Kurt Lewin Institute Conference 2022
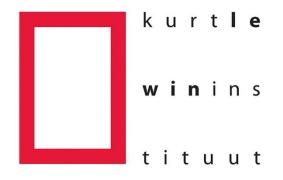
April 19-20, 2022

Conference Centre Woudschoten, Zeist

Conference program

Contents

Organization

Conference Chair
Dr. Matthijs Baas (University of Amsterdam)

Theme Chairs
Dr. Byron Adams (University of Amsterdam), dr. Anne Marthe van der Bles (University of Groningen), dr. Thorsten Erle (Tilburg University), dr. Romy van der Lee (VU Amsterdam), dr. Welmer Molenmaker (Leiden University), dr. Rima-Maria Rahal (Max Planck Institute), dr. Eftychia Stamkou (University of Amsterdam), dr. Ruth van Veelen (Utrecht University)

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Teaching and Member administration Kurt Lewin Institute
Hannah Timmermans

Conference program at a glance

Tuesday, April 19		
09.15 - 10.00	Welcome, registration, and coffee	Foyer, ground floor
10.00 - 10.15	Opening by Scientific Director of KLI	Plenary Room (27+28)
10.15 - 11.15	Keynote Sander van der Linden	Plenary Room (27+28)
11.15 - 11.45	Coffee/Tea break	Foyer, ground floor
11.45 - 12.45	Parallel Themes: Two 30 min presentations	Session A
12.45 - 14.00	Lunch[1]	Restaurant Atrium
14.00 - 15.00	Parallel Themes: Two 30 min presentations	Session B
15.00 - 15.15	Coffee/Tea break	Foyer, ground floor
15.15 - 16.15	Poster session[1]	Foyer, ground floor
16.15 - 16.30	KLI multilab initiative pitch by Ilja van Beest	Plenary Room (27+28)
16.30 - 17.30	Keynote Belle Derks	Plenary Room (27+28)
17.30 - 18.30	Drinks	Foyer, ground floor
18.30	Dinner	Diner Restaurant

Wednesday, April 20		
7.00 - 9.30	Breakfast	Restaurant Atrium
9.30 - 10.30	Parallel Themes: Two 30 min presentations	Session C
10.30 - 11.00	Coffee/Tea Break	Foyer, ground floor
11.00 - 11.45	Best Paper Award and presentation	Plenary Room (27+28)
11:45 - 12.15	Social safety in academia: An analysis of social and organizational factors[2]	Plenary Room (27+28)
12.15 - 13.15	Lunch[1]	Restaurant Atrium
13.15 - 14.15	Parallel Themes: Two 30 min presentations	Session D
14.15 - 14.30	Coffee/Tea break	Foyer, ground floor
14.30 - 14.45	Poster Awards[3]	Plenary Room (27+28)
14.45 - 15.45	Keynote Jean-Louis van Gelder	Plenary Room (27+28)
15.45 – 16.00	Closing	Plenary Room (27+28)

[1] During lunch and the poster session, PhD students can give input for the development of an evidence based intervention to promote a healthy academic community for PhD students (see information below).

[2] Naomi Ellemers is chair of the KNAW committee that examines social safety and integrity in academia. In this presentation, she will give a preview of this committee's report that will be published soon.

[3] In the spirit of more inclusive reward and recognition standards in academia, this year poster awards will be awarded in four categories, namely on most promising: (1) value creation from team science, (2) scientific contribution (3) societal impact (4) educational value. Awards are based on jury and public votes. Please visit the poster session and cast your vote here: https://survey.uu.nl/jfe/form/SV_1SlsS8HkgAuNmZM (see p. 54 for QR-code)
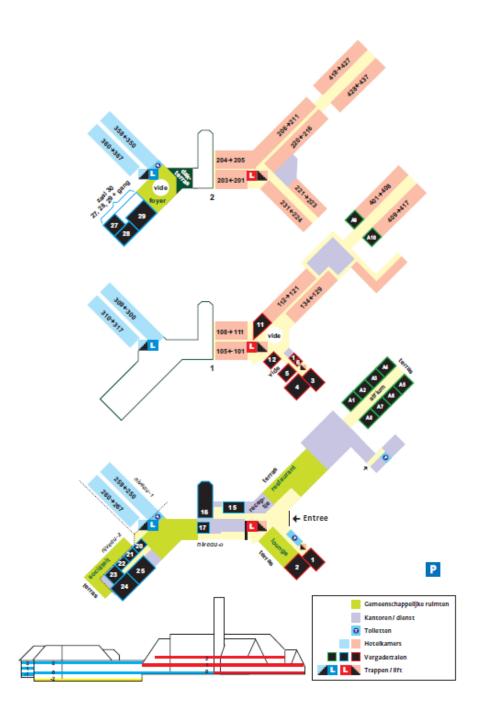
Overview parallel theme sessions

Tuesday, April 19, 2022

	Theme 1: The marginalized and misunderstood society *Chairs: Anne Marthe van der Bles & Romy van der Lee*	Theme 2: Culture, inclusion, and diversity *Chairs: Byron Adams & Ruth van Veelen*	Theme 3: Humankind: Hopeful and prosocial? *Chairs: Rima-Maria Rahal, Thorsten Erle & Welmer Molenmaker*	Theme 4: Emerging themes and methods *Chairs: Eftychia Stamkou & Matthijs Baas*
Session A	room 16	room 24	room 25	room 22/23
11.45-12.15	**Bastiaan Rutjens:** Science rejection across countries	**Nina Hansen:** Does economic empowerment of women promote or undermine gender equity?	**Shaul Shalvi:** Willful ignorance: A meta-analysis	**Karlijn Massar:** Increasing health behaviors among low-SEP individuals: A strength-based socio-ecological approach
12.15-12.45	**Kees van den Bos:** Corona radicalization	**Melissa Vink:** Does national context matter when women surpass their partner in status?	**Jeannette van der Lee:** The letter and the spirit of the law: A field experiment on compliance among listed companies	**Sasha Cook:** Chronic illness at the workplace: Pioneering research on an overlooked topic in occupational health
Session B	room 16	room 24	room 25	room 22/23
14.00-14.30	**Tom Postmes:** Collective discontent and the protest wave	**Michael Bender:** We cannot investigate what we do not report: What I learned from doing meta-analyses on heterogeneous cultural samples	**Jörg Gross:** Sustaining global public goods through intergroup interactions	**Wilco van Dijk:** Financial decision making: Two field experiments on the impact of choice architecture
14.30-15.00	**Amarins Jansma:** Perceiving unfairness in different contexts: Why people protest and radicalize on matters of climate change	**Anne Kuschel:** Labour market integration of new refugee cohorts in the Netherlands: The role of organisational and individual factors	**Tiffany Matej Hrkalovic:** Partner selection and person perception in social interactions	**Marijn Meijers:** Using virtual reality for environmental behavior change

Wednesday, April 20, 2022

	Theme 1: The marginalized and misunderstood society *Chairs: Anne Marthe van der Bles & Romy van der Lee*	Theme 2: Culture, inclusion, and diversity *Chairs: Byron Adams & Ruth van Veelen*	Theme 3: Humankind: Hopeful and prosocial? *Chairs: Rima-Maria Rahal, Thorsten Erle & Welmer Molenmaker*	Theme 4: Emerging themes and methods *Chairs: Eftychia Stamkou & Matthijs Baas*
Session C	room 16	room 24	room 25	room 22/23
09.30-10.00	**Maarten van Bezouw:** Managing job insecurity through proactive career behaviors in times of Covid-19	**Jojanneke van der Toorn:** Privacy and inclusion: Factors influencing attitudes toward employee data collection on sexual orientation and gender identity	**Dan Balliet:** Cross-societal variation in cooperation	**Marta Wronska:** A meta-analysis and a theoretical framework to explain the diverse effects of priming on creativity
10.00-10.30	**Toon Kuppens:** Education and perceived legitimacy: Psychological and political consequences	**Yasin Koc:** Apology doesn't kill the guilt: Advantaged group's support for social change increases after apologizing to the disadvantaged group	**Laura Hoenig:** Economic efficiency outweighs group equality in multiple public good provision problems	**Michiel van Elk:** Experimental research on altered states of consciousness
Session D	room 16	room 24	room 25	room 22/23
13.15-13.45	**Bianca Beersma, Yasin Koc, Ruthie Pliskin** (panel members): Panel discussion on "the marginalized academic"	**Elena Bacchini:** At the heart of society: Majority group members' responses to social change	**Erik de Kwaadsteniet:** A 'more is better' heuristic in bargaining about complementary goods: Evidence from a newly developed anticommons paradigm	**Lucas Molleman:** Why people follow rules
13.45-14.15		**Jolien van Breen:** Resistance and resilience to gender-based devaluation	**Hillie Aaldering:** Understanding and promoting future intergroup cooperation	**Jonas Dalege:** A network theory of individual attitudes

Map Conference Centre

Abstracts keynote speakers

Psychological inoculation against misinformation

Prof. dr. Sander van der Linden

Department of Psychology, University of Cambridge

Much like a viral contagion, false information can spread rapidly from one individual to another. Moreover, once lodged in memory, misinformation is difficult to correct. Inoculation theory therefore offers a natural basis for developing a psychological 'vaccine' against the spread of fake news and misinformation. Specifically, in a series of randomized lab and field studies, we show that it is possible to "immunize" people against disinformation about a wide range of topics by pre-emptively refuting and exposing them to severely weakened doses of the techniques that underlie its production. This process of psychological inoculation or "prebunking" helps people cultivate cognitive antibodies in a simulated social media setting. During the talk, I'll showcase several award-winning real-world interventions we developed and empirically evaluated in 20 languages—with governments, the WHO, the UN, and social media companies—to help citizens around the world recognize and resist unwanted attempts to influence and mislead.

Slaying the seven-headed dragon: Insights into the self-maintaining system that limits opportunities for men and women in work and family domains

Prof. dr. Belle Derks

Social, Health and Organizational Psychology, Utrecht University

Even though women's participation in the workforce and men's participation in (child)care has increased considerably in past decades, gender equality in work and family domains is far from complete. Reducing the impact of gender on people's work and family lives is like fighting a seven-headed dragon: cutting off one head results in new heads to appear. In this talk I present two lines of research that uncover the complex self-maintaining system that keeps gender inequality in W-F domains firmly in its place. First, I focus on work, where cultures that hold superhero standards of career success (e.g., universities) limit the careers of people with more communal self-concepts, create conflict between W-F, are unsupportive of the family roles of men, and trigger queen-bee-responses that protect rather than challenge current inequalities. Then I discuss the family domain where traditional gender roles are kept in place when new parents unconsciously grow into gendered tasks divisions, where (implicit) stereotypes trigger stronger parental guilt in mothers than fathers, and where men with successful female partners get penalized for straying from the masculine stereotype. I conclude with a call for multilevel and multidisciplinary research that enables us to slay all of the dragon's heads at once.

Virtual reality and crime:

Studying the hidden behavior of a hard-to-reach population

Prof. dr. Jean-Louis van Gelder

Max Planck Institute for the Study of Crime, Security & Law

Institute of Education and Child Studies, Leiden University

Immersive virtual reality (VR) offers a series of merits for social science and behavioral research, such as its ability to achieve high levels of ecological validity without compromising internal validity, reproducibility, and the possibility of (near) real-time observation of behavior in unobtrusive ways. For the study of criminal behavior and other types of antisocial conduct, however, it offers several additional, sometimes less evident, affordances. In this talk, I will focus on three specific such affordances, namely the ability of VR to study behavior that normally occurs outside of our field of view (e.g., burglary), the possibility to have research participants embody a character with properties that differ from their own characteristics (e.g., someone from the opposite sex, a future self), and the ability to elicit and measure intense emotions (e.g., anger). I will illustrate these affordances with examples of research from my own group and that of others.

Social safety in academia

Academia can be a great place to learn, develop, and work collaboratively on interesting research ideas. At the same time, academia can be harsh and stressful. Surveys show that many academics experience a high workload and publication pressure. In such a highly demanding workplace, conflicts can happen and we all know stories where scientific integrity was breached and pressured academics engaged in questionable research practices. In addition, especially PhD students and junior staff members experience uncertainty about their jobs and future career.

This KLI conference features several events to start a conversation about social safety in academia and ways to improve it.

Tuesday April 19, 12.45 – 13.45 (during lunch)
Tuesday April 19, 15.00 – 16.00 (during the poster session)
Wednesday April 20, 12.15 – 13.00 (during lunch)
Location: Room 22/23

Input needed for a healthy academic community for PhD students
Lara Solms (UvA & EMC), Luisa Solms (UvA), Tajda Laure (EUR)

Despite the alarmingly high number of PhD students suffering from stress and mental health problems, little is known about how to effectively support PhD students in practice. With the help of the KLI SeedCorn Fund, PhD students Lara Solms, Luisa Solms, and Tajda Laure study interventions to support PhD students' well-being in practice.

Lara, Luisa, and Tajda will develop a game which will guide PhD students in understanding, addressing and overcoming the challenges they are facing during their PhD studies. As part of the game, PhD students will work with coaching cards that trigger reflection on how to deal with common struggles such as imposter feelings, performance and publication pressures; how to manage conflicts and supervision problems, how to create and maintain a work-life balance and how to proactively manage career uncertainty. During the KLI conference, Lara, Luisa, and Tajda will present their project and will ask for the input of PhD students. What are the struggles that you face? And what is the support that you need to overcome these struggles? Are you a PhD student joining the KLI conference? Make sure to drop by, give your voice (in exchange for chocolate!) and help promote a healthy academic community! Do you want to share your ideas already in advance? Please send an e-mail with your ideas to l.solms2@uva.nl.

Wednesday April 20, 11.45 – 12.15

Location: Plenary Room (27+28)

Social safety in academia: An analysis of social and organizational factors

Naomi Ellemers, Utrecht University

Naomi Ellemers is chair of the KNAW committee that examines social safety and integrity in academia. In this presentation, she will give a preview of this committee's report that will be published soon.

Wednesday April 20, 13.15 - 14.15

Location: Room 16

Panel discussion on "the marginalized academic"

Panel members: Bianca Beersma, Yasin Koc, Ruthie Pliskin

As part of the parallel theme session about the marginalized and misunderstood society, Romy van der Lee (VU) and Anne Marthe van der Bles (RUG) will discuss how we can facilitate a more caring and safe academic culture. They will host a panel discussion with panelists Bianca Beersma (VU), Yasin Koc (RuG), and Ruthie Pliskin (LU) who are willing to start the conversation with us about the difficult aspects of working in academia and what researchers can do to foster a more caring culture.

Conference themes

Theme 1: The marginalized and misunderstood society: A focus on neglected, stigmatized and/or misunderstood individuals and groups

Chairs:
Anne Marthe van der Bles
University of Groningen

Romy van der Lee
VU Amsterdam

Polarization is a growing concern for many societies. Neglected, stigmatized and/or misunderstood individuals and groups appear to become increasingly vocal in their discontent. At the same time, societal challenges such as the corona pandemic highlight that this discontent has important consequences for society as a whole. This symposium showcases research that aims to gain a better understanding of marginalized and misunderstood individuals and groups in society and in the workplace. Stemming from different perspectives, the research in this symposium will illustrate antecedents, processes and consequences of a range of current societal challenges.

On day one, we focus on different forms of discontent within society. We have two sessions, with one focusing on the antecedents of societal discontent and distrust, and one on the consequences of societal discontent. In the first session about *societal distrust*, **Bastiaan Rutjens** (UvA) will present his work on the antecedents of science rejection across countries and science domains, and **Kees van den Bos** (UU) will talk about the role of unfairness in radicalization against the government's corona measures. In the second session about *societal action*, **Tom Postmes** (RuG) will talk about how collective discontent leads to the increasing wave of protests and collective action, and **Amarins Jansma** (UU) will present her work on what drives people to protest against climate change.

On day two, this symposium will focus on the *marginalized in the context of work and education*. In the first session, **Maarten van Bezouw** (UvA) will present his work on strategies that can mitigate the negative effects of job insecurity, and **Toon Kuppens** (RuG) will talk about the stigmatization of the lower educated in society. The final session of this symposium will be dedicated to *the marginalized academic*. As the academic culture can be harsh (e.g., precarious positions, workload, work culture), we aim to discuss how can we facilitate a more caring and safe academic culture. We will host a **panel discussion** with panelists **Bianca Beersma** (VU), **Yasin Koc** (RuG), and **Ruthie Pliskin** (LU) who are willing to start the conversation with us about the difficult aspects of working in academia and what researchers can do to foster a more

caring culture. Taken together, this symposium will highlight research about the antecedents and consequences of societal discontent and distrust in society at large (Day 1), and with a specific focus on work-related discontent (Day 2).

Theme 2: Culture, inclusion and diversity

Chairs:

Byron Adams

University of Amsterdam, University of Johannesburg, and Ghent University

Ruth van Veelen

Utrecht University

The world is becoming increasingly globalized. As a result, people organize, manage, and respond to diversity and change differently, either to the benefit or hindrance of more inclusive societies and work climates. This symposium addresses both social- and organizational psychological perspectives of culture, inclusion, and diversity. Presenting scholars address this topic from varying group (i.e., disadvantaged and advantaged) perspectives, levels of analyses (i.e., couples, organizations, society), and research methodologies (e.g., interviews, experiments, meta-analyses).

Day 1: (Cross-)cultural perspectives towards challenges of inclusion and equality

Due to migration and digitalization, macro-level changes in diversity trickle down to influence micro-level social systems, for example, people's studies, work, and family lives. In this theme session, the speakers offer insights and lessons learned from conducting (field) research to study the impact of culture on systems of inclusion and exclusion. First, **Nina Hansen** will talk about the challenges and unexpected impacts of programs aiming to economically empower women in the Global South (El Salvador, Sri Lanka, Vietnam). Moreover, this needs to be understood in direct connection to these women's cultural context and (marital) relationships. Second, **Melissa Vink** will focus on the status of non-traditional heterosexual romantic relationships. She discusses how country-level endorsement of gender stereotypes across national cultures trickle down to sustain traditional gender hierarchies at the partner level. Third, **Michael Bender** will share thoughts on attending to sample criteria for meta-analytic studies to shed light on often undersampled groups, using examples from meta-analyses on social support, cultural distance, and biculturalism, and how these relate to psychological adjustment. Finally, **Anne Kuschel** will discuss factors that help or hinder refugees' labor market integration and the crucial role of intergroup contact at work for refugees' self-efficacy and organizational hiring.

Day 2: Resilience, vulnerability, and trust responses to social inequality and change

Changes brought on by diversity may cause shifts and tensions in social status relationships between groups, both in the work context and in society at large. In this theme, session presenters consider specific strategies used by advantaged and disadvantaged groups when presented with diversity-related challenges. In the first talk, **Jojanneke van der Toorn** will talk about the tension between privacy and

inclusion in organizations. She discusses how organizational trust and perceived privacy and sensitivity affect all employees' responses towards the registration of their sexual orientation and gender identity for inclusion purposes. Second, **Yasin Koc** first demonstrates that upon being confronted with a discriminatory act, advantaged group members' support for social change increases after apologizing to the disadvantaged group. Combining self-report and cardiovascular responses, **Elena Bacchini** shows us the paradoxical physiological threat and behavioral responses majority members show when confronted with social change. Finally, **Jolien van Breen** will provide an overview of studies on how women respond (e.g., self-report, RT responses, EEG measures) to gender-based devaluation, demonstrating that those responses represent a type of "balancing act" between resilience and vulnerability.

Theme 3: Humankind: Hopeful and prosocial?

Chairs:
Rima-Maria Rahal
Max Planck Institute for Research on Collective Goods

Thorsten M. Erle
Tilburg University

Welmer E. Molenmaker
Leiden University

In the theme track *Humankind: Hopeful and prosocial?* we bring together work on human cooperation, broadly construed. We focus on whether people choose to cooperate with and help others or to prioritize their own benefits. Spanning various contexts such as intergroup interactions and leadership, as well as diverse methods such as meta-analyses, computer simulations, field experiments and cross-country studies, the talks explore how people decide to interact with others in their social networks. Structural preconditions for prosocial and cooperative, and of antisocial behavior are discussed, bringing together diverse perspectives about the small- and large-scale situational factors that can contribute to behavioral consequences in the context of prosociality.

Shaul Shalvi opens the theme sessions with a meta-analysis on willful ignorance, compiling evidence about information avoidance in situations where decision makers' actions have positive consequences for themselves and negative consequences for others. In other words, this first presentation highlights an important antecedent of prosocial behavior: choosing to become aware – or to stay ignorant about – the consequences of one's actions for others. This work shows that opportunities to avoid information about negative consequences others face drive people to act more selfishly. **Jeanette van der Lee's** presentation takes a broader perspective on cooperation, focusing on legal compliance as a large-scale societal cooperation problem. She presents data from a field experiment on compliance with legal obligations, gathered from self-reports of CEOs of all listed companies in the Netherlands. Although an intervention to increase CEOs' knowledge of the law and their sense of self-efficacy regarding compliance showed no detectable effect in their responses, the CEO's self-efficacy, response efficacy, and perceived impact of non-compliance predicted their motivation and intention to comply with the law.

Combining computer simulations with behavioral laboratory experiments, **Jörg Gross** studies how intergroup interactions can foster global as opposed to group-based cooperation. In his presentation, he shows when and why intergroup contact and reciprocal interactions across group boundaries are needed

to establish cooperation that transcends group boundaries and allows to tackle global public goods problems, like climate change or pandemics, to the benefit of larger collectives. **Tiffany Matej Hrkalovic** raises the question of how people put themselves in situations where they expect their interaction partners to be cooperative. Using a large-scale dataset, this work on partner selection in social decision problems asks whether people are good at selecting cooperative partners and how they form the impression of partners' predicted cooperativeness.

Daniel Balliet opens the second day of theme sessions by giving broad perspectives on cooperative behavior across groups, political systems, ecologies, and countries, asking about macro level circumstances as potential drivers of differences in cooperation. Based on data from the Cooperation Databank, detailing 2700 studies on human cooperation, as well as data from experiments replicated across 17 and 42 countries, respectively, this work shows little, if any, variation in cooperation across societies. **Laura Hoenig** follows up on the question of which situational circumstances influence cooperation, but on the micro level. Her work focuses on differences in cooperation driven by the incentive structure of the decision problem, studying multiple public goods provision problems understand how (in)efficiency and (un)equal returns alone and combined shape cooperation. In four incentivized, preregistered experiments, this work shows that decision problems where efficient allocations led to unequal-returns yielded the highest group earnings despite creating the largest wealth disparities.

Erik de Kwaadsteniet raises the question whether a so-called 'more is better' heuristic leads to coordination and cooperation failure in bargaining about complementary goods. With a new anti-commons paradigm, this work demonstrates that sellers ask and buyers pay higher prices for larger goods, while such goods were completely complementary to smaller goods and worthless without each other. Using the 'more is better' heuristic may thus yield to unequal outcomes, miscoordination, and underuse of complementary goods. Ending our theme sessions on a hopeful note, **Hillie Aaldering** presents work geared at promoting more cooperation between members of different groups. Breaking down behavior in large-scale societal issues such as fighting climate change into testable behavior in intergroup cooperation dilemmas, this work reports three experiments using experimental games to ask under which conditions people invest in future cooperation if this does not benefit them personally.

Theme 4: Emerging themes and methods

Chairs:
Eftychia Stamkou & Matthijs Baas
University of Amsterdam

The world is changing fast and so does the field of social and organizational psychology. To better understand and solve shifting and pressing societal challenges, social scientists increasingly turn to novel methodological approaches. The theme track *Emerging themes and methods* showcases research in which unique methodological approaches are used to study emerging themes within social and organizational psychology. Whereas talks on Day 1 offer important practical implications on how psychological research can help to understand and improve the development towards a more sustainable society, talks on Day 2 showcase novel methods that offer new understanding of classic phenomena in social and work and organizational psychology.

On the first day, all four presenters talk about potential sources of inequality (health, financial decisions, ecological problems) and take different approaches to reducing inequality. **Karlijn Massar** signals that people with low rather than high socioeconomic positions (SEP) face more health problems. Taking a socio-ecological approach, she posits that health inequalities are not caused by a lack of inherent capabilities but a lack of opportunities, exposure to adverse social or physical environments, and high levels of daily stressors. Thus, by combining different approaches in an often-overlooked sample, Massar shows important ways to increase health behaviors in low SEP people. **Sasha Cook** looks at employees with chronic illnesses, who often face work-related problems, such as higher burnout levels and decreased productivity. This group is often excluded from intervention and occupational health research. To address this blind spot, she integrates insights and methods from organizational, social, and occupational health psychology. **Wilco van Dijk** uses novel field experiments to examine how choice architectures can help consumers to make better loan decisions and improve their financial outcomes. **Marijn Meijers** turns to virtual reality to address environmental problems that threaten to increase the inequality gap between the globe's rich and poor. Virtual reality makes environmental problems seem more tangible, thereby affecting people's emotions, beliefs, and behavior.

On the second day, all four presenters take novel methodological approaches to uncover new insights into classic phenomena that are highly relevant for creating a more sustainable society. These phenomena include creativity and priming (**Marta Wronska**), altered states of consciousness (**Michiel van Elk**), norm compliance (**Lucas Molleman**), and attitudes (**Jonas Dalege**). Wronska focuses on creativity, which could drastically improve the way people tackle modern challenges. Creativity can be triggered by priming but research on the priming-to-creativity link has been widely diverse and inconclusive. Wronska uses meta-

analysis as a novel theory-testing method to examine whether, when, and how priming might affect creativity. Van Elk looks at altered states of consciousness, which can have multiple health benefits. He discusses an overview of different experimental methods that provide complementary insight in the mechanisms (i.e., neurocognitive and psychological) underlying the emergence of ASCs. Molleman offers a new paradigm for studying rule following behavior, which is fundamental to social order. In a series of large-scale online experiments, he shows how punishment of violations increases compliance and normative desirability of rules. Dalege integrates an individual-level theory of attitudes with research on social networks to advance our understanding of attitudes. This novel perspective examines attitudes as a network of beliefs, feelings, and behaviors.

Abstracts theme 1: The marginalized and misunderstood society

Tuesday April 19, 11.45 - 12.15

Bastiaan Rutjens

University of Amsterdam

Science rejection across countries

Abstract: What makes people skeptical about science? Recent work on the ideological antecedents of science rejection points to its heterogeneous nature. But these efforts are impeded by lack of insight into how science rejection varies in degree and in kind around the world. The current work investigates science rejection in 24 countries. Results show that while some countries stand out as generally high or low in rejection of science, predictors of science rejection are relatively similar across countries. One notable effect was consistent across countries though stronger in Western, Educated, Industrialized, Rich, and Democratic (WEIRD) nations: General faith in science was predicted by spirituality, suggesting that it, more than religiosity, may be the 'enemy' of science acceptance. Climate change skepticism was mainly associated with political conservatism, especially in North America. Other findings were observed across WEIRD and non-WEIRD nations: Vaccine skepticism was associated with spirituality and scientific literacy, genetic modification skepticism with scientific literacy, and evolution skepticism with religious orthodoxy. We conclude that levels of science rejection are heterogeneous across countries, but predictors of science rejection are heterogeneous across domains.

Kees van den Bos

Utrecht University

Corona radicalization

Abstract: The current talk examines radicalization against measures taken by governments to control the corona crisis. Fitting with an analysis that integrates symbolic interactionism with the social psychology of radicalization, we see that thoughts, feelings, and protest behaviors are being directed against persons who symbolize the corona measures taken. When people experience that important goals are blocked in unfair manners they may start to protest against certain corona measures. Repeated unfair frustration of goals may even lead some to start sympathizing with violent means to end the unfairness done. When correction of self-centered impulses is hampered, for example because people are exhausted, this may lead some people involved in processes of radicalization to start rejecting the law in democratic states and open societies. This can constitute a pivotal signal that something is going seriously wrong, especially when disdain for the law and democracy is coupled with violent behavioral intentions. Thus, a key issue for understanding the social psychology of violent extremism may be the psychological rejection of law and democratic principles. Building on this analysis, I lay out some directions how and in which ways the social psychology of fairness may be used to prevent and counter radicalization into violent extremism.

Tom Postmes

University of Groningen

Collective discontent and the protest wave

Abstract: The western world is in the grip of a protest wave that began around 2011 and that reached the Dutch shores around 2017. The social movement literature suggests that grievances are always present and therefore cannot explain why people rebel. Nevertheless, collective discontent appears to play a leading role in some Dutch protests. The present talk will try to resolve this apparent contradiction, by taking a closer look at the nature of collective discontent, its relationship to collective action, and by examining its role in the current protest wave more closely.

Amarins Jansma

Utrecht University

Perceiving unfairness in different contexts: Why people protest and radicalize on matters of climate change

Abstract: Today, many people have great concerns about climate issues. Some demand rapid change and become involved in protests. To better understand what drives people to protest against climate change in peaceful, illegal, or violent ways, we conducted a qualitative interview study. We talked to 100 people who affiliated with Extinction Rebellion and whom we recruited during protests. Protesters spoke about their motivations to take action, their opinions of the police, the law, and the use of violent tactics. We specifically paid attention to protesters' perceptions of unfairness because earlier research showed that perceived unfairness is associated with increased radicalization.

Through qualitative analyses using inductive and deductive coding, we identified several types of unfairness that varied in temporal and spatial dimensions. Our findings reveal that climate protesters are driven by unfairness about what is happening in their current and immediate environment. Furthermore, they also integrate information derived from different time frames, focusing on injustices in the past and especially in the future, and from distal social dynamics, concerning injustices in societies far removed from them. We observed that protesters differed in their views on the police, what justifies breaking the law, and when the use of violence is legitimate.

Maarten van Bezouw

University of Amsterdam

Managing job insecurity through proactive career behaviors in times of Covid-19

Co-author: Jessie Koen (TNO)

Abstract: An increase in short-term contracts, outsourcing of labor, and the current Covid-19 pandemic can make workers feel insecure about the future of their job. Feelings of job insecurity have many adverse outcomes for workers (e.g., mental and physical health), but recent research suggests that engaging in proactive career behaviors (e.g., career planning) can mitigate job insecurity. However, being proactive requires times and energy, creating the risk that people with precarious work are less able to focus on the future and prevent job insecurity. A three-wave panel study (N=108) among self-employed professionals shows that income adequacy can ensure a future focus when there are feelings of job insecurity, and that a future focus can bolster proactive career behaviors. In a six-wave panel study (N=204) among temporary workers, we unexpectedly found that initial job insecurity was followed by more proactive behaviors but also that more initial proactive behaviors were followed by more job insecurity, especially among people with stronger just world beliefs. We discuss these findings in light of a possible Matthew-effect, where workers in precarious conditions fall more and more behind those who have sufficient means to keep a future focus on building or changing their career.

Toon Kuppens

University of Groningen

Education and perceived legitimacy: Psychological and political consequences

Abstract: Although education is major social and political divide, its psychological effects are poorly understood and are seldom distinguished from other dimensions of social inequality. I argue that the legitimacy of educational differences is key to understanding this. First, in European Social Survey data, groups with low socioeconomic status have the lowest feelings of recognition and life satisfaction, compared to other low-status social categories. While some social categories (in particular ethnic minorities) report they are being discriminated, the lower educated stand out because they do *not* claim to be discriminated. This confirms the perceived legitimacy of education differences. Second, people with lower levels of formal education elicit more negative attitudes and blame reactions from the general public, compared to poor people, working class people, or ethnic minorities. Third, the lower educated are aware of, and to some extent agree with, the negative attitudes towards their group. They are more likely to disidentify from their education group and report more negative meta-stereotypes, compared to their higher educated counterparts. Finally, indicators of this negative educational identity are related to support for populism. In sum, given the growth of 'schooled societies', more attention to its potential negative effects is needed.

Panel discussion on "the marginalized academic"

Panel members: **Bianca Beersma, Yasin Koc, Ruthie Pliskin**

Abstract: As academic culture can be harsh, how can we facilitate a more "caring" academic culture? Whereas most academics openly discuss their high workload ("sorry, I'm busy!"), we feel that other issues, such as the effects of precarious (temporary) positions on ECRs, combining work and (child-)care, academics' mental health, or the role of luck or chance in academic careers, could benefit from more open conversations. We (Romy van der Lee (VU) and Anne Marthe van der Bles (RuG)) will start a conversation with three panelists, Bianca Beersma (VU), Yasin Koc (RuG), and Ruthie Pliskin (LU), and the audience to discuss difficult aspects of working in academia and what researchers can do to foster a more caring culture. We hope to not only provide a space to openly discuss difficulties, but also identify and share possible solutions.

Abstracts theme 2: Culture, inclusion and diversity

Tuesday April 19, 11.45 - 12.15

Nina Hansen

University of Groningen

Does economic empowerment of women promote or undermine gender equity? The importance of understanding culture and gender-based power in the Global South

Co-author: Marloes Huis (University of Groningen)

Abstract: Empowering women is an important goal of the United Nations to achieve sustainable development worldwide. One prominent approach is to strengthen women's position by stimulating economic empowerment (e.g., microfinance services) in the Global South. However, previous research shows mixed findings and even unexpected negative effects such as increased violence against women. I will argue that to strengthen women's position, gendered power relations between women and their partners as well as the cultural context need to be considered. Women are not individual agents but are embedded in relationships (e.g., marital), which also influence their position. In this presentation, I will present different lines of research conducted in El Salvador, Vietnam, and Sri Lanka (e.g., survey data, correlational study, field experiments with behavioral observation). To conclude, interventions aimed at empowering women require larger social transformations than solely stimulating economic empowerment. Education and business training enable women to develop agency. However, addressing gender norms and inviting husbands to join a training are promising ways to strengthen the position of women in these cultures. I will critically discuss results and lessons learned on how gendered power imbalances may need to be addressed to stimulate social change towards gender equity.

Melissa Vink

Utrecht University

Does national context matter when women surpass their partner in status?

Co-authors: Tanja van der Lippe (Utrecht University), Belle Derks (Utrecht University), & Naomi Ellemers (Utrecht University)

Abstract: Couples in relationships where the woman attains higher status than her male partner experience more negative relationship outcomes than traditional couples. These non-traditional couples may violate persisting gender stereotypes that prescribe men to be breadwinners and women to be caregivers of the family. We argue that the extent to which national cultures endorse these stereotypes affect non-traditional couples' experiences. We used the European Sustainable Workforce Survey (N = 2748) conducted in nine European countries. Two indicators of countries' gender-stereotypical culture were used: Gender Empowerment Measure and implicit gender stereotypes. We replicated earlier findings and found that non-traditional couples reported lower relationship quality, more time pressure, and more negative emotions than traditional couples. Furthermore, men and women living in countries with a traditional gender-stereotypical culture (e.g., The Netherlands, Hungary) reported lower relationship quality when women earned more than their partners. Relative income differences did not affect the relationship quality of participants living in egalitarian countries (e.g., Sweden, Finland). Also, couples in which the woman is more highly educated than the man reported higher relationship quality in egalitarian countries, but not in traditional countries. Our findings suggest that dominant beliefs and ideologies in society can hinder or facilitate couples in non-traditional relationships.

Michael Bender

Tilburg University

We cannot investigate what we do not report: What I learned from doing meta-analyses on heterogeneous cultural samples

Abstract: Our academic world is based on communication and collaboration, and we are facing an ever-increasing number of studies. Understanding what others have done is a major (reading) task. We have the opportunity to understand more about underrepresented samples via aggregating across prior studies (with important limitations, of course). For that, we rely on data reported in prior studies. I report on several meta-analyses that we did over the last years and highlight some things I learned while doing that. We investigated (1) the role of different types of social support for the psychological adjustment of international students (Bender et al., 2019), and we have finished analyses on (2) the meta-analytic relation between biculturalism and psychological outcomes, and (3) the role of perceived cultural distance for psychological adjustment. We find that social support consistently matters for the adjustment of international students, (integrated) biculturalism is associated with better psychological outcomes, and perceived cultural distance with less psychological adjustment. We also find in all three meta-analyses that reporting practices are quite heterogeneous across the sampled studies. I, therefore, conclude with a glass half full/half empty suggestion on what we can do to improve upon our methods, particularly with regard to reporting on findings and tools.

Anne Kuschel

University of Groningen

Labour market integration of new refugee cohorts in the Netherlands: The role of organisational and individual factors

Co-authors: Nina Hansen, Liesbet Heyse, & Rafael Wittek (University of Groningen)

Abstract: Labour market integration is a key driver for refugees' societal integration in a host society, providing intergroup contact and participation opportunities. However, refugees traditionally face many barriers in accessing a host society's labour market, including lack of host country human and social capital, and physical and mental health issues. Even when controlling for these individual factors, refugees take longer in finding a job and more often find themselves in precarious working conditions compared to majority group members and other migrant groups. Due to the multifaceted nature of refugee integration, I combine social psychological, and sociological theorizing to study the impact of organisational and individual factors that facilitate new refugees cohorts' access to the Dutch labour market. I illustrate this by reflecting on two studieswe conducted. Firstly, findings from a longitudinal, mixed-methods case study on low-literate refugees in combined work and language integration programs highlight the need for meaningful intergroup contact at work and the development of self-efficacy. Secondly, a project using longitudinal Dutch register data demonstrates the role of the previous hiring of refugees and organisational diversity in predicting hiring for new refugee cohorts. I relate these findings to the role of intergroup contact and discuss theoretical and practical implications.

Jojanneke van der Toorn

University of Leiden and Utrecht University

Privacy and inclusion: Factors influencing attitudes toward employee data collection on sexual orientation and gender identity

Co-author: Manon Hölscher (Utrecht University)

Abstract: To facilitate inclusion, organizations may collect and register employee data such as sexual orientation and gender identity to help identify and combat a "pink ceiling" or other group-based inequalities. However, few organizations seem to do so, and little is known as to why. The current research takes a first step in examining this question by assessing attitudes towards the collection and registration of employees' sexual orientation and gender identity and its possible antecedents. Study 1, comprising 13 semi-structured interviews with Dutch HR-professionals and LGBTQI+ employee network representatives, identified the perceived privacy and sensitivity of the information, as well as trust in the employer as important variables. Study 2 assessed these variables as antecedents of employee attitudes on the topic in a sample of 558 employees (95% ci-hetero; M_{age}=46.23, SD_{age}=11.59; 51.4% male). Results indicated that the more private and sensitive participants perceived sexual orientation and gender identity to be, and the less they trusted their employer with the information, the less willing they were to share and register it. Furthermore, participants, on average, were more willing to share and register the information than they estimated LGBTIQ+ employees would be. These findings yield important insight into possible barriers to furthering inclusion at work.

Yasin Koc

University of Groningen

Apology doesn't kill the guilt! Advantaged group's support for social change increases after apologizing to the disadvantaged group

Abstract: Studies on collective apologies often focus on whether or not an apology is perceived to be sincere by the victim group and whether or not it leads to forgiveness. From the transgressor perspective, an apology might be seen as a prosocial act and the final step, and hence could undermine support for reconciliation and social change. Although a few studies have explored the transgressor reactions once their apology was rejected, no studies have directly investigated the consequences of apologizing for the advantaged group. Accordingly, we conducted three experiments with White US Americans ($N = 850$). After reminding participants of the shooting of George Floyd (i.e., guilt induction), we asked them to apologize to the Black community on behalf of White people. We found that apology does not nullify the guilt, and it indeed increases the support for Black Lives Matter movement. This apology-social change support link was mediated by concerns of both ingroup image and outgroup gain, and these effects were amplified for White high identifiers. Importantly, we found that apologizing has no costs on personal outcomes (e.g., wellbeing, self-esteem) or on ingroup favoritism. Next, we aim to replicate these findings across different social contexts. Overall, we bring the first evidence for the link between apologizing and support for social change, and discuss how apologies can achieve social change goals without having direct visible costs to the majority.

Elena Bacchini

Utrecht University

At the heart of society: Majority group members' responses to social change

Co-authors: Daan Scheepers (Utrecht University), Naomi Ellemers (Utrecht University), Marnix Naber (Utrecht University)

Abstract: Societies across the globe undergo unprecedented changes in terms of evolving gender and racial relations. To aid 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 examine white men's emotional and attitudinal responses to cues of social change. In Study 2 and 3, using webcam-based technology, we measure participants' engagement in issues of social change (reflecting on privileges, their own role and aim in society) by extracting heart rate from video data. Somewhat surprisingly, results indicate that majority-group members displayed less threat-related emotions under stable than under unstable conditions, namely a 'relief of social change effect.' Importantly, although the samples consisted of relatively progressive participants, the effects on threat remained reliable even when controlling for ideology. Additional self-report and heart rate data, however, suggest that signs of change may at the same time undermine engagement in collective action, presumably because change is already taking place. In sum, results show that cues of social change do not always trigger threat among members of privileged groups, but that at the same time this may—ironically—undermine their motivation to support social change initiatives.

Jolien van Breen

University of Leiden

Resistance and resilience to gender-based devaluation

Abstract: This presentation will focus on resilience and resistance to gender-based devaluation. I will provide an overview of a line of research including a total of 11 studies, in which we expose women to gender stereotypes (vs control). We examine both evaluative and behavioural responses to devaluation, through self-report, reaction times, and EEG measures. The different studies generate insight into the great variety of coping responses people have at their disposal to address experiences of devaluation. Specifically, we show that women can resist gender-based devaluation through in-group bias, task persistence, and creativity, and that resistance can even occur outside of conscious awareness. Further, the EEG studies provide insight on the basic mechanisms that support these responses. . At the same time, the studies also highlight some boundary conditions. For instance, there is evidence that coping with group devaluation is a 'tug-of-war' between resistance on the one hand, and vulnerability on the other – features that facilitate resistance can at the same time increase vulnerability. In line with this, we argue that what 'counts' as resilience or resistance is situationally determined – the response must be tailored to the threat or conflict in question.

Abstracts theme 3: Humankind: Hopeful and prosocial?

Tuesday April 19, 11.45-12.15

Shaul Shalvi

University of Amsterdam

Willful ignorance: A meta-analysis

Abstract: We present the first meta-analysis on willful ignorance – when individuals avoid information about the negative consequences of their action to maximize own outcomes – covering 34,007 decisions made by 6,434 participants across 56 treatments. Results reveal that being able to remain ignorant drives people to act selfishly, even at the cost of harming others. We estimate that about 40% of the observed ignorance is driven by "reluctant altruists" who use it to excuse selfishness. The finding suggests that not all pro-social people are genuinely pro-social.

Tuesday April 19, 12.15-12.45

Jeannette van der Lee

Utrecht University

The letter and the spirit of the law:

A field experiment on compliance among listed companies

Abstract: What can governments do to guide companies towards ethical behavior? Supervisors, tasked with enforcing laws and regulations, have traditionally used warnings and fines to punish bad behavior and thereby stimulate good behavior. This is based on the idea that companies' compliance with the law is determined by the chance of getting caught and the height of the fine, implying that if companies can get away with it they will behave unethically. More recent research has shown that there are many other aspects that play a role in compliance and that non-compliance isn't always a case of ill will. I will present a field experiment done with the Dutch Authority for the Financial Markets to increase compliance with the law regarding handling inside information, by increasing CEOs' knowledge of the law and their sense of self-efficacy regarding compliance. CEOs of all listed companies in the Netherlands were assigned either to the experimental group or the control group. We found that our intervention did not increase scores on self-report measures. However, we are currently collecting behavioral data, which will further inform the results. Additionally, we did find that self-efficacy, response efficacy, and perceived impact of non-compliance predict motivation and intention to comply.

Jörg Gross

Leiden University

Sustaining global public goods through intergroup interactions

Abstract: Humans create and join groups in which they cooperate to tackle shared problems and increase joint welfare. Such group cooperation allows to establish club goods – goods that benefit group members, while members of other groups can be excluded from their consumption and benefits. Many mechanisms, like peer punishment or reputation, have been shown to foster cooperation in small groups. However, being faced with global public goods problems, like climate change, the question arises how cooperation can emerge beyond confined groups, across group boundaries, and to the benefit of larger collectives. Using numerical and agent-based simulations, we show that frequent intergroup interactions play an important role in fostering global as opposed to group-based cooperation. We further show that decreased fragmentation of the population, i.e., a collective that is comprised of fewer sub-groups, increases the likelihood that true public goods rather than club goods are established. We further test core predictions of our model experimentally. Taken together, we identify why and when intergroup contact and reciprocal interactions across group boundaries are needed to establish cooperation that transcends group boundaries and allows to tackle global public goods problems.

Tiffany Matej Hrkalovic

VU University

Partner selection and person perception in social interactions

Abstract: One's ability to identify and preferentially interact with individuals that are able and willing to work together for mutual benefit is a crucial component of social intelligence. In our everyday life, decisions to interact with others are often based on the impressions made about the other person, and the current situation. Despite their importance, it is necessary to further develop our understanding of how people select their partners, how their impressions during interactions relate to these choices, and whether individuals are good at selecting cooperative partners. In this talk, I will be presenting a study designed to collect a large-scale dataset helping to address all these questions. As such, the dataset contributes to a) a better understanding of partner selection and b) further progress in the development of hybrid intelligence applications to facilitate cooperative and collaborative behavior.

Daniel P. Balliet

VU University

Cross-societal variation in cooperation

Abstract: Decades of research using survey and experimental methods document differences across societies in how people cooperate. Theory has primarily focused on differences across societies in ingroup favoritism in cooperation (i.e., people cooperate more with ingroup compared to outgroup members), and that this varies according to institutions (e.g., rule of law, exposure to religion), and ecologies (e.g., pathogens, relational mobility). I will report two experiments that test these theories (study 1 is an experiment replicated in 17 countries; study 2 is an experiment replicated in 42 countries). Additionally, my lab has annotated the entire history of research on human cooperation (~ 2,700 studies, the Cooperation Databank), and we have meta-analyzed the outcome of experimental studies (i.e., the overall level of cooperation), statistically controlling for between study differences, and then test several theories about how cooperation varies across societies according to differences in values, norms, beliefs, institutions, and ecology. Finally, most of these studies were conducted in the United States (~1,500 studies), and we provide a further test of these theories by studying how cooperation differs across the 50 states. In contrast to decades of theory, we find very little, if any, variation in cooperation across societies.

Laura Hoenig

Leiden University

Economic efficiency outweighs group equality

in multiple-public good provision problems

Co-authors: Carsten de Dreu (Leiden University, University of Amsterdam), Ruthie Pliskin (Leiden University)

Abstract: The socio-economic functioning of groups and societies depends on the degree to which members contribute energy and resources to public goods (PGs) such as local playgrounds, public healthcare, and state defense. When groups face multiple PGs to cooperate on, deciding which to contribute to can be difficult. Some PGs may be attractive because they generate higher returns ('efficiency') than others. Others may be attractive because they benefit group members equally (rather than unequally). Past theory and research largely ignored multiple-PGs provision problems, and we poorly understand how (in)efficiency and (un)equal returns alone and combined shape cooperation and wealth. We addressed this with four incentivized, preregistered experiments ($N = 774$). Individuals in small groups were enabled to contribute to two PGs that systematically varied in efficiency and equality in returns. Although individuals contributed more to 'efficient' PGs and more to equal-return PGs (Exp. 1), especially individuals benefitting most from unequal-returns PGs contributed substantially to the unequal-returns PG when it also was the most efficient (Exp. 2-4). This echoes in individuals' preferences to retain or remove PGs from the choice architecture. Consequentially, groups encountering multiple-PGs problems including an 'efficient but unequal-returns' PG yielded highest group earnings yet created the largest wealth disparity.

Wednesday April 20, 13.15-13.45

Erik W. de Kwaadsteniet

Leiden University

A 'more is better' heuristic in bargaining about complementary goods: Evidence from a newly developed anticommons paradigm

Co-authors: Jörg Gross (Leiden University), Eric van Dijk (Leiden University)

Abstract: We introduce a new anticommons paradigm, in which three players bargain about complementary goods. In three experimental studies, we investigate whether bargainers use a so-called "more is better" heuristic, and how this heuristic may yield to unequal outcomes, miscoordination and underuse of such goods. Participants played a bargaining game with three players: one Buyer and two Sellers. The Sellers each had part of a puzzle of their disposal, which they could sell to the Buyer. Sellers could only earn money in this game if they sold their part of the puzzle to the Buyer. Buyers, in turn, could only earn money if they managed to obtain the whole puzzle. In the equal condition both Sellers had an equal share of the puzzle in their possession, whereas in the unequal condition one Seller had a larger piece than the other. In line with a 'more is better' heuristic, Sellers who had a larger part of the puzzle asked higher prices, and Buyers offered higher prices to Sellers with larger pieces of the puzzle. This was remarkable, considering that in our paradigm, both parts of the puzzle were completely complementary and were worthless without one another.

Hillie Aaldering

University of Amsterdam

Understanding and promoting future intergroup cooperation

Abstract: Promoting intergroup cooperation is a major challenge: Different groups with different wishes and needs need to work together to reach a goal that captures at least partially their own interests. Intergroup cooperation often forms a nested social dilemma, where individuals need to balance competing interests: Invest their efforts and resources to benefit other group members and (indirectly) themselves-which may or may not come at a cost to another group (parochial cooperation); investing their efforts and resources in a larger collective encompassing and benefitting members of other groups who may not completely share interests (universal cooperation) or not investing at all and free-riding on other people's efforts (Aaldering & Böhm, 2020). This intergroup cooperation dilemma is further complicated if the invested efforts and resources will only pay out in the future. Such future cooperation is relevant for many policies, both national (e.g. increased taxes to ensure next-generation living standards) and international (e.g. policies with respect to global warming).

Here, we investigate individual's willingness to contribute to future cooperation using an experimental game. Will people invest in future cooperation if this doesn't benefit them personally? Will they prefer to invest in future parochial, or future universal cooperation? When and why will their preference for future cooperation shift?

I will discuss three recent experiments indicating that a) individuals are willing to forego self-interest and benefit future groups; b) present cooperation preferences shape future cooperation, and c) preference matching can promote future universal cooperation.

Abstracts theme 4: Emerging themes and methods

Tuesday April 19, 11.45-12.15

Karlijn Massar

Maastricht university

Increasing health behaviors among low-SEP individuals: A strength-based socio-ecological approach

Abstract: It is well established that compared to those with a high socioeconomic position (SEP), individuals with a low SEP are more at risk for unemployment, mental and physical health problems, and suboptimal societal participation. Importantly, these outcomes are often *not* due to (a lack of) inherent capabilities, but rather reflect a lack of opportunities, exposure to adverse social or physical environments, and high levels of daily stressors. In this talk, I will focus on these different levels of influence on individuals' health behavior, and I will argue that a strength-based approach – specifically focusing on psychological capital and agency – within a socio-ecological framework could be one way to increase low SEP individuals' mental and physical health, thereby ultimately reducing health inequalities. Furthermore, I will emphasize the value – and challenges – of utilizing a participatory approach to research and intervention development for/with this target group.

Tuesday April 19, 12.15-12.45

Alexandra (Sasha) Cook

University of Amsterdam

Chronic illness at the workplace: Pioneering research on an overlooked topic in occupational health

Abstract: Although chronic illnesses are highly prevalent and increasing in incidence worldwide, they construe a distinct dimension of diversity that is often overlooked in organizational psychology. Employees with chronic illnesses often experience more work-related problems, higher burnout levels and decreased productivity and workability. Yet, research on occupational health rarely accounts for differences in health status and people with health conditions are excluded from intervention studies, therefore running the risk of producing insights and designing interventions that only apply and work for employees that are baseline "healthy". To address this blind spot, this presentation suggests the integration and application of approaches and methods from the fields of social psychology (social identity and stigma research), organizational psychology (research on organizational diversity and inclusion, multilevel models) and occupational health psychology (JD-R model, intervention studies). Moreover, I address how the clinical concept of patient-centered research can be applied in the organizational context, emphasize the relevance of qualitative research, and suggests a research agenda to include aspects of health-diversity in future research endeavors.

Wilco van Dijk

Leiden University

Financial decision making: Two field experiments on the impact of choice architecture

Co-authors: Minou van der Werf and Lotte van Dillen (Leiden University)

Abstract: Choice architecture is the design of ways in which choices are communicated to consumers, and ample research has shown that differences in presentation 'nudge' their decisions in a specific direction. Two field experiments are presented that show how structuring information affects consumers' loan decisions. In a first field experiment, personal loan decisions of clients of a Dutch money lender were investigated. More specific, we examined whether adjusting the moneylender's website in a way that makes the total costs of a loan more salient, influences customers' loan decisions. In a second field experiment, we investigated the loan decisions of Dutch students. That is, we examined whether providing students with personalised information about the future costs of their monthly student loan amount and about how easily this amount could be adjusted, encouraged them to recalibrate their monthly student loan amount. Both studies show that field experiments offer a good way to test theories and answer research questions with high external validity, and provide a valuable, additional methodology to researchers.

Marijn Meijers

University of Amsterdam

Using virtual reality for environmental behavior change

Abstract: Environmental problems such as biodiversity loss, climate change, and pollution often feel like distant problems. They are often manifesting in far-away places, will happen somewhere in the future, and/or might be even invisible to the naked eye. Furthermore, environmental problems constitute collective problems that can only be alleviated when everyone works together, such that individual actions might seem futile. Together, these barriers prevent people from engaging in pro-environmental behavior. Virtual reality can potentially stimulate pro-environmental behavior by easing these barriers. In my presentation, I will discuss how virtual reality can make environmental problems seem more tangible. That is, I will discuss our recent experiment in which people experienced a forest fire via 360 video and whether/how this affected emotions, beliefs, and behavior concerning climate change. Furthermore, I will discuss another experiment in which participants got feedback on the impact of their groceries on the environment (e.g., beef has a large, negative environmental impact) within a virtual reality supermarket. Receiving such impact information in an interactive way stimulated response efficacy beliefs ("yes I can make a difference for a better environment") and pro-environmental food choices.

Marta Wronska

University of Groningen

A meta-analysis and a theoretical framework to explain the diverse effects of priming on creativity

Co-authors: Kevin Winter (University of Tübingen), Bernard Nijstad, Eric Rietzschel (University of Groningen), Matthijs Baas (University of Amsterdam), Kai Sassenberg (University of Tübingen)

Abstract: Priming studies have shown that merely observing incidental cues or reminding oneself of past behaviours may influence subsequent judgements, thinking, and behaviours in unintentional and sometimes surprising ways. One extensively researched outcome is creativity, the generation of novel and useful solutions. The findings on how priming affects creativity could drastically improve the way people tackle modern challenges. However, priming studies have used an enormously wide variety of primes, such as activating the concept of trust, the direction of wind, or inhibiting an automatic reaction. Therefore, we lack a clear conclusion on the robustness and mechanisms of these effects. Thus, the aim of our study is to review, categorize, and meta-analyse diverse effects of priming on creativity. We investigate not only *whether* priming works, but also *how* and *when* it works. To answer this question, we propose several potential underlying mechanisms, such as reduced cognitive control and abstract thought, in order to map the variety of priming studies on these mechanisms. Then, we test how strongly each of the mechanism predicts specific types of creative behaviour (e.g., divergent vs. convergent thinking). The results will synthesize a broad range of evidence, as well as pave way for future theory-building meta-analyses.

Michiel van Elk

Leiden University

Experimental research on altered states of consciousness

Abstract: In this talk I will give an overview of different experimental methods that can be used to study altered states of consciousness (ASC). I will first present a series of studies aimed at testing the hypothesis that ASCs are a by-product of our ability for agency-detection and mentalizing. Next, I will discuss research that provides insight in the cognitive precursors of ASCs, with a specific focus on the personality trait of absorption and cognitive biases, such as dualistic thinking. I highlight the potential of using placebo-brain stimulation as a tool to obtain insight in the role of prior expectations for inducing ASCs and end by discussing new developments in psychedelic research to occasion ASCs. Ultimately, these different experimental methods and approaches provide complementary insight in the mechanisms (i.e., neurocognitive and psychological) underlying the emergence of ASCs.

Lucas Molleman

Tilburg University

Why people follow rules

Co-authors: Simon Gaechter (University of Nottingham), Daniele Nosenzo (Aarhus University)

Abstract: Rule following is fundamental to social order. However, why people follow rules is poorly understood. Here, we develop a framework that integrates individualistic and social motives of rule following. We design a minimalist rule following task and deploy it in three series of large-scale online experiments (n=14,034). We first show that rule compliance depends on normative and empirical expectations about others' compliance, although unconditional rule following is high. Testing the causal predictions of our framework reveals that observing non-compliance reduces own compliance and disobeyed rules lose their normative appeal. Punishment of rule violations boosts compliance, increasing empirical expectations that can in turn promote compliance to a rule by reinforcing its normative desirability. Our study helps explain why rules are followed and when disorder will spread. Furthermore, our rule following task provides a versatile tool for future research on rule following and social norm compliance.

Jonas Dalege

Santa Fe Institute

A network theory of individual attitudes

Abstract: Attitude – the liking or disliking of an object – is one of the social sciences' central concepts. While the focus on attitudes has produced a vast number of empirical findings, an overarching and formal framework for the study of attitudes has been lacking in the literature. In this talk, I present a novel perspective on attitudes that aims to provide such a framework. First, I introduce our framework, which holds that an attitude is a network consisting of beliefs (e.g., judging a politician as caring and honest), feelings (e.g., feeling hope and pride toward the politician), and behaviors (e.g., voting for the politician) vis-à-vis an attitude object (e.g., a politician). The influence between these attitude elements becomes increasingly pronounced the more attention and thought an individual directs at the attitude object (i.e., the coherence between the attitude elements increases when one thinks about the politician). Second, I discuss simulation results showing that several hallmark findings in the attitude literature follow from these principles and I show how our framework can be used to empirically estimate attitude networks. Finally, I discuss how our individual-level theory of attitudes can be integrated with research on social networks.

Poster titles

Poster session: Tuesday April 19, 15.15 – 16.15

	Presenter (Affiliation)	Poster title	Co-authors
1	Anabela Cantiani (Tilburg University)	Exploring the role of perspective-taking in coalition partner selection	Thorsten Erle, Ilja van Beest
2	Bo Wang (VU Amsterdam)	Who are more ambitious employees? A replicable interactive effect of HEXACO Honesty-Humility and Extraversion on workplace advancement motive	Wendy Andrews, Reinout E. de Vries
3	Bona Hutahaean (Maastricht University)	Barriers and facilitators to antiretroviral initiation and adherence in Indonesia	Sarah Stutterheim, Kai Jonas
4	Chantal D'Amore (University of Groningen)	How polarization feeds the flame of moralization over time: A Four-Wave Longitudinal Multilevel Examination in the 2020 US Election context	Martijn van Zomeren, Namkje Koudenburg
5	Chenhao Zhou (Utrecht University)	Enhancing Diversity and Inclusion in the Dutch Cultural Sector: The Roles of HR Policies, Inclusive Climate, and Inclusive Leadership	Hans van Dijk; Brian Doornenbal
6	Eline Heikamp (University of Groningen)	Experiencing respect and self-disclosure facilitates integration of migrant newcomers: An intervention study of a language buddy program between migrant newcomers and Dutch volunteers.	Nina Hansen, Greta Grossek, Sabine Otten, Liesbet Heyse
7	Ellis Emanuel (University of Amsterdam)	Learning Communities: A conceptualization and principles of learning and knowledge utilization	Roy Sijbom, Jessie Koen, Matthijs Baas
8	Canceled		
9	Esmee Veenstra (Utrecht University)	Prerequisites for advancing CSR outcomes: Assessing the organizational integration of goal structures for circular and inclusive practices	Naomi Ellemers
10	Feiteng Long (Leiden University)	How Norms of (In)Equality Affect Prejudice Towards Migrants: The Moderating Role of Ideology	Ruthie Pliskin; Daan Scheepers
11	Frank Gootjes (Utrecht University)	Societal discontent amplifies the public's response following shocking incidents	Toon Kuppens, Tom Postmes, Ernestine Gordijn
12	Gonneke Marina Ton (University of Groningen)	From Polarization to Ambivalence: The case of abortion in the USA.	Martijn van Zomeren; Katherine Stroebe
13	Haiyan Wang (VU Amsterdam)	Another COVID-19 Variant? The Role of Perceived Vaccination Coercion and Conspiracy Beliefs in Societal Polarization	
14	Hakan Çakmak (University of Groningen)	Motivational and emotional underpinnings of White Americans' solidarity in the face of hate crimes against Black Americans	Katherine E. Stroebe; Ernestine H. Gordijn
15	Janna De Graaf (Utrecht University)	The Climate Change Skepticism Questionnaire: validation of a measure for assessing doubts and denial about climate change	Michèlle Bal, Marijn Stok, John de Wit
16	Judith Langerak (University of Amsterdam)	How to minimize job insecurity: Meta-analytic findings	Jessie Koen, Edwin van Hooft

	Presenter (Affiliation)	Poster title	Co-authors
17	Kaiyang Qin (Utrecht University)	On the Representation of Cue-Based Goal-Directed Behavior: The Role of Object Multi-functionality in Pavlovian-to-Instrumental Transfer	Hans Marien, Ruud Custers, Henk Aarts
18	Kunalan Manokara (University of Amsterdam)	Looking Out for Others: The Role of Connectedness in Bridging Positive Emotions with Prosocial Outcomes	Disa Sauter, Kimberly Doell, Sophie Russell, Smadar Cohen-Chen
19	Leon Hilbert (Leiden University)	The prospective associations between financial scarcity and financial avoidance	Marret Noordewier, Wilco Van Dijk
20	Lizette Krist (Maastricht university)	PrEP use in times of COVID-19 in the Netherlands: Men who have sex with men (MSM) on PrEP test less for HIV and renal functioning during a COVID-19 related lockdown	Hanne Zimmermann, Mart van Dijk, Sarah Stutterheim, Kai Jonas
21	Luisa Solms (University of Amsterdam)	Developing PsyCap and Self-Compassion in PhD Students: The Effects of two Training Interventions on Well-Being and Performance	Machteld van den Heuvel, Barbara Nevicka, Astrid C. Homan
22	Maaike Noorman (Utrecht University)	Social engagement in HIV cure: An interview study of awareness, importance and meaning amongst people with HIV	de Wit, J., Marcos, T., Stutterheim, S., Jonas, K., Den Daas, C.
23	Canceled		
24	Miriam Wickham (Utrecht University)	Gender beyond the binary: Four years of research	Félice van Nunspeet, Naomi Ellemers
25	Mirna Duric (VU Amsterdam)	Perceived partner ambivalence in romantic relationships: Outcomes and underlying mechanisms	Francesca Righetti, Iris K. Schneider, Giulia Zoppolat
26	Mortada Al-Amine (University of Groningen)	The Effect of Inter-Sectarian Contact among Lebanese citizens on Collective Action Tendencies for a Civil State in Lebanon	Rim Saab
27	Nil Akyuz (Utrecht University)	Personal Autonomy and Sense of Agency: Effect of free and forced choice on temporal binding between action and outcomes	Hans Marien, Josi Driessen, Henk Aarts
28	Onur Sahin (Utrecht University)	Explaining why being different at work is (not necessarily) disadvantageous to employees	
29	Piet Groot (Utrecht University)	What is a doctor? Perceptions of the medical profession by medical students with vs. without a migration background.	Isabella Spaans, Naomi Ellemers
30	Shiva Pauer (University of Amsterdam)	The daily life dynamics and trajectory of conflict: An experience sampling study	
31	Tamika Marcos (Maastricht University)	Community engagement in HIV cure research efforts: Exploring perspectives on meaningful involvement, whether a cure will change stigma, and the importance of language use in the Netherlands	Jonas, K., Noorman, M., Den Daas, C., De Wit, J., & Stutterheim, S.
32	Teodora Spiridonova (Tilburg University)	Cynical, but useful? A lay beliefs perspective on cynical leaders' ability to prevent antisocial behavior at work	Olga Stavrova, Anthony Evans, Ilja van Beest
33	Terence Dores Cruz (VU Amsterdam)	Attributed motives for gossip shape the consequences for sender and targets	
34	Yagmur Ozbay (University of Amsterdam)	Art Engagement on Interpersonal Outcomes: Does visual art facilitate social-cognitive abilities?	Suzanne Oosterwijk, Eftychia Stamkou

	Presenter (Affiliation)	Poster title	Co-authors
35	Yi Liu (VU Amsterdam)	Love and Hate Improve Target Detection in the Attentional Blink Task	Christian Olivers, Paul A. M. Van Lange
36	Zi Ye (Leiden University)	So You Want Me to Believe You're Happy or Angry? How Negotiators Perceive and Respond to Emotion Deception	Gert-Jan Lelieveld; Marret Noordewier; Eric van Dijk
37	Shen Cao (VU Amsterdam)	Watch out for the conspiracy! People are fast when searching for conspirators	Jan-Willem van Prooijen; Mark van Vugt

Poster awards

In the spirit of more inclusive reward and recognition standards in academia, this year poster awards will be awarded in four categories, namely on most promising: (1) value creation from team science, (2) scientific contribution (3) societal impact (4) educational value. Awards are based on jury and public votes.

Please visit the poster session and cast your vote here: https://survey.uu.nl/jfe/form/SV_1SlsS8HkgAuNmZM

Notes