfect it, trying to understand what kind of information can be drawn from it—even though they never saw the end of that. It was and is an ongoing endeavor. So that is another example of scientists who really tried to create a good measure of something that eventually turned out to be much bigger than they ever expected it to be.

What makes you different from other traditional personality psychologists? Why do you use implicit measures but not traditional personality measures?

Well, the reason for my obvious and relative lack of using any self-report measures of personality is that even as a student I was much more convinced by a natural-science approach to studying personality and human behavior. This approach maintains a healthy distance from the object that we want to depict, describe, understand and predict. But if you're using self-report measures, you're basically eliminating that distance. Essentially you're saying: *Hey! We can all talk to each other, and so why not use that bridge across the gap of 'intersubjectivity' to make the process more efficient?*

If you're doing that, then you are really ignoring a very basic lesson from Freud more than 100 years ago. This was reiterated by the behaviorists, who became behaviorists not because they thought it was cool to simply disregard what's going on in your head. Because before that researchers had run into a wall with introspection, realizing that one can't get at all the relevant aspects of the brain and its processes, and it may sometimes also interfere with and distort what one wants to measure. So they came to a dead end. Behaviorists said: Let's scrap that and just try to create a whole different science of human behavior, one that is based on what we can actually and reliably observe from the outside. I think they went too far because they ignored whatever might be going on up in the brain. They said this is a black box, and we can't know anything about that. Luckily those days are over, so we can start to speculate again about what's going on in the brain. But I wouldn't even call this modern behaviorism. Kent Berridge's work is a good example of how you can carefully and rigorously reintroduce mental concepts into the equation. He's looking at affect, something that is very fundamental for motivation. He cannot ask rats questions. But he looks at how much rats like the food that they're getting. And he does that by observing how much they lick their lips, because that's a good indicator of hedonic pleasure even in the case of humans and other mammalian species. The more lip licking there is, the more taste pleasure there is. And conversely, the more of a gaping response an animal displays to indicate disgust, the more displeasure there is. So you can measure affect objectively and independently of what it does to behaviors- like bar pressing in operant learning paradigms. Berridge's work is an excellent example of how you can carefully construct a science of behavior without having to resort to self-report

measures.

Having said that, I think that there are some domains of human experience where you must use self-reported introspection. One I've already mentioned is goals because we are able to use them to coordinate our behavior, like this meeting for example. Perhaps another example is our sense of identity—of who we are or our sense of self, which is partly verbally constructed and verbally communicable. So there are some pockets where the verbal output that people provide is veridical about the person, and carries valid and important information that you wouldn't be able to parsimoniously capture any other way.

The idea that if you just ask people and they give an answer, then *ipso facto* that answer must have some validity—now that assumption is plain wrong! I think that a lot of personality psychology is built on that very problematic assumption. If you look at the way measures are validated, we use criteria of whether scales hang together in a certain pattern, or whether the measure correlates in a certain pattern with other self-report measures. But there's no actual, substantial validation in terms of finding out if the instrument measures the thing it's supposed to measure by any strong, causal criterion. You don't have it for the Big Five, you don't have it for most any other personality measures, and certainly not for many other self-report measures. Unless personality psychology starts getting serious and really showing strong, causal evidence that the things we measure tap into certain things that make sense, I don't buy into it.

One theoretician whose work has fascinated me the most in personality psychology is Hans Eysenck, because he tried to lift the hood of the extraversion vehicle, look at the machinery below it, and came up with theories about what actually causes people to be extraverted. And similarly Richard Depue—who is a proponent of the dopamine theory of extraversion. It doesn't always have to be biological, it can be experimental, but there needs to be an effort to generate causal evidence for the processes underlying personality constructs and their measures. As long as that's not there, I don't know what I'm measuring with those measures.

In academia we are seldom asked this question, but how do you maintain work-life balance?

Well, it's easy to always do more. Our ought selves tells us, "If I work day and night, I can put out one more paper, one more paper, and one more paper." But does it make us any happier? Does it make the quality of the work any better? I don't think so! I don't think it makes anyone a better human being, because there's much more to being a human being than just working your ass off all the time. I think it's really important to make room, and to create deliberate breaks, in your work schedule which continually threatens to gobble you up. Likewise, it is equally important to make room for other parts of life. Family is a strong anchor, and so is having kids.

You really need to have downtime to absorb things. Creativity research is very clear about this actually. If you work on a problem, hit a wall, one option is to try and get behind it with a crowbar, and just write a paper about it. But is that necessarily good solution? Probably not! You just forced your way through, without any inspiration. But if you have downtime, your brain can digest what you've been working on, while you're doing other things—completely different things. It was also give you a chance to be more creative and to come up with better ideas, and subtle intuitions.

I think we all are a bit like Freud in that our motivational energy can take many different manifestations. First it was art for me and then it was music. But with both endeavors I realized that it was great fun, but I couldn't make a living with them. Then I hit psychology and realized: Okay, I can take this much, much farther. But I still retained some of my enthusiasm for music. I don't do music as much as I used to. I'm certainly not recording anymore, but we just bought an electronic drum set, and it's just fun. And I also bought myself a fretless bass, and I'm trying that for the first time in my life. I also read a lot and getting ideas from other parts of life, from other authors, and from things outside of psychology.

Life's more than just your narrow world, be it psychology, or flipping burgers at McDonalds. Our general tendency is to do more and more of the same thing, because if you do more, you will get

much better at it, but at a cost! The cost is that you stagnate in all the other parts of your life. You have to accept the fact that if you write two less papers or say no to a new review assignment, you might forsake a great learning opportunity but you can then make room for learning opportunities in other parts of your life.

In the end you need to ask yourself: Do you want to be a generalist in life, who knows a little bit about many different things and can draw happiness from many different domains of life? Or do you want to know everything about one domain, be perfect at it, and basically suck at everything else?

So my last question for you is, what research questions are you currently excited about? What is keeping you awake at night?

Well, there are actually a couple of things. Actually, I never focus on only one thing at a time but pursue several things at the same time. One line of research that landed on my radar by serendipity is body morphology serving as a proxy variable for early hormone effects on motivational structures in the brain. We found really interesting evidence that 2D:4D digit lengths are linked to power motivation using Morgan and Murray's thematic apperception measure. Then my students and I started looking into other aspects of body morphology that are gender dimorphic—cheekbone width, face height to width ratio, fibula length. We're looking at things that happened before birth, and things that change during puberty and their hormonal implications and effects on the brain, and finally linking those to motivational needs. It's an interesting endeavor because I always joked about the 2D:4D measure not being valid, but then I looked more into it and I realized evidence behind it has really grown in recent years, and it made sense to me.

I also really want to develop new measures based on the TAT for the assessment of sexual motivation. Sexual motivation is a fundamental motive that is under-researched typically because it is fraught with all kinds of problems. Again, self-report is seemingly a good way to measure it, but there are issues associated with over-claiming and under-claiming. Kent Berridge made a compelling argument that even for something as basic and uncontroversial as food motivation, we don't have good insight into what drives that motive. Maybe it's purely cognitive variables—that we think that we're hungry. Take an amnesiac—like the famous patient HM. If you gave him a full meal and he ate it all, half an hour later he would have forgotten about it. And then if you put another meal in front of him and told him—it's lunchtime and here's your meal, he would eat it again. This is because he believed it was time to eat, and not because he paid attention to any signals from his blood sugar. This illustrates again the limits of self-reports of motivation. So getting measures of hunger motivation, sexual motivation, and maybe curiosity motivation using the TAT is high on my agenda.

And finally I want to go back to the TAT itself—to really understand the process of how stories are imbued with motivational impulses. Trying to find ways of actually putting that process in the brain scanner, and getting a first glimpse at which parts of the brain contribute to writing about power, achievement, or affiliation imagery. Recently, one study looked at brain regions that are involved when people make up complex stories (research that was not approaching it from a motivational angle). Basically, they found that all of the brain is involved. It's not just your Wernicke's and Broca's centers, but we get activation from motivational parts of the brain, like the striatum. The authors of that paper say it's probably the motor activity of writing stories, but I'm not sure about that. I think there's more to it than just motor activity. Maybe there is a process that imbues narrative language with motivational content, and the striatum is involved in that process. And by addressing such questions and issues I'd like to finally come to better grips with Morgan and Murray's wonderful device.

P: The Online Newsletter for Personality Science

Issue 11, November 2016

An Interview with 2017 SPSP Convention Legacy Honoree Ravenna Helson

by Joanne Chung



You were not always a personality psychologist. What drew you to personality psychology?

After I had gotten my Ph.D. in experimental psychology, taught at Smith College for 3 years, married and accompanied my husband to Berkeley when he was offered a position in the math department there, I looked around for a job and worked for the Bureau for Maternal and Child Health for about a year.



Then I was offered a job at the Institute of Personality Assessment and Research (IPAR, name later changed to Institute of Personality and Social Research, IPSR). IPAR was beginning its classic studies of the creative personality. I was hired to help Richard Crutchfield study perceptual techniques for appraising creativity, but I fell in love with the idea of creative personality. It was all around me -- the staff at IPAR, the writers whose books we were reading in preparation for assessing them, my husband and his friends.

Don MacKinnon, the director of IPAR, saw that I needed to change my field. To my surprise and delight, he asked me if I would like to direct the study IPAR had proposed to do on creativity in women. I had a lot to learn but it was my big career opportunity, and after that day I was a personality psychologist.

You are known as a feminist (i.e., www.feministvoices.com; *Journal of Personality Assessment*, 2008). When did you first identify as a feminist?

When I was teaching at Smith, a professor there was translating *The Second Sex* by Simone de Beauvoir, and lent me a copy. That book was my introduction to feminism, and it shook me (though I could not get my students interested in it at that time). Being a feminist was a little lonely then, because this was the 1950s and the women's movement hadn't arrived yet.

You also taught courses with this perspective at UC Berkeley. What was that like?

In the late 1960s and 1970s I taught courses in the psychology of women in Berkeley, first in the

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basement of a local church, a course sponsored by the Extension Division. Later I taught big courses at Cal. It was a lot of work because there were no textbooks, but it was very rewarding too. I experienced the women's movement at UC Berkeley. The faculty women and the women researchers would meet together and tell each other their histories and frustrations in their departments. It was a good example of how women got closer to each other and came to understand that "the personal is political." Several of these women were mentors to me. And quite a few of us, especially the women in the social sciences and humanities, built their careers, at least in part, on issues important in the Women's Movement.

Has your feminist identity influenced your work? If so, in what ways?

In my case, an example would be [my publication] *Women Mathematicians and the Creative Personality*, (*JPSP*, 1971). It showed that of women rated high on creativity by mathematicians in their field in the U.S., only one or two had a tenured position at a university! Male mathematicians love to talk with each other, but talked very little with women mathematicians. Fortunately, many of them were married to mathematicians. Many of these women were having babies, so having a career required persistence.

Another example is an article I wrote with a student, Jim Picano, entitled *Is the Traditional Role Bad for Women?* (*JPSP*, 1990). Early feminists gave evidence that it was, but Jim and I showed it in what was then my longitudinal study of women's adult development. Women who remained homemakers into their 40s had scored as very competent and well integrated women as seniors in college, but their scores declined in later follow-ups. Women who had taken less traditional paths -- those who married and had children but also worked at least part-time, divorced women, women with no children, women who never married -- all of these groups did participate in the labor force and all of them increased from ages 21 to 43 in Independence and Dominance, whereas the Homemakers did not, but increased to a very high level of Self-control. They reported physical complaints that were consistent with high Self Control. Thus the traditional role seems to have provided a shelter in which conscientious, competent women who were somewhat overcontrolled in young adulthood became maladaptively so over time. I am happy to say that the in the next follow-up showed that some of them had been able to find and enjoy productive places in the labor force.

Your important work paved the way for researchers like myself to study personality development, especially in adulthood. What inspired you to pursue this type of research? What have been the most challenging and rewarding aspects of this type of research? I am particularly struck by a passage from your memoir (*JPA*, 2008) about having no journal publication from the time you joined IPAR in 1957 to 1965, and nearing age 40.

I had a midlife crisis. It happened on a trip to Ireland where I assisted a colleague in a personality assessment of successful Irish entrepreneurs. It was the first time I had been away from my three young children for more than a weekend. The unconscious became active in my life in Ireland -- coincidences and unexpected happenings kept occurring, we visited an ancient cave where the sun god had been worshipped.

After I returned to my home I found that my monograph on the Mills Longitudinal Study had been returned -- for the second time. I went into a strange state. One night as I went to bed, I said "Unconscious, what is wrong with me?" And that night I had a terrible dream. An enormous bird man -- a bird man is a messenger -- and this one told me that I was going to be burned at the stake by the sun god. I was terrified but the next morning I felt like Popeye after a can of spinach. I finished a rewrite of the monograph. I also felt my brain was working differently -- more interested in symbols, more able to put meaning in old memories. Somehow I felt that though the unconscious had almost scared me to death, it was friendly and "on my side". I wondered whether I was experiencing what Jung called individuation. I wondered if a psychologist could study that, and decided I would try if I had the chance.

Then, Valory Mitchell and I submitted a grant proposal to make the Mills Study into a longitudinal study of women's adult development. It was funded, and I was promoted to adjunct professor.

That dream is incredibly vivid and sounds like quite a turning point! I can't help but relate it back to my own experience and to those of my peers who did not start out in psychology and/or have felt uncertainties about an academic career. Can you identify what led to that moment where things clicked for you?

When I first started to do research on creativity in women, a Jungian analyst gave me an article by another Jungian analyst who lived in Israel, Erich Neumann. Neumann conceptualized two kinds of consciousness, patriarchal and matriarchal. Patriarchal consciousness was purposive, assertive, and objective, whereas in matriarchal consciousness the psyche was filled with an emotional content over which it brooded. The style was more concerned with the emotionally meaningful than with facts, dates, or mechanical or logical causation. Patriarchal consciousness was related to creativity in men, he said, and matriarchal consciousness to creativity in women, though some men showed the matriarchal style. His article ended with a lyrical hope for the future of women -- he hoped that the light of the moon would come to shine as brightly as that of the sun.

I was impressed by these ideas and used them in studies of differences between creative men and women mathematicians, and ones not so creative. The results supported Neumann's ideas!

I think that I also hoped that the light of the moon would come to shine as brightly as that of the sun, and felt guilty for this hope. Was that guilt the reason for the horrible dream after I came back from Ireland -- that the Sun God was going to burn me at the stake? I now think that the dream did not have to do with my real father or husband, but with an archetype. Jung said you could never tell who was going to have an archetypal dream, so maybe I did. In his book on *Amor and Psyche* (1971), Neumann describes how Psyche is given the task of taking a bit of wool from a flock of golden sheep who are fierce and frenzied because they take their heat from the Sun. She is advised to approach them at night. Neumann says that "the rending golden rams of the sun symbolize an archetypal overpowering male-spiritual power which the feminine (ego) cannot face."

But that dream released or re-constellated something in me. I didn't tell anybody about it for several years, because there was something holy about it. But I have felt that the Unconscious did give me "gifts" on other occasions, not many, but precious gifts, helping me get together an identity as a creative woman. I think I accepted that I was a Feeling type, which I hadn't wanted to do, and developed my extraversion in my responsibilities to my career. I maintained an interest in symbols of the unconscious, especially in the research on fantasy for children, but also in my study of women's adult development, where I looked for confirmation of Jungian ideas. This is evidence of my modest journey on the path of individuation, and I will mention one more thing about changing our lives.

In an article published in 2016, Val Mitchell and I described women whose purpose in life (using Ryff's Purpose in Life scale) changed in different ways from age 61 to age 70. One group scored very low at age 50. Then at about age 60 they seemed to decide that they were not the people they wanted to be, and resolved to make becoming the people they wanted to be their purpose in life. Perhaps they were energized by the feeling that this was their "last chance", that soon they would be too old to make effective change. They had been high on Neuroticism and low on Extraversion and also inclined to the avoidant form of attachment, which may have made them less distracted in their efforts to change. Of course they didn't change enough on Neuroticism and Extraversion to score more favorably than the comparison group, but they were still impressive in how they changed their lives. These were all women in the Mills Longitudinal Study. They were one of four groups described in the article, The Place of Purpose in Life in Women's Positive Aging (*Women & Therapy*, 2016). I don't see you, dear Interviewer, as one of this group, but there are other women in the Mills sample who did the same thing a little younger, who did not start from so low, but made changes and improved their lives. I'm thinking of a violinist who ruined her body and had to work hard to bring it back, and who then got a website and a pianist to play with and started giving concerts again, including some in Europe. After several years of being the musician she wanted to be, she retired and spends time with her grandchildren. In many of these stories about life changes, there is surprise, the unexpected, and other signs that the unconscious is

participating.

Thanks very much for this interview, Ravenna. It's been a real pleasure.
Congratulations on your award!

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P: The Online Newsletter for Personality Science

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An Introductory Guide to Non-Academic Careers for Personality Psychologists

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While most begin graduate school with dreams of becoming college professors, the mathematics of the academic job market indicate that at least some (if not many) grad students in personality psychology will need to look for non-academic careers. In this article we discuss the (a) the opportunities available to personality psychologists in non-academic careers, (b) the relative advantages of non-academic careers, (c) the unique advantages for personality psychologists pursuing non-academic careers, and (d) the things grad students can be doing right now to prepare themselves for careers outside academia.



Non-Academic Career Opportunities

The largest non-academic opportunities for people with an advanced degree in personality psychology includes work in industry (businesses) and government jobs as part of research departments. In the information age, the ability to gather and sift through large amounts of data is a highly valuable skill. Moderns businesses and government agencies rely on internal research teams to advise numerous departments including Marketing and Sales. These teams ask questions like: (a) what marketing materials get the highest response rates? (b) which current employees are most likely to leave the company, and (c) what sales strategies and products generate the most profit? (d) what problems are users experiencing and what makes users most satisfied? They then conduct research (sometimes called A/B testing, which we psychologists refer to as a two independent groups design) to answer these questions.

Advantages of Non-Academic Careers

Perhaps the most obvious advantage of a non-academic career is that there are more jobs. On an overall level, the economic situation does look good. Several countries report less unemployed citizens and even more so there are many open positions triggering the so-called war on talent and a shortage of skilled labor. Modern companies and government agencies are nearly always looking to hire talent, and for post-grad students, having an advanced degree (PhD, MA) is a strong indicator of talent. Second, non-academic jobs often pay significantly more than starting professor salaries and usually come with excellent benefits. Third, non-academic jobs do not have tenure clocks making them less stressful (at least early on) than assistant professor jobs.

Strengths of a Personality degree for Non-Academic Careers

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All research psychologists have training in basic statistics and research methods, making them well-suited for many non-academic careers. Indeed, it is our experience that many grad students forget just how skilled they are. As grad and post-grad students, we often surround ourselves with others who have just as much, or even more, knowledge than we have. Thus, we do not realize just how few people in the world know how to conduct an actual experiment, a longitudinal study, and run the appropriate analyses with the obtained data. Further, personality psychologists are especially well-suited for non-academic careers. Compared to other psychologists, we tend to have more experience with survey design, multivariate statistics, and psychometrics - skills that are often highly desired. Personality psychologists are regularly trained in interview techniques as well, which is useful for research with focus groups and more qualitatively research.

Preparing for a Non-Academic Career

What should a current grad student in personality psychology do (right now) if he or she is interested in a non-academic career? Although you should be confident about your skills around statistics it is important to further develop your skills. While academia puts a high emphasis on pedigree, industry and government jobs care far less about where you were trained and far more about what you have done and can do. Perhaps the most important skill set you can further develop is quantitative skills. You should keep in mind however that many of the quantitative skills valued in psychology (e.g., latent variable modeling, growth curve modeling) are less valued in industry. Instead, multivariate statistical techniques (e.g., cluster analysis, factor analysis) and regression-based (big data) analytics (ranging from multiple regressions to, e.g., machine learning) are more valued. Businesses and government agencies emphasize the practical value of identifying group differences between people together (i.e., identifying customer groups or business verticals) even if a continuous model (i.e., no clear-cut groups) of differences fits the data better. Beyond quant skills, those preparing for non-academic careers would also benefit from picking up a number of programming skills. This includes R (for data analysis and graphing), Python (for web and text-based projects as well as data analysis), and SQL (for database management). As they are still the prominent software packages in business and government contexts, it is crucial that you know how to work with Excel (i.e., functions, cross tabulations) and build great power point slides. Finally, those looking at non-academic careers ought to look for internship opportunities to get experience working in non-academic settings. Many internships also pay, which can be a nice supplement to paltry graduate student stipends.

What Can Advisors Do?

As we conclude this essay, we think it is also worth mentioning a few things advisors can do. First, we think advisors need to be realistic with their students. The fact of the matter is, if every PhD advisor retired tomorrow, there still would not be enough academic jobs for all of their students. Academic careers are not a one-way street. Advisors should know that many of their students will end up in non-academic jobs and they should be prepared to assist them. Advisors ought to meet with their students early and often to discuss career pursuits and how they can be best achieved. Additionally, we believe that advisors and students would be best served by having open and honest discussions about career goals. In our experience, many students are afraid to tell their advisors that they are interested in non-academic jobs, fearing that their advisors will abandon them. Advisors will also have to sacrifice. There is no doubt that advisors benefit by having grad students spend every minute working on their own projects (rather than in internships, for example). However, advisors also have a moral obligation to help their students succeed. While many in the academy may feel that they do not know how to advise students towards non-academic careers, we hope that this essay provides personality psychologists with a good place to start.

P.S. If you are a grad student and would like to see how a real market research and consulting agency works - consider applying for an analyst position at our FactWorks offices in San Mateo, CA. For more information, please reach out/send your resume to y.febert@factworks.com.

Albrecht Küfner acquired his PhD in personality psychology at the university of Mainz, Germany in 2012. He worked in Mitja Back's lab in Münster, Germany until 2014 researching personality and social relationships. Albrecht is now a Director at FactWorks, an international high-end research and analytics company based in Berlin and San Francisco. He is leading global research projects for Fortune 500

companies in Financial Services, eCommerce and information and telecommunications technology.

Ryne Sherman received his PhD in personality/social psychology from the University of California, Riverside. He is currently an Associate Professor of Psychology at Florida Atlantic University. Ryne's students regularly complete internships with market research and psychological assessment firms in the US and have gone on to excellent research careers in both industry and government.

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Donald Trump and Me

Dan P. McAdams

Northwestern University

I was minding my own business this past February, the week after the New Hampshire presidential primary, when I got an email from an editor at *The Atlantic* magazine. Familiar with a book I wrote on the personality of George W. Bush, he wondered if I had any interest in writing an evidence-based, objective, and dispassionate psychological profile of Donald J. Trump. Mr. Trump had just won the primary, and people were starting to think that he might actually capture the Republican nomination for President. The odds seemed about 40% in Trump's favor at that time. The editor told me that the magazine would consider running my article in the summer if Trump were to get the GOP nod. If somebody else were nominated instead, the magazine would not run a piece on Trump, but they would still pay me a (modest) stipend.



I pretended to think this over for a day, but the truth is this: *I would have paid them* for the opportunity. Even if Trump faltered, I figured I could find some other use for what I would write. If nothing else, it would give me an interesting opening lecture in my undergraduate personality course. Because I was on sabbatical, I was able to drop everything else for three months and do a deep dive into all things Trump. I spent about six weeks reading biographical sources on Trump, as well as a few of his own books, watching episodes from season 1 of *The Apprentice* (I had never seen the show), and culling through the countless Internet sources (many of them highly dubious) regarding Trump's life, personality, mental habits, and so on. The magazine asked Mr. Trump if he would participate in a life-story interview with me, but he declined. I wrote a 10,000-word first draft in late March, and then worked with the editor and others for almost a month to revise and refine the essay. The result was the cover article for the June issue of *The Atlantic*, entitled "The Mind of Donald Trump." If you have not seen it, here it is:

<http://www.theatlantic.com/magazine/archive/2016/06/the-mind-of-donald-trump/480771/>

The article applies foundational ideas from personality, developmental, and social psychology to the life and personality of Donald Trump, focusing especially on dispositional personality traits (high extraversion and low agreeableness mainly), characteristic goals and values (narcissistic goals, an authoritarian value system that resonates with millions of desperate Americans who long for a savior), and a relatively impoverished narrative identity that centers on what I call the *myth of the warrior*. Rather than talk about the substance of the article here, however, I would like to say a few more words about the *process* and the *aftermath*.

As far as the process goes, writing the Trump article was the most exciting experience of my intellectual life. The magazine insisted I keep the project secret, fearing that a competitor might scoop us. Only my wife, my older daughter, and one of my deans at Northwestern knew what I was up to. The secrecy added excitement and mystique to my effort, for I felt I had embarked on a classified, sub-rosa mission, like a high-level spy in a Tom Clancy novel, or the scientists working on the Manhattan Project in World War II. Ridiculous comparisons, I know. My emotional response

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was completely juvenile, but I would be hiding the embarrassing truth if I suggested otherwise.

The best part of the process happened after I submitted the initial draft. To my relief, the editorial staff liked what I had written. It sounded to me as if I had received an "accept with minor revisions" verdict. But it was nothing like that. For the next three weeks, I was in daily contact with my main editor, and with many other extraordinarily competent and engaged people at the magazine—lawyers, fact-checkers, editorial staffers, the editor-in-chief. I happened to be traveling during most of this time. Finding a good Internet connection in the Amazon jungle and sending off late-night drafts from a cafe in Barcelona—I was living a glamorous life for the first time ever!

My editor went through the manuscript line-by-line, rearranged sections, deleted some of my best lines (my beautiful paragraph on Trump's being "one bad-assed actor" magically disappeared one afternoon), insisted that I re-write one thing after another, and sent me countless requests for new information. I usually went along with his decisions, but sometimes I fought back, as when I felt he was pushing me too hard to make Trump out as somebody incapable of compromise, or when he tried to insert a quasi-Freudian interpretation where I believed the data were insufficient. We went through probably 4 or 5 different endings for the piece, before we finally settled on the best.

The revision process may sound tedious and frustrating to you, but it was tremendous fun. I was up against a team of very smart people interrogating me about what I had written, but I was on the team, too. We were all in this together—to compose the best possible piece, which we believed would have the biggest possible impact and attract the most readers. I was struck, too, by how curious my teammates were about personality science. "Could you write more about this Big Five thing?" my editor asked. "Is there research on this stuff about life stories? What about the scientific credibility of these ideas?" We often criticize journalists for being superficial and ignoring the nuances in psychological research. I was surprised and deeply gratified to see that the critique does not always hold.

Once the article went live, I was asked to appear on many television and radio shows. A 28-minute sit-down with Katie Couric was my high point. Over time, of course, interest faded, but I still get many emails from old friends, colleagues, and (mostly) strangers (from all over the US) who have something urgent to say about the piece. I try to respond thoughtfully and politely to every message. I feel that I am part of a national conversation, and I also see this as an opportunity to teach people about personality psychology.

The mail runs about half complimentary of my article and half critical. In the latter camp are many supporters of Donald Trump who take issue with one or another point in the article, or who want to know why I haven't subjected Hillary Clinton to the same kind of scrutiny. She is just as narcissistic as Trump is, and scarier yet, they often say. I tell them that nobody asked me to write a piece on Hillary Clinton, and I emphasize how doing such a thing would require considerable time, taking us well past the upcoming election. One of my favorite pro-Trump responses went something like this: "We agree with everything you said about Mr. Trump. That is why we love him!"

Many of my strongest critiques come from the left side of the political spectrum, or from American citizens (Democrat, Republican, and Independent) who see Trump as a looming menace. Some critics lament that I have "humanized" a man who is not worthy of such benevolent treatment. Another line of criticism argues that I have underplayed the authoritarian dynamic in Trump's life, and in his relationship with his followers. He is more like Mussolini, or worse, than I let on. Over the past few months, I have come to see more merit in this critique.

Finally, a few people have raised ethical questions about my project. Invoking what has been called "the Goldwater Rule," the American Psychiatric Association condemns psychiatric diagnosis of public figures from afar. (The prohibition stems from a 1964 survey of psychiatrists, which concluded that the GOP nominee, Barry Goldwater, was mentally unfit to be President.) Outside of a direct therapeutic relationship with a specific patient, the rule suggests, mental health professionals should not make attributions of mental illness or psychopathology. Unless I am

Donald Trump's therapist, then, I should not diagnose him. And if I were his therapist, I would be prohibited from going public with a diagnosis, unless, of course, he were crazy enough to give his consent.

My response to this critique is pretty predictable: I am not a clinician; I am not diagnosing; I scrupulously eschew all psychopathology categories in my interpretation of Mr. Trump's life and personality; instead I am trafficking in the discourse of personality, developmental, and social psychology. Having said all that, it is nonetheless true that many standard concepts in personality science—take, neuroticism for example, or the authoritarian personality—are highly evaluative. They may not qualify as mental illnesses per se, but they have implications for mental health and well-being. And their assignation carries moral significance.

My adventure with Donald Trump raises interesting questions about the role of personality scientists as experts and as citizens in a democracy. I believe that societal interest in personality psychology is sky high. The public yearns to know more. It is, therefore, incumbent upon us all to offer what we know but to do so in a responsible and measured way. When we get the opportunity, we should embrace it—as scientists and teachers who have something to say, and as citizens who have an opportunity to contribute to, and to learn from, the great conversations that are going on around us. The people at *The Atlantic* never pushed me to write a piece that would be more sensationalistic than I was comfortable doing. The moment was golden for me because what they wanted—objectivity, scientific backing, a nuanced and extended discussion—played to my strengths. What they wanted was exactly what my entire career had prepared me to offer. I am grateful to have had the moment.

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2017 ARP Conference, Sacramento, CA

Wiebke Bleidorn, Dan McAdams, and Rick Robins



REMEMBER TO SAVE THE DATE! We are excited to remind everyone that the next ARP conference will be held in Sacramento, California from June 8th to 10th, 2017. The main conference will



begin late afternoon on June 8th and conclude with a Gala Dinner the evening of June 10th. In addition, ARP will sponsor a preconference, "Research Methods in Personality Psychology," during the day on June 8th.

The conference will take place in the [Sheraton Grand Sacramento Hotel](#) located in downtown Sacramento, a vibrant area with lots of shops and restaurants. The Sheraton is home to two restaurants, as well as a club lounge and a fitness center.

As the capital city of California, Sacramento is known for its vibrant downtown, historic Old Town, bustling State Capitol, farm-to-fork restaurants, and flourishing craft beer scene. Here are just a few suggestions for things to do in and around Sacramento:

- **Browse the Crocker Art Museum.** Established in 1885, the Crocker offers a diverse spectrum of special exhibitions, events and programs to augment its collections of California, European, Asian, African, and Oceanic artworks.
- **Tour the State Capitol.** It's architecturally stunning, rich with history and free to the public.
- **Explore Old Sacramento** and its riverfront restaurants, bars, and museums.
- **Wine taste at the *other* wine countries.** Closer and less crowded than Napa, nearby El Dorado, Amador, and Yolo counties grow award-winning wines and offer wonderful wine-tasting opportunities.

And of course, Sacramento is only a stone's throw away from Davis, home to the **University of California, Davis**. Davis is a vibrant university town that is filled with interesting restaurants, art

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galleries, and retail shops, as well as the Mondavi Center for the Performing Arts, the U.S. Bicycling Hall of Fame, and the legendary Davis Farmers Market.

The Program Committee is hoping to solicit symposia and posters that cover a broad range of substantive topics including, but not limited to, research on individual differences in personality, broadly conceived, including research on their structure, origin, and lifespan development; 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 presentations that broadly reflect the diversity of 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, Oliver Schultheiss.

More details of the meeting can be found at the following URL: <http://www.personality-arp.org/conference>

We look forward to seeing you in California in 2017!

Wiebke Bleidorn, Dan McAdams (program co-chairs) & Rick Robins (local arrangements chair)

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2017 Lifespan Social-Personality Preconference Announcement

Jenn Lodi-Smith and Erik Nofhle

Canisius College; Willamette University

The Lifespan Social-Personality preconference at the Society for Personality and Social Psychology (SPSP) conference, sponsored by the Association for Research in Personality since 2014, provides a forum for new and exciting developmental research of interest to personality and social psychologists. It will directly precede the [SPSP conference](#) on Thursday, January 19th, from 8:45am-4:30pm.



The 2017 Lifespan Social-Personality preconference features symposia on genetics, child personality, culture and identity development, causal and explanatory approaches to personality theory, chaired by Wiebke Bleidorn, Rebecca Shiner and Jennifer Tackett, Joanne Chung, and Colin DeYoung, respectively.

Speakers include: Byron Adams, Daniel Briley, Jamie Derringer, Colin DeYoung, Emily Durbin, Chris Hopwood, Eranda Jayawickreme, Lauri Jensen-Campbell, Brett Laursen, Kate McLean, Chris Nave, Deborah Rivas-Drake, Leoandra Rogers, Ryne Sherman, Lester Sim, Susan South, Dustin Wood, and Cornelia Wrzus.

In addition, there will be a poster session at which all attendees are encouraged to present their recent work on lifespan social-personality development. For more information, an overview of the schedule, a link to previous years' preconferences, and information on registration with SPSP, please visit the LSP website at [SPSP Meetings](#).

Please note that, thanks to ARP sponsorship, student members of ARP can receive a discount on their registration. Please contact us at lodismij@canisius.edu or enofhle@willamette.edu to get the discount code.

We hope to see you in San Antonio!

--Jenn Lodi-Smith & Erik Nofhle, Co-organizers.

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