



**Inaugural**  
**Summer School**  
**of Personality Science**

**1<sup>st</sup> SSPS**

**Zadar (Croatia)**

**July 9-15, 2018**

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# Preface

Dear participants, dear colleagues,

On behalf of the European Association of Personality Psychology (EAPP), it is a great pleasure for us to welcome you all to this 1<sup>st</sup> Summer School of Personality Science (SSPS) – organized by our colleague Prof. John Rauthmann – that will take place in Zadar just before our bi-annual European Conference of Personality (ECP). The participants will have the possibility to work with many top experts of our field. The topics of the summer school are very timely and include methodological issues, personality and relationships, personality dynamics, and personality and culture, among others. A summer school is also a unique chance to establish strong working relationships with peers from around the world, through which you will help our field to stay connected and vibrant.

One goal of our association is to support the development of our academic field in Europe and this is why we decided to support the SSPS financially. This implies of course supporting the best research in our field and making this research openly available, but it also implies supporting the development of future generations of researchers. Indeed, the next generation will contribute to making our field dynamic in the long run. For participants' benefit, the summer school focuses on supporting the development of important competences and skills needed for a successful career at the forefront of our academic discipline. Activities are balanced to support young researchers in finalizing their individual research projects, in developing their competences for state-of-the-art research, in assuming a role as innovators in research, and in becoming members and shaping the future development of our field in Europe and beyond.

The summer school will take place in a most beautiful place in the Southern part of Europe, and we hope that you will also have the opportunity to discover the local culture and habits as well as participate after the summer school in our 19<sup>th</sup> edition of the European Conference on Personality (ECP 19). We also hope that your experiences during the SSPS and ECP are a starting point for further engagement with EAPP in the future, and that you will consider becoming active in our association, for example, as part of our other initiatives to promote the careers of early career researchers!

We hope that you will enjoy your stay in Zadar as well as the wonderful summer school that has been prepared.

Sincerely,



Prof. Jérôme Rossier  
*EAPP President*



Prof. Jaap Denissen  
*EAPP President-elect*

# Welcome Message

Dear attendees of the first-ever Summer School of Personality Science (SSPS),

We are thrilled to welcome you to the inaugural SSPS, held in beautiful Zadar (Croatia) right before the European Conference on Personality (ECP).

The overarching goal of the SSPS is to invest in the future of personality psychology by bringing together in a summer school international renowned experts and stellar graduate students (at the master's and PhD level) interested in personality, individual differences, and assessment. Hopefully, this may lead down the line to building stronger international ties, increasing diversity within our field, and stimulating new collaborations.

You will have the opportunity to immerse yourself into a broad array of recent and trending topics in personality psychology, drawn from six topical domains that cover a lot of what is being researched in the field right now: *Methodology*, *Personality and Relationships*, *Personality Dynamics*, *Biology of Personality*, *Personality and Culture*, and *Personality Development*. Each day in the SSPS will be devoted to one of the domains and cover different topics with four types of courses: keynotes (giving broad overviews and big pictures), seminars (providing an in-depth analysis of a topic), workshops (experiencing and hands-on learning of methods and statistics), and hot-topic panels (stimulating discussions with several experts). During breaks, you will have the opportunity to attend career mentoring lunches where you can discuss “meta-skills” (e.g., writing and publishing, grants and funding, reviewing and editing, etc.). Of course, all breaks (including lunches and dinner) can be used for socializing, networking, and maybe planning new projects and collaborations.

This rich and diverse mini-curriculum is intended to give you the opportunity to experience current personality psychology, hone your skills, and network with each other and with the experts. You will obtain insights and feedback from distinguished experts in the field and start fleshing out your profiles as the next generation of personality researchers.

**We are happy to host the inaugural SSPS in Zadar and hope that you have a wonderful, stimulating, and fun time immersing yourself into personality science!**

Sincerely,



Prof. Zvezdan Penezić  
*Local Organizer*



Prof. John Rauthmann  
*General Organizer*

## Sponsors

This SSPS would not have been possible without the generous support from several sponsors.

We are very grateful for their contributions.



European Association of Personality Psychology



Hogan Assessment Systems



Fachgruppe Differentielle Psychologie,  
Persönlichkeitspsychologie  
und Psychologische Diagnostik in der Deutschen  
Gesellschaft für Psychologie e.V.



Society for Personality and Social Psychology



Universität zu Lübeck



Wake Forest University



# Why have a Summer School of Personality Science?

## **Overarching Goals:**

- Invest in the future of personality psychology
- Bring together the best and brightest students interested in personality science
- Build strong international ties between personality psychologists
- Stimulate new research

## **Opportunities for Students:**

- Rich, diverse, and stimulating mini-curriculum
- Hands-on teaching of current practices and trends in personality psychology
- Network with each other, but also with internationally recognized experts
- Obtain insights and feedback from renowned experts in the field
- Access to focused “meta-knowledge” of experts (e.g., about jobs, publishing, etc.)
- Possible springboard into specialized personality programs
- Develop a research program and profile
- Collaborate and continue working with experts
- Parts of travel and accommodation paid

## **Opportunities for Experts:**

- Identify like-minded young talents and future leaders
- See who will be available soon for jobs (e.g., as PhD, post-doc, faculty)
- Build mentor-mentee relationships with the next generation of personality psychologists
- Platform to present (new) perspectives, methods, findings, etc. and stimulate

## **Opportunities for Societies (e.g., EAPP, SPSP, DPPD, ARP, ISSID, etc.):**

- Bring together members of different societies by a joint venture
- Have a creative vent for excess funds

## **Opportunities for Personality Psychology as a Whole:**

- Keep the next generation informed and well-educated
- Build and strengthen international ties among personality psychologists (with the long-term goal of fostering large-scale projects or consortia)

# General Information on Croatia and Zadar

## Currency

Although Croatia is part of the EU, it does *not* use Euros. The national currency is Croatian Kuna (HRK). The Kuna has been relatively stable lately, though small fluctuations may be expected. As of end of June, following exchange rates could be observed:

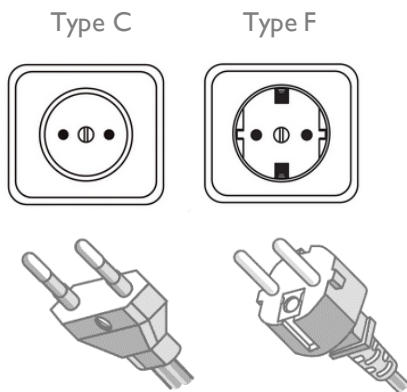
- € 1 ≈ 7.3–7.4 HRK
- US\$ 1 ≈ 6.3–6.4 HRK



<https://croatia.eu/article.php?id=31&lang=3>

## Sockets

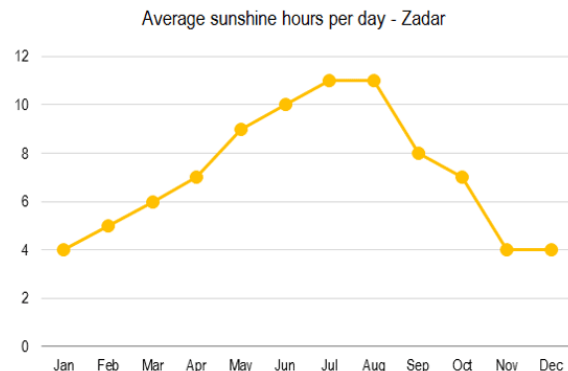
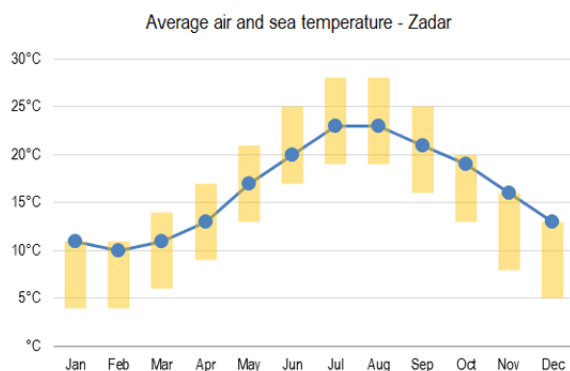
As most European countries, Croatia uses the standard European (round-pronged) plugs for sockets of Type C and F, with a standard voltage of 230 V and standard frequency of 50 Hz.



<https://www.electricalsafetyfirst.org.uk/guides-and-advice/for-travelling/travel-adaptor-for-croatia/>  
<https://www.lonelyplanet.com/croatia/electricity>

## Weather

Zadar has a borderline humid subtropical and Mediterranean climate, meaning that its summers are warm and humid. July is one of the hottest months in Zadar, with an average temperature of around 28 °C (≈ 82 °F) and the most sunshine hours per month (≈ 350 h; about 10-11 h per day), and the least precipitation (≈ 30 mm or 1.20 inches) and lowest humidity (≈ 67 %).<sup>1</sup> Sea temperatures are also often above 20 °C (≈ 68 °F).



<http://www.bonamare.eu/uncategorized/zadar-weather/>

## Tourism

For more information on things to do, see, and eat in Croatia and Zadar, visit the Croatia tourism website at <https://www.croatia.hr/en-GB> and the Zadar tourist board at <https://www.zadar.travel/en>.



[https://en.wikipedia.org/wiki/Flag\\_of\\_Croatia#/media/File:Flag\\_of\\_Croatia.svg](https://en.wikipedia.org/wiki/Flag_of_Croatia#/media/File:Flag_of_Croatia.svg)



<https://www.lonelyplanet.com/maps/europe/croatia/>

<sup>1</sup> See "Climate" at <https://en.wikipedia.org/wiki/Zadar> and <http://www.bonamare.eu/uncategorized/zadar-weather/>

# Impressions of Zadar



<https://getbybus.com/en/blog/zadar/>



<https://www.zaton.hr/en/zadar>



<https://zarocroatia.wordpress.com/2013/02/25/life-at-the-university-of-zadar/>



<https://www.jointdegree.eu/de/cultural-sociology/useful-information/partner-universities/zadar-croatia/>



<http://www.unizd.hr/eng/>



<https://zarocroatia.wordpress.com/2013/02/14/zadar/>



<https://en.wikipedia.org/wiki/Zadar>



<http://www.pro-e-bike.org/zadar-croatia/>

# Locations and Maps

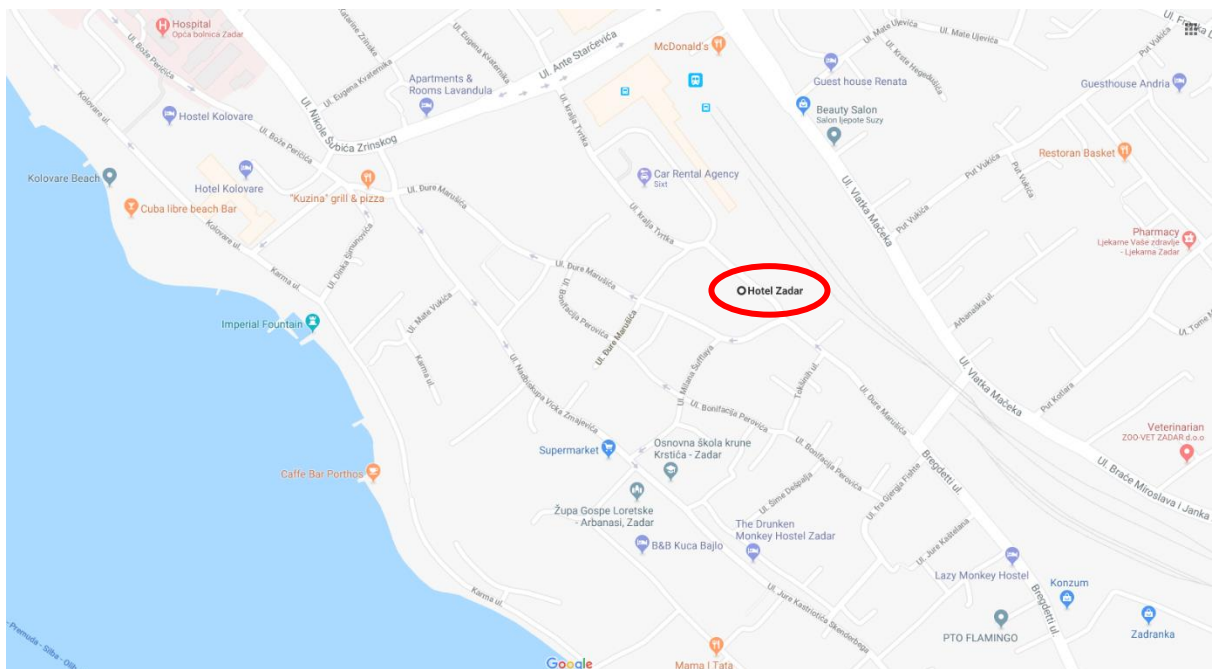
During the SSPS, there will be three main locations:

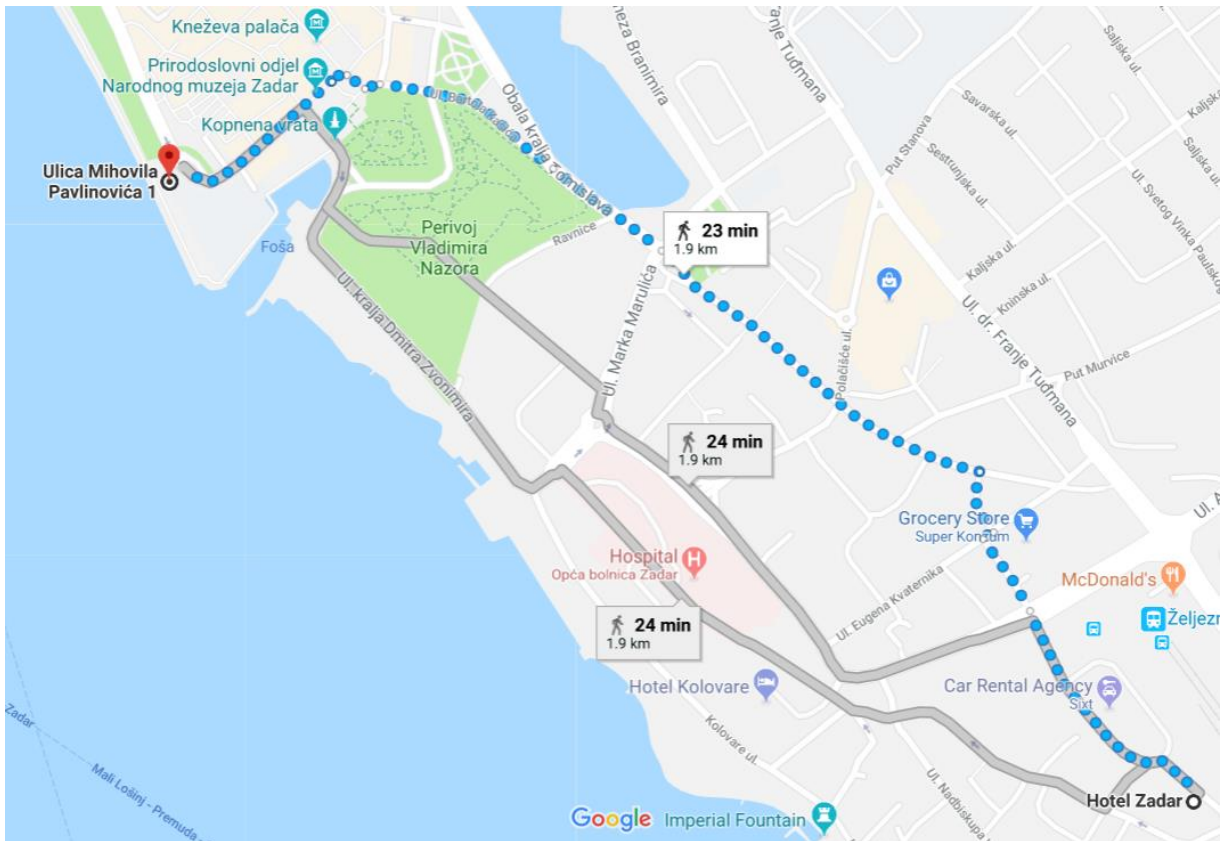
1. Hotel
2. University
3. Restaurant

## Hotel

Students and some experts will be staying in the 4-star hotel ZaDar which is about 25 walking minutes from the university where courses are held. Most rooms will house two students (same sex/gender). All rooms and apartments are equipped with telephones, LCD SAT TVs, WIFI, safes, mini-bars, and bathrooms (with WCs, shower cabins, and hair driers). The hotel also has several leisure facilities (e.g., gym, wellness center, pool, sunbathing area) and a restaurant (with à la carte dishes that can be adapted to one's wishes). Breakfast, served from 7 to 9 AM, is included. The hotel is well situated, being in walking distance from a number of shopping centers (e.g., City Galleria, Supernova), supermarkets (e.g., Konzum, Lidl, Spar), banks, post offices, the main bus station, and restaurants (e.g., McDonalds). It is also near pebble and sand beaches (e.g., 400 m from a public beach and Kolovare promenade) as well as the old town with all of its historical and cultural sights (about 1.5 km or 0.93 miles).

Hotel ZaDar (★★★★)  
Domino 5 d.o.o.  
Đure Marušića 45, 23000 Zadar, Croatia  
<http://www.hotelza-dar.com/en>

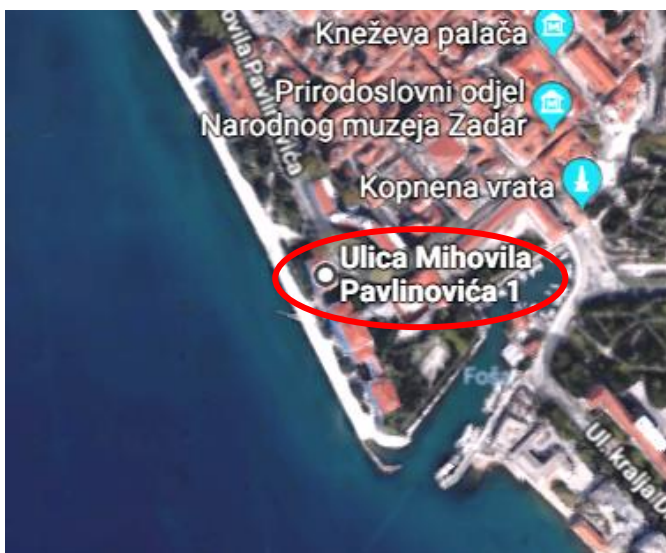




The walking distance between the hotel ZaDar and the University of Zadar is about 2 km (ca. 1.2 miles), which is approx. 25 walking minutes. As courses start at 09:00 AM, try to take off at 8:30 AM from the hotel.

### University

All courses will be held at the Rectorate Building of the University of Zadar (Ulica Mihovila Pavlinovića 1). The exact room(s) will be announced at the site, and they should be equipped with air conditioning. PC, projector, and speakers will be available. How to access the internet will be communicated during the courses. Please bring your own laptops with you.





<http://www.solfaktor.no/Reise-Kroatia-Zadarkysten-Zadar>

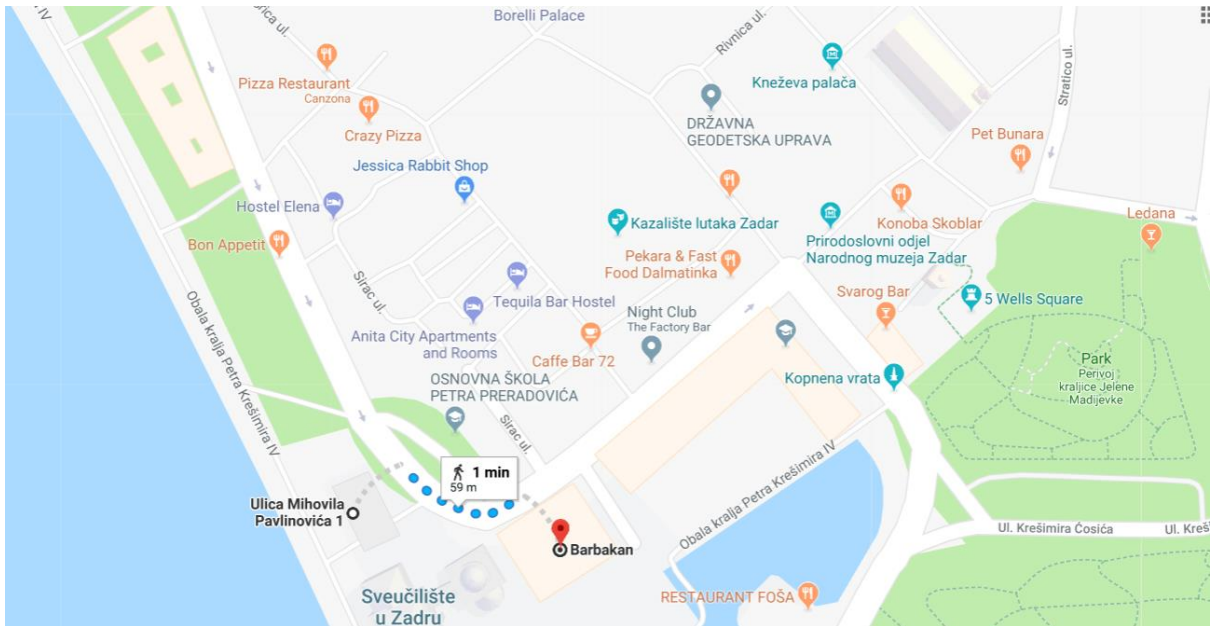


<http://noparticularplace.blogspot.com/2012/06/escape-from-zadar.html>

- ① Rectorate Building of the University of Zadar (Ulica Mihovila Pavlinovića I)
- ② Restaurant Barbakan

### Restaurant (Lunch and Dinner)

Lunch and dinner will be served in the Barbakan restaurant which is approx. 3 minutes from the Rectorate Building of the university. Lunch and dinner will feature different food and drink choices.



The walking distance between the Rectorate Building (where courses are held) and the Barbakan restaurant is about 59 m (ca. 194 feet), which is approx. 1-3 walking minutes.

## Welcome Reception

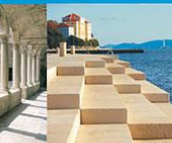
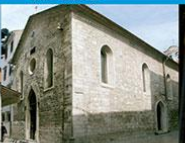
The welcome reception (Monday, July 9, at 7 PM) will be organized at the Rectorate Building with a sea view. The reception will include different food and drinks. Feel free to meet casually around 6 PM in the lobby of Hotel ZaDar and head together to the Rectorate Building (which is at Ulica Mihovila Pavlinovića 1).

## Farewell Dinner

The restaurant and location will be announced during the summer school.



Source:  
[http://www.orangesmile.com/common/img\\_city\\_maps/zadar-map-1.jpg](http://www.orangesmile.com/common/img_city_maps/zadar-map-1.jpg)



**Zadar**  
 tumač znakova/legend

**H** BOLNICA HOSPITAL  
**P** POLICIJA POLICE

**X** SHOPPING  
**i** TURISTIČKE INFORMACIJE TOURIST INFORMATION

**M** MUZEJ MUSEUM  
**B** AUTOBUSNA POSTAJA BUS STATION

**H** HOTEL  
**P** PARKIRALIŠTE PARKING

**B** BENZINSKA POSTAJA GAS STATION  
**S** BROD, KRUZER SHIP, CRUISER

**T** TRAJEKT CAR FERRY  
**B** POSTAJA ZA TURISTIČKI AUTOBUS TOURIST BUS STATION

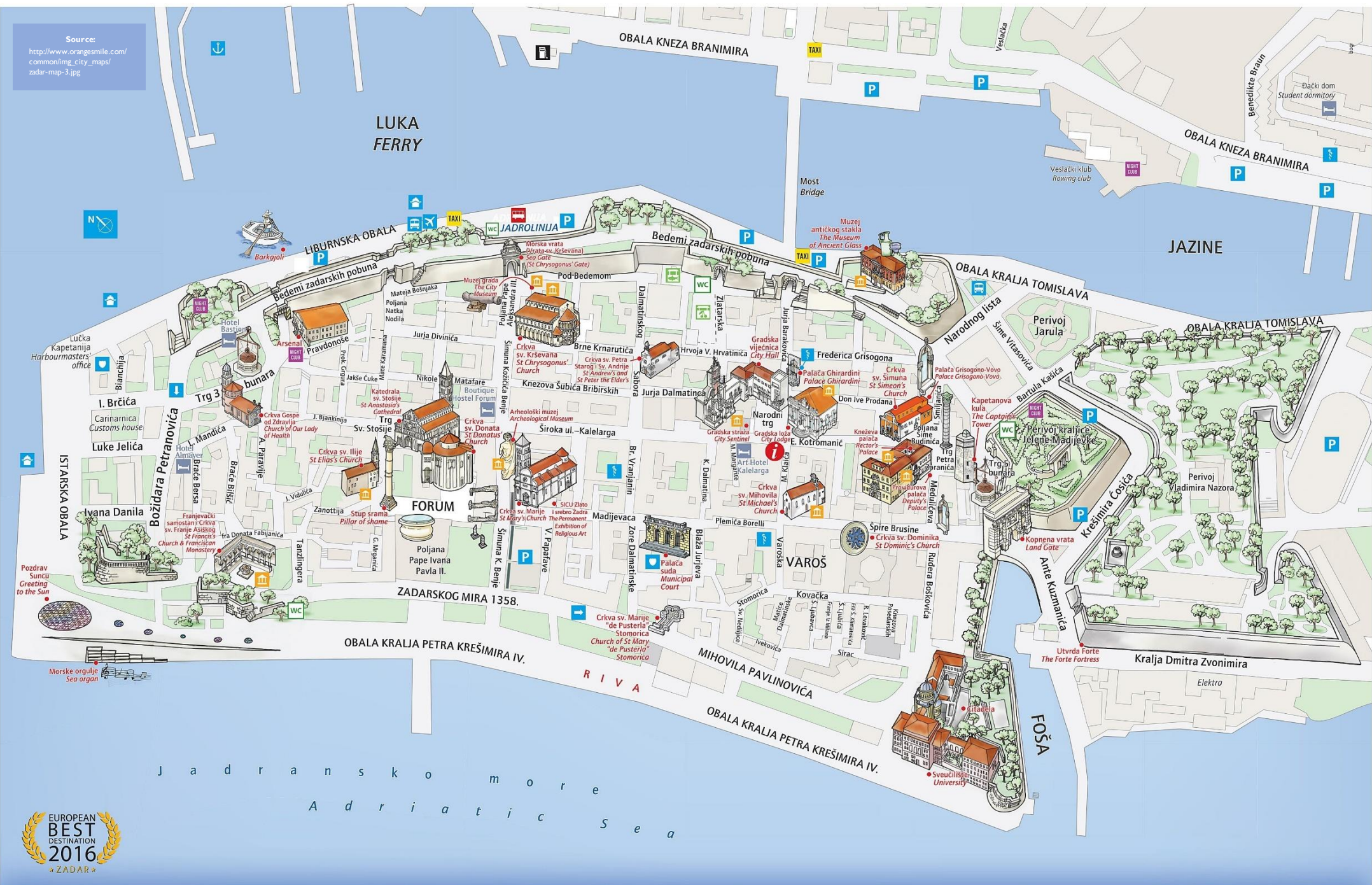
**X** RESTORAN RESTAURANT  
**M** TRŽNICA, RIBARNICA MARKET, FISH MARKET

**M** MARINA  
**→** JEDNOSMIJERNA ULICA ONE WAY STREET

**T** TAXI STAJALIŠTE TAKSIJA TAXI RANK  
**WC** ZAHOD PUBLIC LAVATORY

**N** NOĆNI KLUB NIGHT CLUB  
**P** LJEKARNA PHARMACY

Source:  
[http://www.orangesmile.com/common/img\\_city\\_maps/zadar-map-3.jpg](http://www.orangesmile.com/common/img_city_maps/zadar-map-3.jpg)



**Zadar**  
 tumač znakova/legend

- |  |   |                                |                                       |  |   |  |   |                                    |                                 |
|--|---|--------------------------------|---------------------------------------|--|---|--|---|------------------------------------|---------------------------------|
| <b>TURISTIČKE INFORMACIJE</b><br>TOURIST INFORMATION | <b>BOLNICA</b><br>HOSPITAL              | <b>MUZEJI</b><br>MUSEUM        | <b>HOTEL/HOSTEL</b>                   | <b>BENZINSKA POSTAJA</b><br>GAS STATION  | <b>TRAJEKT</b><br>CAR FERRY                 | <b>BUS ZA ZRAČNU LUKU</b><br>BUS TO AIRPORT      | <b>MARINA</b>                               | <b>TAXI</b>                        | <b>NOĆNI KLUB</b><br>NIGHT CLUB |
| <b>POLICIJA</b><br>POLICE                            | <b>AUTOBUSNA POSTAJA</b><br>BUS STATION | <b>PARKIRALIŠTE</b><br>PARKING | <b>BROD, KRUIZER</b><br>SHIP, CRUISER | <b>TURISTIČKI AUTOBUS</b><br>TOURIST BUS | <b>BUS ZA ZRAČNU LUKU</b><br>BUS TO AIRPORT | <b>TRŽNIČA, RIBARNICA</b><br>MARKET, FISH MARKET | <b>JEDNOSMJERNA ULICA</b><br>ONE-WAY STREET | <b>JAVNI WC</b><br>PUBLIC LAVATORY | <b>LIJEKARNA</b><br>PHARMACY    |

# Program

This year's SSPS was devised to cover a broad range of current topics in personality psychology. Each day will be devoted to a different topic (Methodology, Relationships, Dynamics, Biology, Culture, Development) and treat it in depth with a keynote, seminar, workshop, and panel discussion. While the experts have prepared a stunning curriculum for you, you will be an active agent of your learning and progress. You can actively take part, ask questions, discuss – the SSPS is supposed to be an enjoyable, meaningful, and stimulating event to you that lets you grow as a researcher and future leader of the field of personality science. Thus, the courses rely on your input and willingness to explore and shape it with the experts and mentors *together*. While your presence is expected at the courses, you can use to your off-time in the mornings and evenings to socialize, network, work on your projects, dine, swim, or anything else you like.

Days 2 (Tuesday, July 10) to 7 (Sunday, July 15) follow a similar structure:

- Breakfast from 07:00 until about 08:30 AM (calculate enough time to walk to the university)
- Keynote between 09:00 AM to 10:30 AM
- 30-minute coffee break between 10:30 AM to 11:00 AM
- Seminar between 11:00 AM to 12:30 PM
- Lunch (with career mentoring discussions) between 12:40 PM to 01:50 PM (calculate about 5-7 minutes time to walk from and to the restaurant)
- Workshop between 02:00 PM to 04:00 PM
- 30-minute coffee break between 04:00 PM to 04:30 PM
- Hot Topic Discussion Panel between 04:30 PM to 06:00 PM
- Dinner starting from about 06:15 PM onwards

# SSPS Program Overview and Schedule

Social
Keynote
Seminar
Workshop
Panel

Time (AM / PM)		Monday, July 9, 2018	Tuesday, July 10, 2018	Wednesday, July 11, 2018	Thursday, July 12, 2018	Friday, July 13, 2018	Saturday, July 14, 2018	Sunday, July 15, 2018	
		Kick-Off	Methodology	Relationships	Dynamics	Biology	Culture	Development	
07:00 - 07:30	AM	Arrival	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	
07:30 - 08:00	AM		Walk to University	Walk to University	Walk to University	Walk to University	Walk to University	Walk to University	
08:00 - 08:30	AM		Best Practices in Open Science	Personality and Social Relationships	An Interpersonal Approach to Personality Dynamics	Biological Approaches to Personality	Personality and Culture	Personality across the Lifespan	
08:30 - 09:00	AM		Coffee Break	Coffee Break	Coffee Break	Coffee Break	Coffee Break	Coffee Break	
09:00 - 09:30	AM		Special Methods for Personality Assessment	Personality at the Workplace	Integrating Between-person Structure and Within-person Dynamics	Personality Neuroscience	Culture and Identity: Personality and Socio-Cognitive Perspectives	Life Events and Personality Change	
09:30 - 10:00	AM		Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	
10:00 - 10:30	AM		Mentoring Lunch Career Strategies	Mentoring Lunch Writing & Publishing	Mentoring Lunch Grants & Funding	Mentoring Lunch Reviewing & Editing	Mentoring Lunch Collaboration	Mentoring Lunch Conferences & Meetings	
10:30 - 11:00	AM		Walk to University	Walk to University	Walk to University	Walk to University	Walk to University	Walk to University	
11:00 - 11:30	AM		Strategies for Reproducible Data Analysis	Dyadic Analyses in Personality Research	Analysis of Within-interaction Dynamics	Behavioral Genetics of Personality	(Cross-)Cultural Personality Research Methods	Longitudinal Methods and Statistics	
11:30 - 12:00	AM		Coffee Break	Coffee Break	Coffee Break	Coffee Break	Coffee Break	Coffee Break	
12:00 - 12:30	PM		Advanced Methodological Issues	Personality and Romantic Relationships	Psychopathology from Cybernetic and Interpersonal Perspectives	Evolutionary Approaches to Personality	Studying Personality in the Era of Globalization and Multiculturalism	Volitional Personality Change	
12:30 - 12:40	PM		Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	Walk to Restaurant	
12:40 - 01:00	PM		Dinner	Dinner	Dinner	Dinner	Dinner	Farewell Dinner	
01:00 - 01:30	PM		Reception Commencement Dinner	Walk to Hotel	Walk to Hotel	Walk to Hotel	Walk to Hotel		Walk to Hotel
01:30 - 01:50	PM			Open	Open	Open	Open		Open
01:50 - 02:00	PM								
02:00 - 02:30	PM								
02:30 - 03:00	PM								
03:00 - 03:30	PM								
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07:30 - 08:00	PM								
08:00 - 08:30	PM								
08:30 - 09:00	PM								
09:00 - 09:30	PM								
09:30 - 10:00	PM								
10:00 - open	PM								

# METHODOLOGY Day

Tuesday, July 10

## Best Practices in Open Science

Keynote

Simine Vazire | 09:00 AM – 10:30 AM

Psychology is in the midst of a "credibility revolution." What are the reasons for this crisis? What reforms are being proposed? How can we make our research more credible and replicable?

## Special Methods in Personality Assessment

Seminar

Simine Vazire, Katie Corker | 11:00 AM – 12:30 PM

We will discuss new developments in research methods and practices, and how they apply specifically to personality research. We will discuss what pre-registration and replication look like in personality research, and how we can make personality research more transparent. We will also talk about how to interpret exploratory results, and how to better calibrate our claims to the strength of our evidence.

## Mentoring Lunch: Career Strategies

Social

Several Experts and Mentors | 12:40 PM – 01:50 PM

## Strategies for Reproducible Data Analysis

Workshop

Katie Corker | 02:00 PM – 04:00 PM

This workshop will focus on how to conduct data analysis and archive your data/code in a reproducible way. Using a combination of R and the Open Science Framework, we examine how to make sure you and others can reproduce your analysis. We discuss best practices for open data and code (including data supplements for research articles, as well as stand alone data descriptor papers).

## Advanced Methodological Issues

Panel

Several Experts and Mentors | 04:30 PM – 06:00 PM

This panel discussion will cover everything from open science practices to statistical techniques and designs in personality research.

# RELATIONSHIPS Day

Wednesday, July 11

## Personality and Social Relationships

Keynote

**Mitja Back** | 09:00 AM – 10:30 AM

Personality and social relationships as well as their development are intrinsically interwoven. This talk will give a unified and process-oriented overview on the many ways personality differences shape and are shaped by social relationship experiences. Best practices for the study of personality and social relationships are discussed as well as more general implications of an interpersonal process approach for the conceptualization, assessment, development, and consequences of personality.

## Personality at the Workplace

Seminar

**Mitja Back, Marius Leckelt** | 11:00 AM – 12:30 PM

In this seminar, we will discuss the role of personality at the workplace including effects on work behavior, negotiation, team performance, and leadership attainment and highlight implications for personnel selection and development, and the fit between individuals and organizations. We will then try to identify current blind spots in IO psychology that can be elucidated by contemporary basic personality research as well as recent developments in IO psychology that can be fruitfully applied for the study of personality in general.

## Mentoring Lunch: Writing and Publishing

Social

**Several Experts and Mentors** | 12:40 PM – 01:50 PM

## Dyadic Analyses in Personality Research

Workshop

**Mitja Back, Marius Leckelt** | 02:00 PM – 04:00 PM

This workshop gives an overview regarding modern statistical techniques for the analysis of dyadic data, including Social Relations Analyses, APIM analyses, and Dyadic Response Surface analyses.

## Personality and Romantic Relationships

Panel

**Several Experts and Mentors** | 04:30 PM – 06:00 PM

The panel will cover different subfields in the area of personality and romantic relationship research (e.g., with respect to different personality constructs and different stages of romantic relationship development) and discuss how they differ from each other and from other areas of relationship research and to what degree they can be integrated. It also aims at highlighting major challenges and opportunities for the future of romantic relationship research from a personality perspective.

# DYNAMICS Day

## Thursday, July 12

### An Interpersonal Approach to Personality Dynamics

Keynote

Chris Hopwood | 09:00 AM – 10:30 AM

This talk will present the interpersonal situation as a framework for conceptualizing personality dynamics. Three within-person dynamics will be described using this framework: within-time, between-situation, and within-situation. Specific emphasis will be placed on articulating within-situation dynamics in interpersonal situations.

### Integrating Between-person Structure and Within-person Dynamics

Seminar

Chris Hopwood, Colin DeYoung | 11:00 AM – 12:30 PM

A major challenge in personality psychology is reconciling approaches to personality as a set of variables that differ between individuals with approaches to personality as a coherent system within the individual that produces behavior and experience. The purpose of this seminar is to discuss the relationship between these two approaches.

### Mentoring Lunch: Grants and Funding

Social

Several Experts and Mentors | 12:40 PM – 01:50 PM

### Analysis of Within-interaction Dynamics

Workshop

Chris Hopwood | 02:00 PM – 04:00 PM

The goal of this workshop is to enhance skills in conceptualizing within-situation interpersonal dynamics. We will first practice qualitatively assessing interpersonal dynamics of a videotaped interaction, with a focus on using experience-near phenomena to make relatively fast and intuitive judgments. We will then discuss the Continuous Assessment of Interpersonal Dynamics, an assessment approach that requires such judgments. The workshop will conclude with a broad overview of statistical approaches amenable to testing hypotheses using high-fidelity time-series data of the sort produced by this and similar approaches.

### Psychopathology from Cybernetic and Interpersonal Perspectives

Panel

Several Experts and Mentors | 04:30 PM – 06:00 PM

DeYoung and Hopwood will briefly discuss how psychopathology is understood from cybernetic and interpersonal perspectives. They will then have a brief dialogue about similarities and differences between these perspectives. This will be followed by a group discussion and Q/A.

# BIOLOGY Day

## Friday, July 13

### Biological Approaches to Personality

Keynote

Colin DeYoung | 09:00 AM – 10:30 AM

Models of personality traits, like the Big Five, have typically been descriptive rather than explanatory, which has made it difficult to understand the mechanisms that cause personality traits. I will survey neuroscience research on the biological mechanisms involved in personality and discuss how they can be linked to personality theory from a cybernetic perspective.

### Personality Neuroscience

Seminar

Colin DeYoung | 11:00 AM – 12:30 PM

In this seminar, we will discuss the spectrum of methods that are available for personality neuroscience research, including advantages and disadvantages to each, and examples of how they have been used in research.

### Mentoring Lunch: Reviewing and Editing

Social

Several Experts and Mentors | 12:40 PM – 01:50 PM

### Behavioral Genetics of Personality

Workshop

Lars Penke, Colin DeYoung | 02:00 PM – 04:00 PM

In this seminar/workshop we will discuss how different research designs can disentangle genetic and environmental variance components, what these components really are, how they transact, and what it means that everything, including environments, are actually heritable. We will also talk about how behavioral genetics designs can help to identify true environmental effects and what the state of the art of molecular genetic personality research is.

### Evolutionary Approaches to Personality

Panel

Several Experts and Mentors | 04:30 PM – 06:00 PM

This panel discussion will address common misconceptions about evolutionary approaches to human behavior and how they can be applied to personality.

# CULTURE Day

## Saturday, July 14

### Personality and Culture

#### Keynote

**Verónica Benet-Martínez** | 09:00 AM – 10:30 AM

Culture influences a wide array of important psychological processes that range from social reasoning and categorization to emotion, identity, and personality traits. Personality psychology is in a uniquely advantaged position to study both culture → person and person → culture effects given the discipline's recognized interest in the individual as a whole and within-person dynamics, and the methodological richness of the field. The future of (cross)cultural personality studies is exciting and promising.

### Culture and Identity: Personality and Socio-Cognitive Perspectives

#### Seminar

**Verónica Benet-Martínez** | 11:00 AM – 12:30 PM

We will discuss the basics concerning: (1) Psychological acculturation (cognitive, behavioral, and affective changes that derive from meaningful intercultural contact), and its dimensions, relevant-domains, and links to personality and adjustment. (2) Biculturalism: Dynamics and individual differences (e.g., cultural frame-switching, Bicultural Identity Integration). (3) Links between personality and multicultural attitudes and competencies.

### Mentoring Lunch: Collaboration

#### Social

**Several Experts and Mentors** | 12:40 PM – 01:50 PM

### (Cross-)Cultural Personality Research Methods

#### Workshop

**Verónica Benet-Martínez** | 02:00 PM – 04:00 PM

I. Introduction: Why cultural research in personality is important; II. Theoretical Issues: Culture, ethnicity, and race / Interplay between culture and personality / Emic vs. etic debate / Cultural and cross-cultural psychology / III. Types of Research Questions; IV. Sampling Issues: Sampling of cultures / Sampling of participants; V. Choice and Adaptation of Instruments: Item generation and translation issues / Measurement and conceptual equivalence; VI. Other Procedural Issues: Experimenter's characteristics / Ethical and political concerns / Priming effects / Reference-group issue; VII. Data Analysis and Interpretation of Results: Preliminary analyses: Cultural response sets and item biases? / Structure- and level-oriented studies / Interpretation of results: Individual- vs. cultural-level; VIII. Conclusions.

### Studying Personality in the Era of Globalization and Multiculturalism

#### Panel

**Several Experts and Mentors** | 04:30 PM – 06:00 PM

Globalization, massive migration (motivated by economic, life style, or political factors), and the ease of information exchange in today's fast media and communication has led to unprecedented levels of cultural diversity in our societies and every-day contexts. Acculturative and intercultural processes are thus now relevant to all individuals, not just minorities. This panel discuss the role of personality in these processes and how cross-cultural and within-person personality studies can contribute to the study of acculturation and interculturality.

# DEVELOPMENT Day

Sunday, July 15

## Personality across the Lifespan

Keynote

Wiebke Bleidorn | 09:00 AM – 10:30 AM

The goal of this session is to present the current state of theory and research on personality development across the life span. After a brief introduction of key concepts in the study of personality development, I will describe four major life stages in which different patterns of stability and change might be anticipated: late childhood and adolescence, emerging and young adulthood, middle adulthood, and old age. In reviewing this literature, I will focus on 3 questions: First, how stable are traits within each life stage and across the lifespan? Second, when and how do traits change? Third, what are the causes and conditions of stability and change? I conclude by outlining areas for future research on personality development.

## Life Events and Personality Change

Seminar

Wiebke Bleidorn | 11:00 AM – 12:30 PM

Theory has emphasized the impact of life events on personality trait change. However, past research yielded mixed and sometimes conflicting results concerning the associations between life events and personality change. In this session, we will review prospective research on life events and personality change, discuss important gaps and constraints of this work, and develop ideas for future research in this area.

## Mentoring Lunch: Conferences and Meetings

Social

Several Experts and Mentors | 12:40 PM – 01:50 PM

## Longitudinal Methods and Statistics

Workshop

Wiebke Bleidorn | 02:00 PM – 04:00 PM

The goal of this workshop is to enhance skills in translating developmental research questions into longitudinal designs and statistical models. I will introduce different types of longitudinal designs and statistical modeling approaches with a special emphasis on the role of time and timing.

## Volitional Personality Change

Panel

Several Experts and Mentors | 04:30 PM – 06:00 PM

Can we change our personality? If so, how? We will discuss whether it is possible to change our traits, talk about obstacles and potential methods of change.

## Experts and Mentors

Mitja Back

*Universität Münster, Germany*

Verónica Benet-Martínez

*Universitat Pompeu Fabra, Spain*

Wiebke Bleidorn

*University of California, Davis, USA*

Katie Corker

*Grand Valley State University, USA*

Colin DeYoung

*University of Minnesota, USA*

Chris Hopwood

*University of California, Davis, USA*

Marius Leckelt

*Universität Münster, Germany*

Lars Penke

*Universität Göttingen, Germany*

Simine Vazire

*University of California, Davis, USA*



## Mitja Back

I earned my diploma in psychology at the University of Mainz in 2003, with a thesis on the role of executive control processes for the implicit assessment of personality. In 2007, I completed my Ph.D. at the University of Leipzig. My thesis dealt with social relations analyses of interpersonal attraction at zero acquaintance. After a 3-year post-doc phase in Leipzig and Mainz (supervised by Boris Egloff) including a research stay at the University of Connecticut under the supervision of David Kenny, I was appointed junior professor (assistant professor equivalent) of personality psychology and psychological assessment at the University of Mainz, in 2010. In 2011, I received the William-Stern prize for outstanding innovative work in the field of personality psychology of the German Psychological Association. Since 2012, I work as full professor in Münster where I am chair of the section of psychological assessment and personality psychology.

My research interest centers around two main topics: the conceptualization and corresponding assessment of personality as well as the interplay of personality and social relationships. In my work on the conceptualization and assessment of personality I focus on the convergence and incremental predictive validity of different kinds of personality measures (self-reports, other reports, indirect tests, behavioral measures assessed in representative laboratory and field settings) and a process understanding of the state dynamics that make up traits. I have a special interest in the conceptualization, structure, and assessment of self-knowledge, self-enhancement, and narcissism. In my work on personality and social relationships, I examine the social interaction processes (interpersonal perceptions, behaviors) underlying (a) the accuracy of social judgments, (b) the effects of personality on peer and romantic relationship development (from first encounters to committed relations), and (c) the development of personality. I also apply concepts and methods of this research to study the therapeutic process, personnel selection, and refugee integration.

Among my main contributions is the reinvigoration of lens and social relations models of interpersonal perceptions (including other-, self-, and meta-perceptions), a call for the assessment of actual behavior, dual-process models of personality and personality self-knowledge, an integrative conceptual framework to the study of personality and social relationships (the PERSOC framework), the Narcissistic Admiration and Rivalry Concept (NARC) including a dual pathway account to the short- and long-term social consequences of narcissism, and a state process model of personality development. I am Editor-in-chief of the European Journal of Personality and Associate Editor of Collabra. I am interested in increasing the transparency and replicability of psychological science and support Open science activities as a researcher, mentor, editor and committee member.

### **What got you interested in personality psychology?**

My unspecific motivation to learn more about how people tick - and my later mentor Boris Egloff who held my first undergraduate seminar, and later, offered me a position as a research assistant.

### **What are currently the most burning questions in personality psychology?**

Very basic ones. For example: What is what we call a trait? What exactly happens, when a trait changes? How can we describe on a non-trivial, specific level how individuals as complex psychological systems differ from each other - thereby reconciling between and within-person perspectives on personality? Under which circumstances should we call an observation a consequence of personality? How can we sharpen the use of the personality lexicon, thereby getting rid of jingle-jangle-fallacies?

### **Where do you think personality psychology is headed in the next years?**

My hope and prediction is that personality psychology makes even fuller use of its potential as an integrative science of human nature, individual differences between persons, and the psychological structures and dynamics that characterize the individual as a whole. It will hopefully be more collaborative, particularly when it gets to gather hard-to-get data (such as behavioral or real-life data) and will include an even richer methodological toolbox. Conceptually, personality will continue to move beyond the use of trait metaphors as assessed with questionnaire proxies and establish more specific and formalized conceptualizations and assessment tools. Showing how such a more fine-grained and ambitious approach to personality produces the broad classes of individual differences that are captured with laypeople's self- and other-descriptions is one exemplary challenge. Another one is the integration of theory-driven, top-down and data-driven, bottom-up approaches to personality. Finally, despite increasing complexity, we need to communicate better (in easy-to-grasp ways) to other sciences and the public what personality science has to offer.



**Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

Be persistent in following and sharpening your ideas, be sure to publish some of them in between, share and discuss with other researchers, learn a lot of methods, and have fun.

**Why did you become an expert for the summer school? What do you hope to achieve there?**

This summer school is a great opportunity for personality psychology and I am honored to being able to contribute to it. I hope we can all support the next generation of personality scientists, learn from each other, and discuss our ideas in an open and intellectually stimulating atmosphere.



## Verónica Benet-Martínez

Verónica Benet-Martínez is an ICREA\* Professor in the Department of Social and Political Sciences at Universitat Pompeu Fabra (UPF), Barcelona, Spain. Before joining UPF, she held faculty positions in the psychology departments of the University of California (Riverside) and the University of Michigan (Ann Arbor), and was a funded Postdoctoral Fellow at the University of California (Berkeley). She obtained a Ph.D. in Social-Personality Psychology from the University of California (Davis). She is an appointed Fellow of the Society for Personality and Social Psychology (SPSP), was an associate editor for the *Journal of Personality and Social Psychology* (2009-2015), and has been an editorial board member for several top-tier personality, social, and cultural psychology journals.

She most recently published the “Oxford Handbook of Multicultural Identity. Her work has been funded by grants from the U.S., Spain, and the European Commission, and recognized by awards from APA’s divisions 9 and 52.

Dr. Benet-Martínez is best known for her research examining the interplay of culture and social-personality processes, particularly those pertaining to multicultural identity and experiences. Using correlational and experimental research designs and different types of data (survey, behavioral, social network), she has examined the following issues:

- **ACCULTURATION/MULTICULTURALISM:** Dynamics of managing two or more cultural socializations and identities; Individual differences in bicultural identity structure; Biculturalism and social-networks; Antecedents and consequences of biculturalism (personality, social, cognitive, and adjustment-related).
- **CULTURE AND SELF-CONCEPT:** Identification and measurement of culture-specific and -general personality constructs; Interplay of cultural values and personality in predicting well-being; Multilingualism and self-schemas.
- **CROSS-CULTURAL RESEARCH METHODS:** Cultural/linguistic issues in the development and adaptation of psychological scales and tests; Combined emic-etic methodology.

### What got you interested in personality psychology?

I became fascinated by some classic topics in personality psychology (e.g., personality as an organized system of cognitive, affective, motivational and behavioral tendencies; lexical models of personality structure; person-situation interaction). Still, very early on I understood that these processes always occur and take meaning in a particular socio-cultural context. So, my excellent training in personality psychology at UC Davis and UC Berkeley (under the mentorship of luminaries such as Niels Waller, Bob Emmons, Phil Shaver, Dean Simonton, Oliver John, and others) was complemented with training in social and cultural psychology, in part through very fruitful collaborations with social-cultural psychologists such as Michael Morris and Ying-Yi Hong.

### What are currently the most burning questions in personality psychology and where do you think personality psychology is headed in the next years?

Speaking from my sub-discipline, I see an urgent need for personality psychology to respond to the theoretical and methodological questions posed by the growing phenomenon of globalization and multiculturalism. Rapid globalization, continued massive migration, and the resulting demographic changes, have resulted in social spaces (schools, homes, work settings) that are culturally diverse, and in the growing number of individuals who develop their personalities while interacting with more than one culture. Current and future cultural studies in personality need to move beyond traditional between-group cultural comparisons and develop theoretical models and methodologies that capture the multiplicity and malleability of cultural meaning *within* individuals. In addition, although many studies have established that cultural forces influence some personality aspects (i.e., culture→person effects), almost no attention has been given to the processes by which personality factors in turn influence culture (person→culture effects). [See also: <https://pdfs.semanticscholar.org/abf6/d6b68320e3605ebdc304458b0f7f50a7b11a.pdf>]

### Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?

Take risks. Study topics with clear important social implications, even if they seem to be outside the traditional boundaries of personality psychology. Read the relevant literature like mad but don’t get stuck and don’t be afraid to play with different methods and different versions of your questions. Work in a sustained and habitual form, vs. on spurs. Have fun and keep a sense of humor. Be grateful. Finally, be careful with not following through your commitments and letting others down. You reap what you sow.



**Why did you become an expert for the summer school? What do you hope to achieve there?**

I was invited to do so and I jumped at the opportunity to teach (and learn from) a selected group students who will for sure be bright and highly motivated. Teaching at this summer school will also be a great opportunity to renew my own interest in issues at the interface of personality and cultural psychology, update my knowledge on the relevant literature, and broaden my perspective. Another plus will be having an opportunity to interact with the other instructors during the formal and informal events, and learn about their research and experiences.



## Wiebke Bleidorn

I am an associate professor of psychology at the University of California, Davis. I received my PhD in personality psychology from Rainer Riemann at Bielefeld University in 2010 and spend my first years of professorship at Tilburg University, the Netherlands before I moved to California. My research examines the conditions, mechanisms, and consequences of personality change. Personality change is an emerging subfield that straddles the areas of personality, developmental, and social psychology; and my work sits right at this intersection. Currently, I am mostly interested in the social conditions under which people change, the genetic and environmental mechanisms that account for change, and the consequences of these changes for psychological functioning and important life outcomes. I pursue these interests by focusing on a wide array of individual difference variables including broad personality traits, goals, self-esteem, and virtues.

### **What got you interested in personality psychology?**

I think I was always interested in individual differences but couldn't quite articulate my interests until I took Alois Angleitner's personality class during my 3<sup>rd</sup> undergrad year at Bielefeld University. We read the classics, discussed trait theory, and learned about research methods. I loved his class and was extremely happy when he asked me to join his lab as an RA. Alois was on his way to retirement when I started working on his longitudinal twin study project, but he continued to be involved during my time as an undergrad and as a grad student.

### **What are currently the most burning questions in personality psychology?**

Some burning questions on my mind concern the measurement and interpretation of change in personality traits: What designs and methods are needed to detect change in personality traits? How do life events impact personality change? What are the mechanisms of change? Can we change our personality through interventions – what are potential obstacles?

### **Where do you think personality psychology is headed in the next years?**

Hopefully towards a more unified view on how to describe, understand, and explain the whole person.

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

I would quote Willie Nelson and say that the "Good songs come easy." At least in my career, those ideas and decisions that felt right and came easy turned out to be the best.

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

The summer school is a great opportunity for scholars and students to discuss their favorite topics in a beautiful setting, away from the usual distractions of our day jobs. Personally, I hope I can illustrate how a developmental perspective and longitudinal methods can enhance research on individual differences, discuss important issues in our area, and potentially develop new ideas for how to address these issues in future research.



## **Katie Corker**

Katie Corker is a quantitative methodologist and assistant professor of psychology at Grand Valley State University. Her personality and social psychology research seeks to understand motivational differences between individuals. She is also interested in studying how motivational variables change and develop across the lifespan with a particular focus on goal development in adolescence and young adulthood. Accordingly, her research exists squarely in the space between personality and social psychology, bridging the gap from person to situation and vice versa. Additionally, Katie has active research interests that intersect with the open science and reproducibility in science movements. Together with others in the community (see [improvingpsych.org](http://improvingpsych.org)), she is working to build and support structures that improve methods and practices in the field of psychology.

### **What got you interested in personality psychology?**

I began graduate school believing that I was getting a degree in social psychology, and in my first semester, I enrolled in statistics and social cognition courses. About three weeks into my first semester, the faculty in our social AND personality program realized I was not enrolled in Brent Donnellan's personality course (as I should have been), and they quickly shuffled me into the class. Fast forward five years, and I still thought I was a social psychologist (despite the majority of my research projects and papers falling squarely in the personality domain). I was hired that year as a personality psychologist, and it was teaching the Personality Theories course as a new faculty member that convinced me that I had actually been a personality psychologist all along. My main research interests continue to be in the area of achievement motivation and the interaction between person and situation.

### **What are currently the most burning questions in personality psychology?**

How do life experiences (both mundane and extreme) shape personality development? What are the predictors of individual developmental trajectories? What are the processes by which person-situation transactions unfold?

### **Where do you think personality psychology is headed in the next years?**

Ambulatory assessment methods will become more sophisticated, giving us access to more and richer in vivo behavioral data. A persistent challenge will be making sense of this "big data" and continuing to refine our methods for cleaning and coding it. Another opportunity for expansion will be in research synthesis (i.e., combining and understanding existing results in new ways). Finally, the reproducibility crisis has given all of science opportunity to consider how its practices can be improved (and personality psychology is no exception).

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

Take as many methods and stats courses as you possibly can. Try to teach intro psych, methods, or statistics if offered the opportunity. Don't shy away from service that fits well with your research and other career goals.

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

I became an expert for the summer school to spend time with motivated, curious graduate students. I hope to have many inspiring and thought provoking conversations.



## Colin DeYoung

Colin DeYoung is an Associate Professor in the Personality, Individual Differences, and Behavioral Genetics area of the Department of Psychology at the University of Minnesota. His research focuses on the structure and sources of psychological traits, using neuroscience methods (primarily neuroimaging) to investigate their biological substrates. He has developed a general theory of personality, Cybernetic Big Five Theory, which identifies psychological functions associated with major personality traits as well as their connection to other elements of personality and various life outcomes, including mental illness. He received his A.B. from Harvard University in 1998, completed his doctorate at the University of Toronto in 2005, and was a postdoctoral fellow at Yale University before moving to the University of Minnesota in 2008. In 2007, he won the J.S. Tanaka Dissertation Award for methodological and substantive contributions to the field of personality psychology, from the Association for Research in Personality.

In 2012, he won the SAGE Young Scholar Award from the Foundation for Personality and Social Psychology. He has published over 75 peer-reviewed articles, and his personality neuroscience research has been funded by the National Science Foundation and the National Institutes of Health.

### **What got you interested in personality psychology?**

I was always curious about what makes people the way they are and why people differ. Taking a class in personality psychology as an undergraduate made me realize that these were questions that could be addressed through science.

### **What are currently the most burning questions in personality psychology?**

What psychological and neurobiological parameters explain the existence of personality traits as regularities in behavior and experience? What are the right causal models for the relations of personality traits to signs and symptoms of psychopathology?

### **Where do you think personality psychology is headed in the next years?**

I think we will see more emphasis on testing theories of personality and comparing those theories to each other. We will see more efforts to develop interventions to change personality traits and interventions tailored to different personality risk factors. We will see a lot more large-sample personality neuroscience research.

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

Gain expertise in research that is either longitudinal or biological. Use grad school as an opportunity to figure out how hard you can work if you push yourself. No matter how many projects you have ongoing, try to have one in the writing stage at all times.

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

Nothing is more interesting to me than personality psychology. I'm excited to have an opportunity to discuss cutting edge issues in personality psychology with interested, motivated, intelligent students who represent the future of our field.



## Chris Hopwood

I received my PhD in clinical psychology from Les Morey at Texas A&M and completed my doctoral internship at Harvard Medical School/Mass General Hospital. I worked at Michigan State University for the first 9 years of my professorship and moved to the University of California, Davis this year. My work is wide-ranging because I am distractible (or, perhaps more generously, curious), but primarily lies at the intersection of clinical and personality psychology. My initial focus was on assessment (e.g., using the Personality Assessment Inventory, various measures of personality disorder, and interpersonal circumplex measures). This gave way to an interest on the diagnosis of personality disorders, which coincided with the revision of the Diagnostic and Statistical Manual of Mental Disorders.

This has given way to an interest in dynamics, for two reasons. First, I think this is where much of the most interesting research is happening in basic personality psychology. Second, I think dynamics represents a necessary ingredient for the clinical application of the science of personality assessment.

### **What got you interested in personality psychology?**

I tend to think about psychology through the lens of the whole person, rather than bits and parts as is the norm in clinical psychology. This proclivity, coupled with my interest in assessment, makes personality psychology a natural preoccupation. Plus, people who study personality psychology tend to be a pretty great combination of rigorous, interesting, and fun.

### **What are currently the most burning questions in personality psychology?**

How can personality structure inform questions about individual differences in other kinds of functioning (e.g., career success, psychopathology)? How can personality structure, development, and dynamics be integrated (along the lines of the recent Baumert et al. paper in EJP)?

### **Where do you think personality psychology is headed in the next years?**

Toward a coherent and evidence-based model of individual differences that is useful in research outside of personality (e.g., economics, clinical), and towards more sophisticated models of time and interpenetrating aspects of personality (e.g., motives and behaviors; situations and traits) within personality research.

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

Study what really interests you regardless of how popular it is, surround yourself with people you would like to be like, and assess your own behavior honestly in order to figure out what you are good at and what you want to do.

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

Because John asked me to and because I like interacting with students. I hope I can bring an experience-near perspective on understanding dynamics, because in personality psychology dynamics are often talked about in a way that is a little abstract and idealized. Personality researchers rarely have close relationships with the people they study, and I think there is risk of missing something important. I hope to emphasize dynamics as they play out in real life with real people, as opposed to strictly understanding how to model them statistically among individuals the researcher has not encountered personally.



## Marius Leckelt

Marius Leckelt recently finished his PhD and is currently a postdoctoral researcher in the department of psychology at the University of Münster (Germany). During his PhD he was a visiting student at the University of Cambridge and a visiting scholar at the University of Illinois at Urbana-Champaign. His research examines the social consequences of personality in the intrapersonal, interpersonal, and institutional domains. He has a special interest in the “dark side” of personality (narcissism, psychopathy, Machiavellianism, sadism) as well as data analysis and methodology. His current research focusses on status attainment, leadership, and using modern technologies as assessment tools.

### **What got you interested in personality psychology?**

When I started out as a psychology student, I already felt the most interesting questions have to do with who people are, what they do, and why. Naturally, I was drawn to personality psychology and although (or maybe because?) the university where I did my undergrad did not feature personality psychological topics much, I started to do my own reading on the topic. The more I learned about the topic, the more interesting I found it.

### **What are currently the most burning questions in personality psychology?**

I think two of the most pressing questions are (1) how to understand interpersonal dynamics on an actual dynamic level and (2) personality psychology in the context of new technologies, how to keep up with industry, and the ethics of applied personality psychology.

### **Where do you think personality psychology is headed in the next years?**

Increasingly out of the lab, into the field!

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

Not sure if I am in the position to give career advice. But I think learning how to deal with failure (for lack of a better word) is important in general and also on a personal level.

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

After having benefited from workshops and the personality psychology community myself, I wanted to give back and take a more active role in supporting other early career researchers. I see this as a great learning experience and exchange of ideas and hope that my “recent-graduate-perspective” will be beneficial to SSPS participants.



## Lars Penke

I studied psychology at the University of Bielefeld and received my PhD, which I did with Jens Asendorpf on evolutionary approaches to personality, from Humboldt University in Berlin in 2007. Afterwards I did a postdoc with Ian Deary on the neurostructural and genetic foundations of intelligence at the University of Edinburgh, where I eventually became a lecturer in 2011. Since 2013 I am a full professor for Biological Personality Psychology at the University of Göttingen. Me and my group are interested in all kinds of biological foundations of personality and intelligence, usually with an evolutionary perspective. Currently our main focus is on the interplay of hormones and personality processes, as well as personality influences on mate choice and romantic relationships.

### **What got you interested in personality psychology?**

As an undergrad I was unsatisfied with how all other areas in psychology more or less assumed average human beings all the time, and was glad that personality psychology took individual differences seriously.

### **What are currently the most burning questions in personality psychology?**

What exactly are personality traits really?

### **Where do you think personality psychology is headed in the next years?**

Away from one-shot cross-sectional assessments, towards more fine-grained longitudinal assessments of personality processes. Also the rapid progress in molecular behavioural genetics will shake things up and increasingly influence all areas of psychology.

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

Doing good, solid, robust research is paramount above everything else. Also don't be afraid to broaden up your research over time. Your aim should be to become an expert for the whole field of personality psychology.

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

I love to discuss with bright young researchers. Also Zadar is supposed to be great during the summer!



## Simine Vazire

Simine Vazire is a professor in the department of psychology at UC Davis. She studies self-knowledge, behavior, personal relationships, and everyday life. She is also interested in research methods and scientific integrity, and conducts meta-research examining trends in research practices in psychology. She has been active in the credibility revolution, pushing for greater transparency, openness, and rigor in psychological research. Her personality research examines differences between how people see themselves, how they are perceived by others, and how they actually behave. She finds the methodological aspects of these questions fascinating and perplexing. She is interested in studying relationships that are not romantic relationships (e.g., friendships), and other mundane aspects of everyday life.

She has extensive experience editing journals and doing other kinds of service to the field, and she co-founded the Society for the Improvement of Psychological Science. She believes there is too much emphasis on eminence in science and is not a fan of listing awards in professional biographies.

### **What got you interested in personality psychology?**

David Funder's textbook (*The Personality Puzzle*). Also, it seemed like a way to make a career out of people-watching (which turned out to be more or less accurate).

### **What are currently the most burning questions in personality psychology?**

How can we make sure we are not interpreting noise, especially in large datasets that provide many opportunities for exploratory analyses. How do we distinguish serendipitous discoveries from noise? We also need to continue to develop more non-self-report measures of personality and test whether classic findings replicate with non-self-report measures. Finally, I think more attention should be paid to interpersonal relationships beyond romantic relationships.

### **Where do you think personality psychology is headed in the next years?**

Currently, there is a lot of interest in personality development and the influence of life events and experiences. This makes sense and will probably continue, especially because there are excellent datasets that can speak to these questions. Big data will also probably change the field of personality, perhaps for better, perhaps for worse.

### **Which career advice would you give based on your experiences OR which is the best advice you have gotten and can pass on?**

It's easy to lose sight of our responsibilities as scientists, because of the pressure we are under to produce publishable results, get jobs, grants, etc. But we should try to remember what a scientist's duties and values are, and ask ourselves the question: Why am I studying this? How am I protecting myself against my own biases and against the pressure to find something eye-catching?

### **Why did you become an expert for the summer school? What do you hope to achieve there?**

I really enjoy talking to early career scientists. I know the students will inspire me and I'm sure we all have a lot to learn from each other.

## Student Attendees

Ravin Alaei	<i>University of Toronto, Canada</i>
Emorie Beck	<i>Washington University in St. Louis, USA</i>
Hannah Brazeau	<i>Carleton University, Canada</i>
Susanne Bücken	<i>Ruhr-University Bochum, Germany</i>
E. L. (Lisanne) de Moor	<i>Tilburg University, Netherlands</i>
Friedrich Götz	<i>University of Cambridge, United Kingdom</i>
Garrett Hisler	<i>Iowa State University, USA</i>
Kai Horstmann	<i>Humboldt-Universität zu Berlin, Germany</i>
Courtland Hyatt	<i>University of Georgia, USA</i>
Hayley Jach	<i>University of Melbourne, Australia</i>
Julia Jünger	<i>University of Göttingen, Germany</i>
Maria Magdalena Kwiatkowska	<i>Cardinal Stefan Wyszyński University in Warsaw, Poland</i>
Xue Lei	<i>George Mason University, USA</i>
Laura Perry	<i>Tulane University, USA</i>
Hollen Reischer	<i>Northwestern University, USA</i>
Jessie Sun	<i>University of California, Davis, USA</i>

## Ravin Alaei



I am a PhD candidate at the University of Toronto. I research the personal and social consequences of people's individual differences and the stability and malleability of this process. In my dissertation, I focus on whether one can change how their personality appears to others (e.g., enacting extraversion as an introvert). My other projects also examine the everyday visibility of individual differences to more comprehensively understand whether people can mask their traits and the consequences of doing so. I have presented my projects at conferences and am preparing them for submission. I aspire to continue this work as a post-doctoral fellow.

**What got you interested in personality psychology?**

The visibility of extraversion.

**What are the most exciting things about personality psychology in general and to you personally?**

I think its applied use is the most interesting in general (e.g., personnel selection, individualized marketing). I am most interested in whether one should attempt to change their personality and how this appears to others.

**Where do you think personality psychology is headed in the next years?**

Understanding its malleability (authenticity, personality states) and applied potential (e.g., individualized marketing, Big Data).

**Why did you apply for the summer school?**

It provides an unmatched opportunity to learn from and meet other researchers interested in personality science while learning how to apply our interests to an exciting academic career.

## Emorie Beck



I graduated from Brown University Magna Cum Laude with a degree in Psychology (Honors) in 2016 before beginning graduate school at Washington University in St. Louis. I am passionate about both theoretical questions, such as "What is personality, and how does it apply to a single individual?", as well as methodological questions, such as "What measurement and modeling techniques are most suited to answer specific questions within personality psychology?" While in graduate school, I have worked to apply new methods of measurement and modeling to long-standing questions in personality, such as using network science to investigate personality processes, structure, and development, using multivariate longitudinal models to investigate changes in personality at different levels, and using propensity score matching to investigate socialization and selection effects of personality and experience. In the future, I plan to devote myself to answering the "hows" and "whys" of personality, investigating mechanisms of how personality manifests as well as consistency and change in personality.

### **What got you interested in personality psychology?**

Growing up in the same small town that both my parents and all my grandparents also grew up in, I spent most of my childhood being told I was just like them, even though I often felt I was not. When I was in college, I searched to figure out why this was, and stumbled into both an introductory lecture course and an advanced lab course on personality. The complexity and nuance of the approaches to studying personality fascinated me, and I quickly realized I wanted to spend my life testing new techniques and asking new questions.

### **What are the most exciting things about personality psychology in general and to you personally?**

For me, the most exciting thing about personality psychology in general is that I feel like I understand it less everyday. There are no simple answers to the question of what personality is, how it develops, and why it matters, but that is half the fun. For me personally, I love that I get to spend a lot of time sitting around thinking theoretical / philosophical questions about what the nature of a person is, methodological / practical questions about how to measure personality from different theoretical perspectives, and statistical / analytical questions about how to formulate models to test different questions using data collected in various manners. I love that my work is something like 1/3 teaching, 1/3 data scientist, and 1/3 scholar, which allows me to pursue multiple goals for the same end.

**Where do you think personality psychology is headed in the next years?**

I like to believe that research into personality will explode in the next few years. Personality has existed on the forefront of modeling and methods in psychology for years. Given that the rate of expansion of new methods in statistics, data science, and computational modeling have exploded in recent years, personality psychologists are in a unique position to act as ambassadors of these new methods, using them to answer old questions as well as to address new ones.

**Why did you apply for the summer school?**

I applied to the SSPS because I was excited at the prospect of getting to spend a week with other young students of personality as well as foremost experts in the field. I hope to be exposed to new techniques and practices, as well as new theoretical conceptualizations about the role of personality for both persons and populations. Especially in the age of open science, meetings about methods and techniques from diverse areas of the field are paramount to pushing the field forward, and I believe that SSPS is great place to begin!

## Hannah Brazeau



I am a first year PhD student at Carleton University in Ottawa, Ontario. My research has focused on examining the dynamics of romantic relationships and how these relationships impact our behaviors. My research in this area has been funded by the Social Science and Humanities Research Council of Canada. It has also been presented across Canada and the United States, and has been published in a number of journals including Health Psychology and Rehabilitation Psychology. Recently, I have become particularly interested in the effect that relationships have on one's health and health behaviour engagement, and how this is shaped by the personalities of one's romantic partner. It is my hope that this line of research will lead me to positions within academia.

**What are the most exciting things about personality psychology in general and to you personally?**

The most exciting part about personality psychology is its ability to be applied to different areas of psychology. Personally, I am most interested in how personality psychology may be applied to social psychology. Specifically, how an individual's personality traits are associated not only with one's own actions and behaviors, but also the actions and behaviors of close others (e.g., romantic partner, family members, close friends).

**Where do you think personality psychology is headed in the next years?**

In the next year, I believe that there will be more of a focus on experimental and longitudinal research examining the dyadic impacts that one's personality traits have on close others (e.g., romantic partners, family members).

**Why did you apply for the summer school?**

I applied for SSPS to obtain a better understanding how to integrate the theories, methodologies, and statistical approaches used within personality and social psychology.

## Susanne Bücker



I studied Psychology at Trier University, Germany. While working as a research assistant at Trier University and University of Luxembourg I became interested in research in personality psychology and therefore started my Ph.D. in October 2017 at Ruhr-University Bochum with Maike Luhmann. For my Ph.D. I have been admitted to a three-year doctoral stipend program by the German National Academic Foundation (Studienstiftung des Deutschen Volkes). I investigate social consequences (e.g., changes in loneliness) of personality and life events. My biggest accomplishment in research so far probably is the publication of a meta-analysis on subjective well-being and academic achievement in the Journal of Research in Personality. This meta-analysis was my master's thesis. It might be a bit early for further career plans, but I would love to apply for a Postdoc position in the field of personality psychology after finishing my Ph.D.

### **What got you interested in personality psychology?**

What I like about personality psychology is the focus on diversity in the thinking and behavior of humans. I'm interested in exploring the mechanisms explaining why some individuals think and behave different than others do and why thinking and behavior of humans changes across the life span. Especially the social consequences of personality (and personality change) as well as the social consequences of life events got me interested in the field of personality psychology.

### **What are the most exciting things about personality psychology in general and to you personally?**

To me it was exciting to learn that personality is not as robust and stable as many people think and that even older adults still develop in their personality. This might have implications for many other psychological constructs such as social consequences (i.e., relationship satisfaction, loneliness) that are also linked to personality.

### **Where do you think personality psychology is headed in the next years?**

I think future research in personality psychology will not only focus on the effects of personality on someone's own outcomes but will also take a more interpersonal and dyadic perspective into account. Additionally, a deeper investigation of mechanisms and processes that explain associations between personality and other outcomes would be desirable. Doing so, advanced methods in longitudinal data analyses and meta-analytic techniques might become even more important in research in personality psychology.



**Why did you apply for the summer school?**

Participating in the SSPS is a great opportunity to gain in-depth insights into different advanced data-analytical issues, currently interesting topics in personality psychology and applications of different methodological approaches that are of particular interest for my Ph.D. projects. Additionally, I'm interested in getting to know other young international researchers in the field of personality psychology and to learn more about their research topics. The exchange of ideas might also stimulate new research collaborations.

## Lisanne de Moor



I'm a second year Research Master student at Tilburg University. My field of interest has always been in individual differences, and specifically in the context of psychopathology. As such, I wrote my Bachelor's thesis (currently under revision) on self-esteem differences in the context of internalizing and externalizing symptoms, and later also an extracurricular manuscript (published) on social inhibition in relation to internalizing symptoms. I have also been fortunate enough to learn more about cutting-edge research in the field of personality psychology as an assistant to the Research Communications Editor at the European Journal of Personality, a role which has allowed me to chat about interesting personality research development with several established researchers. After the summer I hope to start a PhD position in something related to personality and psychopathology, and I hope to contribute more to the field in the near future!

### **What got you interested in personality psychology?**

Even before I was consciously thinking about becoming a psychologist, I was interested in the individual differences that make that two people, going through the same situation, may react vastly different to it, and I considered personality to be a major part of these differences. When I became more aware of psychology as a field, I became interested in psychopathology and, again, how individual (personality) differences play a major role in the development and maintenance of psychological problems.

### **What are the most exciting things about personality psychology in general and to you personally?**

I think one of the most exciting things about personality psychology is that it's not just something that we study in science, but that it's actually out there. Lay people also discuss others in terms of extraversion, neuroticism, etc., and I think that makes studying personality as a science so exciting; we're actually studying the world as it is, and can apply those insights not only scientifically, but also in our own lives. In addition, I find it really interesting how we can use personality psychology to better understand differences between people. Why does one person develop anxiety in response to a traumatic event and someone else doesn't? Why does one person fall into a depression after losing their job when someone else simply moves on? These are vital questions for gaining a better understanding of who is at risk and why, and I think personality psychology can go a long way in helping us answer them.

**Where do you think personality psychology is headed in the next years?**

I personally hope in a direction in which open science practices become the norm, and in which researchers act in ways that are ethical, honest, and responsible. Contentwise, I like to think that the field will move away from the idea that X influences Y, period, and I believe the individual differences field may play a large role in this. I hope a greater appreciation will be developed for when X influences Y, for whom, and why. Finally, I think the field might also form closer ties with other disciplines, such as neuropsychology and medical psychology, in the near future.

**Why did you apply for the summer school?**

As I mentioned before, I'm very much interested in the differences between people and how this affects several outcomes in life. To truly understand the effects of individual differences, I think it is necessary to first understand what these individual differences are, where they come from, how they develop, and how we can measure them. The summer school covers these issues, as well as several related ones, and I think it will greatly improve my understanding, as well as my study of personality.

## Friedrich Götz



Born and raised in Germany, upon graduating from high school I spent half a year teaching at a boarding school for tsunami orphans in Southern Thailand. This is when wanderlust first struck me and it has stayed with me since. Throughout my Bachelor's at the University of Konstanz, Germany I bounced around, spending research stints in Stockholm and Hong Kong and exchange semester on Long Island and in Vienna. During that time I started getting into research, examining the multi-faceted emotional, cognitive and behavioural ramifications of international student mobility. Once I finished my degree in Konstanz, I did a Master's in Social and Developmental Psychology at the University of Cambridge, where I came across the emerging field of geographical psychology which almost instantly sparked my curiosity and interest. In the months that followed I delved more deeply into the field, looking at regional personality differences and the impact of person–environment–fit in Switzerland. Eventually I applied for a PhD, aiming to juggle both research foci. Hence, while my PhD's main topic revolves around the conceptualisation and psychometrically sound measurement of wanderlust, a heretofore neglected construct I continue my work on geographical psychology, trying to get the best of both worlds. Now my own wanderlust and an exciting set-up has taken me to SSPS and I am delighted and thrilled to be part of this inaugural summer school and very much looking forward to meeting students and mentors from all across the world.

### **What got you interested in personality psychology?**

My own experiences abroad where it always seemed to me that despite embracing vastly different philosophies, attitudes and values people from all sorts of cultural and social backgrounds do share certain characteristics and personality attributes which might get expressed in completely different ways making their study all the more fascinating.

### **What are the most exciting things about personality psychology in general and to you personally?**

From my point of view, personality really captures the very core and uniqueness of human beings and gaining a better understanding of what unites and divides us goes a long way in helping us to treat each other well and build accepting, welcoming and inclusive societies. Thus I firmly believe that personality deserves to be put on our research agenda given all its immediate and more downstream consequences. On a more personal note, I feel that personality is a ubiquitous thing that shapes almost every aspect of our lives which makes it easy to remind ourselves why it is worth studying. Also so much is still ill-understood, offering many opportunities and formidable challenges for new people who want to go into the field, while at the same time making it a quite dynamic, vibrant line of research.

**Where do you think personality psychology is headed in the next years?**

Given the new methods of online data collection (e.g., digital footprints etc.) personality assessment and methods of measurement are likely to become an even hotter topic than they are at the moment. At the same time, more globally connected individual researchers and labs as well as the dawning age of big data will allow for much more fine-grained geographical resolutions and more big picture applications of personality psychology. At the same time, I suppose that the field will need to redefine ethical boundaries in order to uphold rigorous research standards and prevent abuse of its methods and findings.

**Why did you apply for the summer school?**

I generally really like the idea of connecting with other people from the field, which I have always found to be very refreshing, inspiring, reaffirming and reinvigorating since a PhD tends to be a rather solitary affair for most of the time. Moreover, given the scarcity of events that are explicitly tailored to the rather specific field of personality psychology (the fact that this is the first international summer school on this topic speaks volumes) I was very excited when I learned about the opportunity. Also, I highly appreciate all the senior researchers who agree to take part in SSPS and dedicate their time to enabling us attendees to learn and interact. Lastly, I had already submitted a contribution to ECP and really liked the idea of simply connecting the two things as I was going to Zadar anyway.

## Garrett Hisler



I am a fourth year graduate student at Iowa State University and I completed my bachelors of science at Grand Valley State University. I currently work in Dr. Zlatan Krizan's lab where I study the dynamics between sleep and self-control at both the state and trait levels. Aside from Dr. Krizan's lab, I recently spent a semester in Dr. William Killgore's lab at the University of Arizona where I had the opportunity to learn more about conducting in-lab sleep protocol and physiological measurements. I hope to graduate in the spring of next year and am in the process of starting my dissertation study and applying to postdoctoral positions.

The highlights of my accomplishments include publishing three first author manuscripts, acquiring funds to spend a semester as a visiting scholar at lab of a leading researcher in my field, and am currently working on a revise and resubmit to Health Psychology which I authored with another graduate student. My goals are to defend my dissertation by summer of 2019 and to get a post-doctoral research position. Overall, I aspire to be a professor at an R1 university.

### **What got you interested in personality psychology?**

The Big 5 is what got me interested in personality psychology. The idea that a large portion of differences between people could be described by just five factors was quite remarkable to me. I was also fascinated by how the Big 5 can be merged into broader factors or broken down into smaller facets to predict significant life outcomes and wanted to learn more about how these traits originate and how they could play such significant roles in our lives.

### **What are the most exciting things about personality psychology in general and to you personally?**

I find the use of daily diary methodology to examine how personality influences within-person dynamics to be the most things about personality psychology.

### **Where do you think personality psychology is headed in the next years?**

I think personality psychology is headed towards exploring the daily dynamics of personality (i.e., individual differences in within-person variability) and the continued finer-grained examination of facets of the Big-5 as well as the biological underpinnings of individual differences.

### **Why did you apply for the summer school?**

I wanted to expand my knowledge of psychology beyond what was available to me at my current university as well as meet leading researchers in the field and students with similar interests and aspirations as me. Plus I like to travel and have never been to Croatia.

## Kai Horstmann



After completing my degree in Psychology in 2015 at Humboldt-University zu Berlin, Germany, I started a doctoral program in psychological assessment, supervised by Matthias Ziegler. My research focuses on situation perception and affect as combined predictors of behavior. Together with John Rauthmann, I investigate how the morally exceptional behave in daily life. I have presented my work at international conferences and visited other researchers abroad to gain experience in international collaboration. Open Science is an integral part of my research: I started an open science initiative at my home-university and support the Psychological Science Accelerator as a methodological consultant. I aim to complete my Ph.D. in 2018 and would then like to obtain a position as a post-doctoral researcher. Research-wise, I plan to examine the assessment and dynamics of context-dependent personality states and their relation to personality traits.

### **What got you interested in personality psychology?**

Personality psychology allows examining both inter- and intra-individual processes. This provides both a methodological challenge as well as a broad avenue for future research. With my background in psychological assessment, I am particularly interested in the assessment of these stable and variable person-characteristics. I also like the fact that personality psychology and assessment provide an opportunity for applied work, for example in an occupational context.

### **What are the most exciting things about personality psychology in general and to you personally?**

In general, I like am excited by the fact that personality psychology allows describing (and sometimes explaining) so many different, fascinating outcomes. Personally, the systematic variability of people excites me most and the challenges to which this variability leads. Additionally, I like the fact that personality psychology seems to be at the forefront of Open Science.

### **Where do you think personality psychology is headed in the next years?**

New methods in data collection and analysis will provide more and more insights into the nature of personality. One of the future challenges will probably be the transition from Describing and Predicting to Explaining. With its openness for replication, personality psychology might see a period of revision, but also confirmation and extension of prior knowledge (I hope). At the same time, the enhanced ability to reliably assess, predict, and explain patterns of thoughts and behavior must also be reflected in a thorough discussion of ethical principles and guidelines for the application of knowledge from personality psychology.

**Why did you apply for the summer school?**

The summer school for me combines two very valuable aspects. First, the large number of experts and seminars will allow obtaining in-depths knowledge of substantial and cutting-edge research findings and methods. This broad knowledge of personality psychology across several domains will allow making connections of my own research with other research areas. Second, I strongly believe that SSPS will allow forming a dense, international network with like-minded scholars and friends who will support and inform each other and form collaborations in the future.

## Courtland Hyatt



My name is Courtland Hyatt, and I'm a 4th year Ph.D. student in Clinical Psychology working with Dr. Josh Miller at the University of Georgia. My primary research interests involve the relations between personality and consequential outcomes, particularly externalizing psychopathology (e.g., aggression). Using a range of methods, my work is aimed at enriching the nomological network of trait Antagonism and related profiles (e.g., psychopathy, narcissism). Of note, I am also an active proponent of the Open Science movement, and I place a heavy emphasis on pre-registration and best methodological practices. Ultimately, I strive to spend my career in an academic research position, where I will be able to advance my work through intra- and interdisciplinary collaborations. It is my hope that my work will have nosological implications for the classification of externalizing problems, as well as clinical implications for the reduction of antagonistic behaviors.

### **What got you interested in personality psychology?**

My interests in personality psychology came by way of my research on aggressive behavior using laboratory aggression paradigms. The first independent projects I developed were designed to assess the importance of contextual variables (e.g., competition) that may precipitate aggression. However, as I gained exposure to the literature on structural models of personality, I became increasingly convinced that personality traits are a uniquely important predictor of psychological outcomes.

### **What are the most exciting things about personality psychology in general and to you personally?**

Two things come to mind about the exciting nature of personality psychology. First, personality is an extremely intuitive concept (i.e., people are different, and they tend to display signature characteristics across situations and over the lifespan). This makes personality a fun thing to discuss with non-researchers, because almost everyone has folk-theories about the way their own personality developed or has shaped their life or the lives of those around them. Second, I think personality psychology is exciting because it is relevant to so many other areas of research. For example, personality traits can be (and have been...) investigated in the context of child and adolescent development, relationships, physical health, neuroscience, criminal justice, school performance, occupational attainment, etc. The potential for collaboration is limitless.

**Where do you think personality psychology is headed in the next years?**

I think large scale collaboration across labs, sites, and nations will become more prominent. I also think that psychosocial interventions on "personality change" (as opposed to acutely targeting symptoms) could be successfully implemented. I don't believe that completely new methodologies would need to be developed (e.g., exposures could still be used to reduce fear responses), but I think the role/importance of personality in clinical settings is generally underappreciated. Working with a client to alter the expression of certain traits may be more beneficial long term than focusing on temporary symptoms reduction (although this is certainly an empirical question).

**Why did you apply for the summer school?**

I am interested in learning novel methodologies from experts in the field, and I'd like to meet other young personality researchers from around the world. Plus, I love to travel!

## Hayley Jach



Hayley is a second-year PhD Candidate at the University of Melbourne, Australia. Under the supervision of Luke Smillie (University of Melbourne) and Alan Pickering (Goldsmiths, University of London), she is investigating the potential mechanistic bases of extraversion and openness/intellect via a combination of cognitive-behavioural paradigms, physiological methods, and mathematical models. Hayley was awarded the Jeff Pressing Prize in cognitive psychology for her 2015 Honours thesis, and in 2016 was awarded the Gerry Higgins Scholarship to conduct research at Melbourne University's Centre for Positive Psychology. She gained additional training in cognitive neuroscience at the University of Queensland, employing brain-computer interfaces and EEG in a vision-impaired population. This diverse research has resulted in several publications and presentations at local and international conferences.

### **What got you interested in personality psychology?**

I became interested in personality psychology while considering options for graduate study. I wanted to find a way of utilising my skills in cognitive and mathematical psychology to investigate research questions that were, to my mind, more stimulating than those fields typically address. I appreciated the creative mathematical models developed by Stephen Read, William Revelle, and Alan Pickering, and also liked the recent developments in personality neuroscience and broad theoretical contributions from researchers such as Colin DeYoung. Personality psychology engaged my intellectual curiosity in a way that no other discipline has yet managed.

### **What are the most exciting things about personality psychology in general and to you personally?**

As an unashamed fan of interdisciplinary research, I love William Revelle's statement that personality psychology is 'the last refuge for the generalist in psychology'. In that vein, I am excited to use my varied backgrounds in mathematical psychology, cognitive psychology, positive psychology, and cognitive neuroscience to develop mechanistic theories of personality differences.

### **Where do you think personality psychology is headed in the next years?**

In my view, personality psychology has grown from the early attempts to define a 'correct' descriptive model of traits, to an acknowledgement that no model will ever be perfect, but that models such as the Big Five can be harnessed to explore important questions of the causes, processes, and consequences of trait differences.



Given my current research focus, I am clearly enthusiastic about the burgeoning field of personality neuroscience, and believe that this area will grow substantially in the coming years. Another fascinating direction is the growth of studies assessing personality change across the lifespan or following interventions.

**Why did you apply for the summer school?**

I applied for the summer school because I valued the opportunity to learn from the presenters in a more interactive way than a conference generally provides, and because I appreciated the chance to meet and connect with graduate students from around the world. Last but not least, as many of the presenters are advocates of best methodological practices, I was interested to learn open science recommendations specific to personality psychology.

## Julia Jünger



I studied Psychology (B.Sc. and M.Sc.) at the University of Göttingen, the same University where I am currently doing my PhD. My research focus is on women's perceptions of physical and behavioral traits in potential mates and how these perceptions and mate preferences change across the ovulatory cycle. During my PhD, I organized and conducted a large data collection, did two research visits at other labs in the US, attended many conferences and started publishing my first papers. I will presumably graduate in August 2018 and aspire to do a postdoc afterwards. My long-term goal is to stay in academia and get a professor position.

**What are the most exciting things about personality psychology in general and to you personally?**

Personality psychology is especially exciting because it combines a variety of different topics and perspectives of how and why personality differs between individuals and how this influences interpersonal relationships. To me, the factors that influence human personality, how it evolves and develops, as well as how individual differences influence relationship initiation and maintenance, are especially interesting.

**Where do you think personality psychology is headed in the next years?**

The field of personality psychology is a role model for open science, which will lead to more great, robust and reliable research. Moreover, within the next years, there will be more insights and knowledge about currently trending topics (e.g. personality development) from which new subdisciplines will evolve.

**Why did you apply for the summer school?**

My wish is to connect with different people and network, develop new research ideas and to learn a lot and improve my knowledge about different disciplines of personality research (theories as well as methods).

## Maria Kwiatkowska



I started my master's studies in psychology in 2013 with a view to future work as a child psychologist (just like my mum). My path has been slightly different since receiving the distinction from Polish Minister of Science and Higher Education, which enabled me to conduct my first research grant and start PhD studies before completing my master's. So far, I (co-)authored couple of papers (relating to shyness, but also narcissism) published in wide-known journals on personality psychology.

### **What got you interested in personality psychology?**

Since I remember, I was fascinated by the extent to which psychologists are able to describe human personality and consider it in the category of inter- and intra-individual differences.

### **What are the most exciting things about personality psychology in general and to you personally?**

I am excited with the relative stability of personality structure and especially how personality can be subject to a certain subtle dynamic of change during daily life but also within the whole lifespan. Within my research I am particularly interested in studying shyness and social withdrawal, which I see as a growing phenomenon of our times (in opposition to widely-known narcissistic epidemic).

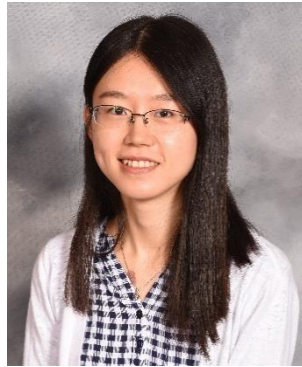
### **Where do you think personality psychology is headed in the next years?**

In my opinion, the key word of future personality psychology is integration - and it applies to concepts and models of personality which successfully integrate the output of predecessors, but represent greater explanatory potential, as well as to getting closer to other areas of psychology as a practice and science.

### **Why did you apply for the summer school?**

I applied for summer school, because the programme corresponds to my research interests and skills, which I need to hone in order to tame my research (i.e., ESM, EAR, social networks). The participation is also a big challenge for me, thus it will also be opportunity for my personal development (shyness plays a major role in my scientific work but is also close to me personally).

## Xue Lei



I'm currently a 3rd-year doctoral student in Industrial/Organizational (I/O) Psychology at George Mason University. I graduated from Peking University, China, with bachelor double degrees in Psychology and Biology. My research interests mainly include work motivation, work emotions, well-being, occupational health psychology, and research methods in psychology. Personality is closely related to all these topics that I'm interested in, and the development of personality itself is an intriguing topic. I've published papers on Journal of Vocational Behavior and Journal of Business and Psychology. In the future, I expect to collaborate with more researchers to conduct cutting-edge and interdisciplinary research such as personality neuroscience and work motivation.

### **What got you interested in personality psychology?**

Since I was very young, I have always been fascinated with the general phenomenon of diverse individual differences and the underlying mechanisms, which is why I majored in biology and psychology. The graduate-level personality class I am taking now also reinforced my interest.

### **What are the most exciting things about personality psychology in general and to you personally?**

Measuring personality using more objective, more accurate, and non-self-report measures, like observer ratings, machine learning, or neuroscience methods. Also, it's exciting to study the biological foundations of personality and how personality develops/changes throughout the individual life.

### **Where do you think personality psychology is headed in the next years?**

A better measure and better understanding of personality, with the advancement of research techniques.

### **Why did you apply for the summer school?**

I think participating in the SSPS is a great opportunity to gain valuable knowledge of a broad spectrum of personality psychology, to obtain precious hands-on experience of cutting-edge techniques, as well as to build strong and lasting connections with the other researchers. I believe it will greatly expand my research scope and facilitate my research ideas in personality. Several topics in the summer school resonate strongly with my passions, e.g., R and advanced stats in personality, personality at the workplace, biological approaches to personality (including personality neuroscience, behavioral genetics of personality, evolutionary approaches), and cross-cultural personality.

## Laura Perry



I am primarily interested in studying how personality is related to physical and emotional health outcomes, and how knowledge of these relationships could be used to improve cancer care. A previous project of mine focused on the association between personality and emotional distress in prostate cancer, finding that elevated levels of neuroticism and introversion were risk factors for experiencing depression, anxiety, and suicidal ideation. Currently, I am involved in a psychometric project examining how to feasibly and accurately measure personality among patients with cancer, and a project examining patient perceptions of a personality-based intervention. Ultimately, I plan to study whether knowledge of patient personality could be leveraged in clinical contexts to improve quality of care and important health outcomes in cancer. I aspire to become a leading researcher in personality science, and to use this expertise to advance patient-centered outcomes.

### **What got you interested in personality psychology?**

I have been interested in personality variation for as long as I can remember; I have always wondered why different people sometimes react differently to similar life circumstances and situations. When I learned in my intro psych class that there was an entire sub-field devoted to these types of questions and that personality theory could predict important behaviors and life outcomes, I knew I wanted to learn more.

### **What are the most exciting things about personality psychology in general and to you personally?**

I am particularly interested in how personality psychology (e.g., the five factor model) can be used clinically to improve quality of care and quality of life in individuals with cancer and other serious illnesses. I think the idea of personality-based interventions to improve health and well-being is an exciting and novel area of health psychology, behavioral medicine, and clinical research.

### **Where do you think personality psychology is headed in the next years?**

There have been recent initiatives to use personality-based interventions to improve public health and well-being. I think this is one area that could expand and become more impactful in the future. This goal will rely on the development of novel ways to assess personality briefly and validly in patient populations. I believe these two future directions in personality psychology are mutually reinforcing.

**Why did you apply for the summer school?**

As a health psychology graduate student, one of the areas that has fascinated me most is how personality and other individual differences influence a patient's illness experience. In order to leverage this knowledge for individually-tailored interventions, I would like to become an expert on personality theory and methodology. However, my department does not currently offer a course on personality. I am hoping that the summer school will help supplement some of the background knowledge and experience necessary for me to achieve my goals.

## Hollen Reischer



Hollen Reischer is a third-year clinical psychology doctoral student at Northwestern University (Evanston, IL) where she works with Dr. Dan McAdams. Prior to beginning her graduate work, Hollen received her B.A. from Duke University and then spent several years working to amplify the voices and experiences of disenfranchised community members via nonprofit settings. At Northwestern, Hollen studies how people make meaning of their life experiences through the elicitation and analysis of life story narratives. Her primary line of research focuses on self-transcendence; she is also engaged with research to do with reproducible mixed methodology, older adult development, and sexual identity. Hollen employs a mixed methods approach and as such has presented her work at diverse conferences ranging from the Society of Personality and Social Psychology to the Society for Qualitative Inquiry in Psychology. Motivated by an interest in interdisciplinary work, she has participated in the Berkeley Initiative for Transparency in the Social Sciences (BITSS) reproducibility training and the Virtue, Happiness, and Meaning of Life summer seminar. Hollen is a founding member of her department's Diversity and Inclusion Committee and qualitative methods reading group. She also provides psychotherapy to clients at a community clinic, where she continues to broaden her understanding of the relationships between meaning-making of life events, psychological health, and personality.

**What are the most exciting things about personality psychology in general and to you personally?**


I have found the field of personality psychology to be comprised of extremely innovative thinkers who are committed to conducting rigorous, relevant research. I am happy to be immersed in a field that is interested in examining individual differences from a variety of perspectives. My favorite lens is the theory of narrative identity, which I think researchers will increasingly recognize as an important framework for understanding personality.

**Where do you think personality psychology is headed in the next years?**

I believe that personality psychology will continue to lead the charge for open psychological science, undergirded by a serious ethical orientation and a commitment to increasing knowledge about meaningful psychological questions.

**Why did you apply for the summer school?**

I strongly believe that contemporary research and scholarship necessitate expertise that is broadly informed, strongly rooted, and widely accessible. Of all areas of psychological research, personality psychology best embodies and enables this spirit. I have benefited tremendously from pursuing and deeply engaging with in-depth personality psychology experiences and interdisciplinary opportunities.



These opportunities have propelled the quality of my academic thinking and research design, and I'm certain SSPS will provide an exceptional context in which to continue to grow as an early career scientist.

## Jessie Sun



I am a second-year graduate student at the University of California, Davis, working with Dr. Simine Vazire in the Personality and Self-Knowledge Lab. Prior to graduate school, I received my Bachelor of Arts (Honours) from the University of Melbourne, where I worked with Dr. Luke Smillie in the Personality Processes Lab.

My research explores the connections between personality, well-being, and morality, especially using daily life methods. For example, my recent publications examine the relation between state extraversion and positive affect (Sun, Stevenson, Kabbani, Richardson, & Smillie, 2017, *Emotion*), and the unique associations between the Big Five Aspects and multiple dimensions of well-being (Sun, Kaufman, & Smillie, 2018, *Journal of Personality*).

I am currently working on several projects that combine experience sampling method (ESM) self-reports with simultaneous unobtrusive audio recordings of daily life, obtained using the Electronically Activated Recorder (EAR). I am excited about the new insights that can be gained by combining multiple methods for studying daily life. For example, my current projects examine whether within-person fluctuations in everyday spoken language track fluctuations in self-reported emotion (Sun, Schwartz, Son, Kern, & Vazire, under review), whether people have self-knowledge of their personality states (Sun & Vazire, in prep), and potential insights that EAR recordings can provide on reasons for missing ESM reports (Sun, Rhemtulla, & Vazire, in prep).

My ultimate career goal is to become a faculty member in a psychology department at a research university, and to eventually move into editorial positions (I've recently enjoyed reviewing for *SPPS*, *JRP*, *Sage Open*, and *PSPB*). In the short-term, I am working on expanding my expertise into the realm of moral psychology, exploring phenomena such as moral exemplarity and moral change goals using personality-based perspectives, and am excited for an upcoming lab visit (Fall 2018) with Dr. Geoff Goodwin at the University of Pennsylvania.

### **What got you interested in personality psychology?**

At the end of my third year, I faced a crossroads as to which lab to join for my Honours thesis year. At the time, I was very interested in positive psychology interventions, and had the opportunity to conduct a small intervention study. But recognizing that effective interventions need to be grounded in a thorough scientific understanding of the underlying processes, I ultimately decided to join the Personality Processes Lab to answer a more basic research question on why people feel happier when they act more extraverted in everyday life. This turned out to be one of the best decisions I've ever made. My Honours supervisor, Dr. Luke Smillie, invested a lot in my development as a budding personality psychologist, and showed me how exciting and valuable the field is.

**What are the most exciting things about personality psychology in general and to you personally?**

There's a lot to love about our field. Theoretically, I am inspired by its ambitious mission to understand the whole person, which calls for the curiosity and integrative thinking of a generalist. Methodologically, I appreciate the field's focus on rigor, measurement (from multiple perspectives, using multiple methods), and construct validation. I'm especially excited about using ecologically valid methods to provide rich descriptions of what people actually do in their everyday lives. I'm also excited about how personality science can be applied to improve lives (e.g., personality change and personality-informed interventions).

**Where do you think personality psychology is headed in the next years?**

I predict that as technology makes it easier to collect and automatically process massive amounts of data about individuals, more of us will embrace sophisticated naturalistic data collection methods (e.g., smartphone sensing methods), in collaboration with computer scientists. A related direction involves using these intensive repeated data (combined with measurement burst designs) to build person-specific models that can better predict and intervene on behavior for a given individual. Finally, I believe that as a field, we have a responsibility to use what we've learned to help people better understand themselves and others around them. To do this, we need to do a better job at marketing our field and what we have to offer to the general public. At a minimum, I hope that in the next decade, Big Five measures will finally overtake the MBTI in the public mind!

**Why did you apply for the summer school?**

I saw this as an exciting opportunity to nerd out with some of the best minds in personality science. It's rare to have a week entirely dedicated to sharing ideas and learning from both peers and more experienced researchers. More generally, I saw this as a great way to connect with interesting people who could potentially become important intellectual influences, friends, and collaborators well into the future.

# SSPS Code of Conduct

All participants (i.e., experts, speakers, mentors, students, staff, attendees, exhibitors, etc.) should have the opportunity to enjoy and benefit from all SSPS events and activities. Thus, the SSPS organizers are committed to providing at all times a friendly, comfortable, safe, supportive, and harassment-free environment for all participants, regardless of sex, gender, age, sexual orientation, physical appearance, disability, race, ethnicity, religion, or any other group identity. As such, SSPS welcomes diversity and plurality which stand at the core of what personality science is about. To provide such an environment, **cooperation is expected from everyone**, and SSPS organizers and staff will actively enforce this code of conduct throughout all SSPS events and activities. Violations will not be tolerated and are taken seriously.

## What should SSPS participants value?

Appropriate and expected behavior largely follows from core values and principles that underlie all SSPS events and activities. There are:

- Diversity
- Equity
- Inclusion
- Free expression of ideas

It may be at times difficult to balance these values and principles (e.g., free expression of ideas may interfere with equity and inclusion), but nonetheless every effort should be made to reconcile and uphold them.

## What is generally expected behavior?

SSPS seeks to provide an environment in which *all* participants may learn, network, and enjoy the company of each other with mutual respect. All participants thus have a shared responsibility to create and hold that environment for the benefit of all. More specifically, participants are expected to:

- communicate professionally and constructively, whether in person or virtually
- frame discussions as openly and inclusively as possible
- make everyone feel safe and welcome so as to facilitate inclusion and community-building
- be aware of how language or images may be perceived by others
- be open to others' perspectives and alternate points of view (even if not aligning with one's own)
- handle any dissent or disagreement with courtesy, dignity, and an open mind
- provide constructive and respectful feedback
- share any information and experiences in person, virtually, or via public communication responsibly (and distinguish individual and/or group opinions from facts)

## What is unacceptable behavior?

The inverses of the expected behaviors above are, by definition, unacceptable for a healthy SSPS environment. However, there are additional behaviors that we explicitly point out here as being particularly problematic and thus prohibited:

- Physical, verbal, sexual, or any other form of discrimination, harassment, intimidation, threat, or abuse in person, in writing, or virtually based on sex, gender, age, sexual orientation, physical appearance, disability, race, ethnicity, religion, or any other group identity
- Sustained disruption of speakers and workflows
- Intoxication

Critical examination of beliefs and points of view does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion (e.g., about individual differences in sexuality) do not constitute hostile conduct or harassment if it is necessary to the topic of discussion and presented respectfully.

Alcohol may not be brought into SSPS premises, but can be available at evening social networking events and may be consumed only by those of legal age (21 years in the US, mostly 18 years in Europe). Alcohol at SSPS events will only be distributed by commercial hosts (e.g., restaurants, cafes bars) following local and state statutes, which may include limiting consumption. Because excessive alcohol leads to impaired decision-making, intoxication should be avoided at any point during SSPS.

### **What are the consequences of unacceptable behavior?**

If an attendee engages in any unacceptable behavior, the SSPS organizers and staff will determine and carry out the appropriate course of action, including warning the offender, expulsion from SSPS with no refund, and/or banning the offender from future SSPS events and activities.

Participants who are asked to stop any unacceptable behavior are expected to comply immediately. If this is not the case or if the unacceptable behavior is deemed too severe, then SSPS organizers and staff retain the right to take any actions to keep the event a welcoming environment for all participants.

### **What should I do in case of problems?**

If you perceive any violations or unacceptable behavior towards you or others (physically present or not) or have any concerns or questions, please do not hesitate to contact John Rauthmann at [jrauthmann@gmail.com](mailto:jrauthmann@gmail.com) and/or Simine Vazire at [simine@gmail.com](mailto:simine@gmail.com) immediately or as soon as possible. Concerns and names will be held as confidential and anonymous as wished. All occurring matters shall be handled as swiftly as possible.

### **Please note:**

You can also send *anonymous* remarks to <https://goo.gl/forms/33i8KWhfuywvuS9W2> at all times.

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### **Sources:**

This code of conduct was abridged from

- SISPP Code of Conduct (<http://spsp.org/events/summer-institute-social-and-personality-psychology/code-of-conduct>)
- SIPS Code of Conduct (<https://www.improvingpsych.org/SIPS2017/code-of-conduct/>)

# SSPS Evaluations

The SSPS should be evaluated by student attendees and experts/mentors. Of course, this year's SSPS is in a special position: It is the first one (and thus perhaps more akin to a "proof of concept")! That's why we really rely on your feedback regarding what was good (what we should keep) and what was not so good (what we should change or add). This will help make the SSPS better. We take your feedback seriously and strive to improve the SSPS continuously. Thus, we are very thankful if you evaluate *as often* and *as honestly as possible*!

Besides contacting John Rauthmann directly (at [jfrauthmann@gmail.com](mailto:jfrauthmann@gmail.com)), you will have the two options of *anonymously* evaluating the SSPS (1) more generally *afterwards* as well as (2) *during* the summer school event.

## After the Summer School

After the SSPS, we will send around an email asking you to *anonymously* evaluate via an online-survey different aspects of it (e.g., location, courses, organization, communication) on different dimensions. That will give us a global picture of how you perceived the SSPS. We will then also ask for what we could have done better and should do better in the future.

## During the Summer School

Different online evaluation forms can be *anonymously* used for "micro-evaluations" in the moment. Whenever you feel you have something to say or an evaluation to give (either on a standardized scale or as an open comment), you can use these forms. Sometimes, you just want to get something off your chest; sometimes, you might forget something you want to tell us and better tell us right away; and sometimes you just want to commend an expert or mentor for their dedication. This is the place for all the things you want to let us know at any given moment. We're happy to receive your thoughts!

**Courses:** <https://goo.gl/forms/iwFwmb2dCgVX4bXA2>

**Mentoring Lunches:** <https://goo.gl/forms/RJTEfcRifC5vWFBh2>

**Experts and Mentors:** <https://goo.gl/forms/kwcpwcU0nnY3L9vhI>

-- = very bad, problematic, unpleasant  
- = bad, problematic, unpleasant  
/ = so-so, meh  
+ = good, nice, pleasant  
++ = very good, nice, pleasant

## Privacy Notice

Except for contacting John Rauthmann directly, all feedback you give via our online-forms are anonymous. Initially, only John Rauthmann will read the comments. However, aggregated responses and individual comments *without identifying information* may or may not be shared with others (i.e., co-organizers, experts, mentors, students, EAPP executive board). A summary of evaluation findings (both from during and after the summer school, *removing* individual comments) will be available some weeks after the SSPS at its OSF page (<https://osf.io/zq8fr/>).

## **(Stay in) Contact and Network**

It would be nice if the attendees of the first SSPS – experts, mentors, and students alike – stayed in contact even long after the SSPS. After all, getting to know others, strengthening bonds, and increasing collaboration are among the many goals and opportunities of the SSPS. There are obviously different ways to keep in touch. Besides email exchange and following individual professional and private pages, students also have the opportunity to keep in touch with each other via a closed group<sup>2</sup> on Facebook (<https://www.facebook.com/groups/ssps2018/>). Also, additional Facebook or online social network groups (e.g., including experts and mentors) could be formed later on.

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<sup>2</sup> This means that anyone can find the group and see who is in it, but only members can see posts.

