



Poster Session V

Friday, May 27, 2016

12:30 PM – 1:20 PM

APS Exhibit Hall-Riverwalk

(Setup 12:20 PM – 12:30 PM)

V-001 Examining Acceptance of Violence Beliefs, in Family and Peer Factors in Relation to Dating Violence

Remington A Gonzalez, *San Diego State University*

Monica Guzman, *San Diego State University*

Maryanne Olmedo, *San Diego State University*

Jessica Siliezar, *San Diego State University*

Audrey Hokoda, *San Diego State University*

This study uses the relationship between teenager's exposure to domestic violence, harsh parenting, peer beliefs, and acceptance of violence to determine the relation of perpetrating a dating partner. Many of the studies concerning dating violence suggest an increasing number of negative outcomes as a result of having experienced family violence.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Adolescent)

V-002 Autobiographical Memory Influences Adolescent Physical Activity

Mathew J Biondolillo, *University of New Hampshire*

David Pillemer, *University of New Hampshire*

Over five weeks, middle school students in physical education classes were timed in training for a school-wide race. Students asked to recall a positive motivational memory of physical activity before running indicated greater intentions to be physically active and ran faster during subsequent training runs.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Developmental - Applied Experimental)

V-003 Savings Competition: Engagement in a Social Comparison Game as Motivation to Save

Martina Rauex, *Massachusetts Institute of Technology*

Lisa A. D'Ambrosio, *Massachusetts Institute of Technology*

Joseph F. Coughlin, *Massachusetts Institute of Technology*

Based on social comparison theory, we conducted a study on the impact of gaming features on participants' choices in a savings competition. Independent of amount saved, participants who were told that they did worse than their peers were more likely to want to make changes and significantly increased their savings.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Applied Experimental)

V-004 Elevated Identity Distress Following a Positive Youth Development Intervention for Alternative High School Students: A Mediator for Successful Outcomes.

Carlos E Yeguezx, *University of Michigan*

Vanessa L Madraza, *Florida International University*

Alternative school students are at elevated risk for problem behavior outcomes. The present study examined the efficacy of a Positive Youth Development Intervention for these youth. Results revealed that post-intervention identity distress followed by internalizing problem behaviors mediated the relationship between intervention participation and reduction of long-term externalizing problem behaviors.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Clinical - Attitude/Attitude Change)

V-005 Green, but Not Too Green! Regulatory Focus Moderates the Impact of Positive and Negative Feedback on Pro-Environmental Behavioral Intention

Fanny Lalotx, *University of Geneva, Switzerland*

Juan-Manuel Falomir-Pichastor, *University of Geneva, Switzerland*

Alain Quiamzade, *University of Geneva, Switzerland*

In two studies, we test and demonstrate that regulatory focus (contextually induced and chronic) moderates the impact of a bogus feedback allegedly addressing participants' green habits on their

intention to get involved in a pro-environmental event. Focus led to contrasting patterns of effort consistency versus compensation in further pro-environmental behaviours.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Attitude/Attitude Change)

V-006 Shifting Climates – A novel mindset intervention to change beliefs about climate change

Michael Hahnx, *Stanford University*

Rodolfo Cortes Barragan, *Stanford University*

Carol S. Dweck, *Stanford University*

People undergoing a novel mindset intervention (Dweck 1999) that taught that the world was constantly changing (vs. stable) were more likely to believe that climate change was real, human made, had negative consequences for the US and mankind, expressed higher levels of self-efficacy regarding their potential to affect positive change, and exerted greater intention to act.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Attitude/Attitude Change)

V-007 The Theory of Planned Behavior in Organizational Contexts: Does an Individual's Intent Mediate the Relationship between Cognition and Behavior, or is it Misplaced?

Charnetta Brownx, *The Chicago School of Professional Psychology, Center for Innovations in Quality, Effectiveness, and Safety (IQuEST) - Michael E. DeBakey Veterans Affairs Medical Center*

Jason Raad, *Center of Innovation for Complex Chronic Healthcare (CINCCH), Hines VA Hospital*

Prior research has demonstrated the utility of the Theory of Planned Behavior (TPB) to link cognitions related to a behavior of interest to behavioral intent to enactment of target behavior. The current study assessed the relationship between the TBP cognition and behavioral intention among clinicians in a large healthcare facility.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Attitude/Attitude Change)

V-008 Theory of Planned Behavior

Juliana M Kleinx, *Saint Louis University*

Richard D Harvey, *Saint Louis University*

Andrew M Bleckman, *Saint Louis University*

The purpose of this study is to examine the application of the Theory of Planned Behavior (TPB) to the domain of studying behavior. We found that attitudes, normative beliefs, and perceived behavioral control predicted studying behavior at latter time periods. These relationships were mediated by behavioral intentions.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Attitude/Attitude Change)

V-009 Utilizing Cognitive Bias Modification to Reduce Intergroup Anxiety

Paige A Lloyd, *Miami University*

Timothy A Ovia, *University of Cincinnati*

Marie E. Parson, *Miami University*

Kurt Hugenburg, *Miami University*

Elise M. Clerkin, *Miami University*

Allen R. McConnell, *Miami University*

The present study utilizes Cognitive Bias Modification-Interpretation training and hypothesizes that CBM-I training will reduce negative interpretations of intergroup interactions amongst cross-race individuals. The present poster highlights areas in which these results are most salient; these include reduced intergroup anxiety, increased approach behaviors, and improved intergroup interactions.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Attitude/Attitude Change)

V-010 Beyond Delay Discounting: Intertemporal Choice Between Non-Unitary Rewards

Ayse Z. Enkavix, *Stanford University*

Samuel M McClure, *Arizona State University*

Intertemporal decision-making is often studied in choices between two singular outcomes. However, most intertemporal decisions involve conjunctions of outcomes. We show that for conjunctions the normative model is violated and people become more patient. This argues against trait-like discount rates, calls for descriptive models and provides a point of intervention.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Cognitive - Behavior Analysis)

V-011 A Novel and Brief Intervention Improves Self-Control and Promotes Health Behavior

Rongxiang Tangx, *Washington University in St. Louis*
Yi-Yuan Tang, *Texas Tech University*

Our series of randomized controlled trials have shown that a novel and brief mindfulness intervention - Integrative Body-Mind Training improves self-control ability in executive function, emotion regulation, stress response and mucosal immunity through central and autonomic system interaction, and supports the initiation and maintenance of health behavior.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change,
Biological/Neuroscience - Cognitive Neuroscience)

V-012 Breaking free of one dimensional dual process theory: Neuroscience suggests both dual and dueling processes are critical for understanding behavior change

Jared Friedmanx, *Case Western Reserve University*
Richard E. Boyatzis, *Case Western Reserve University*
Anthony I. Jack, *Case Western Reserve University*

1. Theories of behavior change are dominated by dual process accounts. However, neuroimaging reveals a more dramatic distinction between the domain (analytic vs. social/motivational) than the style (controlled vs. automatic) of processing. We propose two-dimensional dual processing theory as a richer explanatory framework for understanding behavior change.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change,
Biological/Neuroscience - Cognitive Neuroscience)

V-013 Behavior Change Programs for African American Populations: The Case for Culturally Sensitive Interventions

Marilyn D Lovettx, *Livingstone College*
Sibyl Vanager-Ruck, *Livingstone College*

The purpose of this study is to examine intervention programs targeting behavior change among African American populations between 2005 and 2015. Behavioral outcomes due to both culturally specific and culturally adapted interventions are compared. Targeted behaviors include substance abuse and suicide. Implications for culturally sensitive programs are discussed.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Cross-Cultural or Ethnic Studies)

V-014 Assessing the Efficacy of the Realabilities Comic Book Series to Enhance Typical Students' Cognitive Attitudes and Behavioral Intentions towards Hypothetical Peers with

Disabilities

Nava Siltonx, *Marymount Manhattan College*

Carol M Wagner, *Marymount Manhattan College*

Alicia Ferris, *Marymount Manhattan College*

A. Kristina Keyser, *Marymount Manhattan College*

Michael Corning, *Marymount Manhattan College*

Michael Rojas, *Marymount Manhattan College*

Realabilities, a children's television show and comic book series featuring five children with disabilities, aims to reduce the negative attitudes and intentions of typical children towards disabilities. Paired sample t-tests from 62 elementary school children indicated significantly improved cognitive attitudes and behavioral intentions towards individuals with disabilities following the intervention.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Developmental - Disabilities)

V-015 HRV Mediates Mindfulness Training Impact on Emotion Regulation

Tanya S Watfordx, *Bowling Green State University*

Jane Stafford, *University of South Carolina Aiken*

We measured heart rate variability (HRV) during a brief training to examine the mechanisms of mindfulness. Mindfulness training resulted in significantly greater HRV, an index of psychological flexibility, which mediated the relationship between group (mindfulness/control) and working memory (analogue for emotion regulation capacity) as well as group and negative affect.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Emotion)

V-016 Perceptions of a Changing World Induce Hope in Intractable Conflict

Smadar Cohen-Chenx, *Northwestern University*

Richard Crisp, *Aston University*

Eran Halperin, *Interdisciplinary Center, Herzliya*

This paper examines ways in which hope can be regulated within intractable intergroup conflicts, and the conciliatory role it plays in such contexts. Using multiple methodologies, hope regarding the Israeli-Palestinian conflict was induced by manipulating dynamic general perceptions of reality, indirectly increasing support for major concessions for peace.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Emotion)

V-017 Doping for ‘couch potatoes’: caffeine influences exercise-related choice

Joel Ben Chidleyx, *School of Sport and Exercise Science & Medway School of Pharmacy, University of Kent*

Gurprit S Lall, *Medway School of Pharmacy, University of Kent*

Samuele Maria Marcora, *School of Sport and Exercise Science, University of Kent*

This study investigated whether the effects of caffeine on psychological responses to high-intensity interval training are associated with changes in behaviour, as determined by exercise-related choice. Caffeine reduced ratings of perceived exertion and increased enjoyment during exercise. When given the opportunity to choose, whilst condition-blind, participants preferred exercising with caffeine.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Exercise)

V-018 Exercise Goal Acknowledgment and Its Effect on Short-Term Exercise Quality

Charles Heidrickx, *Colorado State University*

Dan Graham, *Colorado State University*

This experimental paradigm examined the role that another person, apart from a goal-setting exerciser, can have on physical activity goal pursuit. Results indicate positive effects of goal acknowledgment on subsequent goal-attainment and exercise performance.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Exercise)

V-019 Instant Recess Increases Activity and Improves Mood in College Students in their Classrooms

Marisa Romeox, *Warren Wilson College*

Robert Swoap, *Warren Wilson College*

A one-time physical activity (PA) intervention was implemented in ten college classrooms. A ten-minute PA video was used to lead undergraduate participants (n=161) through a series of moderate-intensity dance movements. The intervention led to significant improvement in both mood states and energy levels.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Exercise)

V-020 Contemporary Arguments Against Gender-Neutral Language

Hellen Vergoossenx, *Stockholm University*

Anna Lindqvist, *Lund University*

Emma A Bäck, *Gothenburg University*
Marie Gustafsson Senden, *Stockholm University*

Arguments against a current language reform in Swedish – the introduction of a gender-neutral third personal pronoun as a complement to she and he – were analyzed and compared to previous arguments against the introduction of double forms (he/she) in English. Although the reforms differ, the arguments are surprisingly similar.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Gender Issues/Sex Roles)

V-021 Predictors of the Usage of and the Attitudes toward a New Gender-neutral Pronoun

Emma A Bäckx, *Gothenburg University*
Marie Gustafsson Senden, *Stockholm University*
Hellen Vergoossen, *Stockholm University*
Anna Lindqvist, *Lund University*

Participants (n=1331) responded to a questionnaire about attitudes towards the recently introduced Swedish gender-neutral pronoun ‘hen’. Results showed that almost all participants used the word themselves, although the attitudes varied. Age, political views and sexism were identified as the most important factors when predicting attitudes and frequency of use.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Gender Issues/Sex Roles)

V-022 Striving for Leadership Positions: Explaining Women’s and Men’s Diverging Self-Evaluation

Michèle C. Kaufmannx, *University of Bern*
Sabine Sczesny, *University of Bern*
Nadine Messerli-Bürgy, *University of Fribourg*

Participants (181 students) were asked to take part in leadership selection procedure for a junior leadership position. Women judged themselves as less successful for the advertised job than men which could be explained by women’s lower self-ascribed self-esteem, resulting in a higher self-reported stress response.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Gender Issues/Sex Roles)

V-023 The Beauty Industry Gets a Facelift: Contemporary Beauty Advertisements with

Empowerment Messages Continue to Trigger Objectification in Adolescent Females

Amelia C Couturex, *University of Michigan Ann Arbor*

Kristen Harrison, *University of Michigan Ann Arbor*

Contemporary messages in beauty advertisements are transitioning away from explicit objectification and toward women's empowerment. This experiment examines the tensions between activation of these potentially competing schemas in adolescent consumers. Results indicate that these contemporary advertisements still promote higher state self-objectification than control advertisements for women high in trait self-objectification.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Gender Issues/Sex Roles)

V-024 Acute Aerobic Exercise Increases Implicit Approach Motivation for Dessert Images

Christine N Mayx, *University of Massachusetts Medical School*

Nora Nock, *Case Western Reserve University*

Devon Bentley, *Case Western Reserve University*

Heath A. Demaree, *Case Western Reserve University*

The present study investigated the effect of acute exercise compared to a cognitive task on undergraduates' implicit approach/avoidance motivation to dessert food images on the Dessert-Approach-Avoidance Task (D-AAT). Participants randomized to the exercise condition became more approach-oriented to dessert images compared to those in the cognitive condition.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Health)

V-025 Do physical health, cognitive functioning, and psychological well-being predict engagement in health-related behaviors in a sample of middle-aged and older German adults?

Jillian M. Minahanx, *Fordham University*

Francesca Falzarano, MA, *Fordham University*

Karen L. Siedlecki, PhD, *Fordham University*

Engaging in health behaviors may help manage chronic conditions. Results revealed that age predicts a slight decline in engagement of health-promotive behaviors, except in smoking and relaxation exercise. Variance explained by physical health, cognitive functioning, and psychological well-being ranged from 4% to 23% in predicting engagement in health behaviors.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Health)

V-026 Effect of a Dissonance-Based Eating Disorder Prevention Program on Cardiac Risk

Melinda A Greenx, *Cornell College*

No secondary authors

Several cardiac risk indices significantly improved in women with clinical and subclinical levels of disordered eating following a dissonance-based prevention program in this randomized, controlled clinical trial. Results suggest dissonance-based prevention approaches should be integrated into secondary and tertiary prevention efforts to reduce cardiac risks.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Clinical - Health)

V-027 Examining the Past Experiences in Behavioral Treatment Among At-risk VHA Primary Care Patients To Help Identify Future Directions

Jennifer S Funderburkx, *VA Center for Integrated Healthcare*

Kelsey M Krueger, *Syracuse University*

Laura J Buchholz, *VA Center for Integrated Healthcare*

Stephen A Maisto, *Syracuse University*

Patients who screen positive on all four of the behavioral health screens regularly given in VHA primary care (i.e., hazardous alcohol use, tobacco use, depression, and PTSD) have negative health outcomes. We surveyed 63 male Primary Care patients to understand barriers to treatment by investigating their past experiences in treatment.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Health)

V-028 Four Strategies for Regulating Cigarette Cravings: A Pilot Study

Makenzie O'Neilx, *Arizona State University*

Michelle N. Shiota, *Arizona State University*

Scott J Leischow, *Mayo Clinic*

Cigarette cravings are a common barrier to smoking cessation success. This pilot study compared effects of four craving regulation strategies on nicotine-deprived smokers' subjective craving reduction and cognitive task performance. While each strategy had strengths, results suggest distraction by an awe-eliciting image may produce both of these desirable effects.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Personality/Emotion - Health)

V-029 Impact of Modality of Activity Logging on Personal Health Change in College Students

Kezia C Shirkeyx, *North Park University*
Samantha Wagner, *University of Illinois at Chicago*

College students enrolled in a general education stress and health course completed daily activity logs either daily via an electronic survey or biweekly via paper submission. The current study adds to the pedagogical and health literature by comparing the physical and mental health benefits of these two logging modalities.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Clinical - Health)

V-030 Why Do We Overeat? The Role of Impulsivity in Dietary Restraint

Winnie Zhuangx, *College of William & Mary*
Camille Karabaich, *College of William and Mary*
Modesto S Robles, *College of William and Mary*
Catherine A Forestell, *College of William and Mary*

Restrained eaters, or those who control weight through dieting, often overeat when their diets are violated. This counter-regulation may be mediated by changes in impulsive decision-making. The present study found that changes in state impulsivity that occurred as a function of a diet violation predicted overeating in restrained eaters.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, General - Health)

V-031 10 minutes of yoga a day goes a long way - The Immediate Effects of Yoga on Cognitive Performance and Stress Level

Nhi L. Dinhx, *Earlham College*
No secondary authors

Yoga is a physical activity with a meditative component, focusing on one's breath and body flow; it is a mind-body training program with long-term effects on relieving stress and improving cognitive capacity. This research investigated the immediate effects of doing yoga during a study break on stress and cognitive performance.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Cognitive - Human Learning and Memory)

V-032 MDMA diminishes the recollection of details associated with emotional information.

Manoj K Dossx, *University of Chicago, Department of Psychology*
Jessica Weafer, *University of Chicago, Department of Psychiatry and Behavioral Neuroscience*

David A Gallo, *University of Chicago, Department of Psychology*

Harriet de Wit, *University of Chicago, Department of Psychiatry and Behavioral Neuroscience*

We examined the effects of MDMA, administered at either encoding or retrieval, on emotional memory in young adults. MDMA administered at either encoding or retrieval reversed the bias for negative stimuli seen under placebo, such that after MDMA, subjects subjectively recollected neutral information better than either negative or positive information.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Cognitive - Human Learning and Memory)

V-033 Psychosocial Stress Reduces Retrieval Induced Forgetting

Jordin L. Rodondix, *University of San Francisco*

Benjamin J. Levy, *University of San Francisco*

This study explored whether psychosocial stress influences retrieval-induced forgetting (RIF). Participants experienced either the Trier Social Stress Test or a non-stress control condition and were then tested on a typical retrieval practice task. Control participants experienced significantly greater RIF than stress participants, replicating an earlier experiment (Koessler et al., 2009).

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Cognitive - Human Learning and Memory)

V-034 Gestalt Reasoning Promotes Extension Errors

Magda L. Dumitru, *METU*

Gitte H Joergensen, *University of Connecticut*

We provide experimental evidence for a Gestalt-reasoning account of conjunction errors (i.e., unduly estimating the probability of a simple event as being lower than the probability of a conjoined event), which holds that individuals instantly attempt to establish links between conjoined constituents when estimating their compound probabilities.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Cognitive - Judgment and Decision Making)

V-035 Stress and Prosocial Decision Making: An Examination of Acute Stress, Sex, and Trust Behavior

Stephanie R Pottsx, *Marquette University*

Devi Jayan, *Marquette University*

William T McCuddy, *Marquette University*
Anthony J Porcelli, *Marquette University*

Recent research indicates that acute stress may influence decisions to engage in trust behavior. In the current study, different stress-induction techniques (with and without a social element) were employed at various timings with respect to task performance (immediately versus long before) to examine the potential influence of stress on trust.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change,
Biological/Neuroscience - Judgment and Decision Making)

V-036 College Students Attitudes Towards Mental Illness Portrayed in the Media
Samantha I. Kienemundx, *Iona College*

No secondary authors

The media plays a vital role in the creation of stigmas associated with mental illnesses. The present study was designed to evaluate mental illness and the media. It was conducted through two surveys. Subjects were college students of varied ages, races, and majors. The present study shows varied positive correlations between attitudes and portrayal of mental illness on film.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Media)

V-037 Guided Strategic Planning of Learning Resources Enhances Student Performance

Patricia Chenx, *University of Michigan*
Omar Chavez, *University of Michigan*
Teck Sheng Tan, *University of Michigan*
Michelle SY Lee, *University of Michigan*
Brenda Gunderson, *University of Michigan*

We implemented a metacognitive Strategic Planning intervention with 2 cohorts of Introductory Statistics college class students. Compared to control group students, students who self-administered our 15-minute online intervention performed better on class exams and, on average across both cohorts, half a letter grade higher on their final course grades.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Motivation)

V-038 Simple tools in complex systems: a critique of financial incentives in private land conservation

Matthew Selinskex, *RMIT University*

Benjamin Cooke, *RMIT University*
Nooshin Torabi, *RMIT University*
Mat Hardy, *RMIT University*
Andrew Knight, *Imperial College London*
Sarah Bekessy, *RMIT University*

We investigate the impact of financial incentives on pro-environmental behavior change. In three independent studies of private landholders participating in payment for ecosystem services schemes, we observed that participation was a result of intrinsic motivations and was not tied to financial payments. Our results challenge the efficacy of financial incentives as a conservation policy instrument.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, General - Motivation)

V-039 The Intersection of Self-Management with Emotion Regulation and Mindfulness

Peter G. Mezox, *University of Toledo*
Sabrina Alani, *Memorial University*
Ross Connolly, *Memorial University*
Katherine D Bolovan, *University of Toledo*
Hannah L Marshal, *University of Toledo*
Taylor M Shook, *University of Toledo*
Kaylee B Finch, *University of Toledo*

Self-management is characterized by the three components of self-monitoring, self-evaluating, and self-reinforcing. This study investigates the relationship between self-management and the related constructs of emotion regulation and mindfulness. Findings from an economically vulnerable community sample suggest that self-management is linked to emotion regulation through self-evaluating, and to mindfulness through self-monitoring.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Clinical - Other)

V-040 Take Me As I Am: The Morality and Self-Image of the Dark Triad Personality

Garrett Bennettx, *Undergraduate student*
Kaitlin Canote, *Alumna of Berry College*
Victor Bissonnette, *Berry College Professor*

We investigated the relationships among the Dark Triad traits (DT; Narcissism, Machiavellianism, Psychopathy), Contingencies of Self-Worth, and Self-Discrepancies. We found that those high in the DT traits report greater ought self-discrepancies, and define their self-esteem in the areas of competition and appearance, and not virtue or God's love.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Personality/Emotion - Personality)

V-041 Post-retrieval exposure therapy in Posttraumatic Stress Disorder: preliminary results

Felipe Corchsx, *University of Sao Paulo, Faculty of Medicine*

Joana S Vermes, *University of Sao Paulo*

Adara Saito, *University of Sao Paulo*

Ricardo Ayres, *University of Sao Paulo*

Natalia Del Real, *University of Sao Paulo*

Alvaro C Araújo, *University of Sao Paulo*

Clarice Gorenstein, *University of Sao Paulo*

Francisco Lotufo Neto, *University of Sao Paulo*

Preliminary results suggest that Prolonged Exposure (PE) therapy delivered 30 minutes before retrieving their traumatic memory may block its reconsolidation in Posttraumatic Stress Disorder patients. Post-retrieval PE had stronger effects over defensive physiological responses (but not over subjective feelings) than PE alone. Clinical and theoretical implications are discussed.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Psychopathology)

V-042 Symptom Correlates of Medication Non-Adherence for Adult Psychiatric Inpatients With Psychotic Spectrum Disorders

Graham S. Danzerx, *Alliant International University/CSPP*

Adriano Zanello, *HUG Department of Mental Health and Psychiatry*

Sarah K. Schubmehl, *The Wright Institute*

Sam H. Barkin, *Teachers College, Columbia University*

David S. Sugarbaker, *PGSP Stanford University*

Doug Cort, *John George Psychiatric Hospital*

We analyzed symptom severity and medication adherence for 182 inpatients with psychosis. There were significant differences on suspiciousness and conceptual disorganization, as well as marginally significant differences on suicidality and mannerisms/posturing. As such, adherence may not be a complete treatment for psychosis. Results have notable implications for clinical psychological practice.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change - Psychopathology)

V-043 Efficacy of Psychological Interventions in Improving Highly Active Antiretroviral Therapy Adherence. A meta-analysis of controlled studies

Cosima Locherx, *PhD student*

Markus Messerli, *University of Basel, Department of Pharmaceutical Sciences*

Jens Gaab, *University of Basel, Department of Psychology*

Heike Gerger, *University of Basel, Department of Psychology*

The meta-analysis examined whether psychological interventions addressing HAART adherence are successful in increasing positive behavior change. Results showed that psychological interventions may well have short-term effects on behavior change. However, the beneficial effect was not maintained until the last reported follow up. Differential factors may promote short-term vs. long-term changes in adherence behaviors.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Clinical - Psychotherapy Research)

V-044 Dose dependent effect of coaching for intentional change on neural mechanisms of motivation and stress resilience

Anthony I. Jackx, *Case Western Reserve University*

Richard E Boyatzis, *Case Western Reserve University*

Jared P. Friedman, *Case Western Reserve University*

Dalia Abou Zeki, *Case Western Reserve University*

Angela Passarelli, *College of Charleston*

Abigail J Dawson, *Legendary Pictures Applied Analytics*

Fifty participants received 0, 1, 2 or 3 sessions of a theory driven and empirically validated coaching intervention, and were then scanned using a previously published paradigm. We found a linear relationship between sessions and activity in a region encompassing parts of vMPFC, sgACC and ventral striatum.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Biological/Neuroscience - Social Neuroscience)

V-045 Using Social Norms to Reduce Heavy Episodic Drinking Behavior on College Campuses

Kristen Schollyx, *University of Hawaii at Manoa*

Lisa Kehl, *University of Hawaii at Manoa*

Blane Garcia, *University of Hawaii at Manoa*

Heavy episodic drinking is a health concern on college campuses. Research demonstrates an association between students' misperception of campus alcohol norms and their high-risk alcohol use behavior. Educational behavior change strategies to reduce heavy drinking should include

evidence-based alcohol use norms to correct students' overestimation of campus alcohol consumption rates.

(Breaking Free - Intersecting Perspectives on the Science of Behavior Change, Social - Substance Abuse)

V-048 The Role of Individual Differences and Emotion in Facebook Activity

Crystal Kreitlerx, *Angelo State University*

Cheryl Stenmark, *Angelo State University*

We conducted a study to examine how individuals' personality traits and emotion are associated with their Facebook activity. Results revealed that individuals were more likely to share content on Facebook in response to a vignette describing a happy life event, as opposed to a sad or anxious life event.

(Personality/Emotion, Social - Emotion)

V-049 The Role of Trait Emotion in Psychological Adjustment Following Potentially Traumatic Events

Kan Longx, *Teachers College, Columbia University*

George A Bonanno, *Teachers College, Columbia University*

The present study examined whether trait emotion functioned as a prospective predictor of psychological adjustment in the face of potentially traumatic events (PTEs). Pre-event trait positive emotion was a context-sensitive buffer against PTE exposure that predicted better adjustment across time while pre-event trait negative emotion was a context-independent predictor of worse adjustment over time.

(Personality/Emotion, Clinical - Emotion)

V-050 Trait Fear moderates PTG & Depression moderates PTSD; Slight Gender Differences Indicated

Elizabeth D Snyderx, *Biola University*

Stacy Eltiti, *Biola University*

Structural Equation Modeling (SEM) used to explore the relationship between interpersonal and non-interpersonal trauma with both Posttraumatic Stress Disorder (PTSD) and Posttraumatic Growth (PTG). Other variables – such as attachment avoidance, depression, anxiety, and trait fear – are also examined. Post-hoc analysis indicates that slight gender differences may exist in PTG.

(Personality/Emotion, Clinical - Emotion)

V-051 Trait self-control facilitates analytical processing of death-related thoughts

Anna J. Finleyx, *Texas A&M University*

Nicholas J Kelley, *Northwestern University*

Brandon J Schmeichel, *Texas A&M University*

Trait self-control (TSC) facilitates the successful regulation of death-related thoughts possibly because high TSC individuals process aversive topics more analytically. We tested and found evidence for this hypothesis –high TSC participants wrote about death more analytically those in the control condition whereas those low TSC participants showed the opposite pattern.

(Social - Emotion)

V-052 Two types of arousal and memory: Too much of an arousing thing

Trevor Spelmanx, *Butler University*

Beth McGlone, *Butler University*

Amanda Wallace, *Butler University*

36 participants viewed a 16-image slide show, either neutral or emotionally arousing, and immersing their arm in a warm or ice water bath for two minutes. A significant affect by water group interaction resulted. When participants experienced both emotional and physiological arousal, memory decreased, suggesting an Inverted-U Curve.

(Personality/Emotion, Cognitive - Emotion)

V-053 Unpacking Emotion: Assessing Core Affect and Emotion Episodes

Kelsey L. Merlox, *Georgia Institute of Technology*

Sophie A. Kay, *Georgia Institute of Technology*

Howard M Weiss, *Georgia Institute of Technology*

Many theories of emotions at work address emotional events; however, common experience sampling techniques are better suited to explaining diffuse affective states. This study compares core affect and emotion episodes using time- and event-signaling experience sampling. Results indicate these operations may be differentially related to organizationally-relevant outcomes like fatigue.

(Industrial/Organizational, Personality/Emotion - Emotion)

V-054 What can we hear in the voice? A five-nation study of open-ended perceptions of affective states

Petri Laukkax, *Stockholm University*

Hillary Anger Elfenbein, *Washington University in St. Louis*

Wanda Chui, *University of California, Berkeley*

Jean Althoff, *University of Queensland*

Frederick K. Iraki, *United States International University, Nairobi*

Thomas Rockstuhl, *Nanyang Technological University*

Nutankumar S. Thingujam, *Sikkim University*

Participants from five nations listened to vocal emotion expressions, recorded by actors from their own location, and wrote open-ended judgments of what the actors were conveying. Participants perceived not only emotional categories but also dimensions, indicators of cognitive states, information sharing, and features of interpersonal relationships between speaker and listener.

(Personality/Emotion, Social - Emotion)

V-055 What you see is what you get? Expressive suppression predicts lower authenticity and subjective liking within novel dyadic interactions

Jaffni Pagavathsingx, *University of Toronto Scarborough*

Veerpal Bambah, *University of Toronto Scarborough*

Yoel Inbar, *University of Toronto Scarborough*

Do differences in emotional regulation capacities predict how authentic individuals will behave in a first-time interaction with a stranger and how much they will like that stranger? Expectedly, expressively suppressing one's emotions predicts lower ratings of one's own authenticity post-interaction. This inhibitory expression also predicts dislike of one's interaction partner.

(Personality/Emotion, Social - Emotion)

V-056 Winter Weather Experiences Determine Appropriateness of Reaction to Winter Weather Watches and Warnings

John F Weaverx, *Cooperative Institute for Research in the Atmosphere - Colorado State University*

Lindsey C. Fast, *Western State Colorado University*

Steven D Miller, *Cooperative Institute for Research in the Atmosphere - Colorado State University*

Olivia Vila, *Cooperative Institute for Research in the Atmosphere - Colorado State University*

This study examines how behavioral responses relate to prior severe winter weather experience. Results indicate that prior experience leads to more appropriate behavioral response. Also, the more damage and fright experienced during prior events, the more likely the participant is to react suitably to both watches and warnings.

(Social, Personality/Emotion - Emotion)

V-057 Training emotion recognition ability : Effects on individuals' skills and interpersonal interaction

Katja Schlegelx, *Northeastern University*

No secondary authors

We present four studies testing the effectiveness of a training program for improving emotion recognition ability (ERA). Results showed that 1) training improved ERA in younger but not older adults, 2) training effects persisted over at least four weeks, 3) training resulted in more cooperative outcomes in a dyadic negotiation.

(Personality/Emotion, Social - Emotion)

V-058 The Stress of Young Carers: The Role of Coping Strategies in Psychosocial Outcomes

Cayleigh Sextonx, *Brock University*

Yana Lakman, *Brock University*

Heather Chalmers, *Brock University*

Young carers' (YCs) caregiving role can lead to increased daily stressors that relate to negative psychosocial outcomes. This study examines how various coping strategies can mediate the relation between these constructs. The results highlight the need for coping skill development to reduce the negative impact of caregiving.

(Personality/Emotion - Child)

V-059 The Travis County Collaborative for Children: Collective Impact in Child Welfare

Amanda Howardx, *Samford University*

Casey D Call, *TCU Institute of Child Development*

Karyn Purvis, *TCU Institute of Child Development*

David Cross, *TCU Institute of Child Development*

Marisa Money, *Samford University*

This study presents the conceptual framework and findings for the first 24-months of The Travis County Collaborative For Children (TCCC). The TCCC is a multi-year collective impact and collaboration initiative intended to bring system wide change to the way foster children are cared for during their time in state custody.

(Clinical, Industrial/Organizational - Child)

V-060 Toys, play, and abilities: Do construction toys improve visual spatial skills?

Jessica C. Pleussx, *Morningside College*

Shannon M. De Clute, *Morningside College*

Kari Miller, *Morningside College*

Emily Stewart, *Morningside College*

Early gender socialization related to toys may be in part responsible for the under-representation of women in STEM fields, as play with “boy” toys may encourage development of visual-spatial skills. This short-term longitudinal experiment tests whether play with construction toys impacts visual-spatial skills in preschool aged children of both genders.

(Developmental, Cognitive - Child)

V-061 Tracking the Emergence of an Achievement Gap: An EHSRE Subgroups Analysis of Language Outcomes at 14, 24, and 36 months

Teresa Oberx, *The Graduate Center, CUNY*

Anthoula Poulakos, *The Graduate Center, CUNY*

Patricia J Brooks, *The College of Staten Island and The Graduate Center, CUNY*

We use structural equation models to examine language development trajectories of toddlers comprising the control group of the Early Head Start Research Evaluation project. Findings demonstrate how cumulative risk impacts language outcomes at 14, 24, and 36 months and document the emergence of an achievement gap in African American children.

(Developmental, Cognitive - Child)

V-062 Trajectories of Response Inhibition in Early Childhood: The Roles of Autonomic Nervous System Functioning and Parenting

Selin Zeytinoglux, *The University of North Carolina at Greensboro*

Simone E. Halliday, *The University of North Carolina at Greensboro*

Susan D. Calkins, *The University of North Carolina at Greensboro*

Marion O'Brien, *The University of North Carolina at Greensboro*

Esther M. Leerkes, *The University of North Carolina at Greensboro*

This study examined the roles of autonomic nervous system functioning and parenting in the development of response inhibition from ages 3.5 to 5.5. Findings indicated that baseline RSA accounted for changes in response inhibition over time, and responsive and negative parenting had differential influences on the development of response inhibition.

(Developmental, Biological/Neuroscience - Child)

V-063 Triune Ethics in Pre-school Children: The Validation of the CTEM in USA and China

Ryan Woodburyx, *University of Notre Dame*

Darcia Narvaez, *University of Notre Dame*

Ying Cheng, *University of Notre Dame*

Lijuan Wang, *University of Notre Dame*

Lifang Deng, *Beihang University*

Triune ethics meta-theory addresses effects of embodied experience on psychosocial development, specifically moral functioning. We examined a child triune ethics measure with USA (n=574) and Chinese (n=379) mothers and children. PCA, EFA, and CFA suggested strong two-factor models within each country, with similar relation to child outcomes in each country.

(Social, Methodology - Child)

V-064 Understanding Strengths in Relation to Complex Trauma and Mental Health Symptoms within Child Welfare

Faith Summersett-Ringgoldx, *Northwestern University*

Lindsey Davis, *Northwestern University*

Cassandra Kisiel, *Northwestern University*

Gary McClelland, *Northwestern University*

This study longitudinally examined the interactions of strengths with traumatic stress symptoms, risk behaviors, emotional/behavioral needs, and overall functioning among children with complex trauma exposure in the child welfare system. Results indicated that strengths are stable over time, not affected by traumatic stress symptoms, and negatively associated with poor outcomes.

(Clinical, Developmental - Child)

V-065 Visual-Spatial Working Memory Deficits in Children with ADHD and Reading Disorders

Hannah L. Travisx, *Southern Illinois University-Carbondale*

Audreyana C. Jagger, *Southern Illinois University-Carbondale*
Michelle Y. Kibby, *Southern Illinois University-Carbondale*

Children with RD and/or ADHD displayed worse visual-spatial span than controls, whereas only children with ADHD showed worse visual-spatial learning. Deficits in visual-spatial span in RD were unexpected and may be related to reduced verbal mediation and/or slower processing speed.

(Cognitive, Developmental - Child)

V-066 What Influences Helping Behavior in Toddlers?

Tonya M Vandenbrinkx, *University of Mississippi*
Stephanie E Miller, *University of Mississippi*
Carey Bernini Dowling, *University of Mississippi*
Jaelyn Sparks, *University of Mississippi*

The current study explored whether executive function (EF), age, and language related to helping behavior thought to demonstrate social understanding in toddlers. Results demonstrated that EF was the only significant predictor of helping behavior, suggesting an early EF-social understanding relationship similar to that found in preschoolers.

(Developmental, Cognitive - Child)

V-067 Working Memory and Its Effect on School Readiness in Preschoolers

Madison Lockex, *Berry College*
Casey Dexter, *Berry College*
Anna Wysocki, *Berry College*

This poster presents research investigating the importance of working memory in predicting school readiness abilities for children of preschool-age. Working memory was found to be predictive of school readiness above and beyond attention but not a measure of overall child developmental status. However, significant gender differences emerged in these relationships.

(Developmental - Child)

V-068 The Root of the "Social" Problem: Parent-Reported Aggression Predicts Social Competence in ADHD

Ann C Johnsonx, *Ohio Northern University*
Taylor Wohlgamuth, *Ohio Northern University*

Impairments in social functioning are often cited as a concern for adolescents with ADHD. We examined the associated factors (e.g., stress response, executive functioning, externalizing problems) that could explain this deficit in functioning. We found that aggression was the best predictor of perceived social competence among youth with ADHD.

(Clinical - Child)

V-069 The Impact of Films on Viewer Attitudes toward People with Schizophrenia

Cheryl L. Meyerx, *Wright State University*

Shaun Perciful, *South Community Hospital*

One-fourth of Americans diagnosed with mental illness avoid seeking treatment due to stigma. The impact of film portrayals on participants' knowledge, attitudes, and behaviors towards people with schizophrenia was examined. Accurate portrayals of severe mental illness decreased stigmatizing attitudes but negative, inaccurate portrayals of severe mental illness enhanced stigmatizing attitudes.

(Clinical - Psychopathology)

V-070 The Impact of Perfectionism and Mental Health on Cognitive Performance

Patrick D Bougex, *SUNY Geneseo*

Laura A Dolan, *SUNY Geneseo*

Braeden K Sharer, *SUNY Geneseo*

Nicole M Bergamo, *SUNY Geneseo*

Tori M Simpson, *SUNY Geneseo*

Tiffany G. Lui, *SUNY Geneseo*

Michael Lynch, *SUNY Geneseo*

This study examined perfectionistic tendencies and their impact on mental health and cognitive performance. Cognitive performance was measured with a card sorting task. Results demonstrated that perfectionism predicted both cognitive performance and mental health. Furthermore, results indicated that mental health may provide an indirect path linking perfectionism and cognitive performance.

(Developmental - Psychopathology)

V-071 The Incremental Impact of Trauma-Related Nightmares on PTSD Symptom Severity

Brian C. Smithx, *Kent State University*

Jennifer A Coleman, *Kent State University*
Douglas L Delahanty, *Kent State University*

Posttraumatic stress disorder (PTSD) often develops following trauma exposure. Sleep disturbances, especially nightmares, are highly comorbid with PTSD and may exacerbate symptoms. The current study examined the relationship between sleep disturbances and PTSD among college students. Results indicated that PTSD-related sleep disturbances, most notably trauma-related nightmares, were associated with PTSD.

(Clinical - Psychopathology)

V-072 The Role of Anomalous Self-Experiences in a Social Cognitive Model of Psychosis

Jonathan R Cohnx, *University of Hawaii, Manoa*

David C Cicero, *University of Hawaii, Manoa*

Aberrant salience and self-concept clarity have been shown to interact to predict psychotic-like experiences (PLEs) in homogenous populations. This study finds the same interaction in a diverse sample. There was an interaction between aberrant salience and strength of ethnic identity predicting PLEs. Finally, anomalous self-experiences mediated both models predicting PLEs.

(Clinical, Cognitive - Psychopathology)

V-073 Title: Information Technology Addiction as an Addiction on Its Own or Manifestation of Emotional Problems: A Confirmatory Factor Analytic Approach

Angel Yee Lam Lix, *The University of Hong Kong*

Leif Sigerson, *The University of Hong Kong*

Cecilia Cheng, *The University of Hong Kong*

Mike Wai Leung Cheung, *National University of Singapore*

There has been a controversy over whether information technology addiction is a type of addiction on its own or merely manifestation of emotional problems. Our findings provided some evidence that information technology addiction possessed characteristics separate from emotional problems that warranted both research and clinical attention.

(Clinical, Personality/Emotion - Psychopathology)

V-074 Transdiagnostic Risk Factors for Anxiety and Obsessive-Compulsive and Related Disorders

Sara M Stasik-O'Brienx, *Knox College*

Jeremy Schmidt, *Knox College*
Erica Witzig, *Knox College*

Transdiagnostic risk factors may improve understanding of comorbidity, symptom presentation, and classification of psychological disorder. This study examined the role of three factors – anxiety sensitivity, experiential avoidance, and disgust sensitivity – in relation to anxiety and obsessive-compulsive and related disorders in an effort to clarify OCD’s recent reclassification in the DSM.

(Clinical - Psychopathology)

V-075 Twenty-Five Year Trajectories of PTSD in a Vietnam Era Veteran Sample of Substance Users

Thomas K. Burroughsx, *Hunter Holmes McGuire VA Medical Center*

Jennifer Coleman, *Virginia Commonwealth University*

Yanna S Lapis, *Hunter Holmes McGuire VA Medical Center*

Theodore Jacob, *Family Research Center, Veterans Affairs Palo Alto Health Care System*

This study identified 25 year trajectories of PTSD in veterans who tested positive for drug use following discharge from deployment in Vietnam. Four distinct trajectories were found, including a Resilient, Recovery, Delayed Onset, and Chronic. The present study builds upon previous findings by identifying these trajectories in a unique substance user sample.

(Clinical - Psychopathology)

V-076 What Distinguishes Women Still Living with a Violent Partner From Those Who leave?

Sara F Steinx, *University of Michigan, Department of Psychology and School of Social Work*

Kaitlin Prakken, *University of Michigan*

Maria M Galano, *University of Michigan, Department of Psychology*

Hannah M Clark, *University of Michigan, Department of Psychology*

Andrew C Grogan-Kaylor, *University of Michigan, School of Social Work*

Sandra A Graham-Bermann, *University of Michigan, Department of Psychology*

The income and age of 173 mothers recently exposed to intimate partner violence significantly predicted to greater odds of living with a violent partner. Mothers’ mental health and violence exposure were not significant predictors. Contextual factors should be considered when intervening with women with children living with violent partners.

(Clinical - Psychopathology)

V-077 Youth Homelessness and Risk: A Population-Representative Study in a Large Urban Area

Jorge M. Carvalho Pereirax, *Rutgers University, Camden*

Debrielle Jacques, *Rutgers University, Camden*

J. J. Cutuli, *Rutgers University, Camden*

This study examines homelessness and suicidality among high school youth. Homeless youth had higher average suicide severity scores compared to non-homeless peers, and a risk gradient occurred for different typologies of homeless youth where unaccompanied homelessness represented the highest severity, family homelessness an intermediate level, and never homeless the lowest.

(Developmental, Clinical - Psychopathology)

V-078 The Effect of Trauma Type on Emotion Regulation Choice

Anthony Reffix, *Northern Illinois University*

Susan Hannan, *Northern Illinois University*

Derrecka Boykin, *Northern Illinois University*

Holly Orcutt, *Northern Illinois University*

Individuals who are unable to cope in a flexible manner may be at increased risk for adverse outcomes following traumatic exposure, such as survivors of interpersonal trauma. Surprisingly, the present study did not find differences in emotion regulation flexibility across trauma types and PTSD symptom severity was not a moderator.

(Clinical - Psychopathology)

V-079 The Job Attitudes and Workplace Perceptions Among New Agency Employees in the Federal Government

Benjamin E. Libermanx, *Columbia University*

Andrew DeCesare, *United States Office of Personnel Management*

Renee Vincent, *United States Office of Personnel Management*

Steve Burnkrant, *United States Office of Personnel Management*

Sarah Johnson, *United States Office of Personnel Management*

This study examined the job attitudes and workplace perceptions of new agency employees. Statistical analyses showed that new agency employees generally had more positive attitudes and perceptions compared to the rest of the government.

(Industrial/Organizational - Attitude/Attitude Change)

V-080 The Role of Ambivalent Sexism on Attributions about the Homeless

Amanda Watsulax, *Hunter College, The City University of New York*

Rebecca Farmer Huselid, *Hunter College, The City University of New York*

Using a sample of diverse CUNY college students, this study examined whether ambivalent sexist beliefs towards men and women impact views of the homeless. An interaction effect emerged between benevolent sexism and beliefs that the employment situation of a homeless male or homeless female would change in the future.

(Social - Attitude/Attitude Change)

V-081 The Role of Financial, Educational, and Psychological Factors in College Student Financial Wellbeing

Jill M. Norvilitis, *Buffalo State College, State University of New York*

No secondary authors

This study examined predictors of financial wellbeing in 275 college students. Results indicated that parental education about money, students' expectations about future student loans, and optimism and anxiety were more predictive of perceived financial wellbeing and money saving behaviors than were current credit card debt, student loans, and student income.

(Social, Developmental - Attitude/Attitude Change)

V-082 The Role of Hiring Perceptions on Job Expectations Among New Hires in the Federal Government

Benjamin E. Liberman, *Columbia University*

Andrew DeCesare, *United States Office of Personnel Management*

Renee Vincent, *United States Office of Personnel Management*

Steve Burnkrant, *United States Office of Personnel Management*

Sarah Johnson, *United States Office of Personnel Management*

This study examined how new hires' perceptions of their agencies' hiring process affected job expectations. Results showed that hiring timeliness, hiring communication, and overall perceived satisfaction with the hiring process but not perceived ease of the hiring process were significantly related to job expectations over a 12-month period.

(Industrial/Organizational - Attitude/Attitude Change)

V-083 The Scale of Unpredictability Beliefs: Relations With Personality, Family Chaos, and Control Beliefs

Lisa T. Rossx, *College of Charleston*

Stephen D Short, *College of Charleston*

Marina Garofano, *College of Charleston*

College students (N=186; 75% female, 70% White) completed the Scale of Unpredictability Beliefs (SUB), which assesses perceptions about unpredictability in one's life, in other people, and in the world. As predicted, SUB scores correlated with personality, family chaos, and control beliefs, providing preliminary validity for this new multi-dimensional, self-report assessment.

(Personality/Emotion, Social - Attitude/Attitude Change)

V-084 Too Old to Be on the Team? Witnessing Age Discrimination Reduces Job Performance by Diminishing Cohesion

Cody Coxx, *Texas A&M San Antonio*

Charlie Law, *Pennsylvania State University - Schuylkill*

Fairness heuristic theory predicts that workplace discrimination reduces cohesion even if not targeted, but whether this impacts job performance has not been demonstrated. Participants (N = 6,585) completed self-reported questionnaires. Structural equations modelling indicted witnessing age discrimination reduced job performance, satisfaction, and commitment by reducing participants' cohesion. Limitations are discussed.

(Industrial/Organizational, Social - Attitude/Attitude Change)

V-085 Understanding the Aha-experience

Øystein O Skaarx, *University of Oslo, Norway*

Rolf Reber, *University of Oslo, Norway*

The integrative fluency account of the Aha-experience postulates that a sudden experience of processing fluency prompts positive affect and increases subjective truth. Data from 331 respondents supported the model and further identified sense of agency as a contributor to fluency and affect, but not certainty.

(Social, Cognitive - Attitude/Attitude Change)

V-086 Victim Blaming in Sexual Assault Prevention Efforts

Arseny Ryazanovx, *UC San Diego*

Carl Jago, *UC San Diego*

Abigail Vogels, *UC San Diego*
Nicholas Christenfeld, *UC San Diego*

In response to presented scenarios, sexual assault victim blame increased when participants saw an overview of the victim's university's specifically victim-focused sexual assault prevention seminars, regardless of whether the victim took the preventative measures recommended in the seminar. Parallel seminars did not increase victim blaming in a different domain, theft.

(Social, Personality/Emotion - Attitude/Attitude Change)

V-087 You Have to Love Yourself First?: Examining the Effectiveness of a Body Image Improvement Intervention to Reduce Weight Bias

Jamie Dunaevx, *Rutgers University, Camden*
Charlotte Markey, *Rutgers University, Camden*

Weight bias is pervasive and harmful, yet few methods have been successful in reducing these attitudes. This study tested a novel approach to weight bias reduction: targeting individuals' own body image. Results indicate improvements in body image, however this method did not significantly reduce explicit anti-fat attitudes.

(Social, Personality/Emotion - Attitude/Attitude Change)

V-088 The Impact of Studying Abroad on Identity, Spirituality, Life Purpose, and Vocational Calling

Laura E. Ashlockx, *Pepperdine University*
Cindy Miller-Perrin, *Pepperdine University*

This study examined the internal changes associated with undergraduates' participation in a study abroad program. We found that study abroad experiences had a significant impact on identity, spirituality, sense of life purpose, and vocational calling. The implications of these findings for educators and administrators are discussed.

(Developmental, Clinical - Attitude/Attitude Change)

V-089 Sex, Sexual Orientation, and Humor Preferences

Brenna A. Stonex, *Rutgers University*
Jorge M Carvalho Pereira, *Rutgers University*
Sarah Allred, *Rutgers University*
Sean Duffy, *Rutgers University, Camden*

Studies have shown gender preferences in humor but how sexual orientation impacts humor preferences has not been previously studied. Participants reported their favorite comedian from a list and the name and gender the funniest people they know. Gay male and lesbian female participants showed a preference for female comedians.

(Social - Gender Issues/Sex Roles)

V-090 Signal Detection Analysis of Sex and Age Differences in Mental Rotation

Gregory E Hilliarx, *Park University*

Dennis D Kerkman, *Park University*

Signal detection analysis of sex and age differences in 6,251 females' and 3,117 males' mental rotation performance showed that males had slightly higher d' than females, due to females' higher false alarms, but no significant sex differences in β nor any main effects or interactions involving age (range: 16-60 years).

(Cognitive, Developmental - Gender Issues/Sex Roles)

V-091 Testing Contemporary Adult Impressions about Earning and Losing Manhood

Jason A. Williamsonx, *Lock Haven University of Pennsylvania*

Mark D. Cloud, *Lock Haven University of Pennsylvania*

We replicated two studies from Vandello et al. (2008). Manhood earning proverbs (vs. womanhood) were seen as more accurate. When matching a sketch to a person facing infertility, a sketch of a child is chosen for a man whereas a sketch of an unattractive adult is chosen for a woman.

(Social, Biological/Neuroscience - Gender Issues/Sex Roles)

V-092 The Impact of Perceived Stigma and Control on Women's Perceptions of Sexism

Samantha M. Smithx, *DePaul University*

Lauren Zervos, *DePaul University*

We tested a mediation model examining the impact of locus of control (LOC) and gender stigma consciousness (GSC) on women's sexism perceptions. Results indicated GSC partially mediated the LOC-sexism perceptions relationship, and that women with an external LOC were less likely to endorse confrontation of sexist behaviors.

(Industrial/Organizational - Gender Issues/Sex Roles)

V-093 The space-math link in preschoolers: Differences by type of spatial ability, gender, and level of spatial anxiety

Wang Ivy Wongx, *University of Hong Kong*

No secondary authors

A strong link exists between spatial and mathematical abilities. Researchers have begun to study this link in young children. New results showed that the link differs by the type of spatial ability, gender, and spatial anxiety level. Findings contribute to understanding early spatial and mathematical development and identifying intervention strategies.

(Developmental - Gender Issues/Sex Roles)

V-094 Tone it Down: How fitness instructors' motivational comments shape women's body satisfaction

Margaret Shavlikx, *Northwestern University*

Renee Engeln, *Northwestern University*

Colleen Daly, *Northwestern University*

This experiment examined the effect of fitness instructors' comments during a women's group exercise class. Classes with instructor comments focused on body functionality (i.e., strength and health) led to increased positive affect and body satisfaction compared to classes in which the instructor made appearance-focused comments.

(Personality/Emotion, Social - Gender Issues/Sex Roles)

V-095 Treating Objects Like Women: The Impact of Terror Management and Objectification on the Perception of Women's Faces

Christina Roylance, *North Dakota State University*

Clay Routledge, *North Dakota State University*

Benjamin Balas, *North Dakota State University*

Sexual objectification, partly rooted in existential concerns regarding women's heightened connection to animality, impacts the way we perceive women. Our research demonstrates that priming existential concerns by making mortality salient decreased the extent to which people rated artificial/literally objectified female faces as artificial.

(Social, Cognitive - Gender Issues/Sex Roles)

V-096 Use of Token Resistance Based on Gender and Experiences With Past Sexual Aggression

Renae Franiukx, *Aurora University*

Shelby D Robinson, *Aurora University*

Token resistance (TR) involves expressing “no” to sexual activity when one privately wants to engage in that activity. We explored participants’ reasons for using TR and perceptions of a partner’s use of TR. We also explored the association between using TR and past history of sexual aggression victimization and perpetration.

(Social - Gender Issues/Sex Roles)

V-097 What is Mine is Desirable: Self-Enhancement Shapes Prescriptive Gender Stereotypes

Rachel B. Venagliax, *University of Maryland, College Park*

Edward P Lemay, *University of Maryland, College Park*

We found that the traits that both men and women considered to be descriptive of themselves predicted what they believed to be desirable for their own gender. This suggests that people’s tendency to self-enhance (i.e., see their own traits as desirable for their gender) shapes how people construct gender stereotypes.

(Social - Gender Issues/Sex Roles)

V-098 When does stereotype threat lead to risk aversion?

Adam Brownx, *Northeastern University*

Stephen G Harkins, *Northeastern University*

Previous research suggests that risk taking under stereotype threat is mediated by differences in executive functioning. The current work found that stereotype threat participants displayed increased risk aversion, but no differences in executive function. A second study tested the potential for evaluation as a mediator of risk aversion under threat.

(Social - Gender Issues/Sex Roles)

V-099 The Role of Cultural Values in Explanatory Frameworks: Using Horizontal Vertical Individualism Collectivism to Explain Cultural Group Differences in the Folk Psychiatry Model

Sylvanna M Vargasx, *University of Southern California*

Jessica Dere, *University of Toronto*

Laura Garcia, *University of Southern California*
Andrew G Ryder, *Concordia University*

This study examined the predictive role of cultural values in differences across cultural groups employing the Folk Psychiatry model. Findings indicate that measures of egalitarianism-hierarchy and individualism-collectivism are relevant to understanding differences between Chinese and Euro-Canadians in their tendency to pathologize, moralizing, and psychologize abnormal behavior.

(Social, Clinical - Cross-Cultural or Ethnic Studies)

V-100 The Where of Happiness: National Differences in Happiness are Associated with Aspects of Situational Experience

Zizhong (David) Xiaox, *University of California, Riverside*
Erica Baranski, *University of California, Riverside*
David Funder, *University of California, Riverside*

The current project relates national-level situational experience and happiness across 21 countries. Analysis revealed that people in happier countries tend to experience situations characterized by properties such as power, annoyances, and criticism. Conversely, people in less happy countries tend to experience situations characterized by emotional arousal, and important minor details.

(Personality/Emotion, Social - Cross-Cultural or Ethnic Studies)

V-101 Too Tight, Too Loose, or Just Right? The Role of Normative Fit in Acculturation Integration

Michele Gelfandx, *University of Maryland*
Yan Mu, *University of Maryland*
Joshua Jackson, *University of Maryland*
Rachael Parsons, *University of Maryland*
Marissa Shelby, *University of Maryland*

We examined the relationship between Chinese students' perceptions of cultural norms and the success with which they integrated into the USA culture. Students who perceived a smaller difference between host and heritage tightness-looseness reported greater integration at the conclusion of the study.

(Social - Cross-Cultural or Ethnic Studies)

V-102 Unique Needs of Immigrant and Refugee Youth

Shantel Gassmanx, *University of Nebraska, Lincoln*

Jason Varga, *Lincoln / Lancaster County Human Services Federation*

Jeff Chambers, *University of Nebraska Lincoln*

The University of Nebraska – Lincoln conducted a study on the unique needs of immigrant and refugee youth that have previous or current involvement with the child welfare and juvenile justice systems and the services to addresses identified needs. The study utilized both quantitative and qualitative methods.

(Social, Clinical - Cross-Cultural or Ethnic Studies)

V-103 What are the benefits for Chinese and American students learning in global classroom vs. traditional classroom?

Gehui Chenx, *Miami University*

Aimin Wang, *Miami University of Ohio*

Jingxuan Li, *Miami University*

Nozomi Tanaka , *Miami University*

Jinghua Zhang, *Miami University*

Yina Zhou, *Miami University*

The purpose of this study was to examine the importance of global classroom in order to bring more value and dynamic diversity to the classroom. Result of the research showed that there is a connection between global/traditional classrooms and culture diversity.

(Social, Developmental - Cross-Cultural or Ethnic Studies)

V-104 What are the Challenges for Chinese international Students to Fit Into American College Life?

Yue Wangx, *Miami University*

Aimin Wang, *Miami University of Ohio*

Dongyi Zhang, *Miami University*

Jingyu Lei, *Miami University*

Beibei Wu, *Miami University*

The purpose of this study was to investigate the typical challenges that international students may face at American colleges. This study provided knowledge and attention to international students regarding the typical challenges: language barrier and cultural difference.

(Social - Cross-Cultural or Ethnic Studies)

V-105 Why Some Retreat and Others Speak: The Impact of Culture on Coping with Adverse Life Experiences

Adriana L. Germanox, *University of Washington*

Chelsey J Welch, *University of Washington*

Laura M Brady, *University of Washington*

Stephanie A Fryberg, *University of Washington*

Expressing one's emotions is often considered to be a crucial step in coping with adverse life events. This process of self-expression, however, may not be beneficial for all. Our results demonstrate cultural differences in coping strategies across interdependent and independent cultural contexts following an adverse life event.

(Social - Cross-Cultural or Ethnic Studies)

V-106 The Relationship between Self-Stigma and Self-Esteem and the Buffering Effect of Gratitude in Polynesian Americans

Davis K Kanex, *Brigham Young University*

No secondary authors

Previous research suggests that self-stigma associated with mental illness is related to decreases in self-esteem. This study investigated this association in Polynesian Americans, an understudied population, and found that self-stigma is, indeed, negatively associated with self-esteem. In addition, hierarchical regression revealed that gratitude had a significant buffering effect on the association.

(Clinical - Cross-Cultural or Ethnic Studies)

V-107 Why do Counter-stereotypes Boost Cognitive Flexibility? The Causal Role of Epistemic Motivation

Ekaterina Damerx, *University of Sheffield*

Richard J Crisp, *Aston University*

Recent evidence suggests that the experience of counter-stereotypes (e.g., gay priest, female CEO) can boost cognitive flexibility. Two online experiments (n=254) conceptually replicate the positive effect of counter-stereotypes on cognitive flexibility, but only for female participants. We demonstrate that epistemic motivation (the "desire for knowledge") partially explains the effect.

(Social, Cognitive - Motivation)

V-108 Understanding the Relationship Between Parental Education and STEM Course-Taking Through Identity-Based and Expectancy-Value Theories of Motivation

Ryan C. Svobodax, *Northwestern University*

Christopher S Rozek, *University of Chicago*

Janet S Hyde, *University of Wisconsin-Madison*

Judith M Harackiewicz, *University of Wisconsin-Madison*

Mesmin Destin, *Northwestern University*

A seven year longitudinal study with parents and students from middle school to college found that parental education predicted mathematics and science course-taking. This relationship was partially mediated by parents' and students' expectations and values for mathematics and science as well as students' future identity for mathematics and science.

(Social, Developmental - Motivation)

V-109 Value Fusion Mediates the Relationship Between Significance Loss and Extremism

Hannah L Samuelson, *University of Maryland, College Park*

Michelle Dugas, *University of Maryland, College Park*

Katarzyna Jasko, *Jagiellonian University*

Webber David, *University of Maryland, College Park*

Feeling significant is a fundamental human motivation. Significance can be reaffirmed by defending, or radicalizing on behalf of, one's values. It was hypothesized that significance quest leads to radicalization through value fusion, or the increase in centrality of a value to one's identity. Two studies supported this mediation model.

(Social - Motivation)

V-110 What Makes the Green-eyed Monster to Be a Bigger Troublemaker?: The Moderating Role of Grit on Amotivation of Malicious Envy in Workplace

Jeongmin Rheex, *Yonsei university*

Yonghwan Shin, *Yonsei university*

Young Woo Sohn, *Yonsei university*

In this study, we investigated whether the effect of ME (malicious envy) on amotivation of individual workers would vary with the degree of grit. 115 American workers completed the survey. As a result, we reaffirmed ME predicted amotivation. Additionally, grit moderated this effect significantly.

(Industrial/Organizational - Motivation)

V-111 Too tired for a reward: intense depletion inhibits reward sensitivity

Mauro Giacomantonio, *University of Rome "Sapienza"*

Jennifer Jordan, *University of Groningen, NL*

Bob M Fennis, *University of Groningen, NL*

We present an experiment designed to study whether heightened need to conserve energy following severe depletion can actively inhibit reward seeking tendencies. We found that, when observing images depicting potential rewards, pupils of participants who engaged two, rather than one, depleting tasks were less dilated, thus indicating reduced interest.

(Social, Cognitive - Motivation)

V-112 The Role of Parental Emotion Mindset in the Intergenerational Transmission of Depression

Katelyn Kulesax, *Michigan State University*

Megan Fisher, *Michigan State University*

Hans S. Schroder, *Michigan State University*

Jason S Moser, *Michigan State University*

126 parents completed questionnaires to examine the relationship between parental emotion mindset endorsement and children's depression symptoms. Analysis showed that children's depression symptoms were related to parental depression symptoms, but were unrelated to parental emotion mindsets.

(Clinical, Developmental - Motivation)

V-113 Thriving on the Job: Employee Learning and Growth Predicted by Individual, Interpersonal, and Workplace Factors

Jes L. Matsickx, *University of Michigan*

Craig E. Smith, *ADVANCE Program; Center for Human Growth and Development, University of Michigan*

Janet E. Malley, *ADVANCE Program, University of Michigan*

Abigail J. Stewart, *ADVANCE Program, University of Michigan*

Thriving at work involves experiences of vitality and learning. Less is known about predictors of thriving, compared to outcomes. We investigated predictors of learning/growth, one aspect of thriving, among university professors (n = 907). Both individual (e.g., gender, health) and social-contextual factors (e.g., relationship with supervisor, workload, self-determination) predicted learning/growth.

(Industrial/Organizational, Social - Motivation)

V-114 Exploring the mechanisms underlying the bias of organic claims on leniency judgments

Marília Pradax, *Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL*

Margarida V Garrido, *Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL*

David Rodrigues, *Instituto Universitário de Lisboa (ISCTE-IUL), CIS-IUL*

Organic claims bias how products are perceived and also how the behaviour of a consumer of organic food is judged by others. In two experiments we explore the role of causal attribution and the strength of motives in the perceived health benefits of organic food intake (leniency towards foregoing exercise).

(Social - Consumer)

V-115 Make it short and easy: Username pronounceability and length influence trust on eBay sellers

Rita R. R. Silvax, *University of Cologne*

Sascha Topolinski, *University of Cologne*

Six experiments show that short and easy to pronounce usernames increase trust in sellers within a digital environment. These effects are independent of seller-reputation, seller origin, age of the seller account and intentionality in creating a hard/easy to pronounce username, persisting even when individuals are instructed to correct for them.

(Social, Industrial/Organizational - Consumer)

V-116 Patient satisfaction in acute psychiatric care: is symptom severity near intake a predictor?

Avivah McPhersonx, *John F. Kennedy University*

Jennifer Bielenberg, *John George Psychiatric Pavillion*

Aquilla Richardson, *John George Psychiatric Pavillion*

Melissa O'Donnell, *John George Psychiatric Pavillion*

Sarah Schubmehl, *John George Psychiatric Pavillion*

Sam Barkin, *John George Psychiatric Pavillion*

Dave Sugarbaker, *John George Psychiatric Pavillion*

Doug Court, *John George Psychiatric Pavillion*

This study explores the association between symptom severity near intake and patient satisfaction near discharge among psychiatric inpatients. Results show that depressive and self-

neglect symptoms are negatively associated with overall patient satisfaction. Additionally, higher overall symptom severity appears indicative of less patient satisfaction with the information received regarding their treatment.

(Clinical - Consumer)

V-117 Relational Mobility and responses to Culture Mixing: The Mediating Effect of Culture Openness

Yongyuan Chenx, *Beijing Normal University*

Luluo Peng, *Hunan University*

Xiaoying Zheng, *Nankai university*

In three studies, we demonstrated that relational mobility (measured or manipulated) affected participants' reactions to the integration of foreign culture with their heritage culture. The results suggested that relational mobility breed openness to foreign culture and thus motivated individuals to integrate foreign culture with their heritage culture.

(Social, Industrial/Organizational - Consumer)

V-118 The self being endowed the property of the owned object

Victoria Yeungx, *Lingnan University*

Stephen Loughnan, *University of Edinburgh*

Yoshihisa Kashima, *University of Melbourne*

Vivian Miu Chi Lun, *Lingnan University*

Susanna Yeung, *The Hong Kong Institute of Education*

Past research on mere ownership effect has shown that people perceived the object more positively when they own (vs. do not own) the object. Our research extends this idea showing that when people own an object, they perceive the self as endowed with the property of the owned object.

(Social, Cognitive - Consumer)

V-119 Two Association Routes (Agent and Brand) Lead to Brand Loyalty in Professional Service Industries Using Partial Least Square Analysis

Chi-Cheng Luanx, *Purdue University*

Chien-Hung Lin, *Kainan University, Taiwan*

Results showed that consumers have two psychological routes leading to professional service brand loyalty— agent associations (agent loyalty affected by agent attributes/benefits via agent

affect/trust) and brand associations (brand loyalty affected by brand attributes/benefits via brand affect/trust). This research suggested that firms should enhance agent associations prior to brand associations.

(Social - Consumer)

V-120 Understanding the links between Patient Satisfaction and Severe Mental Illness

Avivah McPhersonx, *John F. Kennedy University*

No secondary authors

This study explores whether there is a statistically significant association between symptom severity and patient satisfaction with health care among psychiatric inpatients. Results suggest that higher levels of depressive and self-neglect symptoms during hospital admission appear to be predictive of less satisfaction with treatment outcomes.

(Clinical - Consumer)

V-121 Vertical Position and Consumer Preferences: Moderating effect of sense of power

Yeon Sun Gwax, *Yonsei University*

Jiyoung Park, *Yonsei University*

Yonghwan Shin, *Yonsei University*

Young Woo Sohn, *Yonsei University*

Results showed that there was a moderating effect of power on the relationship between vertical position and product preferences. Consumers with low power showed greater preference for products in high vertical position, than in low position. However, consumers with high power did not show differential preferences by vertical position.

(Social, Industrial/Organizational - Consumer)

V-122 A Meta-analysis of the Effectiveness of Food Safety Training

Rommel O. Salvadorx, *California State University, Fullerton*

Elizabeth Cartier, *University of Massachusetts, Amherst*

Michael J Burke, *Tulane University*

Studies regarding the effectiveness of food safety training have yielded mixed findings. In this meta-analysis (50 studies, N = 6,819), results indicate that such training has a positive effect on employee knowledge and performance. Highly engaging training methods are more effective than less engaging ones only with respect to knowledge.

(Industrial/Organizational - Selection and Training)

V-123 Development and Preliminary Validation of a Training Receptiveness Measure

Keith R. Stamx, *Northern Kentucky University*

Daisy Zepeda, *Northern Kentucky University*

Brianna Outland, *Northern Kentucky University*

Sarah Cooks, *Northern Kentucky University*

Philip Moberg, *Northern Kentucky University*

This study describes the development and preliminary validation of an organizational training receptiveness measure. Exploratory factor analysis revealed a unidimensional construct. Scale reliability and validity evidence of relations with goal orientation, love of learning, intrinsic motivation (integrated, identified, introjected, and external regulation), openness to experience, and self-efficacy are discussed.

(Industrial/Organizational - Selection and Training)

V-124 From Deployment to Unemployment: Is Discrimination a Factor?

Danielle Gardnerx, *Rice University*

Mikki Hebl, *Rice University*

Christine Nittrouer, *Rice University*

Rachel Trump-Steele, *Rice University*

The extent to which discrimination impacts military veterans' ability to attain employment was examined through a two-part study. Study 1 results indicate that one in four veterans have encountered workplace discrimination. In Study 2, an empirical manipulation revealed that veterans receive lower hiring ratings in traditionally feminine job types.

(Industrial/Organizational, Social - Selection and Training)

V-125 Implications of APA and ACA Ethical Code Differences Pertaining to Research

Michael W Firminx, *Cedarville University*

Kristin DeWitt, *Cedarville University*

Aubrey Gillette, *Cedarville University*

Taylor Hobbs, *Cedarville University*

Lauren Kuhlwein, *Cedarville University*

A comprehensive and line-by-line analysis of the APA and ACA Ethical Codes revealed 144 differences in eight particular categories. The present poster session identifies the 18

discrepancies specific to research. We discuss implications for college students, collaborative interdisciplinary research, and faculty teaching in counseling psychology programs.

(General, Clinical - Selection and Training)

V-126 Occupational FTP Predicts Interest in Training

Allison N Shields, *Rice University*

Margaret Beier, *Rice University*

Individuals with expansive occupational future-time perspective are more interested in engaging in training, regardless of whether training description is framed as normal versus achievement-oriented. Several personality characteristics are correlated with Occupational FTP but not age, necessitating further research on personality characteristics that predict interest in training.

(Industrial/Organizational, Personality/Emotion - Selection and Training)

V-127 Predicting Performance on SJTs: Job Knowledge and Experience

Victor M. Catanox, *Saint Mary's University*

No secondary authors

A job knowledge exam (JKE; N=12,692) predicted performance on a situational judgment test (SJT; N=4,947) taken at least one year later. A hierarchical regression showed HR experience ($\beta = .343$) and the JKE ($\beta = .141$) were the only significant predictors of SJT scores. The SJT had no adverse impact.

(Industrial/Organizational - Selection and Training)

V-128 The Impact of Selection Procedures on Applicant Perceptions

Kelle Moracz, *Bowling Green State University*

Margaret Brooks, *Bowling Green State University*

Margaret Brooks, *Bowling Green State University*

This research examines the relationship between features of an organization's employee selection system and perceptions of the organization. Organizations that used job-specific tests were rated as more competent than those that used general tests. There were no differences in organization perceptions based on use of personality tests versus knowledge tests.

(Industrial/Organizational - Selection and Training)

V-129 The Importance of Grit in Employee Selection Decisions

Michelle A. R. Elamx, *Southern Illinois University Edwardsville*

Lynn K. Bartels, *Southern Illinois University Edwardsville*

This study explored the perceived importance of grit in applicant hiring decisions, and predicted task and contextual performance ratings. Grit involves perseverance when facing adversity. Both the candidate's cognitive ability and grit level contributed to hiring decisions. Grit also significantly contributed to the predicted task and contextual performance of candidates.

(Industrial/Organizational - Selection and Training)

V-130 The Role of Organizational Lay Theories of Intelligence, Race, Gender, and Sensitivity to Stereotype Threat in Organizational Attraction

Kisha S. Jonesx, *Pennsylvania State University*

Kaytlynn R Griswold, *Pennsylvania State University*

This study demonstrated that the theory of intelligence signaled by an organization may reduce organizational attraction among individuals based on their race, gender, and sensitivity to stereotype threat (SST). Women of color high in SST demonstrated decreased interest in the organization after being exposed to an entity (vs. incremental) theory.

(Industrial/Organizational - Selection and Training)

V-131 The Relationships between Executive Functions and Metacognition

Mengjiao Wux, *Kent State University*

Christopher Was, *Kent State University*

Kristen Chorba, *Kent State University*

This study explored the relationships between executive functions of shifting, updating, and inhibition, and metacognition. Little research has focused on the connections between the two constructs. Results indicated that updating in working memory and inhibition of pre-potent responses are related to accurate knowledge monitoring (foundational to metacognition) in college students.

(Cognitive - Education)