SCHEDULE-AT-A-GLANCE

Thursday, February 3, 2000

8:30 am-
5:00 pm
APA Teaching Workshop for Novice Academics
continued from Wednesday
4:00-10:00 pm Neeley

9:00 am-
5:00 pm
Pre-Conferences
Self and Identity *Belle Meade*
Close Relationships *Kirkland/Calhoun*
Personality *Sarrat/Kissam*

7:30-
7:45 pm
Opening Remarks
Abraham Tesser, *President of SPSP*
Belmont/Cheekwood Ballroom

7:45-
9:15 pm
Sage Presidential Symposium
Susan Andersen
Mark Snyder
Phil Shaver
Belmont/Cheekwood Ballroom

9:15-
12:00 pm
Welcoming Reception
Belle Meade Ballroom

Friday, February 4, 2000

8:30-
9:00 am
Continental Breakfast
Foyer

8:30-
10:00 am
Poster Session A
Chair: Duane Wegener
Belle Meade/Cheekwood

10:00-
11:15 am
Symposia A   *see page 6 for abstracts*

Resistance to Persuasion
Alice Eagly, Jon Krosnick, Richard Petty, Robert Cialdini
Belmont

The Dynamic Relation between Beliefs and Behavior: Understanding Health Practices Over Time
Steven Sherman, Meg Gerrard, Alexander Rothman
Discussant: Peter Salovey
Carmichael/Mctyeire

Ouch! Who Said Forgiveness Was Easy?
Michael Mccullough, June Tangney, Julie Juola Exline, Eli Finkel
Kirkland/Calhoun

Self-Enhancement Bias: Conceptual and Methodological Issues
Jennifer Beer, Virginia Kwan, Del Paulhus
Discussant: David Funder
Sarrat/Kissam

11:30 am-
12:30 pm
1999 Campbell Award Address   *see page 4 for abstract*
Sponsored by Psychology Press
Arie Kruglanski, University of Maryland

Motivation As Cognition: A Theory Of Goal Systems
Belmont
Symposia B   *see page 6 for abstracts*
Personality and Risk-Taking
Rick Hoyle, Thomas Wills, Marvin Zuckerman
Carmichael/McTyeire

12:30-
2:00 pm
Poster Session B with Box Lunch
Chair: Tamara Ferguson
Belle Meade/Cheekwood

2:15-
3:30 pm
Symposia Session C   *see page 6 for abstracts*

Social and Physical Realities: New Perspectives on their Interplay
Roy Baumeister, Shelley Taylor, James Pennebaker
Belmont

Four Perspectives on Agreeableness-Antagonism
Paul Costa, William Graziano, Charles Halverson, Kevin MacDonald
Carmichael/McTyeire

Psychophysiological Approaches to Emotion and Motivation: Toward Providing a Window on Intrapsychic Processes.
Leslie Kirby, Anna Pecchinenda, Rex Wright, Guido Gendolla
Kirkland/ Calhoun

Perceiving the Moral Person
Orie Kristel, Mark Alicke, Glenn Reeder, Deborah Stearns
Sarrat/Kissam

3:45-
5:00 pm
Invited Speakers   *see page 4 for abstracts*
Mental Control: John Bargh and Daniel Wegner
Chair: Peter Salovey
Belmont

Personality: David Funder and Dan Adams
Chair: Julie Norem
Carmichael/McTyeire

5:00-
6:30 pm
Poster Session C with Social Hour
Chair: Jeffrey Sherman
Belle Meade/Cheekwood

Saturday, February 5, 2000

8:00-
8:30 am
Continental Breakfast
Foyer

8:30-
10:00 am
NSF, NIMH & NCI
Funding Opportunities for Social and Personality Psychology
Steven Breckler, NSF
Carolyn Morf, NIMH
Robert Croyle, NCI
Akiva Liberman, NIJ

This workshop will provide information about funding opportunities and procedures for grant applications at federal agencies. It will address issues relevant to personality and social psychologists of all career levels, but will place special emphasis on junior investigators, including graduate students. Topics covered will include: the nature of various support mechanisms; special initiatives relevant to social psychology; similarities and differences between NIH & NSF; opportunities within the various NIH institutes; how to direct a proposal to the most appropriate funding agency; submission procedures and review process; funding considerations and priorities. The format of the session will be presentations by the Program Directors followed by plenty of time to ask questions and for discussion.

Poster Session D
Chair: Chuck Huff
Belle Meade/Cheekwood

10:00-
11:15 am

Invited Speakers   *see page 4 for abstracts*
Self and Identity: Marilynn Brewer and Nalini Ambady
Chair: Harry Reis
Carmichael/McTyeire

Social Neuroscience: John Cacioppo and Nancy Kanwisher
Chair: Todd Heatherton
Belmont

11:30 am-
12:45 pm

Symposia Session D   *see page 6 for abstracts*

Identity as a Precursor and Consequence of Stereotype Threat
Bryant Marks, Denise Sekaquaptewa, Jeff Stone,
Rob Foels
Discussant: Brenda Major
Belmont

Quit Whining, Weeping, and Snarling: Mood Regulation for Fun, Health, and Profit
Randy Larsen, Ralph Erber, Dianne Tice
Carmichael/McTyeire

Personal Goals and Self-Consistency: Implications for Attainment and Well-Being
Peter Gollwitzer, Tim Kasser, Ian McGregor, Gabriele Oettingen, Ken Sheldon.
Kirkland/ Calhoun

Connectionist Models of Cognition, Affect, and Behavior
Eliot Smith, Yuichi Shoda, Stephen Read
Sarrat/Kissam

12:45-
2:15 pm

Poster Session E with Box Lunch
Chair: Kathy Bell
Belle Meade/Cheekwood

2:15 -
3:30 pm

Symposia Session E   *see page 6 for abstracts*

The Ebb and Flow of Automatic Evaluation: Its Nature and Consequences
Anthony Greenwald, Jack Glaser, John Bargh,
Discussant: Mahzarin Banaji
Belmont

Cognitive Styles and Psychopathology
Lyn Abramson, Lauren Alloy, John Riskind,
Kathleen Vohs
Carmichael/McTyeire

Rejection and Acceptance: A Closer Look
Brian Lakey, Mark Leary, Ozlem Ayduk, Mark Baldwin
Kirkland/ Calhoun

Building a Theory: New Ideas About the Psychological Construction of Emotion
James Russell, Lisa Feldman Barrett, Batja Mesquita
Sarrat/Kissam

3:45-
5:00 pm

Symposia Session F   *see page 6 for abstracts*

Individual Self, Relational Self, and Collective Self
Constantine Sedikides, Arthur Aron, Linda Caporael,
Marilynn Brewer
Belmont

Motivation, Emotion, and Anterior Brain Activity: Electrophysiological Explorations
Steven Sutton, James Coan, Eddie Harmon-Jones
Discussant: Charles Carver
Carmichael/McTyeire

Emotions and Relationships
Eva Klohnen, Margaret Clark, Jean-Philippe Laurenceau,
David Watson
Kirkland/ Calhoun

Rethinking Attitude Theory: Some New Contributions
Bas Verplanken, Mark Conner, Richard Bagozzi,
Marco Perugini
Sarrat/Kissam

5:00-
6:30 pm

Poster Session F with Social Hour
Chair: Sara Hodges
Belle Meade/Cheekwood

Sunday, February 6, 2000

8:30-
12:30 pm

Workshops

Capturing the Vicissitudes of Life: Electronic Experience-Sampling
Lisa Feldman Barrett and Larry Jamner
Sarrat/Kissam

Functional Neuroimaging in Personality and Social Psychology
Steve Sutton and Nancy Kanwisher
Kirkland/Calhoun

Using the Web for Research in Social and Personality Psychology
Ken McGraw and Scott Plous
Vanderbilt

Multivariate Taxometric Procedures
Niels Waller
Vanderbilt

Exhibitors

All exhibits are located in the Belle Mead Ballroom.

Allyn & Bacon/Pearson Education

Cambridge University Press

Guilford Publications

Lawrence Erlbaum Associates, Inc.

Psychology Press

Sage Publication

The MIT Press

Invited Speakers Abstracts

Nalini Ambady, Harvard University
IDENTITY ACTIVATION AND PERFORMANCE
This talk will focus on the relationship between identity activation and performance at several different points in the lifecourse. The implications of recent studies drawing on samples of young adults,children, and the elderly, will be discussed.

Susan Andersen, New York University
PROGRESS IN SOCIAL COGNITION: SMOOTH SAILING IN COGNITIVE; HOW GOES THE SOCIAL?
Advances in social cognition have illuminated the processes by which people encode, process, store social stimuli. Such research has increased our understanding of knowledge representation and use, including both generic representations and exemplars, matters of accessibility, priming, attention, automaticity, and control, and numerous self-protective and other self-regulatory processes. It has also begun to trace the interface of cognition and motivation and emotion. But how well does social cognition capture what is social in human phenomena? It might better come to reflect what matters in social life if it drewi more solid links with peoples the actual relationships with real people in their own lives and with real groups of people. Social-cognitive processes may often be constants, but they may also differ as a function of the content of differing representations, such as, between the self, social identity, and people personally significant to the self and other representations; between ones own in-groups and out-groups; between one set of cultural meanings and another; between the collective vs. the relational or familial self; between individual-person exemplars and generic knowledge; and between idiographic knowledge and personal meaning vs. shared systems of meaning and nomothetic processes; between processes relevant to human suffering and to promoting human aspirations or a "positive" psychology vs. those that are not. Extending basic social-cognitive processes into new domains is pressing, and yet refining our conceptualization of these processes and circumscribing their limiting conditions remains crucial, as it may be what will reveal what is social in social cognition.

John Bargh, New York University
THE MACHINE IN THE GHOST
During the 20th century, the position that the environment determined higher order processes in humans was associated with radical behaviorism. When it became clear in the 1960s that behaviorism was not capable of predicting and accounting for these processes, the idea of direct environmental control over them was also discredited. Instead, "executive" or "control" processes were posited to intervene, an explanatory device the cognitive psychologists have always acknowledged as homuncular, or in Ryle's famous phrase, " the ghost in the machine." However, the final decade of the century saw substantial progress in discovering varieties of direct environmental control over social behavior, motivation and self regulation, and affect and social judgments – progress enabled by including, as behaviorism would not, mental processes as mediating mechanisms of these effects. The talk will describe and present evidence of several cognitive mechanisms that, when activated directly by external environmental events and in the absence of conscious choice or guidance, produce the higher order affective, motivational, and behavioral outcomes that escaped the behaviorists.

Marilynn B. Brewer, Ohio State University
SOCIAL IDENTITY AND THE COLLECTIVE SELF
The theory of optimal distinctiveness (Brewer, 1991) is a theory of the motivational underpinnings of group identification, developed to account for why individuals seek identification with social groups and to explain the role of social identities in maintaining a stable self-concept. Briefly, the theory holds that group identities are selected and activated to the extent that they help the individual to achieve a balance between the need for assimilation and the need for differentiation from others. "Optimal" identities are group memberships that meet the need for inclusion within the group and meet the need for differentiation through intergroup comparison and distinctiveness. Elaborating on the optimal distinctiveness theory of social identity, this presentation will present the idea that a fundamental tension between needs for assimilation and differentiation of the self from others plays itself out at other levels of self-representation in addition to group identities. At the individual level, the needs are expressed in the opposition between the desire for similarity on the one hand and the need for uniqueness on the other. At the interpersonal (relational) level, the tension is represented by conflicts between the need for autonomy and the need for interdependence and intimacy with specific others. The theory will be extended to consider how individual differences and cultural values shape the processes of optimal identification at each level.

John Cacioppo, University of Chicago
SOCIAL NEUROSCIENCE: MULTI-LEVEL INTEGRATIVE ANALYSES OF HUMAN BEHAVIOR
Social and biological explanations have traditionally been cast, at best, as opposing points of view and, at worst, as so incompatible as to contribute to the impending demise of the discipline of psychology. Advances in theory and methods in recent years have begun to reveal a new view synthesized from these two very different levels of analysis. We review evidence underscoring the complementing nature of social and biological levels of analysis, and illustrate how the two together can help foster our understanding of the mechanisms underlying complex behavior and the mind.

David Funder, University of California-Riverside
ON THE BEAUTY OF OBVIOUS QUESTIONS FOR SOFT PSYCHOLOGY: THE CASE OF ACCURACY IN PERSONALITY JUDGMENT
Psychology exists because of (1) its intrinsic intellectual value, (2) its practical applications, and (3) the way it addresses questions of common curiosity. The research that best serves the second and third of these purposes often addresses obvious questions, but obvious questions are sometimes ignored by psychologists. A case in point is the question of whether the judgments people make of each other and of themselves are right or wrong. This question was ignored for several decades, for several reasons, but the resolution of the „person-situation debate, in favor of the existence of personality traits, has led to a renaissance of research on accuracy in personality judgment. Empirically, the probability that a judgment of personality will be accurate depends on properties of the judge (judgmental ability), the target (judgability), the trait that is judged (e.g., visibility), and the information on which the judgment is based (quantity and quality). Theoretically, an accurate personality judgment is a function of the availability, detection, and utilization of personality-relevant information. Implications include the development of a technology to improve judgment and new insights into the basis of self-knowledge.

Nancy Kanwisher, MIT
BRAIN BASIS OF FACE PERCEPTION
The moment another person appears in front of us, social cognition begins. Who is this person? What kind of mood are they in? Is it a man or a woman, and is the person old or young? Are they looking at me or away from me? All of this information provides the critical background for social cognition. And all of this information can be extracted from one very special kind of perceptual stimulus: the human face. In this talk, I will describe work carried out in my lab and many other labs which has used functional brain imaging in an effort to understand the functional architecture and brain basis of face perception. I will describe in some detail the work we have done on a patch of human visual cortex that responds very strongly when we look at faces, and much less strongly when we look at anything else. Using fMRI we have shown that the activity of this region can be modulated by visual attention, is correlated with perceptual awareness of faces, and is even active when you close your eyes and imagine a face. Ongoing work is attempting to determine whether this region is involved in face recognition, or simply in face detection (perhaps as a signal to engage social cognition). I will briefly describe other work that has characterized a number of other functional components of social perception, before ending with a general discussion of whether and when functional imaging can inform social cognition.

Arie Kruglanski, University of Maryland
MOTIVATION AS COGNITION: A THEORY OF GOAL SYSTEMS
Theory and evidence will be presented that human goals constitute cognitive entities associatively linked to other such entities, in particular to means of their attainment and to other goals. The configural relations between motivationally relevant cognitions consitute stored knowledge that can be learned, altered and activated. From that perspective, classic motivational phenomena (such as choice, substitution, and commitment)are jointly determined by cognitive attributes (that goal systems share in common with other cognitive systems) and by unique motivational principles. The cognitive attributes of goal systems include the features of interconnectedness, the transfer of properties (of activation, meaning or affect) between interconnected units, and the possibility of unconscious activation. The motivational principles of goal systems relate to the dynamic contents of the interconnected units, and to goal systems' inherent functionalism based on the precepts of outcome maximization and resource conservation. The new insights into motivational phenomena afforded by the goal-systems framework cast new light on classic social psychological problems such as modes of self-enhancement, dissonance reduction, friendship formation and romantic love.

Dan McAdams, Northwestern University
NARRATING LIFE'S TURNING POINTS: REDEMPTION, CONTAMINATION, AND PSYCHOLOGICAL WELL-BEING
Personality -- the scientific study of human individuality -- may be viewed at three different levels of description: dispositional traits (such as the Big Five), characteristic adaptations (such as motives and social-cognitive schemata), and integrative life stories. At the third and least researched level may be found those internalized and evolving narratives of the self that people construct to make sense of their lives in time and to provide their lives with what Erik Erikson called ego "identity." Like traits and characteristic adaptations, life stories come in different varieties. I will describe research into two different life story forms we have identified in studies of midlife adults and college students. In redemption sequences, bad or affectively-negative life-story scenes are followed by positive outcomes. By contrast, in contamination sequences, good or affectively- positive scenes are sullied, spoiled, or ruined by negative outcomes. Redemption sequences affirm hope for the future and convey a progressive story of self, while contamination sequences undermine hope and convey life narratives that are circular, stagnant, or chaotic. The prevalence of redemption sequences in life narrative is associated with midlife generativity and psychological well-being, whereas contamination sequences have been linked to low generativity, depression, and dissatisfaction with life.

Daniel Wegner, University of Virginia
WHY CONSCIOUSNESS THINKS IT WILLS WHAT THE MIND AND BRAIN DO
Although the mechanisms of mind and brain cause our behavior, each of us nonetheless has the sense that we consciously will much of what we do. A person's experience of will can be influenced in a variety of ways, however, quite independent of the real causal role the person plays in producing an action. Under some conditions, people report that they willed actions they were actually forced to perform. Under other conditions, people report making no willful contribution to actions that they actually forced another person to perform. Such illusions raise the possibility that a person's conscious experience of will is not a direct indicator of the causal relationships linking mind, brain, and action. Instead, conscious will may be a product of processes whereby the mind estimates the likely influence of conscious thought on action. The experience of will, then, is a feeling that identifies the actions one has estimated as those most likely to be one's own.

SYMPOSIA ABSTRACTS

Resistance to Persuasion

Chair: *Julia Zuwerink Jacks, University of North Carolina-Greensboro*

Symposium Summary:

A long-standing assumption in the attitude literature is that strong attitudes are highly resistant to change. As a result, researchers interested in understanding and predicting attitude change have concentrated their theoretical and empirical attention on those factors and processes that facilitate attitude change. Much less attention has been devoted to understanding those factors and processes that facilitate resistance to change. Yet, a truly comprehensive theory of attitude change must be capable of explaining why and how individuals both yield to and resist persuasion attempts. The purpose of this symposium is to to focus attention on the problem of resistance to persuasion. In it, leading attitude theorists Eagly, Krosnick, Petty, and Cialdini) and their collaborators will present cutting-edge research relevant to resistance to persuasion. Eagly will present research suggesting that the processes by which individuals resist persuasion and their effect on memory for persuasive information depend on both motivation to defend and the structural context of attitudes. Krosnick and Visser will present evidence that different attitude strength-related attributes (e.g., knowledge versus importance) confer resistance to persuasion in distinct ways. Petty and Brinol will present research suggesting that confidence in one's counterarguments can determine the extent to which those counterarguments are effective in producing resistance to persuasion. Finally, Cialdini and Sagarin will present the results of a program of research testing the effectiveness of a resistance training program designed to instill resistance to deceptive persuasive appeals.

Abstracts:

ATTITUDINAL RESISTANCE, DEFENSE MOTIVATION, AND MEMORY
Alice Eagly, Northwestern University
The idea that people resist changing attitudes that are strong or important is so manifestly true that it has not attracted much attention from attitude theorists and researchers, who have instead concentrated on the understanding attitude change. In studying change, researchers generally examined unimportant attitudes and produced theories that assume an open-minded message recipient. Not only does this approach have limited applicability in natural settings, but also it slowed understanding of the relation between attitudes and memory for attitude-relevant information. Very puzzling to attitude researchers was the frequent failure to confirm the congeniality effect, by which people were predicted to find proattitudinal information more memorable than counterattitudinal information. However, the predominant mode in attitude memory research was to investigate highly involving, controversial topics rather than the uninvolving topics typical of research on attitude change. When their important attitudes are challenged, people are motivated to defend them. In research by Eagly and her colleagues using involving issues, the processes that predominated in reacting to counterattitudinal messages were more active and effortful than those elicited by proattitudinal messages. Active resistance to counterattitudinal messages improved memory for them, with the result that counterattitudinal and proattitudinal messages were equally memorable. Yet, more passive defensive processes may predominate in some circumstances. Predicting the mechanisms by which people resist changing their attitudes requires understanding both motivation to defend attitudes and the structural context of attitudes.

EXPLORING THE MECHANISMS THROUGH WHICH ATTITUDE IMPORTANCE AND ATTITUDE-RELEVANT KNOWLEDGE CONFER RESISTANCE TO ATTITUDE CHANGE
Jon A. Krosnick and Penny S. Visser, Ohio State University and Princeton University
Social psychologists have identified roughly a dozen features or attributes of an attitude that are associated with its capacity to resist change in the face of an attack, including attitude importance, knowledge, certainty, elaboration, extremity, accessibility, ambivalence, and ego-involvement. The view that currently dominates the attitude literature suggests that attitude strength is a relatively monolithic quality, and that each of these diverse attributes confers resistance to change through a common set of causal mechanisms. Our research suggests, instead, that attitude strength is multifaceted, and that the various strength-related attributes confer resistance to change in distinct ways. For example, our findings suggest that knowledge provides the ability to recognize the flaws in a persuasive message and to generate effective counter- arguments to it, whereas importance inspires the motivation to reaffirm one's original attitude by generating broad, relatively vague thoughts and feelings consistent with it. Knowledge and importance both enhance resistance to attitude change, but they do so in different ways and through distinct causal processes. Understanding the processes by which specific strength-related attributes confer resistance to attitude change provides a new handle on developing persuasion strategies that will be optimally effective for attitudes with particular attributes.

IMPLICATIONS OF SELF-VALIDATION THEORY FOR RESISTANCE TO PERSUASION
Richard E. Petty and Pablo Brinol, Ohio State University and Universidad Autonoma de Madrid
Persuasion researchers have focused on a number of mechanisms by which people resist changing their attitudes. Perhaps the most prominently mentioned resistance process involves actively counterarguing the communication. A considerable number of studies have shown that the more counterarguments people generate to a message, the more likely they are to resist the advocacy (see Petty, Ostrom, & Brock, 1981). Self-validation theory (Brinol & Petty, 1999) holds that the confidence that people have in their counterarguments can determine the extent to which those counterarguments are effective in producing resistance (and the extent to which their supportive thoughts are effective in producing persuasion). In a series of studies, procedures were developed that would enhance or undermine people's confidence in their own thoughts while they were exposed to a persuasive message. In one study, people were asked to nod their heads in a vertical or a horizontal manner (Wells & Petty, 1980) while they were exposed to a message that provoked mostly counterarguments or mostly favorable thoughts (Petty & Cacioppo, 1986). When people's thoughts to a message were favorable, nodding "no" undermined confidence in the favorable thoughts and reduced persuasion. When people's thoughts were mostly negative, however, nodding "no" undermined confidence in these counterarguments and reduced resistance. These results demonstrate that it is useful to know not only what people are thinking about a message, but what they think about their own thoughts.

INSTILLING RESISTANCE TO DECEPTIVE PERSUASIVE APPEALS BY DISPELLING THE ILLUSION OF INVULNERABILITY
Robert B. Cialdini and Brad J. Sagarin, Arizona State University and Northern Illinois University
Though psychological research has provided influence professionals with numerous influence techniques, it has offered influence targets little help in resisting the objectionable use of these techniques. A set of 3 studies explored the impact of a program designed to instill resistance to deceptive persuasive messages. Study 1 showed that after resistance program training, ads using illegitimate authority-based appeals became less persuasive while those using legitimate such appeals became more persuasive. Study 2 demonstrated that resistance to illegitimate appeals generalized to novel exemplars, perservered over time, and appeared outside of the program context. In Study 3, a procedure that dispelled program participants' illusions of invulnerability to deceptive persuasion maximized resistance to such persuasion. The final study also offered

evidence that the conferred resistance was mediated by perceptions of undue manipulative intent.

The Dynamic Relation between Beliefs and Behavior: Understanding Health Practices over Time

Chair: *Alexander J. Rothman, University of Minnesota, Minneapolis, MN, USA*

Discussant: *Peter Salovey, Yale University, New Haven, CT, USA*

Symposium Summary:

Social psychological models of the relation between attitudes and behavior have provided a rich base on which to understand people's decisions to adopt both healthy and unhealthy behavioral practices. Although these models have provided us with a sophisticated understanding of people's decisions regarding a single behavioral outcome, much less is known about the decision processes that guide a sustained pattern of behavior. Given that most health practices involve continued self-regulation, investigators have begun to examine the manner in which people's health beliefs and health behaviors unfold and interact over time. For example, how do people form and manage their health beliefs? How do people's health beliefs respond to changes in their behavioral practices? Are decisions to initiate a change in change behavior based on the same set of beliefs as decisions to maintain that pattern of behavior? This symposium examines how people regulate their health practices over time with an emphasis on the decision processes that guide the on-going relation between people's beliefs and health behaviors. Three research teams will report on empirical findings obtained across a range of health issues: smoking, alcohol consumption, and weight control. Taken together, these presentations will provide a review of recent advances in models of behavioral decision-making and their implications for the development of effective behavioral interventions.

Abstracts:

HEALTH BELIEFS AND THE INTERGENERATIONAL TRANSMISSION OF CIGARETTE SMOKING
Steven J. Sherman, Laurie Chassin, Clark C. Presson and Jennifer Rose, Indiana University, Bloomington, IN, USA
Cigarette smoking is a behavior that shows appreciable intergenerational transmission, but the mechanisms responsible for this are unclear. The current paper examines the role of health beliefs in this intergenerational transmission using data from a longitudinal study of a community sample (measured from adolescence to adulthood, from 1980-1994) and a subsample who had children of their own (measured in 1995 and 1999). In an initial study, we demonstrated the intergenerational transmission of cigarette smoking and the importance of parental socialization patterns in this transmission. However, an examination of general health beliefs about smoking as well as the personally relevant health consequences of smoking showed no intergenerational transmission of these beliefs. In addition, maternal beliefs did not predict their child's smoking (above and beyond the correlated effects of mother's own smoking), although the child's smoking behavior and smoking-related beliefs were correlated. Thus, within each generation, smoking beliefs were related to smoking behavior, but these beliefs could not explain the intergenerational transmission of smoking behavior. The belief measures that were employed in the above studies have been explicit measures, and are therefore subject to concerns about social desirability and evaluation apprehension. Therefore, we have now added a measure of implicit attitudes (the Implicit Associations Test) to our explicit measures. Recent results indicate that implicit measures of smoking beliefs and attitudes represent a viable alternative to the more traditional explicit measures.

ALCOHOL CONSUMPTION AND PERCEPTIONS OF PARENTAL APPROVAL: A LONGITUDINAL STUDY OF THE RECIPROCAL RELATION BETWEEN RISK PERCEPTIONS AND RISK BEHAVIOR
Meg Gerrard, Frederick X. Gibbons, and Monica Reis-Bergan, Iowa State University, Ames, IA, USA
Over the last decade, research has demonstrated that risk perceptions are reciprocally related to risk behavior. For example, perceptions of the risk associated with smoking motivate people to quit smoking, and at the same time, reflect changes in amount of smoking. The current paper demonstrates reciprocity between adolescent alcohol consumption and a different kind of health cognition ^ perceptions of others' approval of that behavior. Two hundred fifty-nine adolescents reported their alcohol consumption and their perceptions of their parents' reactions to their drinking at two points in time (approximately 1 year apart). In addition, the adolescents' parents reported their actual reactions to their adolescents' drinking at both times. Structural equation modeling revealed that the relation between adolescents' drinking and their perceptions of their parents' reactions was reciprocal. The model supported the hypothesis that adolescents' perceptions of parental disapproval has an inhibitory effect on drinking. In addition, as adolescents' increased their alcohol consumption, they adjusted their perceptions of their parents' reactions -- they decided that their parents were less disapproving of the behavior than they had previously believed them to be. Thus, the adolescents' increases in consumption shaped their perceptions of their parents' reactions. Implications of the reciprocal relation between health cognitions and health behavior will be discussed.

PREDICTING THE INITIATION AND MAINTENANCE OF HEALTH BEHAVIOR CHANGE
Alexander J. Rothman, Robert Jeffery, Kristina Kelly, Nancy Sherwood, and John Vessey, University of Minnesota, Minneapolis, MN, USA
Why is it that people are often capable of successfully initiating a change in their health behavior but find themselves unable to maintain that pattern of behavior over time? Current models of health behavior provide little guidance for understanding the apparent dissociation between the decision to initiate a change in behavior and the decision to maintain that change. We have recently formulated a theoretical model based on the premise that the decision criteria that lead people to initiate a change in their behavior are different from those that lead them to maintain that behavior. Specifically, decisions regarding behavioral initiation are predicted to depend on favorable expectations regarding future outcomes, whereas decisions regarding behavioral maintenance are predicted to depend on perceived satisfaction with the outcomes afforded by the change in behavior. The results from a series of three studies on weight loss practices are described that elucidate the relation between people's beliefs about the benefits of weight loss and short and long-term success in weight control. For example, holding optimistic expectations about the outcomes afforded by weight loss was associated with greater interest in initiating a weight loss attempt, whereas successfully maintaining weight losses was associated with having attributed greater benefits to their change in weight. The implications of this model for behavioral interventions will be addressed.

Ouch! Who Said Forgiveness Was Easy?

Chair: *Julie Juola Exline, Case Western Reserve University*

Symposium Summary:

Interpersonal transgression can have devastating effects ranging from conflict escalation and broken relationships to psychological trauma. Researchers have begun to explore forgiveness as a possible means of limiting such damage. Previous studies have suggested diverse benefits of

forgiveness, including mental health improvements and relationship repair. Yet existing research leaves a critical question largely unanswered: Given the potential benefits, why don't people always forgive? This symposium draws from both personality and social psychology to explore possible answers to this question. The speakers, who represent three separately funded programs of forgiveness research and the author of two books on forgiveness, will focus on four reasons that forgiveness can be difficult. First, offended individuals may turn to habitual responses of ruminating about injustices, a pattern that impedes forgiveness by keeping transgressions in the forefront. Potential forgivers may also need to empathize with others and to overcome feelings of shame. Desires to protect self-interest must often be tempered with humility. And finally, forgiveness may require people to affirm their commitment to the relationship with the offender. In short, this symposium highlights some major challenges that people often face when attempting to forgive others. Barriers to forgiveness can arise from the relationship, the situational context, or the offended person's habitual responses to hurt. Thus, in spite of the potential benefits of forgiving, the effort and risk involved in the process will cause many to struggle against it.

Abstracts:

FORGIVING, RUMINATION, AND DISTRACTION: EFFECTS ON MOOD, WELL-BEING, AND INTERPERSONAL PERCEPTIONS

Michael E. McCullough, National Institute for Healthcare Research, Rockville, MD, Robert A. Emmons, University of California, Davis, CA, Shelley Dean Kilpatrick & Courtney Mooney, National Institute for Healthcare Research

We examined the effects of three strategies for regulating negative affect following interpersonal offenses – forgiving, rumination, and distraction - - on people's well-being, experiences of negative and angry affect, and perceived interpersonal violations over a two-week period. Participants, who were randomly assigned to one of four conditions, kept a daily diary of interpersonal offenses encountered over the study period. In the rumination condition, participants were instructed to ruminate on injustices done to them during the two successive weeks. In the distraction condition, participants were instructed to replace negative thoughts and feelings regarding interpersonal offenses they incurred with positive ones. In the forgiveness condition, participants were instructed to forgive their offenders. In a control condition, participants simply kept a record of the interpersonal offenses that occurred to them. Compared to participants in the forgiveness and control conditions, people who ruminated about the interpersonal offenses they incurred reported higher numbers of daily interpersonal offenses and offenders. However, this perceptual effect did not extend to their global retrospective judgements of anger and perceived interpersonal violation. Study conditions had a complex pattern of effects on subjective well- being. Findings suggest that the strategies that people use for controlling negative affect after interpersonal transgressions influence their emotional lives and their perceptions of their interpersonal worlds.

PSYCHOLOGICAL AND SOCIAL IMPLICATIONS OF THE DISPOSITION TO FORGIVE

June Tangney, Angela Luzio, & Ronda Fee, George Mason University, Fairfax, VA

Periodically, in daily social interactions we do things that hurt others. One important factor in coping adaptively with these inevitable rifts is our ability to forgive. In a study of 230 young adults, we examined the psychosocial implications of individual differences in people's capacity to forgive. Our recently developed Multidimensional Forgiveness Scale (MFS) assesses adults' propensity (1) to forgive others, (2) to seek/accept forgiveness from others, and (3) for self-forgiveness. Results indicate these dimensions of forgiveness are empirically as well as conceptually distinct. Self-forgiveness was moderately positively correlated with Forgiving Others and Asking for Forgiveness, which were essentially orthogonal. Thus there are three different dimensions of forgiveness which very likely have distinct antecedents and consequences. Analyses are in progress, but available results regarding the moral emotions (empathy, shame and guilt) indicate that people are most inclined to forgive others to the extent that (1) they respond to their own transgressions with feelings guilt about the specific behavior, not shame about the self, and (2) they have a capacity to empathize with others. People are most likely to ask for forgiveness to the extent that they are emotionally reactive to others' distress. People are most inclined to forgive themselves for transgressions to the extent that they (1) are prideful, (2) adopt a detached/unconcerned attitude toward negative events, (3) avoid feelings of shame, and (4) have

a low capacity for empathy.

PRIDE GETS IN THE WAY: SELF-PROTECTION WORKS AGAINST FORGIVENESS

Julie Juola Exline & Roy Baumeister, Case Western Reserve University, Cleveland, Ohio, Brad Bushman, Iowa State University, Ames, Iowa, Jon Faber, Case Western Reserve University, Colleen Phillips, Iowa State University

Taking pride in the self and "looking out for number one" are well-entrenched values in American society. By defending their self-images and rights, people can feel strong, capable, and safe. Yet these self-protective goals may conflict with relationship-oriented goals such as forgiveness. We have proposed that if people are highly invested in protecting their own interests, they should be less motivated to face the risks and sacrifices that forgiveness often requires. Our research program has included autobiographical narrative methods (stories about forgiving versus not forgiving) and laboratory experiments (blows to pride versus not, inducing humility versus not, and measuring cooperative/forgiving versus competitive behavior in a Prisoner's Dilemma game). Our findings indicate that (1) blows to pride make forgiveness more difficult and less likely, even if transgressions are otherwise similar, and (2) humility promotes forgiveness to the extent that the potential forgiver sees the self as capable of committing similar transgressions. We contend that humility promotes forgiveness not only because it reduces the capacity for narcissistic injury but also because it levels the moral playing field. The humble person abandons claims to moral superiority by thinking, "I'm capable of doing something just as bad". When people acknowledge their own failings, righteous indignation can give way to forgiving attitudes.

DEALING WITH BETRAYAL IN CLOSE RELATIONSHIPS: DOES COMMITMENT PROMOTE FORGIVENESS?

Eli Finkel & Caryl Rusbult, University of North Carolina, Chapel Hill, NC

Most work regarding forgiveness examines "how" forgiveness occurs, exploring cognitive and affective concommitants of this phenomenon. Our research examines "why" forgiveness occurs, exploring the motivational underpinnings of this phenomenon. We suggest that when individuals are dependent on their relationships (feel satisfied, possess poor alternatives, have sizeable investments), they develop strong commitment. In turn, commitment motivates a shift from concern with immediate self-interest to concern with the well-being of the relationship. The shift from self-interested motives to pro-relationship motives makes individuals willing to abandon desire for retribution and demands for atonement, achieving the "change of heart" that represents forgiveness. Two studies tested the prediction that commitment motivates forgiveness. In Study 1 participants provided descriptions of betrayal incidents, describing their immediate and delayed reactions to the incident. Participants also completed measures of dependence and commitment. As expected, to the extent that individuals were more strongly committed to their relationships they exhibited greater tendencies toward forgiveness. Study 2 employed a priming methodology. In the guise of "two separate studies" we first primed low versus high commitment, activating thoughts regarding independence (low commitment) versus dependence (high commitment). In a second, "unrelated task," participants reacted to hypothetical incidents involving partner betrayal. As expected, tendencies toward forgiveness were greater among individuals in the low commitment condition than among those in the high commitment condition.

SESSION A

FRIDAY, 10:00-11:15 AM

SARRATT/KISSAM

Self-Enhancement Bias: Conceptual and Methodological Issues

Chairs: *Richard W. Robins, UC Davis and Oliver P. John, UC Berkeley*
Discussant: *David Funder, UC Riverside*

Symposium Summary:

The recent explosion of research on self-enhancement has raised questions about the nature and consequences of biased beliefs about the self. There has been a clarion call in the literature for more refined approaches to conceptualizing and measuring self-enhancement bias and for greater attention to cultural and individual differences. In particular, several important methodological and conceptual issues remain to be addressed. For example, what is the best way to operationalize illusory self-beliefs? What does the research show about the adaptive benefits of self-enhancement—are they a "mixed blessing" as Paulhus has recently argued? What are the boundary conditions on the general tendency for individuals to engage in self-enhancement and which factors influence whether self-enhancement promotes emotional well-being? This symposium brings together three teams of researchers attempting to address these questions. All three research programs examine the correlates and consequences of individual differences in self-enhancement bias, defined by comparing self-evaluations to some external criterion (e.g., peer ratings). Beer and Robins will discuss short-term and long-term consequences of self-enhancing beliefs using data from a 4-year longitudinal study of college students. Kwan, John, Robins, Bond, and Kenny will present a new methodology for measuring individual differences in self-enhancement bias based on Kenny's Social Relations Model, and describe cross-cultural data supporting the validity of the measure. Paulhus, Heine, and Lehman will present an integrative taxonomy of the many ways self-enhancement has been conceptualized in the literature, and discuss how these different conceptions relate to individual and cross-cultural differences. Finally, Funder will provide an overarching perspective on the three research programs and discuss broader issues facing self-enhancement researchers over the next decade.

Abstracts:

POSITIVE ILLUSIONS ABOUT THE SELF: THEIR CORRELATES AND CONSEQUENCES
Jennifer S. Beer, University of California, Berkeley and Richard W. Robins, University of California, Davis

Two studies addressed parallel questions about the correlates and consequences of positive illusions. Study 1 (N = 360) examined positive illusions about performance in a group interaction task. Study 2 (N = 498) assessed students' illusory beliefs about their academic ability when they first entered college, and then followed them over four years of college to test claims about the long-term benefits of positive illusions. Both studies showed that positive illusions were related to narcissism, ego-involvement, self-serving attributions, and positive affect. Using growth curve modeling of the longitudinal data, Study 2 showed that positive illusions were associated with decreasing levels of well-being and self-esteem over the long-term, as well as increasing disengagement from the academic context. Positive illusions were not related to academic performance or to greater persistence in college; that is, individuals who entered college with self-enhancing beliefs about their ability did not receive higher grades and they were not more likely to graduate than individuals with accurate or self-diminishing beliefs about their ability. Thus, the findings suggest that positive illusions may be adaptive in the short term but not in the long-term.

CONCEPTUALIZATION AND MEASUREMENT OF INDIVIDUAL DIFFERENCES IN SELF-ENHANCEMENT
Virginia S. Y. Kwan, University of California, Berkeley, Oliver P. John, University of California, Berkeley, Richard W. Robins, University of California, Davis, Michael H. Bond, Chinese University of Hong Kong, David A. Kenny, University of Connecticut

It is unclear whether self-enhancement has positive or negative consequences for mental health because different operationalizations of self-enhancement have yielded divergent findings. A Social Relations Model analysis (Kenny & La Voie, 1984) revealed that the operationalization used in studies reviewed by Taylor and Brown (1988) confounds self-enhancement with one's socially agreed upon standing (i.e., the target effect), whereas the operationalization used by Colvin, Block and Funder (1995) and others confounds self-enhancement with one's general tendency to view others (i.e., the perceiver effect). We propose a refined measure of self-enhancement and report three studies examining the extent to which various self-enhancement operationalizations are confounded with target and perceiver effect, and identifying circumstances that lead to greater or lesser confounding across a set of traits. In Study 1, Colvin et al.'s operationalization was correlated with the perceiver effect across traits, particularly when self-other agreement was low. In contrast, Taylor and Brown's measure was correlated with the target effect across traits, particularly when self-other agreement was high. Study 2 examined the external correlations of the self-enhancement measures. The refined self-enhancement measure yielded theoretically meaningful correlations with narcissism and adjustment indices. Study 3 replicated the findings of Study 1 and Study 2 in a Hong Kong Chinese sample. The refined self-enhancement measure was positively correlated with self-esteem, but self-enhancement had a negative social impact in this collectivistic culture. Findings were consistent across the three studies and showed the utility of the refined self-enhancement measure.

VARIANTS OF SELF-ENHANCEMENT
Delroy L. Paulhus, The University of British Columbia, Steve J. Heine, University of Pennsylvania, Darrin R. Lehman, The University of British Columbia

Self-enhancement has been operationalized defined in variety of ways. Debates about its adaptiveness and universality cannot move forward without a taxonomy of the variants of self-enhancement. Establishment of self-enhancement as an individual difference variable requires even further support in the form of construct validity. One conflict in the literature is between the research using an intra-psychic operationalization of self-enhancement (e.g., Brown, 1986) and that using a discrepancy operationalization (e.g., Colvin, Block, & Funder, 1995; John & Robins, 1994). The former operationalization is positively associated and the second operationalization negatively associated with adjustment. Also in conflict are the data based on enhancement of agentic characteristics conflicts with the data based on enhancement of communal characteristics (e.g., Paulhus & John, 1998). The former involves and egoistic self-promotion of personal assets whereas the latter involves a moralistic self-superiority. The former predominates in Western cultures whereas the latter is more common in Japan, and possibly other Asian cultures (Heine, Lehman, Markus, & Kitayama, in press). Finally, the research based on conscious forms of self-enhancement (impression management) must be treated separately from research based on unconscious (self-deceptive) forms of self-enhancement (e.g., Paulhus, 1986). The former varies depending on the nature of the audience whereas the latter is stable trait. Our presentation offers an integrative taxonomy that reconciles and links these three distinctions. We also address the issue of whether self-enhancement is universal.

SESSION B

FRIDAY, 11:30AM -12:30 PM

CARMICHAEL/MCTYEIRE

Personality and Risk-Taking

Chair: *Marvin Zuckerman, University of Delaware*

Symposium Summary:

Personality formation precedes and predicts impulsive, risk-taking behaviors which usually begin in adolescence. Research has established that impulsivity and sensation seeking are traits which are particularly relevant to adolescent experimentation with alcohol, smoking, drugs, and sex. Young men in their adolescent years are the highest risk group for driving accidents because of their recklessness and tendency to drive after drinking. Sexual risk factors include unprotected sex with many partners. This symposium includes 3 papers. The paper presented by Hoyle is primarily concerned with risky sexual behavior, the one by Wills concerns substance use, and the final paper by Zuckerman covers six kinds of risk. The correlations between at least 4 of the 6 risk scales suggest a general risk-taking factor. Although the authors used different instruments they are in agreement that constraint, conscientiousness and agreeableness are related to avoidance of risky activities, whereas impulsiveness, sensation seeking, and aggressiveness, or the general temperament factor called "Approach," predict risky behaviors. There is less agreement on the roles of extraversion and activity. The constraint and sensation seeking dimensions show some of the highest heritabilities found for personality traits. The genes and the biological traits they influence constitute the

vulnerabity for risk-taking behaviors, but the environmental influence, particularly from peers (rarely parents) is also crucial.

Abstracts:

PERSONALITY PREDICTORS OF GENERALIZED AND SPECIFIC RISK-TAKING

Marvin Zuckerman, University of Delaware

Studies conducted over the past 30 years have established relationships between the personality trait of sensation seeking and risky behaviors in: sports, crime, drinking, drugs, sex, reckless driving, and gambling. A biosocial theoretical model has been formulated to link sensation seeking and its behavioral manifestations to a basis in genetic and biological mechanisms and behavioral mechanisms such as a deficit in the capacity to inhibit behavior associated with punishment when in pursuit of reward (expressed as impulsivity in the trait realm). We have developed a five-factor personality model in which one of the factors is Impulsive Sensation Seeking; the others are Neuroticism-Anxiety, Aggression-Hostility, Sociability, and Activity. These five have been applied to the prediction of six types of risky behaviors among college students: drinking, smoking, drugs, sex, reckless driving and gambling. The first question asked was: is there is a general risk-taking factor? Drinking, smoking, drugs, and sex formed the core of such a factor; these 4 risk scales were all moderately intercorrelated for both men and women. Risky driving was only correlated with heavy drinking and gambling was only correlated with drinking and sex in men. Three of our basic personality traits predicted a composite risk-taking measure: Impulsive Sensation Seeking, Aggression-Hostility, and Sociability. Neuroticism and Activity had no relationship with overall risk-taking behavior. Another study of prostitutes working in a very risky setting showed that they scored high, relative to controls, on Impulsive Sensation Seeking and Aggression-Hostility. The combination of these two traits defines the core of the antisocial personality disorder, a group of extraordinary risk-takers.

PERSONALITY AND RISKY SEXUAL BEHAVIOR

Rick H. Hoyle, University of Kentucky

Careless sexual behavior can result in HIV infection, the contraction of various other STDs, or unintended pregnancy. In light of the substantial personal and societal costs associated with these outcomes, it is important that behavioral scientists develop an understanding of the processes that underlie such behavior. Until recently, relatively few studies had explored the role of basic personality processes in risky sexual behavior; however, heightened interest in the role of personality in various problem behaviors has given rise to a growing body of empirical work on the association between normal personality and risky sexual behavior. A meta-analysis of more than 50 studies revealed the following: (1) almost two-thirds of the studies on normal personality and risky sexual behavior have focused exclusively on sensation seeking, which is positively associated with all risky sexual behaviors included in the meta-analysis; (2) from the five factor model, conscientiousness is negatively correlated with unprotected sex; neuroticism is positively correlated with unprotected sex; agreeableness is negatively correlated with all risky sexual behaviors; and extraversion and openness are not associated with any of the risky sexual behaviors included in the meta-analysis; (3) limited research with Tellegen's model indicates that low constraint is associated with sexual risk-taking; (4) limited empirical research inspired by Eysenck's model suggests that psychoticism and extraversion are positively associated with sexual risk-taking. The implications of this pattern of findings for process models of sexual risk-taking are discussed.

TEMPERAMENT DIMENSIONS AS A SUBSTRATE FOR RISK-TAKING TENDENCY

Thomas A. Wills, James M. Sandy, Ori Shinar, and Alison Yaeger, Ferkauf Graduate School of Psychology, Albert Einstein College of Medicine

Our research has addressed the proposition that simple temperament dimensions may be precursors of a more complex risk-taking tendency. We have studied this issue in relation to one type of problem behavior: adolescent substance use (tobacco, alcohol, and marijuana). The theoretical base for this research has been epigenetic models of development. The epigenetic approach suggests that simple, early appearing characteristics may predispose some persons to developing liking for risky activities. This proposition has been tested in several studies with adolescents in the age range from 12 to 15 years. For a specific measure of risk-taking we have used Eysenck's scale; temperament dimensions have been measured with scales from the

DOTS-R and EAS. Structural models have indicated that the temperament dimensions are precursors of risk-taking. Activity level represents the tendency to be physically active; Approach (vs. Withdrawal) represents the tendency to approach new situations and people. Both of these dimensions may be grounded in reward-seeking systems. A measure of parent-child conflict is also a unique predictor of risk-taking. We have shown that while risk-taking is correlated with poor self-control, the risk-taking scale predicts outcomes of self-control. The pathways from risk-taking to substance use are through deviant peer affiliations and through coping motives for substance use. Our findings together suggest that risk-taking tendency is a complex biosocial attribute, grounded in temperament dimensions and representing an independent pathway to problem behavior.

SESSION C

FRIDAY, 2:15 - 3:30 PM

BELMONT

Social and Physical Realities: New Perspectives on Their Interplay

Chair: *Roy F. Baumeister, Case Western Reserve University*

Symposium Summary:

One of the grand themes of debate in the social sciences concerns the interplay between nature and culture: How much is behavior driven by natural processes such as instinct, genetic preparation, and hormones or other biological forces, and how much is it shaped by social and cultural causes? This symposium will offer some new perspectives on the interplay between these two giant categories of causal influences. The theoretical debate of nature vs. culture is not one that is likely to be resolved simply in favor of one or the other. Rather, compromise formulations and interactive accounts are likely to be better able to explain the complex realities of human experience. In the first talk, Baumeister will argue that the relative importance of nature and culture to sexual behavior differs by gender: Women are more cultural, men more natural. Following that, Taylor will contend that one of the most common behavioral analyses of biological theorists, the "fight or flight" pattern, is better suited to describe male than female behavior, and she will propose an alternative account ("tend or befriend") to characterize female behavior. The latter is clearly also more social than the fight or flight choice. Last, Pennebaker will extend his recent work on how social behavior affects physical health to indicate gender differences as well as discrepancies between self-report and objective data.

Abstracts:

EROTIC PLASTICITY: NATURE, CULTURE, AND THE FEMALE SEX DRIVE

Roy F. Baumeister, Case Western Reserve University, Cleveland, OH USA

Does sexual behavior depend more on nature or on culture? The answer differs by gender: The female sex drive is more flexible and responsive to social, cultural, and situational influences than is the male. Evidence is reviewed to support three predictions derived from the hypothesis of female erotic plasticity. First, individual women show more changes in sexual patterns across their adult lives than do individual men. Second, specific social and cultural variables have stronger effects on female sexuality than male. Third, sexual attitude-behavior consistency is lower in women than in men (except for opportunity constraints), reflecting the influence of specific situations and meanings. The main exceptions to the broad conclusion all point toward a brief period during early childhood when males receive lasting effects from their social environment (akin to sexual imprinting). Several possible explanations for the difference in erotic plasticity are covered, including an adaptation to male physical and political power, the centrality of change in female sexual decision-making, and the possibility that a milder overall sex drive leads to greater willingness to change. In terms of mediating processes, it is likely that

male sexuality is affected strongly by genes and hormones, whereas female sexuality depends more on social meanings and contexts.

FEMALE RESPONSES TO STRESS: TEND-AND-BEFRIEND, NOT FIGHT-OR-FLIGHT

Shelley E. Taylor, University of California, Los Angeles, Laura C. Klein, Pennsylvania State University, Brian P. Lewis, Syracuse University, Tara L. Gruenewald, University of California, Los Angeles, Regan A. R. Gurung, University of Wisconsin, Green Bay, and John A. Updegraff, University of California, Los Angeles

Responses to threat are central to survival. The human stress response has been characterized, both physiologically and behaviorally, as "fight-or-flight". Whereas fight-or-flight may characterize some aspects of males' responses to stress, females' responses to stress are more marked by a pattern we have termed "tend and befriend." Tending involves nurturant activities designed to protect the self and offspring that promote safety and reduce distress. Befriending is the creation, seeking out, and maintenance of social groups that may aid in the protection of self and offspring. In women, these networks of associations are often composed largely of other females. The biobehavioral mechanism that underlies the tend and befriend process appears to draw heavily on attachment processes, and considerable neuroendocrine evidence from animal studies suggests that oxytocin, in conjunction with female reproductive hormones and endogenous opioid peptide mechanisms, may be at its core. Implications for the study of stress and for understanding sex differences in biobehavioral stress responses are discussed. In particular, we will focus on the significance of the social group in human responses to stress.

TALKING, EMOTING, AND BEHAVING IN THE REAL WORLD: TOWARD A MODEL OF SOCIAL INTEGRATION

James W. Pennebaker, University of Texas at Austin, Austin, TX, USA

Results will be presented from research using an Environmental Monitor (EM) -- a non-invasive recording device that participants wear for several hours or days. With this device, we are able to evaluate the psychometrics of people's everyday lives -- when and how they talk, laugh, study, and interact with others. Using the EM strategy, we are discovering that when individuals disclose deeply emotional topics as part of a writing paradigm, their natural behaviors shift in the direction of their becoming closer to others. Ironically, self-reports of these same behaviors fail to detect any changes. Important sex differences are also apparent. These data have direct bearing on an evolving model of social integration and health.

SESSION C

FRIDAY, 2:15 -3:30 PM

CARMICHAEL/MCTYEIRE

Four Perspectives on Agreeableness-Antagonism

Chair: *William G. Graziano, Texas A&M University*

Symposium Summary:

The aim of this symposium is to present personological, evolutionary, developmental, and social perspectives on Agreeableness-Antagonism, one of the Big Five personality factors. Paul Costa will provide a conceptual orientation to the domain and its facets. He will illustrate its importance not only in attachment and social interactions, but also in such areas as health psychology, Axis II psychiatric disorders, and psychological well-being. Kevin MacDonald will discuss the Agreeableness in evolutionary terms as an expression of warmth. In particular warmth is a reward system that evolved to facilitate cohesive family relationships and parental investment in children. Charles Halverson then will report patterns of agreeableness outcomes from parental free descriptions of children in seven different cultures. Halverson will discuss why agreeableness and extraversion account for a large proportion of parental free descriptions cross culturally. Finally,

William Graziano will discuss how agreeableness may have developmental origins in the temperament dimension of effortful control. He then will present data from three studies linking agreeableness to emotional self-regulation. Together, these presentations demonstrate the centrality of this dimension in psychosocial functioning.

Abstracts:

AGREEABLENESS-ANTAGONISM AND ITS FACETS

Paul Costa & Robert R. McCrae, National Institute on Aging, National Institutes of Health

Agreeableness-Antagonism is one of the five major dimensions of personality, with pervasive influences on both attitudes and interpersonal behavior. Among the key defining traits--or facets-- are trust, straightforwardness, altruism, compliance, modesty, and tender-mindedness. Agreeableness is perhaps best known as one of the axes of the Interpersonal Circumplex, centered in the Loving-Submissive quadrant, but the dimension has implications for many aspects of psychological functioning. For example, highly antagonistic individuals appear to be at higher risk for coronary disease, and they show lower levels of psychological well-being. Agreeableness-Antagonism is a universal dimension of personality, and appears to have universal correlates: Data from the People's Republic of China will be presented that replicate Western associations of low Agreeableness with Borderline, Narcissistic, Paranoid, and Antisocial Personality Disorders. Agreeableness-Antagonism conditions the way individuals perceive the world and respond to others, and thus helps to determine how other people respond to them.

CROSS-CULTURAL AND DEVELOPMENTAL ANALYSES OF THE AGREEABLENESS DIMENSION.

Charles F. Halverson & Valerie Havill, University of Georgia

We will present data on the free descriptions of children by parents in seven countries: China, Holland, the USA, Germany, Belgium, Poland, and Greece. Free descriptions from over 2400 parents of children aged from 3 to 12 years totaled over 46000 phrases. These phrases were coded into the Big Five categories in each country for the ages of 3, 6, 9, and 12 years of age. We will compare countries on the facets of Agreeableness. The descriptions coded into that dimension accounted for between 17.3% (China) and 25.5% (Greece) of all codable phrases (the second most frequent after Extraversion) Most of the descriptors fit into the facets Kind and Helpful and Helpful and Manageability. We will further discuss the developmental changes in salience of the dimension in these countries (Example: positive descriptors increased in age, while those referring to difficulty declined from age three to six to remain fairly low to age 12). Finally, we will present data on the factors derived from the factor analyses of questionnaires based on these free descriptions. For example, Agreeableness is the number one dimension across all ages in the US and Greece, while it is fairly circumscribed in the Chinese data at each age. We believe that these dimensions based on parental free descriptions will show that Agreeableness is one of the major dimensions of individual differences throughout childhood in many countries and languages, both in terms of salience and factor size.

AN EVOLUTIONARY PERSPECTIVE ON NURTURANCE/LOVE AS A PERSONALITY SYSTEM .

Kevin MacDonald, California State University-Long Beach

Personality systems are viewed as universal human adaptations designed to cope adaptively with the problems and opportunities confronting our ancestors. Sex differences in these systems are expected because males and females have been subjected to different selective pressures, resulting in a theoretically principled account of the causal mechanisms underlying personality systems. The evolutionary theory of sex implies that males will pursue a relatively high-risk strategy compared to females and thus be higher on traits linked to sensation seeking and social dominance. Females are expected to be higher on traits related to nurturance, pair bonding, and attraction to long-term relationships. The dimensions of Dominance and Nurturance/Love on the Interpersonal Adjective Scale cover the same domain as Extraversion and Agreeableness on other Five-Factor Model (FFM) measures. The difference amounts to a rotational difference between two different ways of conceptualizing the same interpersonal space. An evolutionary perspective suggests that Dominance and Nurturance should be viewed as causally primary, since this conceptualization maximizes theoretically important sex differences

and is thus likely to have been the focus of natural selection. In addition, I present data showing linkages with other measures of attraction to close relationships: (1) a significant correlation between the Avoidance dimension (but not the Anxiety dimension) of the Experiences in Close Relationships Inventory¯a dimensional measure of adult attachment; (2) Nurturance/Love was the best predictor of committed and permissive sexual styles in women. This study included, besides the other FFM dimensions, a categorical measure of attachment and measures of mate value (physical attractiveness, ambition, academic success, financial worth).

AGREEABLENESS, TEMPERAMENT, AND EMOTIONAL SELF-REGULATION

William G. Graziano, Renée M. Tobin, Louis G. Tassinary & Eric J. Vanman, Department of Psychology, Texas A&M University, College Station, TX 77845, (409) 845-2567, WGG@PSYC.TAMU.EDU.

Agreeableness may have its developmental origins in the temperamental dimension of "effortful control." As a result, among adults agreeableness may be related to the self-control of frustration and the regulation of emotions in interpersonal relations. Three converging, multimethod studies examined agreeableness and the self-regulation of emotions. Study 1 (N = 321) examined the links among sex, agreeableness, and expectations for both positive and negative emotional events. Study 2 (N = 468) focused on negative emotional situations and provided a constructive replication of the first study using a laboratory paradigm. In Study 2, participants described contents of emotionally evocative slides to a partner (either a friend or a stranger). Participants reported their emotional experience, efforts to control emotion, and the anticipated reactions of their partners. Structural modeling analyses indicated that agreeableness and sex were significant predictors of emotional experience, and of efforts to control emotion. Study 3 (N=68) replicated and extended the two previous studies, using psychophysiological methods to examine responses to both positively and negatively charged emotional materials. Outcomes are discussed in terms of (1) the agreeableness construct and its place within the five-factor structural approach to personality; and (2) links to between agreeableness and emotional self-regulation.

SESSION C

FRIDAY, 2:15 -3:30 PM

KIRKLAND/CALHOUN

Psychophysiological Approaches to Emotion and Motivation: Toward Providing a Window on Intrapsychic Processes

Chair: *Leslie D. Kirby, University of Alabama at Birmingham, USA*

Symposium Summary:

Social psychologists have long been interested in intrapsychic processes that influence social behavior, such as emotions and motivations. The study of such processes has traditionally been heavily dependent on self-report; however, the weaknesses inherent in self-reports are well known. As a result, efforts have been and continue to be made to develop behavioral and other convergent measures to lessen this reliance. One such area involves utilizing psychophysiological measures as indicators of intrapsychic social processes. Our symposium has two goals: to document and describe the organization of psychophysiological activity as related to emotion and motivation-related processes, such as appraisal, attention, and task engagement; and, to use these links to test theories of emotion and motivation. Kirby and Smith describe recent work in which they have attempted to validate hypothesized relations between cardiovascular (CV) activity and anticipated or actual effort, and between skin conductance (SC) activity and attentional processes in the context of emotional experience. Pecchinenda and Kappas describe a series of studies examining the links between psychophysiological indicators and intrapsychic processes in the context of an ongoing, affectively

engaging task. Both Wright and Annis, and Gendolla and Kruesken, describe work in which they use the hypothesized relation between CV activity and effort to test key substantive propositions within their respective motivational theories. Taken together, these presentations illustrate the promise of applying psychophysiological techniques to social psychological issues.

Abstracts:

UNPACKING THE CONSTRUCT OF "EMOTIONAL AROUSAL": ON THE PSYCHOLOGICAL SIGNIFICANCE OF DIGIT SKIN TEMPERATURE AND SKIN CONDUCTANCE ACTIVITY
Leslie D. Kirby, University of Alabama at Birmingham, USA, & Craig A. Smith, Vanderbilt University, Nashville, TN, USA
Historically, autonomic (i.e., cardiovascular [CV] and skin conductance [SC]) activity has been interpreted as reflecting a unidimensional construct of emotional arousal, with higher levels of activity in any channel simply reflecting higher levels of arousal. Considerable evidence has accumulated, however, indicating that different autonomic channels are responsive to different factors. Working from an appraisal perspective, and in line with other motivational perspectives, we have hypothesized that CV activity primarily reflects the amount of effort an individual is expending or preparing to expend on a given task, whereas SC activity reflects the attentional demands of the task. We report on two studies providing evidence to support both hypotheses. In the first, participants attempted to solve math problems of varying difficulty, and within-individuals, digit skin temperature, an indicator of CV activity, was positively correlated with the subjective difficulty of the problems. In the second, using a dual task paradigm in which participants performed a stimulus detection task while viewing slides that varied separately in their attention-grabbing and emotionally evocative qualities, SC activity was correlated with the slides, attentional properties with no evidence found for a separate SC response component corresponding to emotional arousal. The value of using "arousal" indicators as convergent measures, given the increased specificity suggested by these findings, is discussed.

STUDYING THE RELATIONSHIP BETWEEN APPRAISALS, PHYSIOLOGICAL, EXPRESSIVE, AND SUBJECTIVE COMPONENTS OF EMOTION: A DYNAMIC VIDEOGAME PARADIGM
Anna Pecchinenda & Arvid Kappas, Laval University, Quebec City, Canada
Evidence supporting the notion of cognitive evaluations (appraisals) as determinants of emotional reactions has been heavily dependent on retrospective and imagery-based methods, and this dependence has been roundly criticized. To overcome this dependence, we have developed different videogames (Pacman-type, Ping Pong-type) to manipulate appraisal dimensions, such as goal congruence and coping potential in an ongoing task, while physiological responses (cardiovascular, electrodermal, temperature), as well as expressive reactions (using facial electromyography) are recorded. Under these circumstances, whether participants appraise their resources as being adequate to respond to the task demands determines whether they are going to be actively engaged in the task at hand or passively endure it. As Obrist and colleagues have pointed out, there are different cardiovascular responses depending on whether participants are given the possibility to cope actively or passively. In addition, the personal significance of an event has been shown to influence electrodermal activity and is used in the present context to index attention allocation and task engagement. Furthermore, electromyographic activity at the brow region (Corrugator Supercilii) is considered sensitive to the perception of obstacles and effort. Finally, our paradigm allows manipulating goals related to the task as well as the social context in which participants perform. We will present results from different studies and their theoretical implications in the context of cognitive theories of emotion and motivation.

THE INTERACTIONAL ANALYSIS OF ABILITY (EFFICACY), EFFORT, AND CARDIOVASCULAR RESPONSE: EXTENDING BEYOND BLOOD PRESSURE AND HEART RATE
Shannon Annis and Rex A. Wright University of Alabama at Birmingham, USA
For a number of years now, we and various colleagues have investigated the possibility that effort and associated cardiovascular (CV) responses to a fixed (specific) challenge should be determined jointly by the difficulty of the challenge and the performer's appraised ability (efficacy) in the relevant performance realm. As difficulty increases, effort and CV

responsivity also should increase, regardless of ability perception. However, lower ability people should view success as harder than should higher ability people and therefore exhibit greater effort and CV responsiveness where both lower- and higher ability groups are task-engaged. Furthermore, lower ability people should withdraw their effort more readily (i.e., at a lower difficulty level) than should higher ability people and, thus, at some point manifest less effort and CV responsiveness than higher ability people. We will discuss in this presentation data from a recent experiment that extended previous relevant studies by examining a range of CV response parameters across multiple demand levels. Results showed ability x difficulty interaction response patterns for measures of heart contractility, stroke volume, diastolic pressure, and mean arterial pressure. Findings generally support the preceding interactional ability analysis and cast further doubt on traditional beliefs concerning the perceived ability/psychophysiological-response relation.

MOOD IMPACTS ON EFFORT MOBILIZATION ASSESSED AS CARDIOVASCULAR RESPONSE

Guido H.E. Gendolla & Jan Kruesken, University of Erlangen, Germany
Based on general assumptions about mood-behavior linkages (the "Mood-Behavior-Model"), we investigated mood impacts on the mobilization of effort. The predictions were as follows: (1) Moods per se are not motivational states and therefore do not mobilize effort. (2) Moods can, however, influence effort mobilization due to their informational impact on demand appraisals in terms of a mood congruency effect. That is, subjectively higher demand in negative mood than in a positive mood. Effort mobilization was assessed as cardiovascular (CV) reactivity and our experiments used different mood inductions and different types of performance tasks. The results show that (1) CV reactivity during mood inductions varies only as a function of demand, but not as a function of mood quality. (2) There are mood congruency effects on demand appraisals and CV response during task performance is stronger in a negative than in a positive mood if the task difficulty level is unfixed ("do your best"). (3) If task difficulty is fixed, performance related CV response shows the following pattern: If a task is easy, there is stronger CV response in a negative mood (high effort) than in a positive mood (low effort). If a task is difficult, there is stronger CV response in a positive mood (high effort) than in a negative mood (disengagement). These findings support our reasoning on informational mood impacts on effort mobilization.

SESSION C

FRIDAY, 2:15 -3:30 PM

SARRAT/KISSAM

Perceiving the Moral Person

Chair: *Deborah C. Stearns, Georgetown University*

Symposium Summary:

What makes a person moral or immoral? This question is relevant to many of our everyday experiences: interpersonal and intergroup conflicts, hiring decisions, child-rearing practices, and, of course, the courtroom. Indeed, recent studies suggest that morality-relevant information plays a central role in global impression formation (Wojciszke, Bazinska, & Jaworski, 1998). The recent scandals involving President Clinton inspired public debates about what characterological inferences should be made from behavioral evidence. Yet we know surprisingly little about the social and cognitive processes which guide our perceptions of others as moral persons. What factors influence the evaluation of others as moral or immoral? What is our "naive" theory of morality and moral character? This field, the intersection of morality and person perception, has only recently begun to be systematically explored. In this symposium, we will explore a diverse range of topics relevant to the perception of moral persons. This symposium addresses the role of morality in perceptions of persons across a variety of situations, including organizational settings, cases of criminal justice, and instances of interpersonal aggression. The presentations remind us that our judgments of others may not always correspond to existing theories of judgment, and that they may be shaped

by situational characteristics and personal ideologies. They raise important issues about what evidence is and should be germane to assessments of moral personhood. While these presentations draw on existing psychological theory, each also serves to critique and expand these theories to better understand the processes underpinning the perception of others as moral persons.

Abstracts:

PUTATIVE BIASES IN SOCIAL COGNITION: DO BOTH DISEASE AND CURE DEPEND ON THE POLITICAL BEHOLDER?

Orie Kristel and Philip E. Tetlock, The Ohio State University, Columbus, Ohio USA
This presentation reports the results of a series of experiments embedded in surveys of managers. Political ideology and cognitive style emerged as consistent predictors of what managers considered to be a deviation from rationality and of what corrective steps managers thought should be taken. More conservative mangers with strong preferences for cognitive closure were most likely to: (a) view the fundamental attribution error as neither fundamental nor erroneous and to warn of the flipside dangers of failing to hold subordinates tightly accountable (employees will work harder and spend less time concocting ingenious excuses if they think employers have a low threshold for drawing negative dispositional conclusions from failure to achieve organizational objectives); (b) be skeptical of integratively complex strategies of coping with accountability (warning of wafflers and of diluting sound policies with irrelevant side-objectives) and to praise those who take clear decisive stands (even at the cost of being over-confident); (c) prefer simple philosophies of corporate governance (the shareholder versus the stakeholder model) and to endorse organizational norms such as hierarchical filtering that reduce cognitive overload on top management by short-circuiting unnecessary argumentation (even if at increased risk of groupthink). Intuitive theories of good judgement cut across levels of analysis, appear deeply grounded in personal epistemologies and political ideologies, and sometimes diverge sharply from those held by most research psychologists who study judgement and choice.

CULPABLE CONTROL IN THE PSYCHOLOGY OF BLAME

Mark D. Alicke & Justin T. Buckingham, Ohio University, Athens, Ohio USA
Seven studies explored the role of counterfactual reasoning and "culpable control" in judgments of blame and compensation for injuries. The culpable control model assumes that differences among experimental conditions in perceived blameworthiness are based on evidence that would be relevant for assessing criminal responsibility, in particular, evidence of intentional or negligent wrongdoing (evidential features), as well as on legally extraneous factors such as the character or social category of the victim and perpetrator, the salience of the harmful outcomes, or the ability to imagine the harmful outcomes being averted (extra-evidential features). According to the culpable control principle, extra-evidential effects must be buttressed by evidential support: That is, for extra-evidential factors to affect blame, they must be accompanied by evidence of intentional wrongdoing. However, research on counterfactual reasoning, in which mere variations in normality (e.g., whether a victim is injured in the convenience store he usually frequents or in a different one) or psychological distance (e.g., whether a victim dies near or far from his destination) have produced differences in morally-relevant judgments, challenges the culpable control perspective. In contrast to counterfactual reasoning research, Studies 1-4 obtained no effects of normality on blame assessments or victim compensation. Studies 5 and 6 demonstrated strong effects of extra-evidential factors when accompanied by evidential support, but no normality effects. Finally, Study 7 demonstrated conditions in which both counterfactual reasoning and culpable control assumptions are likely to obtain.

INFERENCES OF MORALITY FOR INSTRUMENTAL AGGRESSION: THE WAGES OF SIN

Glenn D. Reeder & Shamala Kumar, Illinois State University, Normal, Illinois USA
The Bible suggests that sin leads to an untimely death. Secular views on bad behavior are less harsh. But most people believe that bad deeds should be punished. It is possible, therefore, that when a perpetrator commits a bad deed for gain, the perpetrator will be perceived as particularly immoral. The present research examined this idea as it pertains to instrumental aggression (aggression that leads to a reward). For comparison purposes, the research also examined inferences of

morality for reactive aggression (striking back out of frustration or at an attacker). College students read a vignette about a soccer game in which a perpetrator committed an aggressive act (intentionally spiking another player). The setting for the aggression involved either instrumental aggression or reactive aggression. Within each setting, the situation either encouraged aggression or discouraged aggression. Inferences of morality revealed a significant interaction between setting (instrumental vs. reactive) and situational force (encouraged aggression vs. discouraged aggression). For instrumental aggression, the perpetrator was perceived as least moral when the situation encouraged aggression (when the target could win the game by being aggressive). In contrast, for the reactive setting, the perpetrator was perceived as least moral when the situation discouraged aggression (when the perpetrator was aggressive toward a friendly person). The discussion focuses on the implications of these findings for theories of dispositional inference (Gilbert & Malone, 1995; Reeder, 1993).

STRUGGLING TO DO THE RIGHT THING: WHEN DOES TEMPTATION COUNT?
Deborah C. Stearns, Georgetown University, Washington, DC USA & John Sabini, University of Pennsylvania, Philadelphia, PA USA

This presentation will discuss a series of studies investigating the effect of temptation on impression formation. Adhering to rules, even those strongly held, is difficult when one encounters a strong temptation; it is temptation which makes morality a struggle at times. Attribution theorists have predicted that we will perceive others as more moral when they face pressures against acting morally than when they are not confronted with such pressures (Heider, 1958; Kelley, 1971; Reeder & Spores, 1983). If so, the person who is highly tempted should be rated as more moral than the person who is less tempted. We tested this prediction by having college students read short vignettes about a person facing the opportunity to break a rule, in which we experimentally manipulated the character's level of temptation (high vs. low) and their action (resisting the temptation vs. succumbing to it). Participants then rated the character on a variety of traits. When the scenario involved a non-moral rule, we did find the predicted effect; the character who was highly tempted was rated more positively than the character who was less tempted. However, when the scenario involved a moral rule, there was no effect of temptation on ratings of the character. Several explanations for this difference are explored, and the implications of these findings for attribution theory and morality are discussed.

SESSION D
SATURDAY, 11:30 AM-12:45 PM
BELMONT

Identity as a Precursor and Consequence of Stereotype Threat

Chair: *Rob Foels, Syracuse University*

Discussant: *Brenda Major, University of California-Santa Barbara*

Symposium Summary:
Stereotype threat is the threat of confirming, through poor performance, that a stereotype about one's group is true of oneself. This threat is hypothesized to occur only for those individuals who value their group membership, or good performance in the stereotyped domain. Researchers have demonstrated that removing stereotype threat allows individuals from stereotyped groups to perform as well as those from non-stereotyped groups. This symposium furthers our understanding of when and how performance may be affected in the face of a stereotype. The papers presented here examine four different domains of performance, but supply converging evidence regarding stereotype threat and the importance of identity. The first paper examines the performance of African-Americans at historically White and historically Black colleges, and demonstrates the importance of group identity and salience in triggering stereotype threat. The second paper examines performance as a

solo or non-solo presenter, and further supports the notion that the salience of group membership is important. The third paper examines athletic performance, and demonstrates that domain identity is also important in triggering stereotype threat. The last paper examines changes in domain identity and discovers a drop in identity from pre-test to post-test, supporting the disidentification hypothesis.

Abstracts:
EDUCATIONAL SETTING, CLASS STATUS, AND RACIAL IDENTITY AS MODERATORS OF STEREOTYPE THREAT
Bryant T. Marks & James S. Jackson, University of Michigan, Ann Arbor, MI, USA

Research in the area of stereotype threat has shown that African Americans attending a Historically White Institution will underperform on standardized tests if their race is made salient prior to commencement of the test. The purpose of this study was to determine if this effect occurred to the same extent, or not at all, amongst African American freshmen and seniors attending Historically Black Institutions. A secondary goal was to identify individual difference measures that may moderate the relationship between race salience and performance. Thus, a questionnaire comprising various inventories was given after the testing session. The results indicate that race salience impaired the performance of African American freshmen regardless of educational setting, but the performance of seniors enrolled in both educational settings was unaffected. In addition, internal analyses indicate that the effect among freshmen was moderated by their personal affinity for their racial group. Freshmen who reported high levels of positive regard for African Americans as a group underperformed in the race salience condition, while the performance of freshmen with moderate to low levels of positive regard was not impaired. We conclude that the deleterious effects of stereotype threat on performance are more likely to occur among African Americans who value their racial group and are adjusting to a novel environment.

THE EFFECTS OF SOLO STATUS ON THE PERFORMANCE OF STEREOTYPED GROUP MEMBERS
Denise Sekaquaptewa, University of Michigan, Ann Arbor, MI, USA

One's category membership (e.g., race or gender) becomes salient when one is a solo: the only member of one's social category present in the group. To the extent that negative stereotypes and low expectancies about competency are associated with one's gender or race, test performance may be negatively impacted when one tests as a solo. Three laboratory experiments are presented, in which women and men (Experiments 1 and 2) and Blacks and Whites (Experiment 3) give an oral exam performance either as solos or non-solos. Results showed that the performance of women and Blacks is more negatively affected by solo status than the performance of men and Whites. A follow-up study suggested that while the performance of women and Blacks is similarly affected by solo status, such effects may be rooted in different types of anxiety. Black solos may be primarily concerned about their intellectual competency in front of an audience of Whites, as a poor performance could be interpreted as confirming a negative stereotype. Female solos, however, may be concerned about appearance and social acceptance as well as intellectual competency in front of an audience of men. These results suggest that individuals may experience the effects of stereotype threat when they find themselves in situations that make their social group membership salient.

STEREOTYPE THREAT EFFECTS ON THE PERFORMANCE OF WHITE ATHLETES
Jeff Stone, University of Arizona, Tucson, AZ, USA

Three experiments examined the influence of stereotype threat processes (Steele, 1997) on the performance of White sports participants. Previous research (e.g., Stone, Perry, & Darley, 1997) indicates that White athletes are perceived to possess low "natural athletic ability." It was predicted that if the negative stereotype about White natural athletic ability was made salient during an athletic performance, concern over confirming the stereotype would cause White participants to perform more poorly compared to when the sports task was framed as measuring a positive or non-stereotype relevant dimension. In each experiment, White college students completed a laboratory golf task that was described as a standardized measure of athletic aptitude. The results of experiment 1 showed that White participants performed significantly worse on the golf task when it was framed as diagnostic of "natural athletic ability" compared to when it was framed as diagnostic of "sports intelligence."

Experiment 2 observed the negative effect of stereotype threat on the athletic performance of White participants, but only among those for whom performance in sports was central to their self-worth. In Experiment 3, "engaged" White participants showed evidence of self-handicapping as they practiced for significantly less time after the test was framed as diagnostic of natural athletic ability. The implications of these findings for the theory of stereotype threat and for performance in sports will be discussed.

DISIDENTIFICATION IN THE FACE OF STEREOTYPE THREAT
Rob Foels, Syracuse University, Syracuse, NY, USA
The disidentification hypothesis predicts that to counteract lowered self-esteem from facing stereotype threat, individuals will stop identifying with the stereotyped domain. This study manipulated test instructions for women and men taking a difficult math test. The instructions removed the stereotype of women's lesser math ability (no-gender-differences) or allowed it to remain relevant (stereotype threat). Identification with mathematics was measured two weeks prior to the testing session, and again immediately following the test instructions. Results showed no significant differences in test scores between the stereotype threat and no-gender-differences conditions. Despite this fact, women faced with stereotype threat showed a drop in self-esteem from pre- to post-test, and a corresponding drop in math identity. Women in the no-differences condition showed no change in self-esteem or math identity. For men, this pattern was reversed, with self-esteem and math identity dropping in the no-gender-differences condition. Although the no-gender-differences instructions failed to remove stereotype threat enough to improve women's test performance, the instructions did allow self-esteem and math identity to be maintained. This demonstrates that disidentification is not simply a result of poor performance. Instead, a relevant stereotype appears to impact domain identity regardless of performance. The fact that men disidentified with math when the stereotype was made irrelevant (no-gender-differences) suggests that men may benefit from the same stereotype that threatens women's math performance and identity. These findings may have important implications for educational settings.

SESSION D

SATURDAY, 11:30 AM-12:45 PM

CARMICHAEL/MCTYEIRE

Quit Whining, Weeping, and Snarling: Mood Regulation for Fun, Health, and Profit

Chair: *Dianne M. Tice, Case Western Reserve University*

Symposium Summary:
Moods and emotions are among the most important proximal causes of behavior, as well as having powerful links to well-being, health, and interpersonal relations. Research has recently taken multiple approaches to the question of how people regulate their own moods and emotions. This symposium will present exciting new work using a diversity of theoretical and empirical approaches to the topic of mood regulation. Two talks will present broad, integrative views of affect regulation. Larsen will give a general model of mood regulation processes and relate them to broad personality patterns. Tice will examine how mood regulation affects other forms of self-regulation, particularly insofar as many of the things people do to feel better (e.g., eating, drinking, or spending money) are precisely the behaviors that they seek to control otherwise. The other two talks will take a more fine-grained approach to the question by

examining specific processes. Erber will describe experiments on how mood regulation varies with interpersonal settings. Fredrickson will consider the form and function of positive emotions and demonstrate that positive emotions can undo the cardiovascular aftereffects of negative emotions.

Abstracts:
TOWARD A SCIENCE OF MOOD REGULATION
Randy J. Larsen, Washington University, St. Louis, MO, USA
A model of mood regulation is presented which draws on principles of control theory, distinguishes between maximizing pleasure and minimizing psychic pain, and which emphasizes individual differences in several component sub-processes. A preliminary taxonomy of strategies and behaviors for remediating negative affect is presented. Important topics for research are discussed, including the assessment of successfulness of mood regulation strategies, emotion specificity in strategies (e.g., what works for anger might now work so well for sadness), and person specificity in strategies (e.g., socializing or helping others may be more effective strategies for extraverts than introverts). The relationship of mood regulation to overall life-satisfaction and global happiness is discussed.

MOOD REGULATION IN ANTICIPATION OF INTERACTION: STRANGERS, FRIENDS, AND CRITICAL OTHERS.
Ralph Erber, DePaul University, Chicago, IL USA
Three studies found support for the idea that attempts at mood regulation prior to interacting with a stranger are motivated by concerns with the appropriateness of one's mood.. In Study 1, participants were induced into happy or sad moods and were then led to believe that they would interact with either a stranger or their romantic partners. Participants then indicated their preference for newspaper stories with a cheerful, depressing, or neutral content. Participants who anticipated interaction with their romantic partners preferred mood congruent stories. Participants who anticipated interaction with a stranger preferred mood incongruent stories. Happy participants' proclivity for depressing information and sad participants' proclivity for cheerful information under such conditions is likely due to a desire to attenuate their moods because they may have feared that a stranger might consider them inappropriate. Further support comes from two additional studies. Study 2 compared mood regulation in anticipation of interaction between securely and anxiously attached couples. Anxiously attached individuals expecting to interact with their partners behaved very much as though they expected to meet a stranger, i.e. They attempted to attenuate their mood. In Study 3, participants in happy and sad moods were more likely to attempt attenuating their moods when they imagined a critical rather than a supportive other.

THE FEEL-GOOD DISASTER: REGULATING MOOD AT THE EXPENSE OF CONTROLLING ONESELF
Dianne M. Tice and Ellen Bratslavsky, Case Western Reserve University, Cleveland, OH USA
In a number of studies, we have found that people will fail at a variety of different self-regulation tasks because they attempt to control their moods and feel good even at the cost of sacrificing their long term goals. In some studies, we have found that people will procrastinate on a task in the lab if the task is important enough to make them feel anxious about their performance and if there are fun things to do in the lab. People appear to use the enjoyable distractions to reduce their anxiety about the upcoming evaluation, even if engaging in the fun distractions is likely to hurt their final performance. People do not procrastinate if the distractor tasks are boring, suggesting that mood control, rather than simple self-handicapping, is the driving mechanism. Further studies suggest that people who have been induced to be in a bad mood will indulge in fattening foods if they think that eating will improve their mood, but will not consume the same foods if they are informed that eating will not lead to a better mood. These and other studies will be used to illuminate the role of affect regulation in a general self-control model.

Personal Goals and Self-Consistency: Implications for Attainment and Well-Being

Chair: *Ken Sheldon, University of Missouri-Columbia*

Symposium Summary:

Recent research has begun to demonstrate the importance of choosing personal goals that are consistent with other facets of one's personality. For example, Brunstein, Schultheiss, & Graessman (JPSP 1998) showed that the match of goals with underlying motives moderated the impact of goal attainment upon well-being, and Sheldon and Kasser (PSPB 1998) showed a similar finding concerning the match of goals with implicit interests and values. These results suggest that the ability to correctly perceive one's underlying needs and deeper condition prior to choosing personal goals may be crucial for well-being and personality development. The proposed symposium brings together prominent personal goal researchers to consider the means and mechanisms by which individuals make goal choices, moving forward or perhaps instead "getting off track" in their lives. Sheldon will discuss these issues by asking "who are we being when we're being ourselves?," as he presents his "self-concordance" model of personal thriving. Gollwitzer will present data suggesting that choosing identity-consistent goals is a need which is super-ordinate to simple self-enhancement needs. McGregor will show that choosing goals that fit one's temperamental traits is similarly important for well-being, and Kasser will show that choosing non-materialistic goals that match assumed universal human needs is also important. Finally, Oettingen will discuss the importance of conducting a "reality check" concerning one's fantasies, prior to turning them into goals.

Abstracts:

DISCONNECTING SELF-ESTEEM NEEDS FROM THEIR INFLUENCE ON BEHAVIOR BY FORMING IDENTITY GOALS

Peter M. Gollwitzer, University of Konstanz, Germany, gollwitz@soz.psychologie.uni-konstanz.de

Self-affirmation theory (Steele, 1988) highlights a person's need for self-esteem and postulates that threats to self-esteem (e.g., lacking an important personal attribute) lead to efforts to reaffirm shattered self-esteem (e.g., by expressing one's central values). Self-completion theory (Wicklund & Gollwitzer, 1982), on the other hand, describes the pursuit of identity goals and postulates that experiencing shortcomings and failures with respect to an aspired-to identity (e.g., becoming a successful lawyer) leads to compensatory efforts geared at acquiring alternative indicators of goal attainment (i.e., other symbols of the desired identity). According to self-completion theory, setting oneself binding identity goals should liberate behavior from having to serve mere self-esteem needs. Experimental participants with a weak or strong commitment to the identity goal of becoming a lawyer were either made incomplete with respect to this identity (i.e., were given feedback indicating failure on identity-relevant tasks) or experienced a threat to self-esteem (i.e., were given feedback indicating a lack of social intelligence). Thereafter, participants were given a chance to both strive for alternative symbols of the aspired-to identity (i.e., they could self-symbolize) and to affirm their self-esteem (i.e., they could express their central values). Whereas participants with weak identity commitments responded to both the self-definitional incompleteness and the threat to self-esteem manipulation with more self-affirmation than self-symbolizing efforts, participants with strong identity goal commitments only did so for the threat to self-esteem manipulation. After the self-definitional incompleteness manipulation, however, they showed more self-symbolizing than self-affirmation.

CROSS-CULTURAL INVESTIGATIONS OF INTRINSIC AND EXTRINSIC ASPIRATIONS: MATCHING GOALS TO INHERENT NEEDS

Tim Kasser, Knox College, tkasser@knox.edu

This talk will present recent cross-cultural work demonstrating the importance of the distinction between intrinsic and extrinsic goals. Intrinsic aspirations (e.g., self-acceptance, emotional intimacy, community contribution) are those presumed to represent inherent psychological needs, while extrinsic aspirations (e.g., financial success, physical attractiveness, fame/popularity), primarily focused on obtaining rewards or the approval and praise of others, are assumed to be less consistent with such needs. Research on college students in a variety of nations has been conducted using the Aspiration Index (Kasser & Ryan, 1996) and measures of well-being including self-actualization, vitality, anxiety, and happiness. Results have shown that: a) individuals typically value intrinsic more than extrinsic aspirations; and b) individuals who highly value intrinsic aspirations report greater well-being than individuals who highly value extrinsic aspirations. This basic pattern of results is demonstrated in essentially every culture studied, and has important implications for understanding the relationships between goals, well-being, psychological needs, and the self.

PERSONAL PROJECTS, LIFE-STORIES, AND WELL-BEING: THE BENEFITS OF ACTING AND BEING TRUE TO ONE'S TRAITS

Ian McGregor, York University, Toronto, Ontario Canada, ianmc@YorkU.

Three studies explore the hypothesis that personal well-being depends on the fit between personality traits on the one hand, and personal goals and life-stories on the other. To address this question, we focused on a cluster of traits linked to "interpersonal orientation" in college students: extroversion, agreeableness, and reverse scored conscientiousness. In Study 1, participants rated themselves on the interpersonal orientation traits, and also rated their self-generated personal projects (adapted from Little, 1983) on several dimensions related to the extent to which they were communal in theme. For participants high in interpersonal orientation, there was a significant positive relation between well-being and communal personal projects. For participants low in interpersonal orientation, the relation was (non-significantly) negative. In Study 2, for participants high in trait interpersonal orientation, there was a significant positive relation between well-being and how communal their life-story episodes were (the life-story interview procedure and coding scheme was adapted from McAdams, 1993). The relation was marginally significant in the reverse direction for participants low in interpersonal

MATCHING GOALS TO CAPABILITIES: A THEORY OF FANTASY REALIZATION

Gabriele Oettingen, Max Planck Institute for Human Development, Berlin, Germany, oettingen@mpib-berlin.mpg.de

People's fantasies about a desired future can be conceived of as the starting point for goal commitment. However, free fantasies have to be transformed into binding goals. The theory of fantasy-realization differentiates ways that are conducive for such transformation, from ways that are a hindrance. Contrasting one's positive fantasies about the future with reflections on impeding reality creates a necessity to act, which leads to goal commitment in line with one's capabilities: thus strong goal commitment emerges when capabilities are high, and weak goal commitment when they are low. Either over-indulgence in positive fantasies or excessive rumination about impeding reality leads to moderate goal commitment which is unmatched to the person's capabilities, which is thus too bold in the case of low capabilities, and too timid in the case of high capabilities. A series of experiments on interpersonal harmony or academic success supports fantasy- realization theory. Goal commitment was measured by the specificity of goals participants set themselves, by the immediacy and persistence of goal-directed actions, and by the rate of goal attainment. Perceived capabilities were in line with goal commitment only after participants had to contrast their fantasies with reality. Participants either over-indulging in a desired future fantasy or excessively ruminating about impeding reality did not act according to their capabilities. More recent findings also show that mental contrasting not only promotes the matching of goals to capabilities, but also the matching of goals to relevant values.

THE SELF-CONCORDANCE MODEL OF HEALTHY GOAL STRIVING
Kennon M. Sheldon, University of Missouri-Columbia, Columbia, Missouri USA, SheldonK@missouri.edu

Folk wisdom says "be yourself, trust yourself, know yourself, find yourself." But who (or what) are we being when we're being ourselves, versus not being ourselves? I will present my "self-concordance" model of healthy goal striving (Sheldon & Elliot, JPSP 1999), and discuss its relevance to these questions. This model presumes that people can make themselves happier and healthier by selecting, pursuing, and attaining personal goals which express their "true" selves. The true self is understood as the underlying organism or developing personality, whose needs and actual condition may be poorly (or well) represented by the conscious goals the person selects. Informed by an evolving- systems perspective, I assume that all individuals have implicit characteristic values and interests, which can potentially guide their activities and goal choices thus leading to growth and self-expansion. However recognizing one's true values and interests requires complex self-perceptual skills, which many fail to develop. Results of a short-term longitudinal study will be presented, which demonstrate the positive benefits of self-concordant goal-selection. First, those who pursue self-integrated goals are enabled to put more sustained effort into their goal-pursuits, enhancing the likelihood that their goals will be attained. Second, those who attain self-concordant goals are more likely to benefit from this attainment, in terms of enhanced need-satisfaction and well-being. The self-concordance model is notable because it views the self as an evolving and dynamic totality, rather than as a cognitively-based set of self-concepts or self-images. Thus it may provide a means of better integrating social, personality, and clinical psychologies.

SESSION D

SATURDAY, 11:30 AM-12:45 PM

SARRAT/KISSAM

Connectionist Models of Cognition, Affect, and Behavior

Chair: *Stephen J. Read, University of Southern California*

Symposium Summary:

Connectionist models have become increasingly popular in social psychology. One of their attractions is the promise of integrative models of social interaction. In the current symposium, three of the major figures applying connectionist models to social phenomena will take up this challenge. Each addresses a different aspect of the major tripartite division in social psychology: cognition, affect and behavior. In doing so, these papers demonstrate that neural network models are not limited to models of cognition, but can also capture the major components of emotion and action. Smith describes how a neural network can capture the impact of evaluation on processing, as well has how evaluations are learned. As part of his presentation, he shows that attitudes are fundamentally action-oriented representations that guide behavior. Shoda investigates how a constraint satisfaction model of an individual's network of cognition, affects, and actions can generate the kind of individually and situationally specific "if ..then .." behavior patterns that characterize much of human social behavior. Finally, Read focuses on one important aspect of cognitive processing that is central to evaluation and behavior: how people learn causal relations and then reason with them. He demonstrates how a feedback model can capture aspects of causal learning and reasoning that are not addressed by other models. Together these papers provide an outline for how neural network models can be developed of these three major components of social interaction.

Abstracts:

CONNECTIONIST REPRESENTATION OF EVALUATION
Eliot R. Smith, Purdue University, West Lafayette, IN, USA

Cognitive psychologists have developed models employing connectionist representations of semantic aspects of the meaning of words or concepts. As connectionist models become more widely used within social psychology it becomes natural to ask whether they can also represent the special properties of evaluations or attitudes, which are central for our field. Simulations show that connectionist models can reproduce some of the central properties of evaluation, including evaluative priming (evaluatively congruent primes facilitate processing of targets, independent of semantic similarity) and facilitation of object recognition by strong attitudes. We have also investigated how evaluations can be learned. These studies emphasize the importance of action. Consistent with Damasio's "somatic marker" hypothesis, evaluations that are adaptive and functional are difficult to learn abstractly and conceptually, but require embodied action and feedback from the environment. This perspective draws close links between properties of mental representations and an organism's overt behaviors. Attitudes (at least connectionist-style representations of attitudes) are fundamentally action-oriented representations that derive their power from their utility in quickly and easily guiding behavior.

A PARALLEL CONSTRAINT SATISFACTION MODEL OF PERSONALITY AND INDIVIDUAL DIFFERENCES
Yuichi Shoda & Scott Tiernan, University of Washington Seattle, WA, USA

We present a general model of personality and individual differences developed to resolve the consistency paradox, the apparent contradiction between the assumption about personality as coherent and stable on the one hand and the empirical findings of behavioral inconsistency across situations on the other. In the present perspective, the activation of the cognitions, affects, and behaviors of an individual, in response to psychologically salient features of situations, is guided by a distinctive and stable network of cognitions and affects. The network is recurrent rather than feedforward and the activation levels change over time in such a way that their fit with the constraints represented in the network connection weights is increased. The model assumes that when the units representing action plans and scripts become sufficiently activated, relevant behaviors are generated. In a simulation of this general model, we will show that the cognitions and affects that are activated, and the behaviors they generate, reflect the interaction between the situations and the individual's network. This results in an if...then... pattern of behavior variation across situations, or a behavioral signature, that characterizes each individual. Furthermore, depending on the distribution of local minima in the network, it can display behaviors corresponding to findings on belief perseverance as well as ambivalence. These characteristics will be illustrated using data from individuals' free associations on the O.J. Simpson trial (Mendoza-Denton, Ayduk, Shoda, & Mischel, 1997).

A FEEDBACK NEURAL NETWORK MODEL OF CAUSAL LEARNING AND REASONING
Stephen J. Read, University of Southern California, Los Angeles, CA, USA

We will present a feedback neural network model that successfully integrates a number of phenomena in causal reasoning and causal learning. In addition to handling phenomena addressed by other associative models of causal reasoning (e.g., Rescorla-Wagner, feedforward networks), it also captures phenomena that they cannot. This talk will focus on several of these unique aspects, which derive from the bi-directional nature of links in our network. In a feedback network each pair of nodes is connected by two links, one in each direction, whereas in a feedforward network, there is only one link from input to output. We will discuss three phenomena that derive from these bi-directional links. First, our model can learn the asymmetries that often occur between cause and effect, and can use these asymmetries in reasoning. For instance, lightning in a dry forest is almost certain to cause a forest fire, yet if there is a forest fire, we may be quite uncertain as to whether it was caused by lightning. Closely related to this, our model allows reasoning both from cause to effect and from effects back to causes, which at least partially captures the distinction between necessary and sufficient causes. Finally, we can successfully explain the recent evidence for cue competition for effects, which is analogous to Blocking for causes. Most other current associative models, such as Rescorla-Wagner and feedforward networks, cannot do this.

The Ebb and Flow of Automatic Evaluation: Its Nature and Consequences

Chairs: *Jack Glaser, UC Berkeley, Berkeley, CA, USA and Mahzarin R. Banaji, Yale University, New Haven, CT, USA*

Symposium Summary:
Many decades ago, Osgood suggested that the evaluative property of information was the single most important component of meaning. Recent research has supported this observation by demonstrating the automaticity of evaluation. The research shows that people typically respond faster to information when it co-occurs in the context of evaluatively congruent information than in the presence of incongruent information. This highly adaptive process, of being able to determine rapidly and effortlessly if objects in one's environment are good or bad, has been demonstrated repeatedly under strict conditions of automaticity (i.e., outside of conscious control). The proposed symposium aims to report research, emphasizing recent developments, on this fundamental phenomenon. Mahzarin Banaji will introduce the session with a brief historical overview of the definitive work on the subject, setting the stage for subsequent speakers. Tony Greenwald will discuss his extensive work on evaluation of subliminal stimuli and some of the important limiting conditions on the phenomenon. Jack Glaser will report on a dramatic phenomenon wherein automatic evaluation effects are reversed when primes are extreme, providing evidence for the theory that unconscious motivations guide automatic processes. Finally, John Bargh will discuss his recent research on the consequences of automatic evaluation for social interaction. The chairs and participants have gone to lengths to ensure that the symposium will be cohesive, providing sufficient background as well as reporting on the state of the art of research on this important aspect of mental and social life.

Abstracts:

RAINDROP IN A RIVER: THE PARADOX OF EPHEMERAL SUBLIMINAL PRIMING OF EVALUATION
Anthony G. Greenwald and Richard L. Abrams, University of Washington, Seattle, WA, USA
A subliminal priming procedure developed by the authors and colleagues produces a robust but ephemeral (fraction-of-a-second) subliminal priming effect. Stimuli that are not consciously perceived are nevertheless evaluated, and the decay of this attitudinal activation is rapid. This method also reveals unconscious cognition to be very limited in analytic capability; unconscious evaluations that require even modestly complex semantic analyses do not occur. Other procedures have demonstrated considerably longer-lasting (minutes or more) subliminal priming effects that appear also to involve more complex cognitive analysis of subliminal stimuli. One or more of several procedural differences may ultimately explain the paradox created by the juxtaposition of these two types of findings. In addition to summarizing some of the procedural variations that may ultimately prove critical, this presentation describes (a) the methods that very reliably produce the first (ephemeral) type of effect and (b) some of the findings that reveal this effect to involve very limited cognitive analysis.

STRANGE CURRENTS: REVERSALS IN AUTOMATIC EVALUATION
Jack Glaser, UC Berkeley, Berkeley, CA, USA, Mahzarin R. Banaji, Yale University, New Haven, CT, USA
In our research on automatic evaluation we have discovered a striking

reversal of the usual priming effect: Slower responses to evaluatively matched than mismatched word pairs when primes are evaluatively extreme (Glaser & Banaji, in press). This finding is analogous to demonstrations of priming with deliberate (i.e., non-automatic) judgments, where obtrusive primes yield contrast effects (e.g., Herr, Sherman, & Fazio, 1983). We conducted a series of experiments to examine the role of stimulus extremity as well as procedural variables in bringing about this reverse evaluation effect. Reverse priming effects were extremely robust across all experiments. The results appear to reflect an automatic correction for the biasing influence of the prime (comparison contrast and other competing explanations can be ruled out). This indicates that the unconscious is capable not only of passively perceiving, categorizing, and evaluating stimuli, but also of maintaining vigilance for potentially biasing information, and actively correcting (albeit overcorrecting) for the anticipated bias. The implications are manifold, but primary among them are: 1) that the unconscious operates in a motivated fashion, striving toward goals (e.g., accurate responding) and modulating strategies when the realization of these goals is threatened; and 2) although automatic processes themselves are, by definition, beyond our conscious control, it is possible that unconscious mechanisms may effectively trigger competing processes to negate unintended responses.

THE DOWNSTREAM CONSEQUENCES OF AUTOMATIC EVALUATION: WHAT GOOD IS IT?
John A. Bargh and Melissa Ferguson, New York University, New York, NY, USA
The human tendency to classify all incoming experience (objects and events) as either good or bad, immediately and without knowledge or intention of the evaluation, is now well established. We reasoned that this ubiquitous effect must have a purpose for subsequent judgments of and behavior towards the object or event. Two lines of research on such "downstream" effects are described: one showing that the relative frequency of positive versus negative automatic evaluations over time has consequences for one's mood, and the other – using a word fragment completion task – showing that an automatically made evaluation causes similarly valenced trait terms to be temporarily more accessible. Thus immediate evaluative responses have downstream consequences for mood and for social judgment of which the person is not aware.

Cognitive Styles and Psychopathology

Chairs: *John H. Riskind and George Mason University, Fairfax, VA, USA*

Symposium Summary:
Recent decades have witnessed a sharp surge of interest in theories that emphasize social-cognitive origins for different forms of psychopathology. For example, the original attributional model of depression (Abramson, Seligman, & Teasdale, 1978) has evolved into a model that Abramson and Alloy and colleagues have called the hopelessness model of depression. Similar key ideas have been elaborated by Alloy and her collaborators in work on a distinct maladaptive style for bipolar disorder and manic states. In a different sector of the social-clinical interface, Riskind and his collaborators have developed a model of looming vulnerability which identifies a distinct maladaptive cognitive style in anxiety that functions as a danger-schema. Additionally, Vohs, Bardone, Abramson, and Joiner have formulated a social cognitive model of bulimia and eating disorder. All of these models share the proposition that particular dysfunctional cognitive styles might play in creating greater risk for specific forms of disorder. This symposium brings together four currently active researchers to present recent work on the role of maladaptive cognitive styles and social cognitive factors in psychopathology. The presenters will offer new research data that bear on recent cognitive models of various forms of psychopathology, including depression, bipolar disorder, anxiety, and bulimia.

Abstracts:

COGNITIVE VULNERABILITY AND THE PROSPECTIVE DEVELOPMENT OF DEPRESSION AND SUICIDALITY

Lyn Y. Abramson, University of Wisconsin-Madison, Madison, WI, USA, Lauren B. Alloy, Temple University, Philadelphia, PA, USA, Michael E. Hogan, University of Wisconsin-Madison, Madison, WI, USA, Wayne Whitehouse, Temple University, Philadelphia, PA, USA

According to the hopelessness theory and Beck's cognitive theory of depression, people with negative cognitive styles are at greater risk for depression and suicidality than people with more positive cognitive styles. We tested this hypothesis with the Temple-Wisconsin Cognitive Vulnerability to Depression (CVD) Project, a 2-site prospective behavioral high-risk design. We selected nondepressed participants (Ps) who were at high vs. low risk for depression based on the presence vs. absence of depressogenic cognitive styles, respectively. Consistent with prediction, cognitively high risk (HR) Ps showed greater prospective development of both first onsets and recurrences of episodic unipolar depressive disorders (major and minor depression) and the hypothesized subtype of hopelessness depression than did cognitively low risk (LR) Ps. Results replicated across both sites. This is the first prospective demonstration that negative cognitive style appears to confer risk for clinically significant depression. Also consistent with prediction, cognitively high risk (HR) Ps showed greater suicidality than cognitively low risk (LR) Ps over the 2 and 1/2 year follow-up period on both the self-report questionnaire and structured diagnostic interview assessments. Moreover, these risk group differences also were replicated across both sites. Taken together, these results for the prospective development of depression and suicidality provide strong support for the cognitive theories of depression. The findings also underscore the utility of theories of psychopathology which have been strongly influenced by concepts developed in social and personality psychology.

COGNITIVE STYLES AND LIFE EVENTS INTERACT TO PREDICT BIPOLAR AND UNIPOLAR SYMPTOMS

Lauren B. Alloy, Temple University, Philadelphia, PA, USA, Noreen A. Reilly-Harrington, Massachusetts General Hospital, Harvard Medical School, Cambridge, MA, USA, David Fresco, Temple University, Philadelphia, PA, USA, Wayne Whitehouse, Temple University, Philadelphia, PA, USA

Beck's (1967) theory and the hopelessness theory (Abramson, Metalsky, & Alloy, 1989) are cognitive vulnerability-stress models of depression that view maladaptive cognitive styles as vulnerabilities that heighten risk for becoming depressed in interaction with stressful life events. While these theories have expanded our knowledge of unipolar depression, comparatively little is known about the role of cognitive processes and life events in bipolar disorder (manic-depression). The present study examined the interaction of cognitive style (as assessed via self-report and an information processing battery) and stressful life events in predicting the depressive and manic symptomatology of participants with lifetime diagnoses of Bipolar Disorder (n = 49), Unipolar Depression (n = 97), or no lifetime diagnosis (n = 23). Two assessments were completed (averaging 1 month apart) with a structured diagnostic interview, a battery of self-schema information processing tasks, self-report cognitive style measures (Attributional Style Questionnaire, Dysfunctional Attitudes Scale) and a self-report life stress measure (Life Experiences Survey). Hierarchical regressions indicated that attributional styles, dysfunctional attitudes, and negative self-schema processing as assessed at Time 1 interacted significantly with the number of negative life events that occurred between Times 1 and 2 to predict increases in depressive symptoms from Time 1 to Time 2. Within the bipolar sample, Time 1 attributional styles, dysfunctional attitudes, and self-schema processing interacted significantly with intervening negative life events to predict increases in manic symptoms from Time 1 to Time 2. These findings support the applicability of social-cognitive models of unipolar depression to bipolar spectrum disorders.

COGNITIVE VULNERABILITY TO ANXIETY: THE LOOMING MALADAPTIVE STYLE

John H. Riskind, George Mason University, Fairfax, VA, USA, Nathan Williams, George Mason University, Fairfax, VA, USA, Ted Gessner, George Mason University, Fairfax, VA, USA, Linda Chrosniak, George Mason University, Fairfax, VA, USA

According to the looming vulnerability model (e.g., Riskind, 1997; Riskind & Williams, 1999), anxiety is evoked by a dynamic sense of rapidly rising risk and escalating urgency that we label the sense of looming vulnerability. This sense of looming vulnerability leads to an assessment of rapidly escalating risk and it engenders a sense of overwhelming urgency in the individual to cope with or neutralize potential threats as rapidly as possible. This process enhances worry and avoidance. When circumstances offer no way to successfully engage in behavioral avoidance, the overwhelming motivation to neutralize the threat can result in cognitive avoidance (e.g., thought suppression). Some individuals develop a relatively stable cognitive vulnerability to anxiety that functions as a danger schema that we have referred to as the looming maladaptive style (LMS). The present studies assessed LMS, anxiety, worry, avoidance behavior, and thought suppression with self-report measures, and memory for threat-related material in experimental tasks. Results support that the LMS functions as a danger schema that enhances memory of threat-related material, predicts the onset of worry and future anxiety symptoms, predicts thought suppression and rebound effects, and is specific to anxiety and not depression.

THE INTERACTION OF PERFECTIONISM, PERCEIVED WEIGHT STATUS, AND SELF-ESTEEM: A SOCIAL PSYCHOLOGICAL MODEL OF BULIMIC SYMPTOM DEVELOPMENT

Kathleen Vohs; Dartmouth College, Hanover, NH, USA, Anna Bardone, Lyn Abramson; University of Wisconsin-Madison, Madison, WI, USA, Thomas Joiner; Florida State University, Tallahassee, FL, USA

An interactive model of perfectionism, perceived weight status, and self-esteem as predictive of bulimic symptom development was tested on 342 undergraduate women. This tripartite model is an extension of a diathesis-stress model that demonstrated that high levels of perfectionism predispose women to developing bulimic symptoms when combined with perceptions of being overweight. Using a longitudinal design, we tested the tripartite model on data collected during participants' senior year of high school and again during their first year of college. It was predicted and found that self-esteem moderates the interaction between perfectionism and perceived weight status in producing bulimic symptoms. Women who are high in perfectionism and who consider themselves overweight exhibit bulimic symptoms only if they have low self-esteem (i.e., if they doubt they can achieve their high body standards). High self-esteem women with the same diathesis-stress conditions are less likely to develop bulimic symptoms. These findings clarify the role of social psychological variables, such as perfectionism, in bulimic symptomatology.

SESSION E

SATURDAY, 2:15-3:30 PM

KIRKLAND/CALHOUN

Rejection and Acceptance: A Closer Look

Chair: *Mark W. Baldwin, McGill University*

Symposium Summary:

Feeling securely accepted and supported by others has been shown to produce positive affect, high self esteem, and improved coping. Conversely, feeling rejected can produce sadness, hostility, low self esteem, and social withdrawal. What are the situations and types of feedback that lead people to anticipate or perceive rejection? What affective, cognitive, and self-evaluative responses do different people have to rejection? By asking questions of this nature, the researchers in this symposium have sought to examine more closely the structures and processes linking rejection, acceptance, emotion, and self esteem.

Abstracts:

TRAIT AND RELATIONAL ASPECTS OF SELF ESTEEM: INSIGHTS FROM MULTIVARIATE GENERALIZABILITY ANALYSES

Brian Lakey, Wayne State University, Detroit, MI, USA, Alan Scoboria, University of Connecticut, Storrs, CT, USA, Gary L. Rhodes, Wayne State University, Detroit, MI, USA

This presentation demonstrates how generalizability analyses can separate self esteem and relationship variables into 1) components that reflect stable properties of individuals and 2) components that vary as a function of social relations. Data were gathered from a variety of samples, including students and people in various stages of recovery from heroin

addiction. Participants estimated state self esteem when with the four most important people in their lives and rated their relationships with these important people on a variety of dimensions. Univariate generalizability analyses revealed that for most dimensions, self esteem was at least as much relational as it was a stable property of the individual. Multivariate generalizability analyses revealed how the stable and relational aspects of self esteem were related to the stable and relational aspects of perceived support and conflict. The stable component of self esteem was related very strongly to the stable components of perceived support and conflict. In some cases, these correlations were so high as to suggest that the three constructs reflected the same personality variable. However, the relational component of self esteem was also related strongly to the relational components of perceived support and conflict, showing that part of the link between self esteem and support and self esteem and conflict reflected true relational processes.

A RECONCEPTUALIZATION OF INTERPERSONAL REJECTION
Mark R. Leary, Wake Forest University, Winston-Salem, NC, USA
Theory and research on interpersonal rejection has been hampered by inadequate attention to the concept of rejection, which implicitly has been viewed as an objective interpersonal event that is the opposite of being accepted. However, it is clear that people sometimes feel rejected even when they know that others like and accept them. The theme of this paper is that rejection is not an objective interpersonal event but rather a psychological experience that emerges from the perception of relational devaluation--the belief that one or more other people do not regard their relationship with the individual to be as valuable, close, or important as the individual desires. Thus, people may feel rejected even when they know that others accept them if they do not think that the others value the relationship as much as they desire. Research involving hurt feelings and self-esteem is examined that operationalized relational devaluation as the discrepancy between the degree to which people wish to have particular other individuals value their relationship and the degree to which they actually feel relationally valued by those individuals. Results show that this discrepancy (i.e., relational devaluation) predicts affective reactions to interpersonal events above and beyond the degree to which people feel accepted per se, demonstrating the utility of conceptualizing rejection in terms of relational devaluation.

REJECTION SENSITIVITY AND ACTIVATION OF ANGER: COGNITIVE-ATTENTIONAL AND MOTIVATIONAL FACTORS IN ANGER CONTROL
Ozlem Ayduk, Geraldine Downey, & Walter Mischel, Columbia University, New York, NY, USA
We tested whether focusing on the non-emotional, cognitive features of rejection cues might break the link between anger and perceived rejection for highly rejection sensitive (HRS) individuals - those who anxiously expect, readily perceive, and strongly react to rejection. Participants completed a lexical decision task using anger words after having been primed tothink about either the emotional aspects of a recalled rejection experience (hot ideation), or its cognitive aspects (cool ideation). In the no ideation condition, participants thought about a rejection experience with no ideation instructions. Participants also completed a questionnaire assessing their angry and generalized negative affect at the end of the study. Participants in the cool ideation condition reported less anger and negative affect than those in the hot ideation condition on the explicit affect measure, although this effect was stronger for low rejection sensitive (LRS) individuals than for HRS individuals. Similarly, on the lexical decision task, LRS individuals processed anger words more slowly in the cool and no ideation conditions than in the hot ideation condition. Surprisingly, HRS individuals processed anger words more slowly than LRS individuals in the no ideation condition, suggesting that HRS people may be suppressing their rejection-related thoughts and affect. Also paradoxically, cool ideation facilitated access to anger words for HRS participants whereas hot ideation inhibited it. Discussion addresses motivational factors, suppression, catharsis, and coping.

SELF-ESTEEM, GENDER, AND IF-THEN CONTINGENCIES OF ACCEPTANCE AND REJECTION
Mark W. Baldwin & Grainne Fitzsimons, McGill University, Montreal, QC, Canada
Previous research has shown that low self-esteem is related to the perception of if-then contingencies of interpersonal acceptance. We investigated possible gender differences, and examined the degree to which contingency expectancies operate at an automatic versus controlled level. Sixty-two undergraduates completed the Rosenberg Self-Esteem

scale and a lexical decision task. On each trial they were shown a prime word related to success or failure, and were required to make a word/nonword judgment on a target related to acceptance or rejection. Prime duration was varied to create controlled and automatic processing conditions. In both conditions, low self-esteem women showed the if-then contingency pattern, wherein success and failure primes facilitated the processing of acceptance and rejection targets, respectively. High self-esteem women showed the opposite pattern, but only in the controlled processing condition. Men did not show the contingency pattern. These results are discussed in terms of individual differences in the links between self-esteem and perceptions of acceptance and rejection.

Building a Theory: New Ideas about the Psychological Construction of Emotion

Chair: *Lisa Feldman Barrett, Boston College*

Symposium Summary:
For the last century, a debate has raged over the fundamental nature of emotions: Are they basic, monolithic entities best defined at the level of physiology, or are they events that are constructed by the experiencer? Increasingly, constructivist views of emotion are becoming more sophisticated, incorporating processes at different levels of analysis. The result is that emotions can be thought of as episodes or events constructed from both bottom-up neurophysiological processes as well as from top-down mental representations of emotion knowledge. The purpose of this symposium it to advance a conceptual framework for understanding emotion and other affective phenomena as constructed events. First, Russell will present an innovative theory of affect that distinguishes between the various events that at one time or another have been called "emotion". Specifically, he will argue that emotions are constructed when core affect is attributed to an object via appraisal processes. Second, Feldman Barrett will present a latent indicator model that is consistent with a constructivist view of emotion. She will demonstrate how this model solves some of the problems that exist when emotion is modeled as a basic, monolithic entity. Finally, Mesquita will present a cultural analysis of appraisal patterns as they relate to emotion. She will present evidence that patterns of appraisal show considerable variability when viewed across cultures, and she uses this evidence to challenge the existence of basic emotions. Time will be reserved for questions and discussion at the end of the presentations.

Abstracts:
CORE AFFECT AND THE PSYCHOLOGICAL CONSTRUCTION OF EMOTION
James A. Russell, University of British Columbia, Vancouver, BC CANADA
Although people's intuitive ideas about emotion need not be correct, their concepts are routinely used in psychology as if scientific. The present paper proposes an alternative approach. At the core of mood, emotion, and any other affective state is a simple undifferentiated combination of pleasure and arousal (core affect). Core affect influences reflexes, behavior, cognitions, etc. and is influenced by many causes internal and external, but people have no direct access to those causal connections. Core affect can therefore be experienced as free-floating (mood), or it can be attributed to one object (and that is where emotion begins). This framework touches on motives, empathy, emotional experience, affect versus emotion regulation, and emotional behavior; it accounts for prototypical emotional episodes as co-occurences of more primitive ingredients.

MODELING EMOTION AS AN EMERGENT PHENOMENON: A CAUSAL INDICATOR ANALYSIS
Lisa Feldman Barrett, Boston College, Chestnut Hill, MA USA

The present paper proposes a theory of emotions as emergent phenomena. It will be argued that emotional experiences are composed of a number of distinct elements that are then synthesized during the act of emoting. A causal indicator model will be presented to demonstrate how to measure emotion thus conceptualized. Unlike classical measurement models which assume that an emotion is an existing entity that causes observed components like subjective feeling, expressive behavior, etc., a causal indicator model assumes that the various components combine together to bring an emotion into existence. This modeling strategy can account for two of the most puzzling observations in emotion research: (1) the lack of correspondence between hypothesized emotion components, and (2) the lack of consistent findings about particular emotions across different research modalities.

THE STRUCTURE OF THE EVERYDAY APPRAISALS IN DIFFERENT CULTURES

Batja Mesquita & Mayumi Karasawa, Wake Forest University, Winston-Salem NC USA

A common idea in emotion psychology is that the modal configurations of appraisals are similar across cultures. This idea is based on two assumptions: 1) a small set of emotions (e.g., , sadness, and anger) are most prevalent across cultures, and 2) configurations of appraisals correspond in a one-to-one fashion to specific emotions. Evidence will be presented, however, to demonstrate cross-cultural divergence in the modal configurations of appraisal. Participants (American students, Japanese students in the US and Japanese students in Japan) reported on their emotional episodes four times per day for seven consecutive days. For each emotional episode, participants answered a detailed questionnaire on their appraisals. The questions covered the appraisal dimensions found in the literature (e.g. pleasantness, agency) as well as some that seemed particularly relevant to the Japanese context (e.g., face loss, circumstances responsible). The results indicated differences in the most prevalent appraisal configurations in each culture; that is, typical associations between particular appraisals differed between the American and Japanese groups. The findings challenge the idea of similarity in modal patterns of appraisal. On this basis, it will be argued that the data constitute a challenge to the idea of basic or modal emotions.

SESSION F

SATURDAY, 3:45-5:00 PM

BELMONT

Individual Self, Relational Self, and Collective Self

Chairs: *Constantine Sedikides, University of Southampton, England, UK*
and Marilynn B. Brewer, Ohio State University, USA

Symposium Summary:

The self-concept (SC) is composed of three fundamental self-representations: the individual self, the relational self, and the collective self. Alternatively, people seek to achieve self-definition (i.e., identity) in terms of their personal traits, dyadic relationships, or group memberships. The individual self contains those aspects of the SC that differentiate the person from other persons. This self-representation relies on interpersonal comparison processes and is associated with the motive of self-interest. The relational self contains those aspects of the SC that assimilate the person with significant other persons. This self-representation is based on personalized bonds of attachment, such as parent-child relationships, friendships, and romantic relationships. The relational self relies on the process of reflected appraisal and is associated with the motive of benefiting the related other. The collective self contains those aspects of the SC that differentiate the group member from members of relevant outgroups. The collective self is usually based on rather impersonal bonds derived from common (and often times symbolic) identification with a group. The three self-representations co-

exist within the same individual. What is, however, the nature of the interrelations among these three self-representations? Is one self primary over the others? Are the three selves strangers, partners, or opponents? We propose a symposium to address these issues. The first three talks (Constantine Sedikides, Arthur Aron & Tracy McLaughlin-Volpe, Linnda Caporael) will focus on a single self-representation, arguing for the relative structural, functional, affective, motivational, or behavioral self-definitional predominance of one self over the other two. The discussant (Marilynn Brewer) will specify the determinants of activation of each self as well as the circumstances under which one self takes precedence over another.

Abstracts:

ON THE PRIMACY OF THE INDIVIDUAL SELF
Constantine Sedikides, University of Southampton, England, UK

In this talk, I will argue for the primacy of the individual self, as opposed to the primacy of the collective self or the situational context. After an exposition of theoretical issues, I will describe recent experiments that test directly and confirm the primacy of the individual self versus the collective self. Next, I will summarize a meta-analysis that tests and confirms the primacy of the individual versus the collective or the contextual self. Finally, I will propose a theoretical model which captures the logic and evidence that side with the primacy of the individual self perspective.

INCLUDING OTHERS IN THE SELF: EXTENSIONS TO OWN AND PARTNER'S GROUP MEMBERSHIPS
Arthur Aron and Tracy McLaughlin-Volpe, State University of New York at Stony Brook, USA

The self-expansion model proposes that people seek to expand their resources, perspectives, and identities and that one way they seek to do so is by entering close relationships because in a close relationship the other's resources, perspectives, and identities become, to some extent, one's own. Several studies have demonstrated that individuals distribute resources and process information with close relationships partners as if those partners were, to some extent, self. After summarizing the above argument and research, we will consider theory and supporting research, by ourselves and others, related to the propositions that (a) ingroups' resources, perspectives, and identities are to some extent included in the self in much the same way as those of close relationship partners' and (b) when one has a close relationship partner who belongs to an outgroup, that outgroup's resources, perspectives, and identities are to some extent included in self.

PARTS AND WHOLES: THE EVOLUTIONARY IMPORTANCE OF GROUPS
Linnda R. Caporael, Rensselaer Polytechnic Institute, USA

Human face-to-face groups consist of a small number of evolutionarily significant core configurations. The ability to shift among these different configurations is posited to be redefinitions of the self in terms of shared group membership. The hierarchical organization of both groups and the self suggests a dual view of self/social identity. From the self perspective, the "skin-bounded" organism consists of multiple selves; from the social identity perspective, the skin bounded organism is dissolved into coordinated units of activity. The collective self, functioning for coordinating activity, is unusual amongst the other selves because it mediates life in large-scale urban society, which has no evolutionary precursors. This talk posits the collective self as an extension and reweaving of psychological correlates evolved for macrodeme organization, the largest face-to-face group of any evolutionary importance. The analysis suggests a broader role for the collective self than previously conceived. It also suggests the collective self operates automatically in day-to-day life and can be a stranger when the person becomes part of a coordinated whole. In my talk, I will indicate not only the evolutionary importance of groups, but also the importance of evolution for understanding groups and collective selves.

PUTTING THE SELF TOGETHER
Marilynn B. Brewer, Ohio State University, USA

This discussion will explore the intricate relations among the three self-representations, with an eye towards an integrative model.

Motivation, Emotion, and Anterior Brain Activity: Electrophysiological Explorations

Chair: *Steven K. Sutton, University of Miami*

Discussant: *Charles S. Carver, University of Miami*

Symposium Summary:

Motivation and emotion are central constructs within personality and social psychology. Recent work has incorporated electrophysiological measures of cortical brain activity to address related questions. These measures include both electroencephalograms (EEG) and evoked response potentials (ERP). Such measures provide an important index of affective and cognitive processes with neurobiological substrates in cortical brain regions. These are on-line measures of processes that occur outside conscious awareness, thus providing a valuable complement to subjective and behavioral measures. They also connect to a rapidly growing literature in cognitive and affective neuroscience, thus providing valuable sources of ideas and data for theoretical and methodological developments. This symposium presents a collection of studies that use EEG measures of cortical brain activity, with emphasis on anterior cortical regions. The research questions focus on affect-related dimensions of personality (Sutton), the organization of discrete emotions (Coan, Allen, & Harmon-Jones), and reduction of cognitive dissonance (Harmon-Jones). These studies also share a common emphasis on approach and withdrawal/inhibition as separable, fundamental dimensions of behavior. This issue will be highlighted in the discussion.

Abstracts:

ANTERIOR BRAIN ASYMMETRY PREDICTS COGNITIVE BIAS AND SELF-MOTIVATED BEHAVIOR
Steven K. Sutton, University of Miami, Coral Gables, FL, USA
Biobehavioral researchers have proposed separate systems for effective responding to incentives and threats. These two systems appear to be left and right lateralized in anterior cortical regions, respectively. Individual differences research has shown that relative left-right levels of resting anterior brain activity are related to reported strength of reactions to incentives (relative to threats), reported general levels of positive affect (relative to negative), and a repressive-defensive coping style. The current study assessed correlates of resting anterior brain activity asymmetry using two laboratory tasks. One focused on cognition. Participants decided which of two simultaneously presented word-pairs "went together best" using a forced-choice format. Contrasted word-pairs had comparable levels of belongingness, but differed in affective tone: unpleasant (e.g., criminal-prison), neutral (book-cover), and pleasant (won-victory). Individuals with greater resting left-side brain activity were more likely to select the more pleasant word-pair (r(75)=.28). This relation was significant for females (r(40)=.39), but not males (r(33)=.08). The other task focused on behavior. Participants performed a "go" task for two minutes by responding to a quasi-random presentation of lights with reaction-time feedback set at 90% success. For males, more left-sided frontal activity was related to completion of more trials (r(33)=.34). In contrast, this relation was negative for females (r(40)=-.30). These results suggest that relative strength of the incentive and threat systems influence cognitive evaluations and self-motivated behavior.

APPROACH VERSUS WITHDRAWAL TENDENCIES AND VOLUNTARY FACIAL EXPRESSIONS
James A. Coan, University of Arizona, Tucson, AZ, USA, John J.B. Allen, University of Arizona, Tucson, AZ, USA, Eddie Harmon-Jones, University of Wisconsin, Madison, WI, USA
Researchers have argued that the voluntary manipulation of facial musculature can influence the experience of emotion, at least with regard to what some have called "basic" or "modal" emotions (anger, disgust, fear, joy and sadness). The approach/withdraw motivational model of emotion suggests that "approach" emotions such as joy and anger are indicated by relatively greater left frontal brain activity while "withdrawal" emotions such as sadness, fear and disgust are associated with relatively lower left frontal brain activity. In this study, brain activity was monitored in 36 participants while facial configurations denoting sadness, fear, disgust, joy and anger were performed. Participants were told that they were participating in a methodological study of muscle artifact effects on EEG signals and researcher interests in emotion were not revealed until the debriefing procedure. Brain activity records of the facial configurations of withdrawal emotions (sadness, fear and disgust) and approach emotions (anger and joy) were lumped together according to the approach/withdraw model. In our analyses, withdrawal emotions, as compared to approach emotions, resulted in significantly lower left hemisphere activity in the lateral-frontal, mid-frontal and frontal-temporal-central regions, but not in the parietal region, as predicted. The implications of these findings for social and personality psychology, including the facial feedback hypothesis and the approach/withdrawal motivational model, are discussed.

THE EFFECT OF MINDSET ON PREFRONTAL CORTICAL ACTIVITY AND COGNITIVE DISSONANCE REDUCTION
Eddie Harmon-Jones, University of Wisconsin, Madison, WI, USA
Experiments were designed to test the action-based model of cognitive dissonance (Harmon-Jones, 1999). According to the model, an increase in action-oriented mental processing should increase the extent to which persons reduce cognitive dissonance. In the first experiment, after persons made an easy or difficult decision, they wrote either about implementing the decision (action-oriented mindset) or about demographic information (control condition). Then, they re-evaluated the decision alternatives. As predicted, within the difficult decision condition, more evaluative change in favor of the decision occurred in the action-oriented mindset condition than in the control condition. In the second experiment, after persons made a difficult decision, they wrote about implementing an unrelated decision (action-oriented mindset), the pros and cons of an unrelated and unresolved decision (deliberative mindset), or a typical day (control condition). Then, electroencephalographic activity was recorded for 2 min, and then participants re-evaluated the decision alternatives. As predicted, more evaluative change in favor of the decision occurred in the action-oriented mindset condition than in the other conditions. In addition, greater left frontal cortical activation occurred in the action-oriented condition as compared to the other conditions. However, this effect on frontal cortical activation only occurred for women but not for men. Discussion focuses on the implications of these results for understanding cognitive dissonance processes and the role of the prefrontal cortex in these processes.

Emotions and Relationships

Chair: *Eva C. Klohnen, University of Iowa*

Symposia Summary:

Our focus is on the role emotions play in relationships and interpersonal functioning, including, for example, relationship satisfaction, the development of intimacy, how much our friends like us, and who we choose as partners. Klohnen and Gross test the idea that adult attachment is related to distinct strategies of emotion regulation, which, in turn, should be related to distinct interpersonal consequences; indeed, the expression of positive emotions mediated the link between attachment organization and liking. Clark and Brissette investigate the role relationship type (strong vs. weak communal) and cognitions (expectations concerning responsiveness) play in interpersonal communication of emotions. Laurenceau and Feldman use experience-sampling methodology to examine the differential role emotional, as

opposed to factual, self-disclosures play in the development of intimacy. Watson extends research on affectivity and relationship satisfaction by using both self and spouse ratings, thus unconfounding potentially spuriously high relations between self-reported affect and satisfaction; his research investigates biases in perceptions, assortative mating, and relationship satisfaction. To address such a wide-ranging and understudied set of processes, the researchers employ diverse methods (including self-ratings, peer and spouse reports, observer codings, and daily-diary methodology), and examine a broad range of populations (including strangers, friendship pairs, and married couples). Each of the four presenters examines social-personality processes that involve emotion regulation and communication within close, interpersonal relationships; thus, this symposium should be of particular interest to the SPSP audience because it illustrates the fruitful integration of both the social and personality areas.

Abstracts:

EXPRESSING EMOTIONS: LINKING ATTACHMENT TO HOW MUCH OTHERS LIKE US
Eva C. Klohnen, University of Iowa and James J. Gross, Stanford University
Each of the adult attachment styles should have developed a distinct strategy of affect regulation based on the different relational histories each has experienced: Secures should have a flexible style of emotion regulation in which the whole gamut of emotions are expressed, whereas Dismissing avoidant individuals should have a strategy of emotion deactivation and Preoccupied individuals a strategy of hyperactivation. Moreover, these distinct strategies of affect regulation should have implications for relationship outcomes, such as how much others like us. We used data from 180 sets of 3 individuals each who provided self and peer ratings of distinct emotions, attachment, and personality to test these propositions. In line with the hypothesized hyperactivation strategy, Preoccupied individuals were described as expressing both a lot of positive and negative emotions, Dismissing individuals were perceived as unexpressive across emotions (deactivation) and Secure individuals showed balanced affect expression. The distinct patterns of emotion expression did indeed have interpersonal consequences. Secure individuals (expressing a lot of positive affect & moderate negative affect), for example, were liked the most by their relationship partners. Mediator analyses showed that these liking effects are a function of the expression of positive emotions. Thus, how affect is expressed has important implications for the establishment and maintenance of relationships, and attachment organization predisposes individuals towards a certain pattern of emotion regulation within relationships.

RELATIONSHIP STRUCTURE AND EMOTION
Margaret S. Clark and Ian Brissette, Carnegie Mellon University
We argue that understanding relationship structure is crucial to understanding emotional experience and expression in day-to-day life. This argument is based upon two premises: (a) First, relationships differ considerably in terms of the extent to which each member feels responsible for meeting the needs of the other, as well as in terms of the extent to which each member expects the other to respond to his or her needs. In other words, relationships differ in the extent to which they are communal in nature (cf. Clark & Mills, 1979; 1993) (b) Second, emotions serve important interpersonal communication functions that are pertinent to relationship members expressing concern for one another's needs as well as to being able to discern and meet their partner's needs. In particular, experiencing and expressing certain emotions (e.g. guilt, empathic happiness,empathic sadness) convey to oneself and to one's partner that one does care about the partner's needs. Expressing other emotions such as one's own happiness, fear, and sadness conveys what one's own need states are, thereby facilitating one's partner's ability to meet those needs. Together these facts suggest that more emotion will be experienced and more emotion will be expressed within the context of communal, particularly strong communal, relationships than within the context of other relationships. Empirical evidence supporting this claim will be presented.

EXAMINING THE INTERPERSONAL PROCESS MODEL OF INTIMACY: THE ROLE OF EMOTIONAL AND FACTUAL DISCLOSURES IN RELATIONSHIPS.
Jean-Philippe Laurenceau, University of Miami and Lisa Feldman Barrett, Boston College
Self-disclosure has been identified as a central contributing factor in the development of intimacy between social partners. We examined whether

certain types of self-disclosure are more related to the experience of intimacy by categorizing disclosures into one of two types: factual or emotional. Although both factual and emotional disclosures reveal personal information about oneself, emotional disclosures are considered more closely related to the experience of intimacy because they allow for the most core aspects of the self to be known, understood, and validated. Using a transactional model of intimacy (Reis & Shaver, 1988), we examined the role of both emotional and factual disclosures in the intimacy process in two studies using daily experience-sampling methodologies. Study 1 utilized an experience-sampling methodology to examine intimacy within the context of naturally occurring social interactions and found that emotion disclosure was a more important predictor of intimacy than factual disclosure. Sex did not moderate this effect. Study 2 extended this line of research using a daily-diary methodology with a sample of married couples and found that emotional disclosure was a more important predictor of intimacy for husbands, but not for wives. Together, these studies help to understand the role of emotional disclosures in differing social contexts. They also highlight the use of an experience-sampling, idiographic methodology and corresponding hierarchical data analytic strategy for examining emotional expression and experience in relationships.

AFFECTIVITY IN DYADS
David Watson, University of Iowa
Dyadic data can play an extremely important role in establishing the convergent and predictive validity of affectivity ratings. I analyzed data from dyadic partners to investigate three key validity-related issues: (a) the convergence between self- and other-ratings, (b) the existence of dyadic similarity or "assortative mating" (i.e., "do birds of a feather flock together"?) and (c) the ability of trait affect to predict relationship satisfaction. I examined these issues using self- and other-ratings (on the Big Five and a comprehensive measure of trait affect) from 74 married couples, 136 dating couples, and 279 friendship dyads. With a single exception (Surprise), all scales showed significant self-other agreement in all three samples, thereby establishing their convergent validity. Consistent with the trait visibility effect, however, the Big Five consistently yielded higher agreement correlations than did the affectivity scales. Conversely, the affective traits consistently showed stronger evidence of assumed similarity (i.e., the tendency for judges to rate others as similar to themselves) than did the Big Five. Furthermore, because dyadic partners show little evidence of actual similarity, assumed similarity serves as a rating heuristic that lowers the validity of other-ratings. Finally, analyses of both self- and partner-rated traits indicated that negative and positive affectivity were consistent predictors of relationship satisfaction among the married and the dating couples, thereby demonstrating the predictive validity of these trait ratings.

SESSION F

SATURDAY, 3:45-5:00 PM

SARRAT/KISSAM

Rethinking Attitude Theory: Some New Contributions

Chair: *Marco Perugini, University of Leicester, UK*

Symposium Summary:

This symposium includes a range of new contributions on attitude theory. Perhaps the most prominent theory in the field is Ajzen,s Theory of Planned Behavior (TPB). The TPB provides a basic and simple framework which can explain and predict several behaviors and which can represent a heuristic reference for applied and theoretical works. The TPB is challenged by the following contributions in a number of ways. Bagozzi and Lee introduce the construct of social identification as an additional predictor of intentions, which is shown to be important especially in collectivistic cultures such as the Korean. Verplanken and Holland focus on similar links between values and behavior. However, unlike the

previous contribution or the TPB and akin to the spontaneous route proposed by Fazio, values are hypothesized to influence behavior through a spontaneous processes only when cognitively actived. Conner and Armitage discuss the role of attitudinal ambivalence as a moderator of the link between attitudes and behavior. This is one of the few studies of an often claimed but rarely investigated moderator variable. Finally, Perugini and Bagozzi propose a model, called Model of Goal-directed Behavior (MGB) which is based on the TPB and extends it by introducing key variables in three areas, affective, motivational, and automatic processes. In their diversity, the contributions are accomunated by a similar attempt to advance the theoretical understanding and the empirical prediction of the concept of attitude and its link with behavior, which remains one of the most important topics in personality and social psychology.

Abstracts:

MOTIVATED DECISION-MAKING: EFFECTS OF VALUE ACTIVATION ON CHOICE PROCESSES

Bas Verplanken, University of Tromsø, Norway, Rob Holland, University of Nijmegen, The Netherlands

It may be flattering to believe that our behavior is guided by important values. It usually is not. Whereas much research has been done on the attitude-behavior relationship, much less attention has been given to relations between values and behavior. Three experiments addressed the question when and how values relate to multiattribute choices. The experiments particularly focused on spontaneous, rather than deliberate, value-choice processes. In two experiments a cognitive priming paradigm was used to investigate the effects of value activation on choice processes. In a third experiment self-affirmation was used to demonstrate the motivational aspect of values in choices. The studies show that values are not necessarily used by default, even if one adheres to them and value-related information is present, and highlight values as cognitive representations of motivational constructs, which need to be cognitively activated in order to become effective.

A TEST OF PREDICTIONS ABOUT ATTITUDINAL AMBIVALENCE AS A MEASURE OF ATTITUDE STRENGTH

Mark Conner, University of Leeds, UK, Christopher Armitage, University of Essex, Colchester, UK

Attitudinal ambivalence is commonly treated as a measure of attitude strength and represents the idea of mixed feelings or evaluations about an attitude object. As such one might expect ambivalent attitudes to moderate the attitude-behaviour relationships, to be less stable over time, and to be less resistant to persuasion. The present paper examines these three key predictions in relation to a study of eating a low fat diet (N=517). In study one, structural equation modelling of a longitudinal survey was used to investigate the first and second predictions. In relation to the first prediction, the analysis revealed ambivalence to moderate prospective attitude-intention, attitude-behaviour, and intention-behaviour relationships. Lower levels of ambivalence were associated with stronger attitude-intention and attitude-behaviour relationships, but weaker intention-behaviour relationships. In relation to the second prediction, ambivalence was found to be unrelated to temporal stability of attitudes, intentions or behaviour. In study two, we experimentally examined the pliability of ambivalent attitudes to test the third prediction. Analysis indicated significant attitude change but no difference in degree of attitude change in groups high and low in ambivalence. Alternative explanations of these findings are discussed.

SOCIAL IDENTITY AND ATTITUDE THEORY: A COMPARISON OF DECISION MAKING IN KOREA AND THE UNITED STATES OF AMERICA

Richard P. Bagozzi, Rice University and University of Michigan, USA, K. H. Lee, Han Nam University, Tejon, Korea

The theory of reasoned action (TRA) and theory of planned behavior (TPB) apply especially well to actions individuals take, and social aspects of behavior are taken into account only through felt subjective normative pressure. We report the results of a study comparing predictions under the TRA and TPB for decision making with respect to group behavior to predictions under an augmented TPB, where social identification with a group to which one belongs is included. Based on Tajfel's classic definition of social identity, we operationalize people's identification with a group as the degree of cognitive overlap between one's own identity and the identity of the group and the degree of attachment to the group. Hypotheses are tested on a sample of Americans (N = 120) and a sample of Koreans (N = 120). The results show that the decision to eat in fast food restaurants with the group of friends one normally lunch with is determined primarily by social identification for Koreans and both social identification and attitudes for Americans. Nested models are tested consisting of the TRA, TPB, TPB plus anticipated emotions, TPB plus anticipated emotions and social identification, as well as other submodels with or without combinations of the above variables and past behavior included as predictors.

A MODEL OF GOAL-DIRECTED BEHAVIOR

Marco Perugini, University of Leicester, UK, Richard P. Bagozzi, Rice University and University of Michigan, USA

The theory of planned behavior (TPB) is one of the most popular model in attitude theories for the explanation and prediction of specific behaviors. While there is much evidence that the TPB offers a robust and parsimonious account of specific behavior, it does not consider some important determinants in decision making such as anticipatory emotions, desires, and past behavior. Furthermore, the TPB does not address behaviors with the manifest purpose to reach a specific goal. The model of goal-directed behavior (MGB) is proposed as a new integrative account of goal-directed decision making. The MGB reinterprets the TPB, introduces new decision criteria, and provides an integrative mechanism for motivating decisions. The MGB has been tested in two studies, the first concerning bodyweight regulation (n=108) and the second studying behavior (n=122). Results showed that anticipatory emotions and desire significantly influenced intentions, and past behavior influenced intentions and behavior. Further, desire was found to mediate the effects of attitudes, subjective norms, and perceived behavioral control on intentions. Comparisons with the TPB revealed that significantly more variation in intention and behavior was explained by the MGB. Results are discussed in lights of the role played by motivational states in the deliberate initiation of a behavioral intention.

Poster Session A Abstracts

Session Chair: Duane Wegener
Friday, February 4, 8:30-9:45 am

A. 1
THE IMPACT OF RACIST JOKES ON STEREOTYPE ACTIVATION
Kathryn A. Morris, Butler University, Indianapolis, IN, USA
While laypeople often consider racist jokes to be "in good fun", such jokes may be psychologically harmful. The small body of research that has been conducted on this general topic has typically focused either on funniness judgments or on targets' reactions to offensive humor. The goal of the current research, however, was to determine whether exposure to racist jokes has negative cognitive consequences for the listener. To this end, the 111 participants in this experiment were exposed to racist jokes (aimed at blacks or Asians) or control jokes (aimed at attorneys). After exposure to the jokes, and in an ostensibly different study, participants completed a series of 40 word fragments using the first possible completion that came to mind. Some of the word fragments could be completed with words characteristic of the stereotype for blacks (e.g., poor, lazy) or Asians (e.g., smart, polite). Results indicated that the racist jokes activated the relevant stereotype: participants exposed to the black jokes completed significantly more fragments using words characteristic of the stereotype for blacks and participants exposed to the Asian jokes completed significantly more fragments using words characteristic of the stereotype for Asians. Thus, racist jokes are not just "in good fun". At the very least, they activate racist stereotypes, and such activation may encourage racist attitudes and behavior.

A. 2
LOOK! UP IN THE SKY! PRIMING SUPERMAN LEADS TO AUTOMATIC BEHAVIOR
Leif D. Nelson and Michael I. Norton, Princeton University
Priming can have automatic affects on behavior (Bargh, Chen, & Burrows, 1996; Dijksterhuis, Spears, Postmes, Stapel, Koomen, van Knippernberg, & Scheepers, 1998). This automatic behavior may occur due to a perception-behavior link, where the activation of experience-based social schemas triggers memories of how to behave, and spontaneously generates social behavior (Schank & Abelson, 1977). Bargh et al. (1996) have further argued that this process is automatic - activating behaviors beyond control and consciousness. We hypothesize that behavioral activation may occur independent of experience, and that primes used in the above research may contain physical or behavioral elements activated in parallel but not as the result of social perception activation. Therefore, priming vivid but unreal schemas (e.g. fictional characters) should activate automatic behaviors. Participants completed a thought-listing task modeled after the naturalistic priming procedure employed by Dijksterhuis et al. (1998) (Study 1). Participants primed with the category superhero then reported being more likely to help than participants primed with a neutral prime t(27)=3.20, p<.01, demonstrating assimilation. Participants unscrambled sentences that were relevant to the superhero exemplar "Superman" (faster than a speeding bullet), or were irrelevant (still waters run deep) (Study 2). Participants primed with "Superman" then reported being marginally less likely to help than control participants t(28)=1.90, p<.07, demonstrating contrast. Results suggest that real behavior can be elicited with unreal primes, and that schemas influence automatic behavior independent of experience.

A. 3
WHEN WHITE MEN CAN JUMP: THE MODERATIONAL IMPACT OF ATHLETE RACE AND TYPE OF SPORT ON PERCEPTIONS OF ACADEMIC ACHIEVEMENT
Randall A. Gordon and Colin G. Eggers, University of Minnesota-Duluth, Duluth, MN
Research on the manner in which subtypes integrate stereotype inconsistent information has shown that subtyping can facilitate the maintenance of stereotypes (Johnston & Hewstone, 1992; Kunda & Olseon, 1995). To further the goal of stereotype maintenance, perceivers might also attribute additional qualifying characteristics to targets who disconfirm a stereotype. The present study investigated this process by examining the impact of athlete race and type of sport on perceptions of academic achievement. Participants were randomly assigned to read a brief description of a student athlete in a 2 (athlete race: White; Black) x 2 (revenue level of sport: high; low) x 2 (exemplar within revenue level: football; basketball or golf; tennis) between-subject design. Subjects subsequently responded to a series of measures including estimates of the

athlete's GPA. In addition to the predicted main effect for revenue level of sport (athletes from low revenue sports received significantly higher GPA estimates than high revenue sport athletes), GPA estimates for White athletes were significantly higher than were GPA estimates for Black athletes. However, simple effects tests following a three-way interaction revealed that the White basketball player received significantly lower GPA ratings than the White football player. This was the only difference found within athlete race and specific revenue level. On the basis of data substantiating the race stereotypicality of basketball and the main effect found for athlete race, this finding provides support for subtyping. The impact of such processes on stereotype maintenance and directions for further research are discussed.

A. 4
THE FUNCTION OF NATURALLY-OCCURRING COUNTERFACTUAL THOUGHTS
Denise R. Beike and Deirdre J. Slavik, University of Arkansas, Fayetteville, AR, USA
The prominent theoretical perspective about counterfactual thinking is the functional or preparatory perspective, in which counterfactual thoughts prime appropriate success-enhancing behaviors that improve future performance (Roese, 1994). In this view, upward and additive counterfactuals are thought to be most beneficial. However, a different possible function is a retrospective control or causal attribution function (e.g., Markman & Weary, 1998; McGill & Klein, 1993; Wells & Gavanski, 1989). To serve this function, subtractive counterfactuals that "undo" the outcome would be most beneficial, as they allow the counterfactual thinker to identify the self as the causal agent of an outcome using a counterfactual rule: "If removing A (my behavior) eliminates B (the outcome), then A causes B." To test the prevalence of preparation and retrospective control in counterfactual thought, nine participants were asked to keep a diary of 28 counterfactuals, recording each counterfactual's form and its effect on mood, understanding, and behavioral motivation. Consistent with the preparatory function, negative outcomes inspired upward and additive counterfactuals, which depressed mood while motivating change in behavioral strategies. Consistent with the retrospective control function, positive outcomes inspired subtractive undoing counterfactuals, which improved mood while motivating persistence with current strategies. Moreover, subtractive counterfactuals implicating other people were more common after negative outcomes, suggesting self-serving attributions. Counterfactuals therefore serve an understanding of the past function as well as a preparation for the future function.

A. 5
SOCIAL VALUE ORIENTATION, ORGANIZATIONAL GOAL PURSUIT AND INTERDEPARTMENTAL PROBLEM SOLVING BEHAVIOR
Aukje Nauta, University of Groningen The Netherlands
Organizational goals such as efficiency, delivery speed, and customer service, are usually divided over different functional departments. To coordinate these goals, it is necessary that employees not only aim at own department goals, but also at goals of other departments. This may increase interdepartmental problem solving behavior in situations of conflicting interests. In this study, it is hypothesized (1) that concern for other departments, goals is influenced by a prosocial value orientation, whereas concern for own departments, goals is not influenced by a prosocial value orientation and (2) that concern for other departments, goals is positively related to interdepartmental problem solving behavior. A study in 11 organizations among 120 employees at manufacturing, planning and marketing departments revealed the expected interaction effect of social value orientation and department upon goal pursuit. Prosocial planning and manufacturing employees aimed significantly stronger at customer service (a marketing goal) than nonprosocials, whereas prosocial and nonprosocial marketing employees aimed equally strongly at customer service. Prosocial manufacturing employees aimed significantly stronger at delivery speed (a planning goal) than nonprosocial manufacturing employees, whereas prosocial and nonprosocial planning employees aimed equally strongly at delivery speed. In both manufacturing-planning and planning-marketing interfaces, there was a positive relationship between concern for other department,s goal and problem solving behavior. I conclude that social value orientation may serve as an important selection criterion for recruiting employees who have to deal cooperatively with other departments.

COLLECTIVE GUILT AND SHAME AS MOTIVATION FOR WHITE SUPPORT OF BLACK PROGRAMS

Richard D. Harvey and Debra L. Oswald, Saint Louis University, St. Louis, Missouri, United States

This study examined whether exposing Whites to collective guilt and shame inducing stimuli would lead to heightened support for black programs. White participants watched either a Civil Rights video, or one of two control videos, and then completed either a self-affirmation task or a filler task. Support for black programs was measured in a bogus second study. Those who watched the Civil Rights video tape and completed the filler task suppressed their support for black programs, whereas, those who watched the Civil Rights video tape and then self-affirmed displayed the highest levels of black program support. The presence or absence of the self-affirmation task moderated the correlations between shame, guilt, and pro-social support. Findings suggest that Whites might react antisocial to guilt and shame inducing situations, and react pro-socially only after deindividuation and reaffirming their personal integrity.

USING SELF-EFFICACY AND STAGE OF CHANGE TO PREDICT CONDOM USAGE AMONG INJECTION DRUG USERS AND SEX WORKERS

Lynda M. Sagrestano, Mark Kittleson , Paul D. Sarvela, Southern Illinois University, Carbondale, IL, USA

This study examined the utility of Self-Efficacy and the Transtheoretical Model of Change in predicting frequency of condom usage in a sample of injection drug users (IDUs) and sex workers (people who exchange sex for money, drugs, or shelter). Data were collected as part of a larger statewide HIV Behavioral Surveillance Study. Participants were 341 individuals, including 194 IDUs, 63 sex workers, and 84 individuals who were both IDUs and sex workers. Results indicated that individuals engaging in both risky behaviors were least likely to use condoms, followed by sex workers, and then IDUs. Regression analyses across groups indicated that both condom self-efficacy and stage of change were significant and important predictors of condom usage. Separate regressions for the three risk groups indicated that although both self-efficacy and stage of change were significant predictors of condom use, for IDUs, stage of change was the strongest predictor of condom usage, for sex workers both self-efficacy and stage of change were important predictors, and for individuals engaging in both risky behaviors, self-efficacy was the strongest predictor of condom usage. These findings suggest that both self-efficacy and stage of change are relevant for understanding the unique risk factors associated with these three groups of individuals. The findings will be discussed within the context of targeting intervention strategies to promote condom usage and prevent HIV.

EFFECTS OF STATUS REVERSALS IN DYADIC INTERACTIONS ON STIGMATIZED GROUP MEMBERS

Jennifer A. Richeson & Nalini Ambady, Harvard University, Cambridge, MA, USA

The present research investigated how members of stigmatized socio-cultural groups (i.e., women) interact with members of nonstigmatized groups (i.e., men) given different roles for the interaction (e.g., superior, subordinate, or equals). Of particular interest were dyads in which the socio-cultural status of the group memberships was reversed in the interaction. For instance, dyads in which a stigmatized group member is the superior in an interaction with a nonstigmatized group member involve such a "role-reversal." Sixty female participants interacted in same-sex or cross-sex dyads in one of 3 role conditions: superior, subordinate, peer. Results suggested that dyadic interactions involving "role-reversals" had striking influences on participants cognition, affect, and behavior. For instance, being in a superior role with a male interaction partner led participants to associate being female with competence more than with incompetence on a modified version of the Implicit Association Test (Greenwald, et al., 1999). However, females in this condition (i.e., superior of a male) also felt less positive than females in other conditions. In addition, females who were subordinates of another female seemed to pay less attention to their interaction partners than females who were subordinates of males. These results suggest that despite recent efforts towards integration in the workplace, members of stigmatized groups attempting to take on superior roles may face challenges during interactions with members of nonstigmatized groups and interactions with other stigmatized group members.

MEASURING IMPLICIT ATTITUDES ON THE INTERNET

Brian A. Nosek, Yale University, New Haven, Connecticut, William A. Cunningham, Yale University, New Haven, Connecticut, Mahzarin R. Banaji, Yale University, New Haven, Connecticut, Anthony G. Greenwald, University of Washington, Seattle, Washington

The Internet has unprecedented potential as a mechanism for data collection and dissemination. This poster presents research that takes advantage of that potential to introduce a new tool, the WebIAT, to measure implicit attitudes and beliefs over the internet (www.yale.edu/implicit, depts.washington.edu/iat; for IAT description see Greenwald, McGhee, and Schwartz, JPSP, 1998). To date, 300,000 demonstrations of five WebIATs measuring implicit (relatively uncontrollable) attitudes or beliefs about race, age, self, gender, and academics have been completed. Data from the WebIAT provide reassuring convergence with laboratory results revealing the generality of data from exclusively college samples. The WebIAT confirms that the vast majority of test takers have implicit preferences for White over Black Americans, for young people over old, for self over other, and for arts over mathematics as well as an implicit belief associating female with family and male with career. We will discuss differences in attitudes as a function of subsamples as known-groups validation for the measure, and raise issues unique to using the web as a routine mechanism for data collection.

MOTIVATION CAN DECREASE ACCURACY IN FREQUENCY JUDGMENTS

Susanne Haberstroh, Tilmann Betsch, University of Heidelberg, Germany & Henk Aarts, Eindhoven University, The Netherlands

There is an ongoing debate about accuracy in frequency judgments. Automatic encoding models assume that people are accurate and unbiased in frequency judgments about completely encoded information. The heuristics-and-biases approach claims that frequency judgments can be biased by the availability of information. In two experiments we tested the assumptions against each other regarding the frequency of self-generated behavior. Moreover, we varied motivation as a mediating variable. During a computer-controlled learning phase participants repeatedly performed two behaviors. The availability of behavioral exemplars was manipulated via either repeating (high) or not repeating (low) these exemplars in the learning phase. In the first experiment availability (high/low) and motivation (high/low) were manipulated. The motivation was manipulated via instructions „spontaneous guess„ (low) versus „think carefully„ (high) and more directly via monetary rewards (high). Both behaviors were performed 42 times. The results showed a high degree of relative accuracy under low motivation, but judgments were biased by the availability under high motivation. In the second experiment the actual frequency of the two behaviors was manipulated additionally (34 versus 50). Under low motivation frequency judgments again were accurate: Participants reported having performed one behavior more often than the other one. However, under high motivation the judgments were biased by availability, in such that when the factors were crossed (high availability, but low frequency) participants were not able to detect which behavior was performed more frequently

BEAUTY VERSUS THE BEAST: IMAGES OF GOOD AND EVIL IN CHILDREN'S ANIMATION FILMS

Ann Rumble, Washington State University, Pullman, Washington USA. Thomas F. Cash, Old Dominion University, Norfolk, Virginia USA.

Stereotypes of physical appearance are part of the sociological fabric of our society. Fairy tales and myths have helped to reinforce a stereotype that "what is beautiful is good, what is ugly is evil." Modern children's animation films retell some of these stories through film. The question asked by the current study is whether these films are presenting characters in these films in a stereotypical manner. This archival study of children's animation films from 1937 to 1997 examined whether or not characters in these films follow the stereotype of "what is beautiful is good, what is ugly is evil." First, 120 characters from 23 films were reliably

classified into the categories of primary and secondary protagonists and antagonists. These characters were then rated by two independent raters on six physical appearance scales: fatness, thinness, facial and body, overall appearance, facial and body disfigurement. While the scales for disfigurement were found to be unreliable, the other measures were highly reliable. It was found that the socially desirable protagonist characters were more attractive and slender compared to the socially undesirable antagonist characters. Anaylses also revealed that attractiveness is particularly accentuated in female protagonists and primary protagonists.

A. 12

PAST BEHAVIOR INFLUENCES ON CONDOM USE: A META-ANALYSIS

Misty Marshall, University of Florida, Gainesville, USA, Dolores Albarracin, University of Florida, Gainesville, USA

We synthesized published and unpublished data sets (N = 96) to identify the influence of past condom use on cognitions about condom use and the repetition of the behavior at a later time. Consistent with previous research, past behavior influenced future behavior directly and also indirectly, through effects on beliefs, attitudes and intentions. Importantly, population age and type of partner moderated these associations. Participants older in age and participants with steady partners generated cognitions about performing the behavior in the future, and these cognitions were based on their past behavior. As the cognitive influences of past behavior decreased, its direct influences on future behavior increased. Findings are discussed in the context of previous research (e.g., Bentler & Speckart, 1979; Ouellette & Wood, 1998), and in light of efforts to prevent HIV.

A. 13

CUMULATIVE META-ANALYSIS: GAUGING SUFFICIENCY AND STABILITY

Brian Mullen, Paige Muellerleile, Birgit Bryant, Syracuse University, Syracuse, NY USA

Meta-analysis generally refers to the statistical integration of the results of independent studies. One of the often-cited benefits of meta-analysis is its contribution to the cumulation of knowledge. This paper considers the application of cumulative meta-analysis, defined as the procedure of performing a (new) meta-analysis at every point during the history of a research domain. Specifically, cumulative meta-analysis involves conducting separate meta-analyses during each "wave" of an accumulated meta-analytic database. Two distinct facets of cumulative knowledge are identified: Sufficiency ("Are additional studies needed to establish the existence of the phenomenon?") and Stability ("Will additional studies change the aggregate picture of the phenomenon?"). These two facets of cumulative knowledge define the purpose of the present effort: How can we determine whether a cumulative meta-analytic database has achieved sufficiency and stability? We delineate indicators of sufficiency and stability that might be derived from cumulative meta-analyses, including visual inspection of the cumulative meta-analysis, derivation of a Failsafe Ratio, and derivation of a Cumulative Slope. The use of these indicators is explored in a set of previously published meta-analytic databases. Discussion considers possible applications of cumulative meta-analysis, and contrasts this approach to cumulative knowledge with alternative views of social psychology as history.

A. 14

CONSIDERATION OF FUTURE CONSEQUENCES AND NEED FOR COGNITION WHEN EXPLAINING GENDER DIFFERENCES IN ACADEMIC PERFORMANCE.

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Among educational investigations, that integrate perspectives of social cognition, there are differences in attributions regarding high achievement standards in students. Two experiments were designed to incorporate the Consideration of Future Consequences (CFC) Scale and the Need for Cognition (NC) Scale into the investigation of academic performance. Hypotheses regarding gender differences and intervals of both constructs were tested. Preliminary investigations that examined behavioral intentions in regards to risk taking behaviors suggested that CFC and NC mediate academic performance. Present Analysis of Variance and regression results further this evidence. Study 1 was based on earlier findings found among CFC scores, with respect to gender, that statistically paralleled academic performance. In study 2, the lack of variable interactions and the positive relationship between academic performance and CFC was independent of both NC and gender.

Although a positive relationship was found between CFC and NC, factor analysis results provide discriminant validity. Factor analysis yielded 2 factors corresponding to CFC and NC: Trust of Perceived Future Simplicity, and Trust of Perceived Future Complexity. These factors had considerable predictability of academic performance as well. Examined in light of academic performance, the integration of both CFC and NC in regression models validates their consideration when predicting academic performance. Implications for the construction of course schedules, as well as explanations for continual gender difference among CFC, are suggested.

A. 15

FEATURE MATCHING IN TYPICALITY JUDGMENTS: IT TAKES TWO TO TYPIFY

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When the cognitive comparison strategy of feature matching is used in evaluative judgments, the shared features of the two options being compared are figuratively "canceled out," and the unshared "unique" features of the second option (subject of comparison) play a disproportionate role in the evaluation of this option. Thus, in previous work, if the second option shared positive features with the first option, but had unique negative features, it was evaluated more negatively than if it shared negative features with the first option and had unique positive features. The present study extends the feature matching model to judgments of typicality. College students (n = 109) were asked to rate how typical descriptions of two fraternity members were, with each member described by seven features, three typical of fraternity members (e.g., "likes beer"), three atypical of fraternity members (e.g., "dislikes parties") and one non-diagnostic ("majoring in Sociology"). When the two fraternity members had shared atypical features (e.g., both disliked parties) and unique typical features (e.g., one liked beer and the other wore a Greek letter jersey), both members, but particularly the second member, were rated as more typical than when the two fraternity members had shared typical features and unique atypical features. It appears that typicality judgments, like evaluative judgments, are subject to feature matching effects, with shared features canceling out, and the unique features of the second option heavily influencing its typicality rating.

A. 16

THE EFFECTS OF RACE AND CONTEXT ON EATING DISORDER JUDGMENTS

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Stereotypically, people with eating disorders are young, White women. Hunt and Rothman (1999) found that this stereotype affects people's judgments about eating disorders, with people generally believing that White women are more likely than African-American women to have eating disorders. In the current study, we examined the effects of race and context on eating disorder judgments. We hypothesized that providing an alternative explanation for minimal eating (i.e., stress related to midterms) would reduce eating disorder judgments for African-American (i.e., stereotype-inconsistent) but not White (i.e., stereotype-consistent) targets. 158 participants read a seven-day diary ostensibly written by a female student. Diaries varied by target race (White, African-American) and context (midterm week, normal week). In all conditions, the woman ate minimal amounts of food. Participants made a variety of judgments about the woman, including judgments about the likelihood that she had an eating disorder and attributions about the causes of her eating behavior. Loglinear analyses revealed that, when judging whether the women had an eating disorder, participants discounted minimal eating behavior during midterm week. Moreover, participants' attributions for the woman's eating behaviors varied according to race and context. During midterms, situational factors were considered more important for the African-American woman, whereas personal factors were considered more important for the White woman. The reverse pattern occurred in the normal week. Thus, mitigating contextual information affects how people use eating disorder stereotypes.

A. 17

META-ANALYSIS OF HIV SEXUAL RISK REDUCTION INTERVENTIONS

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A meta-analysis was conducted to examine the effectiveness of interventions designed to reduce the risk of contracting HIV through

sexual behavior. The purposes of the study were to examine the size of the effects that interventions have on attitudes, intentions, perceived norms, self-efficacy, and behavior, and to test hypotheses regarding the moderators of intervention effectiveness. Methods: Published and unpublished studies were included in the meta-analysis if they: A) used experimental designs, or pretest-posttest quasi-experimental prospective designs with adequate comparison groups. B) examined the effects of any educational, psychosocial, or behavioral intervention. C) included psychological or behavioral dependent measures. Studies were obtained by searching electronic databases. In addition, relevant researchers and listservs were contacted. Reference sections of papers and conference proceedings were also searched. Over 200 studies were obtained that met the selection criteria. Results & Conclusions: HIV interventions were found to have a statistically significant impact on psychological and behavioral variables. Moreover, comparison of effect sizes across behavioral and psychological domains revealed expected differences in patterns. For example, studies using adolescent populations yielded average effect sizes (weighted d) near .40 for knowledge variables, in the .15 to .30 range for psychological variables, and smaller for most behavioral variables. In general, effect sizes were highly heterogeneous across studies. Results of analyses testing the moderators of intervention effectiveness are discussed.

A. 18
INFLUENCE STRATEGIES AND SOCIAL NORMS IN CONSENT TO UNWANTED SEX
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Three social norms have commonly been associated with consent to unwanted sex: the obligation to please one's partner, the expectation of sex in ongoing sexual relationships, and current masculine or feminine gender roles regarding sexual behavior. This study tested the relationship between these social norms and perceived pressure on consent to unwanted sex in the context of commonly used sexual influence strategies, a positive physical strategy, a positive verbal strategy, and a negative noncoercive verbal strategy. 53 undergraduate students, 37 women and 16 men, rated scenarios describing each influence strategy in terms of perceived pressure, perceived likelihood of engaging in sex, and the salience of the three social norms. Results showed main effects for pressure and likelihood, such that pressure was rated highest for the positive physical strategy whereas likelihood was higher for both positive strategies than the negative strategy. Likelihood to engage in sex was more strongly associated to pressure than to the social norms when positive strategies were used whereas for the negative strategy, gender roles had a stronger impact on likelihood than the other social norms and pressure, but only for men. These results suggest that social norms may play a role in consent to unwanted sex when a negative approach is used. Interpersonal and personal factors as well as sexual arousal may also be involved in this behavior.

A. 19
GENDER REPRESENTATION IN INTERNET ADVERTISEMENT
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Popular images of the internet style it as an environment where everyone is equal. This study challenges that image by coding internet advertisements for gender representation. Research in print media has found that female figures are more likely to be shown as withdrawn, subordinate to others, and not engaged in action. We established a stratified sample of web advertisements by using both a random walk procedure and search engines to sample 273 advertisements on the top 20 advertisement revenue generating internet sites and other randomly chosen popular sites. Two coders, one male and one female, measured the face-to-body ratio and rated each figure in each advertisement for gender, licensed withdrawal, ritualization of subordination, feminine touch, operant touch, smaller relative size, and as being the product. A total of 451 figures were coded. Female figures were more likely to be portrayed as subordinate or withdrawn from engagement (tests are chi-squared with p<.05 unless noted) and more likely to be rated as being the product (e.g. musical artist, actor, pornographic figure) than either male or gender indeterminate figures. Indeterminate figures were more likely to be engaged in operant touch. Female figures were the least likely to be engaged in operant touch (p=.08). This replication in an electronic medium of stereotypical gender representations indicates that the

internet, like other social venues, is a place where social prejudice is still prevalent.

A. 20
SUSPICIOUS SUCCESS: THE CURSE OF CALLING ATTENTION TO ONE'S GOOD FORTUNE
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Does calling attention to one's good fortune invite disaster? Evidence from three studies suggests that people think it does. In each study, participants read a hypothetical scenario in which two lucky individuals or groups of individuals were described-one whose string of luck was pointed out by someone else, and another whose string was noticed but not mentioned. In the first scenario, two gamblers on a roll considered whether to "let it ride" one last time. In the second, two individuals had avoided damage to their exotic sportscars despite living in an area prone to frequent hailstorms. In the third, two hiking expeditions had avoided setbacks during a dangerous trek deep into the rainforest. In each case, one individual or group's good fortune was pointed out, whereas the other's was not (e.g., the guide for one of the two jungle expeditions remarked, "Gosh, this is just amazing-we've been hiking through the jungle all this time and not a single thing has gone wrong!"). Participants were asked to determine which individual or group they thought was more likely to see events take a turn for the worse. As expected, the vast majority (73%) thought it was the one whose luck had been mentioned. People appear to believe that having attention called to a string of successes makes future success less likely.

A. 21
UNLEASHING SUPPRESSED PREJUDICE: WHEN LETTING GO FEELS GOOD
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The literature on prejudice suggests that people suppress their genuine prejudices (e.g. Devine, 1989). There is evidence that thought suppression requires mental energy and can result in the build up of uncomfortable cognitive pressures (Pennebaker, 1990; Wegner, 1989). Crandall & Eshleman (1999) argue that releasing cognitive pressure caused by suppressing prejudice will be pleasurable and elevate mood. Hence, expressing a suppressed prejudice should lead to heightened mood. Participants were run in groups of three to six including a confederate and were asked to reach an agreement on one of four randomly assigned topics. Participants either discussed a target of suppressed prejudice (fat people) or a target of unsuppressed prejudice (Iraqi soldiers). In addition, the discussion topic, with the aid of the confederate, encouraged participants to either express or suppress prejudice against the target group. Thus the study had a 2 (target group) x 2 (suppress or express prejudice) design in which we predicted that participants who expressed prejudice against fat people would experience greater positive mood change than participants in the other three conditions. Results supported our predictions. Participants who released suppressed prejudice against fat people reported signficantly more positive mood change than participants who suppressed prejudice against fat people and participants who suppressed or released prejudice towards Iraqi soldiers. This research gives empirical evidence to the notion that releasing suppressed prejudice will result in positive emotions.

A. 22
"DON'T TELL ME, I DON'T WANT TO KNOW": THE EFFECTS OF DISEASE SEVERITY AND MODIFIABILITY ON INDIVIDUALS' DESIRE TO SUBMIT TO MEDICAL DIAGNOSTIC TESTS
Erica Dawson, Cornell University, Ithaca, New York and Kenneth Savitsky, Williams College, Williamstown, Massachusetts, David Dunning, Cornell University, Ithaca, New York
Despite the availability of diagnostic tests for a variety of medical conditions, some individuals decline to be tested. This is particularly consequential for conditions such as HIV infection, for example, since an individual who is unaware that he or she is infected may spread the disease to others. What factors contribute to an individual's decision to forego seemingly useful medical information? To explore this issue, we asked students to imagine that during the course of a routine medical checkup, they learned that they were at risk for a medical condition known as "TAA enzyme deficiency." Participants were informed that the

condition was either mild or severe, and that it was either unalterable (i.e., that no treatment was available) or relatively modifiable. They were then asked to indicate their interest in taking a diagnostic test for the condition-a test said to detect with certainty whether or not a person has TAA enzyme deficiency. As expected, individuals' desire to take the diagnostic test was positively related to the severity of the condition, but only when it was said to be modifiable. When the condition was described as unalterable, individuals were relatively uninterested in the test, regardless of the condition's severity.

A. 23
THE IMPACT OF OCCUPATIONAL SELF-EFFICACY-EXPECTATIONS ON CAREER SUCCESS OF UNIVERSITY GRADUATES: A LONGITUDINAL STUDY
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Bandura's self-efficacy theory (1986, 1997) regards self-efficacy-expectations as a central means by which individuals exercize personal agency. Applied to the topic of career development, self-efficacy-expectations should also predict career success. Cross-sectional data show a correlation between work-related self-efficacy and subjective and objective career success indicators (i.e. Sadri & Robertson, 1993). There are, however, no longitudinal studies testing the causal relationship. Our aim, therefore, was to study the causal relationship between occupationalself-efficacy and career success in a longitudinal approach. We performed a longitudinal panel study with a large sample (N=1930) of young adults having a university degree. Half a year after graduation the respondents answered a newly developed occupational self-efficacy scale (Abele, Stief & Andrä, in print). This measure was uncorrelated to the respondents' grade points. One and a half years later several subjective and objective indicators of career success attained until then were taken. Hierarchical multiple regression analyses show that occupational self-efficacy predicts later job involvement and more objective aspects of a person's job position like occupational status and income. Our data show for the first time that occupational self-efficacy has a causal impact on objective and subjective career success beyond abilities and early occupational success.

A. 24
"NOT IN MY BACK YARD": INFLUENCE OF TEMPORAL DISTANCE ON VESTED INTEREST AND ATTITUDE-BEHAVIOR CONSISTENCY
Bill Thornton and Diana Knox, University of Southern Maine
Previous research indicates a "NIMBY" reaction to be a function of physical proximity to the potential "risk" (e.g., industrial development, Marks and vonWintereldt, 1984; halfway houses and public housing, Rothbart, 1973) — the less distance, the greater personal stake (i.e., vested interest). The present research considered whether temporal distance would work similarly. College students (N = 160) considered the possibility of senior comprehensive exams (cf. Crano & Prislin, 1995) being required for graduation which would take effect in either three months (high vested interest-Nimby condition) or three years (low vested interest-Control condition). Although mean attitude (7-pt. scales) regarding exams did not differ between Nimby (5.05) and Control (4.78), F < 1.3, Nimby subjects did perceive greater stake than Control subjects (5.05 vs. 3.90, F = 14.01, p < .001). More importantly, they indicated greater likelihood of taking actions in opposition to such a plan (4.29 vs. 3.63, F = 8.68, p < .01). The latter reaction, characteristic of a NIMBY response, appears to reflect the impact of the situation with subjects responding solely on the basis of self-interest; consideration of relevant individual difference variables did not serve to mediate this effect.

A. 25
ATTRIBUTIONS TO DISCRIMINATION: THE ROLE OF SUSPICION OF BIAS AND GROUP IDENTIFICATION
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The goal of the present research was to determine under what conditions the stigmatized will attribute negative outcomes they receive from the nonstigmatized to discrimination. Two factorssuspicion of bias and group identificationwere explored as possible antecedents of attributions to discrimination. Sixty-nine women who were either high or low in group identification took a creativity test and were given negative feedback from a male evaluator who they either did or did not suspect was gender biased. After receiving negative feedback, attributions for the feedback (e.g., sex discrimination, ability, effort, luck, invalid test) were assessed. We predicted attributions to discrimination would be higher among

women who were made suspicious of sex bias than those who were not made suspicious. We also expected attributions to discrimination to be highest among high group-identified women in the suspicion of bias condition. As expected, attributions to discrimination were significantly higher among women who were made suspicious of sex bias than those who were not. Also as predicted, attributions to discrimination were highest among women in the suspicion of bias condition who were highly group identified. No significant differences were found on the ability, effort, luck, or invalid test attributions. These findings suggest that both situational factors (i.e., suspicion of sex bias) and personality factors (i.e., group identification) are important contributors to attributions to discrimination among the stigmatized.

A. 26
STRATEGIES FOR RESISTING PERSUASION
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Clearly, individuals resist changing their strong attitudes, yet resistance to persuasion is a much understudied phenomenon. To develop a truly comprehensive theory of attitude change, we must understand those processes that contribute to both resistance and attitude change. At least seven separate strategies of resistance (e.g., attitude-bolstering, counterarguing) have been suggested in the literature (see Jacks & Cameron, 1999). The goal of the present research is to compare the use and prevalence of these strategies among college students (n=75) and adults (n=27) within two persuasion contexts. Participants wrote an essay describing how they would resist changing a personally important attitude of their choice. Religion was the most frequently chosen attitude issue. Persuasion context was manipulated by having participants imagine a counterattitudinal message being delivered either by a newscast or through "someone" directly challenging their attitude. Essays were reliably coded for the presence of distinct resistance strategies. Use of the seven strategies did not differ by age group. Attitude-bolstering was the most frequently mentioned strategy, followed by assertions of confidence and negative affect. Counterarguing, source derogation, social validation, and selective exposure were strategies mentioned less frequently. Not surprisingly, negative affect (predominantly irritation-related feelings) was more prevalent in response to the newscast than to "someone". Results suggest similarity in the use of resistance strategies among college students and adults but differences depending on persuasion context.

A. 27
THE EFFECT OF TIME FRAME ON PERCEIVED FAIRNESS
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One possible influence on perceived fairness that has been relatively overlooked in the social justice literature is the time frame within which justice can occur. A short time frame may result in greater sensitivity to injustice due to the improbability of redress; an extended time frame, however, means justice may prevail in the long run, perhaps decreasing current perceptions of unfairness. To test this notion, we surveyed university athletes at mid-season and shortly before playoffs. The survey included measures of the perceived fairness of officials' calls, the extent to which athletes believed the officials' calls would balance out by the end of the season, and individual differences in the belief in a just world. As predicted, officials' calls were perceived as less fair near the end of the season than at mid-season, presumably because there is less opportunity for unjust calls to be offset by later decisions. Also as predicted, this pattern for perceived fairness occurred primarily for strong believers in a just world, who, compared to weak believers, had a greater initial tendency to expect justice to occur (in officials' calls) in the long run. Changes in the perceived importance of games and effort/investment (as well as several other variables) did not account for the above results. These findings suggest that time frame is an important variable to investigate in future social justice research.

A. 28
STEREOTYPES AND SHIFTING STANDARDS FOR MULTIPLE CATEGORY MEMBERS
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This study examined how stereotypes of two distinct social groups would affect judgments of targets who are members of both groups. Following the shifting standards model (Biernat, Manis, & Nelson 1991), we

examined how different types of response scales (subjective versus objective) would reveal the use of stereotypes. Sixty participants judged 16 targets (4 White Males, 4 White Females, 4 Black Males and 4 Black Females) on 4 dimensions (Athletic, Caring, Intelligent, Outgoing). The dimensions were selected to represent stereotypes that exist about both race and gender (Blacks are more athletic than Whites and men are more athletic than women), about gender but not race (women are more caring than men), about race but not gender (Whites are more intelligent than Blacks) and about neither race nor gender. Participants first rated all 16 targets on each of the 4 judgment dimensions, then ranked all 16 targets, against each other, on each of the 4 judgment dimensions. Consistent with the shifting standards model, objective judgments (ranking) revealed stereotype-consistent patterns that were less evident or nonexistent on the subjective judgments (ratings) on all 4 dimensions. The sex-based shifting standards effect was strongest for Blacks on Athletic and for Whites on Caring, perhaps indicating that the prototypic Athletic target is a Black man and the prototypic Caring target is a White woman.

A. 29
SCRIPT INTERRUPTION AND EVALUATIONS: THE STRUCTURAL EXTREMITY HYPOTHESIS.
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The objective of this research was to study the relation between behavioral script interruptions (Schank & Abelson, 1977) and evaluative extremity. The structural extremity hypothesis proposes that compared to discrepant unexpected outcomes (e.g., errors), interruptions that block the action sequence (e.g., obstacles) lead to more extreme evaluations. It is hypothesized that this difference will be greater in two conditions in which holistic processing dominates: when the interruption is successfully resolved, and when interruption occurs for low relevance actions. In the first study, participants evaluated their satisfaction with different restaurant encounters. A repeated measures factorial design was followed manipulating interruptions (obstacles vs. errors) and solutions (success vs. failure). Results reveal a main effect of interruption on satisfaction extremity, with obstacles being more extremely evaluated than errors. No significant interaction effects were found. The second study tested the effects of interruption (obstacle, error, or expected action), action relevance (high vs. low) and solution (success vs. failures), using different scripts. The interruption effect was replicated, and a three-way interaction was found. In accord with the hypothesis, the greater difference between obstacles and errors was found in low relevance successful conditions. In addition, results showed that resolved obstacles received more positive evaluations than expected actions, and that this difference was greater in low relevance actions. Differences between event representation (e.g., scripts) and other types of schema are discussed. Key words: attitude extremity, satisfaction, schema interruption, scripts

A. 30
CAN HYPOCRISY REDUCE PREJUDICE, ESPECIALLY FOR THOSE LOW IN EXPLICIT, BUT HIGH IN IMPLICIT PREJUDICE?
Leanne S. Son Hing, Mark P. Zanna, and Winnie Li, University of Waterloo,Waterloo, Ontario, Canada
We used a hypocrisy-induction procedure to reduce prejudice among individuals who report low prejudice toward Asians on an explicit measure but high prejudice on an implicit measure. First, we pre-selected participants who reported low prejudice toward Asians on an explicit measure and who reported low External Motivation to Control Prejudiced Responses (Devine, 1998). Second, to measure implicit prejudice, an Asian experimenter conducted a word-completion task. We measured the number of words completed with negative words associated with the Asian stereotype (positive words were reverse coded). Third, participants wrote an essay on the importance of treating Asian students fairly. In the hypocrisy condition, participants then wrote about times when they had failed to live up to their non-prejudicial standards. Fourth, participants indicated their current mood (including guilt). Fifth, participants completed a bogus survey being conducted by the University Students' Association. Participants voted on the amount of funding cuts to be made for various campus groups. The main dependent variable was the percent of cuts made to the Asian Students' Association. Results revealed that for low implicit prejudice participants, the percent of cuts made to the Asian Students' Association was equal across conditions; that is, thinking of "prejudicial slips" did not affect their behavior. In contrast, high implicit prejudice participants made significantly less cuts in the hypocrisy than in

the control condition. Finally, results indicate that high implicit prejudiced participants go out of their way to behave in a non-discriminatory fashion when they are reminded of their hypocrisy because they feel guilty.

A. 31
GENEARLIZING THE OCCURRENCE OF STEREOTYPE THREAT: HOW MINORITY STATUS IN A STEREOTYPED DOMAIN AFFECTS PERFORMANCE AND EXPECTATIONS
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Research on stereotype threat has shown that explicitly reminding individuals of the negative stereotype about their group undermines their performance in a stereotyped domain. The current research examined: (a) whether the occurrence of stereotype threat could be extended to a situation where the ability-impining stereotype was not explicitly mentioned, namely, being the minority in a stereotyped domain; and (b) to what extent performance expectations mediated stereotype threat. Male and female participants were asked to complete a difficult math test in 3-person groups. Members of these groups were either two people of the same sex as the participant (same-sex condition) or of the other sex (minority condition). Results indicated that being in the minority elicited performance deficits (lower math scores) for females but not for males. This performance decrement may have been mediated by performance expectations. Females expected their partners to perform better when the partners were males than when they were females. Males, in contrast, had similar performance expectations in both conditions. We discuss the implications of these results to theories of stereotype threat, distinctiveness, and tokenism, as well as to educational practice.

A. 32
SUSPICION AND RESISTING THE CORRESPONDENCE BIAS
Steven Fein, Jeffrey Manning, and Ronald Parsons, Williams College
When perceivers have reason to suspect that an actor's behavior may have been influenced by ulterior motives, they are exceptionally likely to avoid the otherwise remarkably robust (in Western cultures) correspondence bias. We have argued that suspicion has this effect because it triggers unusually thoughtful, complex attributional thinking (e.g., Fein, 1996). The current study was designed to test this hypothesis further, and in a non-U.S. context. Eighty-eight participants in Ireland first completed a questionnaire that was designed to prime them to think either about issues of attribution in general, ulterior motives more specifically, or nothing concerning attribution or suspicion. Later, these participants read a persuasive essay allegedly written by a student under conditions of either free choice, no choice, or free choice but with the hint of possible ulterior motives. They then made inferences about the target's true attitude concerning the issue raised in his essay. Independent of priming condition, and replicating our previous research, participants avoided the correspondence bias when making inferences about the target under ulterior-motives conditions, and they did make correspondent inferences under free-choice conditions. Under no-choice conditions, however, the priming manipulation did have a significant effect. Participants who had received the neutral prime did tend to exhibit the correspondence bias. Participants had been primed to think either about attributional issues in general or ulterior motives specifically, however, avoided this bias under the no-choice conditions. These results support the hypothesis that suspicion helps perceivers avoid the correspondence bias by triggering more thoughtful, complex consideration of attributional issues.

A. 33
LATINO COLLEGE STUDENTS ATTITUDES TOWARD AFFIRMATIVE ACTION IN HIGHER EDUCATION.
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The majority of affirmative action studies have centered on Black and White issues. Unfortmately, little is known about how Latinos feel about the policy. Given that Latinos are the second largest minority group within the University of California system, it is of great importance to explore how they feel about the policy and what they perceive the relative consequences of affirmative action to be. The purpose of this study was to investigate Latinos attitude towards affirmative action in higher education. One hundred and eighty-nine undergraduates from the University of California, Santa Cruz participated in this study. Students filled out a survey consisting of various items measuring attitudes about affirmative action, ethnic identity, and demographic information. Results showed that overall, Latinos strongly endorsed the policy and felt that it

benefited not only them but also society at large. Although slightly under half of Latinos felt that their peers (48%) and professors (40%) may evaluate them as intellectually inferior, Latinos reported that the policy affected them in very positive ways. Contrary to popular belief, students did not attribute affirmative action as the cause of their social stigma. Furthermore, Latinos strongly agreed to feeling confident about their academic abilities and did not agree that they were admitted based on ethnicity but rather on merit. Lastly, students in general felt that affirmative action is still needed to combat gender and ethnic minority discrimination.

A. 34
MOOD AS INPUT AND COUNTERFACTUALS: ARE DOWNWARD SIMULATIONS ENJOYABLE WHEN IN GOOD MOODS?
Susanne Meier, Lawrence J. Sanna, and Eric A. Wegner, Washington State University Pullman, Washington, U.S.A.
Counterfactuals are thoughts about "what might have been," which did not actually happen but which a person easily could imagine having happened. We tested whether moods can serve as input to counterfactuals, influencing both the number and direction of generated thoughts. Counterfactual research (e.g., Sanna, Turley-Ames, & Meier, 1999) has demonstrated that good moods induce greater numbers of downward (worse than reality) than upward (better than reality) counterfactuals, whereas bad moods induce greater numbers of upward than downward counterfactuals. Bad moods may lead to more upward counterfactuals via a self-improvement motive. However, an untested assumption was that downward counterfactuals may be used for mood-maintenance when in good moods. To examine this, we employed mood-as-input procedures (e.g., Martin, Ward, Achee, & Wyer, 1993), in which after manipulating good and bad moods via films participants were given either of two goals: (a) to generate as many counterfactuals as they could; or (b) to continue until they no longer enjoyed generating counterfactuals. As predicted, after performing an anagram task, participants placed in good moods generated more downward counterfactuals with enjoy goals. Ancillary self-report measures also indicated that they enjoyed generating downward counterfactuals under these conditions. The greatest number of upward counterfactuals were found in bad moods with many as can goals, which self-report measures found to be correlated with greater preparation.

A. 35
PSST..YOUR SCHEMA IS SHOWING: HOW SCHEMAS EMERGE AND OPERATE IN CONVERSATIONS
M. Kimberly MacLin and Gerald P. Ginsburg, University of Nevada, Reno, USA
Schemas, while typically thought of in purely cognitive terms, are necessarily situated in a social context. One particular context that is nearly omnipresent, is that of the conversation. Conversational participants come to know each other,s schemas through the utterances made. Therefore, schemas are more than mental representations; they are in fact situated in the interaction context. In order to evaluate the presence and operation of schemas in conversation, 148 participants completed a pre-test questionnaire which assessed their schemas about college. The questionnaires were scored and participants were matched with another participant who either held a similar or different schema about college. These participants (N=96) participated in a laboratory session. They were told that they were helping compile materials for freshman orientation and they were to brainstorm about aspects of college they wish they had known prior to entering college. After the brainstorming session they completed a post-test packet. These sessions were videotaped and later coded to assess the emergence of individual schemas and the patterns of talk employed by each participant and dyad. Results indicate that participants did have distinct, measurable schemas about college and that these schemas affected their talk and the conversational context. Results will be discussed in terms of schema theory, social cognition and the social psychological literature on conversation, with the goal of illuminating the utility and importance of conceptualizing schemas as situated.

A. 36
PERMITTED DISRESPECT: TEASING IN INTERPERSONAL INTERACTIONS
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Of the many mean and nasty things that people do to one another, one of the more enigmatic is teasing. Although most people can recall humorous instances of teasing, they can also easily remember times they were hurt by teasing. To investigate the playful and hurtful sides of teasing, 93 undergraduates each wrote two narratives, one recounting a pleasant experience with teasing and the other detailing an unpleasant experience with teasing. After writing each narrative, participants completed a questionnaire that assessed the affective and interpersonal consequences of the teasing event. Clear differences between the experiences of playful and hurtful teasing were obtained. For example, people, especially women, felt more rejected following unpleasant experiences with teasing, and imputed greater malice to perpetrators of hurtful than playful teasing. Perhaps because of the different motives attributed to playful and hurtful teasers, participants reported significantly different responses to the two types of tease. Not surprisingly, participants reported more negative affect following hurtful than playful teasing. Furthermore, hurtful teasing, relative to playful teasing, increased participants' concerns with the impressions that others (not just the teaser) formed of them subsequently. Hurtful experiences with teasing also produced more long- lasting, in some cases permanent, damage to relationships, than playful teasing. As evidenced by the results of this study and in the role that teasing played in the recently publicized school shootings ("Violence at school epidemic," 1999), teasing is not always well- intentioned or well-received. Implications of teasing for individuals and relationships will be discussed.

A. 37
ASSOCIATION BETWEEN ADULT ATTACHMENT STYLE AND EXTRAMARITAL AFFAIRS IN MEN
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The present study extended attachment theory to the study of extramarital affairs (EMAs). Using Bartholomew's attachment framework, we examined the relationship between adult attachment style and the incidence of EMAs in a sample of males. Two hypotheses were derived from a review of the literature. First, because individuals with a preoccupied style seek self-acceptance by winning approval from valued others, we predicted that individuals scoring higher in this style would be more likely to have had EMAs, especially of an emotional rather than a sexual nature. Second, reports based on clinical observations have noted an "intimacy avoidance affair" in which individuals experiencing difficulty with intimacy and vulnerability within a marriage seek sexual partners outside it. Thus, we hypothesized that persons scoring higher on the dismissive style (positive self-image, distrust of others) would be more likely to report having had an EMA, especially of a sexual rather than an emotional nature. Participants were 91 males, mean age 43 years and median length of marriage 16 years. Forty-six percent of respondents reported sexual intercourse outside of marriage. Measures included current attachment, past EMAs, and intimacy needs. Results indicated that scores on the preoccupied scale were positively correlated with measures of emotional and sexual EMAs. There were no associations between the dismissive style and measures of EMAs.

A. 38
PRIDE OR PREJUDICE: BOLSTERING IMAGE BY AFFIRMING OR DENYING GROUP MEMBERSHIP
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Individuals tend to bask in reflected glory (BIRG) by associating themselves with successful people. For example, students were more likely to dress in school clothing after their football team won (Cialdini et al., 1976). Although these students could choose to identify with their team or not, they could not deny that it was their team. However, the possibility of affirming or denying another's membership in one's group

becomes possible when the other has dual ethnic identities. For example, immigrants have the identities of both the country they left and their chosen country. Following BIRG logic, when immigrants succeed their adopted group membership should be affirmed, but when they fail their earlier ethnic identity should be emphasized. An opportunity to test this hypothesis was afforded by the story of Ben Johnson, a 100-meter sprinter on the 1988 Canadian Olympic team. Johnson won the gold medal, was hailed as a hero, but afterward failed a drug test and was disqualified. A sample of leading Canadian newspapers and magazines during the period before and after Johnson's disqualification revealed that he was referred to as Canadian when he was a winner, and as Jamaican-born after disqualification. This result demonstrated that one can uphold one's image either through identifying with winners by affirming shared group membership or by dissociating oneself from losers through denying their membership in one's group.

A. 39
DIFFERENTIAL SELF-ESTEEM LEVELS: RELATIONS TO IMPORTANCE OF CLOSE FRIEND CHARACTERISTICS
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Since the 1980's, researchers have been interested in the relationship that exists between friendship quality and individual self-esteem (e.g., Cramer, 1987); and have found that positive friendship features are related to global self-esteem (e.g., Keefe & Brendt, 1996). The current study examined the degree to which specific characteristics in close, non-romantic friendships were related to global self-esteem. Participants were 81 undergraduates (female, n=43) with mean age of 19.3 years (range 18-22). Participants completed the Rosenberg Self-Esteem Scale (RSES) and rated the importance of 333 qualities exhibited by their close friends. The list of friendship qualities consisted of personality-trait words (i.e., Anderson, 1968) and behaviors gleaned from the friendship literature (e.g, Coleman, 1982; Kelly & Hansen, 1987; Youniss & Smollar, 1985). RSES scores were split into three levels (high=one SD above mean, approximately 25% of sample; those at the mean, 50% of sample; and low=one SD below mean). Results revealed that of the 15 highest rated friendship characteristics, those with the highest levels of self-esteem rated trustworthiness, truthfulness, authenticity in interactions, loyalty, reliability, and equality in the friendship as significantly more important than did those in either of the other self-esteem groups. The current findings are consistent with, and add to the limited literature in this area; and point to the need to further investigate the relationship between what individuals experience in their close friendships, and how this may relate to their overall feelings of self-esteem.

A. 40
NARCISSISM AND COMMITMENT IN ROMANTIC RELATIONSHIPS
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Is narcissism associated negatively with commitment in ongoing romantic relationships? Relying on the investment model of commitment, we predicted that narcissists, relative to non-narcissists, would display less commitment in ongoing romantic relationships. We further predicted that this link would be mediated by the perception of alternatives to the relationship. Our research strategy contained two steps. First, we assessed the link between narcissism and commitment in ongoing romantic relationships. Second, we examined the mediating role of relationship satisfaction, investments, and alternatives. In Study 1, 119 students who were currently in a romantic relationship completed measures of narcissism as well as relationship satisfaction, investments, alternatives and commitment. As predicted, we found a negative relationship between narcissism and commitment. Further analyses revealed that this relationship was mediated by the perception of alternatives. In Study 2, we replicated Study 1 and included a measure of attention to alternative relationship partners. Participants were 304 romantically involved individuals. Consistent with our previous findings, narcissism was associated negatively with commitment. Furthermore, this relationship was mediated by both perceived alternatives and attention to alternatives. To summarize our results: Narcissists are less committed in their ongoing romantic relationships. This lack of commitment is driven by narcissists' perception of alternatives to the relationship and active attention to alternative partners. The potential factors underlying this interest in alternatives - including self-enhancement, game-playing, and sensation-seeking - are discussed.

THE IMPACT OF EVENT CHARACTERISTICS ON COPING WITH INTERPERSONAL BETRAYAL
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It is widely assumed that individuals cope with interpersonal betrayals in order to develop new relationships or maintain existing ones, however, little is known about this process. Characteristics of the experience, including the gender of the victim and/or perpetrator, type of betrayal, relationship between the victim and perpetrator, and perceived impact of the event, may influence one's capacity to handle the situation. The present study sought to investigate the impact of these factors on choices of coping strategies and on emotions following betrayal. College undergraduates (n=180) completed questionnaires in which they described their worst experience as a victim of betrayal and completed measures of coping and emotions felt at the time of betrayal and as they recalled the incident. Multivariate analyses of variance indicated that the genders of the victims and perpetrators, and the types of betrayals reported were reliably associated with strategies chosen for coping, as well as with levels of anxiety experienced at the time of betrayal. However, few differences were observed for the levels of anxiety and other emotions experienced as the incident was recalled. The relationship between the victim and perpetrator was not associated with choice of coping strategy, but was related to levels of anxiety at the time of betrayal. The perceived change in the relationship following betrayal was not associated with any betrayal characteristics.

A. 42
THE MEASUREMENT OF FORGIVENESS
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The process of forgiving others and relationship partners for their offenses has received increased research attention because of its potential for resolving conflicts and ameliorating the effects of anger and retaliation. Although several measures have been presented in the literature they vary considerably in format, underlying conceptualization, psychometric characteristics, etc. No systematic comparison of these instruments has yet been presented. The purpose of the present investigation was to compare these measures of forgiveness. College students (total N = 311) were administered measures of forgiveness in the following categories: (a) measures of forgiving a specific person for a specific offense (e.g., Enright Forgiveness Inventory, Wade's Forgiveness Scale); (b) measures of a dispositional tendency to forgive or to seek revenge (e.g., Vengeance Scale, Forgiveness of Others Scale, Beliefs About Revenge Questionnaire); and (c) specialized measures of relevance (e.g., Willingness to Forgive Scale, False Forgiveness Scale, etc.). These measures were compared within and across categories in order to compare convergent and discriminant validity as well as standard psychometric criteria (e.g., coefficient alpha). In general results suggested that virtually all measures met conventional criteria of psychometric adequacy, but that some measures showed stronger patterns of convergent and discriminant validity. Also, some scales appeared to be independent of the forgiveness domain. These results support the utility and comparability of forgiveness measures, but also suggest differential usage based on immediate research or clinical objective.

A. 43
SUPPORT FOR SOCIAL IDENTITIES AS A PREDICTOR OF FRIENDSHIP MAINTENANCE
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Social identities are aspects of a person's self concept that reflect membership in social categories (e.g., student, athlete). This longitudinal study tested the hypothesis that relationship-specific support for a person's valued social identities would predict friendship maintenance. A random sample of college undergraduates (n = 76) reported levels of contact, closeness, and support for identities, for three new same-sex friendships during their first year and again during their sophomore year. Support for identities was measured with items asking how much each friend understood and provided general and instrumental support for specific identities listed as important by the participant. Within-subjects analyses indicated, as expected, that contact decreased less over time for friendships providing more support for identities. Similar findings for decreases in closeness over time were marginally significant. Between-

subjects analyses also indicated that students were more likely to maintain contact and closeness with friends who provided higher levels of support for identities. Additionally, support for identities was positively correlated with closeness measured at the same time point, even after controlling for a measure of general, relationship-specific support. These results suggest that support for identities may be a unique form of social support that has consequences for friendship maintenance. Such findings have implications for understanding group behavior and the stability of social identities.

A. 44
PERSONALITY SIMILARITY AND RELATIONSHIP SATISFACTION: SELF-RATINGS, PARTNER-RATINGS, AND PERCEIVED SIMILARITY
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The influence of personality on relationship quality is a relatively unexplored area, and the extent to which the similarity of romantic partners' dispositional qualities predicts relationship satisfaction has received even less attention. To examine these issues, we collected data from 50 couples married an average of 19 years, and 75 couples who had dated for an average of 33 months. Participants rated themselves and their partners on dimensions of the five-factor model, and completed measures of relationship satisfaction. In both samples, the similarity of men's and women's self-rated personalities did not predict satisfaction. Similarity between mens and womens personalities as described by their partners, however, was positively correlated with satisfaction in both samples, and negatively correlated with the number of conflicts dating partners reported during a seven week period. Perceived similarity (i.e., the extent to which individuals' self-rated personality was similar to their views of their partners personality) was a strong predictor of satisfaction for spouses, but not for dating partners. The data suggest that personality similarity--at least when rated by dyadic partners—may be a good predictor of relationship quality, and that perceived similarity may predict the satisfaction of long-term partners. The results further demonstrate the value of having dyadic partners rate each other's personalities, in addition to the more customary self-ratings.

A. 45
THE FORM AND SUBSTANCE OF DATING INDIVIDUAL'S SOCIAL NETWORKS
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Previous research regarding the nature of dating couple's social networks has been contradictory, with research demonstrating both increased and decreased involvement as relationships progress. The present research investigates how relationship commitment effects network structure and interaction. Regarding network structure, members can be divided into categories of primarily "mutual" friends, "his" friends, and "her" friends based upon the nature of interaction with them. We hypothesize that committed individuals have a greater proportion of "mutual" friends than the less committed. Regarding network interaction, we hypothesize that committed individuals interact more often (and with greater satisfaction) with "mutual" friends than the less committed. These hypotheses were tested using a five-day interaction record paradigm. Fifty-one dating individuals completed a questionnaire measuring relationship commitment (Rusbult, 1983), and listed social network members, according to three categories ("mutual", "his", "hers"). Participants completed social interaction records (SIRs) over the next five days regarding interactions with network members. Each SIR included gathered information of interaction date, time, type, duration, and overall level of satisfaction. Participants also recorded the initials of, and individual satisfaction with, each network member involved in the interaction. Two months later, participants were contacted to determine whether their relationship had persisted or ended. Results indicated support for both hypotheses, suggesting that as relationships get more serious couple members become more involved and more satisfied with "mutual" friends and pull away from more peripheral friends.

A. 46
FURTHER EVIDENCE FOR DISTINCT AFFECTIVE AND COGNITIVE CONTRIBUTIONS TO DISTINCTIVENESS-BASED ILLUSORY CORRELATIONS
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A study was conducted to test a model of the distinctiveness-based illusory correlation (IC) phenomenon that suggests there are two distinct components operating with ICs: a cognitive and an affective component. Stimulus arrays were developed that were equivalent in desirability but that associated the majority and minority groups with different traits. After the presentation of the 36 sentences describing the two groups performing good and bad behaviors(see Hamilton & Gifford, 1976; Johnson & Mullen, 1994), participants completed a priming task (based on Dovidio, Evans, & Tyler, 1986) in which the group names served as primes and these were followed by positive and negative adjectives, some related and some unrelated to the trait domains incorporated in the stimulus sentences. The response latency data indicated that participants (n = 80) extracted specific trait information (the cognitive component) and developed a positive affective response to the majority group and a negative affective response to the minority group (the affective component), consistent with the model. However, the affective component was more in evidence in the conditions with a significant illusory correlation, whereas the cognitive component was more in evidence when no IC was obtained. The results are discussed in terms of the importance of distinguishing between cognitive and affective contributions to biased group perceptions.

A. 47
INTERPERSONAL RAPIDITY: WHAT WE SAY ISN'T ALWAYS AS IMPORTANT AS WHEN WE SAY IT
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While researchers have carefully scrutinized the ïwhatî of social perception (the impact of what people say and do on impression formation), they have devoted relatively little attention to the ïwhenï of social perception (the timing of what people say and do). We suggest that the speed with which people respond to the actions of others has a critically important influence on impression formation processes, and that people differ characteristically on this trait. Five studies provide validation for the Interpersonal Rapidity Scale (IRS). Data from Studies 1, 2, and 3 indicate that the IRS is a valid and reliable instrument. The discriminant data from Study 4 suggest that the IRS is related to, but distinct from, assertiveness and shyness. The results of Study 5 indicate that the IRS is a stronger predictor of when people respond to others than are assertiveness or shyness. The final two studies illuminate the behavioral consequences of rapidity on studentsï perceptions of their peers and the perceptions married people have of their spouses. The theoretical implications of these findings suggest that the speed with which people respond to the actions of others affects both the way they are perceived by others, and the quality of their relationships.

A. 48
PERSONALITY AND TASK VS. RELATIONSHIP CONFLICT: IMPLICATIONS FOR INTERPERSONAL RELATIONSHIPS
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Past research indicates that individuals tend to frame conflicts in terms of tasks or relationships. For work groups, task and relationship conflict are differentially associated with performance and satisfaction. Yet little is know about the factors which influence these conflict frames or the role of conflict type in interpersonal relationships. This study examines the relationship between the "Big Five" personality traits and the way in which individuals tend to frame conflicts, and the effects of conflict type on affective outcomes. As hypothesized, Extraversion predicted the tendency to frame conflicts in terms of relationships. Further, for both Extraversion and Conscientiousness, the personality trait of one roommate predicted the tendency of the other to report relationship conflict. Thus, for relationship conflict, both actor and partner personality effects were found. Relationship conflict was negatively associated with roommate satisfaction. However, the expected negative association between relationship conflict and intent to remain living with the current roommate was found only for individuals who were randomly assigned to live together and not for those who had chosen their roommates. These findings provide the first evidence of the effects of personality on the tendency to frame conflicts in terms of tasks or relationships. Moreover, because relationship conflict (but not task) was negatively associated with satisfaction, future research on the role of conflict type in interpersonal conflicts is warranted.