

Kurt Lewin Institute Conference 2026
May 11–12, 2026
Conference Centre Woudschoten, Zeist



Conference program

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Organization

Conference Chair

Gert-Jan Lelieveld (Leiden University).

Theme Chairs

Michelle Bal (Utrecht University), Coen Wirtz (Leiden University), Olaf Simonse (Leiden University), Goda Perlaviciute (University of Groningen), Lise Jans (University of Groningen), Antje Schmitt (University of Groningen), Bram Fleuren (Maastricht University), Guiliana Spadaro (Vrije Universiteit Amsterdam), Leon Hilbert (University of Amsterdam).

Best Paper Award Committee

Iris van Sintemaartensdijk (University of Twente, Chair), Roza Kamiloglu (Vrije Universiteit Amsterdam), Antje Schmitt (University of Groningen), Olaf Simonse (Leiden University), Ruud Hortensius (Utrecht University), Miriam Schilbach (Maastricht University).

Best Poster Award Committee

Sasha Cook (University of Amsterdam, Chair), Terence Dores Cruz (Vrije Universiteit Amsterdam), Kyriaki Fousiani (University of Groningen), Ruthie Pliskin (Leiden University), Melissa Vink (Utrecht University).

KLI Board

Susanne Scheibe (University of Groningen, Chair), Joanneke van der Toorn (Utrecht University), Astrid Homan (University of Amsterdam), Daan Scheepers (Leiden University), Bianca Beersma (Vrije Universiteit Amsterdam), Kai Jonas (University of Maastricht), Ernestine Gordijn (University of Groningen), PhD representative: Eleni Giannakoudi (University of Groningen), External member: Marius van Dijke (Rotterdam School of Management, Erasmus University).

KLI Executive committee

Belle Derks (Utrecht University, Chair); Gert-Jan Lelieveld (Leiden University, KLI teaching director); Anita Keller (University of Groningen, KLI research director).

General Manager KLI

Hannah Timmermans, René van Weeren

Teaching and Member administration KLI

Zoë Tuinder

Conference program at a glance

Conference program

Monday, May 11

09.15 - 10.00	Registration and coffee/tea	Foyer, ground floor
10.15 - 10.30	Opening by Scientific Director: Belle Derks and Conference Chair: Gert-Jan Lelieveld	Plenary Room (27+28)
10.30 - 11.30	Keynote Dr. Honorata Mazepus (University of Amsterdam)	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 Dr. Carey K. Morewedge (Boston University)	Plenary Room (27+28)
16.30 - 17.30	Poster session	Foyer, ground floor
17.30 - 18.30	Drinks	Bar
18.30	Dinner	Diner Restaurant
21:00	Drinks and pubquiz	Sociëteit

Tuesday, May 12

07.15 - 08.00	Morning group run	Entrance Woudschouten
08.00 - 09.30	Breakfast and check-out hotel room	Woudschoten
09.30 - 10.30	Parallel themes: Two 30 min presentations	Session III
10.30 - 11.00	Coffee/tea break	Foyer, ground floor
11.00 - 11:30	Best Paper Award and presentations	Plenary Room (27+28)
11.30 - 12.30	Workshop on AI by Jiahuan Pei and Radu Apşan	Plenary Room (27+28)
12:30 - 13.30	Lunch	Restaurant Atrium
13.30 - 14.30	Parallel themes: Two 30 min presentations	Session IV
14.30 - 15.00	Coffee/tea break	Foyer, ground floor
15.00 - 15.15	Poster awards	Plenary Room (27+28)
15:15 - 16:15	Keynote Dr. Michiel van Elk (Leiden University)	Plenary Room (27+28)
16.15 - 16.30	Closing by Conference Chair: Gert-Jan Lelieveld and Chair KLI Board: Susanne Scheibe	Plenary Room (27+28)

Overview parallel theme sessions

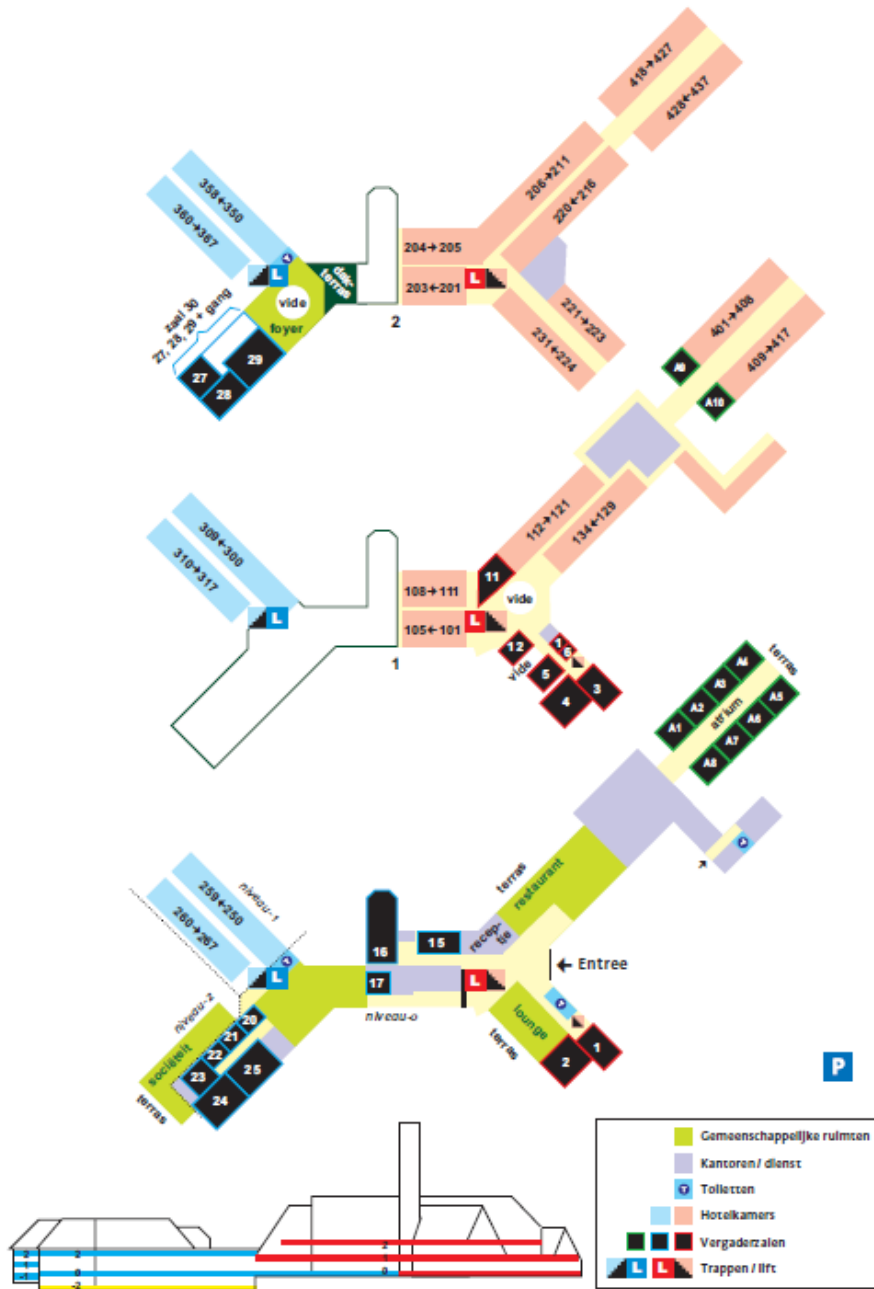
Monday, May 11, 2026

	Theme 1: Bridging Science and Society: Collaborative Research <i>Chairs: Michelle Bal, Coen Wirtz & Olaf Simonsse</i>	Theme 2: Engagement of citizens in sustainability transitions <i>Chairs: Goda Perlaviciute & Lise Jans</i>	Theme 3: Work and Organizational Psychology <i>Chairs: Antje Schmitt & Bram Fleuren</i>	Theme 4: The social psychology of economic behavior <i>Chairs: Giuliana Spadaro & Leon Hilbert</i>
Session I	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA
12.00-12.30	Eftychia Stamkou: The Social Impact of Early Arts Exposure: Evidence and Lessons from a Field Experiment at Carnegie Hall	Janna de Graaf: Understanding (un)sustainable action: Examining the dynamics of resistance and motivation in the sustainability transition	Fred Zijlstra: Towards a Sustainable Work & Organizational Psychology	Amarins Jansma: Recovery after the childcare benefits scandal: Experienced justice, trust, and financial outcome satisfaction
12.30-13.00	Lonneke Jansen: Involving Youth in Pre-vocational Education in Research on Sustainable Dietary Behaviors: Lessons from the FLY-project	Anna Sach: The psychology of collective climate action	Eleni Giannakoudi: Not just where you work: Toward a more comprehensive understanding of hybrid work	Wilco van Dijk: The Effects of Audit Risk, Administrative Design, and Rebates
Session II	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA
14.00-14.30	Hannah de Boer en Alien van der Vliet: Bridging Worlds: Navigating the Realities of Research with Government and Community Partners	Gonzalo Palomo Velez: Social-psychological underpinnings of Public acceptability	Eleni Georganta: Have You Heard Who Our New Colleague Is? Trust and Challenges in Human-AI Teams	Leticia Micheli: Moving up: The impact of economic mobility on prosocial behaviour
14.30-15.00	Namkje Koudenburg: Equal Seats, Unequal Voices: Gender Dynamics in Citizen Assemblies	Lise Jans: The role of citizen collectives in motivating sustainable transitions	Weimer Molenmaker: Cooperation Under Productivity Uncertainty	Magarita Leib: Women's Inclusion in Coalition Formation: A Cross-cultural Registered Report

Tuesday, May 12, 2026

Theme 1: Bridging Science and Society: Collaborative Research <i>Chairs: Michelle Bai, Coen Wirtz & Olaf Simone</i>		Theme 2: Engagement of citizens in sustainability transitions <i>Chairs: Goda Perlaviciute & Lise Jans</i>		Theme 3: Work and Organizational Psychology <i>Chairs: Antje Schmitt & Bram Fleuren</i>		Theme 4: The social psychology of economic behavior <i>Chairs: Giuliana Spadaro & Leon Hilbert</i>	
Session III	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA
09.30-10.00	Kirsten Vegt: Exploring citizen scientists' perspectives on science in contested environmental contexts	Anne Eichholtzer: The group dynamics around citizen assemblies	Kyriaki Fousiani & Sanne Feenstra: When Conflict Becomes Personal: How Impositorism and Gender Shape Employees' Conflict Management with Supervisors?	Keke Zhu: The meaning and influence of economic inequality for low-income populations			
10.00-10.30	Gonneke Ton: Tackling the system to increase the economic resilience of women: working on a collaborative project	Ivar Maas: Effects of a University Climate Assemblies on participants and broad policy acceptance: A mixed methods study at the Vrije Universiteit Amsterdam	Miriam Schilbach: Dynamic in Theory, Static in Application: Aligning Theory and Methods in Employee Resilience Research	Dianna Amasino: Fairness in the face of shifting inequality			
Session IV	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA	ROOM TBA
13.30-14.00		Marc Dijk: The potential of Living Labs as spaces for joint learning in Climate Transitions	Reinout de Vries: Advances in Personality Psychology	Terence Dores Cruz: Training and oversight of algorithms in social decision-making: Algorithms with prescribed selfish defaults breed selfish decisions			
14.00-14.30	Workshop Collaborative Research	Lara Engelbert: Using psychological networks to understand public perceptions of the energy transition: The case of green hydrogen	Veerle Brenninkmeijer: Well-being across the transition from studies to work: The role of personal demands in health-impairment processes among master students	Sarah Vahed: Large-scale community study reveals information sampling drives fairness decisions			

Map Conference Centre



Monday May 11, 10:30 – 11:30

Are we letting democracy slip away? Using political psychology to explain support for democratic institutions

Dr. Honorata Mazepus

Faculty of Social and Behavioural Sciences, University of Amsterdam

Although citizens endorse democracy and many of its components, they also often (re)elect leaders who violate democratic rules and expand their own power. As the world becomes increasingly authoritarian, we need to better understand the attitudes of citizens towards democratic institutions and towards the elites that undermine democratic norms. In my talk, I will discuss several studies in which I investigate why citizens do not stand up for democracy and how they reason about transgressions of democratic norms. I will present results of experiments with samples from different countries (USA, Netherlands, Poland, and Ukraine) testing different explanations of support for authoritarian leaders and for breaking of democratic rules. I will focus on the trade-offs citizens make between democracy and policy, the role of intergroup conflict, and the mechanisms of motivated reasoning and epistemic vigilance.

Monday May 11, 15:30 – 16:30

**Algorithm Aversion—or Favoritism Toward People?
Social Comparisons and Trust in AI**

Dr. Carey K. Morewedge

Questrom School of Business, Boston University

As artificial intelligence becomes embedded in domains ranging from medicine to consumer choice, people often hesitate to rely on algorithmic advice. Their reluctance is often attributed to algorithm aversion—a generalized prejudice against machine decision-makers, analogous to an outgroup bias. Yet people frequently prefer algorithms to humans in other contexts, suggesting that distrust of AI cannot be explained by a broad negative attitude toward algorithms.

I argue that what appears to be algorithm aversion instead reflects self-serving bias in social comparison. When evaluating human and algorithmic decision-makers, people compare machines to themselves or to valued human experts in ways that privilege human judgment. Resistance to AI arises not from prejudice against algorithms, but from favoritism toward people, particularly when algorithms threaten core motives tied to autonomy, competence, and social relationships.

This perspective reframes the literature on algorithm aversion and identifies when people will trust or resist AI, offering guidance for increasing adoption in professional and private life.

Tuesday May 12, 14.30 – 15.30

The past, present and future of psychedelic science

Dr. Michiel van Elk

Faculty of Social and Behavioural Sciences, Leiden University

Psychedelic substances, including LSD and psilocybin, can induce profound altered states of consciousness and are increasingly used for therapeutic and spiritual purposes. However, next to an initial wave of enthusiasm about their therapeutic potential, we currently also witness concerns about their safety and efficacy. In this talk I will look back at the early controlled trials on psychedelic therapy from the 1960s and 70s and discuss the lessons learned. Next, I will take stock of current psychedelic science and reflect on the state-of-the-art regarding efficacy, mechanisms of action and how to address common methodological problems. I will present recent research that we conducted in the PRSM lab, including lab-based studies with ketamine and psilocybin, field studies in collaboration with psychedelic retreats, festivals and smartshops, scale development studies and open-science projects. I will discuss the prospects for psychedelic science and therapy, with a call for embracing complexity and the entanglement of 'substance, set and setting'.

Tuesday May 12, 11:30 – 12:30

Responsible AI in Research: From Trustworthy Mental Health Agents to Secure AI Infrastructure

Jiachuan Pei

Vrije Universiteit Amsterdam

Radu Apşan

Utrecht University

Artificial intelligence offers powerful new opportunities for research, but its responsible use requires careful attention to trust, ethics, and data governance. In the first part of this talk, we present a concrete research example from the domain of mental health support. Recent studies show that patients often appreciate conversational AI for its accessibility, affordability, and non-judgmental character. At the same time, using AI in such sensitive contexts raises critical challenges around trustworthiness, reliability, and ethical responsibility. Drawing on several recent and ongoing projects, we explore how conversational agents can be designed to prioritize these concerns, and we reflect on the importance of collaboration between psychotherapy practitioners, researchers, and HCI/AI experts to advance responsible innovation.

In the second part, we move from research practice to infrastructure, with a live demonstration of **Nebula**, an AI platform hosted entirely within VU Amsterdam. Unlike many AI tools that rely on models hosted by large tech companies outside Europe, Nebula allows researchers to retain full control over both their data and the models they use, ensuring greater transparency, privacy, and compliance with European regulations. Nebula enables researchers to retrieve online information through integrated web search, process scientific texts using Markdown and LaTeX, and build or customize AI models for their specific research needs. Importantly, these capabilities are accessible even to researchers without technical expertise, supported by guidance from the Network Institute. Together, the research example and the Nebula demo illustrate how AI can be both powerful and responsible when embedded in trustworthy practices and infrastructure.

Theme 1: Bridging Science and Society: Collaborative Research

Chairs:

Michelle Bal
Utrecht University

Coen Wirtz
Leiden University

Olaf Simonse
Leiden University

Collaborative research with external stakeholders, such as citizens, NGOs, and public or private organizations, is increasingly important in expanding the scope and relevance of our work and in responding to complex societal challenges. This research integrates diverse forms of knowledge, lived experience, and practical expertise. Rather than positioning participants solely as research subjects, collaborative approaches invite them to become co-creators in the research process, from defining questions to interpreting findings and implementing solutions. This shift not only enhances ecological validity and societal impact but also raises important methodological and ethical questions. How can power imbalances be navigated? What counts as valid knowledge? And how do we ensure that collaboration leads to meaningful outcomes for all involved?

Day 1 will highlight the value and the challenges of collaborative research through the presentation of four diverse projects. In the morning session, **Eftychia Stamkou (UvA)** will present a project in collaboration with Carnegie Hall that examines effects of music exposure on toddlers' prosociality and exploration. **Lonneke Jansen (UU)** will then share her insights on collaborating with adolescents and other relevant stakeholders in a longitudinal, mixed-method research project on the sustainable food transition amongst high-school pupils in practice-oriented education. In the afternoon session, **Namkje Koudenburg (RUG)** will present an embedded citizen assembly study that combines collaboration with societal partners and experimental research to uncover gendered inequalities in deliberative processes. **Hannah de Boer** and **Alien van der Vliet (LEI)** present their work on collaborative research with governments and community partners.

On Day 2, attendees will explore how their own research project could be set up or extended in collaboration with external stakeholders. Building on insights from the previous day, the morning session highlights different ways collaborative research can be organized in practice. **Kirsten Vegt (RIVM/LEI)** will discuss how citizen science affects citizens' perceptions of science and how it produces different modes of knowledge. **Gonneke Ton (UU)** presents the Economic Resilience of Women program, a consortium of scientists, policymakers, and employers that uses mixed methods to investigate women's economic independence.

The theme concludes with an interactive workshop in which participants, together with the theme speakers and chairs, actively explore some of the challenges and opportunities of collaborative research. Building on the insights from the earlier sessions and with room for input from the participants, key methodological and ethical dilemmas that arise in practice will be discussed. Through small-group exploration and plenary discussion, participants will leave with a clearer understanding of how collaborative research can be meaningfully integrated into their own work, and what this requires in terms of design choices, roles, and responsibilities.

Theme 2: Engagement of citizens in sustainability transitions

Chairs:

Goda Perlaviciute
University of Groningen

Lise Jans
University of Groningen

Climate change and energy crises are not only technical challenges. They are societal challenges that demand active public participation at every level. This theme focuses on public responses to these challenges. Specifically, we zoom into the new roles citizens can take in environmental governance across local, regional, and (inter)national scales. We examine what drives some to actively participate in addressing these challenges, while others resist or remain inactive. On the one hand, we examine top-down developments in climate and environmental policy making, aimed at engaging citizens in decision-making, improving acceptability of policies and local projects, and fostering trust. On the other hand, we examine bottom-up developments, where people themselves initiate change by altering behaviors, launching local initiatives, and engaging in activism for systemic transformation. Together this theme aims to develop better understanding of whether and how citizens take on environmental governance, and how this may impact broad support for sustainability transitions.

Day 1, focuses on why people resist, act, and advocate for environmental solutions as individuals and collectives. **Janna de Graaf (UU)** reveals how climate communication shapes psychological resistance—skepticism, reactance, and inertia—and how message fatigue can undermine sustainability engagement, offering insights for more effective interventions. **Lara Engelbert (UvA)** maps the interconnected psychological factors shaping public perceptions of new energy technologies like green hydrogen, using network analysis to prioritize factors for policy and communication design. **Anna Sach (UvA)** explores the psychological foundations of collective climate action, identifying key motivators and barriers at each stage of activism, from intention to sustained participation. **Lise Jans (RUG)** investigates how bottom-up initiatives by citizens themselves can foster shared identities and norms, and whether these bottom-up efforts can motivate broader societal change and accelerate sustainable transitions.

Day 2, focuses on policy acceptability and top-down strategies to engage citizens in environmental governance. It examines strategies to enhance public acceptability, rebuild trust between citizens and governments, and foster collaborative learning for sustainability transitions. **Gonzalo Palomo Velez (RUG)** examines how core values, trust, and perceived fairness shape public acceptability of energy policies and projects, and why integrity is critical for gaining public support. **Ivar Maas (VU)** assesses the transformative effects of university climate assemblies on participants and broader policy acceptance, and the conditions for wider organizational change. **Anne Eichholtzer (RUG)** studies how citizen assemblies and participatory processes can rebuild trust between citizens and governments, and how even passive exposure to such initiatives can strengthen connections. **Marc Dijk (UM)** highlights living labs as spaces for joint learning among citizens, policymakers, and businesses, showing how collaborative experiments can accelerate sustainability transitions.

This symposium will illuminate how citizens can become active agents of change, by addressing the psychological, social, and institutional factors that shape engagement.

Theme 3: Work and Organizational Psychology

Chairs:

Antje Schmitt
University of Groningen

Bram Fleuren
Maastricht University

Work and organizational psychology (WOP) focuses on the behavior of people in workplaces and organizations, as well as how work affects people. As most people have some relationship to the act of working or the concept of employment, WOP is crucial to understanding the human condition. Topics in this discipline range from recruitment and selection, designing work for motivation, performance and health, leadership, and group dynamics in workplaces. In this conference theme, we explore the breadth of WOP together with inspiring speakers and the audience.

Day 1 starts with an interesting talk by emeritus professor **Fred Zijlstra (UM)**, who shares his perspective on what WOP should do to be sustainable as a discipline. In the same session, **Eleni Giannakoudi (RUG)** will present her review on the nuances of the highly contemporary topic of hybrid working. Later that afternoon, the contemporary-WOP show is continued by **Eleni Georganta (UvA)**, who will present on trust dynamics in Human-AI teams. Finally, **Welmer Molenmaker (LEI)** concludes by talking about uncertainty about the utility of employees' own productivity contributions. Altogether, the first conference day within the WOP-theme highlights several contemporary challenges of and handled within this discipline.

On day 2, the first presentation will be given by **Kyriaki Fousiani (RUG)** and **Sanne Feenstra (VU)**, who will discuss the role of gender and impostorism in conflicts between employees and their supervisors. This is followed by a highly relevant conceptual discussion by **Miriam Schilbach (UM)** on employee resilience as dynamic phenomenon that continues to be studied statically. The afternoon session is kicked off by professor **Reinout de Vries (VU)** with a discussion on developments in personality psychology over the last decades with implications for all KLI relevant disciplines. **Veerle Brenninkmeijer (UU)** will conclude the WOP theme by taking us all back to the transition from studies to employment and the well-being challenges this entails. Ranging from social dynamics to individual differences and occupational health, this second day showcases the breadth of the WOP field.

Theme 4: The social psychology of economic behavior

Chairs:

Giuliana Spadaro

Vrije Universiteit Amsterdam

Leon Hilbert

University of Amsterdam

This theme brings together researchers working at the intersection of psychology and economics, with a shared focus on how people navigate fairness, inequality, and prosociality. Spanning applied and fundamental research, the talks address questions that range from tax compliance and the aftermath of institutional injustice, to social mobility, gender inequality, and the redistribution of resources. The theme also looks ahead, examining how human social preferences shape artificial intelligence and whether laboratory findings on prosocial behavior translate to real-world decision making. Together, the contributions offer a broad yet coherent view of the psychological forces that underlie economic behavior in both institutional and everyday contexts

The first day starts with a session that focuses on the psychology of economic decisions in the applied context of Dutch governmental organizations (Belastingdienst and Dienst Toeslagen). **Amarins Jansma (UU)** will give a talk on whether and how parents recovered from being affected by the Dutch childcare benefits scandal. She will discuss the effects of an intervention that was aimed to improve experienced justice, trust, and financial outcome satisfaction. Thereafter, **Wilco van Dijk (LEI)** will report findings from a series of experiments conducted for the Dutch Tax Administration. He will show how audit probability (and changes thereof), prefilled tax forms, and tax rebates affect compliance.

The second session explores themes of social mobility and inclusion. What happens when people feel that they can or cannot improve their social status? **Leticia Micheli (LEI)** will present a project that investigates how economic mobility affects prosocial behavior. **Margarita Leib (TiU)** will present a project that investigates a lack of mobility in the context of gender inequality. She will present findings from a cross-cultural study on societal differences in (dis)approval of exclusion of women. Moreover, she will present plans for a experimental, cross-societal, registered-report study that will investigate whether people will forgo individual resources combat gender inequality.

The second day starts with a similar theme that closed the first, namely economic inequality. **Keke Zhu (RUG)** will present findings from a qualitative interview study on how inequality is experienced in low income populations. Insights from rich data will echo the relevance of perceived social (im)mobility under inequality. Moreover, Keke will present findings from two experiments on how this inequality can affect perceived competence. Relatedly, **Dianna Amasino (TiU)** will present findings of two behavioral experiments in which different levels of inequality between participants were introduced. What will people do if they got a lucky advantage over others? Will they act fairly and redistribute resources towards those that got unlucky, or will they keep even more for themselves?

The final session features two talks that also investigate themes of prosociality, albeit from different angles. **Terence Dores Cruz (VU)** will present findings of an experiment that tested how human social preferences in training data can affect the social preferences of artificial intelligence. Moreover, he will answer the question whether it will be a good idea to prescribe algorithms to be prosocial and give humans oversight over its decisions. The theme will be concluded by **Sarah Vahed (RU)**, who will answer the question whether prosociality from controlled laboratory experiments actually matters for authentic decision making. Her findings from a large lab-in-the-field experiment conducted in a museum will therefore reveal how social preferences translate to the real world, so stay until the end.

Monday May 11, 12.00 – 12.30

Eftychia Stamkou

University of Amsterdam

The Social Impact of Early Arts Exposure: Evidence and Lessons from a Field Experiment at Carnegie Hall

Abstract: How does early exposure to the arts shape young children's social engagement and openness to novelty? In this talk, I present a collaborative field experiment conducted with Carnegie Hall to examine this question. Families with 1- to 2-year-old children attended either an immersive multimedia concert designed for babies or a play session at the same venue that served as a control condition. We measured children's prosociality and exploration of novel objects, as well as physiological responses using wearable sensors that recorded ECG and movement. Compared with the control condition, concert attendance was linked to higher prosociality and greater exploration, suggesting that early artistic experiences may open children not only to other people, but also to unfamiliar objects and experiences. Alongside these findings, I reflect on the practical lessons involved in building rigorous, ecologically valid studies through collaboration with a major cultural institution.

Monday May 11, 12.30 – 13.00

Lonneke Jansen

Utrecht University

Involving Youth in Pre-vocational Education in Research on Sustainable Dietary Behaviors: Lessons from the FLY-project

Abstract: In the FLY (Food-related Lifestyles in Youth) Project, we follow adolescents in pre-vocational education over a two-year period. Using a mixed-methods approach, including class-based interventions, we examine how adolescents perceive sustainable eating, as well as the barriers and facilitators they experience in transitioning towards more sustainable dietary behaviors.

Throughout the project, adolescents were involved at different stages of the research process and in various roles, ranging from advising on the feasibility of research methods to co-designing interventions alongside researchers. While some forms of involvement generated relevant insights and feasible solutions, others proved more difficult to implement or raised new questions about roles, expectations, and influence.

In this presentation, I reflect on these experiences and share key lessons learned about involving adolescents in transdisciplinary research. By doing so, I provide a practice-based perspective on what meaningful collaboration with youth can look like, including both its opportunities and its limitations.

Monday May 11, 14.00 – 14.30

Hannah de Boer

Leiden University

Alien van der Vliet

Leiden University

Bridging Worlds: Navigating the Realities of Research with Government and Community Partners

Abstract: What does it actually look like to do research with government and community partners? This presentation draws on real experience to offer an honest view of collaboration beyond the university. It covers the main stages of working with external partners, from how collaborations start and how research topics are shaped, to what happens once the research progresses. We discuss the practical side of collaboration, including navigating university processes like ethics and administration, coordinating with external partners, and balancing expectations on both sides. Common challenges are addressed, alongside what makes this work rewarding. Finally, the presentation reflects on outcomes and impact, which often extend beyond traditional academic outputs. Overall, we aim to give researchers a sense of what collaborative research involves, what it can realistically achieve, and how to approach it.

Monday May 11, 14.30 – 15.00

Namkje Koudenburg
University of Groningen

Equal Seats, Unequal Voices: Gender Dynamics in Citizen Assemblies

Abstract: Over recent decades, divisions between citizens and governments have widened, evidenced by declining trust and increasing feelings of being unheard. In response, a range of participatory initiatives have emerged, including citizen assemblies. By bringing together diverse groups to deliberate on policy issues, such assemblies aim to amplify citizen voice, and foster mutual understanding both across social groups and between citizens and governments.

While such assemblies strive for descriptive representation, equal representation does not necessarily translate into equal voice. This study examines whether different groups experience equal participation within deliberative settings. Within the European project SpeakUp, we collected longitudinal data on a four-month citizen assembly with 150 participants representative of a Dutch province. We find consistent gender disparities: female participants report feeling less heard in the policymaking process than male participants. Zooming into the discussion-table level, women also report lower perceived influence, voice, and respect.

To explore underlying mechanisms, we conducted two experiments: an online study manipulating gender composition of discussion groups, and a laboratory group experiment varying the sequence of participation in homogeneous first versus diversity first discussion groups. We assessed both self-reported experiences and interaction dynamics, using conversation analysis to examine patterns in which interaction partners construct minoritized identities.

We conclude by reflecting on the opportunities and challenges of conducting embedded research in collaboration with societal partners, and discuss implications for designing more inclusive deliberative processes.

Tuesday May 12, 9.30 – 10.00

Kirsten Vegt
Leiden University

Exploring citizen scientists' perspectives on science in contested environmental contexts

Abstract: Citizen science (CS) is a growing and increasingly prominent form of knowledge production. At the same time, science-society relations are shifting: research is more public, entangled with political debates and everyday concerns, with some themes facing growing scrutiny, particularly in the living environment in the Netherlands (e.g. nitrogen, pesticides, air quality, noise). In this context, a growing group of Dutch citizens measure their own environments, driven by both engagement with science and dissatisfaction with conventional approaches. This foregrounds a distinctively positioned group: citizens who are both critical of and engaged with science, using methods that differ from institutional practices, yet cannot be dismissed as (entirely) unscientific.

This presentation draws on a mixed-method research project on environmental CS in the Netherlands. It explores how participation shapes citizens' relationship with science that affects their lives, as well different modes of knowledge production regarding the living environment. Findings suggest that participation makes science more tangible and locally embedded, fostering trust in specific projects, methods, and actors, but not necessarily in science more broadly. Reflecting on collaboration with societal partners and citizen scientists, the research shows that producing richer, context-sensitive knowledge through CS often involves tensions around expectations and aligning different goals.

Tuesday May 12, 10.00 – 10.30

Gonneke Ton

Utrecht University

Tackling the system to increase the economic resilience of women: working on a collaborative project

Abstract: Women's economic independence doesn't just depend on women — it depends on employers, fathers, care systems, and policy. The Economic Resilience of Women program, launched in 2022 by a consortium of scientists, policymakers, and employers, investigates exactly these dynamics through exploratory research, "living labs", and targeted interventions. In this presentation, I offer an insider's view of what it means to be both a researcher and a project manager within a large, nationally funded initiative. I'll walk you through the different components of this project, the research I'm involved in, the value of genuine cross-sector collaboration, the more applied, tangible output we've produced, and the honest challenges that come with working on these projects.

Tuesday May 12, 13.00 – 14.00

Workshop Collaborative Research

Monday May 11, 12.00 – 12.30

Janna de Graaf

Utrecht University

Understanding (un)sustainable action: Examining the dynamics of resistance and motivation in the sustainability transition

Abstract: To better understand why people remain insufficiently active in saving our planet, despite the increasing understanding of climate change, it is valuable to examine psychological resistance that hinders action. How climate change is communicated in the media can be an important factor for triggering or overcoming resistance and (in)action. We propose that, if we look specifically at the influence of how climate change is reported, three forms of psychological resistance may be particularly relevant in understanding why people may resist the transition to a sustainable lifestyle: scepticism, reactance, and inertia. I will present a couple of studies of my PhD in which we examined the effects of persuasive climate change communication on resistance, sustainability intentions and acceptability of climate measures. Together, the studies found that sustainability engagement and resistance to sustainability behaviour were not influenced by whether communication was framed as highly threatening, compared to less threatening. However, continued exposure to such (threatening) climate change messages may lead to message fatigue, which was found to decrease people's sustainability engagement through increased reactance. These considerations can be used to design more effective interventions to stimulate sustainability behaviour and decrease resistance to it.

Monday May 11, 12.30 – 13.00

Anna Sach

University of Amsterdam

The psychology of collective climate action

Abstract: What are the psychological foundations of collective action to mobilize people on the scale needed to prevent environmental disaster? In this talk, I integrate recent and current studies of which psychological processes motivate and sustain collective climate action. In a systematic review, we identified 305 peer-reviewed articles examining a psychological construct in relation to collective climate action, covering quantitative, qualitative, and mixed methods studies. Affective processes, awareness, personal identity, and self and collective efficacy were robust factors across methodological approaches, but longitudinal and intervention evidence was rare. Next, through interviews with new and experienced activists from multiple countries, we showed that different motivators and barriers are associated with each stage of becoming and continuing as an activist. Finally, surveying a large group of Extinction Rebellion activists in the United Kingdom, we investigated which positive emotions are associated with intentions and climate action. Based on the same dataset, we also showed that after repression (e.g., arrest), negative emotions are associated with more intentions towards disruptive and non-disruptive action. Combining these approaches and insights, I conclude by suggesting how psychological research can contribute to understanding and fostering climate action.

Monday May 11, 14.00 – 14.30

Gonzalo Palomo Velez

University of Groningen

Social-psychological underpinnings of Public acceptability of Energy Developments

Abstract: Energy transitions require more than technological innovation; they depend on citizens' willingness to accept and engage with the energy developments and policies that drive them. Yet public resistance remains common, and therefore understanding the socio-psychological roots of public acceptability is essential. Building on a research line on public acceptability of energy developments, this presentation examines how social and psychological factors shape citizens' evaluations of energy institutions, policies, and projects. We discuss how people's core values drive acceptability judgments of energy sources, and how perceived value congruence between citizens and energy institutions affects the trust that underpins public acceptability. We further explore how trust is likely an antecedent of public support rather than a consequence of it, and how integrity- and competence-based trust play distinct roles in energy judgments. We also discuss how energy institutions do not start from a neutral position, with prior conduct shaping how current behavior is interpreted, and citizens being sensitive to whether institutions are genuinely changing course or merely managing their reputation. Finally, we consider how perceived fairness of energy arrangements may constitute an underexplored barrier to public acceptability. Together, these constructs contribute to a socio-psychological account of citizen engagement and acceptability in the energy transition.

Monday May 11, 14.30 – 15.00

Lise Jans

University of Groningen

The role of citizen collectives in motivating sustainable transitions

Abstract: As local impacts of the climate crisis are increasingly visible and trust in governments is weak, citizens increasingly mobilise themselves locally to address environmental challenges.

Yet, the question remains whether such local citizen collectives help to accelerate sustainable transitions. We propose that this depends on their ability to motivate the large majority not involved in these collectives, and that a shared social identity is key. Based on research across diverse contexts (including community energy initiatives, organisational green initiatives, and eco-villages)—I show how these bottom-up efforts can influence broader communities beyond their immediate participants, by fostering shared social identities, and the development of new norms. In addition, I will present initial studies on the limits of this positive motivational influence, and the risks of sparking opposition, instead. Together, these studies provide converging evidence for the potential power of visible, local actions to motivate wider societal change, while also identifying the boundary conditions that shape their contribution to just and sustainable transitions.

Tuesday May 12, 9.30 – 10.00

Anne Eichholtzer

University of Groningen

**Restoring citizen-government relationships to further sustainable transitions:
the impact of public participation**

Abstract: Amid declining trust in governments, public participation is presented as a means to rebuild trust, engage citizens and enhance policy acceptability. Citizen assemblies are increasingly commissioned across Europe, but there is limited research on what they can signal for relationships between citizens and government.

In this presentation, we examine how (1) directly engaging in citizen assemblies and (2) exposure to information about such processes can improve citizen-government relations by strengthening citizens' sense of being heard.

We draw on two studies conducted alongside Dutch assemblies on waste management (municipal level) and housing (provincial level). First, assembly participants (N = 80-150) completed pre- and post-participation surveys measuring trust in and connection to local government, their sense of being heard, and perceived polarization between citizens and government. Second, large samples of the general population (N ≈ 2000) were randomly assigned to either receive information about an upcoming assembly (intervention) or not (control), and completed similar online questionnaires.

We find that active participation increases citizens' connection to local government and, in some cases, strengthens trust and reduces perceived polarization. Additionally, simply informing citizens about participatory initiatives can improve trust in and connection to their local government by strengthening their sense of being heard.

These findings highlight that the organisation of public participation initiatives can serve as a positive signal for citizen-government relationships, even when citizens are not directly engaged in the process. We discuss implications for civic engagement and policy acceptance in the context of sustainable transitions.

Research conducted as part of the SPEAK UP project.

Tuesday May 12, 10.00 – 10.30

Ivar Maas

Vrije Universiteit Amsterdam

Effects of a University Climate Assemblies on participants and broad policy acceptance: A mixed methods study at the Vrije Universiteit Amsterdam

Abstract: Climate Citizens' Assemblies have gained prominence as a deliberative method that places citizens at the centre of policy development. Yet, little is known about how broadly the outcomes of such assemblies are accepted beyond their participants. Besides, it is unclear if participation in an assembly has an individual transformative effect and if this can translate to a transformative effect in the wider community.

This research sheds light on these questions by studying a university-level Citizens' Assembly on sustainability at Vrije Universiteit Amsterdam, involving students and staff across five deliberative sessions. We investigate how participation shapes perceptions of the assembly, changes in organisational culture, perceived behavioural control, engagement in pro-environmental behaviour, and compare acceptance of the resulting sustainability policy proposals between participants and non-participants. By identifying factors that influence policy acceptability, such as perceived fairness, urgency, and necessity, we aim to shed light on whether Citizens' Assemblies can generate policy outcomes that receive broader support within the university community and can evoke broader organisational change. We used both quantitative and qualitative methods to assess these potential changes. During the presentation, the preliminary results of this study are presented.

Tuesday May 12, 13.00 – 13.30

Marc Dijk

Maastricht University

Learning to Transform: The potential of Living Labs as spaces for joint learning in Climate Transitions

Abstract: Studies on sustainability transitions have called for experiments as a source of learning, because learning processes have the potential to influence, accelerate or reorient transitions. However, research on learning in sustainability transitions is still poor in conceptual clarity and empirical evidence. This paper advances a transdisciplinary approach to monitor learning processes of citizens, policymakers and businesses, through a case study concerning a shared mobility experiment (the Amsterdam BuurtHub project), based on a social-practices perspective. The key instrument to monitor learning is a jointly formulated learning agenda, i.e., a set of learning questions, while the answers are formulated by integrating interview responses of the involved participants as to what they learned during the experiment. We contribute to the literature by offering and exemplifying a new approach to improve the monitoring of learning from urban experiments, including how related practices constrain or drive further expansion of the experimental practice. The insights that this new approach delivers in the drivers and constraints on emerging practices offer a stronger basis for strategizing how sustainability transformations can be further accelerated. We also reflect on the value of the social-practices perspective for understanding and shaping sustainability transitions.

Tuesday May 12, 13.30 – 14.00

Lara Engelbert

University of Amsterdam

Using psychological networks to understand public perceptions of the energy transition: The case of green hydrogen

Abstract: Understanding public perceptions of new energy technologies contributes to policy design and communication that considers the needs and concerns of the public. While research has identified a substantial number of key psychological and technology-related factors that shape public acceptability of new energy technologies, it often remains unclear how these factors interconnect and rank in their relative importance. We utilize the case of green hydrogen developments in the Netherlands and analyse data from a representative Dutch sample (N = 975; collected by the Dutch National Institute for Public Health and the Environment) on public perceptions of green hydrogen. Findings demonstrate how psychological network analysis helps to understand the interconnections and structure of key factors related to perceptions of green hydrogen. Results are useful to streamline future experimental research and provide new insights for mapping and understanding psychological mechanisms underlying public perceptions of the energy transition.

Monday May 11, 12.00 – 12.30

Fred Zijlstra

Maastricht University

Towards a sustainable Work & Organizational Psychology

Abstract: Psychology as a scientific discipline dates back to Wundt, Stern, and Münsterberg who strived to apply the results of their experiments in various ways. 'Psychotechnics' would improve the functioning of society and organizations, for instance through selecting employees and vocational guidance. Psychotechnics was later re-labelled as Applied Psychology, and research was needed to enrich and improve our understanding of how people function and work in order to apply this (new) knowledge in practice. This still characterizes Work & Organizational Psychology (WOP) research, as it has been termed from the 1970s in Europe. This will be illustrated with a study on work pressure and thinking about work. However, current societal and organizational challenges call for more innovative solutions. Despite our understanding of the phenomena, many employees still experience work pressure, mental health issues, and threats to their sustainable employability. Therefore a more innovative approach is required. This will be illustrated with an example in which solving the work pressure problem coincides with including groups of people that are currently side-lined in society. Such an innovative approach in which WOP knowledge is used to address two societal problems exemplifies a way to keep WOP relevant for society and thus sustainable.

Monday May 11, 12.30 – 13.00

Eleni Giannakoudi
University of Groningen

Not just where you work: Toward a more comprehensive understanding of hybrid work

Abstract: Conclusions on the effects of hybrid work on employees' well-being, performance, and relationships at work are difficult to draw due to a wealth of inconclusive findings across studies. One reason for this may be that a clear and consistent conceptualization of hybrid work and its features is missing in the psychological and management literature. A comprehensive and unified framework of hybrid work will be important for future research to capture the nuances of various types of hybrid work arrangements and examine their differential impact on employees' work-related outcomes. We conducted a comprehensive review of the hybrid work literature consisting of 251 quantitative empirical articles. Apart from inconsistent use of terms and definitions to describe hybrid work, research on hybrid work has predominantly focused on the frequency with which employees choose to work away from a company-based workplace. Therefore, current research overemphasizes a specific feature of hybrid work, but neglects other relevant hybrid work features, which could provide insights on which features benefit or challenge employee well-being, performance, and relationships at work. Based on our findings, we propose a comprehensive framework for understanding and studying hybrid work features and discuss how they may impact employees' work-related outcomes.

Monday May 11, 14.00 – 14.30

Eleni Georganta

University of Amsterdam

Have You Heard Who Our New Colleague Is? Trust and Challenges in Human–AI Teams

Abstract: Artificial intelligence (AI) is rapidly entering the workplace, and its role is evolving. AI agents become more autonomous, proactive, and social, shifting from tools to active participants in team interactions. This emerging form of collaboration, described as human–AI teaming, raises questions about how teams function when some members are not human.

After introducing what human–AI teams are, the unique challenges that arise when integrating AI into collaborative work, such as trust, are discussed. Trust is central because team members must decide whether to rely on each other's input and coordinate their actions accordingly. However, when the teammate is an AI agent, the foundations of trust may differ from those in human-only teams.

Our first empirical studies examine the introduction of an AI team member into previously human-only teams, focusing on trust in the AI and the overall team. We report findings on initial and post-interaction perceptions, highlighting the complex dynamics when both human and AI members must trust and be trusted.

Finally, promising directions for future research are outlined. These include examining how other sources of trust might shape human–AI collaboration and how managing expectations when AI systems are introduced may facilitate acceptance and interaction.

Monday May 11, 14.30 – 15.00

Welmer Molenmaker

Leiden University

Cooperation under productivity uncertainty

Abstract: Human cooperation is vital to organizational functioning. Yet individuals often operate under a shadow of doubt regarding how their efforts contribute to this. Cooperation in the face of such uncertainty in production beliefs remains poorly understood, as previous research typically precluded this uncertainty by assuming that collective returns are known, fixed, and exceed individual costs. What mechanisms allow cooperation to emerge when individuals harbor fundamental doubts about its productivity? I introduce a framework analyzing cooperation at an individual cost (c) producing an uncertain collective return (v). This model formalizes uncertainty by allowing returns to be always productive ($v > c$), potentially unproductive ($v < c$), or counterproductive ($v < 0 < c$). Two experiments (total $N = 960$) tested the preregistered hypothesis that social expectations facilitate cooperation despite this uncertainty. Results show that the perceived possibility of unproductivity or counterproductivity significantly reduces cooperation, acting as the primary barrier rather than risk aversion per se. Importantly, expecting others to cooperate overrides the negative impact of this belief. Consequently, organizational interventions should prioritize social proof over emphasizing benefits. Yet, outsourcing risk assessment facilitates cooperation but can lead to cascading errors if efforts ultimately prove unproductive or counterproductive.

Tuesday May 12, 9.30 – 10.00

Kyriaki Fousiani

University of Groningen

Sanne Feenstra

Vrije Universiteit Amsterdam

When Conflict Becomes Personal: How Impostorism and Gender Shape Employees' Conflict Management with Supervisors?

Abstract: Employee–supervisor conflict is pervasive, yet it remains underexamined. Drawing on dual-concern theory, we investigate whether relationship conflict with supervisors predicts employees' constructive (problem solving, compromising, yielding, avoiding) and destructive (forcing) conflict management strategies through decreased mutual concern, and whether these effects are moderated by employee impostorism and gender. Across two studies (a three-wave time-lagged field study of supervised employees and a preregistered vignette experiment manipulating high versus low relationship conflict) employee-supervisor relationship conflict was negatively related to mutual concern, which in turn predicted lower use of constructive strategies. Relationship conflict was also associated with greater use of forcing, although this effect was not consistently mediated by mutual concern. Impostorism showed limited direct buffering effects; however, a robust gender-contingent pattern emerged for yielding: women high in impostorism reported using more yielding under high relationship conflict with supervisors, whereas women low-to-moderate in impostorism and men reported lower use of yielding. Findings promote understanding of hierarchical conflict management.

Tuesday May 12, 10.00 – 10.30

Miriam Schilbach
Maastricht University

Dynamic in Theory, Static in Application: Aligning Theory and Methods in Employee Resilience Research

Abstract: Resilience is commonly defined as bouncing back from adversity and, over the past decade, has increasingly been conceptualized as a dynamic process that unfolds over time. This conceptual development calls for methodological approaches capable of capturing temporal dynamics. Yet, the employee resilience literature remains largely dominated by trait-like measures and analytical procedures that do not allow for modelling change over time. This mismatch between conceptualization and operationalization prevents generating meaningful insights into employee resilience as a dynamic phenomenon. To better align conceptualization and operationalization, moving towards methodological approaches that allow for capturing temporal dynamics in employee resilience is important. This may facilitate further conceptual clarity and theoretical development, while also allowing researchers to identify unfavorable response patterns to adversity early on, ultimately generating insights that can help organizations design work to support employee health and sustainable employability. This talk therefore provides an overview of analytical approaches used to study resilience as a dynamic phenomenon across research disciplines (e.g., clinical and developmental psychology), presents examples of studies from the work psychology field that have already taken a dynamic perspective on employee resilience, and discusses practical steps for bringing methodological approaches more in line with the dynamic nature of employee resilience.

Tuesday May 12, 13.00 – 13.30

Reinout de Vries

Vrije Universiteit Amsterdam

Advances in Personality Psychology

Abstract: In the last few decades, great scientific advances have been made in delineating the content, causes, and consequences of personality. In this presentation, I will touch upon a collection of the most exciting findings on the content, causes, and consequences of personality of the last decades. With respect to the content, I will discuss the consensus and dissensus on the structure of personality and the use of facets and nuances. There is - among personality psychologist - strong consensus that personality can be most optimally and parsimoniously described using five or six independent dimensions, but research also suggests that facets within the same trait domain may mask or cancel each other in the prediction of important outcomes. With respect to causes, personality is heritable for approximately 50% and mostly stable across adulthood, but there is also evidence of instability and longitudinal changes in personality and of volitional change. With respect to consequences, I will discuss the Situation-Trait-Outcome Activation (STOA) model, that describes how - based on personality - people activate situations, how traits are activated in situations, and how such activation results in positive and negative outcomes. Practically, I will end the presentation by describing how social, economic, and organizational psychologists can incorporate personality in their study design to better distinguish situational from personality effects.

Tuesday May 12, 13.30 – 14.00

Veerle Brenninkmeijer

Utrecht University

Well-being across the transition from studies to work: the role of personal demands in health-impairment processes among master students

Abstract: The transition from studies to work represents a critical period shaping young professionals' well-being. This series of studies examines the role of personal demands – irrational performance demands, awfulizing, and the need for control – in health-impairment processes during this transition. Based on the job demands-resources theory and transactional model of stress, we hypothesized that students' personal demands would predict the perception of their study/work environment and their well-being. We employed a mixed-methods design, combining qualitative, cross-sectional and longitudinal data from master students at a Dutch university across veterinary medicine, law, medicine, and humanities. The results showed that students' personal demands predicted student burnout through increased perceived study demands, both cross-sectionally and over time. While personal demands also predicted perceived job demands after graduation, they were not associated with mental health issues after graduation. Latent profile analyses identified four well-being profiles – resilient, sensitive, vulnerable, and driven – based on varying levels of personal demands and resources. Overall, these findings highlight the importance of personal demands for students' perceptions of their study and (later) work environment, and their well-being during the transition from studies to work. We therefore plead for greater attention to personal demands in research and interventions targeting young professionals' well-being.

Monday May 11, 12.00 – 12.30

Amarins Jansma

Utrecht University

Recovery after the childcare benefits scandal: Experienced justice, trust, and financial outcome satisfaction

Abstract: This study examines the recovery method developed by Stichting (Gelijk)waardig Herstel (SGH) for parents affected by the Dutch childcare benefits scandal. The aim was to understand how parents experienced the SGH method, in order to gain insight into how the method supports recovery and to identify potential areas for improvement. We conducted an online survey among 201 parents who completed the SGH method. The survey assessed experiences with procedural justice and recognition, satisfaction with the financial outcomes of the method, trust in themselves, SGH, others, the Dutch government, and society, as well as experiences of personal recovery from the childcare benefits scandal. Results show that parents generally experienced high levels of fair treatment and recognition. Parents reported that SGH genuinely listened to their stories, acted professionally, and treated them with respect. Higher perceived procedural justice and recognition were associated with higher levels of trust in SGH and more positive experiences of personal recovery. Satisfaction with the financial outcome of the method was also associated with recovery: parents who were more satisfied with the compensation reported more positive recovery outcomes. Parents reported very low levels of trust in others, society, and the Dutch government.

Monday May 11, 12.30 – 13.00

Wilco van Dijk
Leiden University

**Shaping Tax Compliance:
The Effects of Audit Risk, Administrative Design, and Rebates**

Abstract: The Dutch Tax Administration is responsible for levying, monitoring, and collecting national taxes, which are essential for financing public services. In a series of studies, we examine factors that influence tax compliance, defined as accurately reporting one's tax liability in income tax declarations. In the first study, we tested the effects of audit probability (high, low, ambiguous) and changes in audit probability (increase vs. decrease) on compliance in a simplified tax reporting task. Participants completed multiple reporting trials under varying levels of audit risk, which were adjusted midway through the task. This allowed us to assess both static and dynamic effects of perceived enforcement on tax compliance. In the second study, we examined whether prepopulated tax returns and requiring taxpayers to confirm the accuracy of reported amounts affect tax compliance. The third and fourth study investigates whether tax rebates—either certain or probabilistic—can increase tax compliance. Together, these studies provide insights into how enforcement, administrative design, and incentives shape tax compliance behaviour.

Monday May 11, 14.00 – 14.30

Leticia Micheli
Leiden University

Moving up: The impact of economic mobility on prosocial behaviour

Abstract: Economic mobility shapes a range of individual behaviors, yet its impact on interpersonal behavior remains unclear. This research examines whether mobility and individual rank influence giving toward others of lower, equal, or higher ranks.

Participants were assigned to high or low positions on a five-tier ladder. Mobility was manipulated through a task in which correct answers yielded either high or low rewards, enabling movement to an upper rank or not. Participants then made five one-shot dictator game decisions with recipients from different ranks.

In Study 1 (N=362, Global North), higher mobility increased overall giving. Mobility boosted generosity especially among low-rank participants matched with even lower-ranked recipients. In Study 2 (N=386, Global South), higher perceived mobility predicted greater overall generosity. Differently from Study 1, when mobility perceptions increased, giving increased towards all recipients, except for low-rank participants matched with high-ranked recipients. Study 3 (N=359, Global North), tested underlying motives using a real-effort giving task. While participants still favored lower-ranked recipients, mobility no longer increased generosity.

Results suggest that mobility enhances generosity, possibly because it reduces the need to retain resources for upward movement. Key differences emerge between Global North and South, with giving in Global South less influenced by recipients' rank.

Monday May 11, 14.30 – 15.00

Margarita Leib

Tilburg University

Women's Inclusion in Coalition Formation: A Cross-cultural Registered Report

Abstract: Equal gender representation in positions of power is widely considered essential for well-functioning and prosperous societies. Despite progress, women remain underrepresented in social, economic, and political decision-making positions. In a cross-societal study (N = 8,330) conducted across 20 diverse societies, we document cross-societal variation, with less traditional societies expressing stronger disapproval of women's exclusion, especially when they are in a minority role. In a proposed registered report we wish to test whether such gender equality norms shape corrective behaviour. In a cross-societal experiment, participants will evaluate coalition-based funding allocations in which men exploit their numerical majority to exclude women. We will examine whether individuals forego personal resources to redistribute funds more equally and whether such corrective redistribution is greater among less traditional societies and individuals. Assessing the mechanism underlying corrective redistribution, we will vary gender information to distinguish genuine fairness concerns from image-related motivations. We aim to test whether concealing gender information, thereby enabling participants to avoid information about the consequences of exclusion to women, reduces corrective redistribution by allowing individuals to maximize their resources and avoid reputational costs.

Tuesday May 12, 9.30 – 10.00

Keke Zhu

University of Groningen

The meaning and influence of economic inequality for low-income populations

Abstract: We conducted two studies to deepen our understanding of how low-income populations perceive and respond to growing wealth disparities. Based on interviews with Chinese day laborers, we found that while low-income populations understand economic inequality as disparity, their actual responses and behaviors are driven by their subjective interpretation—feeling poor—rather than the disparity itself. Furthermore, they lack cognitive alternatives for improving their social class within the given societal structure. Additionally, they justify current economic inequality and their disadvantaged situation through a culturally specific attribution, which we call the belief in fate. Then through three experiments, we found that low-income participants perceived their ingroup members as less competent when exposed to higher economic inequality. Through these two studies, we want to highlight the importance of focusing on the situation of low-income populations amidst increasingly severe economic inequality, as they not only disproportionately bear its negative impacts but are also largely overlooked in academia.

Tuesday May 12, 10.00 – 10.30

Dianna Amasino

Tilburg University

Fairness in the face of shifting inequality

Abstract: How do people decide what is fair when both merit and luck influence outcomes? Fairness views on dividing jointly earned rewards range from equal splits to divisions based on individual earnings. Further, prior work has found that people often exhibit self-serving biases in dividing rewards. Across two preregistered studies, we explore how the level of inequality - including more extreme inequality – and whether inequality is increasing or decreasing influences self-serving allocation biases in dividing jointly-earned rewards. We investigated competing hypotheses that more extreme inequality due explicitly to luck could i) be used by the advantaged to justify keeping even more for themselves or ii) increase the salience of luck and accordingly reduce self-serving justifications. To test this, participants earned money based on real-effort performance and randomly assigned pay rates, creating earnings that combine merit and luck. Across both studies, we find that those advantaged by higher pay rates keep more for themselves, and even more at higher pay rates. However, the direction of changing inequality did not consistently affect allocations across studies. Together, this suggests that higher levels of inequality, even due explicitly to luck, reinforce and even amplify self-serving allocation biases.

Tuesday May 12, 13.00 – 13.30

Terence Dores Cruz

Vrije Universiteit Amsterdam

Training and oversight of algorithms in social decision-making: Algorithms with prescribed selfish defaults breed selfish decisions

Abstract: Human social preferences increasingly shape oversight or training data for Artificial Intelligence (AI) social decisions that affect human–human interactions. We test how algorithms with and without prescribed social preferences shape social decision-making and delegation. In an incentivised online experiment (n = 1290), participants completed a Social Value Orientation (SVO) measure as input to a decision-making algorithm, revealing their preferences for outcomes favouring oneself or an anonymous other. We manipulated whether participants (1) provided training data to an algorithm without prescribed preferences by answering the SVO without defaults or (2) oversaw algorithms with prescribed preferences by including proself/prosocial pre-selected defaults for each item. When decisions involved an algorithm, defaults were labelled as algorithmic; in a control condition, identical defaults were unlabelled. Participants' social preferences were not significantly impacted by providing input to an algorithm without prescribed preferences nor by oversight of the algorithm with prescribed prosocial preferences. Only providing oversight of the algorithm with prescribed proself preferences resulted in more selfish social preferences, even though participants perceived feeling less influenced by proself than prosocial defaults. Most participants delegated a second social decision-making task to the algorithm they encountered. These findings tentatively suggest that human-in-the-loop oversight might alone fall short.

Tuesday May 12, 13.30 – 14.00

Sarah Vahed

Radboud University

Large-scale community study reveals information sampling drives fairness decisions

Abstract: Fairness is a fundamental social norm guiding human decision-making. Yet, much of our empirical understanding of fairness derives from controlled laboratory studies with homogeneous student samples, raising concerns about the ecological validity of experimental findings. We tackle this challenge through a citizen science, lab-in-the-field approach, embedding the classic Ultimatum Game (UG), in a well-visited public space within a community: a museum. Over the course of 13 months, we recorded >18,672 decisions from a heterogeneous sample of volunteer members of the public. Each participant responded to allocation offers from anonymous proposers, with the option to view proposers' past behaviour, before deciding whether to accept or reject each offer. Results closely replicated classic UG effects, evidencing inequality aversion beyond the laboratory. Notably, most participants sampled proposer-history information, and those who did showed heightened sensitivity to fairness violations. Specifically, selfish offers from a proposer who had previously acted generously to others elicited strong rejection rates, demonstrating that judgements of unfairness are shaped by expectations. Furthermore, the ecologically enriched design uncovered temporal and demographic patterns underlying choices. By situating an experimental paradigm in a community, we provide a scalable model for studying authentic decision-making, deepening our understanding of the crucial norms that shape society.

Poster session: Monday May 11, 16.30 – 17.30

	Name Presenter	Affiliation	Poster title	Co-authors
1	Qi Zhao	VU Amsterdam	The Temporal Tunnel: Time Poverty Diminishes Pro-Environmental Behavior by Reducing Future Time Orientation	Qi Zhao (VU Amsterdam), Yue Yuan (Beijing Normal University), Peiling Cao (Beijing Normal University), Mengxi Dong (Beijing Normal University), Xiaomin Sun (Beijing Normal University)
2	Máté Szilassi	VU Amsterdam	Re-evaluating Whether Disgust Informs Moral Judgment (and for Whom It Does)	Máté Szilassi (VU), Michael Donner (VU Amsterdam), Josh Tybur (VU Amsterdam), Roza Kamiloglu (VU Amsterdam)
3	Ashay A. Deshpande	University of Groningen	“One Election to Decide It All”: The effect of Tipping-Point communication in political campaigns	Ashay Ashish Deshpande, (University of Groningen), Kai Epstude, (University of Groningen), Martijn van Zomeren, (University of Groningen)
4	Laura Oskam	Utrecht University	More Than Procedures: Inspectors’ Insights into Social Safety Supervision in Practice	Laura Oskam (Utrecht University), Melissa Vink (Utrecht University), Reine van der Wal (Utrecht University), Naomi Ellemers (Utrecht University)
5	Sri Kruthi Devarakonda	University of Groningen	Are Work Stressors Training you or Draining You? How Self-Reflection Shapes the Effects of Daily Work Stressors	Sri Kruthi Devarakonda (University of Groningen), Anita C. Keller (University of Groningen), Antje Schmitt (University of Groningen)
6	Yishu Zhong	VU Amsterdam	Need a Legitimate Reason: The Interactions between Communication Orientation and Motivation to Lead	Yishu Zhong (VU Amsterdam), Wendy Andrews (VU Amsterdam), Omar Solinger (VU Amsterdam)
7	Tycho van Tartwijk	Leiden University	Parochial Cooperation under Equality and Inequality Across 34 Societies	Tycho van Tartwijk (Leiden University), Leticia Micheli (Leiden University), Angelo Romano (Leiden University)
8	Selen Goksal	VU Amsterdam	From Ideological Dissimilarity to Punishment: The Role of Intergroup Hate, Dogmatic Intolerance, and Parochial Altruism	Selen Goksal (VU Amsterdam), Jan-Willem van Prooijen (VU Amsterdam), Giuliana Spadaro (VU Amsterdam)
9	Selina Langner	University of Groningen	Tired or Tense? The Impact of Adverse Work Events on Employee’s Negative Affect	Selina Langner (University of Groningen), Oliver Weigelt (University of Groningen), Diana Rus (University of Groningen), Susanne Scheibe (University of Groningen)
10	Chonghao Peng	Leiden University	When differences matter: Discriminatory punishment in pluriform groups	Chonghao Peng (Leiden University), Angelo Romano (Leiden University), Welmer Molenmaker (Leiden University)
11	Sümeyye Ergün	Leiden University	Economic mobility and spite across 34 societies	Sümeyye Ergün (Leiden University), Leticia Micheli (Leiden University), Colin De Gantho (Leiden University), Angelo, Romano (Leiden University).
12	Lisa Hof	University of Groningen	Collective Climate Action: Leadership in Community-based Adaptation	Lisa Ankie Maria Hof (University of Groningen), Margaretha Annigje van den Brink (University of Groningen), Lummina Geertruida Horlings (University of Groningen), Lise Jans (University of Groningen), Anne. M. van Valkengoed (Wageningen University & Research)
13	Lea Krane	University of Amsterdam	Investigating Chronic Illness Stereotypes and Stigma	Lea Kranke (University of Amsterdam), Sasha Cook (University of Amsterdam), Hanneke Grutterink (University of Amsterdam), Matthijs Baas (University of Amsterdam)

14	Marina Hanssen	Leiden University	Protocol for a Longitudinal Experience Sampling Project on Distracted Consumption and Food Approach Motivation Dynamics (DisCoFAM)	Marina A.H. Hanssen (Leiden University), Pam ten Broeke (Leiden University) Job A. Speelman (Leiden University), Floor van Meer (Wageningen University & Research) Lotte F. van Dillen (Leiden University)
15	Jorien de Keijzer	University of Groningen	Giving power to the marginalized: the effects of group composition on interaction outcomes and identity work	Jorien de Keijzer (University of Groningen), Anne Eichholtzer (University of Groningen), Namkje Koudenburg (University of Groningen), Mike Huiskes (University of Groningen), Lise Jans (University of Groningen)
16	Alien van der Vliet	Leiden University	Receiving help with financial problems	Alien, van der Vliet (Leiden University), Wilco, van Dijk (Leiden University), Esther, van Leeuwen (Leiden University)
17	Arman Tofani Sumedy	University of Groningen	Engaging or Unfair Experience: Investigating Applicant Reactions to Branching Situational Judgment Tests (BSJTs)	Arman T. Sumedy (University of Groningen), Dick P.H. Barelds (University of Groningen), Kyriaki Fousiani (University of Groningen), Samantha P. Adams (Stellenbosch University)
18	Gülce Günaydin	VU Amsterdam	Reputational Consequences of Punishment Under Human and AI Input	Gülce Günaydin (VU Amsterdam), Daniel Balliet (VU Amsterdam)

Poster awards

This year poster awards will be awarded in two categories, namely on most promising: (1) scientific contribution and (2) impact beyond academia.