

# P: The Online Newsletter for Personality Science

## Issue 13, June 2019

### Letter from the Editors

Kathryn Bollich & John Rauthmann

Welcome to the new edition of P,

It took a while, but it is finally here — just in time shortly before this summer's highlight, the ARP meeting 2019 in Grand Rapids.

We took over editing P from Jon and Erik, who we'd like to thank for all their hard work and dedication editing this newsletter for the last years. We know we have big shoes to fill, but we will do our best to provide you with informative and interesting newsletters in the next years.

This newsletter looks like most other ones before, with the familiar bulletheads of *ARP Reports*, reports from *Associated Journals and Organizations*, interviews from scholars who got *Awards*, information on *Upcoming Conferences and News*, and a *Sponsors* section (Hogan Assessment System has again generously sponsored ARP efforts). However, there is one difference: There are many more awardees and thus more interviews!

This does not only reflect the fact that there is a new award category (the Emerging Scholar Award), but in our eyes also that personality psychology is flourishing. In particular, we have many younger, hungry, and fiercely competent scholars (see the Emerging Scholar, Tanaka, and Early Career Awards), and we should be very proud of them. Of course, we can also be proud of more established colleagues (see the Service and Murray Award) who have dedicated much of their lives to studying personality and serving the field. That's why it is an especial pleasure that we have interviews of all awardees in this newsletter. Please go check them out because they have really fantastic advice and stimulating perspectives to share.

Personality psychology, it seems, thus will be in a good place. We have stellar people, and we study the nature and intricacies of human nature. That makes us broad, inclusive, and diverse — and, may we also add, a natural scientific source when talking about inclusion and diversity. Indeed, which other scientific discipline champions human diversity more than ours? This is also something we can be proud of. And the ARP executive board is also working hard to ensure that everyone can feel included and supported by ARP. This is an important effort because science is a cumulative and cooperative process — and the only way to move forward will be to work *together* and let everyone partake.

We hope you will enjoy this newsletter and wish you a fabulous summer!

Best wishes,

John & Kathryn

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### President's Column

**Brent Roberts**

University of Illinois

Change is hard they say. I think it might also be true that institutional change and personal change are quite similar. They both take longer and are harder to do than you expect.

I set out what I thought were three modest goals to pursue when I became president of ARP. I'm happy to report that one of those goals has been met. The other two... Let me tell you the story so as to keep you up to date on what ARP has been up to, what it is trying to do, and what I hope it can do in the future.



#### Goal #1. A code of conduct.

Unless you've been hiding under a rock (e.g., not on twitter), it is abundantly clear that our colleagues in psychology, mostly men, have been pretty crappy to people, mostly women, and mostly early career women.

In an effort to curtail, diminish, or borrow normative sanctioning from other scientific guilds, we have created and posted a [Code of Conduct](#). Here are the guts of the code.

Please don't do the following:

- Harassment or intimidation based on gender, race, ethnicity, sexual orientation, gender identity, gender expression, disability, age, appearance, religion, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Sustained disruption or threatening speakers (verbally or physically).

The sentiment is simple. Let's try to be good to each other at our conferences and in our professional settings. All of us deserve respect, in equal portions.

#### Goal #2. An ARP Journal.

This goal has not been met; not for a lack of trying.

Let me provide a little back story, some of the sordid details, and where we stand.

**Back story.** Our previous journal was the [Journal of Research in Personality](#). We had a very nice run with JRP, but things came to a head in the last few years for many reasons. One of which was that our membership/subscription numbers had grown such that we were paying Elsevier for the right to have our name on the journal—the opposite of most groups that profit handsomely from

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arrangement. So, we dropped JRP at the end of 2017.

**Sordid details.** The plan was to flip quickly to a new, open-access journal in early 2018. We had everything set up to go with UC Press when an unforeseen development arose—an "Angel Investor" emerged on the scene and said they would love to support a new open-access personality journal and *they would pay for it* (at least for a few years). Not wanting to create two new open-access personality journals (many people were skeptical that we needed one), we shelved the UC Press option and entered into negotiations. After another protracted period of negotiating we got an agreement. Off it went to a journal publisher, where, after another long period of waiting, it was summarily rejected. By the fall of 2018 our "Angel Investor" grew disenchanted with the ordeal, pulled their support and the deal died by the end of 2018. Another year of our time wasted.

**Where we stand.** Since the beginning of 2019, we have been mulling our options. Our current idea is that we should leverage our already strong relationship with [Collabra Psychology](#). You might notice that there are already a disproportionate number of personality researchers who serve as Senior Editors or Editors at Collabra Psychology. Collabra Psychology is an open access journal. So, rather than starting a new journal altogether, we thought it would be prudent to leverage our representation at Collabra Psychology, and ask them to create a "Collabra Personality" subsection that we share with the governing organization, the [Society for the Improvement of Psychological Science](#). The relationship would entail that we see eye-to-eye with SIPS on values. Last time I checked, personality science was not "pro-closed science" or pro "don't replicate science" so we don't foresee this being a problem. Nonetheless, once again, we are in negotiations. Hopefully we will know more come the ARP convention in Grand Rapids.

### Goal: #3 Do what we can to strengthen personality science and ARP

This goal is admittedly more ambitious and less well-defined than the first two goals. Fittingly, less work has gone into this one.

From my vantage point, personality science and ARP are chugging along just fine, but with no notable change for the last few years on indirect markers of success—membership numbers, conference goers, and ARP finances are all about the same. Thanks to the tireless efforts of previous ARP leaders (yes, that's you Lynne Cooper, Rebecca Shiner, and Dan McAdams), and the generosity of some of our more well-healed members, our organization is doing just fine financially and as an institution. Having worked for ARP before we even had our own stand-alone conference, I think that is noteworthy.

Things that I'd like to see change.

1. *Increase our numbers.* Our *#s* are flat—our membership numbers and conference participants have tended to stay pretty much the same for the last few years. Not that I think we necessarily need to be huge, but for a field that is making serious contributions to clinical science, industrial/organizational science, economics, biology, and educational science, you would think we would be able to draw more people and more excitement. We do cool research and we should be better at sharing it with others such that they would want to join us to find out about it.
2. *Strengthen our financial situation.* While our financial situation is stable, we don't have a steady stream of income. Other guilds entered into profitable relationships with their publishers way back in the 20th century and are making a pretty penny from the arrangement (for now). We didn't, and therefore really don't have any income stream that could be harnessed to do good things, like make the conference cheaper for ECRs, provide scholarships for new students, etc.
3. *Increase the number of high quality faculty positions for personality science.* The number of R1 faculty lines for personality researchers is also flat if not falling. According to a current participant on the personality academic job market, there has not been a job opening for a personality psychologists at a research 1 university for the last 3 years. While this may be a blip on the radar, I fear it is the inevitable consequence of where we are positioned—married to social psychology, and not doing fancy neuroscience or cognitive science. It is hard to get your colleagues to advocate for a personality scientist when the social psychology folks seem to be getting pushed aside already—everything flows downhill.

Here are some random ideas for how to address these issues. Take them for what they are, and feel free to let me know if you have some creative ideas.

1. To increase our numbers and maybe the number of jobs we have, we need to reach out more to more and different fields. Close to home, we have a much more natural alignment with clinical science, for example. It could be argued that we provide invaluable research and teaching for clinical programs. We should be doing more with clinical science organizations and units. Further away, personality science is being picked up by many other fields as noted above. Why not reach out to those groups and try to do something concrete with them? Joint conferences, workshops, you name it.
2. To improve our financial situation, let's take our expertise on the road and/or provide continuing education workshops for needy PhDs. Many people need ongoing training. We have a lot of knowledgeable people who can share their knowledge of psychometrics, sophisticated statistical modeling, open and reproducible science methods, etc. Why not share this knowledge in pre-conference workshops on behalf of ARP?
3. Do more with our web site to highlight what are are doing, not what we have done. One way to increase our reach is to have a dynamic, interesting internet presence that highlights what we do, not just our past decisions (award & conferences), and membership details. The world should know that Chris Soto found that 80% of the personality psychology findings reported in Ozer & Benet-Martinez (2006) replicate. The world should know that Wiebke Bleidorn and Chris Hopwood just started the Personality Change Consortium to bring personality developmental scholars together and to support the next generation of longitudinal research.

Like I said, change is hard. That said, I think ARP is in a good place. I hope the next president can take it to an even better place.

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### Executive Officer & Secretary/Treasurer's Report, 2018

**Brent Donnellan (Executive Officer)**

**Jennifer Lodi-Smith (Secretary/Treasurer)**

It is our pleasure to share our first ARP status reports in our roles as Secretary/Treasurer and Executive Officer. ARP has been an important part of our academic careers and we look forward serving the organization. We wish to offer a sincere thank you to Jennifer Tackett and Rebecca Shiner for their prior service and guidance in these roles.



We also want to thank you for your engagement with ARP. ARP could not function without the dedication of its members. We are grateful for the service of the current Board and committee members and we hope you will join us in serving ARP! ARP has active awards, diversity, graduate/postdoc, publications, training, and web committees that would welcome your ideas and service. Please reach out to us, ARP Executive Board members, or committee chairs to share your input on the future of ARP! Current board roster and committee membership can be found at <http://www.personality-arp.org/about/>.

#### The 2018 State of ARP

- ARP had 269 members (164 regular members and 105 graduate student/postdoc members) in 2018. Please ensure you update your membership status and profile information as you register for ARP 2019!
- The current ARP bank balance continues to grow.
- Our current mailing list reaches over 1100 individuals!
- We look forward to updating you on these numbers at ARP 2019!

We encourage you to take the time to read about the progress of ARP committees in supporting the organization and preparing for ARP 2019. We are also interested in growing ARP so please reach out to us and the ARP Executive Board members if you have ideas. We look forward to seeing you in Grand Rapids!

Jenn Lodi-Smith, Secretary/Treasurer

Brent Donnellan, Executive Officer

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### Awards Committee Report

The current [ARP Awards Committee](#) is Jenn Lodi-Smith (chair), Eranda Jayawickreme, Rick Robins, Doug Samuel, and Susan South. The committee wishes to express much gratitude for Tera Letzring's service to the ARP Awards Committee as she rotates off the committee after six years of awards committee service!

The past year was a busy one for the ARP Awards Committee! The committee worked to create a timeline and guidelines for ARP awards to help ensure consistent delivery of awards as we continue to grow. This growth included the creation of two new awards to support our early career researchers – the Emerging Scholar Award and the Diversity Travel Award.

The [Emerging Scholar Award](#) was created to recognize exceptionally high quality work from emerging personality psychologists. The 2018 Emerging Scholar award committee was Jenn Lodi-Smith (chair), Eranda Jayawickreme, and Susan South. The 2018 Emerging Scholar recipients are: Olivia Atherton, UC Davis; Courtland Hyatt, University of Georgia; Ted Schwaba, UC Davis; and Manon van Scheppingen, University of Amsterdam. They will present their work in the Emerging Scholar Award symposium at ARP 2019.

The [Diversity Travel Award](#) was developed to help maximize the representation of diversity within our field. This new award supports the ARP conference travel of students from historically marginalized communities. The 2018 Diversity award committee was chaired by Eranda Jayawickreme. The other committee members were Doug Samuel and Rodica Damian. The 2018 Diversity Travel Award recipients are: Kira McCabe (Vanderbilt University), Scott Blain (University of Minnesota), Surizady Serrano-Aguirre (University of Houston), Olivia Atherton (UC Davis), and Lily Assaad (Purdue University).

The committee also delivered our existing awards:

The 2018 [Murray Award](#) committee was Kate McLean (chair, ARP representative), Nicole Albada (Personology representative), and Oliver Shultheiss (prior winner). The committee selected Phebe Cramer as the 2018 Murray award recipient. She will deliver the Murray Award address at ARP 2019.

The [Early Career Award](#) winner for 2018 was Aidan Wright who will deliver the Early Career Award address at the 2019 ARP meeting. The ECA Committee included Julie K. Norem (chair and continuing member from 2017), Doug Samuel, and Wiebke Bleidorn (past winner).

The 2016 and 2017 [Tanaka Award](#) winners Felix Cheung and Aaron Weidman will deliver talks at ARP 2019. Erika Carlson stayed on the Tanaka Award committee as the 2017 award chair. Felix Cheung also served as the previous year's winner and Susan South served as the third member of the Tanaka Award committee.

Things to look for from the ARP Awards Committee:

- We will announce the [Service Award](#) at ARP 2019
- We are beginning the selection process for the 2018 [Tanaka Award](#)

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- We will conduct the [Student Poster Award](#) selection process at ARP 2019

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### Graduate Student/Post-Doc Committee Column

Erica Baranski and Kai Horstmann

The University of Arizona; Humboldt University

Greetings ARP Graduate Student and Postdoctoral Members:

We'd first like to introduce our new representative, Erica Baranski!

I am excited to join the ARP executive board as your post doc representative! Thank you for voting for me. I am currently a postdoc researcher in the Naturalistic

Observation of Social Interaction Laboratory and at the Institute for Place, Well-being and Performance at the University of Arizona. I recently received my Ph.D. in the International Situations Project Lab at the University of California, Riverside under the wonderful guidance of David Funder. I am currently interested in the ways in which physiology (measured by wearable, mobile sensors) predicts important life outcomes, as well as the volitional personality change process within the US and across multiple countries. Over the last five years, I have immersed myself in the open science conversation and have focused on gaining experience in practicing and training others in how to make science open and sharable. I am a huge advocate in promoting graduate students and postdocs' roles in improving psychological science. As the postdoc rep for ARP I hope to help organize conference activities meant to help educate emerging researchers and help build a network of emerging scholars who are committed to improving the field and themselves as researchers.



The next ARP conference is already just around the corner, and we look forward to seeing you there! Similar to previous years, we have organized a mentor lunch during this year's ARP. The mentoring lunch will take place on Saturday, June 28th. The idea of a mentoring lunch is to bring together one or two early career researchers (Ph.D. students or early post-docs) with more experienced members of ARP. During registration for ARP, it is possible to indicate if one wants to be a mentor or a mentee. We will then send out a survey and ask mentees for their preferred mentors as well as the topics they would like to talk about. Before the mentoring lunch, we will provide mentors with their students' interests. ARP will provide a list of possible restaurants that are suitable. Even if you have already registered but not indicated that you would like to become a mentor or participate as a mentee, you can still send an e-mail to Kai Horstmann ([horstmak@hu-berlin.de](mailto:horstmak@hu-berlin.de)) and indicate your interest (until June 7th). By matching individual mentees to their preferred mentors, we hope to provide the best experience for both mentors and mentees.

Also, we have also established a needs-based travel stipend to support undergraduate and graduate student travel to this year's conference in Grand Rapids. These stipends are meant to help offset the costs of attending the conference for those with high financial need. We are making 5 stipends of varying amounts based on applicant's (1) accessibility to other funding opportunities, (2) anticipated cost to attend, and other financial obligations. We are in the

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process of reviewing the applications and will notify recipients in the coming weeks.

Kai Horstmann ([horstmak@hu-berlin.de](mailto:horstmak@hu-berlin.de)) & Erica Baranski ([ericanbaranski@email.arizona.edu](mailto:ericanbaranski@email.arizona.edu))

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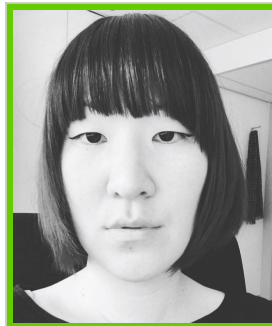
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### *European Journal of Personality*, Editors' Report

Mitja Back (Editor-in-Chief), Joanne M. Chung (Research Communications Editor), & Lisanne de Moor (Assistant to the Research Communications Editor)

University of Münster; Tilburg University; Utrecht University

Transparency has continued to be a prominent theme in psychology over the last few years, with sustained attention being given to conducting



honest, open, and reproducible research. In addition to publishing high quality papers that take a broad perspective toward personality science, we have further incorporated the transparency of research into our [journal guidelines](#) and focus. We believe that we can make great strides in the field of personality by actively promoting research that embraces open science practices. It has been a little over two years since EJP has officially adopted a policy geared towards increasing open science practices, including using minimal standards of transparent reporting, and encouraging the use of preprint servers. We have seen an uptick in submissions to EJP that include the use of (pre)registration, and that provide open materials, data, and code. We are also very excited that EJP has officially implemented both streamlined review and [Registered Reports](#) in 2018.

In the past year, our editorial team has continued to do a great job, and we have been impressed by the breadth of research covered in recent issues of EJP. Some of the latest articles featured in EJP have focused on such diverging topics as cynicism and physical health ([Stavrova & Ehlebracht, 2018](#)), how to best assess dyadic personality congruence ([Schönbrodt, Humberg, & Nestler, 2018](#)), the content, dynamics, and outcomes of life goals across adulthood ([Bühler, Weidmann, Nikitin, & Grob, 2019](#)), self-regulation strategies during aversive activities in everyday life ([Hennecke, Czirkmantori, & Brandstätter, 2019](#)), and the link between cultural change orientations and national indexes of economic, technological, social, and environmental change ([Oreg & Sverdluk, 2018](#)). Recently, in his target article in the European Personality Review issue, Chris Hopwood argued that by combining measurement of dynamic processes in basic psychology and models of dynamics processes in clinical psychology, we can help solve problems in both fields and move the broader field of personality forward ([Hopwood, 2018](#)). Personality scholars from around the world offered commentaries, with Jayawickreme and Zachry stating such a marriage between the fields is already occurring in the field of post-traumatic growth ([Jayawickreme & Zachry, 2018](#)), Wrzus detailing new parameters and constructs that need to be taken into account in studying dynamics ([Wrzus, 2018](#)), and Shiner highlighting that such a dynamic approach is in line with developmental research on personality pathology ([Shiner, 2018](#)), just to name a few.

Additionally, we have a special issue coming up on "Does age matter for personality psychology", edited by Cornelia Wrzus. This issue will be packed with high-quality contributions addressing

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when and why age does (or does not) moderate personality effects and processes affecting intrapersonal, interpersonal, or institutional outcomes? Two further special issues are already under way: (1) a joint special issue with the European Journal of Psychological Assessment on 'New approaches towards conceptualizing and assessing personality' edited by René Möttus, David Condon, Dustin Wood, and Sacha Epskamp, and (2) a special issue on 'Behavioral Personality Science in the Age of Big Data' edited by John Rauthmann. Moreover, we have issued a call for papers on "[Personality Dynamics in Applied Research](#)" (deadline: May 31 2019) and a call for papers on the "[Conceptualization and assessment of personality coherence and incoherence](#)" (deadline: June 30 2019).

Some additional reasons for considering EJP as an outlet for your research are:

1. EJP takes 25 days on average to make the first decision
2. EJP's editorial team provides detailed, supportive, and constructive feedback
3. EJP's impact factor is currently 3.49
4. EJP has the highest Open Science transparency score in the field
5. There is no word limit
6. EJP has its own research communications team to help promote your work

Our communications team helps authors share their work and their perspectives. By conducting interviews and writing press releases on accepted articles, we boost the visibility of high-quality papers and make them available to a broader audience.

For more information, read our [Author guidelines](#) and the [2019 Editorial](#). Keep in touch with us on [Facebook](#), [Twitter](#), and visit our [blog](#)!

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### SPSP President's Report

Linda J. Skitka

University of Illinois at Chicago

2018 was an exciting and important year for SPSP! We completed our first diversity climate and sexual harassment surveys sponsored by the SPSP Diversity and Climate committee (co-chaired by Julie Garcia and Diana Sanchez) and the sexual harassment task force (co-chaired by Oz Ayduk and Sam Sommers). Based on the lessons learned from these surveys (available [here](#) and [here](#)) SPSP has and will be continuing to launch a number of new initiatives.

Some of the changes implemented this year included new family care grants, a presentation template designed for maximum accessibility, an increase in the number of diversity travel awards, gender inclusive bathrooms that were included on the mobile app and map, a reception specifically for international attendees, and a new Member-at-large position on the board to represent primarily undergraduate institutions.

We also hired an Ombuds service to allow conference attendees a means to report incidences of sexual harassment at the conference, and updated our SPSP code of conduct (available [here](#)). SPSP intends to continue to monitor these issues and to lead rather than react to continue our efforts at inclusiveness, equity, accessibility and safety for all our members.

In addition to these new initiatives, SPSP continues its commitment to facilitate outreach by extending last year's op-ed training to include 30 new trainees in 2019 as well as three coaches assigned to support the trainees in both pitching and writing their op-eds.

We created a new Government Relations committee who will help focus SPSP's efforts in the areas of advocacy and policy work. We also restructured the Nominations and Elections Committee to make it a separate entity from the Board of Directors to promote transparency and diversity in SPSP's governance.

The International Task Force is now an ongoing International Committee within SPSP (co-chaired by Steve Heine and Nick Haslam), and we created a new Climate Task Force (co-chaired by Janet Swim and Leor Hackel) that is charged with studying and making recommendations to SPSP about ways to improve the organization's carbon footprint and to facilitate social psychological and personality science in this important area of inquiry.

The annual convention in Portland was a huge success with the largest attendance of any annual conference in SPSP history. Our membership continues to also grow: SPSP now has 7,777 members.

Finally, SPSP is expanding its conference offerings for the first time this year by offering a Summer Forum. Summer Forums are meant to be smaller collaborative meetings than the annual convention, and each annual Forum will have a specific theme that cuts across sub-disciplines of social and personality science. The theme for this summer is Big Data in Personality and Social

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Psychology, and will be held August 2 – 4, 2019 in St. Louis. Registration is now open [here](#). Hope to see you there!

In Memoriam: Annemarie  
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### European Association of Personality Psychology, President's Report

Jaap Denissen

Tilburg University

The European Association for Personality Psychology (EAPP) regards the Association for Research in Personality as a natural friend and close ally to promote the discipline of personality psychology. It is therefore a pleasure to report on efforts that EAPP undertook during the past year to achieve this goal. These efforts can be grouped in five domains. For those who only have time to read the short version: EAPP is a) actively promoting excellence in publishing the European Journal of Personality as its flagship journal, b) preparing for another European Conference of Personality in the enticing Spanish city of Madrid, c) rolling out new investment proposals, like a grant writing workshop and a system of travel stipends, d) improving the efficiency and transparency of its internal operations, e) encouraging its members, including early career members, to participate in the management of the association and f) reaching out to personality scholars around the world. I hope that the following overview will motivate ARP members to become an EAPP member or renew their EAPP membership: <https://eapp.org/membership>.



EAPP is proud to publish the **European Journal of Personality (EJP)**, the journal with the highest impact factor of all journals with an exclusive focus on personality. This success has been achieved by EJP's focus on solid research practices and theoretical innovation. Our editor-in-chief, Mitja Back, has done a wonderful job of putting together a dedicated team of associate editors and making sure that the journal is in a very good shape. This good shape pertains from the nuts and bolts of daily operations to a strategic and long-term dedication to proactively endorse novel research developments, such as our discipline's continued progress towards open science. I would like to thank all ARP members who have contributed to EJP's success as authors, reviewers, or readers. If you have not yet published in EJP, please consider doing so! Our journal is open to submissions from all countries, and submissions from North America already make up a large portion of our published articles. By submitting your best work to EJP, you benefit from a speedy and solid peer review process. Also, your work will be promoted on our EJP blog, which is regularly updated with interviews with authors. Check it out at <https://www.ejp-blog.com/>

Second, many ARP friends and colleagues are already regular visitors of our **European Conference of Personality** meetings. We hope that you will consider a visit to our 20th edition, which offers many highlights. For starters, it will take place in the beautiful and lively Spanish metropolis of Madrid – a must-visit due to its many cultural, architectural, and culinary highlights! Second, we have secured a star line-up of keynote speakers: Roberto Colom (Universidad Autónoma de Madrid, Spain), Markus Jokela (University of Helsinki, Finland), Barbara de Clerq (Ghent University, Belgium), Veronica Benet-Martínez (Universitat Pompeu Fabra, Spain), and David Kenny (University of Connecticut, USA). With the help of generous sponsoring from Hogan Assessments, we have kept registration fees low, while simultaneously managing to include the price for the gala dinner in the standard fee. To remain updated about the conference, please visit <https://eapp.org/meetings/conferences/conference-2020/> and subscribe to our ECP newsletter.

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Third, EAPP is in a very healthy financial position and will invest in the well-being of personality psychology with a **strategic investment program** during the coming 10-year period. Three investment proposals are especially worthwhile. First, we will continue our commitment to organize the Summer School of Personality Science (SSPS), which took place for the first time in 2018 in Zadar, Croatia. Under the guidance of John Rauthmann, SSPS will become a tradition via which EAPP contributes to educating and connecting new generations of scholars. Second, we have announced a travel stipend program, which offers up to three early career scholars (from around the globe) a 5000€ stipend to conduct research in a European country, with a deadline to apply until June 10. Third, we are wrapping up preparations to create a grant writing workshop in which personality scholars are taught to write competitive grant proposals with feedback from both experts and peers. Note that these investments are on top of ongoing activities, such as the EAPP expert meetings. In the summer of 2019, no less than 2 expert meetings will take place, one on adolescent personality development in Dresden (Germany) and one on post-traumatic growth in Nottingham (United Kingdom). Make sure you join EAPP to benefit from these investments – membership only costs 40€ per year for mature scholars and 15€ per year for PhD students, so we think we offer a great return on investment.

Fourth, EAPP has invested heavily in **upgrading its internal operations**. This includes a revamped website with pictures (integrated with our new Flickr page:

<https://www.flickr.com/photos/162892106@N03/albums>) and program books of past conferences, expert meetings, and summer schools. Check out <https://eapp.org/meetings> to see the result (and indulge in some well-founded nostalgia)! Furthermore, we have moved to Wildapricot to manage our membership affairs, an online system that makes payment of membership dues easy while also making it more efficient for us to communicate with our members. Third, EAPP has created a handbook that describes important procedures and best practices, which is already greatly improving the efficiency and transparency of our association. Finally, EAPP is investing in setting up a digital archive that contains important documents from our association's rich history. By the way, did you know that EAPP celebrated its 35th birthday on May 19, 2019? That day, 35 years ago, our association was established in Bielefeld, Germany. To celebrate, we gave away 35 free memberships to (PhD) students and scholars from low- and medium-income countries. This resulted in a membership that is more representative of the global research community, with notable influx from Turkey, the Russian Federation, China, Romania, and Serbia, and other countries. Welcome to all these new members!

Fifth, EAPP is keen on encouraging **democratic and inclusive participation** of all its members. During the Zadar conference in 2018, the members' meeting agreed on a series of changes in our statutes. Among these changes are two new EC roles. First, the diversity representative has the task of ensuring participation across gender and regional background. Anna Baumert agreed to be the first diversity representative, and one of the first activities was the formulation of the EAPP values, which include diversity and transparency. You can read this statement on <https://eapp.org/organization/our-values/>. Second, the updated statutes now define the role of early career scholar representative, a new position in our executive committee (EC). Because the EC wants to increase participation of early career scholars and because no less than 8 early career scholars decided to run for this important office, we decided to open up two positions for this group! Elections for these two positions were held on May 15, together with a third position for member at large. This resulted in mandates for Manon van Scheppingen (Netherlands) and Rebekka Weidmann (Switzerland) as early career scholars, and Verónica Benet-Martínez (Spain) as member-at-large. These new members have already brought much new energy and ideas to our EC.

Sixth, EAPP is a European association but it realizes that true strength lies in **unity (of diversity)**. Personality psychology is a small field, yet it has important strengths as a hub science. Our field unifies knowledge about human individuals and its knowledge is crucial for many applied disciplines, such as work and organization psychology and clinical psychology. While I am thus very optimistic about the future of our discipline, I also see two strategic challenges. One challenge is that our field is still dominated by the US and Europe. I believe we should urgently expand to regions such as South America, Asia, and Africa. This mission has already been taken up by the World Association of Personality Psychology. To contribute to this mission on behalf of EAPP, I have recently contacted scholars from Turkey and China, and I intend to reach out to

representatives from other regions as well. The second threat is that our field is fragmented. This has always been a great paradox to me: Why do we, as one of the smallest fields, have the largest number of associations? Of course, this is a strength as well because it promotes diversity of viewpoints. However, I think this diversity will only pay off maximally if there is coordination between associations, for example, under the umbrella of a World Federation of Personality Psychology. Wouldn't be nice if ARP and EAPP would be the frontrunners in bringing about this necessary coordination?

Prof. Jaap Denissen, EAPP President

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## Issue 13, June 2019

### An Interview with 2019 Murray Award Winner, Phebe Cramer

#### 1. What or who has most influenced your ideas about personality?

Psychoanalytic theory

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

High point: Murray award!

Low point: trying to get academic journals to accept research on defense mechanisms



#### 3. Which topics in our field do you think are still burning questions, and which may emerge in the next years?

Still burning: factors (genetic, environmental) that influence personality change.

Emerging: interaction between genetics and environment

#### 4. What fields do you think personality psychology should be collaborating with?

Genetics, sociology, anthropology

#### 5. Where do you think that personality psychology is, or maybe should be, headed towards in the future?

More attention to childhood precursors of later personality, and more longitudinal studies.

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# P: The Online Newsletter for Personality Science

## Issue 13, June 2019

### An Interview with 2019 ARP Service Award Winner, Rich Lucas

#### 1. What fascinates you about personality psychology?

I think that figuring out why people exhibit stable patterns of thoughts, feelings, and behaviors is one of the most challenging questions that psychologists can hope to answer. These characteristic patterns define who we are and have important implications for how our life turns out. Yet the breadth of these patterns and the fact that they are so stable (at least relative to the short time frame in which most of our studies are conducted) means that we are limited in the methods we can use to understand them. Many of the standard approaches for furthering our understanding of psychological phenomena simply won't work when studying personality. So what fascinates me most is thinking about the methods that will be able to provide insight into why these differences exist and how they affect outcomes.



#### 2. What do you think does our field need more of? Of what maybe less?

Related to the prior point, the field can always use more methodological expertise and development. This is why initiatives to improve psychological practices have been so exciting; people working in these areas have identified entirely new ways that our methods and practices have been deficient, and they've quickly identified feasible solutions to these problems that I strongly believe will work. I think more focus on developing methods that are appropriate for the study of personality, including broad methods that can be implemented anywhere in the field (i.e., the adoption of registered reports and replication studies) and more specific methodological techniques that are relevant to specific areas of personality research will lead to exciting new developments.

#### 3. How can researchers in their early careers be engaged in serving our field?

I think the two most obvious choices are to get involved in reviewing and to get involved in organizations like ARP. In terms of reviewing, it never hurts to contact editors of journals you like to let them know that you are available for reviewing. This is especially true if you just got a paper published in that journal; your expertise will be especially salient at that time and might be more likely to stick in the editor's mind. In terms of service to organizations, it is often possible to volunteer for specific society committees as a way to get your foot in the door. Once the other members of the society start to recognize your name, it becomes easier to move into additional service positions. Of course, when it comes to both reviewing and organizational service, it is always important to remember not to take on too much. I love reviewing and editing, and I've tried to focus my service efforts on the types of tasks I like. So an important piece of advice is to try to focus on service opportunities that benefit the field but that are also enjoyable and help with your own career.

#### 4. For personality researchers, especially graduate students, who are especially interested in teaching/mentoring/outreach, what advice do you have?

In terms of developing skills, I think that the first step is to attend carefully to what you like and

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don't like about other people's teaching and mentoring. It's sometimes hard to pay attention to those things when you're in the role of a student, but if you recognize early that that being a good teacher or mentor is a goal, then you can focus your attention on figuring out which of the things that other people do work and which things do not. Of course, once you have an idea of what works, the best thing you can do to improve your skills is to look for opportunities to practice them. This can include formal teaching opportunities as well as more informal opportunities to present research to different types of audiences. Even thinking about conference presentations or other types of research presentations as opportunities to practice teaching can be helpful. For many of us, these things don't come naturally, so paying attention and practicing can go a long way towards improvement.

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### An Interview with 2019 Early Career Award Winner, Aidan Wright

#### 1. What are you working on right now? What do you want to work on in the next years?

The majority of my lab's work is focused on studying personality and psychopathology as contextualized dynamic processes. Broadly, we have been collecting large samples of ambulatory assessment data capturing things like daily stress, interpersonal behavior, and affect in life as it is lived. More specifically, we've been looking at measuring grandiose and vulnerable narcissistic states, how variable they are within and between persons, and what other contextual features predict shifts in these states. Much of this work has been spearheaded by Betsy Edershire, a graduate student in my lab. Moving forward, I anticipate continuing to study individual differences in these dynamic processes, but I anticipate that they will become increasingly intensively sampled (e.g., via passive sensing) and more personalized (i.e., via idiographic modeling). My lab has also been working on methods and applications of statistics that can bridge the traditional idiographic and nomothetic divide.



#### 2. Which topics do you think will be "hot" in the coming years?

The topic that everyone seems to be focused on, but nobody really knows how to grapple with, is how to conceptualize and study the generating processes of personality traits. Or, stated otherwise, how do we move from a descriptive to an explanatory framework of personality? Related to this, I think that Colin DeYoung's Cybernetic Big 5 theory of personality is among the most forward thinking, comprehensive, and tractable, and I would imagine this will generate a number of impactful research projects in the near future, or at least I hope it will. More prosaically, I imagine that passive sensing and mobile technology will continue to be an exciting avenue of future research and development, but it needs to move beyond the "proof of concept" and concerningly small sample phase.

#### 3. Where do you get your inspiration or research ideas from?

Much of my work involves taking a basic personality approach towards understanding psychopathology or maladaptive functioning. In many respects, the challenges that have faced and continue to face psychopathology have been the same as those that basic personality has and continues to deal with, but psychopathology has been trailing behind basic personality science, at least in some respects. So, I often identify a challenging or vexing issue in the clinical domain and then turn to how basic personality science has dealt with similar issues and borrow liberally from those approaches. The opposite is true too, and clinical science has much to offer basic personality science. Sometimes what seems to be the most necessary work is illustrating when disparate literatures are describing the same fundamental construct.

#### 4. How do you maintain work-life balance?

The balance has shifted in recent years, from being heavily tilted towards work towards being more heavily tilted towards life. Some of the motivating factors have been quite large, including

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having my daughter (my first child) and getting a health scare. Perhaps because of this, it's been relatively easy for me to set up some pretty strict guidelines for myself so that the balance is manageable. For instance, I won't schedule meetings after 430pm because I have to do daycare pick up or get home to make dinner, and I won't schedule meetings before 10am, so that I can go to the gym. I make very few exceptions to these. I find drawing the bright line forces me to figure something else out to make it work, because if I allowed myself more flexibility, I would break the rules all the time. Imposing these boundaries comes at a cost, mostly in productivity, but those are worth it to me. And, it's not like I don't struggle to find balance still; lately I've realized I spend too much time doing reviews and need to start saying no more often, but it's a work in progress and generally I'm achieving the balance I want. I still end up apologizing a lot for not being able to do something I should be doing, but those apologies are directed to colleagues and not family, and that turns out to be a good trade to make. I should emphasize, my position as a professor in a secure position allows me to draw these bright lines and stick to them.

**5. Do you have any advice for early career researchers?**

I do, and it relates to work-life balance. For those who are interested in an academic track at a research university, I would recommend thinking about investment in work developmentally. Much of graduate school and the lead up to tenure is very similar to starting a small business, with you as the CEO. Many of the demands are similar. There are big risks, it requires lots of investment of time and energy, and you often need to be proficient in every aspect of the business despite not having expertise (or formal training) in all of it. You need to get the operation off the ground and build a "brand" (i.e., your program of research that is unique and provides a valuable product to the community). The rewards are similar too, it's intellectually stimulating and exciting. During those early years, it is likely to seem precarious and it might seem a bit like sprinting a marathon. But this phase doesn't last forever, and at some point, you probably want to get the business to the point where it is sustainable and runs along without too much effort on your part. I mention this because I've heard relatively little discussion about the fact that work-life balance isn't constant throughout your career (and yes, of course there are individual differences). In the early years, it seems only natural that it would take considerable investment of time and effort in career to get things going. This is likely to feel more acceptable if one thinks about it being time-limited, and that it is something that can ease up once the business (i.e., lab) is self-sustaining. So, I would encourage early career researchers to approach the work-life balance issue developmentally, and expect to have a heavy push early as they are trying to get off the runway, but less effort should be expected once you hit cruising altitude. And again, there are individual differences in what this trajectory looks like, and how high or low on work-time investment you want to go. But I think the normative trend can and frequently does follow this non-linear trajectory. Just nobody mention the committee work that comes after tenure...

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### An Interview with 2019 Emerging Scholar Award Winner Olivia Atherton

#### 1. What got you into personality psychology in the first place?

At the beginning of my sophomore year of college, I decided to switch my major to Psychology and was eager to learn everything I could. I ended up taking the Introductory class for every area of psychology – biological, cognitive, developmental, industrial-organizational, abnormal, social, and personality (which was unnecessary requirement-wise, but quenched my thirst to learn about all aspects of the field). When I took Intro. to Personality, which was team-taught by Brent Roberts and Caroline Tancredy, I was very excited to learn that people were actively conducting research on topics that had long been a fascination of mine. About halfway through the semester, I went to Brent's office hours to ask if I could be a research assistant in his lab, and the rest is history!



#### 2. What are you most interested in these days?

During my time in graduate school, my work has focused on the development of self-regulatory traits, like effortful control and conscientiousness, and their influence on a wide range of problem behaviors in adolescence, including drug use, relational aggression, school behavioral problems, and psychiatric disorders. Through this research, I have found that the average adolescent experiences a temporary "dip" in self-regulation during adolescence – providing some support for the idea that youth struggle with attaining personality maturity during this time. Concomitantly, there are increasing opportunities to engage in risky and problematic behaviors during adolescence, which suggests that the teen years may be a recipe for repeated self-regulatory failures. In fact, my work has shown that a vicious and recursive cycle exists, where an adolescent's poor effortful control is associated with increasing problem behaviors over time; and engaging in these problem behaviors, in turn, further erodes youths' capacity to self-regulate. To better understand the line between normative and non-normative self-regulatory development, I am currently exploring precursors to the development of effortful control and problem behaviors. Preliminarily, it seems as though some developmental influences are common to both effortful control and problems behaviors, whereas others are unique to one or the other.

#### 3. Which topics do you want to tackle in the future?

This is a difficult question to answer because there are too many! Some of the big research questions that I think would be most interesting to tackle in the future include: What is the role of goals and motives for stability and change in self-regulatory traits? What is the best way to improve self-regulation, either volitionally or through direct intervention? Would the same interventions work for both youth and adults, and for both ethnic minority and majority youth? Where is the line between normative and non-normative development of self-regulation? What is the role of personality in the tendency for many youth to "mature out" of problem behaviors (e.g., drug use) in young adulthood, and what influence does the maturing out process have on subsequent personality development? What are the socialization processes through which

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childhood temperament dimensions develop into adult personality traits?

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# P: The Online Newsletter for Personality Science

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### An Interview with 2019 Emerging Scholar Award Winner Courtland Hyatt

#### 1. What got you into personality psychology in the first place?

I started my research career working in an aggression lab, which involved running aggression paradigms wherein participants were given the opportunity to shock their (ostensible) opponent. During these experiments, we manipulated some aspect of the environment (e.g., competitive vs. neutral cues, sexual orientation of the opponent) to test if levels of aggression were higher in a hypothesized condition. In many of these studies, we found little or no effect for condition, but we consistently found that low FFM Agreeableness and related complex profiles (e.g., psychopathy, narcissism, sadism) were related to aggressive behavior across conditions. As a result, I became much more interested in person-level, rather than situation-level, variables as important predictors of harmful interpersonal behavior. Of note, this shift coincided with my entry into a clinical psychology graduate program, and as part of my clinical training, I began thinking a lot about the ways that these distal-seeming personality traits could manifest in ways that meaningfully impacted proximal functioning. I feel fortunate that my early training was in a setting that emphasized both nomothetic and idiographic perspectives on personality.



#### 2. What are you most interested in these days?

One of my primary interests these days is the intersection between personality and psychopathology. In the clinical-personality literature, there has been a clear shift toward characterizing personality disorders in terms of traits and trait-related processes. I am captivated by the idea that personality traits are integral to understanding the occurrence of other forms of psychopathology as well. For example, I don't think the notion of what constitutes a "trait" vs. "symptom" is always clear. If a client reports to a clinician that they have been feeling really sad in the past few months, is this a symptom of a depressive disorder? Or is this better conceptualized as a recent elevation in their trait depressivity that may be linked to a psychosocial stressor? Should we think about sleep disruptions the same way? What about paranoia? Maybe this is semantic squabbling and clinicians should use the same treatment regardless of how the trait/symptom is conceptualized; maybe there are important treatment considerations that should be made based on how we make sense of the difficulties that a client reports. I think this area of research is contentious, fascinating, and potentially beneficial to mental health interventions.

Another current interest of mine is the Open Science Movement. The obvious reason why is because I believe that the members of the OSM corpus are ushering in a paradigm shift that is reorienting the focus of psychological science toward rigorously conducted, replicable research. I think the importance of this reorientation can't be overstated. Although the pace of progress can seem simultaneously very slow and very fast, it's really exciting to get involved in something so important early in my career. The second major reason why I find OSM interesting is that it has been inspiring to see a large community of global scholars coming together in pursuit of a common

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goal. Changing the nature of how science is done is daunting, but it has been cool to see that there are many important roles for researchers at all levels to play.

3. Which topics do you want to tackle in the future?

The main topic I want to tackle in the future is to understand how aspects of low FFM Agreeableness (and related profiles) lead to aggressive behavior. Imagine that you've just witnessed person X hit person Y — *why* did person X do this? The distal answer that personality psychologists may offer is that person X is disagreeable and generally predisposed to that type of behavior. While faithful to the literature, I think this answer is unsatisfying and somewhat tautological. Thus, the goal of my future research is to "zoom in" on instances of aggressive behavior and try to identify the proximal individual difference variables that contribute to aggression. Of course, there are many, many contributing factors at play when considering aggressive behavior, and so in order to have a more robust understanding of aggression as a construct, it is crucial to investigate it from multiple methodological vantage points (e.g., informant report, EMA, psychophysiology, behavioral measures).

Another topic I'd like to tackle is the impact that culture has on personality and psychopathology. I'd hypothesize that the extent to which your personality conforms to a cultural ideal impacts your ability to flourish within that culture. For example, I'm pretty high in FFM Openness, and therefore I think I'm happier living in a cultural setting that promotes novel ideas, has lots of music venues and art galleries, etc. On the other hand, I may feel less "at-home" in a cultural setting that is less congruent with these aspects of my identity, and this likely has ramifications for my psychological health. Doing this type of research would also (hopefully) allow me to travel and work with personality researchers in all parts of the world, which I would love to do!

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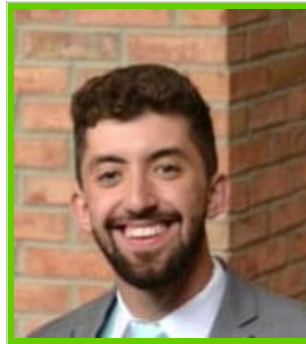
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### An Interview with 2019 Emerging Scholar Award Winner Ted Schwaba

#### 1. What got you into personality psychology in the first place?

I bet most personality psychologists would endorse an item that goes something like "For as long as I can remember, I've been interested in what makes people act the way they do." But if I had to pick a single defining experience, it would be during my undergraduate years as a research assistant. I was working in a communication studies lab that designed technology for older adults with functional difficulties. But, in weekly lab meetings, I kept asking "personality psychology questions" along the lines of "well, how come this person with arthritis and vision impairment still uses her computer, but this other person just doesn't care to learn?" Turns out I was in the wrong field — now I'm in the right one.



#### 2. What are you most interested in these days?

Facets! A little while ago, I worked on my first project that had usable facet-level data, and I was surprised at the level of unique information that facets contributed — in this study, they developed mostly independently of one another, and they were differentially related to our outcome variables. So I wound up taking a deep dive into the world of facet measurement, and I've emerged a bit less sure of the world than when I started, but even more interested in how to best subdivide (or not) the space below the Big Five.

#### 3. Which topics do you want to tackle in the future?

In the area of personality development, we seem to have gotten ourselves into a minor reproducibility issue regarding the impact of life events on personality change. It doesn't seem to be a file-drawer problem, or a p-hacking problem, but rather the published results in the literature just don't seem to agree with one another. In one study, agreeableness will increase before and after the event, in another, agreeableness will decrease before and after the event, and in a third, we'll find no effect after applying some causal inference technique like propensity score matching. So, in the future, I think we'll need to work together in some capacity to understand, in a more comprehensive and robust way, how life events affect our personality.

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# P: The Online Newsletter for Personality Science

## Issue 13, June 2019

### An Interview with 2019 Emerging Scholar Award Winner Manon van Scheppingen

#### 1. What got you into personality psychology in the first place?

I got interested in personality psychology when I started my PhD. Before that, I actually was in a different field: I got my bachelor's and master's degree in clinical pedagogy. When I started my studies I had no clue what a PhD entailed and did not know much about personality psychology. My classmates wanted to work with children in practice, and I thought I wanted that too. Then I noticed that I really enjoyed the methodology classes, and I got interested in longitudinal modeling. I was very much inspired by longitudinal studies on the intergenerational transmission of attachment and parenting. During my master's, analyzing data and writing my thesis made me more passionate about scientific research and I realized that I wanted to pursue a scientific career. I got the opportunity to learn more about longitudinal research as a research trainee at Utrecht University (supervised by Loes Keijsers), and she introduced me to Jaap Denissen. By reading his work, the work of Wiebke Bleidorn, and eventually the work of many others I got very excited about personality psychology, and personality development in particular. I was impressed by the large body of studies that show that personality can develop across the entire lifespan, and it intrigued me that we know very little about why this happens. I got the opportunity to do a PhD with Wiebke and Jaap at Tilburg University. During my PhD, Wiebke and I collected and analyzed longitudinal data on personality development during the transition to parenthood, and during these 4 years I felt more and more like a personality psychologist. This feeling was strengthened by going to conferences like ARP and ECP. I value that we take measurement seriously, use rigorous methods, and care about replicability.



#### 2. What are you most interested in these days?

I am currently doing a postdoc in sociology (University of Amsterdam), and have been able to broaden my horizon by including theoretical perspectives and methods from family sociology and demography. I work on an international project using longitudinal data from five countries, in which we combine the best methods from various fields to study the impact of life events. I am currently studying personality development and relationship dissolution, and aim to improve causal inference on this topic. In one of my projects, I developed a new technique to match controls (i.e., married individuals that do not go through divorce) to divorcees and compared their trajectories in life satisfaction before and after divorce. For anyone who is interested, I will present this project this summer at the ARP data blitz symposium.

In addition to doing research, I just started as Early Career Representative in the executive committee of the European Association of Personality Psychology. I think many ECR's have interesting ideas about how we can improve and promote open and reproducible research practices. I am very much looking forward to contribute to the future of personality psychology by giving ECR's a voice!

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3. Which topics do you want to tackle in the future?

As much as I enjoy working at the sociology department in Amsterdam, I am a personality psychologist and I am very excited about returning to the department of developmental psychology at Tilburg University next September, where I will start as an assistant professor. For the future, I hope to develop my own research program on continuity and change in personality and close relationships. One of my ideas is to look at social roles in middle to old adulthood (e.g., grandparenthood) and how this relates to stability and change in personality. Inspired by conversations I had with sociologist, I would also like to study the longitudinal link between personality and social class. Sociological theories stress the importance of socio-economic background for how people think and act in many life domains. Yet, many sociologist assume that personality is stable across the lifespan. It would be interesting to take a developmental perspective to examine how people from different socio-economic backgrounds differ in personality stability and change across the lifespan.

In Memoriam: Annemarie  
Eigenhuis

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## Issue 13, June 2019

### An Interview with 2019 Tanaka Dissertation Award Winner Felix Cheung

#### 1. In a nutshell, what was your dissertation about?

My dissertation looks at the role of income redistribution (i.e., governmental efforts to reduce income disparity) on life satisfaction. Income inequality is an important social issue, and former US president Barack Obama called it "the defining challenge of our time." Increasing attention has been paid to the study of income inequality within psychology. In my dissertation, I aimed to advance this area of research by focusing on solutions to income inequality (instead of income inequality per se). That's why I chose to study income redistribution.



Based on 30 years of German data and 24 years of international data, I found that increases in income redistribution were associated with greater life satisfaction. More importantly, this link was positive across individual, national, and cultural characteristics. For instance, income redistribution predicted greater well-being for the poor *and* the rich and for liberals *and* conservatives. Therefore, my dissertation showed that income redistribution does not simply redistribute happiness. Rather, it is linked to improvement in population well-being.

#### 2. What are you working on right now, and what do you want to do in the future?

My overall research program examines the population determinants and consequences of a satisfying, purposeful, and engaging life. My on-going research continues to disentangle issues related to income disparity by incorporating the broader socioeconomic context (e.g., income mobility, GDP, poverty). In addition, I have expanded my research to consider the role of sociopolitical environment (e.g., Syria Conflict, the 2014 Hong Kong Occupy Central Movement, the Trump presidency, terrorist attacks).

A related line of research is a case study of Hong Kong. Hong Kong people live the longest life and enjoy one of the highest GDP per capita in the world. Both life expectancy and GDP are major policy indicators that are pursued in many, if not all, societies across the globe. If traditional policy indicators are aligned with citizens' well-being, then we have every reason to expect Hong Kong people to live one of the most satisfying, purposeful, and engaging life around the world. Yet, based on data from the Gallup World Poll, life satisfaction and life engagement in Hong Kong are the poorest among similarly developed societies. Hong Kong also has the lowest level of purpose in life among over 130 societies surveyed by Gallup. The case study of Hong Kong begs the question: Is a long and prosperous but dissatisfying and purposeless life a good life?

My long-term career goal is to formulate evidence-based well-being interventions to promote population well-being.

#### 3. What research or statistical methods are you most excited to see pursued in our field in the coming years?

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Causal inference.

The study of personality psychology relies substantially on observational data. Although drawing causal inference from observational data is always tricky, it does not mean that our causal inference cannot be improved. I would love to see our field continues to expand on our methodological and statistical toolbox. At a conceptual level, I think directed acyclic graph (DAG) has been gaining popularity across fields in guiding the selection of confounders and mediators. At a methodological level, I would love to see more applications of Mendelian randomization, regression discontinuity design, and natural experiments. At a statistical level, analytical techniques, such as convergent cross-mapping (a method that promises to distinguish causality from correlation with time-series data), instrumental variable analysis, and E-value, may be useful.

Of course, proper causal inference can only be achieved via proper research practices, and I believe recent advancements, such as registered report, open science, and increases in statistical power, are also incredibly important.

**4. Do you have any advice for grad students? What was the best advice you got and helped you?**

Trust yourself, but trust your data more.

When I was in the early stage of graduate school, I signed up to give a Brown Bag talk. I put together a cross-national study on income inequality and life satisfaction. I found, to my surprise at the time, that higher income inequality was linked to greater life satisfaction. I presented the results and, because the results contradicted my prior belief, I told the audience that I probably did something wrong. In other words, back then, I did not really trust the data or myself, and I did not adjust my belief despite contradicting evidence.

After the talk, a faculty member told me that he did not see any clear flaw inherent in the study itself and encouraged me to keep an open mind about the link between income inequality and life satisfaction. Eventually, a paper using the same dataset was published by another research group and made the same claim that income inequality may be linked to greater well-being. So, now, I have reasons to believe that I did not actually do anything wrong in that study (well, maybe except for getting scooped).

I have since read up on more existing studies on income inequality in other sister disciplines (e.g., economics, sociology, public health) and conducted additional studies on this topic. I am now convinced by the totality of evidence that income inequality (as defined and measured by Gini) can have both positive and negative consequences.

In Memoriam: Annemarie  
Eigenhuis

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# P: The Online Newsletter for Personality Science

## Issue 13, June 2019

### An Interview with 2019 Tanaka Dissertation Award Winner Aaron Weidman

#### 1. In a nutshell, what was your dissertation about?

I am fascinated with how our methods shape our theory: What we conclude about people from any study is contingent on how we conduct that study. The best way to arrive at sound theoretical conclusions is to first vet our measures and manipulations through rigorous construct validation. In my dissertation, I highlight this often-overlooked link between methods and theory in the context of emotion research, an area in which little attention has historically been paid to issues of construct validation. For example, I show that the field's cumulative knowledge about the emotion humility (i.e., that it is a virtue) is based on a narrow conceptualization of humility, which in fact has two distinct dimensions, involving both appreciation and self-abasement. Similarly, I show that our knowledge about the link between happiness and spending (i.e., you should buy experiences, not material things) is based on a narrow conceptualization of retrospective, "afterglow" happiness; when we assess happiness in the moment, spending money on things comes out looking much better. Finally, I apply some of the first construct validation techniques in the domain of positive emotions, using bottom-up methods to derive lay-person definitions of each regularly studied emotion (e.g., awe, gratitude, sympathy, pride) and to develop self-report scales to measure each of these states. I hope that this work can provide a solid methodological foundation on which to build knowledge about positive emotions.



#### 2. What are you working on right now, and what do you want to do in the future?

Building on my fascination with methods, I have recently been thinking about means of assessing emotion without relying on self-report surveys. Self-report surveys provide a great window into people's subjective experience (what better way to know how someone feels than to ask them?). Yet, they are cumbersome to complete and completing them can interfere with the subjective experience we wish to capture. Along with several colleagues, I have recently worked on a project in which we try to harness emergent technologies (e.g., smartphone sensing, machine learning) to predict people's mood based on the sound of their voice. We have thus far found this issue tough to tackle: It turns out that mundane, everyday conversation doesn't provide a ton of signal into how someone is feeling. Furthermore, most people feel relatively neutral — as opposed to very happy or very sad — most of the time, which further reduces our ability to pick up on fluctuations in mood as people go about their daily lives. We have only scratched the surface, however, in terms of the types of data we can use to gain insight into mood (e.g., physiological data, speech content, activity/movement data) and the predictive methods for tackling these kinds of problems are constantly evolving and improving. As a result, I am extremely excited to continue work in this area. Maybe someday we will be able to partially supplant our reliance on self-report surveys of emotion by using technology-based assessment tools!

#### 3. What research or statistical methods are you most excited to see pursued in our field in the coming years?

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In line with what I wrote above, I am most excited about methods that capture people's in vivo experiences (e.g., experience-sampling, smartphone sensing) and statistical techniques that can handle the vast amounts of data that these in vivo research methods yield (e.g., multilevel modeling, machine learning). I would argue that the two major methodological engines of social-personality psychology in the 20th century were the self-report survey and the laboratory experiment (think of a groundbreaking finding or literature from your intro textbook and I bet it was built on one of these two methods). These methods are still invaluable and foundational, but as a field we are now much more aware of their limitations. Self-report surveys are subject to many biases (e.g., acquiescence, self-presentation) and we know that people have blind spots in their self-knowledge. Laboratory experiments of course typically lack ecological validity and, furthermore, it is logistically very difficult to recruit the kinds of sample sizes that we now know are required to adequately power our studies when you are bringing participants into the lab one-by-one. Moving forward I am excited to see our field increasingly rely on methods that capture people's experiences repeatedly as they go about their daily lives, which has the twin benefits of increasing ecological validity and statistical power. The upshot of all this might be a larger proportion of descriptive research (vs. causal inference) but I imagine personality psychologists will be receptive to this shift!

**4. Do you have any advice for grad students? What was the best advice you got and helped you?**

I like stepping back and asking myself what I am accomplishing and what my research goals are. On a day-to-day level, I really like the concept from industry of the "stand-up", where a team will meet at the end of the day and each person will stand up and share what tasks they accomplished that day. I think graduate students can benefit from having a private stand-up with themselves each day, asking what they accomplished to "move the needle forward" on their research. Maybe you drafted an Introduction section, wrote an IRB proposal, or learned a new statistical technique for your data. Productivity can come in many forms (but checking Twitter probably doesn't count)! A daily "stand-up" can help you keep track of what you are getting done and what you might need to better prioritize. On a higher level, my doctoral adviser Jess Tracy always stressed the need to think about the "theoretical contribution" of any research project. I think there is tremendous wisdom in this advice, even if we take it more broadly to mean that we have to stop and ask ourselves what exactly is the point of a project: How are we advancing our knowledge about personality, or how are we providing a methodological innovation that itself will advance our ability to understand personality? My sense is that if graduate students ask themselves these questions before diving into a research project, it will help focus their efforts and make them more efficient in pumping out impactful work.

In Memoriam: Annemarie  
Eigenhuis

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# P: The Online Newsletter for Personality Science

## Issue 13, June 2019

2019 ARP Conference, Grand Rapids, MI

[Doug Samuel](#), [Chris Soto](#), and [Susan South](#) (Program Co-Chairs)

[Katie Corker](#) (Local Arrangements Chair)



The 2019 ARP Conference Is Right around the Corner!

We are looking forward to seeing you all at the [2019 ARP Conference](#),

which will be held June 27-29 at the [Amway Grand Plaza Hotel](#) in [Grand Rapids, Michigan](#). The conference will feature stimulating content and outstanding company in a vibrant setting. The main conference will begin with opening, early evening addresses on Thursday, June 27 and conclude with a Gala Dinner at the [Grand Rapids Art Museum](#) on the evening of Saturday, June 29. In addition, ARP will cosponsor two preconferences during the day on Thursday, June 27.

The main conference will feature a lineup of presentations that showcase the extraordinary breadth and depth of our field--and your innovative and diverse contributions to personality research is what makes this happen! Program highlights include:

- An opening address by ARP President Brent Roberts
- An address by Murray Award winner Phebe Cramer
- Invited talks by ARP Early Career Award winner Aidan Wright, as well as Tanaka Dissertation Award winners Felix Cheung and Aaron Weidman
- An emerging scholars symposium and data blitz session to highlight work by early career personality researchers
- A stellar lineup of 27 symposia and paper sessions that collectively span all areas of personality psychology
- Two poster sessions with more than 100 research posters
- Interactive hackathon sessions in which conference attendees can actively collaborate on a

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defined project--a first for the ARP conference!

In Memoriam: Annemarie  
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As you can see, the main conference has something to offer for all ARP members. If you're hungry for even more, the preconferences offer additional content focused on two areas: research methods and interpersonal theory.

The research methods preconference, cosponsored with the Society for the Improvement of Psychological Science (SIPS), will focus on the theme of "Transparent and Cumulative Personality Science." The format will be a mix of traditional talks and action-oriented interactive sessions. Topics will include:

- A keynote address by Jennifer Lodi-Smith on the importance of community in open science
- A panel on the future of meta-analysis (with Daniel Briley, Katie Corker, Simine Vazire, and Brenton Wiernik)
- A panel on new methods for making personality science more open and replicable (including Olivia Atherton, David Condon, and Sara Weston)
- A newcomer-friendly hackathon to develop and improve templates, tools, and training for preregistration in personality psychology
- A "breakout blitz" where participants exchange tools of the trade, informal practices, and laboratory life hacks for making research more rigorous and transparent.

The interpersonal theory preconference, cosponsored with the Society for Interpersonal Theory and Research (SITAR), will also serve as the SITAR annual meeting. SITAR is an international, multidisciplinary, scientific association devoted to the advancement of interpersonal theory and research, in the context of an egalitarian interpersonal climate. SITAR welcomes the full range of graduate students, new professionals, and seasoned experts to present and discuss new research. The SITAR preconference will feature individual papers, symposia, a keynote speaker, poster presentations, and a group dinner. Research presentations will emphasize agentic and communal aspects of personality, relationships, clinical psychopathology, and well-being, from a diverse range of methodologies.

Beyond the stimulating content and wonderful company of any ARP meeting, an additional draw of our 2019 conference is its location at the [Amway Grand Plaza Hotel](#) in downtown [Grand Rapids, Michigan](#). As the major city on the west coast of Michigan, Grand Rapids is known for art, music, outdoor recreation (including its close proximity to beautiful Lake Michigan), and a vibrant brewing culture--its nickname is [Beer City USA](#). As icing on the cake, the weather in Grand Rapids in late June is typically fantastic, with warm temperatures and plenty of sun.

You can probably tell that we're quite excited for the 2019 ARP Conference! So don't forget to [register for the conference](#) and [reserve your hotel room](#) if you haven't already, and see the [ARP conference page](#) for more information and announcements.

We look forward to seeing you in Michigan this June!

Sincerely,

Doug Samuel, Chris Soto, and Susan South (Program Co-Chairs)  
Katie Corker (Local Arrangements Chair)

# P: The Online Newsletter for Personality Science

## Issue 13, June 2019

### Summer School of Personality Science (SSPS)

Emorie D. Beck

#### A Story of Firsts: The Summer School in Personality Science 2018

On July 10, 2018, 16 current graduate students in psychology walked into the Hotel Zadar in Zadar, Croatia, to take part in the first Summer School in Personality Science (SSPS). Most of us didn't know more than one or two others, if any, and I imagine all of us were nervous (and not just because we knew we were going to be randomly assigned roommates). We'd all received a copy of the schedule for the week. 6 days. 7 AM to 8 PM. Each day with a different topic - Methodology, Relationships, Dynamics, Biology, Culture, and Development. We also had bios on all the other participants. We all knew we were lucky to be there. We both knew what we had in store (the schedule was quite detailed) and had no idea what was in store.

I arrived around noon to the Hotel Zadar and was checked in by a stocky Croatian man drinking a beer. Although he was not happy I arrived early, I left my bags in the office and wandered up the coast to Old Town Zadar, where the streets were narrow and bricked. Small shops lined the streets, with clothes, beer, and much more. After three hours or so, I returned the hotel to check into my room and change for the initial reception that evening and met my roommate, Julia Jünger. After a few minutes of conversation, we already knew we would be good friends. Together, we went to meet the others.

Julia and I found the other participants sitting in a large circle in the outside dining area. Most people were sitting quietly, a little uncomfortable. We joined the circle and started making separate conversations, quickly learning others' names and bits about their background. After about 30 minutes of small talk, we moved to the opening reception, where we all continued to get to know each other. The reception was in the same location the summer school would take place, which was the University of Zadar in Old Town. The building we would inhabit opened up directly on the Adriatic Sea, not to a sand beach, but to a stone walkway that ended in a ledge. We stood near the ocean, enjoying the breeze, and continued to get to know one another.

The next morning, Julia and I slept for as long as we can reasonably justify to give us 15 minutes to eat breakfast. We were last to arrive, which would be a recurring event for the rest of the summer school. At 8:30 AM, John Rauthmann reminded us it was time to go and began leading us to the University. In what would become another theme, we all walked too slow, so John tended to be a few hundred feet ahead of us, reminding us we needed to move faster to get there in time.

We spent the next six days learning about a variety of topics. The organization of each was similar, with a keynote in the morning, followed by a second session before lunch, a mentoring lunch, then one session after lunch followed by a panel discussion and dinner. Lunches at the summer school were mentoring lunches, eaten at the University of Zadar cafeteria. During the meals, we would talk with various experts about a number of different topics, including publishing, peer reviewing, finding a job, getting grants etc. Each day, we would generally sit with different experts, so we were able to get a number of different perspectives, which was helpful.

The first day was Methodology Day, led by Simine Vazire and Katie Corker. The day started with

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Simine giving a keynote on the background of open science – what norms foster it, what can we do, how did we get here. Next, Katie led a hands-on demonstration of practices in open science, including using R for reproducible research and the OSF for sharing materials and pre-prints. We ended the day with a discussion of the challenges facing open science in personality.

The second day was Relationships Day, led by Mitja Back and Marius Leckelt. Mitja gave the keynote, outlining the how personality and relationships are related, and why we should care about this in personality research. We also had a tutorial on the methods used to study the dynamics of personality and relationships to help us understand how this perspective could inform our own research.

The third day was Dynamics Day, led by Chris Hopwood and Colin DeYoung. Colin and Chris both shared with us their theoretical models and discussed the similarities and difference between the two. Chris talked about interpersonal theory, asking the question of whether personality existed in the absence of a social context and charting how this question has led to increased interests in dynamics in personality. Colin followed up with a discussion of Cybernetic Big 5 Theory and how cybernetics might provide the framework for how dynamics and systems underlie personality.

Diverse expertise among the participants became most salient on Biology Day, which was the arguably the day that the fewest of us had a good grasp on. Led by Lars Penke and Colin DeYoung, we learned about research investigating the biological underpinnings of broad personality traits, how to think about the relationship between personality and neuroscience, and what behavioral genetics can teach us about causal mechanisms in personality development.

On Culture Day, led by Verónica Benet-Martínez, we addressed the question of cultural differences in the manifestation of personality, including discussing the mechanisms through which these differences might emerge. Given that we were all immersed in a new culture in Croatia and that the participants in the summer school hailed from all over Europe and North America, cultural differences (and similarities) were already striking, making this already poignant topic even more so.

The final day, Personality Development Day, led by Wiebke Bleidorn, ended early. The timing of SSPS overlapped with the World Cup, and Croatia had made it to the semi-finals and then finals during the summer school. Sunday, July 15, was the day of the World Cup Final, and it began during the scheduled sessions for development day. We spent the morning talking about what it even means that personality changes or develops and reviewed several prominent models for estimating this. Two big questions concerned whether life events change personality and whether it's possible to change personality through intervention. The evidence on both counts is mixed, despite anecdotal insistence that our experiences shape us and that intentional changes can do so.

As is typical in science, we left without a satisfactory answer to the question of how experiences shape personality and all left to watch the World Cup Final in the Forum. Standing in the packed square with the sun beating down, we watched France gain an early lead that they maintained through the rest of the match. When it ended, something entirely unexpected happened, at least for me as an American. Rather than a bitter defeat, the Croatians saw their loss as a victory. They had never made it this far in the World Cup before. Their small country had just demonstrated that they were at the top of the world. They didn't see second as "first loser." They were proud of everything they accomplished. There was almost no difference between their celebrations when they won in the semi-final and lost in the final. Flares went off. People climbed on whatever they could to sing and wave flags. Happy tears and hugs were everywhere. We all watched, somewhat astounded, moved to be experiencing these moments with the Croatians.

While I watched, I continued to think about the question of how experiences shape us. For the Croatians, as they cried, embraced, and celebrated with one another, it was hard to imagine that the event would not shape them, perhaps through how Croatian national narrative would be shaped by this successful participation in one of the biggest (largely) non-political global events. We stayed in the Forum for hours, until long after dark, where eventually there was a concert-like celebration of their victory. I know for many of us, we will cherish those moments for sharing them with people who welcomed us to share a key even in their nation's recent history with them.

But we will also cherish all the moments of SSPS both for everything we learned and for sharing them with people who we will call friends and colleagues for decades.

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## Issue 13, June 2019

### In Memoriam: Annemarie Scholte Eigenhuis (1982-2018)

Amber Gayle Thalmayer

We regret to report the untimely loss of a brilliant young personality psychologist, whose contributions to our field had only just began. After a BA degree at the University of Amsterdam (UvA) Annemarie travelled to the University of Oregon on a Fullbright scholarship in 2008, completing an insightful, sophisticated master's thesis on personality differences across situations, supervised by Gerard Saucier. While there she also collaborated with him and myself on a study comparing the predictive validity of popular personality measures which has since been cited over 130 times.



In 2010 Annemarie returned to UvA as a doctoral candidate to work with Jan Henk Kamphuis and Auke Tellegen on the adaptation of the Multidimensional Personality Questionnaire (MPQ) into Dutch. She published 8 articles during her time as a Ph.D. candidate, including tests of measurement invariance of the MPQ between general and clinical samples, and between the United States and Netherlands. Among others, she collaborated with Arjen Noordhof, Martin Sellbom, and Merel Kindt. She also collaborated with her husband, UvA

professor of neuroscience Steven Scholte, on whether personality can be predicted on the basis of brain anatomy (her clear, yet unpublished result is no).

In 2016 (ABD) Annemarie was appointed Assistant Professor of clinical psychology at UvA, and she began training master's students in clinical psychology, sharing her statistical expertise and knowledge of clinical assessment.

In November 2017 Annemarie hosted a large, joyful celebration for her dissertation defense ("To know personality is to measure it"). Unknowingly, she was already suffering from throat cancer, which was diagnosed shortly thereafter. The cancer was treated aggressively, and Annemarie remained her brave, sweet, and very wise self throughout the ordeal. Tragically, treatment was not effective, and she passed away on November 19, 2018. Annemarie is painfully mourned by her husband, daughter, extended family, friends, and colleagues. She was a warm, loyal friend to many of us, who are still coming to terms with the shock of losing someone so young and vital, with such a promising future ahead of her. Annemarie's loss is keenly felt in the psychology department of the University of Amsterdam, where flowers and pictures still adorn a memorial spot in the hallway of the department, and a



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scholarship fund in her name has been established.



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