Kurt Lewin Institute Conference 2021
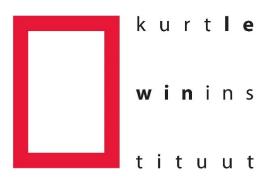
Tuesday April 20 and Wednesday 21st, 2021

https://kurtlewininstituut.nl/about/kli-conference-2021/

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Conference program at a glance

Tuesday, April 20

14.00 – 14.15	Welcome + speech by Prof. dr. Belle Derks (KLI Chair)
14.15 – 14.50	Keynote Prof. dr. Floor Rink (University of Groningen)
14.50 – 15.00	Break
15.00 – 15.40	Parallel session 1
15.40 – 15.50	Break
15.50 – 16.30	Parallel session 2
16.30 – 16.40	Break
16.40 – 17.15	Keynote Prof. dr. Steven Neuberg (Arizona State University(

Wednesday, April 21st

14.00 – 14.15	Welcome + blitztalk by Anne van Valkengoed MSc. (Best Paper Award winner)
14.15 – 14.50	Keynote Prof. dr. Ellen Giebels (University of Twente)
14.50 – 15.00	Break
15.00 – 15.40	Parallel session 3
15.40 – 15.50	Break
15.50 – 16.30	Parallel session 4
16.40 – 17.15	Musical Interaction and Socializing

Overview parallel theme sessions

Tuesday, April 20th, 2021

	Theme 1: **"Motivation and Emotion"** *Chair Joshua Tybur*	Theme 2: **"The Psychology of Change"** *Chairs: Jessie Koen & Wiebren Jansen*	Theme 3: **"Dealing with Differences"** *Chairs: Marc Heerdink & Félice van Nunspeet*	Theme 4: **"Political Psychology"** *Chairs: Yasin Koç & Ruthie Pliskin*
Session 1				
15.00 – 15.20	**Erik Bijleveld:** Where do feelings of effort and fatigue come from?	**Jessie Koen:** Chicken or egg? Proactive behavior and job insecurity in the changing labor market	**Margarita Leib:** (Dis)honesty in dyadic settings: Meta-analytical evidence	**Anne Marthe van der Bles:** Understanding Brexit: The impact of collective societal discontent on support for radical societal change
15.20 – 15.40	**Yannick Balk:** The psychology of recovery in sport	**Edwin van Hooft:** Job search and employment success from a self-regulatory perspective	**Marc Heerdink:** Emotions as guardians of group norms: Expressions of anger and disgust drive inferences about autonomy and purity violations	**Jan-Willem van Prooijen:** The long-term implications of conspiracy theories during a pandemic
Session 2				
15.50 – 16.10	**Marleen Gillebaart:** Practice makes perfect: Repeatedly dealing with self-control conflict facilitates its resolution	**Maarten van Bezouw:** Social Creativity: Reviving a Social Identity Approach to Social Stability	**Félice van Nunspeet:** Implicit and explicit responses to moral norm violations	**Agneta Fischer:** Socio-economic versus emotional predictors of populism
16.10 – 16.30	**Ruud Custers:** How expectations about action outcomes shape perception	**Barbara Wisse:** "It is not power that corrupts, but fear. Fear of losing power corrupts those who wield it …"	**Gonneke Ton:** Caught in the social crossfire? Exploring the social forces behind and experience of ambivalence about social change	**Onur Şahin:** Intersecting differences: The additive effect of perceived dissimilarities on social inclusion

Wednesday, April 21st, 2021

	Theme 1: **"Motivation and Emotion"** *Chair Joshua Tybur*	Theme 2: **"The Psychology of Change"** *Chairs: Jessie Koen & Wiebren Jansen*	Theme 3: **"Dealing with Differences"** *Chairs: Marc Heerdink & Félice van Nunspeet*	Theme 4: **"Political Psychology"** *Chairs: Yasin Koç & Ruthie Pliskin*
Session 3				
15.00 – 15.20	**Annika Karinen:** Who likes ugly? Understanding the enjoyment of grotesque art	**Marijke van Putten:** A Loss Frame Activates People to Adjust their Pension after Change in Dutch Defined Contribution Schemes.	**Jellie Sierksma:** Competence-based helping: Young children do not distribute help according to need	**Martijn van Zomeren:** Four core motivations for participation in collective action
15.20 – 15.40	**Joshua Tybur:** Why we especially avoid the germs of jerks	**Melissa Vink:** From best practices to best methods: A new approach to motivate and support organizations in developing evidence-based diversity policies	**Miriam Wickham:** Man/woman: The impact of having only two gender options on potential career choices	**Cameron Brick:** Four Europes: Climate change beliefs and attitudes predict behavior and policy preferences using a latent class analysis on 23 countries
Session 4				
15.50 – 16.10	**Maria Zwicker:** Applying an attitude network approach to consumer behaviour towards plastic	**Esther Neven:** The quest for female top talent: A 'search and destroy' mission?	**Katja Albada:** Being different is being worse? How perceived cultural distance in values is linked to host society members' attitudes towards migrants	**Mengchen Dong:** When competence speaks your mind: Judgments of moral hypocrisy depend on targets' competence
16.10 – 16.30	**Lisanne Pauw:** A problem shared is a problem halved? On the dyadic nature of emotion regulation	**Edwina Wong:** Intersectional Invisibility in Diversity Interventions for Women	**Fieke Harinck:** Value conflict and how to solve it	**Emma ter Mors:** Understanding public opposition to infrastructure and energy projects: The role of trust and fairness

Abstracts keynote speakers

One step forward, two steps back?

A research program on women's work experiences at different levels of the corporate ladder

Prof. dr. Floor Rink

University of Groningen

Although women are gradually entering upper organizational echelons, we are still far from equal gender representation in the workplace. The relatively slow pace at which women's careers develop therefore continues to be a highly debated issue in science, particularly in the fields of psychology and management. In this debate, two research questions seem to stand out. First, scholars want to understand why popular gender interventions - such as the provision of networks and leadership training - do not always provide optimal support, and call for more research on alternative policies that will augment women's career progression (Tzanakou, 2019). Second, scholars want to gain more knowledge on women's influence levels, and their unique management experiences, once they have gained a leadership position. I will present a program of research that addresses both questions. In a series of experiments, we examined the effectiveness of two policies that are increasingly considered to improve the position of women (i.e., prescriptive, "no just jokes" policies and intersectional interventions). Moreover, in a field study, we examined when female directors exert most influence on strategic board decisions. The results suggest that across corporate levels, women benefit less from policies that prohibit inappropriate work behavior, but respond positively towards organizations that consider their intersectional needs. Moreover, the results showed that female leaders only changed the influence dynamics in upper management boards when they formally held most power, or, when boards actively applied an egalitarian decision structure.

Toward capturing the functional and nuanced nature of social stereotypes: An affordance management approach

Professor Steven Neuberg
Arizona State University

The affordance-management approach conceptualizes stereotyping, stereotype content, prejudices, and discrimination as interlinked cognitive, affective, and behavioral tools used to manage the opportunities and threats afforded by other people. I'll show how the affordance management approach enhances understanding of (1) why people are especially likely to categorize others using certain features (rather than alternatives), (2) what the specific contents of our stereotypes are likely to be (and why this content is much more nuanced than typically revealed by existing research), (3) how and why these nuanced stereotypes elicit similarly nuanced and functionally-linked prejudices and forms of discrimination, and (4) issues of stereotype accuracy/inaccuracy. Toward those aims, I'll focus on the features of sex, age, home ecology, and race, and present novel concepts such as "directed" and "within-group" stereotypes. To better understand the specific, functional links between stereotypes, on one hand, and prejudices and discrimination, on the other, I'll present a new distinction between "base" and "affordance" stereotypes. In all, the affordance management approach to stereotyping and stereotypes generates a large number of novel, nuanced predictions and findings, many of which pose significant challenges to popular traditional approaches to stereotype content, stereotyping, and prejudice.

MIND THE GAP

From science to practice (and back)

Prof. dr. Ellen Giebels

University of Twente

(Social) psychological research is often done under highly controlled circumstances, even when it concerns research in the field. However, sometimes, the basic assumptions of good research practices are challenged when the research concerns investigating critical matters within society. In these undertakings, the research is typically part of a transformation process with a political dimension; it includes a diversity of stakeholders, and is critically followed by the media. In this contribution I will share some of the challenges I have encountered when conducting such activities and trade-offs that need to be considered. I will also highlight the potential value of cross-fertilization for both science and practice. Examples include my work in the committee that officially evaluated the Dutch crisis management organization after the crash with Malaysia Airlines flight MH17 in 2014, research into the social safety climate within the Dutch military (2017-2018), and my recent undertakings as a board member of the Institute for Mining damage Groningen (IMG), an independent governmental body tasked with compensating the material and immaterial damage following the natural gas extraction in the Groningen area.

Conference themes

Theme 1: "Motivation and Emotion"

Chair:
Joshua Tybur
VU Amsterdam

Motivation and emotion are two key, closely related, concepts in psychology which are essential for understanding and explaining human behavior. This symposium will showcase the varied nature of recent work in this area, with talks addressing the nature of individual differences in specific emotions, the effects of interventions on problematic motivational states, the computational processes underlying motivational experiences, and the potential influences of motivational states on perceptual processes.

Talks on day 1 will highlight recent illuminating our understanding of the factors that facilitate or frustrate goal pursuit. First, **Erik Bijleveld** will present work suggesting that the phenomenology of fatigue arises from perceptions of the value of continued effort on a task. Then, **Yannick Balk** continues by discussing recent insights on the importance of regulating post-performance thoughts, emotions, and behavior for long-term health well-being and performance in professional athletes. **Marleen Gillebaart** then describes results from a longitudinal field study testing how people resolve conflicts between short- and long-term goals over time. Finally, **Ruud Custers** finishes Day 1 by evaluating how motivation and goals may or may not shape perceptions of outcomes.

Talks on Day 2 will discuss novel insights on individual differences and basic processes involved in emotional and motivational experiences. First, **Annika Karinen** presents data that she light on the individual differences that predict enjoyment of grotesque art, with a specific focus on disgust sensitivity. Continuing with disgust, **Joshua Tybur** shows how people relax their pathogen-avoidance motives around socially-valued others (such as kin), and thus open themselves up to infection risks. Moving from infectious disease to another important societal problem, **Maria Zwicker** then describes how inducing guilt leads individuals to donate more to sustainable causes. **Lisanne Pauw** finishes Day 2 with a talk showing how the consequences of social support on wellbeing vary as a function of whether that support is delivered in a socio-affective manner or a cognitive manner

Theme 2: "The Psychology of Change:
on dealing with and achieving change in society"

Chairs:
Jessie Koen
University of Amsterdam

Wiebren Jansen
Utrecht University

Change is all around us: from labor market to leadership, from careers to pension plans. Such change is supposed to bring more flexibility and more opportunities to people and organizations. Yet, many people and many organizations have difficulties keeping up with our changing society.

In the theme track *The Psychology of Change*, we address how people and organizations a) may **successfully** deal with and achieve change and b) may **fail** to deal with and achieve change. On day 1, we will discuss research on (failing) to deal with change. On day 2, we will research on (failing) to achieve change.

In Session 1, **Jessie Koen** will discuss how the consequences of the changing labor market (i.e., feelings of insecurity) may paradoxically obstruct the very behavior necessary to cope with change. **Edwin van Hooft** will present a motivational and self-regulatory view on how to conduct an effective job search and successfully change jobs. In Session 2, **Maarten van Bezouw** will discuss how Social Identity Theory can explain social stability in our labor market and society, and how people can manage their social identity through social creativity. **Barbara Wisse** will show how a loss of power can lead to leader abusive and self-serving behavior. In Session 3, **Marijke van Putten** will discuss the importance of communication. Specifically, she will show that the way in which changes are communicated influences people's likelihood to adjust their pension plans. **Melissa Vink** will discuss that *how* diversity practices are implemented is more important than *which* diversity practices are implemented in organizations. In Session 4, **Esther Neven** will illustrate that organizations' diversity plans can also have toxic consequences, using examples of gender-equality initiatives. **Edwina Wong** will discuss potential **racial** differences in **gender** intervention needs, and how these needs may influence the likelihood of reaching equality.

Theme 3: "Dealing with Differences:
A differential understanding of what is right"

Chairs:
Marc Heerdink
University of Amsterdam

Félice van Nunspeet
Utrecht University

People differ in myriad ways, including how we think about rather fundamental principles such as moral standards, norms and values. How people perceive and deal with such differences – purely interpersonal or derived from group membership – is far from universal. The research included in this thematic session provides insight into how we navigate this world of differences. How do we deal with different others? When do we follow others' moral judgment, and does taking a different perspective change how we reflect on (our own) moral behavior? How do actual or imposed differences between (groups of) individuals affect how we treat others and make way for ourselves, and which differences may have a detrimental impact? And can we avoid these detrimental effects?

Day 1: *Different perceptions of what is right: How others affect our moral judgments.*
The first day of this thematic session focuses on the origins of, and coping with differences in, moral judgment. Although morality concerns absolute judgements about right and wrong, there is a surprising flexibility in the way people arrive at moral judgements and how the social context affects these judgements. The first session (**Margarita Leib and Marc Heerdink)** discusses the great influence that others have on our own moral judgment and behavior, whereas the second session (**Félice van Nunspeet and Gonneke Ton**) investigates in more detail how such social influences on moral judgement come about.

Day 2: *Different perceptions of others: When differentiating between people is helpful, hurtful, and how to solve conflicts.* On Day 2, we shift our focus to consequences of actual or perceived differences between individuals and groups. The first session details the value and risks of differentiating between people, showing that differentiating sometimes benefits (produces helping; **Jellie Sierksma**) and at other times hurts our position in society (narrowing the window of opportunities; **Miriam Wickham**). The second session addresses how cultural differences in values are linked to negative outgroup attitudes and conflict between (groups of) people (**Katja Albada**). The closing talk wraps up the thematic session by discussing a potential route to overcoming differences, particularly related to value conflicts (**Fieke Harinck**).

Theme 4: "Political Psychology"

Chairs:
Yasin Koç
Groningen University

Ruthie Pliskin
Leiden University

Social psychologists interested in explaining the foundations, dynamics, and outcomes of political behaviour have made major contributions to the field of political psychology. The present theme highlights two directions of research within political psychology: protest and social change (Day 1) and populism and xenophobia (Day 2).

On Day 1, four speakers will tackle the psychology of populism and xenophobia, examining support for these as well as the experience of minority group members. First, **Anne Marthe van der Bles** argues that a Zeitgeist of collective discontent motivates support for radical societal change, explaining British support for Brexit. Next, **Jan-Willem van Prooijen** demonstrates, using recent data, how conspiracy beliefs about the Covid19 pandemic predict decreased social distancing over time, even months following the first measurement. **Agneta Fischer** then presents evidence from 15 European countries that negative emotions—but not socio-economic factors—predict support for populist attitudes. Finally, **Onur Şahin** turns the focus to the target's perspective, showing that both deep-level (invisible) and surface-level (visible) dissimilarity negatively predict a sense of inclusion in the workplace.

On Day 2, four speakers will examine protest and social change from four different perspectives, ranging from individual motivations to engage in collective action, through inaction, to opposition to social change. First, **Martijn van Zomeren** provides an integrative overview of the core motivations for collective action and their specific manifestations across a range of contexts. **Cameron Brick** then presents research focusing on action for climate change, using latent class analysis to identify groups of people according to their climate change attitudes and beliefs in 23 European countries, and using these clusters to predict behavior. Next, **Mengchen Dong** turns the discussion to inaction, examining how people judge "moral hypocrites," meaning individuals who fail to act in accordance with expressed morals. Finally, **Emma ter Mors** examines a significant barrier to social change, namely public opposition to projects designed to minimize climate change.

Abstracts theme 1 "Motivation and Emotion"

Where do feelings of effort and fatigue come from?

Erik Bijleveld

Radboud University

Almost all people are intimately familiar with conscious experiences of effort and fatigue. Indeed, feelings of effort and fatigue often arise when people perform cognitive labor for prolonged periods of time (e.g., at school or at work). In my view, it is important to study conscious experiences of effort and fatigue, not just because of their widespread familiarity, but also because these experiences have important consequences for judgments and decisions. So, in my talk, I will explore the proximal causes of feelings of effort and fatigue. I will present a set of experiments in which I manipulated basic task characteristics (e.g., task difficulty, reward value), and in which I measured physiological effort, task choices, and feelings of effort and fatigue. Collectively, consistent with recent theorizing in this area, these experiments suggest that feelings of effort and fatigue stem from a value-based decision-making process. Throughout my talk, I will pay special attention to the applied case of how and when people decide to play with their smartphone while they are at work.

Tuesday April 20th, 15.20 – 15.40

The psychology of recovery in sport

Yannick Balk

University of Amsterdam

Professional sport is often associated with vitality, personal growth, and inspiring stories. Yet, the high demands of elite sport have also been linked to negative consequences such as overtraining, injury, and reduced motivation. Therefore, adequate recovery is essential to provide athletes with a break from the high demands of professional sport. In addition, complete recovery is only accomplished when physical and psychological resources are replenished. Psychological recovery refers to regulating post-performance thoughts, emotions, and behavior. While a large body of research has investigated physical recovery from the demands of training and competition, research investigating the role of psychological recovery is limited. In this talk I will discuss a) recent studies on the psychology of recovery in professional sport, and b) self-regulation skills that are important with regard to the recovery process. Developing these self-regulation skills will likely benefit athletes' physical and mental recovery, which can have positive effects on long-term health, well-being, and performance.

Practice makes perfect: Repeatedly dealing with self-control conflict facilitates its resolution

Marleen Gillebaart
Utrecht University

Co-authors:
Jeroen Benjamins
Utrecht University

Anouk van der Weiden
Leiden University

Jan Fekke Ybema
Utrecht University

Denise de Ridder
Utrecht University

People repeatedly encounter self-control dilemmas between long-term and short-term goals. For example, many desirable behaviours in the health domain require a focus on long-term benefits over short-term gratification. It is unclear how repeated exposure to these kinds of dilemmas affects how people resolve these so-called 'response conflicts'. Therefore, a longitudinal study (N=180) was conducted to investigate how resolution of response conflict develops over time. Participants pursued an idiosyncratic long-term goal in the domain of health, interpersonal, financial, or environmental behavior. The design entailed pre- and post-measurements of trait self-control and conflict resolution, as well as daily/weekly measures using a mobile application for mouse-tracking to measure conflict resolution over a range of 10-110 days. Over time, people became faster at successfully resolving response conflicts related to their chosen long-term goals. The same response conflicts also became bigger over time, which may have benefitted identification of these conflicts. These results may suggest that repeatedly being confronted with similar self-control dilemmas facilitates resolution of these conflicts, by improving the identification of these conflicts. This field study provides insight into how people deal with self-control dilemmas when pursuing their real-life long-term goals and contributes to further understanding how health behaviour can be promoted.

How expectations about action outcomes shape perception

Ruud Custers

Utrecht University

The question of whether and how motivation and goals shape perception has been a long-standing topic in psychology. While this question can be investigated on many levels, research on motor actions has come up with a very specific prediction: In intentional action a copy of the motor command (the efference copy), is used by the brain to predict the outcomes of the initiated action. This mechanism is assumed to play a key role in experiences of agency and biases in the perception of action outcomes. In this talk I discuss the existing evidence for influences of goals and actions on the perception, and will present evidence from our lab in which we use ambiguous 2D and non-ambiguous 3D animations of rotating spheres. Contrary to the contemporary literature, I will argue in line with our recent TICS paper that perceptual biases of action-outcomes are the result of a general prediction mechanism, that is not specific to actions. Consequences for the study of perceptual biases as a result of motivation and goals will be discussed.

Who likes ugly? Understanding the enjoyment of grotesque art

Annika K. Karinen
VU Amsterdam

Çağla Çınar
VU Amsterdam

Joshua M. Tybur
VU Amsterdam

Reinout E. de Vries
VU Amsterdam

What makes some people find allure in art forms that focus on elements of repulsion, horror, and the bizarre – such as grotesque art? In two studies, we examined how openness to experience, sensation seeking, need for affect, emotionality, disgust sensitivity, political orientation, art knowledge, and gender relate to enjoyment of grotesque art. In Study 1, we also examined emotions elicited by the art. In Study 2, we compared whether the individual differences relate differently to enjoyment of grotesque versus conventional art. In Study 1, participants (N = 203) rated their enjoyment of 40 grotesque art images. In Study 2, participants (N = 396) rated their enjoyment of 20 grotesque art and 20 conventional art images. Participants completed the individual difference measures after rating the images. Greater openness to experience, sensation seeking, art knowledge, left-leaning political orientation, and male sex were associated with liking of grotesque art, whereas greater emotionality and disgust sensitivity were associated with disliking of grotesque art. Openness to experience was the only variable that (positively) related to enjoyment of conventional art. These results give insight into the personality characteristics that underlie people's motivation to seek or avoid aesthetically unpleasant or downright ugly art that sparks negative emotions.

Why we especially avoid the germs of jerks

Joshua Tybur

VU Amsterdam

For decades, emotion researchers have reached a near-consensus regarding one of the functions of disgust: it motivates the avoidance of contact with infectious microorganisms. With this function in mind, myriad human behaviors might appear puzzling. Consider, for example, how people touch their own infant's snot and their sexual partner's saliva with little discomfort. What explains the absence of disgust toward behaviors that present such possibilities of pathogen transmission? This talk reports tests of a recent proposal that pathogen-avoidance motives arise not from the detection of pathogen risks, but also from contact benefits that would be sacrificed by avoidance. Findings across three studies consistently demonstrate that pathogen-avoidance motivations (here, comfort with potentially infectious contact with another person) strongly covary with a financial tradeoff task used to index the target's social value to the participant. These results demonstrate that pathogen-avoidance motives are not tethered only to information regarding a target's likelihood to transmit disease, but also to a target's pathogen-irrelevant affordances.

Applying an attitude network approach to consumer behaviour towards plastic

Maria Zwicker

University of Amsterdam

In a time of rapid climate change, understanding what encourages sustainable consumer behaviour is a vital but difficult challenge. Using an attitude network approach, we investigated consumers' associations with conventional and bio-based plastic to develop an empirically-based approach to initiate attitude- and behaviour change. With a qualitative study (N = 97), we distilled 25 evaluative reactions (i.e. beliefs, emotions, and behaviours) that encompass people's attitudes towards using (bio-based) plastic. These reactions were used to create a new scale, which was subsequently tested among 508 online participants. We used the resulting data to build a network displaying relationships between participants' evaluative reactions regarding plastic use. This network indicated that guilt was most strongly connected to people's willingness to pay more for bio-based plastic products. Based on this, we conducted another study (N = 285) in which we experimentally manipulated guilt to determine its effects on people's willingness to pay. Results indicate that manipulating guilt can lead participants to donate more to a sustainable cause. This effect was fully mediated by self-reported guilt. Determining which factors influence consumers to change their buying behaviour towards sustainability is the first step in creating a demand for more sustainable products amongst the public and investors.

A problem shared is a problem halved?
On the dyadic nature of emotion regulation

Lisanne Pauw

University of Münster

When in emotional distress, people often turn to others for support, a phenomenon termed social sharing. Surprisingly, while people perceive this to be helpful, it often does not benefit their emotional recovery. In the present talk, I will present several lines of research that aimed to shed light on this paradoxical finding. First, we examined what kind of support sharers seek when sharing their emotions with others. Second, we examined whether sharers can effectively communicate their support needs to others, such that listeners come to understand what the sharer needs and respond accordingly. Third, we focused on the support that listeners provide, examining whether they tune their support to contextual demands. Together, these studies showed that a key reason that social sharing is often ineffective in promoting emotional recovery is that support seeking and provision mostly revolve around socio-affective support – a type of support that alleviates momentary distress and fosters interpersonal closeness, but does not facilitate long-term recovery. Importantly, however, when listeners provide cognitive support, they can help the sharer change the way they look at the situation, and thereby also change the way the sharer feels about it – thereby contributing to more long-term benefits.

Abstracts theme 2 "The Psychology of Change"

Tuesday April 20th, 15.00 – 15.20

Chicken or egg? Proactive behavior and job insecurity in the changing labor market

Jessie Koen

University of Amsterdam

The Future of Work may improve work opportunities and flexibility for workers and organizations, but it comes at a cost: workers increasingly experience insecurity about the continuity and stability of their employment. Such feelings of insecurity, unfortunately, can lead to more stress, poorer health, and poorer career prospects.

Yet, it seems that job insecurity is not solely a response to external macro-economic threats. In fact, two workers facing the same threat can experience different levels of insecurity. But what is it that offsets insecurity?

In this talk, I will discuss several ways in which we can help workers to experience more job security despite the threats in today's and tomorrow's labor market. First, I will discuss my research on how environmental threats and individual proactive career behavior come together to shape perceptions of insecurity, and how this may influence their career prospects. Next, I will zoom in on the precarious situation of lower educated workers in today's labor market, and will discuss how we may 'break' the negative spiral of job insecurity (i.e., the Matthew effect) that lower educated workers often face.

Job search and employment success from a self-regulatory perspective

Edwin A. J. van Hooft

University of Amsterdam

Google "job search" and you will get over 5 billion hits, and Amazon lists over 7,000 popular books on the topic of job search. This strong interest in job search stems from the fact that most adults engage in a job search at some point in their life, for example when graduating school, when losing one's job due to a layoff, or when desiring a job change. In the dynamic and changing labor market, job search is becoming more common and of increasing importance. However, the process of job search is not always intuitive or easy. Setbacks and rejections are abundant, leaving many job seekers unsure about what is effective and what not. In-depth understanding of the factors that play a role in a successful job search is therefore warranted. In this presentation, I will show new meta-analytic findings based on 400 independent samples explaining which motivational and self-regulatory factors predict engagement in job-search behavior and subsequent employment success. I will further outline some important areas for future research.

Social Creativity: Reviving a Social Identity Approach to Social Stability

Maarten van Bezouw
University of Amsterdam

Jojanneke van der Toorn
Utrecht University/Leiden University

Julia Becker
University of Osnabrück

Social Identity Theory is commonly used to explain intergroup competition and social change. In this article, we aim to revive interest in the concept of social creativity in order to provide a Social Identity Theory perspective on social stability. Social creativity allows people to maintain or achieve a positive social identity through re-interpreting intergroup relations. Despite this crucial role in shaping intergroup relations, the causes and effects of social creativity are largely unknown. We argue for a return to Social Identity Theory's dynamic nature in which intergroup relations are constantly (re-)negotiated between higher- and lower status groups. We propose that within these dynamics, social creativity can play the roles of coping with, promoting, and questioning social stability. We illustrate our arguments with various examples of what these separate roles mean for how people can manage their social identity in today's society and labour market.

It is not power that corrupts, but fear. Fear of losing power corrupts those who wield it

Barbara Wisse
Groningen University

Diana Rus
Groningen University

Ed Sleebos
VU Amsterdam

Anita Keller
Groningen University

Power is generally valued as it offers access to numerous tangible and intangible benefits. Fear of losing it might therefore initiate behavioral responses that reflect anxiety and that are aimed at capitalizing on those benefits while it is still possible. Therefore, we propose that leaders' fear of losing power may sway them to engage in abusive and self-serving behavior. We present the results of field studies among organizational leaders and their subordinates and of experiments that show fear of power loss is indeed positively related to leader abusive and self-serving behavior. Moreover, we discuss how contextual variables (organizational climate) as well individual difference variables (leader traits) may affect the effects of leader fear of power loss. We conclude that the potential effects of (anticipated) power loss deserve much more research attention than previously awarded.

A Loss Frame Activates People to Adjust their Pension after Change in Dutch Defined Contribution Schemes.

Marijke van Putten
Leiden University

Rogier Potter van Loon
Aegon, Erasmus University Rotterdam

Marc Turlings
Achmea

Eric van Dijk
Leiden University

The Dutch pension system is changing. It steers to more freedom of choice for participants. How these changes are communicated might influence people's likelihood to look into their pensions and even to adjust their pension plans. After pension reforms were made for the Dutch pension system, two large field studies were conducted to test which message (i.e., neutral, gain, loss, or social frame) activates pension plan participants to check if their pension plans still fit their needs and which message is most likely to activate pension plan participants to adjust their pension scheme. The results in both studies showed that a letter in terms of losses activated more participants to adjust their pension plans than letters in neutral, gain, or social comparison terms. These studies show the validity and robustness of framing effects in the field. The effect of framing on real decisions to adjust pension plans is an important contribution to the science of pension decisions and more general the science of framing. Moreover, these data show policy makers that framing can help get their message across when they understand the goals and perceptions of the people they are trying to reach.

From best practices to best methods: A new approach to motivate and support organizations in developing evidence-based diversity policies

Melissa Vink
Utrecht University

Wiebren Jansen
Utrecht University

Jojanneke van der Toorn
Leiden University / Utrecht University

Naomi Ellemers
Utrecht University

In order to establish a climate of inclusion in the organization, organizations often rely on 'best practices'. However, these practices are often merely based on anecdotal evidence and their effectiveness is not clear-cut. In order to better understand these inconsistent results, we argue that systematic empirical evidence in which diversity and inclusion practices are compared and tested for their effectiveness in different situations is needed. Rather than focusing on *which* practices need to be implemented, we propose it is more important to focus on *how* these practices are implemented. Specifically, we argue that in order for diversity policies to be effective, they should be developed and implemented in a systematic and holistic manner. We propose that this approach to diversity and inclusion policies will help organizations to establish a climate of inclusion which will foster employees' perceived inclusion. In order to test this, we use data collected with the Netherlands Inclusivity Monitor (NIM), which consists of a standardized policy scan as well as a standardized employee scan. At this point, the NIM has been conducted in ten organizations with a total number of 10.000 employees. In this talk, we discuss preliminary patterns in the data.

The quest for female top talent: A 'search and destroy' mission?

Esther Neven

University of Groningen

Estranged from our superdiverse society, organizations still form homogenous strongholds that become more diverse primarily due to pressure from society and accreditors. When they fail to work on an inclusive culture simultaneously, organizations' diversity plans can have toxic consequences, as I illustrate based on examples of gender-equality initiatives from academia and the police force. Male managers believe that women recruited through gender-equality initiatives violate meritocratic principles. Organizations try to avoid the resulting resistance by explicitly searching for female 'top talent' when recruiting. Upon joining organizations that claim to be committed to gender equality without really valuing it, women soon notice tangible hypocrisy prompting them to speak up. However, complaints about harassment and unequal treatment form a reputational hazard for organizations and will typically prompt severe whistleblower retaliation. Managers, supported by HR and colleagues of the reporter intimidate, marginalize, and silence the victims. With harassment being an occupational hazard in and of itself, retaliation for speaking up about it retraumatizes the victims. Witnesses become discouraged to report harassment themselves, thereby facilitating that the toxic organizational culture stays in place. When gender-equality initiatives are mere box-ticking exercises, they penalize women and risk turning into search and destroy missions.

Intersectional Needs for Gender Diversity Interventions

Chuk Yan (Edwina) Wong
University of Groningen

Floor Rink
University of Groningen

Michelle Ryan
University of Exeter

Teri Kirby
University of Exeter

Racially marginalized women are at higher risk for having their work and intervention needs overlooked. Based on intersectional theory, our research tests if racially marginalized women have different intervention needs in a diversity intervention than White women, and whether organizations equally represent these needs. We asked Asian, Black, and White women in Study 1 (N = 336) to generate aspects of an intervention that would be beneficial for them, and in Study 2 (N = 489), to rank these aspects by preference. The need to incorporate intersectional differences was consistently prominent among Black women. Asian and White women placed greater importance on the need to address challenges to their authority relative to Black women. In Study 3 (N = 92), we analyzed company websites using textual analysis and content coding. Organizations mostly advocated for women through promoting agency. Moreover, the organizations broadly discussed how discrimination affects women and racial minorities, but they were less likely to mention how discrimination affects racially marginalized women specifically. Our research demonstrates varied intervention needs and their respective importance across differently racialized groups, and that organizations may indeed be likelier to address the intervention needs relevant to White women than those of racially marginalized women.

Abstracts theme 3 "Dealing with Differences"

Tuesday April 20th, 15.00 – 15.20

(Dis)honesty in dyadic settings: Meta-analytical evidence

Margarita Leib

University of Amsterdam

In the last decade, researchers across many disciplines have been studying what shapes people's honesty. Such work, mostly focused on individual decision making. However, often people make decisions in groups. Indeed, recently research has been extended to assessing honesty when people work in a group and interact with others. Here we conduct the first meta-analysis on honesty in group settings, focusing on situations in which people have to choose between being honest or collaborate with others. We find that compared to individual settings, in groups people lie more and are more sensitive to financial incentives. Exploring group dynamics further reveals that people influence one another in a group – when one person lies, her partner is more likely to lie as well. Our meta-analysis provides robust answers and offers new insights on honesty in group settings. This work further opens up and highlights new intriguing and important research avenues that require more attention in the literature.

**Emotions as guardians of group norms: Expressions of anger and disgust
drive inferences about autonomy and purity violations**

Marc W. Heerdink
University of Amsterdam

Lukas F. Koning
University of Amsterdam

Evert A. van Doorn
University of Amsterdam

Gerben A. van Kleef
University of Amsterdam

Other people's emotional reactions to a third person's behaviour are potentially informative about what is appropriate within a given situation. We investigated whether and how observers' inferences of such injunctive norms are shaped by expressions of anger and disgust. Building on the moral emotions literature, we hypothesized that angry and disgusted expressions produce relative differences in the strength of autonomy-based versus purity- based norm inferences. We report three studies (plus three supplementary studies) using different types of stimuli (vignette-based, video clips) to investigate how emotional reactions shape norms about potential norm violations (eating snacks, drinking alcohol), and contexts (groups of friends, a university, a company). Consistent with our theoretical argument, the results indicate that observers use others' emotional reactions not only to infer whether a particular behaviour is inappropriate, but also why it is inappropriate: because it primarily violates autonomy standards (as suggested relatively more strongly by expressions of anger) or purity standards (as suggested relatively more strongly by expressions of disgust). We conclude that the social functionality of emotions in groups extends to shaping norms based on moral standards.

Implicit and explicit responses to norm violations

Félice van Nunspeet
Utrecht University

Naomi Ellemers
Utrecht University

Elianne van Steenbergen
Utrecht University

How we behave and perceive or judge the behavior of others, often depends on (moral) group norms and the social context one is in. Here, I will present a project in which we examine to what extent people (automatically) process and respond to their own rule-breaking behavior, and how this is affected by the descriptive norms apparent in their group. We complement self-report measures of cognitive judgments and affective responses with behavioral measures and event-related brain potentials. This allows us to reveal both people's explicit responses to their own moral lapses, as well as how this is associated with, more implicit, underlying cognitive and motivational processes such as response-monitoring and feedback-processing.

Caught in the social crossfire?
Exploring the social forces behind and experience of ambivalence
about social change

Gonneke Marina Ton
Groningen University

Katherine Stroebe
Groningen University

Martijn van Zomeren
Groningen University

Social change is often negotiated through contentious societal debate. Whereas social and political psychological research often focuses on the extremes on either side of these debates (e.g. activists), we focus on the people who feel conflicted about their position in the debate. We aim to provide a better understanding of the (social) sources of ambivalence of this group. We hypothesized that sources of ambivalence lie not only within the individual but are also related to social forces (e.g. friends, family, existing groups within the societal debate). Conflict between one's opinion and those of others around you might make it harder to take a stance in contentious societal debates. We conducted extensive interviews with 15 Dutch students experiencing ambivalence about a heated debate in the Netherlands. Additionally, we developed a quantitative survey on the experience of social conflicts among ambivalent people in the context of three different societal debates in the Netherlands (n= 600). Thematic analysis of these interviews and preliminary survey-data, indeed, suggests that different conflicting social forces (such as interpersonal relations, the groups people belong to and beliefs about societal systems) offer a breeding ground for subjective ambivalence. We found that people experience ambivalence and find themselves caught in the (social) crossfire. These findings shed new light on how societal debates may give rise to ambivalence about social change, and about the role of the potentially large group of ambivalents as a force in favour or against social change.

Competence-based helping:

Young children do not distribute help according to need

Jellie Sierksma

VU Amsterdam

Kristin Shutts

University of Wisconsin-Madison

When and how other people's needs influence children's helping is poorly understood. Here we focus on whether children use information about other people's competence in their helping. In Study 1 (n = 128, 4-8 years) children could provide help to both an incompetent and a competent target by pushing levers. Although older children helped incompetent targets more than competent targets, younger children helped both targets equally. Two further experiments (n = 20; n = 28) revealed that 4-year-old children understood that the incompetent person needed more help and also understood how they could help. Thus, young children do not, like older children, give more help to those who need it the most. We discuss potential developmental changes toward need-based helping.

Man/woman: The impact of having only two gender options

Miriam Wickham
Utrecht University

Félice van Nunspeet
Utrecht University

Naomi Ellemers
Utrecht University

Our world is highly gendered: every time you fill out a form, go to the toilet, or choose new clothes to buy, you must think about gender in terms of "male" or "female". However, recent societal initiatives (e.g. gender-neutral clothing, toilets and greetings) highlight the ongoing shift of gender away from binary categories, and towards the idea that gender is a spectrum. These initiatives are designed to include people who identify as "non-binary". However, they also have the potential to reduce gender gaps between men and women more generally, e.g., in the job market. I will present a series of studies, where I show that framing of gender as binary, or not, affects participants' self-reported interest in gendered jobs, as well as their categorizations of other people in terms of their gender (in a work environment). This research is a first step towards better understanding how our changing gender system can affect our perception of ourselves and others, particularly in the workplace. In future research, we also plan to investigate whether current gender-neutral initiatives are effective, and how one can build more effective interventions to include non-binary people and to reduce the gender gaps.

Being different is being worse? How perceived cultural distance in values is linked to host society members' attitudes towards migrants

Katja Albada
University of Groningen

Nina Hansen
University of Groningen

Sabine Otten
University of Groningen

Members of host societies respond very differently to migrants ranging from welcoming to discriminating behaviours. Especially when people perceive migrants as culturally distinct from the host society, negative reactions are likely. However, we know very little about *which* specific cultural differences may evoke negative reactions. Focusing on cultural values, we investigated *when* and *why* perceived cultural distance (PCD) is associated with negative migrant attitudes. We expected that PCD in *social values* (relationships and society) is more strongly associated with negative attitudes towards migrants than PCD in personal values (individual needs and gains). In two studies (*N*=200 & *N*=668), we investigated the role of PCD in values on attitudes towards three migrant groups (Moroccan, Syrian, Polish) among Dutch host society members. For all three migrant groups, PCD in *social* values was associated with more negative attitudes, less tolerance towards migrants, and less support for policies improving migrants' position in society. Moreover, this relationship was mediated by group-based threat. In comparison, the effect of PCD in *personal* values was weaker. Accordingly, we discuss when PCD in *personal* values may be tolerated while PCD in *social* values may trigger negative attitudes towards migrants. Currently, we conduct a third study in England to replicate these findings (*N*~260).

Value conflict and how to solve it

Fieke Harinck

Leiden University

In this presentation, I will give an overview of the research about value conflicts and potential interventions to solve them. Value conflicts arise when people have different ideas or opinions about norms, values or principles. These conflicts have no objective right or wrong, and there is often no concrete scarce resource to be divided. Rather, people try to convince each other of the correctness of their own point of view. Since values are central to people's identity, people often refuse to yield or compromise in value conflicts, which makes them especially hard to solve. In this presentation, I will first discuss several characteristics of value conflicts, and then show a counterintuitive but successful conflict intervention to solve them. Finally, I will present a new line of research that focuses on one of the hardest parts of a value conflict; listening to the other party. Active listening is a rather undervalued skill and there is little research about its interpersonal effects, yet we expect it to be a powerful skill when trying to solve value conflicts.

Abstracts theme 4 "Political Psychology"

Tuesday April 20th, 15.00 – 15.20

Understanding Brexit: the impact of collective societal discontent on support for radical societal change

Anne Marthe van der Bles
University of Groningen

Co-author: Sander van der Linden
University of Cambridge

A multitude of factors have been proposed as explanations for why the British people voted to leave the European Union in June 2016. We argue that a critical missing piece in the psychological puzzle of understanding the Brexit-vote is UK's Zeitgeist of collective discontent, because this collectively shared, general discontent with the state of society motivates support for radical societal change. In four large studies (total N = 4249), British participants completed the short Zeitgeist scale: To what extent does the average person in the UK suffer from crime; financial problems; discrimination; antisocial behaviour; injustice; corruption; and immigration (1 = *not at all* to 7 = *a great deal*). Participants' votes during the Brexit-referendum (Studies 1-4) and current support for Brexit (Studies 2-4) were assessed. Across all studies, results showed that Zeitgeist was associated with Brexit voting and support: more collective discontented people were more likely to have voted Leave and to currently strongly support Brexit, even when controlling for age, education level, and political orientation. The present findings show that in addition to individual characteristics and attitudes, people's shared notion that society is doing badly is an important factor in driving radical societal changes.

The long-term implications of conspiracy theories during a pandemic

Jan-Willem van Prooijen

VU Amsterdam

The current pandemic has inspired many conspiracy theories such as that the corona virus is a bioweapon, or a governmental hoax to suppress the people. What are the long-term implications of such conspiracy theories for people's health and well-being? We conducted a large-scale longitudinal study on a Dutch panel stratified to be nationally representative, with measurements early April 2020 (Wave 1; N = 9683), June 2020 (Wave 2; N = 4774), and December 2020 (Wave 3; N = 5253). Results revealed that conspiracy beliefs predict decreased social distancing over time (supporting the notion that conspiracy theories shape people's attitudes and behaviors), however, social distancing did not predict conspiracy beliefs over time (speaking against the assumption that conspiracy theories serve to justify people's existing preferences). Moreover, results revealed that conspiracy beliefs in early April predicted a range of psychological and behavioral outcomes in December, including a decreased likelihood of having tested for corona, decreased compliance with corona regulations, increased economic problems, an increased likelihood of disrupted social relationships, and decreased overall well-being. Conspiracy beliefs did not predict an increased likelihood of a corona test coming out positive, or of receiving a fine for violating the corona regulations. Altogether, these findings underscore that conspiracy beliefs have substantial long-term implications during the pandemic.

Socio-economic versus emotional predictors of populism

Agneta Fischer

University of Amsterdam

Co-author:

David Abadi

University of Amsterdam

Previous research on populism has mainly focused on socio-economic factors (e.g., education, employment, social status) as predictor of populism (e.g., Burgoon, van Noort, Rooduijn & Underhill, 2018; Hochschild, 2018), but during the last decades, the role of negative emotions has become increasingly prominent. We conducted a cross-national survey in 15 European countries, measuring emotions towards the government and the elite, and perceptions of threat about the future, as well as socio-economic factors and populist attitudes (we included three existing scales, anti-elitism, Manichean outlook, and people centrism, as well as a newly developed scale on nativism). Our results show that negative emotional factors (e.g., anger, contempt and anxiety) are closely related to populist attitudes, confirming recent research (e.g., Aslanidis, 2018; Fischer, Halperin, Canetti & Jasini, 2018; Wirz, 2018; Nguyen, 2019), while socio-economic factors have no impact on populist attitudes (Rooduijn & Burgoon, 2018). We discuss the implication of these findings for existing sociological and psychological theories on populism.

Intersecting Differences: The Additive Effect of Perceived Dissimilarities on Social Inclusion

Onur Şahin
Utrecht University

Co-authors:
Jojanneke van der Toorn
Utrecht University/Leiden University

Wiebren Jansen
Utrecht University

Naomi Ellemers
Utrecht University

Previous research showed that employees' perception of being dissimilar to others at work negatively relates to their felt inclusion. Using survey data collected from 6486 employees of a public service organization, the current research corroborates and extends these findings. An ANOVA showed that both deep-level (invisible) and surface-level (visible) dissimilarity were negatively related to felt inclusion, and that this relationship was stronger for deep-level dissimilarity. The dissimilarity characteristic that was reported most often was personality, followed by (in descending order) ethnicity, age, work experience, religion, sexual orientation, disability, education level, political orientation, and gender. Participants' felt inclusion mostly did not differ between these dissimilarity characteristics. Dissimilarity on two characteristics was more strongly related to inclusion than dissimilarity on only one characteristic. To illustrate this additive effect, participants who perceived dissimilarity in terms of both personality and ethnicity felt less included than participants who perceived dissimilarity in terms of only personality or only ethnicity. Likewise, dissimilarity on three characteristics was more strongly related to inclusion than dissimilarity on two characteristics. This research improves our understanding of how dissimilarity relates to inclusion by using an intersectional approach, demonstrating the importance of the number and intersection of dissimilarity characteristics for social inclusion.

Four core motivations for participation in collective action

Martijn van Zomeren
University of Groningen

Collective action research typically examines individuals' motivations to engage in social protest, within political contexts that are already conducive to collective action (e.g., where movements exist, or where there is at least some consensus about unfair collective disadvantage). Against this backdrop, this presentation provides an integrative overview of four core motivations for collective action (i.e., morality, identity, emotion, and efficacy) and their specific manifestations (e.g., specific morals, identities, emotions, and efficacy types) among disadvantaged and advantaged groups and across very different collective action contexts. Based on both new and existing meta-analytic and primary research, I will discuss the application of the four core motivations to explain and understand collective action in the environmental domain (e.g., climate change), the political domain (e.g., voting intentions), and for advantaged and bystander groups (e.g., solidarity-based action). I will also present the results of a new meta-analysis that empirically tests the predictive power of the four core motivations for collective action across the globe. I discuss implications and limitations of these findings, and directions for future theory and research on collective action, including the role of cultural and political contexts in unleashing the power of the four core motivations to mobilize people for action.

Four Europes: Climate change beliefs and attitudes predict behavior and policy preferences using a latent class analysis on 23 countries

Cameron Brick

University of Amsterdam

Co-authors:

Ondřej Kácha

University of Cambridge, UK

Jáchym Vintr

Charles University, CZ

Characterizing message audiences is critical for building public will for climate action. Previous clustering studies identified population segments with similar beliefs, behavior, and political preferences related to climate change. However, these efforts always concentrated on a single country and often included behavior in the model. We used latent class analysis on the European Social Survey 2016 (ESS 2016, N = 44,387) to identify groups of people according to their climate change attitudes and beliefs in 23 European countries. We found four strong groups: Engaged (18%), Conflicted (18%), Indifferent (42%), and Skeptical (21%). We compare the segment structure across Europe and other countries. Next, we identified differences between segments in their socio-psychological characteristics such as value orientations, life satisfaction, and social trust, and predict self-reported behavior that was not included in the segmentation. The findings inform national governments and pan-European bodies in designing effective communications that promote public participation in climate action.

When Competence Speaks Your Mind: Judgments of Moral Hypocrisy Depend on Targets' Competence

Mengchen Dong
VU Amsterdam

Co-authors:
Jan-Willem Van Prooijen
VU Amsterdam

Paul Van Lange
VU Amsterdam

Moral hypocrites, that is, actors who preach morals without actually acting so, are considered even less moral than "honest villains" (Jordan, Sommers, Bloom, & Rand, 2017). Is that still so when hypocrites are competent and well-respected? Here we propose a Calculating Hypocrites Effect that perceived competence increases the extent to which people blame actors for their hypocritical as opposed to openly selfish or transgressive behavior. Across various conceptualizations of competence as either background information (e.g., expertise, skills, and occupational status) or subtle decontextualized cues (e.g., attire and facial appearance), we found consistent support for that hypocrites were perceived less moral than open transgressors, especially so when they were high rather than low on competence. People perceived competent (vs. incompetent) targets as more calculating in their hypocritical than open transgressions, which was reflected with perceived strength of volition, intentionality with self-interested ulterior motives, while being independent from objective control over external resources in domains of hypocrisy (i.e., power). Competence information sends a unique signal of ill intention when the targets fail to practice what they preach.

Understanding public opposition to infrastructure and energy projects: The role of trust and fairness

Emma ter Mors
Leiden University

Co-author:
Christine Boomsma
Leiden University

The deployment of new energy projects and technologies (e.g., onshore and offshore wind farms, carbon capture and storage technology or CCS) is considered crucial for a transition to a more sustainable energy future and to meet EU climate and energy goals. When it comes to the implementation of energy policy, communities designated to host infrastructure and energy projects seem less enthusiastic though, sometimes resulting in pro-active opposition. Societal opposition can result in delays or even cancellation of projects necessary for the energy transition. It therefore is important to understand underlying factors of societal acceptance and opposition. In this talk, I will present research showing that societal responses to infrastructure and energy projects to an important extent depend on sociopolitical factors such as trust in project developers and decision makers, and perceived distributive and procedural fairness.

Blitztalk: Anne van Valkengoed

Wednesday April 21st, 14.00 – 14.15

Meta-analyses of factors motivating climate change adaptation behaviour

Anne van Valkengoed

University of Groningen

Adaptation behaviour is of critical importance to reduce or avoid negative impacts of climate change. Many studies have examined which factors motivate individuals to adapt. However, a comprehensive overview of the key motivating factors of various adaptation behaviours is lacking. Here, we conduct a series of meta-analyses using data from 106 studies (90 papers) conducted in 23 different countries to examine how 13 motivational factors relate to various adaptation behaviours. Descriptive norms, negative affect, perceived self-efficacy and outcome efficacy of adaptive actions were most strongly associated with adaptive behaviour. In contrast, knowledge and experience, which are often assumed to be key barriers to adaptation, were relatively weakly related to adaptation. Research has disproportionally focused on studying experience and risk perception, flooding and hurricanes, and preparedness behaviours, while other motivational factors, hazards and adaptive behaviours have been understudied. These results point to important avenues for future research.

Van Valkengoed, A.M., & Steg, L. (2019). Meta-analyses of factors motivating climate change adaptation behaviour. *Nature Climate Change,* 9, 158-163. http://dx.doi.org/10.1038/s41558-018-0371-y

Posters

The relief of social change: privilege awareness among majority group members

Elena Bacchini

Utrecht University

Daan Scheepers

Utrecht University

Naomi Ellemers

Utrecht University

Societies across the globe undergo unprecedented changes in terms of political polarization, migration, gender and racial relations. To support societal cohesion, it is important to understand when and why members of traditionally advantaged groups respond to change in a welcoming or defensive manner. In study 1, we examined how white males (N = 200) think about their status through a privilege awareness task. Contrary to expectations, when social change was made salient, white men experienced less distress, shame and guilt than when social stability was emphasized. In study 2 (N = 196), these results were replicated using a repeated measures design. Although white men showed a 'relief of social change' effect (lower threat-related emotions with social change), this actually undermined their intentions to support social change. Results are discussed in respect to the emotions and coping responses to the issue of social change, and the consequences for collective action.

Strength-is-Weakness: The (ir)relevant relation between resources and payoffs in coalition formation

Anabela Cantiani

Tilburg University

Joeri Wissink

Tilburg University

Thorsten Erle

Tilburg University

Tila Pronk

Tilburg University

Niels van de Ven

Tilburg University

Ilja van Beest

Tilburg University

The Strength-is-Weakness effect –the observation that bargainers with many resources are often excluded from negotiation- is a well-known phenomenon in coalition formation. Previous literature shows this is driven by (anticipated) high demands from bargainers with many resources, whom (are expected to) claim an equitable share of the payoff, making them less attractive as coalition partners. We argue that the Strength-is-Weakness effect is contingent on whether resources are perceived to be relevant input (i.e., whether they are a legitimate basis to calculate an equitable payoff). In the present coalition bargaining experiment, we increase input relevance by making participants earn resources and explicitly linking resources and payoff. We provide evidence that the input relevance decreases the Strength-is-Weakness effect. We also observe that these effects are more profound on the level of opening offers and less profound on the outcomes of the coalition bargaining.

Emotional Endorsement Measurement of Anger and Moral Disgust:
A Combination of Facial And Non-Verbal Vocal Expressions

Lei Fan

VU Amsterdam

Joshua M. Tybur

VU Amsterdam

Anger and moral disgust, as the two most important moral emotions, have been studied for decades. However, a limited number of methods were used to measure these emotions, mostly by using similarity evaluation of facial expressions. In the current study, we introduced non-verbal vocalization of these emotions into the application of emotion endorsement measurement, combining with facial expression. 165 undergraduate students participated in the study. By recalling experienced anger or moral disgust event, participants completed a series of similarity evaluations of 36 facial expressions and 32 non-verbal vocal clips retrieved from Radboud Faces Database (RaFD) and non-verbal vocalization corpus of Sauter et. al (2010). Sets of factor analyses and internal consistency analyses were conducted. According to the results and the practicability in lab studies, we finally selected 6 facial expressions/vocal clips for each expression method per emotion respectively. These items will be used in further studies of the current project.

Keep it Short and Simple: Anti-Intellectualism on Twitter

Emma J.G. van Gerven
University of Amsterdam

Annebel H.B. de Hoogh
University of Amsterdam

Deanne N. den Hartog
University of Amsterdam

Frank D. Belschak
University of Amsterdam

Here, we address the complexity in communication of then presidential candidates Trump and Clinton who differed greatly in their complexity of spoken language. Where Trump uses language that is understandable for by fifth-graders, understanding Clinton requires a ninth-grade education. Whereas offline communication (e.g., speeches, interviews) allows complex and refined language, online communication tools such as Twitter disallow detailed and sophisticated messages and promote simplicity. We expect differences in complexity between the candidates to be smaller online than offline. Since anti-intellectualism is rising in the US, we expect simplicity to positively affect candidates' popularity. Results of our analysis of almost 11.000 tweets show that both candidates use less complex language online and differences are smaller. Second, we find that simplicity positively affects popularity, but only for Clinton. Perhaps *forced* simplicity in online communication mainly works for people who usually communicate on a higher level. Future research directions are discussed.

The amplification of public unrest after terrorist shootings:
Societal discontent predicts anger and action

Frank Gootjes
University of Groningen

Ernestine Gordijn
University of Groningen

Tom Postmes
University of Groningen

Toon Kuppens
University of Groningen

Is societal discontent the engine of public outpourings of anger, shortly after shocking events? We report three studies (N = 508, N = 791, N = 1960) conducted immediately after terrorist shootings, to study public reactions. In one shooting, a Muslim targeted members of the public. In the others right-wing extremists targeted Muslims. Societal discontent predicted anger and positive action intentions towards Muslims when the victims were Muslim, especially among those with positive attitudes towards Muslims. Conversely, societal discontent predicted anger and negative action intentions against Muslims when the perpetrator was Muslim, especially among those with negative attitudes towards Muslims. Anger was a partial mediator between societal discontent and action intentions. We conclude that people who think society is in decline see shootings as confirmations of their societal discontent. Depending on their relation to the victims, the heightened anger they experience after a shooting can either spur negative or positive collective action.

Piet Groot
Utrecht University

Naomi Ellemers
Utrecht University

Maarten Prak
Utrecht University

In a prior historical case study, I found that migrant surgeons' place of education impacted their career (Groot, 2020). In the current study, I investigate the psychological mechanisms underlying this observation in a contemporary setting. Specifically, I ask: Will locally educated migrants receive more positive evaluations than foreign-educated migrants? Method: Three vignette studies measured the response of majority group members (White, UK-born participants), assuming the role of patients, to foreign-born versus locally born doctors, that were either educated abroad or locally (total N = 608). Results: both doctor birthplace and doctor place of education impacted patients' evaluations. Exploratory analyses revealed a pattern that is consistent with the Stereotype Content model (Fiske, 2002), in that foreign-born doctors were regarded as warmer; however, having a local education was associated with higher competence. Conclusion: While the problem of migrant discrimination persists, the current research shows that completing education locally makes a positive difference.

Ignoring feedback to feel good: A model of motivated feedback disengagement

Felix Grundmann
University of Groningen

Susanne Scheibe
University of Groningen

Kai Epstude
University of Groningen

Contrary to popular belief, negative feedback sometimes hinders performance improvements. Investigations targeting this feedback-performance gap usually rest on two assumptions: (1) feedback receivers want to improve their performance (have an improvement goal); (2) feedback receivers process (engage with) the negative feedback. Qualifying these assumptions, we present a model of motivated feedback disengagement. According to the model, feedback-induced negative affect may render a hedonic (vs. improvement) goal relatively more salient, motivating emotion regulation. Depending on the selected emotion-regulation strategy, recipients either engage with (reappraisal, feedback focus) or disengage from (distraction, feedback removal) the feedback which impacts feedback processing and affect in turn. We further outline the cyclical nature of the feedback-(dis)engagement process which dynamically unfolds over time and discuss factors influencing goal salience and strategy choice. Overall, the model complements existing research, highlights directions for future work, and has implications for all stakeholders in the performance domains (work, education, and sports).

Ben Gützkow

University of Groningen

N. Pontus Leander

University of Groningen

Barbara Wisse

University of Groningen

Fundamental motives influence human behavior, but it is unclear how they may affect cognitive task performance. We investigated Locomotion and Assessment as predictors of performance on cognitive tasks. Individual differences in locomotion reflect a preference for taking action and reaching decisions quickly. Three studies (total N = 1526) measured individual differences in these tendencies and then subjected participants to a cognitive task in which effectiveness requires either reflective thinking (Studies 1 and 2) or associative thinking (Study 3). Results indicate that individual differences in locomotion negatively influence performance on a reflection task (1&2), while positively predicting performance on the associative Dyads of Triads task (3), but only as long as assessment was low. Findings suggest that these effects cannot be explained by speed-accuracy trade-offs. We argue that locomotion affects the effectiveness of certain cognitive styles, because it motivates an approach strategy more or less suited to certain task demands, operating outside of conscious awareness.

Jeanette Hadaschik

Maastricht University/University of Twente

Many health- and risk-taking behaviours involve trade-offs between immediate gratification and future health and well-being. Early Childhood Adversity has been found to be associated with lower efforts in preventative health-behaviour and less risk-avoidance as well as bio-psycho-social measures such as earlier puberty and sexual debut. The current research aims to verify these associations and includes the novel construct of Misery Delay Discounting, i.e. the future discounting of expected misery caused by serious future illness. This study used an online survey design to collect responses from 371 adult USA residents (Mage = 29.98). A Structural Equation Modelling approach was used to model Early Adversity as a predictor for health- and risk-taking behaviours in adulthood. The model fit the data well (RMSEA = 0.058 [90% CI = 0.052; 0.063]; CFI = 0.968; TLI = 0.958). Results corroborate theory and previous empirical evidence and provide an evolutionary-developmental informed foundation for health intervention programmes.

Exceptional Circumstances: A Two-Wave Study on Changes in Teachers' Job Demands, Resources and Well-being due to COVID-19 Lockdown

Katharina J.E. Hilger

IPN - Leibniz Institute for Science and Mathematics Education (Kiel)/University of Groningen

Susanne Scheibe

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Due to the COVID-19-related restrictions, teachers suddenly faced unprecedented work conditions. Drawing on the Job Demands-Resources model (JD-R), we investigated (a) changes in seven work characteristics (job demands: emotional demands, interpersonal conflict, workload; job resources: autonomy, social support, feedback, task variety) and three job-related well-being indicators (fatigue, psychosomatic complaints, job satisfaction), (b) how changes in work characteristics correlated with well-being, and (c) the impact of two individual difference factors (caretaking responsibilities, career stage). Data were collected from 207 teachers prior and during COVID-19 (February and May 2020). Using Latent Change Score Modeling, we found that job demands, job resources and fatigue decreased significantly over time. Decreases in job demands correlated with decreases in fatigue and psychosomatic complaints, whereas decreases in job resources correlated with decreases in job satisfaction. Teachers with caretaking responsibilities and experienced teachers faced smaller or no decreases in job demands in concert with diminished job resources.

Welfare or Equality: How the Structure of Public Goods conditions Human Cooperation

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How do individuals trade off (in-)equality and efficiency when these are misaligned? And (how) does public good provision suffer? Participants were presented with two public goods that systematically varied in (in-)equality in returns and efficiency. They were low, intermediate, or high beneficiaries from the unequal public good. We report results from a Pilot Study (n = 132) and three studies wherein participants did not (Study 1a, n = 33) or did know their beneficiary position (Study 1b, n = 99), and wherein positions were allocated randomly or effort-based (Study 2, n = 369). Inequality in returns reduced cooperation more than inefficiency, especially among low beneficiaries. High beneficiaries indeed were most cooperative when the unequal public good was also the most efficient. Consequently, group earnings were higher but so was wealth dispersion. Low beneficiaries voted to remove the unequal but most efficient public good, while high beneficiaries favored keeping it.

Suffering Increases Unrealistic Optimism

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Unrealistic optimism refers to the tendency to believe that one's future would be more favorable than warranted. We propose that unrealistic optimism could partly result from the tendency to expect that suffering would be compensated for by future rewards in impossible ways. Building upon this theorizing, we hypothesized that choosing to suffer pain would increase unrealistic optimism. Undergraduates (n = 274) voluntarily participated in the study in return for a chance to win €25 in a lottery. Participants were informed that the study ostensibly involved a 'finger agility' task in which they could choose between a painful or non-painful version of the task. Immediately before and after participants chose the task version, they indicated how optimistic they were about winning the lottery. Supporting our hypothesis, participants who chose the painful (vs. non-painful) version of the finger agility task exhibited a greater increase in unrealistic optimism.

The Older Workers are Alright: A Lifespan Perspective on Emotion Regulation Repertoires in the Workplace

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Age is often associated with improvements in emotion regulation. Nevertheless, there have been some inconsistent results regarding better work-related emotion regulation strategy use with age. In the present research, we aim to reconcile these inconsistencies by studying profiles of emotion regulation strategies and by investigating how work design affords emotion regulation profiles. Using two independent samples (N = 989, N = 980), we identified five work-related emotion regulation latent profiles and examined their associations with well-being outcomes. Older workers were more likely to be members of favorable emotion regulation profiles. Using configural frequency analysis, we found that favorable emotion regulation profiles were more (less) likely to be afforded in favorable (unfavorable) work design, questioning whether emotion regulation acts as a buffer to occupational demands. Older workers' emotion regulation strategy use seemed stable across all work contexts. Therefore, future research should focus on younger workers' responses to work design.

Moral frames persuade and moralize, whereas non-moral frames persuade and demoralize

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Moralized attitudes are hard to persuade. Researchers have used moral framing and reframing strategies to persuade people holding moralized attitudes. However, morally (re)framed arguments may have unintended side effects. These arguments have the potential to moralize people further and as a consequence also lower their willingness to compromise on moralized issues. Across three studies, we used persuasion messages (moral, non-moral, and control frames) that opposed new big data technologies (crime surveillance technologies and hiring algorithms). We consistently found that moral frames persuaded and moralized people, whereas non-moral frames persuaded and demoralized people. Moral frames also lowered people's willingness to compromise. On investigating potential mechanisms for these processes, we found that reactions of anger and disgust specifically drive moralization. Considering the technologies to be financially costly specifically drives demoralization. The findings imply that the use of moral frames necessitates caution as they can increase moral divides rather than bridge them.

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Autonomous agents are increasingly deployed as teammates instead of as tools. These systems can err and errors can lead to a breach in the human's trust, compromising collaboration. This forces us to think about how to deal with error when designing autonomous systems. We explored the influence of uncertainty communication and apology on the development of trust in a Human-Agent Team (HAT) in face of a trust violation. Data from a (1) civilian and (2) military group of participants were obtained through two online studies. The task resembled a military house-search-mission that the participant performed together with an autonomous drone as their teammate. Our results show that civilian and military participants respond differently to a mistake by the agent and to its attempt to repair trust. The difference in findings between participant groups emphasizes that agent behaviour should be compatible to the common practices of the target population.

The Migration Experience: A Conceptual Framework and Systematic Review of Psychological Acculturation

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One of the key challenges to researching psychological acculturation is an immense heterogeneity in theories and measures. These inconsistencies make it difficult to compare past literature on acculturation, hinder straight-forward measurement selections, and hampers the development of an overarching framework. To structure our understanding of the migration process, we propose to utilize the four basic elements of human experiences (motivations, emotions, thoughts, and behaviors) as a conceptual framework. We use this framework to build a theory-driven literature synthesis and find that the past methodological (scales: final $N = 244$) and empirical literature (articles: final $N = 674$) as well as theoretical models (models: final $N = 60+$) have understudied the more internal aspects of acculturation (motivations and emotions) and have often fallen short of capturing all four aspects of the migration experience.

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Learning a new language and finding work are crucial steps for the well-being and social and human capital of newcomers. We expect that combining language and work training into one training should improve language proficiency and work-related skills whilst empowering refugees in the process. In the current research, we evaluate a one-year program for refugees in the Netherlands, which combines language training with work experience. We followed the development of participants' (N=10) by focussing on language skills, soft skills, psychological empowerment and well-being longitudinally (baseline, after 6 months, after 11 months), through questionnaires, interviews, and observations. Overall, student's interactions, speaking in class, and use of advanced language strategies increased. Analysing individual profiles offered more nuanced insights into why individual differences exist, and we show how these differences link to the development of work skills and empowerment. We critically discuss results and the importance of creating intergroup contact.

How minimize job insecurity during the COVID-19 pandemic:
The role of proactive and reactive coping over time

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Job insecurity has become a major theme for most workers in our new, COVID-19-induced, world of work. While prior research indicates how workers can cope with the experience of job insecurity in order to mitigate its negative consequences (i.e., reactive coping), little research offers insights into preventive measures workers can use to minimize the further development of job insecurity. Therefore, we investigated whether proactive coping (i.e., future-oriented coping that tries to detect and proactively manage stressors before they can fully develop) can help workers manage their future job insecurity experience. Multilevel path modelling results based on weekly data of 266 workers over a 5-week period indicated that proactive coping is generally related to an increase of job insecurity, instead of the expected decrease. These findings suggest that proactive coping may backfire in certain contexts, or that it requires more time before the positive consequences of proactive coping become visible.

The Characteristics and Development of Interpersonal Hate

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Hate is an understudied feeling. In an online study (N = 1,197), we addressed three questions: What're the characteristics of hate? Who do we hate? and What causes hate? We randomly assigned participants into three conditions (hate, hostility, or distrust). Results revealed that hate was more intense and enduring than hostility or distrust. If people hated the target, other negative emotions related to the target were more intense and enduring. As to who we hate, colleagues were the most commonly mentioned, while boss and ex-partner are more likely to elicit hate. We also found that the development of interpersonal hate is related to past interaction experiences instead of stereotypes. The top three experiences that elicited hate were disrespect, norm violation, and injustice. While insult and humiliation were more likely to elicit hate rather than hostility and distrust. Finally, those events had to be done intentionally and repeatedly to elicit hate.

Can we Do More Than 'Bounce Back'? Transilience in the Face of Climate Change Risks.

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Studies on how humans can deal with climate change risks focus on preventing negative outcomes and being able to 'bounce back'. We propose that it is also important to explore whether being confronted with climate change risks can lead to beneficial opportunities. For this purpose, wliue introduce the construct transilience, defined as the perceived capacity to persist, adapt flexibly and positively transform when confronted with an adversity. Based on our theory, we developed a scale to assess transilience and validate it across three studies (total N= 559). We found transilience to predict adaptation behaviors and support for adaptation policies. Furthermore, we found transilience to be related to climate change positive affect, climate change positive consequences and general well-being. Based on our findings, the transilience scale seems a promising tool to understand positive adaptation to environmental adversities, and it supports the idea that successful adaptation may imply more than 'bouncing back'.

Do People Agree on How Positive Emotions are Expressed?
A Survey of Four Emotions and Five Modalities across 11 Cultures

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While much is known about how negative emotions are expressed in different modalities, our understanding of the nonverbal expressions of positive emotions remains limited. We hence draw upon disparate lines of work and systematically examine which channels are thought to be used for expressing four positive emotions: feeling moved, gratitude, interest, and triumph. Employing the intersubjective approach, we first explored how these emotions were reported to be expressed in two U.S.A. community samples (Study 1a & 1b: n = 1465). We next confirmed the cross-cultural generalizability of our findings by surveying respondents from ten countries that diverged on cultural values (Study 2: n = 1834). Feeling moved was thought to be signaled with facial expressions, gratitude with the use of words, interest with words, face and voice, and triumph with body posture, vocal cues, facial expressions, and words. These findings provide cross-culturally consistent findings of differential expressions across positive emotions.

Do targets of exclusion misrepresent their emotional reactions to sources?

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Emotion expression is an important communication tool. People who are excluded might want to share how they feel with the sources of their exclusion. Do they truthfully share or game their emotions (i.e., using emotion communication as a social influence technique)? To investigate this question, we investigated whether or not targets of exclusion would game their emotions to the sources of exclusion. Across three experiments (total N = 1058; 2 pre-registered), participants were randomly assigned to be included or excluded in an online-ball tossing game and some were given the chance to share how they feel with the other players. Results replicated the finding that excluded individuals are more hurt than included individuals but did not provide consistent evidence that excluded individuals would misrepresent their emotional reactions to the sources. Lack of misrepresentation also suggests that sources should consider the expressed hurt as a true representation of the target's experience.

Climate change perceptions as general antecedents of climate change adaptation behaviour

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Climate change is already happening and people need to adapt to its consequences. An unanswered question in the literature is whether people's adaptation actions are aligned with their beliefs about climate change. Using a validated scale, we examined the relationship between the perceived reality, causes, and consequences of climate change and different adaptation behaviours among residents of Groningen (n = 3.547). We found that climate change perceptions are associated with seeking information about the local impacts of climate change, supporting policy for more green in the neighbourhood, and implementing adaptive measures. The results suggest that climate change perceptions predict better what people intend to do in the future than what they did in the past, and particularly adaptation behaviours that are more intuitively related to nature and the environment, such as having a green garden.

Integrating circular and inclusive business practices

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A growing group of organizations is engaged in circular and inclusive business practices. Circular business practices focus on reusing products and raw materials in the best possible way. Inclusive business practices are about how to take different people into account as well as possible and ensure there is room for everyone to participate. Both goals require a different approach to daily business and structural changes to the internal organization. What does it take to successfully realize such transformations?

By comparing different research methods – observations and questionnaires, interviews and advanced analyses – we aim to identify the characteristics of an organizational culture that contribute to the successful implementation of circular and inclusive business practices. Insights we have gained, thus far, indicate that circular and inclusive goals are not always elaborated to the same extent within organizations. To strengthen their approach and increase cohesion, organizations can start by looking at themselves. Once circular and inclusive goals are solidly embedded within organizations, these goals are experienced as part of the long-term strategy, not in conflict with financial goals or subject to current developments.

Willful ignorance - a Meta-analysis

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Research endeavors in the last two decades have highlighted that decision making is prone to willful ignorance. While deliberate avoidance is beneficial to the decision maker to maximize self-interest, this behavior can induce adverse externalities to others, from another individual in the small scale of a social interaction, to the labor force in the large scale of a consumer market. To obtain a comprehensive understanding of this topic, we present the first meta-analysis on willful ignorance. The aggregated results from 34 papers indicate that in an ambiguous setting, a significant amount of subjects rely on ignorance to make the selfish choice while protecting themselves from learning the impact of their action. We propose an explanation for this deliberate tendency as a violation of one's rationality. Most notably, our study highlights the need for interventions that promote thoughtful and sustainable decision making.

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Employees with dark personality traits have been found to have a detrimental impact on organizational outcomes. Yet, organizations may unintentionally attract such applicants. For instance, disclosing that an organization is fast-growing, offers high salaries, etc., with the intention of attracting applicants with desirable characteristics, is likely to garner interest from applicants with dark personality instead. The current research aims to deepen our understanding of what organizations are attractive for applicants with dark personality traits. We conceptualize dark personality as a low score on Honesty-Humility on the HEXACO personality model. An organizational attractiveness scale will be adapted from extant scales and items that describe organizational characteristics and that imply possible and easy exploitation of power, money, and sex, which are supposed to be more attractive for applicants low on Honesty-Humility. Moreover, the current research includes vignette-based experiments to establish the casual link between Honesty-Humility and organizational attractiveness to specific organizations (based on output from scale development).

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Fossil-based plastics are significant contributors to global warming through CO_2 emissions. For more sustainable alternatives to be successful, consumers need to become aware of the benefits of innovations such as bio-based plastics, to create demand and a willingness to initially pay more. In four studies, we investigated participants' attitudes towards fossil-based and bio-based plastic, their perceived importance of recycling both types of plastic, their willingness to pay, and their perceptions of bio-based plastic. Study 4 also experimentally manipulated information about bio-based plastic. Participants held favourable attitudes and were willing to pay more for bio-based products. However, they also harboured misconceptions and found it less important to recycle bio-based plastic. Educating consumers about the properties of bio-based plastic can dispel misconceptions, retain a favourable attitude and a high willingness to pay. We discuss how attitudes and misconceptions affect the uptake of new sustainable technologies and consumers' willingness to purchase them.