Kurt Lewin Institute Conference 2024
April 25–26, 2024
Conference Centre Woudschoten, Zeist

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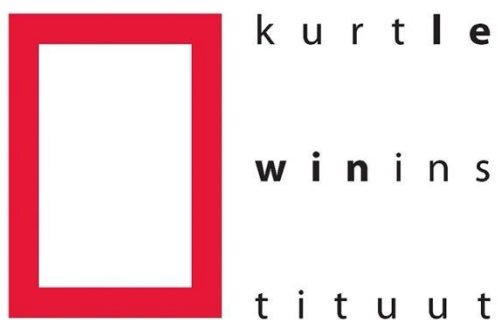
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t i t u u t

Conference program

Kurt Lewin Instituut

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Contents

Organization

Conference Chair

Namkje Koudenburg (University of Groningen).

Theme Chairs

Elliot Sharpe (University of Groningen), Catia Teixeira (Maastricht University), Lianne Aarntzen (Utrecht University), Seval Gündemir (University of Amsterdam / Erasmus University Rotterdam), Frank Gootjes (Utrecht University), Emma ter Mors (Leiden University), Bibiana Armenta Gutierrez (VU Amsterdam), Niels van Doesum (Leiden University).

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Sabine Otten (University of Groningen), David Amodio (University of Amsterdam), Wendy Andrews (VU Amsterdam), Maarten van Bezouw (Utrecht University), Lotte van Dillen (Leiden University), Catia Teixeira (Maastricht University).

Best Poster Award Committee

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Hannah Timmermans

Teaching and Member administration KLI

Zoë Tuinder

Conference program

Thursday, April 25

09.15 - 10.00	Registration and coffee/tea	Foyer, ground floor
10.15 - 10.30	Opening by Scientific Director of KLI: Russell Spears	Plenary Room (27+28)
10.30 - 11.30	Keynote Prof. dr. Judi Mesman (Leiden University)	Plenary Room (27+28)
11.30 - 12:00	Coffee/tea break	Foyer, ground floor
12:00 - 13:00	Parallel themes: Two 30 min presentations	Session I
13:00 - 14.00	Lunch	Restaurant Atrium
14.00 - 15.00	Parallel themes: Two 30 min presentations	Session II
15.00 - 15.30	Coffee/tea break	Foyer, ground floor
15.30 - 16.30	Keynote Prof. dr. Alin Coman (Princeton University)	Plenary Room (27+28)
16.30 - 17.30	Poster session[1]	Foyer, ground floor
17.30 - 18.30	Drinks	Foyer, ground floor
18.30	Dinner	Diner Restaurant
21:00	Drinks	Sociëteit

Friday, April 26

09.30 - 10.30	Parallel themes: Two 30 min presentations	Session III
10.30 - 11.00	Coffee/tea break	Foyer, ground floor
11.00 - 12:00	Best Paper Award and presentations	Plenary Room (27+28)
12:00 - 13:00	Lunch	Restaurant Atrium
13.00 - 14.00	Parallel themes: Two 30 min presentations	Session IV
14.00 - 14.15	Coffee/tea break	Foyer, ground floor
14.15 - 14:30	Poster awards[2]	Plenary Room (27+28)
14:30 - 15:30	Keynote Prof. dr. Goda Perlaviciute (University of Groningen)	Plenary Room (27+28)
15.30 - 15.45	Closing	Plenary Room (27+28)

[1] During the poster session, a PhD coach kit will be presented, developed by PhDs with support of the KLI seedmoney grant.

[2] This year, poster awards will be presented to the best poster in each of four categories, namely: (1) value creation from team science, (2) most promising scientific contribution (3) most promising organisational or societal impact (4) audience choice award. Awards are based on jury and public votes. Please visit the poster session and cast your vote during the conference!
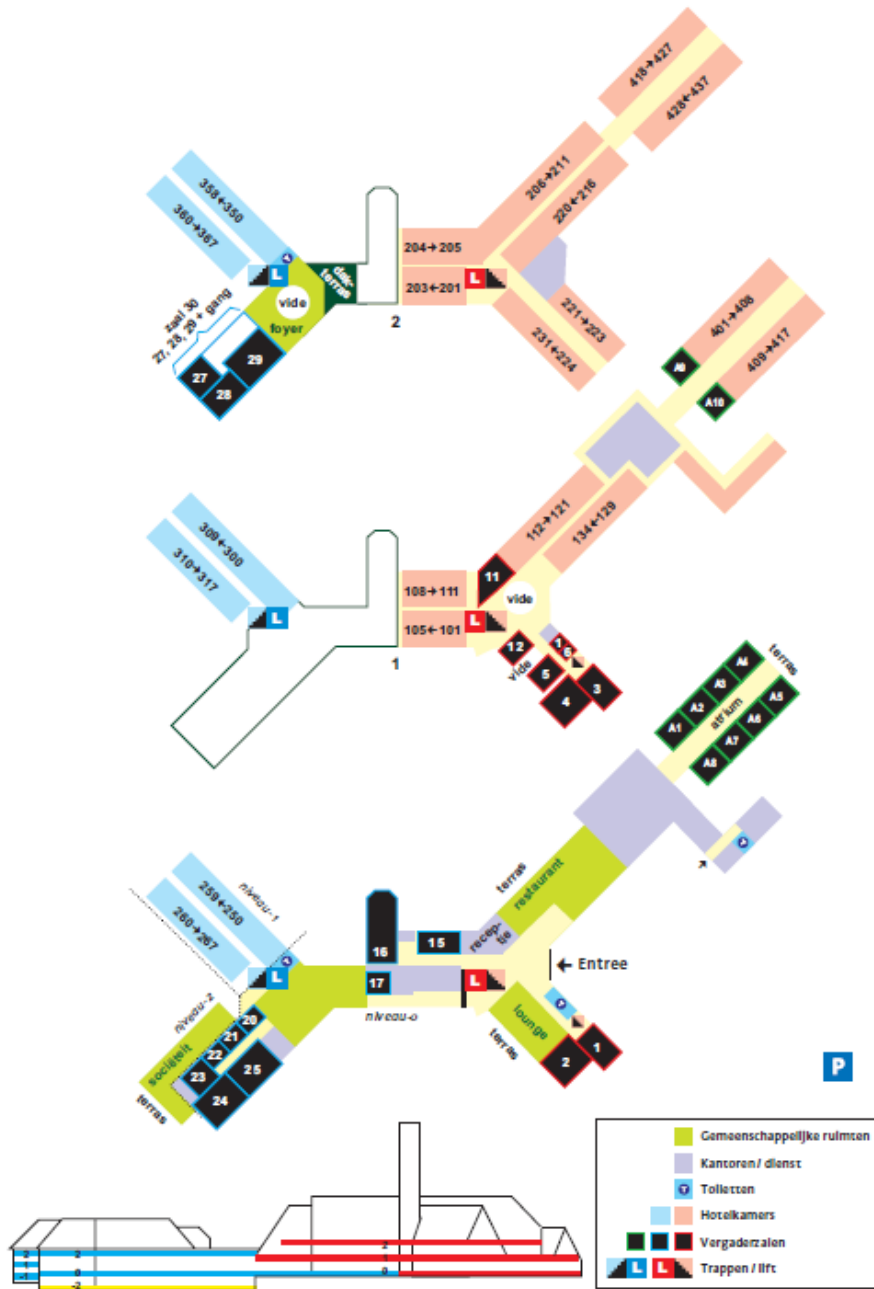
Overview parallel theme sessions

Thursday, April 25, 2024

	Theme 1: Mechanisms of reinforcing and challenging social inequality *Chairs: Elliot Sharpe & Catia Teixeira*	Theme 2: New horizons on diversity and identity research *Chairs: Lianne Aamtzen & Seval Gündemir*	Theme 3: Threats and innovations in democratic societies *Chairs: Frank Gootjes & Emma ter Mors*	Theme 4: Cooperation in close relationships and small groups *Chairs: Bibiana Armenta Gutierrez & Niels van Doesum*
Session I	Room 24	Room 25	Room 29	Room 22+23
12.00-12.30	**Paul van Lange**: Social Class and Cooperation	**Janneke Oostrom**: Increasing diversity through personnel selection: A modular approach	**Thijs Bouman**: Unveiling the Values-Action Gap: Exploring Sustainability Biases and Pathways to Bridging the Divide	**Francesca Righetti**: Sacrifice in close relationships: consequences on personal and relationship well-being
12.30-13.00	**Olaf Simonse**: Inequality by design? Why low-income households do not take up social welfare	**Sanne Feenstra**: Gender and Leadership: Who has the Power?	**Cameron Brick**: Climate actions from individual to collective	**Giulia Zoppolat**: Ambivalence in romantic relationships
Session II	Room 24	Room 25	Room 29	Room 22+23
14.00-14.30	**Karen Schellemans-Offermans**: The role of reserve capacities in explaining health inequities	**Sasha Cook**: To tell or not – and if yes: What, when, and to whom? Disclosure of chronic health condition-related information in the workplace	**Carla Roos**: Screaming in the desert: The meaning and consequences of feeling collectively unheard	**Lisanne Pauw**: Interpersonal emotion regulation: Determinants of support provision
14.30-15.00	**Fleur Goedkoop**: Inclusive involvement in energy communities? The role of gender, income, education, and age	**Jojanneke van der Toorn**: Measurement for Inclusion: Attitudes toward Employee Data Collection on Gender, Gender Identity, and Sexual Orientation	**Lotte van Dillen**: Feasible policy requires capability to act from civil servants	**Larisa Riedijk**: Gender (In)equality at the kitchen table: How Parents' Coordination Facilitates an Equal Task Division and Relationship Quality

Friday, April 26, 2024

	Theme 1: Mechanisms of reinforcing and challenging social inequality *Chairs: Elliot Sharpe & Catia Teixeira*	Theme 2: New horizons on diversity and identity research *Chairs: Lianne Aarntzen & Seval Gündemir*	Theme 3: Threats and innovations in democratic societies *Chairs: Frank Gootjes & Emma ter Mors*	Theme 4: Cooperation in close relationships and small groups *Chairs: Bibiana Armenta Gutierrez & Niels van Doesum*
Session III	Room 24	Room 25	Room 29	Room 22+23
09.30-10.00	**Daan Scheepers & Elena Bacchini**: Why is Social Inequality so Hard to Reduce? Insights from a Psychophysiological Approach	**Onur Şahin**: Examining the role of explicit coordination in increasing fathers' involvement in care and household duties	**Gonneke Ton**: Ambivalent in Polarized Contexts: Feeling caught in the social crossfire of the US abortion debate	**Henk Staats**: Dealing with space: interacting with/in the physical environment
10.00-10.30	**Judit Kende**: Integration policies shape ethno-racial majorities' threat reactions to increasing diversity	**Eftychia Stamkou**: From Script to Screen: Amplifying Female Voices in the Film Industry	**Chantal D'Amore**: The Polarization Triangle: An Integrative Framework of Polarization and its Consequences for Democracy	**Terence Dores Cruz**: The Costs and Benefits of Gossip
Session IV	Room 24	Room 25	Room 29	Room 22+23
13.00-13.30	**Johanna Kruger**: Who is the Ideal Doctor? Young, Female Doctors' Lack of Fit with the Agentic Stereotype	**Ruthie Pliskin**: Ideological (A)symmetries in Mistrust and Aggression Depend on Counterpart identity	**Catia Teixeira**: Qualified support for normative vs. non-normative protest: Less invested members of advantaged groups are most supportive when the protest fits the opportunity for status improvement	**Dorothee Mischkowski**: On the relation between low- and high-cost cooperation
13.30-14.00	**Toon Kuppens**: The political consequences of disdain for the non-tertiary educated and the work they doTitle	**Kai Jonas**: Queering corporate spaces – How can we look beyond Diversity & Inclusivity?	**Giuliana Spadaro**: Corrupt third parties undermine trust and prosocial behaviour between people	**Johan Karremans**: The relational impact of mindfulness

Gemeenschappelijke ruimten	
Kantoren / dienst	
Toiletten	
Hotelkamers	
Vergaderzalen	
L L Trappen / lift	

Thursday April 25, 10:30 – 11:30

Diversity and inclusion or the glass cliff?
Experiences of people of color in leadership positions in the Dutch public sector

Prof. dr. Judi Mesman

Faculty of Social and Behavioural Sciences, Leiden University

Virtually all public organizations in the Netherlands have developed policies on diversity and inclusion, and seem motivated to appoint talent from diverse ethnic-racial backgrounds in leadership positions. Because numbers on such appointments are not available in the Netherlands, the numerical representation of people of color in leadership positions is unknown. Nevertheless, anecdotal evidence suggests an increase in such appointments in the past few years. Although there is a body of research on the experiences of women in top positions, no studies appear to have investigated the experiences of people of color in leadership roles in the Netherlands. In this keynote, I will present the results of a qualitative study consisting of in-depth interviews with 40 people of color in leadership positions in traditionally white organizations in the Dutch (semi-)public sector, covering their educational and career pathways to the recruitment and selection processes that led to their current position, and their experiences in their leadership roles. The results will be discussed in terms of the strengths and weaknesses of current diversity policies and practices.

**Grounding large-scale social outcomes in psychological phenomena:
From measurement to interventions**

Prof. dr. Alin I. Coman

Department of Psychology, Princeton University

What binds people together in communities – from small groups such as families to large ones such as nations – is the degree to which they share memories of their past, they endorse similar beliefs, and they synchronize their emotions following group-relevant events. In this talk, I will present a research program to study how communities dynamically form these collective phenomena. Using experiments that involve conversational interactions in social networks, I will show how large-scale social outcomes (i.e., collective memories, collective beliefs, and collective emotions) emerge out of micro-level local dynamics (i.e., memory updating, belief revision, and emotion contagion). This social-interactionist approach provides a framework for not only measuring, but also intervening on collective phenomena in communities of individuals, with implications for a variety of topics: from diminishing the spread of misinformation in networks to reducing negative emotions in intergroup conflict.

Friday April 26, 14.30 – 15.30

Public acceptability of sustainable transitions and what it means for policy-making

Prof. dr. Goda Perlaviciute

Faculty of Behavioural and Social Sciences, University of Groningen

Worldwide, there is public unrest about climate and energy policies, from local protests against wind energy parks to public demonstrations demanding more ambitious climate action. My research focuses on factors that influence public acceptability of sustainable transitions, in particular peoples' biospheric, altruistic, egoistic, and hedonic values. Research shows that people accept projects and policies that support their core values, while they oppose projects and policies that can threaten their core values. I propose that values are therefore a central point of attention for climate and energy policy-making. I will discuss how to incorporate values in policy-making, with special attention to direct public participation in decision-making.

Theme 1: Mechanisms of reinforcing and challenging social inequality

Chairs:
Elliot Sharpe
University of Groningen

Catia Teixeira
Maastricht University

Now, more than ever, we are aware of the unequal starting blocks that people are given in society. As such, it is important to turn focus towards those in society that face problems stemming from inequality and injustice. In doing so, we can develop a fuller understanding of the experiences of marginalised groups and look for strategies to redress societal inequality. It is also important to explore (mis)perceptions of those in disadvantaged groups, to understand how inequality is reinforced and maintained—and how we can challenge that. In the current theme, we explore this topic by looking at the experience, and perception of, those in different power dynamics that can lead to inequality and injustice, such as social class, gender bias, and immigration.

Day 1 starts with two talks focusing on socio-economic inequality, broadly framed, from the perspective of perceivers and targets, of individual behavior and reactions to policies. In a first talk, **Paul van Lange (VU)** will shed light on how perceptions of others' social class relative to one's own social class determine pro-social behavior. **Olaf Simonse (LEI)** will then dive more specifically into the case of low-income households and reasons for non-uptake of social welfare benefits among these populations.

In the second session, we will look at motivational underpinnings of marginalized groups' engagement in health and pro-environmental behaviors. **Karen Schellemans-Offermans (UM)** will focus on how individuals' different reserve capacities (intrapersonal, interpersonal, and tangible) explain socio-economic inequalities in health and well-being the Netherlands and Ethiopia. Bringing a most needed analysis of socio-demographic determinants of engagement on pro-environmental behaviors, **Fleur Goedkoop (RUG)** will explore how (lack of) engagement in energy communities in the Netherlands is a function of different groups' perceived efficacy and social embeddedness.

Day 2 starts with a session focusing on advantaged/majority groups' responses to social inequality and efforts to reduce it. **Daan Scheepers (LEI/UU) and Elena Bacchini (LEI)** present a dual-route model explaining why support and action towards more equality is so hard to trigger among advantaged groups members confronted with inequality that benefits them. Using experimental and longitudinal data, **Judit Kende (TiU)** examines how reactions to immigration policies shape threats among ethno-racial majorities as a function of actual increase in diversity and policy changes.

In final session, we will explore the role of stereotypes and meta-stereotypes in determining a range of perceptions and behaviors from others and from the stereotyped groups in the organizational and political domains and in what concerns stereotyped individuals' well-being. **Johanna Kruger (UU)** will focus on stereotypes in the medical domain and more specifically on the (lack of) fit between the self-concept of professionals' varying in gender and age and the stereotype of the ideal doctor, as well as on consequences of this fit for sense of belongingness to one's professional group. Using experimental and international data, **Toon Kuppens (RUG)** will examine consequences of others' perceptions of individuals with vocational education or working-class jobs on these individuals' feelings of work recognition, political attitudes and well-being.

Theme 2: New Horizons on Diversity and Identity Research

Chairs:

Lianne Aarntzen

Utrecht University

Seval Gündemir

University of Amsterdam/Erasmus University Rotterdam

In today's rapidly changing world, personal and group identities matter more than ever. Gaining a deeper understanding diversity and identity is therefore vital. This theme is dedicated to exploring various facets of identity that affect individuals, such as gender, politics, health, and parenthood, and their intersections. It provides an overview of ongoing scholarly endeavors dedicated to understanding diversity and identity in both workplace settings and the broader societal context. In so doing, it serves as a platform where scholars push the boundaries in terms of both novel theoretical frameworks and innovative methodologies. Overall, the presented work not only underscores the challenges linked to diversity and identity but also offers insights into effective strategies for overcoming them.

On day 1, we focus on diversity and identity in the workplace. **Janneke Oostrom (TiU)** will discuss emergent modular approaches to prevent adverse impacts in selection procedures, ensuring equal opportunities for members of minority groups to be selected alongside those from the majority group. **Sanne Feenstra (VU)** will delve into the challenges women face in the workplace, specifically addressing the hurdles in ascending the organizational power hierarchy and examining how these barriers influence women's experiences of power. **Sasha Cook (UvA)** will present a unique framework for disclosing chronic health conditions in the workplace, emphasizing disclosure as a nuanced, ongoing process rather than a straightforward "yes or no" answer. **Jojanneke van der Toorn (UU)** will talk about the measurement of inclusion in the workplace, where issues related to disclosure are also pertinent. Specifically, she will examine variations among different employee groups' perspectives on the collection of demographic information and the conditions under which employees are willing to share this information.

On day 2, we shift our attention to broader society and research approaches. **Onur Şahin (UU)** will discuss the results of a unique longitudinal randomized control trial intervention aimed at diminishing the influence of gender roles in the distribution of domestic and paid labor within romantic couples. **Eftychia Stamkou (UvA)** will present her work on gender bias in entertainment media, which explores how increased representation of women in creative roles can lead to less stereotyping and more central, non-stereotypical roles for female characters in films. Then**, Ruthie Pliskin (LEI)** will talk about her work on political identity and its impact on mistrust and aggression in intergroup settings. Finally, **Kai Jonas (UM)** will talk about how LGBTQI+ and diversity are related to health and discuss hurdles and successful ways to do research in this domain.

Taken together this symposium will contribute to a comprehensive understanding of the multifaceted nature of diversity and identity, pushing the boundaries with innovative theories and methodologies.

Theme 3: Threats and innovations in democratic societies

Chairs:
Frank Gootjes
Utrecht University

Emma ter Mors
Leiden University

In a time characterized by extraordinary global challenges, our theme unites eight unique viewpoints to explore the complex network of societal problems. These encompass issues ranging from climate change and divisive politics to marginalized voices and dynamics of protest. Across a span of two days, our distinguished speakers will share their most recent research concerning the intricate psychological, social, and political aspects of these challenges, illuminating the way towards lasting, sustainable solutions.

On day 1, in the morning, **Thijs Bouman (RUG)** explores the core personal values shaping individuals' sustainable actions and reveals the role of perceived societal values. By dissecting biases and the disparity between values and actions, Thijs guides us toward a deeper understanding of the drivers of sustainability-related behavior and offers practical insights. **Cameron Brick (UvA)** presents his research into the motivations and social processes driving pro-environmental behaviors. His fresh perspective challenges the assumption of pro-environmental behavior as a coherent variable and offers insights into the diverse causes of pro-environmental actions. In the afternoon, **Carla Roos (TiU)** delves into the largely uncharted territory of feeling collectively unheard, uncovering its meaning and implications. Through interviews with various marginalized groups, Carla's research exposes the core themes and consequences of this experience, contributing to our comprehension of social and political dynamics**. Lotte van Dillen (LEI)** discusses the current topic of considering citizens' capacity for action, or "doenvermogen", when developing laws and regulations. In doing so, she not only focuses on the psychology of the capacity to act of citizens, but also on that of civil servants responsible for developing laws and regulations, providing insight into the importance of behavioral insights for designing feasible policy.

On day 2, in the morning**, Gonneke Ton (UU)** delves into the psychology of ambivalence within polarized debates. Her work reveals that some individuals feel caught in the social crossfire of the debate, which seems to enhance the presence of ambivalence. She unveils the potential for these ambivalents to serve as a depolarizing force for mutual understanding and reduction of conflict between opinion-based groups. **Chantal D'Amore (RUG)** unravels the popular yet messy concept of "polarization" in the literature and presents an integrative three-dimensional framework for understanding polarization and its consequences for democracy. She sheds light on the critical importance of differentiating specific forms of polarization to enable understanding why polarization can be a hallmark of, yet also a threat to, healthy democratic functioning. In the afternoon, **Catia Teixeira (UM)** offers a thought-provoking examination of how advantaged groups react to protest by disadvantaged groups. Her findings illuminate the nuanced interplay between the type of protest (normative vs. normative) and the context of status improvement (low vs. high), emphasizing the importance of group commitment to advantaged positions in shaping opinions on the acceptability of disadvantaged protest. **Giuliana Spadaro (VU)** presents her research on how the perception of corruption at an institutional level undermines interpersonal trust and prosocial behavior. Her findings illuminate the critical role that representatives of institutions play in shaping relationships in modern societies.

Theme 4: Cooperation in close relationships and small groups

Chairs:
Bibiana Armenta Gutierrez
Vrije Universiteit Amsterdam

Niels van Doesum
Leiden University

Lack of cooperation lies at the heart of many problems in society; and better cooperation often provides a solution. In this theme we focus on selected problems and potential solutions to lacking cooperation in dyads and small groups, approached from various perspectives. Topics range from sacrifice, ambivalence, emotion regulation, and unequal task divisions in close relationships to dealing with interpersonal space and gossip, and enhancing cooperation through being mindful of others.

The theme is divided in two subthemes: Cooperation in close relationships and small-scale social settings. On day 1 we focus on close relationships. **Francesca Righetti (VU)** will talk about the unexpected downside of prosocial behaviors by focusing on sacrifice. **Giulia Zoppolat (VU)** will discuss feelings of ambivalence as a common experience in close relationships that is not traditionally studied**. Lisanne Pauw (UU)** looks at instances in which people either seek out others to help them regulate their emotions or try to regulate others' emotions. Combining women participation in the work market with persistent challenges at home, **Larisa Riedijk (UU)** will present conversations as a tool to achieve a more equal task division and higher relationship quality.

On day 2 we focus on cooperation in small-scale settings where attention to others is a defining factor. **Henk Staats (LEI)** will address the issue of privacy and intimacy in dealing with socially dense situations, exemplified by research on seat choice in different settings. **Terence Dores Cruz (UvA)** will show how gossip can be negative when perceived as selfish but positive when seen as intended to enhance cooperation. **Dorothee Mischkowski (LEI)** will discuss the relation between low- and high-cost cooperation, including the question if the first – operationalized as social mindfulness – can boost the latter. Tying the subthemes together, **Johan Karremans (RU)** will talk about the impact of mindfulness on the functioning and wellbeing of romantic relationships, based on the premise that many of the key ingredients of a well-functioning relationship require attention.

Thursday April 25, 12.00 – 12.30

Paul van Lange

VU Amsterdam

Social Class and Cooperation

Abstract: Impressions of strangers are strongly influenced by group-based categories. Of the categories we may think to see in others, such as gender or ethnic background, social class is probably the least studied in the social and behavioral sciences. In contrast, there has been more empirical attention for one's own social class. In this paper, we will focus on research on social class, thereby addressing whether and how own social class and impressions of others' classes impact cooperation. We will review a large body of research, including some of our own, that used various operationalizations of own social class and manipulations of another person's social class. Various hypotheses can be advanced, including that people are more prosocial toward others from higher social classes (a status effect), lower social classes (a fairness effect), or from the same social classes as oneself (a similarity effect). We are not going to give away the findings in the Abstract, but we can promise that the findings will be surprising.

Olaf Simonse

Leiden University

Inequality by design? Why low-income households do not take up social welfare

Abstract: Social welfare plays a pivotal role in enhancing financial resilience and alleviating the burden of financial stress in the face of economic uncertainty and volatile job markets. The effectiveness of social welfare in reducing poverty and financial stress depends on its accessibility. Non-take-up, where eligible individuals do not claim benefits, is a significant concern, with rates varying widely in means-tested social assistance programs, housing, and unemployment benefits. To optimize social welfare systems and reduce financial stress for vulnerable households, it is necessary to understand the determinants of non-take-up. We took a multi-method approach to examine the causes of non-take-up. In a first study, we performed a systematic literature review on the causes of non-takeup and developed a new theoretical framework. Second, we interviewed low-income households on their experiences with social welfare participation. Third, we conducted a survey study examining the relative contributions of ten psychological thresholds for take-up. In our fourth and final study, we set up two experiments to study if reclaims of social welfare cause non-take-up. Based on our studies, we provide suggestions for a more inclusive and responsive social welfare system to address the evolving challenges of modern society.

Karen Schelleman-Offermans

Maastricht University

The role of reserve capacities in explaining health inequities

Abstract: Socio-economic disadvantaged circumstances have shown to negatively affect health and wellbeing. Insights into what factors explain socio-economic health inequities are important to develop targeted interventions to reduce socio-economic health and wellbeing inequities. In this talk, I will present the results of two studies in which we used the Reserved Capacity Model (RCM) to investigate the relevance of different reserve capacities (intrapersonal, interpersonal, and tangible) in explaining socio-economic inequities in health, health problems and wellbeing outcomes. Cross-sectional survey data from a general Dutch population sample (LISS-panel; N=600) and data among women working in apparel and floriculture sectors in Ethiopia (N=2,515) were used. Bootstrapped mediation analyses indicate that PsyCap is a strong intrapersonal reserve capacity explaining socio-economic health/wellbeing inequities in both samples. When analyzing self-reported health problems (Dutch sample), not PsyCap but perceived life-stress and financial self-reliance (tangible) played a mediating role. In the Ethiopian sample, in addition to PsyCap, the size of the financial social support system (interpersonal) significantly mediated the socio-economic mental health and wellbeing inequities, whereas, the size of the emotional support system (interpersonal) showed unexpected effects. The applicability of the RCM in both contexts, as well as the relevance for reducing socio-economic health inequities will be discussed.

Thursday April 25, 14.30 – 15.00

Fleur Goedkoop

University of Groningen

Inclusive involvement in energy communities? The role of gender, income, education, and age

Abstract: Initial qualitative evidence shows that community energy initiatives tend to be set up and led by wealthy, well-educated and older white men. Yet, little is known about socio-demographic differences in involvement beyond this group of initiative takers. We examine this among a representative sample of the Dutch population (N=1571) including both non-members and members of energy communities. We consider three possible explanations for why marginalized groups may be less involved. While it is sometimes assumed that they might be less involved simply because they are less motivated to engage in pro-environmental behavior, we propose that other processes are more important predictors. Specifically, we argue that perceived efficaciousness and social embeddedness are key underlying factors for why marginalized groups may be less involved, and propose this might be countered by the perceived diversity of the members of the energy community. Results indicate that especially women are less aware of an energy community in their locality compared to men and less willing to join an energy community, but not to be a member. These differences seem mainly explained by women feeling less efficacious and being less socially embedded in the energy community. This seems to indicate that for some groups it is indeed harder to "act upon their motivations" and that gender is a key factor to take into account when designing effective strategies for engagement in energy communities in order to achieve their full democratic potential.

Daan Scheepers

Leiden University/Utrecht University

Elena Bacchini

Leiden University

Why is Social Inequality so Hard to Reduce?
Insights from a Psychophysiological Approach

Abstract: Inequalities between social groups, for example based on gender or ethnicity are often considered to be illegitimate, even by members groups that are generally well-off (e.g., white cis-het males). Still, group-based disparities seem hard to reduce. Why is this the case? We present a psychophysiological approach examining how members of relatively privileged groups respond to information about social inequality. We focus on cardiovascular markers of engagement and challenge vs. threat motivational states, measured in lab as well as in field studies conducted at festivals. Our research reveals two routes through which group-based disparities may be hard to reduce. First, we show evidence that members of high-status groups respond with physiological threat responses to changing intergroup status differences while members of low status groups respond with challenge to such changes. Second, we show that progressive members of high status group are physiologically less engaged when arguing for change than their explicitly reported attitudes would suggest. We discuss the merits of our psychophysiological approach for studying social inequality, as well as practical implications for the reduction of inequality.

Judit Kende

Tilburg University

Integration policies shape ethno-racial majorities' threat reactions to increasing diversity

Abstract: Ethno-racial diversity is growing in many Western societies. Increasing diversity often fuels feelings of threat among ethno-racial majorities (e.g., self-identified White Americans and European nationals). We contend that these threat perceptions depend on the policy context. Across four studies, we test whether more inclusive immigrant integration policies attenuate ethno-racial majorities' threat reactions. Studies 1-3 (N=469, 733, and 1745, respectively) used experimental methods with White American participants in the United States. Study 4 (N=499,075) employed secondary analysis of survey data comparing attitudes of nationals in 30 European countries and measured the impact of actual changes in diversity and policies over 10 years.

Our results show that integration policies shape threat reactions even in those situations when increasing diversity could be seen as the most threatening: when narratives highlight the majority's impending minority position or when diversity suddenly increases. When policies are more inclusive toward immigrants, ethno-racial majority participants report less threat (or no threat) in response to increasing diversity.

Johanna Kruger

Utrecht University

Who is the Ideal Doctor? Young, Female Doctors' Lack of Fit with the Agentic Stereotype

Abstract: Historically a male-dominated field, women currently make up more than half of the Dutch medical student population. Despite the feminization of medicine in early career phases, women remain underrepresented as medical specialists in many fields (e.g., surgery). The current study examines the role of cognitive lack of fit with occupational stereotypes in perpetuating gender inequalities in medicine. In a survey study with 463 doctors (71.6% women), we found that doctors describe the prototypical medical specialist as highly decisive (agentic), followed by relationship-oriented (communal) and workaholic (agentic). Female doctors scored higher than male doctors on lack of fit between their professional self-concept and the agentic prototype of being highly decisive. Likewise, junior doctors scored higher than male doctors on lack of fit with the decisive prototype than senior doctors. In turn, lack of fit on agency was associated with a lower feeling of belonging in one's specialty. These results illustrate the cognitive lack of fit that young, female doctors experience between their professional self-concept and the agentic stereotype of the ideal doctor. Thus, the social psychological process of cognitive lack of fit seems to be yet another barrier contributing to gender inequality in medicine.

Toon Kuppens

University of Groningen

The political consequences of disdain for the non-tertiary educated and the work they do

Abstract: One perspective on the rise of populist attitudes is that they are a reaction against the disdain for people without tertiary education (i.e., without a higher education degree) and the kind of work they do. In highly schooled societies, a context where education is highly valued, there is a risk that those with less prestigious educational qualifications and jobs suffer from stigma and negative attitudes. Here we investigate whether that has political consequences. First, a European survey shows that non-tertiary educated feel misrecognized in society (i.e., less respected) compared to tertiary educated, and this in turn is related to political alienation. Second, non-tertiary educated find less meaning and pride in their work, and this is related to more vote abstention. Third, a UK survey showed that among non-tertiary educated, negative education-based meta-stereotypes were related to populism. Finally, in two experiments we manipulated negative meta-stereotypes of those with vocational secondary education in the Netherlands (i.e., 'MBO'). Negative meta-stereotypes were experienced as very aversive by the vocationally educated, supporting the psychological relevance of education-based groups. Negative meta-stereotypes also increased perceived misrecognition by society, but they did not directly affect political attitudes. I discuss further research necessary to understand the role of disdain.

Thursday April 25, 12.00 – 12.30

Janneke Oostrom

Tilburg University

Increasing diversity through personnel selection: A modular approach

Abstract: Due to globalization, migration, and other societal changes, the labor market is becoming increasingly diverse. For organizations, it is vital to cultivate a workforce that mirrors this same level of diversity. Building a diverse workforce starts with designing selection procedures that prevent adverse impact, meaning that it provides members of minority groups an equal opportunity to be selected for a job as members of majority groups. Traditionally, research has looked at selection procedures as a whole when examining adverse impact and has revealed that some procedures show more adverse impact than others. However, more recently, researchers have started to see the value of using a modular approach, which breaks down selection procedures into underlying components (e.g., stimulus formats, response instructions, response formats), and makes it possible to reduce a selection procedure's adverse impact through specific design choices. Using such a modular approach, I will discuss current research on the adverse impact of a variety of modern selection procedures (e.g., situational judgment tests, video interviews) and specifically zoom in on how specific test components affect score differences across minority and majority groups.

Sanne Feenstra

VU Amsterdam

Gender and Leadership: Who has the Power?

Abstract: More and more women are breaking the glass ceiling to obtain positions of power. In this talk, dr. Sanne Feenstra, from the Vrije Universiteit Amsterdam, will talk about the obstacles that women experience when climbing the organizational power hierarchy and how these obstacles impact women's experiences of having power. In particular, Sanne's talk will focus on how experiences of, for example, gender stereotypes, discrimination and denigrating treatment makes women feel like they don't deserve their high-power position, as reflected in their impostor feelings. Finally, Sanne will address changes in the stereotypes associated with men and women in powerful positions.

Sasha Cook

University of Amsterdam

To tell or not – and if yes: What, when, and to whom? Disclosure of chronic health condition-related information in the workplace

Abstract: About one-third of the European population report having a chronic health condition (CHC), making it a relevant dimension of organizational diversity. For employees with invisible CHC, the question of disclosure carries significance. It can be essential for workplace accommodations and promote self-verification. However, disclosing health-related information also implies a risk of stigmatization and discrimination, making disclosure a complex decision-making process. Nevertheless, researchers often reduce disclosure to a simple "yes or no" question. This talk presents a framework for CHC-related information disclosure as a complex, continuous process. Firstly, the framework differentiates between the disclosure of the condition (diagnosis) and of specific illness symptoms, considering differing (non-)disclosure strategies (e.g., concealment, signaling) for both caused by distinct aspects of stigma (e.g., controllability, disruptiveness) and identity centrality. Secondly, considering the heterogeneity of CHC in terms of trajectories, predictability, nature, stability, and consistency of symptoms, disclosure is conceptualized as a continuous process depending on the development, nature, and effect of the CHC and symptoms. Finally, the framework considers the heterogeneity of workplace social relations and motivations underlying the disclosure towards different targets. The framework contributes to theory development, workplace CHC research, and the development of measurement instruments.

Jojanneke van der Toorn

Utrecht University

Measurement for Inclusion: Attitudes toward Employee Data Collection on Gender, Gender Identity, and Sexual Orientation

Abstract: To monitor diversity goals and identify group-based inequalities at work, organizations may collect and register employee data. This research examines organizational and employee perspectives on the collection and registration of employee gender, gender identity, and sexual orientation. Using a mixed-methods approach, we conducted interview studies with HR professionals and network representatives (Study 1; N=13) and with employees from diverse gender backgrounds (Study 2; N=30), held a focus group with LGBTIQ+ employees (Study 3; N=7), and conducted a survey with a Dutch working population sample (Study 4; N=558). Our findings revealed some important discrepancies between the perspectives of HR professionals and different groups of employees. In addition, while employee gender was perceived as less private and sensitive compared to gender identity and sexual orientation, we found that participants who viewed the employee information as more private and sensitive and who had lower trust in their employers were less willing to share and register this data. These findings yield critical insights into possible opportunities and obstacles for promoting workplace inclusion.

Onur Şahin

Utrecht University

Examining the role of explicit coordination in increasing fathers' involvement in care and household duties

Abstract: This research tests the effectiveness of an intervention aimed at reducing the role of gender in the division of domestic and paid labor among heterosexual couples in the Netherlands, where traditional roles often persist, especially after the arrival of children. Even though a growing number of couples want to achieve an egalitarian division of responsibilities, many do not actively discuss their labor division, providing room for gender norms to play a role in their domestic dynamics. The intervention seeks to foster explicit conversations regarding care and household tasks, reducing the role of gendered beliefs and norms and aligning the division with the actual preferences and desires of the couple, thereby increasing the involvement of fathers in the domestic domains.

A longitudinal RCT will assess the intervention's effectiveness, with three measurement points: twice during pregnancy (T1 with 600 couples, T2 with 300 couples) and once postpartum (T3, ongoing data collection). We will examine whether the intervention leads to a more equitable division of care and household responsibilities, increased satisfaction and perceived fairness of the division, and greater (intended) paternal leave uptake. Mediation analyses will determine if these outcomes are facilitated by more effective and frequent discussions about domestic responsibilities during pregnancy.

Eftychia Stamkou

University of Amsterdam

From Script to Screen: Amplifying Female Voices in the Film Industry

Abstract: Gender bias is pervasive in popular entertainment media. In movies, male characters frequently feature in leading roles, whereas female characters are often marginalized to peripheral roles and portrayed in stereotypical ways (e.g., concerned about family, romance, and household). Screen underrepresentation and stereotyping of women predict real-world gender inequalities, while counter-stereotypical media role models can reduce prejudice. But, do we really enjoy watching movies that place female characters at center stage and portray them in counter-stereotypical ways? How can we promote the creation and endorsement of less gender-biased movies? We propose that greater representation of women behind the scenes (the creative team) will lead to less stereotyping, greater representation, and greater centrality of female characters on the screen. Furthermore, because cultural looseness fosters tolerance for unconventional ideas, we expect it to boost the creation and appeal of more gender-balanced movies. We merge data from different sources to estimate cultural tightness-looseness across the 50 United States, onscreen gender representation, and movie appreciation metrics (ratings, nominations). We employ social network analysis of movie scripts to compute the centrality of female characters and word embeddings in movie narratives to compute stereotyping. This project aspires to illuminate pathways toward a more inclusive gender-balanced film industry.

Ruthie Pliskin

Leiden University

Ideological (A)symmetries in Mistrust and Aggression Depend on Counterpart identity

Abstract: Previous research on ideological differences in mistrust and aggression has often argued that rightists are more inclined than leftists to both—especially towards outgroup members—but these claims have been countered by research in which such differences do not emerge. Importantly, past research has never fully isolated real-world information on the targets' identities from the examination of these presumably-broad ideological differences, nor compare interactions with strangers to those with targets identified as belonging to different types of ingroups and outgroups. In two studies, we employed experimental games (the Attacker Defender Contest, measuring mistrust; and the Joy of Destruction Game, measuring aggression) to overcome these gaps. UK and US-based Participants (Study 1 n = 399; Study 2 n = 769) made fully-incentivized monetary decisions opposite strangers (i.e., neutral condition), but also opposite counterparts identified in terms of their ideology or their nationality (i.e., ingroup and outgroup conditions). No ideological differences emerged when target identity was not presented to participants. When facing ideologically-identified targets, however, leftists showed more parochial behavior than rightists, differentiating ingroup and outgroup members to a greater extent. The type of ingroup and outgroup also mattered, such that when categorization was nationality-based, rightists were slightly more parochial, mistrusting and aggressive than leftists. We discuss implications for the debate on and study of ideological differences and similarities.

Kai Jonas

Maastricht University

Queering corporate spaces – How can we look beyond Diversity & Inclusivity?

Abstract: Currently, work and organization psychological and social psychological approaches to LGBTQI+ issues in the professional arena are often focusing on investigating variations of diversity & inclusivity concepts and their individual or corporate benefits. While this research approach is maybe useful, we need to ask ourselves if this is all there is to this research area and its applications. Furthermore, if D&I as an umbrella term is indeed fitting, or if we are overlooking relevant agendas and sugarcoat the itchy issues. Using two examples, employability of people living with HIV and mpox stigma, I seek to argue first that adequately queering corporate spaces requires to look beyond D&I and to better understand the (mental) health needs of LGBTQI+ professionals and their interaction with professional contexts. Secondly, I want to argue that queer work and organizational research needs to be timely and has to entail the full trajectory from fundamental research to applied research communication and potentially has to include activism as well.

Thursday April 25, 12.00 – 12.30

Thijs Bouman

University of Groningen

Unveiling the Values-Action Gap: Exploring Sustainability Biases and Pathways to Bridging the Divide

Abstract: Current society is facing various sustainability challenges, including climate change and pandemics. Sustainable action and change are urgently needed to effectively and successfully deal with these challenges, requiring a good understanding of the drivers of (un)sustainable action. In this presentation, I will discuss how individuals' (un)sustainable actions are often rooted in their personal values, as well as the values they believe other citizens endorse. I will discuss what values individuals endorse, what values they believe others endorse, and the processes through which these values translate into (un)sustainable action. Specifically, I address common biases and the implications these may have for sustainable (in)action. Moreover, I will discuss why individuals do not always act in line with their values, and how individuals could be assisted in better realizing their values. Together, these insights offer valuable perspectives for both science and practice, which theoretical and practical implications will be discussed.

Cameron Brick

University of Amsterdam

Climate actions from individual to collective

Abstract: This research group in social and environmental psychology focuses on the motivations and social processes that predict environmental behaviors such as reducing meat consumption, flying, voting, and protesting. Cameron will start by talking about public opinion on climate change, both in terms of reactions to protests and also individual advocacy and protest actions. He will then present recent advances in measuring and conceptualizing pro-environmental behavior. The traditional method is to measure dozens of self-reported behaviors and create a composite mean, but this approach assumes the behaviors are caused by an underlying latent variable. Most previous studies assumed that pro-environmental behavior is a coherent psychological variable, but recent work suggests behaviors may not be a psychological variable at all: they are not mental constructs, are diverse, and have distinct causes. This view is consistent with recent research simultaneously assessing multiple types of pro-environmental measures, because those behavior measures do not correlate highly. He will expand this point to other psychological variables and share a resource of free, open datasets.

Carla Roos

Tilburg University

Screaming in the desert: The meaning and consequences of feeling collectively unheard

Abstract: Various groups in current day societies around the world feel unheard by their government, other administrative institutes (e.g., universities or companies) and/or their society at large. In news coverage about these groups, feeling unheard is often linked to (violent) protesting, populist voting, and even conspiratorial thinking. Interestingly, disregarding these important social consequences, there is no scientific literature on feeling collectively unheard. We therefore aimed to gain insight into the meaning and consequences of this experience through interviews (Ntotal = 61) with participants belonging to five groups in the Netherlands that purportedly felt unheard (e.g., neighbors of a refugee shelter, asexual individuals, international students). Using inductive thematic analyses, we uncover five themes considering the meaning of feeling heard: voice, awareness, understanding, respect and responsiveness. The results further show that feeling unheard can have intra- and interpersonal and intra- and intergroup consequences, ranging from giving up one's identity as unheard group member to seeking out fellow group members for social support, and ranging from voicing louder in protest to disengaging from politics or even society. Lastly, we find that the extent to which people feel heard in interpersonal interactions with representatives can be decisive for their feeling heard on a collective level.

Lotte van Dillen

Leiden University

Feasible policy requires capability to act from civil servants

Abstract: When developing laws and regulations, it is essential to consider citizens' capacity for action, or "doenvermogen". When this is not properly ensured, it undermines the effectiveness and human-centeredness of laws and regulations, sometimes leading to significant economic and societal consequences. In this presentation, I will not only focus on the psychology of the capability to act but also on the capability to act of civil servants. Creating feasible policy requires policymakers to have the necessary skills and resources. Is it feasible for them to take capability to act into account? We asked the civil servants themselves during a series of webinars on capability organized by the Kurt Lewin Institute, the Knowledge Center for Psychology and Economic Behavior, and the Academy for Legislation and Government Lawyers. About 200 civil servants indicated the extent to which their policies involved 1) a large number of required actions, 2) coincidence with life events or stress, 3) accumulation of burdens, 4) mental load, and 5) unforeseen consequences of non-compliance, but also to what extent they were able to take this into account in their policy process. I conclude with a brief discussion on the importance of behavioral insights for designing feasible policy and what we, as social psychologists, can contribute to this.

Gonneke Ton

Utrecht University

Ambivalent in Polarized Contexts: Feeling caught in the social crossfire of the US abortion debate

Abstract: In polarized societal debates, it is often assumed that perceiving polarization leads individuals to take sides (e.g., pro-life or pro-choice). Interestingly, for some people, polarization seems to enhance the experience of ambivalence, as they feel "caught in the social crossfire" of the debate. They experience pressure to choose from competing forces while simultaneously understanding and feeling connected with both sides. This presentation discusses the findings of a survey study (N = 863 women) on ambivalents' perspectives in the U.S. abortion debate. Moreover, this presentation explores the implications of these findings for democratic functioning. Specifically, the connection and understanding of both sides of the debate among ambivalents, appears to be associated with conciliatory efforts, such as fostering mutual understanding between groups. We suggest that ambivalents may serve as a depolarizing force if they are motivated to reduce conflict between opinion-based groups to reduce their own internal conflict.

Chantal D'Amore

University of Groningen

The Polarization Triangle:

An Integrative Framework of Polarization and its Consequences for Democracy

Abstract: Rising levels of polarization are commonly believed to fuel anti-democratic tendencies including political violence. Unfortunately, however, "polarization" is a popular yet messy concept in the scientific literature, plagued by a lack of integrative theorizing and by inconsistent definitions, measures and findings. What does it mean for a society to be "polarizing", and in what ways does it affect democracy? To organize the literature and generate more specific predictions about the effects of polarization on democratic functioning, we (1) theoretically develop the Polarization Triangle framework and (2) empirically test its specific predictions through a systematic review (N=96 papers). The framework differentiates between three core dimensions of polarization (Opinion Distance, Moral Conflict, Structural Alignment) that, when combined, reflect specific forms of polarization with distinct psychological consequences (ranging from constructive political engagement to anti-democratic, intractable conflict). Importantly, the Polarization Triangle's main message is that only when all three dimensions collide, polarization poses a serious threat to democracy. This conceptualization and key message are empirically supported by our systematic review, which also offered ample support for positive consequences of specific polarization forms, such as enabling healthy democratic deliberation and action. Theoretical and practical implications (e.g., comparing two- with multi-party-political systems; US/Europe) are discussed.

Catia Texeira

Maastricht University

Qualified support for normative vs. non-normative protest: Less invested members of advantaged groups are most supportive when the protest fits the opportunity for status improvement

Abstract: Disadvantaged groups use different means to protest inequality. Normative protest is more likely when the societal context of inequality signals that there is opportunity for status improvement. Non-normative protest is more likely in systems in which status improvement is unlikely. However, little is known about how advantaged groups react to (normative vs. non-normative) protest as a function of the likelihood for status improvement of the disadvantaged offered by the context (high vs. low). Four experiments (N = 1092) assessed endorsement of protest among advantaged group members using different operationalizations of likelihood for status improvement and type of protest in four intergroup contexts. Participants lower in self-investment in their ingroup identity endorsed protest more when the form of protest matched likelihood for status improvement than when it did not. Specifically, they most supported normative protest (i.e., marches, petitions) when likelihood for status improvement was high and non-normative protest (i.e., hacking, destruction of property) when status improvement was unlikely. Highly self-invested individuals were unaffected by the form of protest or type of inequality. Results suggest that those less committed to their advantaged position jointly consider type of protest and its context of occurrence when forming opinions on acceptability of disadvantaged protest.

Friday April 26, 13.30 – 14.00

Giuliana Spadaro

VU Amsterdam

Corrupt third parties undermine trust and prosocial behaviour between people

Abstract: Corruption is a pervasive phenomenon that affects the quality of institutions, undermines economic growth, and exacerbates inequalities around the globe. Here, we tested whether perceiving representatives of institutions as corrupt undermines trust and subsequent prosocial behaviour among strangers. We developed an experimental game paradigm modelling representatives as third-party punishers to assess corruption and examine its relationship with trust and prosociality. In a sequential dyadic die-rolling task, the participants observed the dishonest behaviour of a target who would subsequently serve as a third-party punisher in a dictator game (Studies 1–3, N = 765, pre-registered). Across the studies, perceiving a third party as corrupt undermined interpersonal trust and, in turn, prosocial behaviour. These findings contribute to our understanding of the critical role that representatives of institutions play in shaping cooperative relationships in modern societies.

Thursday April 25, 12.00 – 12.30

Francesca Righetti

VU Amsterdam

Sacrifice in close relationships: consequences on personal and relationship well-being

Abstract: Prosocial behavior is often thought to bring psychological benefits to individuals and relationships. However, at times, these prosocial behaviors occur in situations of conflict of interests between partners. For example, one partner wants to spend the weekend with family while the other with friends. Is prosocial behavior beneficial when people need to give up their personal goals and preferences for their partner or relationship? First, I will show how the different ways people can navigate situations of conflict of interests (e.g., through sacrifices, compromises, going separate ways) impact their personal and relational well-being. Second, I will show some preliminary findings on the impact of communication of sacrifice and its effects on the outcomes of sacrifice for both the sacrificer and the recipient. Finally, I will discuss implications of these findings and how people can navigate these challenging interpersonal situations.

Giulia Zoppolat

VU Amsterdam

Ambivalence in romantic relationships

Abstract: For decades, relationship science has typically measured people's experiences in their relationships from negative to positive along a single continuum. This type of evaluation implies that people can only feel (more or less) positive or negative, which does not entirely capture the more complex affective reality most people experience in their relationships. Indeed, most people experience ambivalence (i.e., both positive and negative feelings) towards their partner at some point in their relationship. The present talk will illustrate the importance of going beyond the typical univalent assessments and what can be learned by capturing people's conflicting feelings. Drawing from several empirical projects involving individuals and couples assessed daily and over time, the talk will explore the predictors and consequences of ambivalence for relational and personal well-being, give an overview of some ways in which relationship researchers can capture ambivalence in their work, and discuss what type of ambivalence is most consequential.

Thursday April 25, 14.00 – 14.30

Lisanne Pauw

Utrecht University

Interpersonal emotion regulation: Determinants of support provision

Abstract: When we are in distress, we often seek out help from others in regulating our emotions – a phenomenon called interpersonal emotion regulation. The ways in which others try to regulate our emotions have important implications for our emotional and relational wellbeing. However, less clear is what determines how people choose to regulate our emotions. In this talk, I will discuss three determinants of support provision. First, I will present work showing that the way in which people respond to their own emotions shapes both whether they obtain support from others, and the specific type of interpersonal emotion regulation strategies that others use. Second, I will show how people tailor the use of their interpersonal emotion regulation strategies to the requirements of the situation at hand. Third, I will present a series of studies showing how experiences of receiving support from one's romantic partner spill over and in turn affect support provision to the partner. Together, these studies illustrate how interpersonal emotion regulation is a dynamic process that is embedded in the situational and relational context.

Larisa Riedijk

Utrecht University

Gender (In)equality at the kitchen table: How Parents' Coordination Facilitates an Equal Task Division and Relationship Quality

Abstract: Although women's labour force participation has increased, women still lag behind in financial independence and men in spending time on parenting. This might be because of a lack of coordination between heterosexual parents about the task division, resulting in behavior based on gendered mental shortcuts. With a series of studies we show 1) among women both cross-sectionally (N=395) and longitudinally over a one-year span (N=102) that during big life events such as COVID-19 and the transition to parenthood task divisions become more traditional and that this negatively affects relationship satisfaction, but that traditionalization can be buffered by having explicit conversations about the task division; that 2) having daily conversations with the partner about household, childcare and paid work boosts a more equal task division and higher relationship quality among mothers and fathers (N=1235 daily reported conversations nested in 157 participants; 66.2% female) and 3) that simple boosts in quasi-experiments (N=347, N=377) to elicit these explicit conversations about the task division can help both young adults to expect a more gender-equal task division when they will have children and working mothers who already have an established task division to divide tasks more equally with their partner and report higher relationship satisfaction.

Henk Staats

Leiden University

Dealing with space: interacting with/in the physical environment

Abstract: Spurred by the Covid-19 pandemic that requires one to keep social distance to be safe, a revived interest in proxemics - the study of spatial relations among people – can be observed. Based on concepts of privacy and intimacy, control of social interactions in socially dense situations will be highlighted by presenting results from a number of studies in which we looked at seat choice in different settings. We will present some of these in which concerns of current privacy, and even of anticipated violations of privacy, influenced seat choice while the opposite norm, paying respect to others' presence can also be a consideration.

Terence Dores Cruz

University of Amsterdam

The Costs and Benefits of Gossip

Abstract: Gossip, while integral to cooperation in interpersonal relationships through reputational costs and benefits for prosocial and antisocial behavior, is commonly perceived in a negative light. This presents a puzzle: Gossip is needed for cooperation but could lead to social costs for gossipers that motivate refraining from gossip. The first step to solving this puzzle comes from investigating the motives people think gossipers have. A preregistered vignette experiment (n=1188), in which participants received gossip stemming from proself versus prosocial motives, showed that interpreted motives shaped gossip's consequences. Receivers of gossip stemming from prosocial motives trusted senders more in behavior, attitudes, and as gossip sources. The second step comes from investigating reactions to decisions to gossip with true content that contributes to establishing cooperation versus false content that does not. Two pre-registered experiments (ntotal = 401; nobservations = 2406), involving trust games where participants could reward or punish gossipers in dictator games, showed that participants imposed fewer costs on gossipers than on people who refrained from gossip. Participants further imposed fewer costs on senders of true versus false gossip. Taken together, gossip was associated with benefits when receivers perceived that is aimed at maintaining cooperation while gossip that is perceived as selfish is associated with costs.

Dorothee Mischkowski

Leiden University

On the relation between low- and high-cost cooperation

Abstract: Cooperation behavior in social dilemmas is well understood in its various facets and determinants. In contrast, the concept of low-cost cooperation, involving the perception and consideration of others' needs and wishes in daily life, has received considerably less attention. In this presentation, I will introduce a series of studies aimed at investigating the relationship between low-cost and high-cost cooperation behavior, as well as testing underlying moderators that influence this relationship. Additionally, I will discuss future research avenues that explore how low-cost cooperation behavior can serve as a catalyst for promoting more costly cooperation behavior.

Dorothee Mischkowski

Leiden University

Friday April 26, 13.30 – 14.00

Johan Karremans

Radboud University Nijmegen

The relational impact of mindfulness

Abstract: The concept of mindfulness, characterized by the non-judgmental awareness of current moment experiences, has received abundant theoretical and empirical attention in the past two decades. While most research has focused on its implications for individual cognition, performance, and well-being, the impact of mindfulness may extend far beyond the individual. In this project, we focused on the impact of mindfulness on the functioning and wellbeing of romantic relationships, based on the premise that many of the key ingredients of a well-functioning relationship require attention. Specifically, using both correlational and RCT designs, we explored the link between mindfulness and interpersonal forgiveness, partner acceptance, and high-quality listening.

Poster Titles

Poster session: Thursday April 25, 16.30 – 17.30

	Name Presenter	Affiliation	Poster title	Co-authors
1	Erdem O. Meral	University of Amsterdam	Misaligned theory and operationalization: A scoping review of social dynamics of unethical behaviors	Moore, H. L.; den Hartog, D. N.; Homan, A. C.; van Kleef, G. A.
2	Laima Baldina	University of Groningen	Digital divides: Tracing partisan conflict development on Reddit	Russell Spears; Hedy Greijdanus; Leah Henderson
3	Anabela Cantiani	Tilburg University	Trait but not state perspective-taking predict success in horizontal collaboration negotiations	Ilja Van Beest; Thorsten M. Erle
4	Julian Kirschner	University of Amsterdam	The Effect of Eco-Labels and Visual Attention on Producer's Sustainable Decision-Making: A novel resource dilemma	Jan Hausfeld
5	Mortada Al-Amine	University of Groningen	Are All Inequalities Unfair? Exploring Predictors of Hierarchy Legitimization.	Toon Kuppens; Russell Spears; Frank Hindriks
6	Sri Kruthi Devarakonda	University of Groningen	Task Troubles, Detour Ahead: Navigating Workplace Interruptions through Reflection and Planning	Anita Keller; Antje Schmitt
7	Lonneke Jansen and Soraya van Etten	Utrecht University	Barriers and Facilitators to Adopting Sustainable Diets among Youth – The FLY project	Marijn Stok; Brian Dermody; Eggo Müller; John de Wit; Michèlle Bal
8	Carolin Schneider	University of Amsterdam	Navigating Labor Shortages: Optimizing Technology Adoption and Work Design in High-Risk Environments	Matthijs Baas; Jessie Koen; Esther Oprins
9	Eleni Giannakoudi	University of Groningen	Leading hybrid teams: The paradoxical outcomes of performance monitoring for leaders	Anita C. Keller; Susanne Scheibe; Jessica de Bloom
10	Chenxiao Zhao	Leiden University	The effect of positive-awe and threatening-awe on attentional scope	Marret K. Noordewier; Michiel van Elk
11	Joyce Snijdewint	Leiden University	Stress responses and Attitudes: The Impact of Resource Appraisals on the Perception of Migration	Ruthie Pliskin; Daan Scheepers
12	Zi Ye	Leiden University	Economic Inequality Reduces Preferences for Competent Leaders	Feiteng Long
13	Anastassia Vivanco Carlevari	University of Amsterdam	Why do People Engage with the Suffering of Strangers? Exploring Epistemic, Eudaimonic, Social, and Affective Motives	Suzanne Oosterwijk; Gerben van Kleef
14	Mirna Đurić	Vrije Universiteit Amsterdam	Mixed Signals: Romantic Jealousy and Ambivalence in Relationships	Francesca Righetti; Clara Lohmer; Iris K. Schneider
15	Bleen Abraham	University of Groningen	The Strength of Weak Ties	Hedy Greijdanus; Russell Spears
16	Marty Colombo	Utrecht University	Empowering Resilience: Coping with Systemic Change for Minorities and Supporters of Change	Daan Scheepers; Félice van Nunspeet
17	Xueting Zhang	Leiden University	The effects of emotions on moral reactions: A meta-analysis	Jaime Vigil-Escalera Sánchez; Niels J. Van Doesum; Lotte F. Van Dillen; Eric Van Dijk
18	Ashay Ashish Dehpande	University of Groningen	On the edge: Does tipping point framing motivate behavioral change?	Kai Epstude; Martijn van Zomeren
19	Zixiang Zheng	University of Groningen	Exploring Self-Construal Among International Students in the Netherlands: Balancing Cultural Norms and Authenticity in Psychological Adaptation	Martijn van Zomeren, Nina Hansen
20	Jinyao Li	Utrecht University	Everything All At Once: Mapping Lay Beliefs about Self-Control	Marleen Gillebaart; Tim van Timmeren; Denise de Ridder

21	Teodora Spiridonova	Tilburg University	Protected, but at what cost? Investigating the potential side-effects of inoculating against misinformation	Olga Stavrova; Ilja van Beest
22	Madeline Langley	University of Groningen	Gendered Power in Rural Bangladesh: A Qualitative Study of Dynamics and Influence	Nina Hansen; Farhana Tasnuva
23	Yonn Bokern	Utrecht University	Beyond Talking the Walk: The Crucial Role of Managerial Support for Diversity and Inclusion Policies	Jojanneke van der Toorn; Naomi Ellemers
24	Feiteng Long	Leiden University	The Network Dynamics of Anti-Prejudice Norms: A Field Experiment Testing Anti-Prejudice Interventions in Real Groups	Ruthie Pliskin; Daan Scheepers
25	Luisa Solms	University of Amsterdam	Mind wandering - curse or blessing?	Machteld van den Heuvel; Barbara Nevicka; Astrid Homan
26	Birgit van Winden	Leiden University	Diversity ideology fit: Its impact on employees' sense of inclusion and diversity policy support in organizations	Jojanneke van der Toorn; Daan T. Scheepers
27	(Roxy) Yuyao Zhang	Utrecht University	Expected reciprocity affects cooperative trust differently in interactions with algorithms versus humans	Martijn Mulder; MoPriya Somai; Leon Kenemans; Henk Aarts; Baptist Liefooghe
28	Chenhao Zhou	Utrecht University	Heteroprofessionalism at Work: The Impact of LGBT+ Identity Disclosure on Perceived Professionalism and Cooperation Intentions	Jojanneke van der Toorn; Eva Jaspers
29	Zafira Shabrina	Leiden University	The psychological determinants of financial planning for retirement: A study of Indonesian employees	Zafira R. N. Shabrina; Bramesada Prasastyoga; Herman Y. Paryono; Mirre Stallen; Lotte F. van Dillen; Anggita Leviastuti; Wilco W. van Dijk
30	Sarwesh Ishwardat	Utrecht University and Dutch Authority for the Financial Markets	Stimulating financial organisations to comply: results from a letter experiment	Tessa Coffeng; Elianne van Steenbergen; Naomi Ellemers
31	Hakan Çakmak	University of Groningen	Angry Allies and Fearful Protesters: Communicating the Right Emotion During Non-normative Non-violent Protests Increases Support for Concessions Among Resistant High-Status Group Members	Irem Sakarya; Ezgi Kara
32	Antje Schmitt	University of Groningen	Job Demands and Resources in Human-Animal Work: Their Effects on Emotional Exhaustion and Work Engagement	Katja Dlouhy; India Kandel
33	Fernanda Reintgen Kamphuisen	University of Groningen	Dynamics in the Relationship between Descriptive Norms and Electric Vehicle Adoption	Thijs Bouman; Ellen van der Werff
34	Siyi Gu	University of Amsterdam	How Social Media Influencers' Emotional Expressions Shape Their Popularity: The Role of Authenticity and Appropriateness	Marc Heerdink; Gerben Van Kleef
35	Qi Zhao	VU Amsterdam	AI Against Humans? Perceived Autonomy and Interdependence Predict AI-related Conspiracy Beliefs	Jan-Willem van Prooijen; Xinying Jiang; Giuliana Spadaro
36	Ranran Li	Vrije Universiteit Amsterdam	Revisiting Situational Strength: Do Strong Situations Restrict Variance in Behaviors?	Daniel Balliet; Isabel Thielmann; Reinout de Vries
37	Anna Bosshard	University of Amsterdam	Clothing Repair Workshops to Motivate Behavior Change: A Longitudinal Field Experiment	Linli Zhou, Cameron Brick, Frenk van Harreveld
38	Eline Heikamp	University of Groningen	More than words: A language buddy as a first contact in Dutch society	Nina Hansen

Poster awards

This year poster awards will be awarded in four categories, namely on most promising: (1) value creation from team science, (2) scientific contribution (3) organisational or societal impact (4) people's choice award. Please visit the poster session and cast your vote during the conference (information on how to vote will be made clear during the conference).

Notes