



**4th Expert meeting of the *European Association of Personality Psychology* (EAPP)
Recent developments in personality structure research and important
life outcomes**

September 19-21, 2012.

Dubrovnik - Croatia



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1. Expert meeting general information

Organising committee

Boris Mlačić (Institute Ivo Pilar)

Boele de Raad (University of Groningen)

Igor Mikloušić (Institute Ivo Pilar)

Venue:

Inter-University Centre Dubrovnik (Don Frana Bulića 4) is an independent international institution for advanced studies structured as a consortium of universities with a mission to organize and promote contact and exchange through projects, study programs, courses and conferences across a wide range of scientific concerns.

Purpose of meeting:

Following the consolidation of the Big-Five or FFM personality model as the shared model, the discipline of personality psychology had witnessed an explosion of studies documenting the validity of the Big-Five dimensions as predictors of important life outcomes. Among many findings, the Big-Five dimensions have proven useful in predicting longevity/mortality, various health outcomes, educational and occupational attainment, divorce, social/political attitudes, crime and antisocial behavior, romantic relationships etc.

However, the “universal status” of the Big-Five has been challenged in the last years, both within the structural/psychometric studies as well as in the studies regarding the predictive validity of alternative models.

Regarding the studies originating from the psycholexical approach, the last decade gave rise to various alternative personality structure models, such as the Big-Two, Big-Three, MultiLanguage⁷ and several Six-factor models among which the most prominent was the HEXACO model. Regarding the studies not stemming from the lexical approach, the research proposing the general factor of personality caused the most heated debate in the realm of personality structure in the last years. The predictive validity of these alternative models of personality structure varies a lot per model. While some models started to stimulate such research, for most of the other models the relevant studies are either non-existent or scarce.

The aim of the proposed expert meeting is two-fold. The first is to stimulate the discussion on the new studies on personality structure, from the lexical approach, or any other competing strategy. The second aim is to stimulate the discussion on the predictive validity of various models of personality structure. The ideal submissions would be those combining the two aims of the meeting. The proposed meeting aims to bring together 25-30 researchers and Ph D students who are interested in the above mentioned aims and could contribute to the meeting with their research.

2. Schedule:

Wednesday 19th September 2012:

9.00 - 10.00 Welcome presentation (Coffee and snacks provided)

10.00-10.40

John Loehlin, U.S.A.

Personality structure and the General Factor of Personality

10.40-11.20

Ioannis Tsaousis, Greece

The General Factor of Personality (GFP) across Gender and Age: Testing for Measurement and Structural Invariance

11.20-12.00

Coffee break

12.00-12.40

Dimitri Van den Linden,
The Netherlands

The General Factor of Personality (GFP): The current debate

12.40- 13.40

Lunch

13.40-14.20

William Revelle
and Joshua Wilt, U.S.A.

On when a factor is a general factor

14.20-15.00

Colin DeYoung, U.S.A.

The Importance of Hierarchy in Personality Structure and Prediction

15.00–15.20

Coffee break

15.20-16.00

Boris Mlačić, Croatia

Social Aspects of Personality and the Big-Five

16.00-16.40

Boele De Raad
The Netherlands

Trait structures between Western conspiracy and non-Western spice

16.40- 17.20

Discussion of possible collaboration

19.00 - Dinner (restaurant Mimosa)

Thursday 20th September 2012:

Coffee and snacks served before the lectures

9.00-9.40

Dick Barelds,

The Netherlands

Incremental validity of the new Dutch lexical factors

9.40 -10.20

Reinout De Vries,

The Netherlands

The HEXACO model of personality: Background and recent findings

10,20-11,00

William Revelle

and David Condon, U.S.A.

*Personality structure beyond the Big 5:
Expanding the boundaries of personality research*

11.00- 13.00

Lunch (restaurant Mimosa)

13.00.

*Excursion to the Elaphites and the Round Table Discussion
During Dinner: The importance of Personality Traits in
Ancient Times and Today: Where can we look for
Predictors and Criteria?*

21.00

Return to the Hotel

Friday, 21st September 2012:

Coffee and snacks served before the lectures

9.00-9.40

*Khairul Mastor, Malaysia Structure of Personality Descriptors using
Psycho-Lexical Approach in Malaysian context*

9.40-10.20

*Filip De Fruyt,
& De Caluwé, E.,
& De Clercq, B The hierarchical structure and criterion validity of
childhood Five-Factor model personality traits*

10.20-10.40

Coffee break

10.40-11.20

*Denis Braiko, Croatia Correlates of well-being on the phenotypic and genetic
level: Comparing theoretical frameworks of five factor
traits vs. psychological needs*

11.20-12.00

*Gerard Saucier, U.S.A. Hierarchies of Personality Structure and Values In
Relation to Life Outcomes*

12.00-13.00

Lunch (restaurant Mimosa)

13.00-13.40

*Shaul Oreg
and Yair Berson, Israel Personality and charismatic leadership in context:
The moderating role of situational stress*

13.40-14.20

*Brian Little
and Sanna Balsari-Palsule
, Great Britain. Traits Expanded: How Stable Dispositions and Personal
Projects Jointly Shape the Course of Lives*

14.20-15.00

Coffee break

EAPP Expert meeting – Dubrovnik 2012

15.00-15.40

Amber Gayle
Thalmayer, U.S.A.

Personality Attributes in Clinical Presentation and Treatment

15.40.-16.20

Fons Van de Vijver,
The Netherlands

Culture and Personality: Towards Unraveling the Riddle

16.20.-18.00

Evaluation, further plans and the end of the Expert Meeting



3. Abstracts of lectures

Wednesday 19th September 2012:

John C. Loehlin, The University of Texas at Austin

Personality structure and the General Factor of Personality

I examine the role of the General Factor of Personality (GFP) in the description of personality structure in general. Specifically, I consider the GFP as the unrotated first factor from a factor analysis of a varied set of personality scales (or items), as opposed to treating it in hierarchical fashion as a factor of factors. I then consider factors supplemental to the GFP—in the two examples to be discussed, by orthogonal rotation of factors after the first.

The first of the two examples involves the Eugene-Springfield Community Sample of Lewis Goldberg and colleagues. The GFP and 4 supplemental factors were obtained from 77 scales of 8 published personality inventories, and related to personality ratings made by knowledgeable informants, to reports of specific behavioral acts, and to demographic variables.

The second example involves two large adult Australian twin samples obtained by Nick Martin et al. The GFP and 4 supplemental factors were derived based on 109 questionnaire items from the personality inventories of Eysenck and Cloninger. Because these were samples of identical (MZ) and fraternal (DZ) twins, it was possible to compare the structure obtained from purely environmental covariation within families (via the correlation of MZ twin pair differences) with the structure obtained from sources containing both genetic and environmental covariation (via the correlation of DZ twins' scores).

I consider briefly the theoretical and practical implications of this alternative way of looking at personality, as well as Rushton's hypothesis that the GFP evolved as a result of more socially efficacious individuals leaving more descendants than did the less socially efficacious.

Ioannis Tsaousis, University of Crete, Greece

The General Factor of Personality (GFP) across Gender and Age: Testing for Measurement and Structural Invariance

The existence of the General Factor of Personality (GFP) has received considerable attention in recent years. Many studies so far have demonstrated evidence which support the existence of the GFP at the top of the hierarchical structure of personality, although there are findings which suggest that this construct is simply a statistical artifact. The purpose of this study was twofold: the replication of previous findings regarding the existence of the GFP, and the examination of its factorial invariance across gender and age.

First, we attempted to enlighten further the debate on the existence of the GFP by extracting the GFP from four Big Five measures representing the two major traditions of the Big Five framework: the lexical hypothesis and the NEO theoretical model introduced by Costa & McCrae (1992). A principal components analysis (PCA) and oblique rotation on the scale level of all four instruments revealed five clear and robust factors corresponding to the five traditionally defined dimensions of personality (i.e. Extraversion, Neuroticism, Openness, Agreeableness and Conscientiousness). Next, using confirmatory factor analysis (CFA) we tested whether a higher order two-factor model provided acceptable fit to the data. The results showed that the higher order two-factor model, with extraversion and openness constituting the Stability or *alpha* factor and neuroticism, agreeableness and conscientiousness constituting the Plasticity or *beta* factor, fitted the data quite well. Finally, we tested a higher-order one-factor model in which the five independent dimensions load on two-higher order factors (alpha and beta), which in turn, they load on a GFP. The results showed that this model which demonstrates the existence of the GFP fits the data very well.

The next aim of this study was to test whether both higher order models (i.e. the two- and the one-factor) were invariant across gender and across age. In particular, we tested the measurement and structural invariance of the above models across males and females and across young people and adults using successive multi-group confirmatory factor analyses (MGCFA). The results present evidence regarding the configural, metric, scalar and variances-covariances invariance of the tested models across gender and age samples. Findings are discussed with reference to recent and past theoretical and empirical evidence. The implications of the findings are considered important from a theoretical as well as an empirical (practical) perspective, since they help us to understand the structure and content of personality at its higher level, and elucidate whether comparisons on higher order personality constructs across different groups (e.g. males vs. females, young people vs. adults, etc.) are psychometrically valid.

Dimitri van der Linden, Erasmus University Rotterdam

The General Factor of Personality (GFP): The current debate

Recently, it has been re-emphasized that a general factor may occupy the hierarchical structure of personality. This General Factor of Personality (GFP) emerges from the intercorrelations between lower-order personality factors. An example is the well-known Big Five factors that are often considered to reflect orthogonal and the highest meaningful personality factors. Yet, several large meta-analyses have confirmed that the Big Five *do* correlate, leading to a GFP. The GFP is assumed to reflect a continuum of socially desirable behavior. Individuals on the high-end of that continuum have a personality profile characterized by a mixture of socially desirable traits and can be described as open-minded, hard-working, sociable, friendly, and emotionally stable. Individuals on the low-end of the continuum may have a personality profile that can be described as ‘difficult’ and which may hinder social participation.

Since its introduction, the GFP has elicited a lively debate. Some researchers consider this construct as a substantive factor with theoretical and practical implications. Other researchers however, have suggested that the GFP reflects not much more than common method bias, such as the tendency to provide socially desirable answers (i.e., faking). In this presentation, I will address the scientific debate about the GFP and will present and discuss several studies on the topic. These studies address major questions in the debate such as i) how consistent is the GFP over different personality measures? ii) Is the GFP a substantive factor or merely an artifact? And iii) If the GFP would be substantive, what would be its psychological meaning?

William Revelle and Joshua Wilt, Northwestern University

On when a factor is a general factor

Many personality and ability scales are thought to represent a hierarchical structure with a number of lower level factors and one higher level or general factor. Examples include most measures of ability and many measures of non-cognitive personality traits. In the ability domain, an integration of the multi-strata models of Carroll (1993), Horn & Cattell (1966) has become known as the CHC theory of intelligence (McGrew, 2009), with a third level of g subsuming second strata factors (e.g., Gf, Gc) which represent common factors of specific ability measures. In the personality domain, constructs such as anxiety have been analyzed in terms of a general factor and lower level, specific factors (Zinbarg, Barlow, & Brown, 1997). More recently, it has been proposed that all non-cognitive measures of personality share a “general factor of personality”.

A problem with many of these studies is a lack of clarity in defining a general factor. In this paper we address the multiple ways in which a general factor has been identified and argue that many of these approaches find factors that are not in fact general.

Through the use of artificial examples, we will show that a general factor is not: 1. The first factor or component of a correlation or covariance matrix. 2. The first factor resulting from a bifactor rotation or biquartimin transformation (Jennrich & Bentler, 2011). 3. Necessarily the result of a confirmatory factor analysis forcing a bifactor solution (Chen, West, & Sousa, 2006) We will consider how the definition of what constitutes a general factor can lead to confusion. To us, a general factor reflects the shared variance of lower level factors. That is, general factor variance is that variance common to all of the scales or items being examined. It is the equivalent of the background radiation detected in all directions equally in radio astronomy. Alternative conceptualizations of what can lead to a positive manifold (e.g., Thomson, 1935, 1951) will also be considered.

We will demonstrate alternatives ways of estimating the general factor saturation that we believe are more appropriate. A comparison of Exploratory and Confirmatory Factor Analysis solutions with different transformations applied to the factors as well as the data will be made. Examples from real as well as artificial data sets will be used. Issues of factor indeterminacy will also be addressed.

Colin G. DeYoung, University of Minnesota

The Importance of Hierarchy in Personality Structure and Prediction

A consideration of hierarchical structure can go a long way toward reconciling competing models of the major dimensions of personality. Two, three, and five factor models are not at all incompatible, when one realizes that two or three factors can be modeled as higher-order factors of the Big Five. Reconciling five and six factor models is slightly more complicated but still possible, if one considers both hierarchy and the lack of simple structure in personality. In a factor analysis, factors can appear that belong to different levels of the personality hierarchy, and extracting different numbers of factors can yield different blends of lower-level traits. Our work may help to clarify how various personality models can be integrated by examining levels of the personality hierarchy both above and below the Big Five. We have worked to clarify the nature of the higher-order factors of the Big Five, as well as to characterize a level of personality structure between the Big Five and their many facets, at which each of the Big Five appears to have two major subfactors. In addition to providing better understanding of personality structure, this work is linked to theory concerning the causal sources of the Big Five. Given the lack of simple structure in personality, theoretical concerns may make a necessary contribution to guiding researchers in their choice of a structural model. Consideration of hierarchical structure is also important when investigating the predictive validity of personality traits. In any predictive model, one needs to determine what is the right level of the personality hierarchy at which to predict the criterion in question. Choosing the right level for prediction can help to avoid situations in which effects are obscured, attenuated, or suppressed. I will describe several examples of suppression that demonstrate the necessity of selecting the right level of the hierarchy for prediction. Additionally, I will describe a method we have used to test formally whether a criterion is better predicted at the level of the Big Five or at the level of their two higher-order factors. This method could potentially be extended to comparisons of other levels of the personality hierarchy.

Boris Mlačić, Institute of Social Sciences Ivo Pilar

Social aspects of personality and the Big-Five

One of the important criticisms of the lexical approach to personality states that the lexical approach is suboptimal if it does not encompass all the personality descriptive categories.

This criticism stresses the importance of German classification system that distinguishes between four categories of person description: Dispositions, States, Social Aspects, and Overt Characteristics. The Croatian neo-taxonomy of personality descriptors is currently developing and taking the criticism in account. The importance of terms belonging to the category of Social Aspects of personality was emphasized by many taxonomists - Allport & Odbert (1936), Norman (1967), Angleitner et al. (1990) etc. Terms belonging to that category were described with statements such as "personality as a social influence of an individual, "social stimulus value reputation" etc. Allport & Odbert (1936, p.,27) stated: "the vocabulary of social impressions and characterial judgment has a certain intrinsic interest for social psychology, sociology and ethics". The 472 adjectives describing the categories of 3a- roles and relationships, 3b - social effects and 3d - attitudes and worldviews were adapted as unipolar 5-step rating scales and employed, along with measures of social attitudes and the Big-Five. Two measures of social attitudes were employed: a Croatian instrument (Milas, 2004) measuring general social attitudes and Saucier ISMS (Saucier, 2008). The measure of the Big-Five factors was IPIP100 (Mlačić & Goldberg, in 2007 Goldberg, 1999).

Separate factor analyses for the above mentioned categories of social aspects were performed. The five factors for Croatian adjectives describing Social Effects were labeled as: Popularity, Likeability, Maturity/Respect versus disturbance, Mysteriousness and Accessibility. The five factors for Croatian adjectives describing Attitudes and Worldviews were labeled as Religiousness, Patriotism, Totalitarianism versus Democracy, Modernism and Left-Wing attitudes. The three factors for Croatian adjectives describing Roles and Relationships were labeled as Friendliness, Family Roles and Leadership versus subordination.

The factors of Social effects were strongly related to Big-Five factors and moderately related to social attitudes. The factors of Attitudes and Worldviews were more strongly related to measures of social attitudes, however, to some extent with the Big-Five factors. The factors of Roles and Relationships were moderately related both to Big-Five factors and measures of social attitudes.

The relations of the underlying dimensions of social and reputational aspects of personality with the measures of social attitudes and the Big-Five factors of personality revealed that these factors are partly rooted in social attitudes and partly in so called "personality proper" or dispositions.

Boele De Raad, University of Groningen

Trait structures between Western conspiracy and non-Western spice

The vast majority of psycho-lexical studies have been performed in Western languages; that covers Europe and the US. Psycho-lexically based Big Five structures and Six factor structures have come about in Western languages mainly; trait structures in non-Western languages tend to be on bad terms with those from Western structures. The trait structures from the West have been subject to disputes over the number of factors, proper labeling, and corrective procedures, and so forth, while at the same time the initial Big Five model has survived and fared well because of circular reasoning. The belief in the model made researchers also impose it onto non-Western languages and cultures. Some of the Western lexical studies, but especially the few non-Western lexical studies have given rise to variations in labeling, but also to additional, hitherto uncovered, domains of interest. It seems hard to reconcile differential findings with the Big Five as an indisputable benchmark. I review and present psycho-lexical studies from Europe and from Asia, using strict standards of comparison, with an open eye to the shaping of personality under varying cultural-ecological conditions. The emphasis will be on what could be a cross-culturally replicable model, i.e. a three dimensional model, on the one hand, and on the other hand the emphasis will be on findings that conflict with such a model.

Thursday 20th September 2012:

Dick P.H. Barelids, University of Groningen

Incremental validity of the new Dutch lexical factors

The new Dutch lexical structure (De Raad & Barelids, 2008), based on a large and unrestricted set of variables from different word-classes, includes (versions of) the Big Five and three additional factors: Virtue, Competence, and Hedonism. These three new factors are not just smaller factors beyond the Big Five. In fact, the first two of these factors (Virtue and Competence) are the largest (in terms of explained variance) factors in the new Dutch lexical structure. Based on this study, a questionnaire measuring the eight Dutch lexical factors was developed, using an ‘Abridged Big 8 Circumplex model’, and validated. Next, a couple of studies were conducted examining the relations between the eight factors and indicators of work performance: subjective work performance, SJT’s and school grades. The three new factors appear to have incremental validity beyond the Big Five factors in predicting these variables.

Reinout E. de Vries, Vrije Universitat Amsterdam

The HEXACO model of personality: Background and recent findings

A number of studies that have reanalyzed lexical data have revealed six instead of five recurrent dimensions of personality in a number of different languages. These six dimensions are known by the acronym 'HEXACO' for the following personality dimensions: Honesty-Humility, Emotionality, eXtraversion, Agreeableness, Conscientiousness, and Openness to experience. Although some have contested the cross-cultural replicability of the HEXACO dimensions, the operationalization of the HEXACO model using the HEXACO Personality Inventory has shown to have high convergent validity with lexical marker scales from different countries, high predictive validity for the prediction of a range of important delinquent or unethical behaviors, and high incremental validity when compared with operationalizations of the Big Five model.

The HEXACO model has generated increasing interest from scholars interested in delinquent, counterproductive, and unethical behaviors, social value orientations, dark triad variables (Machiavellianism, Narcissism, and Psychopathy), and related concepts, having generated more than 100 peer-reviewed articles thus far. In this presentation, I will provide an overview of 1) the history of the HEXACO model, its lexical and theoretical background, and its measurement instrument, the HEXACO-PI-R, 2) recent findings supporting the predictive validity of the HEXACO model and its incremental validity when compared to Big Five operationalizations, and 3) most recent developments, namely the relations of the HEXACO variables with personality disorder dimensions of the DSM-5, the relations of HEXACO variables with measures of social desirability and impression management, their relations with performance and leadership styles, their relations with social and political values and trust, their relations with partner preference, and the level of target, perceiver, and relationship variance in each of the six HEXACO dimensions.

Additionally, I will comment on the recent discussion pertaining to the General Factor of Personality (GFP). Specifically, I will argue a) that the premisses of a GFP are flawed because personality does not constitute a positive manifold, b) that the methodology used to investigate the GFP are flawed, and c) that research using the HEXACO Personality Inventory does not provide any evidence for the existence of a GFP.

William Revelle and **David Condon**, Northwestern University

Personality structure beyond the Big 5: Expanding the boundaries of personality research

In American personality research until about 1950, the study of ability and interests was just as important as the study of what now would be called temperament. Unfortunately, with few exceptions (e.g., Ackerman & Heggestad, 1997; Ackerman, 1997; Ferriman, Lubinski, & Benbow, 2009), interests have been relegated to counseling psychologists and ability to educational psychologists. Although European personality researchers did not fall into this trap (Collis & Messick, 2001; Eysenck & Eysenck, 1985), there is still a tendency to focus on temperamental variables at the expense of the broader set of variables. We believe it still is important to conceptualize personality as the combination of temperament, abilities and interests (TAI) and to study how TAI variables relate to real world criteria.

Using the technique of “Synthetic Aperture Personality Assessment” (SAPA, Revelle, Wilt, & Rosenthal, 2010) to collect data from thousands of subjects from around the world (current N > 240, 000) on randomly sampled subsamples of 60-75 items taken from a domain of more than 1500 temperament items, 100 occupational interest items, and 80 ability items allows us to address the relationship of TAI to such real world criteria as college major and occupation, as well as the effect of background variables such as ethnicity, gender, parental occupation and education.

We will review the procedures for such “telemetric” assessment of personality and report on the development and validation of open source, public domain ability items to supplement the already open source temperament and interest items released by Lew Goldberg as part of the International Personality Item Pool (Goldberg, 1999).

Of particular focus will be the predictors and correlates of majoring in or working in Science, Technology, Engineering or Math (STEM). The STEM fields may be characterized by higher levels of ability and Openness/Intellect with corresponding lower levels on Stability, Extraversion, and Agreeableness. Gender differences in occupational choice are associated with the average Agreeableness of the field. That is, agreeable women tend to choose fields that are associated with a higher proportion of females and less agreeable women those careers that are predominately male.

As we will show, these telemetric procedures are relatively easy to give in multiple languages thereby allowing global assessment of personality. We encourage others to join us in this endeavor.

Friday, 21st September 2012:

Khairul Anwar Mastor, Universiti Kebangsaan Malaysia

Structure of Personality Descriptors using Psycho-Lexical Approach in Malaysian context

Malaysian people are multicultural, composing mainly three major ethnic backgrounds. It is interesting to study the personality structure of the Malaysian people using the lexical approach – whether the structure between the ethnics similar or different. The method used in the present study followed closely the work of Angleitner, Ostendorf, and John (1990), and subsequently modified by Saucier, Georgiades, Tsaousis, and Goldberg (2005). A total of 1,151 personality-relevant adjectives were extracted from the fourth edition of the comprehensive Malay-English dictionary known as *Kamus Dewan* (2005). Three separate lists of descriptors were compiled: (1) the 405 words with the highest mean clarity-of-meaning (405-HCD); (2) the 405 words with the highest mean frequency-of use (405-HFD), and; (3) terms that appears on both top-405 lists. In terms of the latter, 296 descriptors appeared on both lists (296-HCFD). The HCFD data were ipsatized and subjected to the Principal Components analysis with Varimax rotation and the factor scores were saved. Based on overall sample data analyses, a number of between 5 to 8 factors (Eigenvalues range between 18.4 to 5.26) was extracted. Factors could be named as Agreeableness-Conscientiousness, Well-being, Affability, Interpersonal Strength, Shame-Doubt, Anxiety, Self-Destructiveness, and Voraciousness. Further factor analyses on separate samples of different ethnic were also conducted and differences were observed. Overall findings suggest that the structure of personality dimension through lexical approach provide basic and crucial information for better understanding of cultural diversity in a multiethnic country like Malaysia.

De Fruyt, F., De Caluwé, E. and De Clercq, B., Ghent University

The hierarchical structure and criterion validity of childhood Five-Factor model personality traits

From a structural perspective on personality, there is still substantial controversy about the number of factors that are both necessary and sufficient for a comprehensive description of childhood personality. One way to address this issue from an empirical point of view is to explore the specificity of associations between personality factors and a range of criteria along varying levels of the personality hierarchy. Relying on the procedure suggested by Goldberg (2006), the current study explores the hierarchical unfolding of a childhood Five-Factor Model measure of personality (i.e. the Hierarchical Personality Inventory for Children (HiPIC); Mervielde & De Fruyt, 1999) in a longitudinal community sample of 477 children (53.3% girls; 8-14 years old, mean age: 10.67). Both cross-sectional and longitudinal associations for broad and more specific personality factors with a range of criteria will be presented from a cross-informant perspective, including associations with general psychopathology constructs and quality of life. The discussion focuses on the value of broad versus more narrow operationalizations of personality structure in terms of identifying specific and clinically useful relations with criterion measures.

Denis Bratko, University of Zagreb

Correlates of well-being on the phenotypic and genetic level: Comparing theoretical frameworks of five factor traits vs. psychological needs

Concept of well being includes both cognitive and affective aspects of individual's life quality. Life satisfaction refers to cognitive judgments of different aspects of persons life. There are at least two different theoretical frameworks that could explain individual differences in life satisfaction: trait perspective and motivational perspective. Five factor model, especially domains of extraversion and neuroticism, has fairly good power in predicting individual differences in life satisfaction. Similarly, motivational concepts of needs for autonomy, relatedness, and competence also predict individual differences in life satisfaction.

On the other hand, behavioral genetic studies converge to the conclusion that individual differences in personality traits are heritable. Few studies of heritability of well-being also show substantial heritability of that concept. To our knowledge, there is no behavioral genetic study within the theoretical framework of basic psychological needs. In this talk we will review the literature and present some data regarding genetic and environmental contributions to individual differences in life satisfaction and genetic/environmental overlap with broad five factor personality dimensions, as well as the overlap between life satisfaction and basic psychological needs.

Gerard Saucier, University of Oregon

Hierarchies of Personality Structure and Values In Relation to Life Outcomes

Lexical studies of human-attribute concepts indicate a structural hierarchy, including a predictable two-factor level involving a pair of dimensions superordinate to commonly measured dimensions like the Big Five or Big Six, which in turn are superordinate to more specific facets of subcomponents. I propose that factors at the most superordinate level (Dynamism and Social

Self-Regulation) bear systematic relations to preferential hierarchies of values proposed in some classic theoretical treatises of philosophical axiology. Individual differences in such value-hierarchies, referring to how a person prioritizes one class of values relative to another class of values, in turn appear to predict important life outcomes, including favorable and unfavorable changes in personality over time. I review evidence relevant to these proposals, comment on its relation to longstanding controversies about socially desirable responding, delineate a relevant agenda for empirical research, and more broadly suggest ways in which personality science may be enhanced by a closer attention to aspects of worldview as well as values that provide ‘value-added’ over what biological-process models of personality provide.

Shaul Oreg, Hebrew University of Jerusalem

Yair Berson, University of Haifa

Personality and charismatic leadership in context: The moderating role of situational stress

Charismatic leaders are said to motivate and inspire followers through their strong convictions in their beliefs and ideals, their display of confidence and positive emotions, and the imaginative vision they provide (e.g., Conger & Kanungo, 1998; House, 1977; Shamir, House, & Arthur, 1993). Early on, personality has taken center stage in the study of charismatic leadership (House, 1977), with numerous studies aiming to characterize the charismatic leader (e.g., House, Spangler, & Woycke, 1991; Sosik, 2005). The most recent body of research linking personality to charismatic leadership has used the five-factor model of personality (Digman, 1990), with several studies, including a few meta-analyses, being conducted (e.g., Bono & Judge, 2004; DeRue, Nahrgang, Wellman, & Humphrey, 2011).

Findings, however, have been inconsistent. In most studies traits from the big-five significantly predicted charismatic leadership, yet there have been substantial differences across studies both in effect sizes and in the particular traits that ended up being significant (Bono & Judge, 2004). In the present study we explain such inconsistency by demonstrating that situational stress moderates the personality-charisma relationship. Specifically, we focus on the big-five traits of extraversion and openness to experience and demonstrate that when workload-induced stress is high, constituting a “strong situation” (Mischel, 1968, 1977), personality-charisma relationships diminish.

We first demonstrated this effect in a large-scale study, with 767 undergraduates. We measured participants’ big-five traits using items from the International Personality Item Pool NEO scale (Goldberg, 1999). A number of weeks later, participants were assigned to 3-4 member teams, with one participant in each team randomly assigned the role of team leader. Teams then participated in an elaboration of the “desert survival situation” (Lafferty & Pond, 1974), and we manipulated situational stress using a variety of techniques. At the end of the task, participants were asked to rate their leaders’ charismatic behaviors and report the degree of stress they experienced through the task.

Using moderated multiple regression (MMR) analyses (Aiken & West, 1991) we found support for our moderation hypotheses, such that the relationships between extraversion and charisma, and between openness to experience and charisma, were significant only in the low-stress condition. We then replicated this pattern of relationships in a field study with 71 company executives and 185 subordinates. Our findings demonstrate help to further establish the validity of the big-five approach, while at the same time highlighting the importance of incorporating context into our conceptual frameworks.

Brian R. Little and Sanna Balsari-Palsule, Cambridge University

Traits Expanded: How Stable Dispositions and Personal Projects Jointly Shape the Course of Lives

There is substantial and growing evidence that personality traits are consequential for diverse aspects of well-being, from health and longevity to happiness and audacious accomplishment. But such valued outcomes are also influenced by the personal projects that individuals pursue in their daily lives, and this prompts the question of how these two analytic units, traits and personal projects, relate to each other. Are they complementary or supplementary sources of influence on matters of consequence? Do personal projects mediate the impact of traits on well-being? What is the relation between the structural features of trait assessments and personal project appraisals? What benefits and challenges arise for psychological science by exploring the link between these “having” and “doing” aspects of personality? I provide some answers to these questions by presenting new data from a research program cast within a social ecological model of personality. Adoption of such an approach provides a more expansive view of traits than afforded by conventional perspectives.

I draw on data stored in SEAbank, an integrated data bank of personality trait, personal project and outcome measures assessed with diverse groups of participants for the past three decades. I also draw on our more recent explorations with the Cambridge based mypersonality.org website that contains extensive holdings on IPIP Big Five and measures of preference and well-being.

Unlike traditional trait assessment, Personal Projects Analysis is a modular and flexible suite of assessment devices that measures the content, appraisal, dynamics and impact of the daily pursuits that people plan for, engage in, and sometimes complete. I focus primarily on the appraisal module in which 15-20 dimensions such as perceived control, enjoyment, self-identity, support and stress are assessed. The dimensional structure of project appraisal dimension reliably comprises five factors: meaning, manageability, social connection, positive and negative affect. Are these directly linked to the five factor structure of traits? Are canonical correlations between traits and project appraisals more informative for understanding how these two analytic units co-create the course of lives? Recent evidence shows that the relation between Big Five traits and well-being is mediated by personal project appraisals of efficacy, a component of manageability. Additional tests of mediational processes will be reported.

Finally, I review recent research on “free traits” which are posited as having consequential impact on life outcomes. Free traits are patterns of action that are construed by others as emanating from relatively fixed traits but are strategic enactments that advance a person’s core personal projects. I propose that such free traits play an important and subtle role in the shaping of a life.

Amber Gayle Thalmayer, University of Oregon

Personality Attributes in Clinical Presentation and Treatment

A large body of evidence demonstrates that self-report scores on personality inventories predict important life outcomes, from health and longevity, to marriage and divorce, to career success (Ozer & Benet-Martinez, 2006). But the ways attributes affect psychological treatment have not been widely studied. Psychotherapy is sought for a wide range of problems, and trust in its efficacy has led to increasing parity in insurance coverage for psychological services.

But about half of those who begin therapy drop out prematurely (Wierzbicki & Pekarik, 1993), and only about half of those who complete therapy experience long-term improvements (Westen & Bradley, 2005). Knowledge of normal-range personality differences might help therapists better guide treatment, and lead to more successful outcomes. In pilot data from a study in progress (N = 100), self-report scores on Big Five/Big Six attribute dimensions (the BFI plus a scale of Honesty/Propriety as used by Thalmayer, Saucier, and Eigenhuis [2011]) are used to predict therapy retention and outcome clients at a community clinic. Outcome measures include number of sessions attended, termination type per therapist judgment (drop out without improvement; some goals met prior to drop out; goals met/successful termination), and change in symptoms as measured by successive administrations of the Outcome Questionnaire-45. The comparative validity of the Big Five vs. Big Six model in this context will be explored.

Fons J. R. van de Vijver, Tilburg University, the Netherlands, North-West University, South Africa, University of Queensland, Australia

Culture and Personality: Towards Unraveling the Riddle

Much personality research focuses on its core, such as the five-factor model. It is argued that our knowledge of personality can be enlarged by broadening the perspective from which we study personality and explore non-core parts. The presentation assumes a (cross-)cultural perspective, thereby including cultural aspects in personality. Studies on Chinese personality by Fanny Cheung and colleagues have challenged the exhaustiveness of the five-factor model, arguing that social aspects of personality are underrepresented in the five-factor model. I will describe a large study of personality in South Africa in which personality is studied in all 11 official languages in the country. The study uses a mixed methods-design in which we first asked informants to describe the personality of themselves and of persons they know well. The personality-descriptive terms from these interviews were categorized. A nine-cluster model of personality based on these responses, in which social-relational aspects are more pronounced than in the five-factor model, will be reported. In addition, an analysis of the relative salience of the nine clusters in the main ethnic groups in South Africa is presented. Implications for personality theory are discussed. The cultural approach to personality implies that non-core aspects of personality are explored and that the area between personality and values is explored.

4. Getting around Dubrovnik

4.1. Expert meeting venue information



All lectures will take place in the Inter-University Centre located at Don Frana Bulića 4 (on the map, marked with nr. 2).

- The classroom is equipped with a laptop, an overhead projector, as well as a blackboard.
- Participants will have a computer room with internet connection and printer at their disposal.
- Photocopying of work material and handouts is also available. In the building (including the courtyard) there is a free EDUROAM access which allows you to log on to your computer account if your computer is set up for this by your home institution. Additionally, there are two wireless networks in the building. Login names and passwords will be provided at the site.
- Refreshments will be provided during the day in the courtyard (most likely). Also, on the ground floor of the IUC building there is a coffee shop Atrium serving drinks and sandwiches.
- Lunch and Dinner will be served at a nearby restaurant Mimosa, marked with nr 3. on the map.
- You can follow on what is happening on our facebook page <http://www.facebook.com/EappExpertMeetingDubrovnik2012>.

4.2. Transportation information

To get from Dubrovnik Airport to Dubrovnik itself, take one of the shuttle buses operated by Atlas. These wait outside the terminal building following arrival of scheduled flights, and take passengers to Pile Gate and the main bus station. Tickets cost 35 Kunas (approximately £4/€5/\$6).

To get back to the airport, bus leaves bus terminal an hour and a half before the flights of Croatia Airlines. For all other regular flights the bus leaves two hours before the flight.

There is a good bus service in the city, and you will recognize public transport by their orange color. Bus lines and the time-tables are posted at every bus stop. Bus tickets can be obtained from the bus driver (15 kunas), at kiosks (S ticket - 12 kunas).

To get to hotel Argosy from Pile station, take the city bus line 6 (see the schedule).

6		BABIN KUK - PILE			
BABIN KUK Polasci / Departures		PILE Polasci / Departures			
05:30	05:45		Prvi pol.: First dep.: 05:30		
06:00	06:15	06:30	06:45		
07:00	07:15	07:30	07:45		
08:00	08:15	08:30	08:45		
09:00	09:10	09:20	09:30	09:40	09:50
10:00	10:10	10:20	10:30	10:40	10:50
11:00	11:10	11:20	11:30	11:40	11:50
12:00	12:10	12:20	12:30	12:40	12:50
13:00	13:10	13:20	13:30	13:40	13:50
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16:00	16:10	16:20	16:30	16:40	16:50
17:00	17:10	17:20	17:30	17:40	17:50
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19:00	19:10	19:20	19:30	19:40	19:50
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21:00	21:15	21:30	21:45		
22:00	22:15	22:30	22:45		
23:00	23:15	23:30	23:45		
00:00	00:15	00:30	00:45		
01:00					

Prvi pol.:
First dep.:
05:30

Zadnji pol.:
Last dep.:
01:15

Prometuje + 15 min.
od vremena polaska
s početne stanice.

The line runs +15 min.
from the time of
departure from
BABIN KUK.

An alternative is to use a taxi.

A taxi service is available all day. The price of the drive from the Dubrovnik Airport to Dubrovnik is between 200 and 300 kunas, depending on the part of the city where the hotel is located. **The price of a taxi ride from the airport to Hotel Argosy is around 300 kn.**

Taxis are also available at the Pile Gate and Main Bus Station, and on **0800 09 70**. The initial price of a ride is 25 kn, and then 8 kn per kilometre, 2 kn per baggage item (max five) and 80 kn per hour for waiting. **Ride to Argosy from Pile is around 100 kn.**

IMPORTANT NOTE:

**WE WILL PROVIDE SHUTTLE SERVICE FROM AND TO HOTEL ARGOSY
TWICE A DAY DURING THE CONFERENCE!**

4.3. About Dubrovnik – sightseeing suggestions



Jutting out into the Adriatic Sea with a backdrop of rugged limestone mountains, **Dubrovnik and its Old Town** is known as one of the **world's finest and most perfectly preserved medieval cities** in the world. For centuries, Dubrovnik rivaled Venice as a trading port, with its huge sturdy stone walls, built between the 11th and 17th centuries, affording protection to this former city-state. Today, these walls still enclose Dubrovnik's historic centre and it is possible to walk along them to enjoy the best views of the 'Pearl of the Adriatic' and the surrounding lush green islands. Dubrovnik's Baroque churches, monasteries and palaces; its Renaissance fountains and facades, are all intertwined with gleaming wide marble-paved squares, steep cobbled streets and houses, all of which have also remained unchanged for centuries.

The remarkable preservation of the neatly contained Dubrovnik centre, a UNESCO World Heritage site, is the result of meticulous reconstruction after the earthquake of 1667. Much renovation was also done to return the city to its former splendour after it was attacked during the civil war of the early 1990s. Today, all new building work is strictly controlled, right down to the shade of green used on the shutters of the buildings in the main street, the 'Stradun'.

Although Dubrovnik has much to offer in terms of historical sightseeing, part of its allure lies in the fact that it is still a **lived-in city, vibrant and bustling with locals** whose homes line the narrow streets and sunlit squares. As well as visiting the churches, palaces and museums, the visitor can also enjoy markets, bazaars, cafes, bars and restaurants. In the summer, there is also a choice of a few nightclubs and discos and of course many cultural events such as outdoor concerts, opera and ballet. There is also a variety of sporting activities in the area, such as volleyball, tennis, cycling and a range of water-sports.

Some of Dubrovnik sights:

- Old Town Walls / forts: Lovrjenac, Bokar, Minceta, Revelin, Sveti Ivan, Bell Tower
- Porporela – a pier in Dubrovnik's Old Harbor
- Palaces: Palace Knezev Dvor, Palace Sponza
- Churches: Church Sveti Vlaho (St Blaise)
- Monasteries: Dominican monastery, Franciscan Monastery (The Cloister)
- Squares : Stradun / Placa , Luža Square , Gunduliceva poljana/ Gundulic Square
- Other buildings: Onofrijeva Cesma, Orlandov Stup, Dubrovnik theatre

5. Useful tips

5.1. General tourist information and important numbers

Hotel shuttle timetable will be set upon arrival. For transportation, or any other issue don't hesitate to contact the organizers on 00385 98 9048 991 (Igor Miklousic)

Other important numbers

National Protection and Rescue Directorate **112**

Croatia Airlines **01/ 413 777**

Bus Terminal **060 30 50**

Weather Forecast and Traffic Road Conditions **18166**

Dubrovnik Tourist Office is at Svetog Dominika 7, 20000 Dubrovnik, tel: +385 (0)20 312 011, email: info@tzdubrovnik.hr. They will be happy to provide you with all the tourist information you need

The Croatian currency is the kuna (usually listed as kn). Approximate exchange rate is 7,54 kn for 1 €, 5,73 kn for 1 \$. Mjenjačnica is the Croatian word for Exchange Office. There are lots of ATMs in the city and at the airport. Beware: Usually, the shops and restaurants don't accept Euro!

Working hours

The majority of the shops are open from Monday to Saturday from 8.00 am till 9.00 pm, The shops in the Old City however, particularly souvenir shops, are open longer hours and Sundays too. .

Petrol stations in the Dubrovnik area are open from 7.00 am until midnight, while the petrol stations in Kupari and Komolac are open all day

Tipping

Service charges are already included in your restaurant bill. However; if you feel you have received excellent service then feel free to leave a tip. Locals usually round the bill. Tour guides on excursions expect to be tipped and a tip of 20-50KN would be quite acceptable. Shop prices are fixed so there is no chance of bargaining. However in street markets it is quite acceptable to barter.

Sigtseeing Tip - Purchase a Dubrovnik Card! If you're planning on visiting a number of museums in Dubrovnik, purchasing a Dubrovnik Card is a must. The card gives you entry into many of the city's museums, as well as allowing you to use the city's public bus system. You can purchase either a one-day card for 130 kn, a three-day card for 180 kn or a one-week card for 220 kn.

Also, don't miss taking the cable car to Srđ for amazing views.

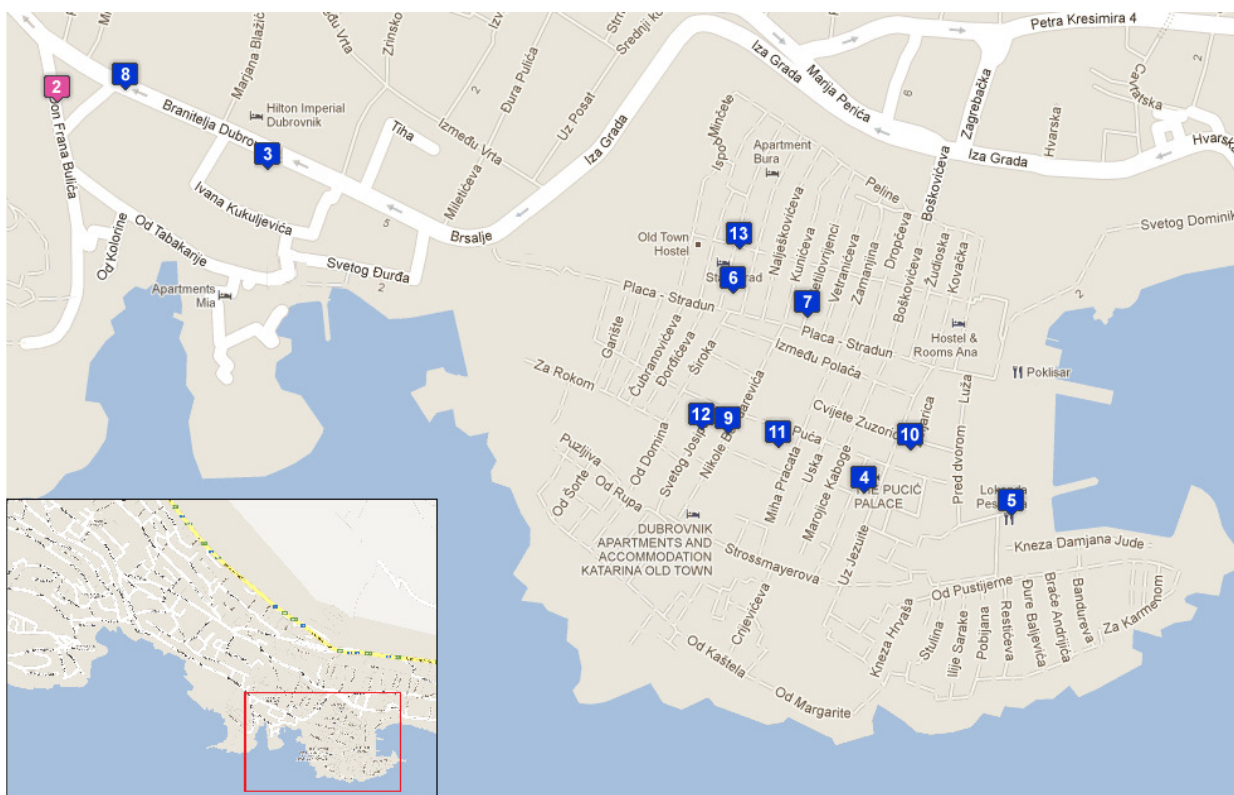
5.2.Croatian dictionary – useful phrases

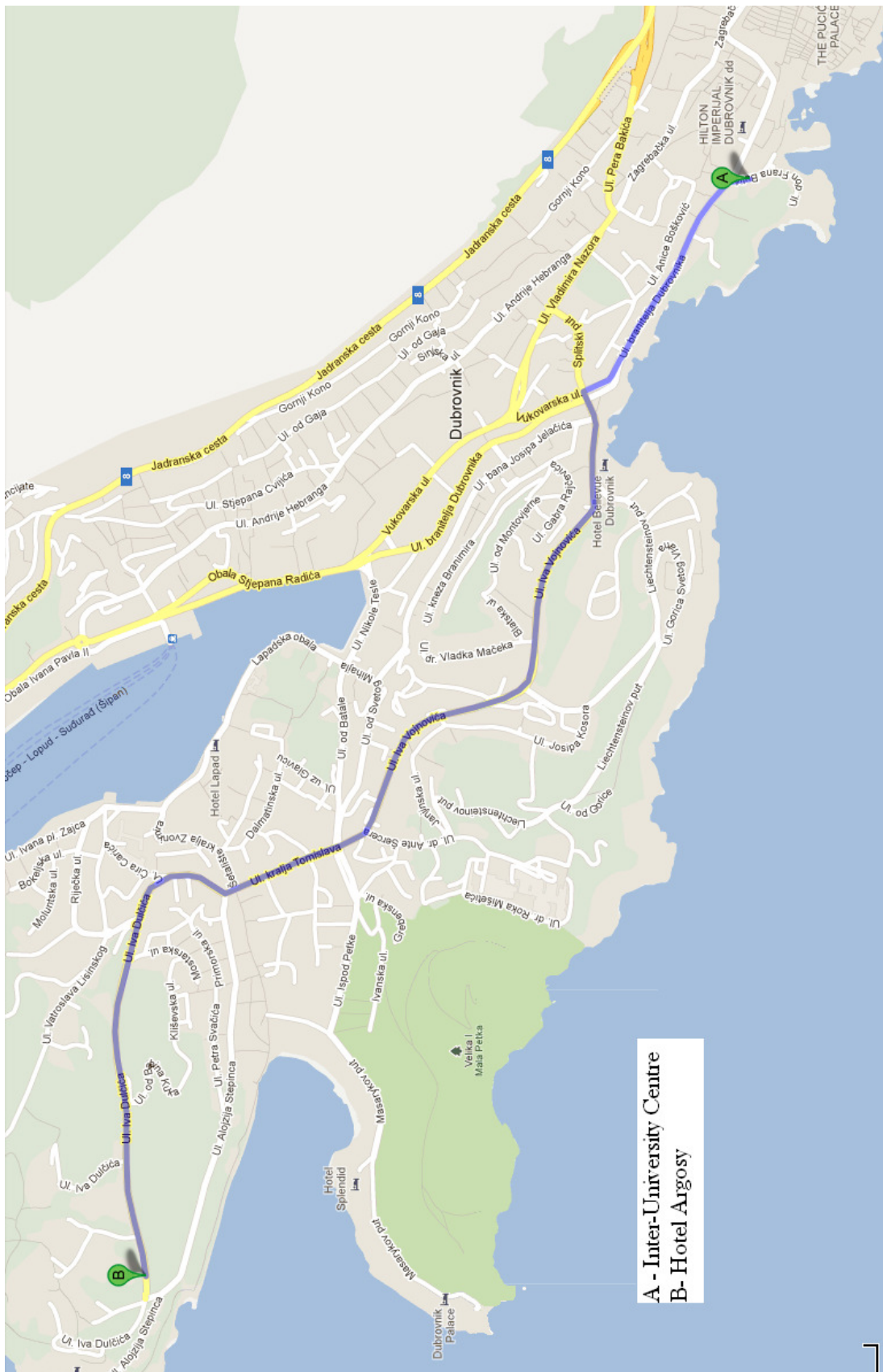
BASIC		Pronunciation
Hello	Bok	bohk
Good morning / afternoon	Dobro jutro / Dobar dan	DOH-broh YOO-troh / DOH-bahr dahn
Good evening	Dobra večer	DOH-brah VEH-chehr
Goodnight	Laku noć	LAH-koo nohtch
Thank you	Hvala lijepa	Hva-la
You're welcome	Nema na čemu!	NEH-mah nah cheh-moo
Goodbye	Zbogom / Dovidjenja	Daw-vee-je-nya
Yes / No	Da / Ne	Dah / Ne
My name is _____	Zovem se _____	ZOH-vehm she_____
I don't understand	Ne razumijem	NEH RAH-zoo-mee-yehm
Do you accept dollars / pounds?	Mogu li platiti dolarima / funtama ?	MOH-goo lee PLAH-tee-tee DOH-lah-ree-mah / FOON-tah-mah?
Do you accept credit cards?	Mogu li platiti kreditnom karticom?	MOH-goo lee PLAH-tee-tee KREH-deet-nohm KAHR-tee-tsohm?
Where is an ATM?	Gdje se nalazi bankomat?	Gdyeh seh NAH-lah-zee BAHN-koh-maht?
Where is _____?	Gdje je?	Gdye-ye
How do I get to _____ ?	Kojim putem mogu stići do	KOH-jeem POO-tehm MOH-goo STEE-chee doh ____?đ
the train / bus station	željezničkog kolodvora / autobusnog kolodvora	ZHEH-lyeh-znee-chkohg KOH-loh-dvoh-rah / AH-oo-toh-boos-nohg KOH-loh-dvoh-rah
the airport	zračne luke	ZRAH-chneh LOO-keh
the _____ hotel	Hotela	HOO-teh-lah
the _____ street	Ulica	OOH-lee-tsah
Where is the train/bus to _____?	Gdje se nalazi vlak/autobus za ____?	Gdyeh se NAH-lah-zee vlahk/ OW-toh-boos zah ____?
Where does this train/bus go?	Kamo ide ovaj vlak/autobus?	KAH-moh ee-deh oh-vah-yuh vlahk/ OW-to-boos?
How much is a ticket to _____?	Koliko košta karta za ____?	KOH-lee-koh KOHSH-tah KAHR-tah zah ____?
One ticket to _____, please.	Jednu kartu za, molim	YEHD-noo KAHR-too zah, MOH-leem.
A beer / two beers, please	Jedno pivo / dva piva, molim	YEHD-noo pee-vo/ DVA pee-va, MOH-leem.
A glass of red / white wine, please	Molim Vas čašu crnog/bijelog vina	MO-leem-vas-CHA-shoo-crvenog/biyelog- vina
A bottle, please	Jednu bocu, molim	JOSH YEHD-noo BO-coo, MOH-leem
Another round, please	Još jednu rundu, molim	JOSH YEHD-noo RUN-doo, MOH-leem
Cheers!	Živjeli!	shee-VYEH-lee!

5.3. Where to eat

Name	Address	Symbol	Description
Mimoza	Branitelja Dubrovnika, 9	3	This is where the official dinner will take place
Kamenice	Gundulićeva poljana 8	4	Seafood - oysters, mussels, risottos, small fried fish
Lokanda Peskarija	Ribarnica	5	Simple fish dishes
Buffet Škola	Antuninska 1	6	Sandwiches with prosciutto, marinated cheese, sardines
Tovjerna Maro	Petilovrijenci 4	7	Small, diverse meals, meats, poultry, salad
Sesame	Dante Aligheria b.b.	8	Mediterranean food, closest to the IUC (cca 50 m)
Baracuda	Nikole Božidarevića 10	9	Pizza
Oliva Pizzeria	Lučarica 5	10	Pizza and pasta
Taj Mahal	Nikole Gučetića 2	11	Bosnian, Turkish (not Indian)
Sugar & Spice	Sv. Josipa 5	12	Bakery, desserts
Nishta	Corner of Palmotićevo and Prijeko	13	Vegetarian
Konoba Tabak	Put Republike 32	14	<i>gableci</i>

5.1. City map





6. List of participants

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