'Who fertilized the egg???': Claiming discrimination through gendered constructions of responsibility

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While discrimination is widely recognised as a serious problem with negative social consequences, little research has considered how people understand particular acts to be instances of (non)discrimination. This research aims to examine in practice understandings of discrimination, focusing on how these are worked up and countered in discourse. This paper examines 285 online comments in response to an article about gender disparities in pricing of health insurance in the US, applying a critical discursive analytical method. A number of gendered discourses are drawn on in order to investigate claims of discrimination. The focus here is on how constructions of men and women as (ir)responsible are linked to fairness, thereby refuting justifications for the pricing disparity. This research provides insight into how events are understood to be instances of (non)discrimination, and how discourses justifying such discrimination as 'fair' can be undermined. Such findings have implications for how those fighting discrimination, based on gender or other social categories, can resist claims that unequal treatment and outcomes are justified.

Keywords: *discrimination, gender differences, responsibility, fairness*

"Knowing me, knowing you": An exploration of the mother-daughter relationship

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Young adolescent females are increasingly engaging in risky behaviors. Family connectedness, specifically the mother and daughter relationship, is associated with reduced adolescent risk taking behaviours. Mother and daughter relationships are considered the most significant of intergenerational relationships. It is important to understand a mother's personal experiences, emotions and cognitions with the objective to create a positive relationship with their daughter(s). In particular, little is known of the effect of mothers' resilience and self esteem and how these factors impact on their daughter's self esteem and resilience to risk taking behaviours. This study explored the relationship between mothers and their 12 year old daughters. The information obtained from this study will inform a state-wide communication strategy which aims to increase resilience to risk-taking behaviours so often associated with adolescence. The data was collected in two stages. Firstly, two separate focus groups were conducted: (1) a mothers' focus group and (2) one with their 12 year old daughters. These groups were conducted concurrently. Stage Two of the data collection comprised of a survey targeting attachment, self esteem, resilience and risk taking behaviours in both samples. Preliminary results from the focus groups demonstrated that data were consistent with the literature in the field and suggested that the basic themes emerging from other research also apply to mothers and daughters in the South-East Queensland Region. The survey data extends these findings and implications for the development of a multi-media communication strategy will be discussed. This study targets mothers' self esteem and resilience as protective factors for risk taking behaviour among pre-adolescent females. It will be argued that designing activities that acknowledge the influence of family relationships and facilitate positive mother- daughter relationships will reduce risk-taking among pre-adolescent females. These themes will be discussed in light of the quantitative survey data. Communication strategies involving multi-media applications will be considered.

Keywords: *adolescents, resilience, risky behaviours, family connectedness, self-esteem*

"Me, myself, and the others": The influence of personal values on psychological contracts

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Despite all the advancements regarding psychological contract, it still remains largely unexplored how individual, social and organizational factors shape the way people establish these psychological links with their organizations. The current study explores this void by investigating how individual values shape psychological contracts in several of its dimensions (i.e. tangibility, contract scope, stability, time frame, exchange symmetry, and contract level). Using Schwartz's personal values framework, two hypotheses were tested: 1) collectivistic-oriented values are positively related to psychological contract dimensions; and 2) individualistic-oriented values are negatively related to all psychological contract dimensions. The sample consisted of 217 frontline employees in a large services organization. Individual values were measured with the Schwartz Value Survey (SVS), which comprises 57 items (Schwartz, 1992; Schwartz & Sagiv, 1995). Psychological contract was measured using the scale developed by Sels, Janssens and Brande (2004). Results show a good support for hypothesis 1 (collectivistic human values are positively related to all psychological contract dimensions), and a moderate support for hypothesis 2 (individualistic human values are negatively related to the same psychological contract dimensions). In particular, results show that personal values have an impact on how employees perceive reciprocal duties in the relationship with their employer. We observed that certain values are associated with certain relational obligations, whilst others relate with transactional obligations. For instance, personal values such as stimulation and self-direction are often associated with employees' perceived transactional obligations towards the organization as well as with employers' transactional obligations perceived by the employees. Employees who emphasize value types as conformity and security – carrying out their behaviors seeking the acceptance and maintenance of institutionalized rules and norms and valuing the group's harmony and well-being – tend to appreciate relational obligations in the employment relationship. Our work also shows that mutual obligations as perceived by employees affect their individual performance. Employees' performance is higher when they accept and conform to hierarchical and status differences (exchange asymmetry), when they commit to organization's purposes (flexible/broad scope) and when they adopt flexible and tolerant behaviors towards changes in the organization (flexibility). Similarly, employees' performance is higher when they expect the employer to offer the opportunity to renegotiate contract terms whenever circumstances change (flexibility) and to use a rewards' system based upon individual performance (individual regulation).

Keywords: *personal values, psychological contract, collectivistic-oriented values, individualistic-oriented values*

"Two-hit" hypothesis of schizophrenia and the auditory evoked potentials in the rat

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Reduced mismatch negativity (MMN) is a robust finding in schizophrenia. It is correlated with other cognitive impairments in patients and with grey matter loss in frontotemporal regions. The goal of the present project is to establish a rodent model based on the "two-hit" hypothesis of schizophrenia and assess the success of the model by the extent to which it produces a reduction in MMN and other auditory evoked potentials (AEPs). However, the first step for this project is to assess whether MMN-like activity and other AEPs can be recorded in our experimental set up. Event related potentials to 3 kHz tones were measured over auditory cortex in freely moving Wistar rats (n = 3). The stimulus paradigms allow (1) control for stimulus attributes and extraction of long (100 ms) and short (50 ms) duration MMN and (2) for checking whether the MMN-like activity, if observed, is due to a memory based component. Event related potentials to clicks were also

measured to investigate other AEPs with different stimulus onset asynchronies. Preliminary data indicate that event related potentials have been recorded. In addition, we observed AEPs in non-deviant event related potentials. The amplitude of AEPs increased with longer stimulus onset asynchronies. This pattern was similar to the pattern in humans with longer stimulus onset asynchronies. While the preliminary data are encouraging, data need to be analysed further. We also need to collect data from more animals.

Keywords: *reduced mismatch negativity, schizophrenia, cognitive impairment, auditory evoked potentials, rats*

A cluster analytical approach of gender, impulsivity, expectancies, self-efficacy and self-esteem on drinking and eating behaviours in young people

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This study aimed to examine the drinking and eating behaviours of Australian young people using cluster analysis to identify groups of like-minded young people. In particular, past research has identified that increased alcohol consumption is related to an increase in binge eating, and that impulsivity, expectancies, self-efficacy and self-esteem have an influence on both problematic drinking and eating behaviours. However, few studies have explored these relationships in a non-clinical sample. The sample consisted of 170 participants (48 males and 122 females) aged between 18 and 30 who were recruited using social networking websites, online survey methodology. Participants completed measures to assess alcohol consumption, eating attitudes and behaviours, impulsivity, drinking expectancies, eating expectancies, self-efficacy and self-esteem. A hierarchical cluster analysis was performed to form groups of like-minded participants based on drinking behaviours, eating behaviours, impulsivity, expectancies, self-efficacy and self-esteem. The cluster analysis revealed five distinct clusters. The clusters were compared and contrasted based on the factors of the study and revealed two clusters characterised by impulsive episodic drinking and eating behaviour, and another a cluster characterised by controlled drinking and eating, as well as two further clusters. The cluster analysis provided valuable insight into the drinking behaviours, eating behaviours and underlying psychological processes that characterise young people. In particular, the results contributed to the previous understanding of the psychological factors that underlie and protect against problematic drinking and eating behaviours. The cluster analysis highlighted a number of avenues for future research and the findings can be applied to education and treatment programs.

Keywords: *impulsivity, self-esteem, drinking behaviours, eating behaviours, self-efficacy*

A comparative study of styles of coping with work-stress in 16 different national contexts: Towards a culture centric approach

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In this investigation with 16 countries, we sought to examine the distribution of problem-focused and emotion-focused coping styles in professional managers and other occupational classes in a sample of over 5000 individuals. The objective of the study was to examine as to whether problem-focused coping was more frequent as a method of dealing with work induced stresses in managerial samples in all countries regardless of their standing on the individualism-collectivism continuum. Another objective was to examine the preponderance of emotion-focused coping in samples which were not necessarily classified as managerial or professionals in all the countries. Data were collected from US, Canada, Australia, France, Germany, Poland, Japan, China, India, South Korea, Malaysia, Indonesia, UAE, Chile, Brazil, and Venezuela. Some of the countries were clearly more individualistic in their orientation and others were more collectivistic. Using Singelis et al.'s (1995) scale of horizontal and vertical individualism and collectivism, we also correlated the scores of VI, VC, HI, HC with problem-focused and emotion-focused coping

scales of the 5341 individuals in our sample from 16 countries. The results are interpreted in terms of cultural variations as well as variations individual propensities to cope with work-stresses as a function of occupational cultures (Schneider, 2008). The results show a pattern of vertical individualism to be a better predictor of problem-focused coping styles compared to horizontal collectivism and vertical collectivism. The professional classes tended to favor a more distinct pattern of coping with work stresses by using a problem solving and an active intervention kind of style. Managers from all the countries regardless of their locations in the economic development or cultural orientation in terms of individualism-collectivism continuum tended to prefer an active problem-solving style for coping with work and organization induced role stresses. Other occupational classes below the managerial class, however, were more predisposed towards engaging in an emotion-focused style in dealing with work and organizational stresses in their work roles. The conclusions of the study are interpreted in terms of their implications for extending the role of cultural variations in human stress and cognition in work organizations. It is important for the field of international applied psychology to be concerned with improving coping effectiveness of people at work by exploring the kinds of patterns or styles they prefer in dealing with work stresses that are associated with performing work related duties and responsibilities.

Keywords: *problem-focused coping, emotion-focused coping, stress, individualism-collectivism continuum, professional managers*

A comparison between the self-assessed and instructor-assessed driving skills of a sample of Japanese driving school students

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This study was conducted to examine the accuracy of the self-evaluated driving skills of Japanese novice drivers by comparing the self-assessments with those made by a driving instructor. In addition, we tried to examine the relationship between the extent of overconfidence—defined as the difference between the drivers' self-rating and the instructor's rating—and the drivers' characteristics, such as gender and age. A sample of Japanese driving test candidates (*n*=2021) completed a self-assessment on a five-point scale, shortly after clearing a practical driving test conducted at a driving school. The examiner also rated the candidates' performance on the same scale. The assessed 19 items were categorized into five skill sets, namely, "turning indicators," "vehicle handling," "speeding," "safety confirmation," and "social skills." The comparison between self-assessment and examiner-assessment revealed that the majority of Japanese driving school students had a tendency of overestimating their own driving skills, especially in "vehicle handling," "social skills," and "safety confirmation." Furthermore, the results indicated that males displayed higher levels of overconfidence than females, while older candidates (over 25 years) realistically assessed themselves in contrast to the younger ones. However, most candidates were not found to overestimate their skills in the areas of "turning indicator" and "speeding." To conclude, the result from comparing the drivers' self-assessment with the instructor's assessment for Japan is consistent with the common findings of similar studies focusing on Europe—that young male drivers overestimate their skills more than female and older drivers. This study highlighted the need of improving the accuracy of self-assessments at driving schools before issuing licenses.

Keywords: *driving skills, self-assessment, Japan*

A comparison of three personality trait models and the implications for selection into the medical and allied health professions

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Personality assessment is used widely in selection procedures in the business sector, the armed services and police services. However, medical and allied health sector educators and

employers are only recently considering the use of non-cognitive variables in selection. For some 10 years Bore, Munro and Powis have been developing a three-domain model and self-report measure of interpersonal personality specifically targeted at the interaction between practitioners and their patients/clients (e.g., Bore, Munro & Powis, 2009). The three domains are Involvement (empathy, confidence with others) vs. Detachment (aloof, narcissistic), Resilience (emotional stability, capable under pressure) vs. Reactivity (anxious, moody, volatile) and Control (high self-control, orderly, conscientious vs. low self-control, disorderly, disregard for rules). We compared the predictive validity of this Involved, Resilient and Controlled (IRC) model against two other trait-based personality models: the Big 5 measured using the 30 facet IPIP inventory, and the 11 DSM-based traits of the Hogan Development Survey (HDS). The criterion variables were self-report measures of problematic personality styles (Psychopathy, Machiavellianism, and trait Aggression), two measures of psychological distress (the Kessler 10 and Global Severity Index scores from the Brief Symptom Inventory) and two measures of psychological wellness (Subjective Well-Being and Hope). The battery was completed by 236 first year psychology students. Factor analysis results supported the theoretical structure of each of the three models. Using regression analysis the IRC and Big 5 were found to account for a significant proportion of variance in each of the criterion variables with R-Squared (adjusted) values ranging from 38% to 65%. The HDS R-Sq (adjusted) values ranged from 24% to 38%. Both the IRC and the IPIP Big 5 strongly predicted Psychopathy. The implications of the findings in using the models and measures for selection will be discussed. Of specific note is that the results suggest that both the IRC and the IPIP measures could help to detect potentially psychopathic medical practitioners at an early career stage.

Keywords: *personality assessment, problematic personality styles, psychological distress, psychological well-being, psychopathy*

A cross-cultural comparison of the reliability generalization studies on the Eysenck Personality Questionnaire and its implications

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This paper attempted to study the reliability generalization on the Eysenck Personality Questionnaire (EPQ) in China. The analysis was done through descriptive statistics and hierarchical multiple regression with data from seven Chinese major psychology journals for ten years. The findings were compared with those of the analogous study on EPQ in other countries, which was conducted by Caruso et al. Comparing the results at home and abroad, the similarities lie in: 1) the sampling characteristics do affect the reliability coefficients; 2) A low proportion of articles report reliability coefficient or its range from the data at hand; 3) P scale owns a low reliability coefficient; 4) standard deviation of scores in subscales is the main predictor variable for the reliability coefficients of P, N, E and L subscale. Differences in the studies are also discovered: 1) 84.82% of researches in China do not report reliability coefficient from the data at hand, comparing with 62.51% of researches in the other countries, 2) Variables such as the number of items, the mean of scores, standard deviation of age, sample type have different predictive functions on the reliability for EPQ in China and in other countries. The prediction from mean of scores to P, N and L subscale as well as the prediction from number of item to P, E and N subscale are found to be statistically significant in China, but not in Caruso's study. On the other hand, the prediction from standard deviation of age to P, and L subscale as well as the prediction from sample type to P subscale are found to be statistically significant in Caruso's study, but not in China. The analysis and comparison demonstrate that 1) "reliability induction" is inappropriate when using questionnaires available, and it is necessary to report the reliability coefficient of the samples at hand; 2) a certain heterogeneity of samples may enhance the reliability in the use of EPQ; 3) the increase of item numbers which does not follow the psychometric rules will not improve the reliability of scores necessarily.

Keywords: *Eysenck Personality Questionnaire, China, reliability, cross-cultural comparison*

A decisional hierarchy in interactive ad-hoc-evaluation of desktop software by end-users

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The aim of this study is to understand how end-users decide when choosing from a set of software programs. The study's context is today's commonplace practice of satisfying one's computer software needs by downloading demo versions or freeware from distributive internet portals. This means that individuals frequently do not base their evaluations on attribute lists or expert reviews, but upon trying out the software interactively without any introduction, advice or tutoring. In an exploratory approach, 20 individuals were confronted with a set of three programs. Before their final task of drawing a given flowchart as quickly and as nicely as possible, they were told to pick the program that suited them best. The think-aloud method was used for accessing their cognitions during the process. The participants' individual interactions with the software as well as their utterances were analysed for critical incidents (e.g. excitement about a feature or failure to produce certain effects). These incidents were interpreted in connection with the individual's decision, thus deriving hypotheses explaining why certain decisions were reached. Across individuals, a consistent hierarchy emerged, suggesting a Satisficing approach to decision making: the most important aspect appears to be an individual's ability to produce the required function. Once this has been secured, the option producing the best results is chosen. The ease of using a program was relegated to third place. Soft features such as optical appearance, familiarity, etc. came in last place. This result can be fitted into the Technology Acceptance Model (TAM), enhancing it in regards to the non-tutored evaluation of software. The most important extension is that TAM's "ease of use"-construct seems to work on two levels, with the novel feature that it moderates the effect of external variables on the perception of "utility". With respect to the fact that individuals frequently failed to produce certain effects but would not use traditional help mechanisms, we find that novel approaches to recognising what a user intends to do and to providing proactive and unobtrusive help must be developed. This could significantly improve the chances of software which is to be evaluated without tutoring or introduction.

Keywords: *end-users, desktop software, decision making*

A family-centred interdisciplinary service model to address challenging behaviour of children and young adults with developmental disabilities

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This paper describes the implementation and evaluation of a family-centred behaviour support team (Positive Behaviour Team) developed to support individuals (aged 6-25) with a developmental disability who engage in behaviour that is challenging (e.g. Physical and verbal aggression, self-injury, destruction to property). The team was developed in recognition that discipline specific therapeutic interventions were often insufficient to meet the needs of families and that both clinical and systemic strategies are necessary to facilitate effective and lasting positive change for individuals and families. The Positive Behaviour Team was developed in the context of a sector-wide review of behavioural services for people with a disability in Western Australia. A multi-disciplinary team was formed consisting of experienced clinical psychologists, speech pathologists and social workers supported by a clinical team leader and manager. Clinicians from all disciplines were trained in a variety of evidence-based approaches, including Positive Behaviour Support/Applied Behaviour Analysis, functional communication interventions and family systems models. Individual and peer supervision processes were developed to support consistent implementation of the service model as well as to safeguard team health. Key features of the service model included a referral process consisting of periodic calls for referrals, rather than a wait-list approach; services provided within the family

home to multiple family members; allocation of multiple clinicians from different disciplines to every family; an intensive assessment designed to help families understand drivers of challenging behaviour holistically and equipping them with the information necessary to develop their own goals in partnership with clinicians; supportive implementation of strategies during intervention; an emphasis on helping families to plan for the future (maintenance of change) prior to closure. Outcomes were measured using a combination of quantitative and qualitative measures which are currently being collated at the time of preparing the current abstract. Quantitative measures included indicators of behavioural problems, parental functioning, family coping, quality of life and staff health. Qualitative measures included interviews with family and staff concerning their experience of the intervention process and their satisfaction with goal attainment. Challenging behaviour is best addressed taking into account not only the specifics of the behaviour, but the family context. Interdisciplinary practice implemented using a coherent service model and drawing on a combination of evidence-based approaches provides optimal and potentially sustainable outcomes for individual with a disability and their families. This model of service also appears to provide staff with a positive and fulfilling working environment despite the intensity of the challenging behaviour and family issues.

Keywords: *family-centred behaviour support team, developmental disorders, behaviour problems*

A formative versus reflective analytical approach to work ability measurement

KARIMI, L. (La Trobe University)

In the last few decades discussions around formative models have gathered speed. The literature in psychology and management pays growing attention to formative measurement models for operationalising construct variables (Diamantopoulos, Riefler, & Roth, 2008). Despite the appropriateness of using formative indicators in many circumstances, these are often either neglected or miss-specified in empirical studies. Using unsuitable reflective measurement models undermines the validity of the constructs, misrepresent the structural relationship between them and lower the value and validity of the findings. Building on theoretical and empirical considerations, the present study primarily employed Partial Least Square (PLS) analysis and Structural Equation Modelling (SEM) to validate and design both formative and reflective measurement models on a large data set from a workplace survey. The results of the study have significant theoretical and empirical implications for the areas of psychology, management and other related disciplines.

Keywords: *formative approach, construct variables, validity, reflection*

A longitudinal study of the determinants and consequences of career change

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Career change refers to movement to a new occupation or profession that is not part of a typical career progression. This can be distinguished from job change which is movement to a similar job or a job that is part of a normal career path. The first aim of this study was to understand the determinants of career change. It was hypothesized that age, gender, marital status, job satisfaction, job security, occupation tenure, intent to change and personality would influence career change. The second aim of the study was to examine if key variables improved after career change, specifically, these were job satisfaction, job security, salary, hours worked and life satisfaction. Data from the Household, Income and Labour Dynamics in Australia (HILDA) survey were used to examine the determinants and consequences of career change. This Australian government sponsored data set has collected annually an extensive range of information about individuals and their families. We accessed two sub-samples of the data set. To assess the first aim we selected individuals who were working full-time in Years 5 and 6 of the data collection (N = 4547). The predictor variables were obtained from Year 5 and the dependent variable of career change was obtained one year later (Year 6). The second aim

examined only those individuals who had changed careers in Years 2 – 6 (*N* = 1,467). The findings showed that age, sex, education, occupation tenure, job security, previous job search, quit probability, extraversion and openness to experience were significant predictors of occupation change. Also that after career change, individuals had better job security and job satisfaction and worked less hours; their salary and overall life satisfaction remained constant. Theoretical and practical implications of the findings will be discussed.

Keywords: *longitudinal study, career change, determinants, job satisfaction, job security*

A model of the promotion of health and well-being in hospital staff: The relationships linking organisational culture, stress and change

MCCARTHY, E. (University College Dublin),
CLIFFORD, I. (University College Dublin)

This research focuses on the relationship between leadership/mission, the policies and organisational culture of a large Dublin hospital, and outcomes such as job satisfaction, health and well-being, stress and coping, and desired future change. A cross sectional random sample of 179 staff, including nurses, medical and allied staff and administrators were studied, adopting a systems model of change. Attitude scales were developed using bottom-up and top down research methodology and tailored to the demands of the particular hospital. Results, including descriptive statistics, qualitative analysis of focus groups and interviews, factor analysis, and multiple linear regression analysis, will be presented. Challenges and priorities for the population will be discussed and outcomes for future change mapped out.

Keywords: *leadership, job satisfaction, health, well-being, stress*

A multidisciplinary approach to measuring spatial performance in novice designers

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Design Cognition is a relatively new domain and as such there are gaps in our understanding of the cognitive implications of the design process. Spatial ability is not well understood in the domain although it's very role in the understanding of shapes and relations of objects to each other is potentially important to Design. The ability to improve design thinking and understanding is desirable and hence the potential of spatial ability is significant. The ability to effectively and efficiently manipulate imagined objects as a thought process is valuable to most design domains. Spatial ability could be considered a fundamental skill in design disciplines. This paper reports on a study conducted with 194 novice designers that investigated spatial performance across gender and several design disciplines. The study was a collaborative project between design and applied psychology and central to the study was an online test of 3D ability (3DAT) that measured choice accuracy and reaction time. The 3DAT was developed in accordance with psychometric test construction standards and the analytical procedures were based on the rigour normally applied to experimental psychology research. The 3DAT consisted of 12 subtests with 6 test items in each and was developed as part of an Australian Learning and Teaching Council (ALTC) funded project. Spatial ability can be defined as the performance on tasks that require the mental rotation of objects, the skill to understand how objects appear from different perspectives, and the skill to conceptualize how objects relate to each other in space. The study examined differences in gender performance and differences between three design disciplines on the 3DAT and each of the 12 subtests. Consistent with the literature, a significant gender difference favouring males was found for the 3DAT and most of the subtests. Architecture students consistently outperformed participants from construction management and technology teaching. We report individual differences and focus on the implications for students studying graphical communication courses in the higher education sector. This project provides a good insight into the potential of applied psychology and what it can offer to other disciplines. Details of the collaboration are also reported.

Keywords: *spatial performance, novice designers, design cognition, gender, mental rotation*

A multivariate strategy for the prediction of vigilance

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Vigilance and sustained attention are important in many operational environments including industrial inspection, transportation, medical monitoring and military surveillance. However, standard psychometric instruments, including personality tests are only weak predictors of vigilance. This presentation aims to provide a brief overview of three recent studies that support a multivariate approach, based on attentional resource theory. Predictors included measures of ability and psychophysiological and subjective response to a cognitive challenge. The studies reviewed used a two-phase design. Participants performed, first, a short high-workload task or tasks, and, second, a longer task requiring sustained attention. Different sets of predictors were explored across three studies (*N* = 210, 462, 294). All included the Dundee Stress State Questionnaire (DSSQ), which provides an assessment of task engagement. Two studies also included standard personality and ability tests and a short vigilance task. The third study assessed a psychophysiological response to cognitive load, bilateral cerebral bloodflow velocity (CBFV), which was measured using Transcranial Doppler Sonograph (TCD). Longer vigilance tasks included those requiring attention to an air traffic control display, decoding alphanumeric sequences, and monitoring military tactical displays. Durations of these tasks ranged from 36 – 60 min. Multiple regression and structural equation models were used to assess the predictive validity of personality, ability, stress response and CBFV. The most robust predictor was subjective task engagement. The engagement response to the initial short task(s) reliably predicted subsequent vigilance. The CBFV response was also predictive, and added to the variance explained by subjective measures. Ability measures, including a short vigilance task, also correlated with longer-duration vigilance performance. Multivariate modeling confirmed that predictive validity is maximized by including multiple measures. Up to 30% of the variance in performance was explained by the models. Data fit the resource model of vigilance, which attributes loss of sustained attention to depletion of a general processing resource. The strongest predictors – subjective engagement, CBFV and ability – may all be conceptualized within a resource model. However, no single measure may be used as a 'gold standard' index of resource availability. Effective prediction in operational environments requires integrating information from multiple indirect markers for resources.

Keywords: *vigilance, sustained attention, measurement, performance*

A national survey of multicultural counselling competency in Malaysia: Preliminary analyses

AGA MOHD JALADIN, R. (Monash University)

Multicultural counselling is a rapidly emerging profession in most developed countries such as the United States of America, Britain, and Australia. However, in the specific cultural context of Malaysia, neither understandings nor practices of multicultural counselling have been fully explored. This research in progress aimed to determine the extent to which practising professional counsellors perceive themselves as multiculturally competent when counselling clients who come from different cultural backgrounds in Malaysia. A national survey study was conducted targeting 1500 registered practising counsellors at various states in Malaysia. A 32-item questionnaire, the Multicultural Counselling Survey – Malaysian Version, was developed based on the existing research literature to assess the self-reported multicultural counselling competency of Malaysian professional counsellors when counselling clients in the Malaysian context. More than 300 counsellors responded to this questionnaire via mailed survey, while 170 responded via online survey. Preliminary

findings from the mailed survey data regarding participants' self-perceived multicultural counselling competency are reported. Results showed that, although Malaysian counsellors reported good understanding regarding multicultural counselling, they scored low in some multicultural skills areas such as counselling gay and lesbian clients in the Malaysian context. These results highlight the importance of understanding specific cultures and contexts to become multiculturally competent when working with minority clients from different cultural backgrounds. Multicultural counselling competency needs to be integrated into all counselling in Malaysia. Implications of this research for the education and training of counsellors in the specific cultural context of Malaysia are discussed.

Keywords: m*ulticultural, counselling, Malaysia, minorities*

A naturalistic study of executive function and problem-solving in mathematics

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Few studies on executive function (i.e., inhibiting, shifting, and updating) and problem-solving in mathematics have isolated the type of executive function that contributes to cognitive challenges for students during the different stages of problem-solving. The aim of this research was to examine the relationship between executive function and six proposed stages of problem- solving in naturalistic settings, while students completed mathematics homework at home. Modified talk- and think-aloud protocols were utilized to examine "mathcam video diaries" completed by students at home(Ericsson & Simon, 1993, 1998). The data set included select episodes where students were either describing or having difficulties in their problem-solving (n = 342). Episodes were transcribed and coded twice to identify when in the problem-solving sequence challenges were experienced, and what appeared to be the related executive function. Descriptive statistics, as well as Fisher Exact Tests of significance, Cramer's V, and Kendall'sTau-b were computed to estimate predictive relationships. Updating may be the most significant challenge faced by students at the onset of the problem-solving task, and shifting at the conclusion of the problem-solving task. Inhibiting was found to present the most significant challenge only during the carrying out stage of the problem-solving. Statistical analysis confirmed a relationship between executive functions of inhibiting, shifting, and updating, and the six stages of problem-solving (i.e., understanding the problem, devising a plan, carrying through the plan, looking back, generalizing, and problem posing) ($P < 0.05$, two-sided Fisher's Exact Test). Cramer's V and Kendall's Tau-b were found to be significant but weak and very weak, respectively, suggesting neither an ordinal or nominal relationship. This research provides an extension to existing studies (predominantly experimental) by showing that different executive functions may be implicated at different times during problem-solving. Results suggest that perhaps different experimental designs need to be explored to investigate multiple stages of problem-solving. Teachers should implement different pedagogical interventions depending on where in the problem-solving stages the student is experiencing difficulty and depending on which executive function is implicated.

Keywords: *executive function, problem-solving, mathematics, students*

A pilot of psychorationalist based therapy with 10 injured workers demonstrating large effect sizes for anxiety, depression and trauma

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Psychodynamic therapy has been accused of being too lengthy and lacking an evidence base to be used in the management of worker injuries. Thus cognitive behavioral therapy and applied relaxation therapy have been used instead. However, recent evidence from American psychiatric studies of psychoanalysis for anxiety (twice per week for 12 weeks) achieved a 73% symptom remission rate with only 7% dropouts (Milrod, et.al. 2007). These

results are impressive when compared with applied relaxation therapy results of only 39% remission and 34% dropouts. In this article we report on a trial of psychorationalism, a form of psychodynamic therapy, with 10 injured workers (6 female, 4 male). All workers had a soft tissue injury more than 52 weeks previous yet remained at reduced hours of work or unemployed. People were seen once per week for 12 weeks. Various psychometric tools were used to assess anxiety, depression, self-efficacy, self-esteem, defence styles and trauma. The tools were administered at baseline, week 6 and week 12. As there was no control group to compare results, an effect size calculation was used. The initial results indicate an effect size (Cohen's d) of 1.84 for anxiety, 2.13 for depression, and 1.08 for trauma. When Cohen's d is above 0.8 the effect size is considered large. Therefore, these effect sizes demonstrate the effect of psychorationalist therapy in this sample to be large. The initial results indicate that Psychorationalist therapy offers an effective form of treatment to injured workers. Further clinical trials will establish if the above effect sizes are typical. Given the current data further trials are encouraged.

Keywords: *psychorationalism, worker injuries, depression, trauma, anxiety*

A profile of the young tennis player at risk of burnout

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Four empirical studies were conducted to examine the change over time in perfectionism, trait anxiety, motivation, and coping, and the impact these variables have on burnout. This research was guided by Smith's (1986) Cognitive Affective Model of Athlete Burnout with the aim to identify a profile of the young tennis player at risk of burnout. Young tennis players between the ages of 10 and 17 years were assessed on burnout, perfectionism, trait anxiety, motivation, sources of stress and coping behaviour over 25 months. The tennis players were competing at the school, state and/or national level. Since burnout is considered to be a fluid construct that builds up slowly, the longitudinal analysis allowed for the development of burnout to be measured overtime. Perfectionism, trait anxiety and motivation remained stable over the testing period. The use of ineffective coping strategies (i.e., non-productive) increased and effective coping strategies (i.e., productive) decreased over time. Age and components of perfectionism (i.e., positive perfectionism), coping (i.e., non-productive), and motivation (i.e., amotivation) were found to be significant predictors of burnout in the young tennis players. Positive perfectionism was identified as a protective factor and non-productive coping, amotivation and age as risk factors for burnout. The results show that the relationship between personality, motivation and coping variables and burnout is multifaceted. The results reported in this research have significant implications in the understanding, prevention and intervention of burnout in young tennis players. Coaches, parents and others working with young tennis players must be mindful of amotivation and the use of non-productive coping strategies particularly during the middle stages of adolescent development. Vigilance and continuous assessment of coping behaviour, motivation and burnout symptoms during the youth sport experience is recommended.

Keywords: *perfectionism, trait anxiety, motivation, coping, tennis player burnout*

A prospective study of time perspective and well-being: Present focused time perspectives predict change in depression

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There is general consensus that we all see the world differently and that this is an important element in understanding human behaviour. How we see the world is considered a factor influencing illnesses such as depression (Beck, 1976). But what does seeing the world differently mean? It is literally true with regard to vision. No two people share exactly the same vantage point and even if they did, eye-tracking experiments indicate that they would perceive

different information, depending on their objective, rather than the entire visual field (e.g., Yarbus, 1965). It is less obvious that the experience of time is a subjective one and is integral to seeing the world differently, perhaps contributing to a range of illnesses. In this study, the construct time perspective was used to operationalise the concept that the way individuals see the world affects their well-being. The Zimbardo Time Perspective Inventory (ZTPI; Zimbardo & Boyd 1999) was validated on an Australian sample of 449 undergraduate students in order to be used in a prospective study of time perspective and well-being. The subjective nature of time perspective – one's view of the past, present and future - including how time perspective can become biased was reviewed. Previous relations between time perspective and well-being were replicated and extended: time perspective was found to be predictive of well-being during a challenging event. Sixty-five participants took part in the study in which well-being was measured prior to and during a university exam period. Biasing the present focused ZTPI time dimensions present-hedonistic and present-fatalistic was predictive of greater depression symptomatology. Bias towards the present-fatalistic dimension approached significance in predicting increased anxiety and stress, and diminished happiness. Present focused time perspectives involve the individual being susceptible to features of their current situation. The thread of past, present and future is interrupted as well as means-end processes. The possibility that time perspective confers a vulnerability or resilience to psychopathology in different contexts was considered

Keywords: *vision, depression, well-being*

A psychological perspective on god-belief as source of well-being and meaning

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This paper reports on a qualitative exploration of the well-being and meaning that second- and third-generation Christians from an African context experience because of their integration of religion in their life and being. A case study design, which is ideally suited to an in-depth study, was used. Individual interviews were conducted, digitally captured, transcribed and reflected upon in the light of the research questions. Twelve participants, eight male and four female, ranging in age between twenty five and sixty five years were individually interviewed. A total of fourteen hours of audio material was transcribed for detailed analysis and interpretation. The differences and similarities in the God-image and God-concepts in traditional African religion and Christian beliefs and how these influence adherents' philosophy of life form a core part of the study. Participants, who can all be described as intrinsically religious, create meaning in the light of the tenets of African and Christian religion they accept and individually forge into an integrated worldview or system of meaning. The power of this system to frame understanding and make sense of experiences is explicated, highlighting the crucial role of feeling individually significant and safe. The insights gained in this study of the role that religion plays in the creation of meaning and the contribution of religion to the psychological well-being of Christians from an African context, could be translated into psychological practice. The practice fields of pastoral counselling and trauma counselling can base therapeutic interventions and/or guidance on the fact that religious beliefs and practices can provide a basis for a transcendent sense of personal growth, efficacy, mastery and purpose in life. The findings of this study suggest that religious beliefs and experiences may provide an important source of personal strength that promotes psycho-social well-being, mental and physical health and positive emotions such as joy, gratitude, forgiveness, hope and optimism – all building blocks of psychological well-being.

Keywords: *religion, Christian, African, well-being, case study*

A psychometric evaluation of career decision self-efficacy scale-short form with Turkish undergraduates

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Since the Career Decision Self-Efficacy Scale-Short Form (CDSES-SF) developed by Betz, Klein, and Taylor (1996) is one of the most used instruments within the career counseling field, there have been many attempts to assess its reliability and validity with different languages, cultures and ethnic minorities (Creed, Patton, & Watson, 2002; Gushue & Whiston, 2006; Hampton, 2005, 2006; Watson, Brand, Stead, & Ellis, 2001). However, especially in non-English speaking countries, the use of CDSE-SF is still unknown. Therefore, this study examines the reliability and validity of CDSE-SF with Turkish undergraduates. Participants were 368 Turkish undergraduate students from a large state university. Internal consistency, test-re-test reliability and item total correlations were calculated for reliability studies. A principal component factor analysis was employed for structural validity, age and gender differences were tested for criterion validity, and Vocational Outcome Expectations Scale and Rotter Locus of Control Scale (RLOCS) were used for convergent validity. Values of coefficient alpha indicated high reliability (r = .88), a seven week test-re-test reliability coefficient was r = .81, and item total correlations ranged between .34-.62. Even though there is little support for a five factor structure as in the original form, the CDSES-SF is a generalized instrument for assessing career decision self-efficacy. The convergent validity of CDSE-SF was supported by a high correlation with VOE and a moderate correlation with (RLOCS). Besides, as in the previous literature, the older group (20 and below) scored higher than the younger group (21 and above) and no significant difference was found in terms of different age groups. CDSES-SF is a reliable and valid measure when used with Turkish undergraduates. As a single factor measure, most of the findings of the current study support the previous findings. The implications of these findings are discussed and some recommendations were given.

Keywords: *Career Decision Self-Efficacy Scale-Short Form, career counselling, Turkish, undergraduate students*

A psychometric evaluation of the satisfaction with life scale in a general population sample from China

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This study aimed to examine the psychometric properties of the Satisfaction with Life Scale (SWLS) in terms of factorial validity and measurement invariance across gender, age and residential region (city/county town/rural) with a general population sample in China. The stratified multi-stage random sampling method was used to obtain a nationally representative sample of 4,795 respondents from ten capital cities, eleven county towns and eleven rural areas in Mainland China. Face-to-face interviews were conducted to gather respondents' evaluation of life satisfaction using the SWLS. Confirmatory factor analysis (CFA) was used to examine the factor validity, and multi-group CFA was employed to demonstrate the measurement invariance of SWLS across gender, age, and region. Results showed that the SWLS has a high internal consistency reliability, a one-factor structure with a wording effect on Items 4 and 5, strict invariance across gender, and partial strong invariance across age (Items 1, 2 and 3) and residential region (Items 1 and 2). Specifically, people from different age or residential region groups had the same perceptions of the items tapping present life satisfaction (Items 1, 2 and/or Item 3), but not of the items tapping past life satisfaction (Items 4 & 5). Authors concluded that time frame effect existed in the evaluation of life satisfaction for Chinese using the SWLS, and the effect was not invariant across different age or residential region groups. It was speculated that this effect was related to the differences of life experiences of respondents from different groups due to the rapid economic and societal change of China during the past three decades. However, more research is needed to address how social transition would influence people's subjective well-being.

Keywords: *satisfaction with life scale, China, well-being, social transition*

A psychometric study on college student's creativity in China

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The aim of this study was to develop a Creativity Scale for college students in China, and to examine its reliability and validity. Based on interviews and experts' evaluation, a previous questionnaire with 50-item version was developed. After a pretest in 285 college students for determination, a 40-item version of formal questionnaire, a random sample of 800 college students completed it; reliability and validity of College Student's Creativity Scale were analyzed. Firstly, after exploratory factor analysis, a 40-item version of questionnaire including seven factors was established .These seven factors could explain 59.18% of the total variance, and were confirmed by confirmatory factor analysis(X2/*df*=2.48; NFI=0.98; CFI=0.99; GFI=0.97; AGFI=0.94; RMSEA=0.078). Secondly, the internal consistency of the scale was good (α=0.902), and the retest reliability was 0.897. Thirdly, the reliability and validity of College student's Creativity Scale were corresponded with psychometric standard, and could be used as an effective and reliable tool for assessing college student's creativity in China. Under the condition of this research, we could make these conclusions: the Questionnaire of College student's Creativity Scale corresponded with psychometric standard in reliability and validity, and could be used as an effective and reliable tool for assessing college student's creativity in China.

Keywords: *Creativity, China, college students, reliability, validity*

A randomised controlled trial of the ABCD Parenting Young Adolescents Program: Post treatment outcomes

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Parenting programs delivered to parents during their child's transition to adolescence offer a potentially effective approach to reducing engagement in dangerous risk-taking. The aim of this study was to examine the efficacy of a parenting program that combines a behavioral family intervention (BFI) approach with acceptance-based strategies to promote positive parenting practices, parent-adolescent relationships, and parent and adolescent outcomes. A total of 180 parents of young adolescents were randomly allocated to either intervention or wait-list control conditions. Parents allocated to the intervention condition participated in the ABCD Parenting Young Adolescent Program, a six session group BFI program that incorporates acceptance-based strategies. The program aims to promote parenting factors associated with positive child outcomes, thereby addressing many of the risk and protective factors likely to have a preventative effect for adolescent risk taking and problem behavior. Assessments of adolescent behaviour and conflict, parenting practices, and parenting stress and depression were completed prior to, and immediately after, the intervention. Post-intervention questionnaires were returned by 114 (63%) participants. Both completer and intention-to-treat analyses were conducted. After controlling for pre-intervention differences, parents in the intervention condition reported that their adolescent had significantly higher prosocial ($F(1, 113) = 5.57$, $p = 0.020$, partial $\eta^2 = .048$) and significantly lower conduct problems($F(1, 112) = 3.99$, $p=0.048$, partial $\eta^2=.034$) and total difficulties scores ($F(1, 110) = 4.29$, $p = .041$, partial $\eta^2 = .038$) compared to the control condition. Intervention parents also reported significantly lower stress associated with adolescent moodiness ($F(1, 111) = 4.74$, $p=0.032$, partial $\eta^2 = .042$) and parent life restriction ($F(1, 90) = 13.73$, $p < 0.001$, partial $\eta^2 = .135$), adult relations ($F(1, 82) = 28.99$, $p < 0.001$, partial η^2 = .266), social isolation ($F(1, 110) = 6.56$, $p = 0.012$, partial $\eta^2 =.057$), incompetence/guilt ($F(1, 109)=14.54$, $p<.001$, partial $\eta^2=.120$), stress in the parenting domain($F(1, 110) = 22.88$, $p < .001$, partial $\eta^2 = .175$) and overall stress ($F(1, 113) = 9.11$, $p = 0.003$, partial $\eta^2 = .076$) relative to the control condition following the intervention period. No other statistically significant differences were evident ($p < .05$). The current study revealed a number of positive effects for parents participating in the ABCD program that suggest that the program may have benefit to parents of young adolescents in assisting them to promote or maintain protective factors in their families such as improving their own

wellbeing and reducing parent perceptions of child behavioural difficulties.

Keywords: *risk taking, parenting practices, ABCD Parenting Young Adolescent Program, behavioral family intervention, behaviour problems*

A socially-oriented perspective on emotional processing: building on Greenberg's formulation of therapeutic weeping

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Emotional release during the enactment of a corrective interpersonal experience in psychodrama group therapy has been identified as therapeutically helpful for healing painful emotional experience. Greenberg argues that therapeutic weeping is an indicator of allowing emotional pain, and is a transformative process which has general application across therapeutic modalities. This current research investigates the fit between protagonists' experiences in psychodrama and the *allowing and accepting painful emotional experience* model, as operationalised by Foerster and Greenberg (1996). The verification phase of task-analysis method was applied to the psychodrama enactments of nine protagonists (7 female & 2 male, aged 35–60 years). In-session performances were coded using Foerster and Greenberg's (1996) measurement criteria for the four components of their model: articulating maladaptive beliefs, acknowledging secondary bad feeling, allowing emotional pain and accessing needs. In-session performances were charted and these actual performances were compared to Foerster and Greenberg's (1996) hypothesised performance. Resolved (6) and not-resolved (3) cases were compared, using Fisher's exact test (1954). Resolved cases met all Foerster and Greenberg's (1996) criteria and, consistent with their model, only resolved cases met the criteria for therapeutic weeping. However, the sequence of protagonists' actual performances differed from that proposed by Foerster and Greenberg. Furthermore, the emotional release which occurred during the enactment of a corrective interpersonal relationship, which had previously been identified by participants as therapeutically significant, did not typically meet Foerster and Greenberg's (1006) criteria for therapeutic weeping. These findings offer qualified support for Greenberg's model. However, the variation in the sequence of protagonists' in-session processes suggests that there is an intervening dynamic not described in their model, which facilitates the transition from awareness of secondary bad feelings and maladaptive beliefs, to the process of releasing emotional pain. Possible intervening factors are considered. The findings also support the proposition that the therapeutic agency of emotional release during psychodrama is primarily as a catharsis of integration linked with the experience of a corrective interpersonal relationship, rather than being primarily an indication of allowing emotional pain.

Keywords: *emotional processing, psychodrama group therapy, corrective interpersonal relationship*

A structural model linking commitment to organizational change and change success

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This research examines the linkages between employees' commitment to organizational change and their perceptions of change success and job satisfaction whilst controlling for their tenure in the organization. The organization involved had undergone significant structural reform over a number of consecutive years involving thousands of staff. The nature of the change involved a large number of employees moving into new roles so we expected that job tenure may also influence their perceptions of change success. Using the three-component model of commitment to organizational change, we analyzed the ability of the three commitment to change variables (affective, continuance, and normative) to directly and indirectly explain perceptions of change success in three successive organizational surveys. The data were obtained from a large public sector organization that established as a result of a restructuring and amalgamation of corporate services within a State Government. The number of respondents

varied each year from 2549 in the first year, to 2737 in the second year and 2595 in the third year. A structural model was specified using Amos with three models estimated simultaneously in which all parameters were allowed to vary. The strongest predictor of change success across all three years was job satisfaction followed by affective commitment to change. Continuance commitment to change and normative commitment to change were only very weakly related or not related to change success. Tenure was negatively related to change success at all three times. Job satisfaction partially mediated the link between affective commitment to change and change success. The structural model was reasonably stable across the three years and highlights the important role that job satisfaction plays in the process of implementing large-scale organizational change. Other issues to be considered include the potential moderating role of tenure, job level and gender as these have been proposed as moderators of the way employees respond to and cope with organizational change.

Keywords: *organisational change, commitment, job satisfaction, change success*

A survey of Chinese college students' career planning

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This study tries to reveal characteristics of Chinese college students' career planning, and to find factors affecting their career exploring behaviors. 336 college students attended the survey (male = 130, female = 206; mean age = 20.56), and they were from four grades. College Students' Career Development Inventory was utilized, consisting of four subscales: career action, career exploring, career decision making, career estimation and regulation. Multivariate analysis showed that main effect of grade is significant. Scores of fourth grade on estimation and decision making are higher than that of second and third grade. On career behavior, scores of first grade was higher than other grades. Scores of fourth grade on career exploring is higher than other grades. Students majored in liberal arts had high scores in career estimation and regulation than majored in natural science. The students who have been trained in career planning had high scores in career behavior. The students who came from rural areas had high scores in career behavior than those from urban area. Those who had working experiences had high scores in career exploring than those having no experiences. It was concluded that: differences of career planning are significant between grades; significant differences of career planning also existed among students who are different in majors, working experiences, and career trained experiences.

Keywords: *college students, career planning, China, career exploration*

A systems approach to analysis of sheep farming accidents

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Farm accidents have major human and financial costs. While much research worldwide has identified numerous risk factors contributing to these accidents, farming work and contexts vary widely. According to systems theory, different combinations of factors are likely to predict different accidental injury outcomes. Thus more detailed understanding of the links between accidents and their specific task and associated system factors would enable development of interventions targeted directly at the relevant risk factors and so less wasteful of resources and more meaningful to farmers, increasing likelihood of safety compliance. This study aimed to identify the specific risk factors for accidents in North Canterbury sheep farming by providing a systematic description of the work, identifying the nature and incidence of accidental injuries, linking these accidents with specific tasks and identifying contributing system factors according to Sanders and Shaw's (1988) Contributing Factors to Accident Causation (CFAC) model. Interviews with experienced farmers informed a hierarchical task analysis of the work. Further interviews with 26 owner-operator sheep farmers then sought information about

accidents occurring during each of the identified task types and about contributing factors. Results were analysed qualitatively and quantitatively. Sheep farming was found to involve four main tasks (feed provision, property/equipment maintenance, stock trading and stock management). Most of the reported accidents (27/35) occurred during just nine of the 47 identified subtasks. The majority of accidents involved motor vehicles or stock but not all task types involving stock or vehicles resulted in accidents. Injury type was also clustered according to task. When the contributing factors identified were mapped to the CFAC model, the most frequent were worker/coworker factors (*n*=24), work factors (*n*=20) and management factors (*n*=12). The findings of this study provided the first systematic description of New Zealand sheep farming work and contributing factors to accidents during specific tasks, suggesting targeted, meaningful interventions to improve safety compliance.

Keywords: *farm accidents, interventions, risk factors, safety*

A talent retention strategy framework for retaining graduate interns in a south African information, communication and technology Company

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Talent retention is an important topic of debate in the Information, Communication and Technology (ICT) sector in South Africa, given the context of a skills shortage, the relative scarcity of specialist employees and the mismatch between the supply from higher education institutions and the demands of the ICT workplace. As a result, organisations invest in graduate internship programs to attract and retain high calibre graduate interns. The main objective of the research was to determine whether a graduate internship program, as a national skills development strategy, contributed to the retention of graduate interns in a South African Information, Communication and Technology (ICT) Company. An exploratory, ex post facto research design was followed using a combination of quantitative and qualitative data gathering techniques. Surveys were administered among a purposive selected sample of graduate interns (*N*=79) and mentors (*N*=39) in a South African ICT company. The surveys measured soft and technical skills training, mentorship role, turnover intention and general program information. Open ended questions were used for the triangulation of results. Results overall showed that the graduate internship program contributed to the employability and retention of graduate interns. On average, the graduate interns indicated that the program training contributed most to business etiquette, conflict management, problem-solving, self-management and goal-directedness soft skills. Combined, the participants identified verbal communication, self-motivation, teamwork and goal directedness as the most important soft skills for graduate employability. Results further showed that the technical skills training contributed to a large extent to the employability of the graduate intern. Practically significant relationships were found between technical skills training, mentorship, program need and the graduate intern's intention to quit the internship program. Practically significant relationships were also found between mentorship, program need and the mentor's intention to employ the graduate intern. The research concludes with a retention strategy framework in guiding the implementation of a graduate internship programme in the ICT sector. It is of great value for companies to put strategies in place to ensure that they retain new graduates if they are suitable, skilled and respond to on-the-job training.

Keywords: *talent retention strategy, graduate, South Africa, training*

A virtual tabletop workspace for upper-limb rehabilitation in traumatic brain Injury (TBI): A within-group evaluation

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The aim of this study was to evaluate the effectiveness of a table-top virtual reality (VR)

based system (called Elements) for rehabilitation of upper-limb function in patients with Traumatic Brain Injury (TBI). Participants were nine patients with severe TBI (5 male, 4 female), aged from 18 to 48 years (*m*=33 years). All were recruited at the Epworth Hospital, Melbourne. The median PTA was 70 days (range 28 to 630 days). The VR system consisted of a large 42-inch tabletop LCD, camera tracking system, tangible user interfaces (i.e., graspable objects of basic shape), and software. There were two modes of user interaction—goal-directed and exploratory, both using augmented feedback. The former were reach and place tasks, cued from within the virtual environment, while the exploratory tasks were a suite of tools for composing with sounds and visual feedback, via object manipulation. A within-group research design was employed with three time points: Pretest-1 and Pretest-2, conducted four weeks apart, and a Post-Test. Training consisted of 12 one-hour sessions. All patients maintained normal physical therapy throughout the study. Upper-limb performance was assessed using both system-rated measures, recorded automatically (movement speed, accuracy, and efficiency), and standardized tests (Box and Block Test, MAND nut threading, and Neurobehavioral Functioning Inventory—NFI). Results of planned comparisons revealed little change in performance over the pre-test period; the only significant change was an increase in movement speed. Comparison of (average) pre-test and post-test performance showed significant training effects (each $p < .01$), with large effect sizes on all measures with the exception of nut threading on the MAND. The present findings support an earlier case-study assessment, further demonstrating that training on the Elements system can facilitate motor learning in TBI patients. These results suggest that VR-based techniques are a viable adjunct to conventional physical therapy in the rehabilitation of TBI.

Keywords: *traumatic brain injury, rehabilitation, virtual reality*

Absence makes the heart grow fonder: A study into the possible causes of increasing absenteeism in part time flight attendants

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Full time longhaul flight attendants for a major international airline, who voluntarily moved to part time contracts, have a higher sickness and absenteeism level than their full time colleagues. The unique employment conditions of the cohort enabled a reduction or elimination of confounding variables identified in previous part time employee research. This mixed methods research utilised thematic analysis and Q methodology to investigate the differing lifestyle priorities of a group of longhaul flight attendants. The epistemological debate regarding mixed methods was investigated as part of the research, with thematic analysis used to gain an in depth understanding of full time and part time employee perspectives. Thematic analysis also generated 69 statements for the Q methodology (*N*=21) with PCQ computer software utilised for factor analysis. Four factors were identified. Results indicate that the full time flight attendants within the cohort have stronger commitment and engagement with the organisation dependant on their seniority, length of service and level of autonomy, in line with the literature. Indications are that the most engaged full time employees also invested the most effort in remaining connected to the organisation during their days off. All of the established part time employees identified onto one factor indicating significantly different priorities within their psychological contract and differing attitudes towards the provision of emotional labour. The analysis indicates that the length of time disconnected or detached from the organisation may well contribute to the higher levels of absenteeism with the anticipated or perceived effort involved in providing emotional labour being a significant factor. This research gives an in depth understanding of the possible causes of absenteeism within part time employees delivering emotional labour, raising the question of the necessity for a differing management style, contracting and level of engagement to meet differing expectations. This research raises the question that, contrary to the literature, part time employees may have a different priority order within their psychological contract and employers may need a different approach when trying to engage and motivate these employees.

Keywords: *absenteeism, flight attendants, part time, emotional labour*

Abusive leadership and hostile personality. Do leaders high on trait anger target subordinates low on trait anger?

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Both individual traits and situational stressors have been theorized as antecedents of destructive leadership behaviors, going back to the inevitable person-situation debate in psychology. Yet empirical studies investigating why leaders expose subordinates to abuse and intimidation are scarce. The aim of the present study is threefold, 1) to investigate if trait anger and trait anxiety of leaders predict abusive supervision as reported by subordinates, 2) if destructive leaders target subordinates being either low on trait anger or high on trait anxiety, and 3) to investigate if the predicted relationship between personality and abusive leadership stands when controlling for situational influence in the form of role stressors. A survey was conducted in 89 crews (*n*= 180) working on Norwegian coastal ferries where captains reported their own trait anger, trait anxiety and experienced role stressors, while their subordinates evaluated their captains leadership behaviors as well as describing their own trait anger, trait anxiety and experienced role stressors. Data was analyzed with multilevel analysis, analyzing both within and between level variance and with gender and tenure in crew as control variables. The results showed that abusive leadership as reported by subordinates was related to trait anger as reported by the captain. In addition, subordinate trait anxiety and experiences of role conflict was related to their reports of exposure to abusive leadership. In addition, an interactive effect was found between trait anger in captains and trait anger in subordinates. Combinations of high trait anger in captains and low subordinate trait anger is related to more reports of exposure to abusive supervision. The present study shows that leaders who expose their subordinates to abusive supervision are characterized by high levels of trait anger, while the situation influence did not matter much. Furthermore, some subordinates seem to be more in danger of such experiences than are other. Particularly exposed subordinates are those who themselves are low on trait anger, indicating that angry leaders may target subordinates who are unable or unwilling to retaliate in kind. In addition, distressed and anxious subordinates seem to be particularly vulnerable. Prevention should therefore address both leaders and subordinates, as well the combination of the two.

Keywords: *individual traits, situational stressors, destructive leadership, trait anxiety, trait anger*

Academic wear-down and attitude toward school among Iranian university students

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From a social constructivist perspective, learning is a life-long activity of construction, and effective educational programs and processes are those rooted in the psycho-socio-cultural realities constructed by the individual. Nevertheless, in formal education the learner may experience a sense of wear-down, because of some misconstructions that may have occurred in his/her attitudes toward school. The learner may wear down physically, cognitively, affectively, and behaviorally, and in doing so, the attitudes, with three cognitive, affective, and behavioral dimensions, can play a determining role. The aim of this research has been to find a way of predicting and preventing the wear-down from taking place by initially showing the relationship between the two constructs and paving the way for a program of reconstructing attitudes. Given the nature of the inquiry, each of three groups of participants will be measured once on the two constructs in an academic setting. Participants would be junior year university students in the Arts, Social Sciences, and Sciences at an Iranian University in Tehran where competition to attend university is high. The measures used in the study include an attitude scale consisting of items in three sub-categories, and a questionnaire on the academic wear-down (AWD) consisting of four sets of items. These are being constructed based on the

theoretical basis of the study, and will be tested for reliability with the help of other groups of students. The data, once gathered, will be assumed to be interval in order to pave the way for their processing using Pearson's method of assessing the correlation between two constructs and Fisher's analysis of variance. It is expected that the correlation between academic wear-down and attitude toward school would be positive and high, while the difference between three groups of participants in both characteristics would be significant. Furthermore, there may be differences between different dimensions of both variables giving hints as to how to intervene and remedy the problem. The problem of academic wear-down in Iranian universities can be reduced if the learners' attitude towards school is checked and reconstructed to a level of positivity that would enable the students to pursue their academic goals more enthusiastically and productively.

Keywords: *academic wear-down (AWD), Iranian students, attitudes*

Acceptance and commitment therapy for psychosis: avoidance, fusion, preoccupation and delusional distress

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In spite of advances in pharmacological and psychological treatments for schizophrenia, it can be difficult to eliminate psychotic symptoms such as hallucinations and delusions. This has led to an important therapeutic aim being the reduction of symptom-related distress. Cognitive Behavioural Therapy (CBT) has targeted distress by modification of the content of delusional and associated beliefs. However, belief modification, especially with delusions held with strong conviction, is not always successful. An emerging alternative psychological therapy is Acceptance and Commitment Therapy (ACT; Bach & Hayes, 2002; Gaudiano & Herbert, 2005). Designed to be applied across a wide range disorders, ACT aims to reduce symptom-related distress by targeting cognitive processes which perpetuate the dominance of distressing thinking over desired behaviours. These include cognitive fusion, ruminative preoccupation and attempted experiential avoidance. ACT aims to help the person detach from these maladaptive thinking processes by taking their thoughts less literally, developing skills in mindfulness, and undermining experiential avoidance. These therapeutic strategies appear primarily to be targeting delusional preoccupation, as opposed to delusional content. This paper reports on pre-therapy data from a randomised controlled trial of an ACT intervention for psychosis to examine the role of these cognitive processes in determining delusion-related distress. 40 participants with a diagnosis of schizophrenia and medication-resistant positive psychotic symptoms were recruited from mental health services. Measures completed included symptom severity (Positive and Negative Symptom Scales); delusional content, preoccupation, conviction and distress (Peters Delusion Inventory); cognitive fusion (Thought Action Fusion Questionnaire); and experiential avoidance (Acceptance and Action Questionnaire). A model was tested in which delusion-related distress is determined by delusional preoccupation and conviction, moderated by experiential avoidance. Cognitive fusion was hypothesised to be predictive of delusional conviction. Data supported this model, finding that delusion-related distress was more strongly associated with delusional preoccupation than delusional content or conviction, and that this relationship was moderated by experiential avoidance. Cognitive fusion predicted the degree of delusional conviction. These results support delusional preoccupation as a target of psychological intervention in schizophrenia, and suggest that the cognitive processes specifically targeted by ACT are important in contributing to the severity of delusions.

Keywords: *psychotic symptoms, distress, acceptance and commitment therapy, schizophrenia*

Accidental risk judgements and choices between private and public transportation

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The core aim of the present study was to examine the role of risk perception related to accidents and injuries in choices between private and public modes of transportation. An additional aim was to examine the relative importance of perception of risk related to transportation with other risk-related factors. The results are based on a mailed self-completion questionnaire survey carried out amongst a representative sample of the Norwegian public aged from 18 to 65 years (*n* = 1864). The data collection was carried out during October to December 2008. The results have shown that perceived control related to private modes of transportation, knowledge about safety and trust in authorities seem to be more important for choices between private and public modes of transportation than risk perception. Severity of consequences was found to be insignificant for transport mode choices. It may be that conclusions of previous research about the role of consequence judgement for precautionary action and demand for risk reduction may be misleading.

Keywords: *risk perception, transport*

Acquiring two new languages: Comparing a picture-mediated method and a word-mediated method

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In this study, we aimed at evaluating the effects of two learning methods (picture-mediated vs. word-mediated) on the vocabulary acquisition of two foreign languages: English and German. In addition, we investigated the effects of word status (cognates vs. non-cognates) and test sessions (immediate vs. delayed). 40 concepts were presented both in English and German (in different learning sessions) to 229 Italian children from fourth and eighth-grades. Half of participants were exposed to the "word-mediated method" (Italian words paired with the corresponding foreign words), while the other half were exposed to the "picture-mediated method" (pictures paired with the corresponding foreign words). For each language, participants performed 4 test sessions: Immediate Test 1 at the end of the first learning session; Immediate Test 2 at the end of the second learning session. Delayed Tests were administered one week after Immediate Test 1 (Delayed Test 1), and one month after Immediate Test 2 (Delayed Test 2). The picture-learning method produced a better performance than the word-learning method, but this effect was modulated by cognate status, age of learning, and test session. In particular, a stronger superiority of the picture-learning method in the latter than in the first session indicated that the effects of the picture-mediated learning method may be fully appreciated when the learning sessions were spaced in time. Furthermore, cognate status interacted with the learning method for older children, indicating that the word method was particularly effective for cognate words. Finally, for both languages and for both age groups, cognates status interacted significantly with test sessions. The superiority of the picture-mediated method compared to the verbal one suggests that the link between the structural description of an object, its visual representation, and its name is more efficient than the link between the corresponding L1 and L2 names. From an educational perspective, this study suggests that a) reliance on, and strengthening of, the link between the concepts presented as pictures or real objects and their names may help in vocabulary learning, and b) cognate and non-cognate words should be should be taught differently to maximize vocabulary acquisition.

Keywords: *picture-mediated learning method, word-mediated learning method, vocabulary acquisition, foreign languages, performance*

Acting upon dynamic speed limits: Is change blindness involved?

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Dynamic speed limits are the latest traffic management pilot in the Netherlands. Being dynamic they can vary during the day. Previous studies showed difficulties with noticing small changes, also called change blindness. These change blindness studies have mainly been

conducted using static scenes or changing irrelevant objects or changing objects that are perceived as static. But what happens if the information changed is relevant for the task, is perceived as dynamic and continuously in a dynamic scene? On a Dutch freeway dynamic speed limits were tested that increased from 100 km/u to 120 km/u at moderate traffic conditions. They were shown on rotation signs next to the road and varied several times a day. Loop data was used to measure average speeds of passing cars every minute and compared with the dynamic speed limits displayed. To minimize side-effects only data from speed limit increases for over an hour were used. The average speed before a switch is 107.7 km/u, meaning that drivers are driving on the pilot route for approximately three minutes before passing the detector loop. Drivers passing the loop did not react immediately on an increase in speed limit. On average it took three to four minutes before car drivers increased their speed. After that driving speed starts to increase significantly. Drivers in the middle and left lane are quicker to act on new speed limits than drivers on the right lane. Three minutes of non-response equals the amount of time it would take the last car driver that could have seen a 100 km/u sign to pass the detector loop. This may mean change blindness is involved. Drivers who may still have seen 100 km/u signs before the switch do not act upon the new speed limit. Subsequent drivers who never saw the 100 km/u sign do; they never saw information that changed. It is suggested that the observed quicker reaction of drivers in the middle and left lane may be due to their more active driving styles., where these drivers are often seen overtaking other vehicles. This driving style may increase situation awareness making them more sensitive to changes in their environment.

Keywords: *dynamic speed limits, traffic management, change blindness*

Activity restriction as a mediator of the relationship between ageing-related physical decline and mental health: A report from the New Zealand longitudinal study of aging

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Prior research indicated that restriction of normal activities is an important factor in poorer mental health outcomes (Williamson, 2000). The present study aims to investigate the relationship between ageing-related physical decline in mental health, and how this relationship is mediated by restricted routine activities. Data were drawn from the New Zealand Longitudinal Study of Aging (2006-2008), with complete data available for 2170 participants (Mean age = 61.24 years; *SD* = 4.56). Self-rated health as compared to last year was used to assess ageing-related physical decline and mental health was measured by the SF 36. Activity restriction was assessed by the 16-items attributed to restricted normal activities adapted from the Physical Component of the SF-36. Several sociodemographic factors were also measured. Mediational analysis using multiple regression equations indicated that ageing-related physical decline was a significant longitudinal predictor of decrements in mental health, after statistically controlling for various sociodemographic factors and baseline scores of the outcome variable. Results also indicated that this relationship was partially mediated by restricted activities (Sobel's test: Z = 8.72, p<.01), suggesting that ageing-related stressors such as physical decline undermines mental health by disrupting routine normal activities. Our findings suggest that activity restriction is a major factor in poorer mental health outcomes in older adults. As ageing-related physical decline increases, so does activity restriction which, in turn, results in decrements in mental health over time. Interventions focusing on promoting manageable activities considering individual differences in psychosocial resources and/or using compensatory control strategies can be developed to reduce activity restriction. For example, programs designed to foster strategies such as social support resources and social integration (e.g., free or low-cost bus service to visit friends and family, more participatory activities arranged in community halls etc.) may improve mental health among the elderly with perceived low social support.

Keywords: *ageing-related physical decline, activity restriction, mental health, stressors*

Adaptive personality assessment for unsupervised pre-screening

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Conventional Big Five orientated personality inventories (normative and ipsative) have proven their effectiveness for applicant screening under supervised conditions. However, these types of instruments are very prone to targeted biased responses which make them less effective in unsupervised conditions. Furthermore, in order to establish sufficient reliability these instruments are very time-consuming for participants which causes problems in acceptance under various circumstances. With adallocTM a new method is presented which enables an adaptive personality assessment online. It is demonstrated how the adallocTM method allows bias-robust assessment in a fraction of the test time of conventional methods. Results from an international deployment of the adallocTM method for unsupervised online pre-screening of undergraduates (*N*=95,314) are presented along with results from in vitro studies on the effect of targeted biased responses.

Keywords: *big five model of personality, applicant screening, biased responses*

Adolescent girls' responses to partner abuse prevention training: risk-sensitivity, perceived self-agency, and victim-blaming

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This study formed part of an evaluation of a group-based training program designed to reduce adolescent girls' vulnerability to chronic emotional, social, and physical partner abuse. The objectives of the program are to equip girls with the motivation and self-efficacy to resist the development of three "slippery-slope dynamics" in their current and/or future couple-relationships. Participants are given opportunities to predict possible harmful outcomes of each dynamic and then to explore ways in which five types of "warning-sign behaviour" can lead to the establishment of one or more of these dynamics. Participants also prepare and rehearse scripts for non-aggressively discouraging warning-sign behaviour by a partner. The study employed a repeated-measures design involving 15 groups of adolescent girls aged 13 to 17 years; 147 girls in total. This paper reports on attitudinal shifts observed during the program, as gleaned from measures taken immediately prior to the commencement of the training, immediately following the awareness-focused component, and immediately following the skills-focused component. Overall, risk-sensitivity increased for all categories of warning-sign behaviour, most substantially for dominance-seeking and possessive behaviours, following the awareness-raising component; it further increased following the skills-training component. Perceived importance of monitoring partner behaviour and self-confidence to positively influence treatment by a partner both increased after each component, but a small number of participants reported lower self-confidence following the skills-focused component. Similarly, while victim-blaming attributions decreased for most participants, some reported stronger victim-blaming attributions following the program. Through follow-up focus groups and subsequent hypothesis-driven analyses, a number of insights were garnered relevant to youth-targeted partner abuse prevention. These include the importance of (a) looking beyond self-confidence as an indicator of girls' capacity to resist abusive dynamics, (b) promoting harm-minimising options other than relationship termination for responding to warning-sign partner behaviours, in order to minimise attitudinal resistance and maximise risk-sensitivity, (c) allowing ample time to practice assertive responses to a variety of real-life scenarios, in order to maximise self-efficacy, and (d) continually emphasising the logic of personal accountability only for harms perpetrated by oneself.

Keywords: *adolescents, females, partner abuse, prevention training, self-efficacy*

Adolescents vocational indecision and problem solving

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The purpose of the present study was to investigate the relationship between vocational (in)decision and problem solving. The study involved different variables (e.g., vocational, personality and demographic). Specifically we refer to anxiety, self-esteem, locus of control, vocational identity, generalized indecision, gender, and grade in school. The present research is a non-experimental correlational study, based on a sample of 357 students, attending the 9th and 11th grade, both public and private middle and secondary schools of the center region of Portugal. The instruments used were: A demographic questionnaire; the Indecisiveness Scale (IS; Frost & Shows, 1993); the Rosenberg Self-esteem Scale (RSES; Rosenberg, 1965); the My Vocational Situation (MVS; Holland, Daiger & Power, 1980); the Trait Scale of the State-Trait Anxiety Inventory (Spielberger, Gorsuch, Lushene, Vagg & Jacobs, 1983); The Vocational Certainty Scale (ECV; Santos, 1997); the Internal-external Locus of Control Scale (IE; Rotter, 1966); and the adaptation of the Problem Solving Inventory (PSI; Heppner, 1988). Results of the hierarchical regressions revealed that the best predictors for Vocational Certainty were Vocational Identity followed by the problem solving variables (with particular emphasis on the Confidence in Problem Solving). Results also suggest that personality variables such as self-esteem, anxiety, and generalized indecision, constitute factors that explain a considerable part of the variance on the three dimensions of problem solving (confidence, approach/avoidance, and personal control). Vocational variables also have a significant contribution to the explanation of problem solving, with the exception of the approach/avoidance dimension. It is noteworthy to point out that from all the studied variables, problem solving dimensions were the ones that showed most explicative power of the variance on vocational indecision. Implications for vocational counseling were taken and were suggested future studies to deepen the knowledge on the interface between vocational (in)decision and problem solving in adolescents.

Keywords: *problem-solving, vocational indecision, anxiety, self-esteem, adolescents*

African-American male athletes: An examination of a conflicted sense of masculinity as a source of psychological distress

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This study explores both masculinity and gender role expectations in African American collegiate level male athletes and ways in which masculinity and athletic identity are potential sources of distress/conflict across roles. Gender role conflict has been significantly correlated with lower self esteem, higher anxiety and depression, psychological distress and negative attitudes toward help seeking. Literature suggests the experiences of African American male athletes are unique and include inadequate educational preparation and racial isolation in the collegiate setting. Also, they include difficulty negotiating multiple roles in the family, academics and workplace, athletics, and relationships. Consequences include decreased sports performance, potential conflict regarding bridging various cultural dynamics (including those associated with AA culture as well as the dominate culture), and adjusting their identities across situations (dualism) to maintain their perception of masculinity and athletic identity to receive acceptance from peers, coaches, parents, and their community. Participants were chosen from a Historically Black, College/University (HBCU) athletic department and were members of an identified varsity athletic team. The following assessments were completed: MARS, GRCS, RCS, BSI-18, and AIS. Pearson r correlations were conducted to calculate the degree to which these variables (dualism, GRC, and masculinity) represent significant relationships. Multiple regression analyses were then performed to ascertain additional data regarding relationships between dualism, gender role conflict, and perceptions of masculinity as predictors of psychological

distress in African American male athletes. Results from this project suggest strong relationships regarding socio-cultural factors and gender role conflict as contributing to the psychological distress of African American male athletes. Conclusion data specifically address interventions and counseling models that will support increased sensitivity regarding the intersection of masculinity, athletic identity, gender role conflict, and sources for distress in this and other male collegiate level student-athlete populations.

Keywords: *masculinity, gender roles, athletes, African American, gender roles*

Afterschool predictors of behaviour in young school-aged children

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There is growing recognition that the hours after school are an important context for children's social, physical and cognitive development. While there has been considerable research into adolescent's time use, there has been much less interest in school-aged children's experiences. These experiences after school afford children opportunities for development and can also influence their behaviour. Children's behaviour is an important predictor of their future successes or failures. Adaptive behaviour allows children to form better relationships with peers and teachers, participate more in classrooms and do better in school while problem behaviour in young children is a main predictor of school failure, school dropout and later delinquency. This study examined the relationship between children's after school care arrangements and extra-curricular activities and behaviour to help uncover factors that promote positive children's behaviour. Both teachers and parents of children in Prep to Year three from seven schools in middle to high socio economic status (SES) areas in a regional city were asked to provide responses for this study. Mothers of 906 children gave details of their child's current care arrangements, extra-curricular activities as well as other demographic details. The Strengths and Difficulties Questionnaire (SDQ) (Goodman, 1997) was used to measure children's behaviour and the Raising Children Checklist (Shumow, Vandell & Posner, 1998) was used to measure parenting style. Low scores on the SDQ indicate normal behaviour, while high scores indicate borderline or abnormal behaviour. Teachers provided behaviour ratings using the SDQ for 693 children. However, only 337 teacher surveys could be matched to the parent surveys. Agreement between teacher and parent behaviour reports was moderate r=.34. According to parent reports, lowest behaviour scores were associated with participation in two or more extra-curricular activities for duration of 90 to 180 minutes, parental care before entry to school and authoritative parenting. According to teacher reports the lowest behaviour scores were associated with parental care after school and before entry to school. While extensive early childcare centre care and full-time afterschool care were associated with the highest behaviour scores the majority of children with these care arrangements were still within the normal range of behaviour.

Keywords: *afterschool, behavioural predictors, school-aged children, extra-curricular activities*

Age group differences in self-reported road rage perpetration and victimization

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This study examined whether the predictors of self-reported road rage perpetration and victimization vary across age groups. Based on data from a general-population telephone survey conducted from July 2002 through June 2005, three groups of drivers were examined: 18-34 year olds (n = 1522), 35-54 year olds (n = 2726), and 55 years of age or older (n = 1883). For each age group sample, logistic regression analyses examined self-reported road rage perpetration and victimization in the last 12 months by measures of driving exposure, binge drinking, cannabis use, and drinking-driving, while controlling for demographic factors. The prevalence of road rage perpetration within the past year was highest for the youngest age

group (51%), followed by the middle-aged group (37%), and then the oldest age group (18%). The same pattern of results was found for prevalence of road rage victimization (54%, 47%, and 31%, respectively). Controlling for demographic factors, the predictors of perpetration were generally consistent across the age groups. The logistic regression model for the youngest drivers revealed that those who reported stressful driving, binge drinking, and cannabis use had significantly increased odds of reporting road rage perpetration. For middle-aged and older drivers, stressful driving, driving on busy roads, cannabis use, and driving after drinking were associated with perpetration. In addition, increased mileage contributed to perpetration in the oldest group. The findings for road rage victimization were similar. The logistic regression model for the youngest age group identified stressful driving, cannabis use, and higher annual mileage as being associated with victimization. For the oldest age group, these same variables were significant predictors of victimization, in addition to driving on busy roads. The logistic regression for the middle-aged group identified the same predictors as that of the oldest age group; however, interestingly driving after drinking was found to predict lower victimization among middle-aged drivers. Although the prevalence of road rage perpetration and victimization declined with age, the factors that contributed to road rage remained generally stable across the lifespan. The results suggest potential areas for intervention that may prove effective across all age groups.

Keywords: *road rage, drink driving, age differences, victimization*

Aggression Replacement Training (ART): An Australian youth justice evaluation

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Aggression Replacement Training (ART) is a multimodal, cognitive-behavioural intervention for aggressive youth. Outcome studies from the US, UK, and Europe indicate that ART is one of the most effective anger management programs in treating aggressive youth. The aim of this evaluation study was to investigate the effectiveness of ART among aggressive juvenile offenders (aged 17 to 22 years) at an Australian youth justice custody centre. The results of an initial pilot study with 5 young offenders indicated overall support for the effectiveness of ART. Participants in the main study were 20 young offenders from the same youth justice centre. A repeated measures design was used with pre, post-, 6-month, and 24-month post assessments. Measures included social problem solving, aggressive behaviours and thoughts, criminogenic cognitive distortions, and impulsivity. Results showed clinically and statistically significant reductions in self-reported aggression, cognitive distortions, and impulsiveness and improved social problem solving skills with moderate to large effect sizes. Contrary to expectations, custody worker reports of participants aggressive/antisocial behaviours did not vary significantly at the six month follow-up. This measure also failed to reach clinical significance at any time point, suggesting issues with scale validity. Despite efforts, a waitlist comparison group was not obtained. Notwithstanding the methodological limitations, the present study provided strong support for the application of ART with aggressive Australian youth. Some of the key implications of these results include the cultural suitability of an American based training program to an Australian youth justice population and the apparent maintenance of treatment gains at 2-year follow-up, beyond the treatment setting. The results also supported the social-learning principles and cognitive-behavioural procedures underpinning ART for this group of high risk youth.

Keywords: *aggression replacement training (ART), Cognitive behavioural therapy, juvenile offenders, anger management*

Aggressive children at school: Communication patterns and styles of responses to frustration

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In the investigation related to the field of communication skills in the family and school situation, (mother/father and child relationship; peers and teachers), we studied the patterns of communication and of conflict resolution that are related to certain variables of adaptation and styles of response to frustration in Spanish children. The sample comprised 124 adolescents (65 boys and 59 girls) of between 12 and 15 years old, with an average age of 13. The aim of the study was to examine the relationship between the factors of the Patterns of Communication and Resolution of Conflict Questionnaire (CPC-RC) (Armas-Vargas, E., 1996-1998) among peers and teachers, with the three styles of response to frustration of the PRF test (Resolutive, Self-Punishing/Self-Harming and Aggressive). Questionnaire A (CPC-RC teachers) assessed five factors of communication on how students perceive communication with their teachers: 1) Facilitative and Resolutive; 2) Reasoned and Empathetic; 3) Explicative and Taking into Account Opinions and Decisions of Others; 5) Difficulty in Reaching Agreements. Questionnaire B (CPC-RC peers), assessed four factors of communication on how students perceive communication between themselves: 1) Explicative and Empathetic; 2) Active Listening and Allowing Others to Speak; 3) Reasoned and Understanding; 4) Difficulty in Reaching Agreements. The students who scored higher in solution to conflict tended to be those who perceived their teachers with a facilitative and resolutive style of communication ($r=.43$; $p\leq.001$). Conversely, difficulty in reaching agreement with their teachers correlated positively with aggressive responses ($r=.30$; $p\leq.001$) and self-punishing ($r= .28$; $p\leq.01$) among the children. In communication among peers, difficulty in reaching agreements also correlated positively with the aggressive ($r=.29$; $p\leq.01$) and self-harming ($r=.24$; $p\leq.025$) response styles, and negatively with the resolutive response ($r= -36$; $p\leq.001$). Children that tend to score higher in resolving conflict are those that perceive their teachers and peers with the ability to communicate (helping to reason, giving and asking for explanations, taking into account opinions and decisions of others, listening and allowing others to speak and reaching agreements).

Keywords: *communication skills, family, school, conflict resolution, adaptation*

Alexithymia in Somatoform Disorders

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The aim of the present study was to determine Alexithymia in patients suffering from somatoform disorders, and in their matched normal controls, in the Indian context. Therefore, study examined the effect of age, gender, and education on Alexithymia in an Indian sample. Adult patients (*N*=102) diagnosed as Somatoform disorder (ICD-10, WHO, 1992), by a qualified psychiatrist were included in the study. Normal controls (*N*=116) were statistically comparable with patients on age, gender, education, occupation, marital status, family income, and residential area; and scored less than three on GHQ-12 (Goldberg et. al, 1997). The two groups were assessed on 20- item Toronto Alexithymia Scale (Pandey, Mandal, Taylor, Parker, 1996), and rendered to analysis using t-test and ANOVA on the total as well as sub-factors scores. Somatoform patients were significantly more Alexithymic than the matched controls, and the difference persisted on all the three factors. Female patients were more Alexithymic than males; exhibiting specific difficulty in identifying (factor 1) and in describing emotions (factor 2). There were no gender differences in Alexithymia in the normal controls. Alexithymia was equally prevalent in the four age categories, while educational based differences were present in both the patient as well as the normal group. In patients Alexithymia was more evident in joint families as compared to nuclear families, but controls showed no such differences. Alexithymia as a personality construct characterized by difficulty in differentiating and describing subjective feelings, and by a cognitive style which is externally oriented rather than expressive of inner fantasies and drives (Nemiah, 1977), has found repeated theoretical and empirical validity. Somatoform disorders are marked by personal morbidity, and immense burden on family and health care facilities. By establishing Alexithymia as one of the core aspects in somatic symptoms, psychological interventions for enhanced emotional sensitivity and communication in client can be planned to enhance self reliance

and independence in thought and action. Consequently, reliance on physical symptoms as a mode of communication is likely to reduce or even disappear.

Keywords: *Alexithymia, somatoform disorders, age, gender, education*

Alterations in different types of memory in poliaddicts

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In past years, consumption of addictive substances it is increased considerable in a world level. Our interest consists in study and analyzes the alterations that produced the combined use of different groups of poliaddicts. The aim of the current study was to analyze the neuropsychological disorders in different types of memory in poliaddicted population. The study was exploratory, descriptive and transversal. A total of 200 subjects were selected, 99 of whom were poliaddicts. Both groups were gender and age matched (between 18 and 77 years of age). The poliaddicts were classified according to the type of substance used. Thus three subgroups were formed: 1) Cocaine, amphetamine and hallucinogen users; 2) Alcohol and hallucinogen users; 3) Alcohol, hallucinogen, cocaine and amphetamine users. They also were classified according of the level of addictions. The statistical analysis show significant differences in the tasks performed by the evaluated subjects The data showed that, when comparing the tasks of the control group with those performed by the three subgroups of poliaddicts, there are significant differences in the tasks requiring the participation of visual-verbal and audio-verbal retentions mechanisms. The type of consumption is a significant variable in neuropsychological evaluation tests. The analysis of the results contributes significantly to the understanding of the organization of cognitive skills. Consumption of addictive substances causes alterations in different types of memory. Neuropsychological alterations are related with type and with long years of consume of addictive substances.

Keywords: *substance use, poliaddicts, neuropsychological disorders, memory, addiction*

An application of rTMS: The role of the anterior temporal lobe in associative stereotypes

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Brain stimulation via repetitive transcranial magnetic stimulation (rTMS) is yielding interesting results in diverse cognitive domains. Inhibiting the anterior temporal lobe (ATL) via rTMS appears to have deleterious effects on people's semantic conceptualization. A negative outcome of conceptual association is the overgeneralization or stereotyping of social groups. The aim of this study was to investigate if inhibition of the ATLs via rTMS could reduce implicit prejudice towards Arab people. Forty participants were randomly allocated into 4 groups: right ATL stimulation; left ATL stimulation; control site stimulation; and sham. Participants completed an Implicit Association Test (IAT) that measured the association between Arab people and terrorism, and then underwent 15 minutes of inhibitory rTMS (1Hz) or sham stimulation. They then completed a parallel form of the IAT and a self-report questionnaire including questions about explicit prejudice. On average participants had positive scores indicating a moderate-high implicit bias to associate Arab names with terrorist attributes. Analyses revealed significant differences in scores from pre to post stimulation between the 4 groups ($F3,36=3.57$; $p=0.02$). Both left and right ATL stimulation decreased prejudice scores on the IAT significantly compared to the control stimulation and sham groups ($t=3.19$; $p=.003$). Paired t-tests confirmed that both the RATL and LATL group had significantly lower IAT scores

after stimulation (RATL: t=3.16, p=.01; LATL: t=3.42, p<.01). The sham and the control site group had no change in IAT scores post stimulation. The results of the current study demonstrated that LATL and RATL rTMS stimulation was capable of reducing prejudice scores on an IAT. The association of Arab people and terrorist is a current example of an overgeneralization being applied to a people group is the association of Arab and terrorist and is arguably a ´learned´ prejudice that may exist without any direct experience. When this concept was weakened via rTMS inhibition of the ATL, people completed the IAT with less bias and therefore produced lower prejudice scores. These findings are consistent with the view that the ATL may be one of the brain areas involved in prejudicial biases, and to conceptual processing more generally

Keywords: *repetitive transcranial magnetic stimulation (rTMS), anterior temporal lobe, stereotypes, prejudice, implicit association test*

An application of the theory of planned behaviour (TPB) to the speeding behaviour of young drivers

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Young drivers are proportionately over-represented in traffic crashes in which death and injury are reported. This fact is reported internationally and consistently over time. Driving in excess of the posted speed limit has been associated with crash involvement, and the higher the speed, the more severe the outcomes when a crash occurs. As theory based interventions have proven successful in different behavioural domains, this research used the Theory of Planned Behaviour (TPB) to produce some understanding of speeding behaviour in young drivers and to identify potential bases for interventions. Participants were vocational education students (both male and female) aged 18 to 24 years (n = 75). This research investigated the beliefs and core Theory of Planned Behaviour variables (attitude, norms and perceived behavioural control) in relation to the speeding behaviour of young drivers. Several additional variables were included in the research. These variables were moral norm, self identity as a safe driver, and a short driving style questionnaire from Deery and Love (1996). A prospective design which enquired about TPB variables up to behavioural intention and expectation at first presentation, and self reported behaviour three weeks later was used to determine the validity of the theory for speeding behaviour. Behavioural beliefs which had been determined in a prior study in a similar population were also measured. Both logistic and standard regressions were used to analyze the data. Logistic regressions revealed significant differences between those that speed and those that do not on a variety of dimensions with satisfactory overall prediction rates compared to other research in this domain. Standard regressions were used to measure expectation to speed as this variable was measured on a Likert scale. The TPB provides a suitable model upon which to base the investigation of speeding behavioural intention/expectation and self-reported behaviour in young drivers with attitude, control and moral norm producing significant increases in the accounted for the variance in intention/ expectation. Differences in the beliefs between those that do speed and those that do not speed provide information for the design of road safety media campaigns/interventions aimed at this vulnerable driving population.

Keywords: *theory of planned behaviour, driving behaviour, speeding, young drivers*

An attempt on semiotic analysis of work-motivation theories

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The paper presents an analysis of the succession of work-motivation theories which reveal a shifting pattern of underlying meanings and ideas. This pattern might be informative on the ways psychologists think about and deal with the immensely complex field of work-motivation. The analysis presented is dubbed as semiotic, as it deals with the meanings of the core concepts of the theories in question. At the same time, it might be understood, as well, as an analysis of ideological foundations of the theories

questioned (for the most part the ideologies considered are the humanistic conception, protestant ethic and man-as-a-machine approach). Through the second part of the twentieth century there arrived a number of work-motivation theories. All of them were, in due course, tested in laboratories and in the field alike, and all of them got some empirical support in the process. Through the years, though, the older theories became gradually less accepted and researched on and the attention of scientists moved to newer conceptions, even if the older ones were not disproved or falsified unequivocally. This succession of work-motivation theories shows a shifting pattern of underlying meanings and ideas. The analysis was commenced upon because of a survey results which contradicted some of the expectations of the more recent work-motivation theories. The pattern of shifting meanings and ideas in the theories of work motivation might be informative on the ways psychologists think about and deal with the immensely complex field of work-motivation. Findings concerning this pattern might be helpful in the future theoretical developments of the field. The semiotic analysis of the theories in question will help to determine, among other things, if the field of work motivation should be studied as a single area or rather as several sub-fields for anyone of which specific theories should be developed.

Keywords: *work-motivation theories, semiotic*

An evaluative synopsis of four related TEACCH-based tertiary preventive outcome studies for Autism Spectrum Disorders

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Research literature indicates that there is urgent need for more tertiary prevention studies in the field of autism worldwide. While the TEACCH approach has shown promising validity there is still a clear lack of controlled international studies. In this study, a synopsis of four TEACCH-based tertiary prevention studies for children and adults with Autism Spectrum Disorders, carried out in Germany, is presented. Study 1 describes the outcomes of a controlled single-subject social communication training study with a 7-year-old girl living in a residential home; study 2 analyzes the outcomes of a 3-year TEACCH-based intervention in a residential and vocational setting with 3 male adults; study 3 includes the outcomes of a three month follow-up, three full day education and skills parent group training study with 23 parents of 24 children; study 4 evaluates the outcomes of a home program intervention study with a 5-year old boy and his family. The outcome measures of the four studies embrace standardized questionnaires, behavioral observation instruments, and semi-structured interviews. The key results include: (a) the training of social-communicative skills in study 1 resulted in reduced challenging behaviors, enhanced alternative communication skills and improved toilet skills; social acceptance by staff was high; (b) the outcomes of study 2 on average showed a substantial reduction of behavior problems and increased social skills, and a high degree of social acceptance of the TEACCH approach by educational staff; (c) in study 3, the follow-up outcomes of the parent group training were based largely on the perspectives of parents; the training resulted in enhanced parental skills, improved parental health and higher family functioning; (d) the 2-year evaluation of the parent and child home intervention program resulted in enhanced language, communication, and social functioning and improved classroom adjustment of the child, and very positive acceptance of the training by his parents and teachers. Overall, the results suggest some further evidence for clinical and social validity of the TEACCH-approach and are largely consistent with the international literature. Cross-cultural implications for educational and health care sectors are discussed.

Keywords: *Autism Spectrum Disorder, validity, social communication training, tertiary prevention studies, TEACCH approach*

An examination of the influence of perceived job threat, job pressure and work-life balance/conflict among Australian academics

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Research evidence suggests that the psychological strain and work-home conflict increased among academia, where work pressure remains high in a changing academic environment (see for example Winefield, et al, 2008). This innovative research explores the impact of job-stress on work-life balance practices among Australian academics. Drawing on Zedeck's (1992) spill over theory, it was hypothesised that high levels of job stress (job threat stress and job pressure stress) would predict increased levels of work-life conflict, and decreased levels of work-life balance. A further aim was to examine gender differences in work-life balance practices given the limited research in this area. A sample of 139 academic staff employed in Australian universities (higher education and TAFE) participated in this study by anonymously completing an on-line a self-report questionnaire. The instrument used contained measures of work-life balance, work-life conflict and job stress (job threat stress and job pressure stress) that were rated on a five point Likert type scale. A strong, negative correlation was reported between work-life balance and both job threat stress and job pressure stress, where these were also strongly and positively correlated with work-life conflict. Multiple regression analyses demonstrated that job threat stress made the strongest unique contribution to work-life balance and work-life conflict scores, when the variance explained by job pressure stress was controlled. There were no gender differences for work-life balance or work-life conflict. In conclusion, job stress demonstrated a detrimental influence on academics' abilities to balance their personal and work lives, and contributed to increased conflict between their work and personal lives. In order to combat the increasing job stress and work-life problems amongst academics, we suggest that universities consider implementing stress management components (particularly for job threat stressors) into Human Resource Management employee work-life balance programs, and also encourage academics to make use of these initiatives.

Keywords: *work-life balance, job stress, academics*

An examination of the relationship between personality, emotional intelligence, and occupational stress: Results from UAE police

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Most employees experience stress as a normal part of their job but, some workers experience stress more than others, suggesting a role of individual difference in perceiving and dealing with occupational stress (Cimbura, 1999). In the United Arab Emirates (UAE), however, little research has been conducted regarding the validity of personality traits and emotional intelligence in predicting job stress. For instance, the level of job-related stress that police officers working at Abu Dhabi Police feel was found to be high (Tawaiha, 2004). Therefore, the aims of the present study are: (1) to explore the relationship between personality, emotional intelligence and perceived job stress among a sample of police officers; and (2) to identify coping strategies that employed by officers to manage job stress. The sample consisted of 310 officers working at Abu Dhabi Police. Personality was measured using the Arabic version of NEO-FFI (Costa and McCrae, 1992). Emotional intelligence was measured by the Arabic version of Self-Report Emotional Intelligence Test (Schutte et al, 1998). Occupational stress was measured by perceived stress scale (Cohen et al, 1983), and the Brief Cope scale developed by Carver (1997) was used to assess participants' coping style. Results show that Conscientiousness, Neuroticism, Extraversion, and emotional intelligence were all significantly correlated with perceived job stress. Data from regression analysis revealed that three variables namely Neuroticism (b=.401, p< .01), emotional intelligence (b=-.266, p < .01), and Conscientiousness (b= -.143, p< .05) predicted perceived job stress, and together explained 33% of its variance. Regarding coping strategies, results demonstrate that the most frequently used strategies were turning to religion and instrumental social support. On the contrary, substance use was found to be the less used strategy among the sample. Moreover, conscientiousness, extraversion, and emotional intelligence show significant positive correlations

with adaptive coping strategies (e.g., planning, active coping, emotional social support) and significant negative associations with maladaptive coping strategies (e.g., self-blame, substance use, behavioral disengagement). In contrast, Neuroticism correlated negatively with adaptive coping strategies and positively with maladaptive coping strategies. The implications of these findings for practice and future research will be discussed.

Keywords: *personality, emotional intelligence, occupational stress, coping strategies*

An examination of the relationships between elements of the psychological contract (i.e., type and fulfilment), careerism and employee turnover intentions

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To date, existing research on the psychological contract has predominantly focused on contract breach rather than examining its contents. The mechanisms through which the psychological contract affects employee retention attitudes and behaviour are also not well understood. Therefore the present study aims to investigate the relationships between elements of the psychological contract (i.e., contract type and fulfillment) and an employee's intention to leave (ITL) their current organisation, and to explore the role of careerism as a mediating and moderating variable. 202 Allied Health Professionals completed a questionnaire containing measures of the psychological contract, careerism and turnover intentions. As expected, correlational analyses revealed that ITL is positively related to transactional obligations and negatively related to relational obligations and employer balanced obligations. A strong positive association between contract fulfillment and ITL was also found. As predicted, path analyses conducted via Structural Equation Modelling demonstrated that careerism partially mediates the relationship between psychological contract types and ITL. These findings suggest that employees with transactional contracts are more careerist, resulting in higher ITL, while employees with relational contracts are less careerist, resulting in lower ITL. Contrary to expectation, Multiple Linear Regression analyses revealed that careerism failed to moderate the relationship between perceived contract fulfillment and ITL. The results were consistent with the proposition that psychological contract type and fulfillment predict employee turnover intentions. Moreover, it appears that careerism is important in shaping the contract type-ITL relationship. Organisational awareness and understanding of employee psychological contracts and career motives is needed.

Keywords: *psychological contract, contract type, fulfillment, careerism, employee turnover intentions*

An examination of the role of efficacy in intention to mitigate climate change: Self-efficacy, response efficacy, collective efficacy and collective response efficacy

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The nature of climate change (CC) dictates that it can only be solved through the collective action of millions of people. Surprisingly, few studies have examined the role of efficacy beliefs in predicting intention to act to mitigate climate change (CC intention). Drawing on Bandura's efficacy theory, this study conceptualized efficacy as consisting of four separate constructs (self-efficacy, personal response efficacy, collective efficacy, and collective response efficacy) and tested the role of efficacy beliefs (along with personal norms) in predicting CC intention. The present study used Stern's Value-Belief-Norm theory as a framework and hypothesized that beliefs (in this case efficacy beliefs) would lead to CC intention via their effect on personal norms (feelings of moral obligation to mitigate CC). Participants were 461 students at a Northwestern University in the United States. Participants completed measures of personal norms, efficacy beliefs, and a CC intention scale that tapped dimensions related to travel behaviors and household energy use. Structural regression modeling was used to evaluate the model. The final model provided an excellent fit to the data. Personal norms partially mediated the relationships between self-efficacy

and CC intention and response efficacy and CC intention, and fully mediated the relationships between collective efficacy and CC intention and collective response efficacy and CC intention. Personal norms had the largest total effect on CC intention, followed by personal response efficacy, self-efficacy, collective response efficacy, and collective efficacy (whose effect was negative). Overall, the model explained 33% of the variance in personal norms and 36% of the variance in CC intention. As hypothesized, increases in efficacy beliefs (except for collective efficacy) resulted in increased personal norms and CC intention. The results underline the importance of assessing efficacy beliefs when predicting CC-related behaviors and suggest that researchers using Stern's Value-Belief-Norm theory may benefit from incorporating efficacy beliefs in their research. This study also has implications for those who design behavior change campaigns and suggests that bolstering people's efficacy beliefs may be an effective strategy.

Keywords: *climate change, efficacy*

An individual approach to work-life balance: Support for the big 5 predicting individual work-family coping through structural equation modelling

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Balancing work and other responsibilities is a common concern among most adults, yet research has suggested this experience varies across individuals. Personality has been shown to influence different work-family outcomes; however the means by which individuals manage life roles is unclear. Preliminary research by the authors has evidenced that Big 5 personality traits (i.e., neuroticism, extroversion, openness to experience, agreeableness and conscientiousness) predict use of work-family coping strategies (e.g., active role management, partner support, tension reduction, cognitive restructuring, friend and relative support, workplace support, and reducing personal role demands). The present study aims to validate these results through Structural Equation Modelling (SEM). Of interest was whether the 5-factor personality model would be supported through Confirmatory Factor Analysis (CFA), as previous CFA analyses have failed to support the a priori structure. A convenience sample (N = 327) was used to confirm the 5-factor personality (NEO-FFI) and the 7-factor coping (Individual Work-family Coping Questionnaire) models through CFA, and test the influence of the Big 5 on work-family coping through SEM. An independent sample of 725 employees from a public service agency was used to validate the structural model. CFA produced revised models of 5-factor personality and 5-factor coping (reducing personal role demands and workplace support were deleted); these comprised the structural model. However through SEM, the neuroticism and openness to experience traits did not explain the use of work-family coping strategies, therefore were eliminated. Conscientiousness predicted use of active role management. Agreeableness predicted use of tension reduction, while extroversion predicted use of partner support, cognitive restructuring, and friend and relative support. The structural model was supported in the independent sample. Results suggest that strategies to facilitate work-life balance among employees should be diverse in recognition of dispositional factors. Implications for organisations include developing a suite of strategies targeted to the individual level, and for managers to gain an understanding of individual employee preferences. Revised models based on Big 5 Personality and Individual Work-family Coping fit for SEM were produced, however, the significant reduction in items and low numbers of items measuring factors are of concern and prompt suggestions for future research.

Keywords: *work-life balance, big five model of personality, work-family coping strategies, Structural equation modeling, individual approach*

An integrated model of health services and employment placement: An empirical evaluation

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The use of an integrated model for the delivery of employment services to clients, whereby evidence based health and psychological interventions, with theoretical bases in cognitive and behavioral therapeutic and brief therapeutic traditions, are provided to overcome severe psycho-social barriers to employment, are not commonly used. This organization is one of the few commercial enterprises to develop and use such a model. It is a model favored currently by government and increasingly other practitioners are beginning to copy it. However, at present, little has been done to evaluate its efficacy. This paper presents data in support of such an evaluation. The aim is to establish the relationship between the data collected by psychological staff who assess the health and psychological condition of applicants and who employ psychological interventions to overcome barriers to successful employment and the nature and duration of the employment placement of that client by employment service officers subsequent to the interventions. The design is a large scale cross-sectional analysis of a sample of job seekers across the entire country of Australia, ensuring a representative sample of clients who have significant barriers to employment, barriers which stem from histories of mental illness, physical and sexual abuse and drug and alcohol use. Psychologists systematically gather General Health Questionnaire (GHQ-12) and Depression Anxiety and Stress Scale (DASS) data over the course of three sessions with clients. Change scores on these variables, reflecting the impact of psychological interventions in the sessions, are related to measures of the employment of the client after the release of the client to employment consultants (EC). Measures of work capacity, including full versus part time status, salary level, nature of job, nature of employer and duration of employment are collected. These data are routinely collected over several months in the organization's offices, situated in over 80 offices across Australia. Data collection, using 100 psychologists in their regular duties has commenced. The analysis of the data will comprise multivariate analysis of the relationships between the psychological test data and the employment outcome, examining the impact of prior condition and degree of change duration the psychological interventions. Sample size will enable estimation of the impact of the interventions upon outcomes and will also enable the identification of any significant psychological barriers that continue to preclude successful employment outcome, by examination of sub-groups of clients within the sample. The evaluation of the data will demonstrate, with a large representative sample of job seekers in Australia, the efficacy of a theoretically driven integrated model in enabling successful job placement and will also enable the identification of further barriers to employment.

Keywords: *employment services, efficacy, psychological interventions, employment, job seekers*

An intergroup and intragroup approach to workplace bullying: Patterns of bullying from ingroup versus outgroup sources

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Bullying in the workplace is a prevalent and pervasive behaviour that affects health, well-being, and performance. Research has predominantly examined individual and organisational factors that promote bullying in the workplace, despite evidence that bullying is frequently an intergroup phenomenon, occurring between members of different groups or levels, and is also normative in certain professions and organisations. As such, this study introduces an innovative theoretical framework that explains workplace bullying as a function of social identity processes. To support this approach, this study examined patterns of relationships between types of bullying, sources of bullying from higher, lower or equal level employees, level of employees, and employment status (full-time/part-time). A sample of 179 nurses from a large hospital in Victoria completed a questionnaire. Patterns of relationships emerged between types and sources of bullying, which suggested that relationships between and within groups may underlie types of bullying behaviours. Specifically, it was found that derogation (e.g. criticism, threats and intimidation) is a predominantly aggressive intergroup behaviour

used by higher levels towards lower levels to maintain intergroup distinctions. Additionally, it was found that social exclusion (e.g., being ignored/left alone socially, insulted or offended) is predominantly used by bullies either as an intragroup behavior in order to ostracise deviating ingroup members and maintain ingroup member conformity and homogeneity, or as an intergroup behavior which is used by members of higher level groups toward those in lower level groups to maintain intergroup distinctions and emphasise lower group members' relative lack of power in the workplace. Work-related bullying (i.e., misuse of power) emerged as an intergroup behaviour that could either be used by higher levels to separate their group from lower level groups, or to highlight 'superior' characteristics of the ingroup. These patterns of relationships between types and sources of workplace bullying support an intergroup and intragroup approach to workplace bullying. It was concluded that, compared to individual and contextual explanations, the social identity approach to workplace bullying best explains why the type of workplace bullying appears to differ depending on whether it occurs from a higher level group, lower level group, or from a member of the same group. Further research on this approach is needed, across industries and professions, and interactions between individual, contextual, and group-related factors predicting workplace bullying should also be explored.

Keywords: *intergroup and intragroup approach, workplace bullying, social identity, bullying, aggressive behaviour*

An investigation into stress-induced analgesia and pain during self-harm

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All existing stress theories propose stressor-strain effects, but several authors suggested that reversed effects of strain on stressors might also explain their empirical relation. We propose that both effects exist, but they rest on different mechanisms that require different amounts of time. Reversed effects of strains on stressors should involve changes in job tasks, which are frequently caused by job changes: Employees under strain either drift towards high stress jobs (drift hypothesis), or employees are attracted by low strain jobs (refuge hypothesis). Such drifts/flights take some time to happen. On the other hand, we propose effects of stressors on strain to require less time. Overall, we propose reversed effects to dominate in long term panel studies, whereas stressor-strain effects should dominate in short term panel studies. Hypotheses were tested by meta-analyses of existing panel studies (*k*= 68–93; *n*= 25.985–39.882). Population correlations for 2-Variable 2-Wave matrices were estimated using the Raju et al. (1992) validity generalization approach, and then further analyzed using structural equation modeling. Simultaneous meta-analyses of all studies did not provide evidence for causal effects in either direction. With length of time lag as a moderator, however, hypotheses were confirmed. Long-term (> 1 year) studies showed evidence for reversed causation (refuge hypothesis), whereas short-term panel studies yielded evidence for effects of stressors on strains. Despite the weak effects discovered, we conclude that stressors impact on strains. Panel studies covering much shorter time intervals are necessary to provide stronger evidence. When reversed causation hypotheses are tested, long time intervals are necessary. Finally, we conclude that results from cross-sectional studies are unlikely to yield inflated stressor-strain effects due to reversed causation. The reason is that our results support the refuge hypothesis of reversed causation, and the refuge process reduces rather than increases strain-stressor correlations.

Keywords: *stressors, job changes, job satisfaction*

An investigation of delusion-like beliefs in anorexia nervosa

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Anorexia Nervosa (AN) is a disorder characterized by irrational beliefs about body weight and shape. While these cognitive

features play a significant role in the formation and maintenance of the disorder, little is known about their phenomenological characteristics, and whether such beliefs could be characterized as delusional. The current research aims to investigate the similarities and differences between unusual and body-related beliefs in individuals with AN, beliefs of body image dissatisfaction in healthy controls, and delusional beliefs in schizophrenia. Participants completed the Brown Assessment of Beliefs Scale (BABS), and the Psychotic Symptom Rating Scale (PSYRATS-Delusions) in relation to a dominant belief regarding body weight/shape (AN sample and healthy controls) or a current delusion (schizophrenia sample). All groups completed the Peters Delusions Inventory (PDI) to assess a wide range of delusion-like beliefs. The AN sample endorsed higher levels of preoccupation and distress in relation to their dominant belief (PSYRATS), but were comparable to the schizophrenia sample on belief conviction and the degree of life disruption experienced. The BABS found the AN sample to have better insight into their belief than the schizophrenia sample. On the PDI, the AN sample endorsed a greater number of unusual beliefs than healthy controls, but fewer than the schizophrenia sample, and displayed greater distress and preoccupation for these beliefs than the other groups. The body-related beliefs of the AN sample displayed phenomenological similarities to delusions in schizophrenia. High degrees of distress and preoccupation in the AN sample were the major points of difference, which might be accounted for by better illness insight in this group.

Keywords: *anorexia nervosa, delusional beliefs, body image, schizophrenia*

An investigation of Lebanese students' reactions, cognitive processing, and quest for meaning following the 2006 war in Lebanon

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The overarching aim of this study is to account for negative and positive outcomes of traumatic events in a Lebanese student sample by investigating: the role of distress and posttraumatic growth as co-existing mechanisms; the interplay of key variables in the model of posttraumatic growth and cognitive processing as put forward by Tedeschi and Calhoun (1995; 2004) and Janoff-Bulman (1989; 2004); the role of rumination in response to traumatic events; and the validity of posttraumatic growth reports and their potentially illusory nature. 295 students from four universities based in Lebanon participated in the study. Students completed self-report questionnaires relating to their direct and indirect exposure to the 2006 Lebanon war which lasted for 33 days. Measures consisted of self-report measures of positive and negative outcomes including posttraumatic growth, changes in outlook, and distress; cognitive processing measures including measures of intrusion, rumination, and reflection; and measures of mood and social desirability accounting for covariate variables. Good reliability results supported the use of Western-based measures in a Lebanese student sample. In relation to the first two aims, findings provided support for the co-existence of growth and distress suggesting a catalytic role of distress in initiating growth; and for the validity of the use of Tedeschi and Calhoun's growth model in a Lebanese context. A refinement of the construct of rumination, as set in the third aim, was put forward through factor analyses and the role of intentional rumination as a mediating variable was established as a determining factor in the relationship between posttraumatic growth and trauma exposure. Findings were consistent with the theoretical models by Tedeschi and Calhoun and Janoff-Bulman and supported the key role played by cognitive processing and active meaning-seeking attempts in finding potential growth following traumatic events. Additional findings contributed to data on the validity of growth as set in the fourth aim, and showed mixed findings pointing to a potentially illusory, as well as a potentially veridical, account of growth. Results suggest that while distress may still remain, active cognitive attempts to grapple with the meaning of traumatic events may lead to posttraumatic growth.

Keywords: *cognitive processing, traumatic events, distress, posttraumatic growth, Lebanese students*

An investigation of the factors predicting organizational identification in new staff

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In the first few months of their employment, what makes one employee want to stay, and another to resign? Researchers have argued that once an individual is identified with a social group, and self-categorized as a group member, they will be committed to their group. This is obviously desirable within organizations. Yet, we are still unclear on the process through which individuals become identified with their new organization or work team, and which level of identification is important in predicting turnover. Guided by insights from social, organizational, cognitive and development psychology, this study investigated (a) the factors which predicted identification with both the work team and the organization, and (b) the relationship between both levels of identification and turnover intentions. 569 new staff who had been employed at a large, public-sector organization for less than 6 months completed a questionnaire about their experiences. Based on a model of identity integration (Amiot et la, 2007), the questionnaire measured social factors (e.g., social support), individual perceptions (e.g., identity conflict, procedural justice) and organizational outcomes such as turnover intentions, and subcomponents of identification at both the team and organizational level. Preliminary structural equation modeling (SEM) analyses on the subcomponents of identification revealed that group-level satisfaction negatively predicted turnover intentions at both the team and organizational level. Subsequent SEM analyses demonstrated that social support by team members and the team leader predicted greater satisfaction with both the organization and the team, but to different degrees. Perceptions of procedural justice also positively predicted organizational satisfaction, but not team satisfaction. Experience of identity conflict in new employees negatively predicted both organizational and team satisfaction and was directly positively related to turnover intentions. It is concluded that both support by colleagues, and perceptions of procedural justice at work, combined to socialize newcomers both within their work team and the organization. Significantly, both levels of identification were independently important in predicting turnover intentions. The multi-level facilitators and inhibitors of the identification process are discussed, alongside the implications for social-psychological theory of the development of identification and its impact on workplace turnover.

Keywords: *organisational identity, group membership, staff turnover, procedural justice*

An observational survey of driver distraction in Austria

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The main aim of the present study was to identify the proportion of Austrian drivers who were engaged in secondary tasks while driving. The study also investigated the types of distracting behaviours along with demographic differences. Road side observations were used to collect the data at ten randomly selected sites in Salzburg. All ten sites were observed twice, resulting in 20 hours of data collection. In total 10,767 drivers were observed, with 91.3% of them driving only, while 8.7% were also engaged in a secondary task. The most commonly observed secondary tasks were using a handheld mobile phone and smoking. There were also demographic differences, with younger drivers being more likely to engage in a secondary task than older drivers. In addition younger drivers were more likely to use a mobile phone while driving. Drivers were also more likely to be eating and drinking while driving in the morning and on main roads (cf residential roads). Finally, drivers were also more likely to be distracted on a Monday. A relatively large proportion of the observed drivers were engaged in secondary tasks while driving, which is concerning. Furthermore, many of the results support previous research findings using different methods of data collection. This indicates that road side observation can be a useful technique for collecting data on driver distractions.

Keywords: *drivers, distracting behaviours, demographic differences, secondary task, road side observation*

Antecedents and outcomes of idiosyncratic deals: Including deals that never happened

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Idiosyncratic deals (i-deals) are personalized arrangements of a non-standard nature, negotiated between individual employees and their employer. Special arrangements are frequently sought out to customize conditions of work and employment, thus increasing fit with personal needs, preferences, and aspirations. I-deals are authorized by employer agents (e.g., managers, supervisors), possessing legitimate power to grant the resources bargained for. The present study examines differential antecedents and outcomes of two previously distinguished forms of i-deals: a) special flexibility in working times (flexibility i-deals), and b) customized professional development opportunities (development i-deals). Survey data were collected from 159 medical doctors in two German hospitals. Using a refined version of a previously validated scale, participants rated the extent to which they had successfully negotiated special conditions (i-deals). Alternatively, they could indicate that they had not tried to negotiate for the respective content (not asked for) or were turned down (denied i-deals). Antecedents refer to characteristics of the: a) individual (e.g., gender, age), b) job (e.g., interdependence, position), c) leadership situation (e.g., LMX), and d) organization (e.g., perceived transparency). Examined outcomes are a) work-family conflict, b) work engagement, and c) career satisfaction. Structural equation modeling was used to test hypotheses on the differential antecedents and outcomes of the two types of i-deals. Hierarchical position and LMX were the best predictors for both forms of i-deals. Organizational transparency limited the use of development i-deals, whereas flexibility i-deals were restricted by job interdependence. As expected, flexibility i-deals related negatively to work-family conflict, whereas development i-deals showed positive associations with both work engagement and career satisfaction, but also appeared to increase the risk of work-family conflicts. Denied developmental opportunities related negatively to work engagement, whereas denied time arrangements aggravated work-family conflict. Results highlight the individual and organizational benefits of customized development opportunities as well as tensions regarding work-life balance. Flexibility i-deals by themselves seem neither beneficial nor detrimental for employee engagement. Findings also call attention to the potential costs of the "deals that did not happen". We conclude that the negative side-effects of discouraging or denying desired i-deals may be substantial and have not received sufficient attention.

Keywords: *idiosyncratic deals, flexibility, professional development, career satisfaction, work-family conflict*

Antecedents, correlates and consequences of entrepreneurs' risk taking

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The present study is the fourth in a series of studies on the risk taking propensity of entrepreneurs, a topic that generated great controversy in the literature. It aimed to test three hypotheses. Firstly, entrepreneurs' risk taking is correlated with psychological antecedents including: entrepreneurial traits (e.g. love of challenge) but not managerial traits (e.g. love of management); regulatory focus of promotion but not of prevention; secure attachment but not insecure attachment (avoidant and anxious ambivalent); openness to experiences, Inventor Type (perceiving and intuition) and Investigative vocational type. Secondly, entrepreneurs' risk taking is correlated with the risk related aspects of the new venture: Novelty and Technological uncertainty. Thirdly, entrepreneurs' risk taking is correlated with certain dimensions of ventures' success: including meeting business goals and creating new technological and market opportunities. 88 Israeli entrepreneurs and 77 new ventures participated in the study. All ventures were in their early stages and mainly High Tech. The

ventures were chosen randomly by students who were collecting data for their final project in college and as such can be seen as representative. A self report questionnaire that included three parts: (a) provided information about the new venture, including the novelty and technological uncertainty; (b) assessed seven features of the entrepreneurs' personality and (c) assessed the ventures' success. The results provided strong support for all three hypotheses. The findings indicate that risk-taking is a major entrepreneurial characteristic that differentiates entrepreneurs from managers. They findings contradict studies that argue that entrepreneurs are risk avoidant or that risk-taking propensity is not be one of their distinguishing traits.

Keywords: *entrepreneurship, risk taking, antecedents*

Anticipatory cognitions and innovation performance: The value of contextual fit

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An improved understanding of the mental processes from which innovation emerges may help individuals to successfully innovate (Bledow, Frese, Anderson, Erez, & Farr, 2009). Towards this goal, the present study focuses on two forms of task-related cognitions which we hypothesize play a key role for innovation performance: anticipation of success and anticipation of barriers. Task-related anticipatory cognitions imply an intense mental engagement with one´s work task. Based on self-regulation theories, we argue that both anticipation of success and anticipation of barriers have important and distinct functions for motivation and performance (Higgins, 1997; Kuhl, 2000; Oettingen, Mayer, Thorpe, Janetzke, & Lorenz, 2005). The relative importance of these two forms of cognitions depends on the work context. If there is contextual fit between cognitions and the demands of the work context, we expect that performance is highest (e.g., Higgins, 2005). If personal initiative is demanded by the work context, anticipation of success is related to performance, whereas anticipation of barriers is related to performance if the work context demands close adherence to rules and guidelines. Hypotheses were tested with a sample of 110 employees of 48 R&D project teams. Team members provided self-ratings on success and barrier anticipations and evaluated the demands of the work context. Project leaders assessed performance of each team member. Due to the nested nature of the data, hierarchical linear modelling was used to test hypotheses. In line with the hypotheses, barrier anticipations ($\gamma 10 = 0.17$, $p < .05$) and success anticipations ($\gamma 10 = 0.11$, $p < .10$) were positively related to performance. Furthermore, barrier and success anticipations interacted with the demands of the work context supporting the contextual fit hypothesis. The study provides support for propositions derived from self-regulation theories: anticipation of success and anticipation of barriers have important and distinct self-regulatory functions. Moreover, their relative importance depends on the demands of the work context. Due to the cross-sectional design and the partly marginally significant findings unequivocal practical implications on stimulating success or barrier anticipations require further research. Finding the right balance between success and barrier cognitions for a given context appears to be of primary importance. We argue that this line of research has the potential to be of significant applied value because success and barrier anticipations can be influenced by self-regulation and leadership to promote success at innovating.

Keywords: *innovation, anticipatory cognitions, success, barriers, contextual fit*

Applicability of learner driver research to learner motorcyclists

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Learner driver research has identified a large range of psychological factors which contribute to the over-involvement of novice drivers in crashes. These include a range of factors related to the youthfulness of learner drivers (e.g. susceptibility to peer influences, higher propensity for risk taking) as well as factors related to inexperience (e.g. restricted ability to

divide attention between different tasks, poorer hazard perception). These research findings have informed changes in the graduated driver licensing systems in many countries which have often been paralleled in changes to motorcycle licensing. This paper compares the characteristics of learner drivers and motorcyclists and examines the applicability of the findings of learner driver research to learner motorcyclists in order to provide guidance for improving learner motorcyclist safety. The review of the international literature examined academic journal publications, industry specific training documentation, government and non government documentation relevant to motorcycle licensing. Crash data analyses were also examined. A number of differences were identified. Learner motorcyclists are not protected from the risks of the on-road environment to the same extent as learner car drivers. They are far less likely to receive immediate feedback and instruction from a supervising rider in order to avoid risky situations or address technical deficiencies (e.g. braking). Such differences in supervision between car drivers and motorcyclists are reflected in crash statistics during the learner phase, where learner drivers are relatively safe, but learner motorcyclists are not. Many of the factors associated with youthfulness are less relevant because most learner motorcyclists in developed countries are aged over 25. Despite the differences, many factors related to inexperience are common to learner car drivers and motorcyclists. The potential for training to contribute to overconfidence, optimism bias and the problem of risk taking are all relevant for learner motorcyclists. The lack of robust evaluations of measures to improve the safety of learner motorcyclists prevents firm conclusions being drawn, but the differences in the nature of motorcycling and in those attracted to it, compared to car driving, need to be considered in developing measures to improve the safety of learner (and all) motorcyclists.

Keywords: *learner drivers, motorcycle, safety, risk taking*

Applying self-determination theory to the development of burnout in humanitarian health workers

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The aim of the present study was to examine the effects of motivation on the development of burnout or experience of vitality in humanitarian health workers. It was expected that the Self Determination Theory (SDT) motivations of introjection and identification would have differential effects on burnout or vitality. Introjected motivation would be positively related to burnout and negatively related to vitality, while identified motivation would be positively related to vitality and negatively related to burnout. The passion for activities construct was hypothesized as mediating the role in these relationships. An online quantitative questionnaire assessed motivation and the experience of burnout and vitality in a sample of 82 humanitarian health workers, of different nationalities, working for different humanitarian organizations. The sample derived from individuals working in different humanitarian situations around the world. Path analyses revealed neither introjected nor identified motivation were significantly related to vitality, but both had direct effects on burnout, albeit in the opposite direction to that hypothesized and observed in previous SDT research. Additional path analyses showed the passion for activities construct played a mediational role between motivation and the three aspects of burnout. Obsessive passion mediated the path between identified motivation and emotional exhaustion and depersonalisation. Harmonious passion mediated the path between identified motivation and diminished personal accomplishment and depersonalisation. Results imply motivation is related to the development of burnout in humanitarian health workers. The mediational role of the passion for activities construct determines which aspect of burnout is more prevalent with regard to a specific motivation type. The findings are applicable to humanitarian organizations seeking ways to enhance employee motivation, and design and implement burnout prevention programs.

Keywords: *burnout, humanitarian health workers, self determination theory*

Applying social cognitive understanding to peer relations in school: Issues for children with deafness, autism and typical development

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An important problem for applied developmental, educational and counseling psychologists concerns children's popularity, friendships and peer relations in school and how problems in these areas can be overcome. Theory and past research suggest that peer problems are sometimes related to delayed social-cognitive development of a "theory of mind" (ToM: awareness that beliefs, both true and false, shape people's behavior). Children with deafness or autism are often unusually slow to develop ToM. This study aims to see how such cognitive delays may relate to their friendships, peer popularity and social skill in school. 80 children aged 6 to 12 years (20 each with deafness, autism, Asperger syndrome (AS) and typical development) took part. Batteries of standard ToM tests other measures of social cognition were individually administered and teachers rated children's peer popularity, social behaviour, social maturity and group relations skill using well-validated published instruments. The typically developing primary-school children outperformed their age-peers with deafness and autism on the social-cognitive ToM tests as well as on most of the behavioural social measures. Furthermore deaf children outperformed those with autism on most social maturity and social skills measures, despite scoring equally on ToM. Conversely, those with AS scored as highly as typical developers on ToM but as poorly as those with autism in popularity and social skills. ToM scores were not closely related to social skills measures in this sample, in contrast to some previous research. As well as raising interesting theoretical questions about the developmental underpinnings of peer social relations and cognitive awareness of others' minds in the context of atypical development, these findings also raise important applied questions about how to intervene therapeutically to boost children's everyday peer communication and social interaction skills. Explanations for the relative independence of social relations versus cognitive understanding of ToM for children with autism and AS will be considered and implications of the findings for applied intervention to assist children with delayed ToM development will be discussed.

Keywords: *children, deafness, autism, theory of mind*

Are employability dimensions related to the quality of university graduates' job insertion?

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Employability has been one of the main goals to be achieved with the creation of the European Higher Education Area (EHEA) from the very start. The underlying assumption is that employability enhances the quality of university graduates' job insertion. However, this assumption still has to be tested. Therefore, the aim of this study was to ascertain whether employability dimensions were related to a number of indicators of the quality of university graduates' job insertion. Employability was conceptualized according to the psychosocial model proposed by Fugate, Kinicki and Ashforth (2004), which comprises three different dimensions: human and social capital, career identity and personal adaptability. The quality of job insertion was measured by means of the following criteria: job qualification fit, job-university degree relatedness, occupational status, pay and general job satisfaction. The study's general hypothesis was that employability dimensions are positively related to the quality of job insertion because they enable people to find better jobs. The study sample was composed of 6640 Spanish young graduates from different fields of study. Hierarchical multiple regression analysis was used to investigate the hypothesized relationships. After controlling for some demographic variables (gender, social class and years after graduation), results confirmed the positive relationship between employability and the quality of university graduates' job insertion. However, differential results were found depending on the job quality indicator. The three employability dimensions were

significantly related to job qualification fit, job-degree relatedness and occupational status. Only human capital and personal adaptability (generalized self-efficacy) were related to pay and job satisfaction. Taken into account these results, employability seems to be a multidimensional construct and a new key predictor of the quality of university graduates job insertion. Therefore, results have theoretical and practical implications in the context of the new labour relationships.

Keywords: *employability, university graduates, job insertion, job satisfaction*

Are the determinants of the maintenance of hard-to-change behaviours fundamentally different to those that determine trying: Findings from smoking cessation

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Quitting smoking is a difficult task. The vast majority of cessation attempts end in failure, even when accompanied by the best available help. This paper reviews evidence that the factors that predict the making of quit attempts are quite different to those that predict the success of attempts, once initiated. The evidence reviewed includes currently unpublished data on wave-to-wave prediction of quitting attempts and success from the International Tobacco Control (ITC) surveys that follow cohorts of smokers in a range of different countries. Motivational variables, such as outcome expectancies and explicit reports of how much they want to, strongly predict making attempts. However, when assessed at pre-quitting, these variables are typically not predictive at all and, at times, can be negative predictors of success in countries with long histories of anti-smoking activity. This does not seem to apply in countries that have only recently discouraged smoking, suggesting a hard-core of smokers who have little or no volitional control over success, beyond trying. An attempt is made to develop a new theoretical framework based on the differing roles of expectancies and experiences in the determination of various phases of behaviour change. It is argued that such models are required for understanding the maintenance of behaviour changes that people find difficult to maintain and thus that these models may be useful in areas beyond changing addictive habits.

Keywords: *smoking, cessation attempts, success, Motivational variables, behaviour change*

Assessee profiles, assessors' judgment policy and construct validity in assessment centers

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The present study aimed to integrate the two aforementioned research streams by imposing structure on simulation tasks and experimentally manipulating both dimension ratings and assessee-related factors to more completely understand the design and validity of assessment centers. The second primary purpose was to focus on the way in which assessors use available information to form judgments of candidates. Risky-choice and time-pressure task designs were used. Fifty assessors evaluated 10 hypothetical candidates for a high level managerial position in a software company whose dimensional ratings were experimentally manipulated. We analyzed our data by performing multivariate generalizability analyses. Multivariate generalizability analyses indicated that construct validity evidence was established for only some assessee profiles. The results also showed that each of assessee profiles by task situations, assessee profiles by dimensions, and assessee profiles by assessors' interaction effects contributes large proportion of variance in assessment ratings. The results revealed substantial relationship between dimensions and task situations in assessors' ratings. A dimension's salience may vary as a function of a particular assessee's profile because certain actions or features of an assessee often stood out thereby affecting inferences. Assessors probably tended to notice that some pairs of dimensions were highly related in a particular situation but that other pairs of dimensions were not. The practical implications and future directions for research were also discussed.

Keywords: *assessment centers, validity, judgement, assessee profiles*

Assessing a measure of driving anxiety

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The present study investigated the psychometric properties of the Driving and Riding Avoidance Scale (DRAS) to investigate its applicability to samples other than crash survivors. The participants were undergraduate university students completed the DRAS, along with a number of demographic and descriptive questions (e.g. age, gender, accidents), in class. All participants were drivers and had a current licence. Two months later the same group of participants were again asked to complete the DRAS. Of the 301 participants who completed the first questionnaire, 219 also completed the DRAS a second time. Internal consistency for the DRAS was 0.89 and temporal stability over the two month period was 0.71. In addition, the factor structure of the DRAS supported the use of some subscales but not others in this nonclinical sample. Furthermore, while some narratives provide by participants indicated that their driving avoidance was related to driving anxiety, others gave more practical reasons for avoiding driving. Therefore, although the DRAS had strong internal consistency and temporal stability there are substantial questions regarding what the scale is actually measuring. In addition to avoidance which is due to driving anxiety, some items may be rated highly for practical reasons, such as the increasing cost of fuel. Suggestions for improving the scale are also discussed.

Keywords: *psychometric properties, Driving and Riding Avoidance Scale, internal consistency, temporal stability, driving avoidance*

Assessing positive irrational beliefs

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The aim of the current study was to create a measure for directly assessing different types of positive irrational beliefs in an attempt to overcome the theoretical shortcomings of previously used inferential assessments of such beliefs. In line with Taylor and Brown's (1988) theoretical division of positive illusions into three distinct areas, a list of questions to directly assess such beliefs was developed. In two separate studies, these items were utilised and factor analyses were conducted to determine whether they represented separate constructs. Furthermore, in the second study, a set of indirect items representing those used in the literature was also created. The responses to both the direct and indirect assessment of positive irrational beliefs were then compared. It was found in both studies that the items directly assessing positive irrational beliefs could be divided into four separate types. The grouping of such results across both studies was largely identical. The four types of beliefs were categorized as self enhancing beliefs, beliefs rejecting imperfection about oneself, irrational beliefs of control and irrationally optimistic beliefs. Together, these beliefs contributed to a super-ordinate factor. In the second study, the items indirectly assessing such positive irrational beliefs were found to relate to a single construct, however, and the relationship between the two sets of items was weak-moderate. It is concluded that future research can be enhanced by distinguishing between different forms of positive irrational beliefs. Adding to this, it appears that direct assessments of positive irrational beliefs may have a greater utility for identifying the presence of such beliefs than indirect or inferential assessments.

Keywords: *positive irrational beliefs, assessment*

Assessing school readiness using multi mode assessment system

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Children readiness to start formal schooling has been a primary concern for parents and educators as well as researchers and policy makers. Given the multidimensionality of the construct, the use of a multi mode standardized measure is warranted. This paper reports the results of a two-stage study to design and develop a standardized assessment to assess children's school readiness. In the first stage of the study, a survey questionnaire derived from

the five domain of school readiness identified by the National Educational Goal Panel (NEGP) was developed and distributed to 63 experienced elementary school teachers in Bandung to inquire the typicality of each of the indicators. The teachers came from 46 public and private schools randomly sampled from all elementary schools in the city of Bandung. Based on the results of this first stage of the study, in the second stage of the study a multi mode paper and pencil based assessment consisting of 15 different instruments grouped into three assessment formats: tests, observational checklist for teachers, and a standardized playing activity were developed. The system was field tested to 63 pupils attending 4 kindergarten in Bandung sampled using a multi stage random sampling procedure. Item and Test analyses were performed using the perspective of Classical Test Theory. After analysis and revision, the system was used to assess school readiness of 69 children attending kindergarten in the city of Bandung. Out of the 141 indicators of school readiness, 105 indicators were retained to be used in the second stage of the study. The results confirmed the 5 domain of school readiness: health and physical development, social and emotional development, approaches to learning, language development and communication, and cognition and general knowledge. Overall, the system has an acceptable reliability (Alpha = 0.79). The observation checklist has the highest internal consistency (Alpha = 0.82). The results of the assessment correlate highly with the observation of the teachers. The School Readiness Assessment System has acceptable psychometric properties. The concurrent validity evidence was also encouraging for the use of the system to assess school readiness.

Keywords: *school readiness, multidimensionality, multi mode assessment system, standardized assessment, children*

Assessing stigma among psychiatric patients in Singapore – Psychometric evaluation of King's Stigma Scale

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Previous research has documented individuals with mental illness internalized the negative attitudes held by the public, which may have detrimental effects on their psychological well-being and social life. This study aimed to assess the psychometric properties of the Stigma Scale developed by King et al. (2007) in order to understand stigma in Chinese communities in Singapore. It also investigated whether the stigma level varied among individuals with bipolar disorder, major depressive disorder (MDD) and schizophrenia. 110 service users of a hospital in Singapore with bipolar disorder, major depressive disorder or schizophrenia were recruited. An exploratory factor analysis was conducted with the King's Stigma Scale to understand its factor structure. Concurrent validity of the scale was examined by its correlations with scores of the Rosenberg Self-esteem Scale and General Health Questionnaire (GHQ-12). Reliability was assessed using Cronbach's α and a subgroup of participants completed the questionnaire twice, two weeks apart. ANOVAs were conducted to compare the overall stigma level among the three groups of psychiatric patients. Principal component factor analysis yielded three dimensions (discrimination, disclosure, positive aspect) of King's Stigma Scale, with factor loadings ranging from 0.30–0.81. The Stigma Scale scores were negatively correlated with the Self-esteem Scale (Pearson's r =-0.45, p<0.01) and positively correlated with GHQ-12 (Pearson's r=0.59, p<0.01). The overall reliability Cronbach's α was 0.84 (subscales ranged from 0.54–0.79) and the Pearson's correlation for test-retest reliability was 0.696 (p<0.01). ANOVA showed that the scores on overall stigma scale (F2,109=6.29, p<0.05), disclosure subscale (F2,109=6.40, p<0.05) and positive aspect subscale (F2,109=6.83, p<0.05) were significantly different among mental illness labels. Post-hoc Tukey test found that individuals with MDD and schizophrenia scored significantly higher on the disclosure subscale than bipolar disorder group. Individuals with MDD also scored higher on positive aspect subscale than individuals with bipolar disorder and schizophrenia. This study provided preliminary empirical evidence supporting validity and reliability of King's stigma scale to understand the stigma level among individuals with bipolar disorder, MDD and

schizophrenia. The stigma level was found to be different among mental illness labels.

Keywords: *stigma, Singapore, psychiatric patients, stigma*

Asylum seeking in Australia: The mental health consequences and their determinants

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Asylum seekers (AS) frequently undergo a protracted refugee determination process in Australia, which may compound trauma experienced in their country of origin and/or during transition to Australia. It is well established (Silove, 2002) that refugees experience higher rates of post-traumatic, depressive and anxiety symptoms and this may also apply to AS (Silove, 1993). It is unknown if a protracted process of refugee determination contributes to this psychological and psychiatric morbidity. ASs were recruited through case-workers at the Asylum Seekers Resource Centre. Demographic information was gathered and 4 questionnaires were administered: the Harvard Trauma Questionnaire-R, the Hopkins Symptom Checklist-25, the PERI-D and the Post-Migration Difficulties Checklist. 74 ASs (63 males) from Afghanistan (*n*=4), Iraq (n=3), Pakistan (*n*=19), SriLanka (*n*=39) and Zimbabwe (*n*=9) were recruited. 31% (*n*=22) had been granted permanent protection (PR) whilst the remainder (non-PR) awaited the outcome of their application (*n*=52). The two largest sub-groups of the non-PR group were those on Bridging Visa (BV) E (33.8%) and BVA (18.3%). Sri Lankans (62.6 ±67.1) spent a significantly longer time awaiting refugee determination than those from Pakistan (17.7 ±39.4) and Zimbabwe (10.2 ±2.6). Compared with the PR group, the non-PR group had significantly higher scores on all clinical scales: depression (28.0 ±9.8 vs. 39.4 ±10.9), anxiety (17.1 ±7.11 vs. 21.2 ±8.6) and trauma (79.2 ±25.8 vs. 102.2 ±28.2). Post-Migration living difficulties scores were also greater for the non-PR group, as were demoralisation scores (which did not reach significance). Linear regression with demoralization as DV and demographic and other symptoms as factors, demonstrated that 60% of variance was accounted for by anxiety, depression, trauma and number of times the individual had been to the Refugee Review Tribunal (RRT). People seeking asylum in Australia have high levels of anxiety, trauma and depressive symptoms. Those who have not been granted permanent protection have significantly higher levels than those who have; this was not significantly influenced by the type of temporary visa. Demoralisation was significantly influenced by the number of times the person had presented to the RRT, indicating that the asylum seeking process in Australia contributes significantly to the mental health of AS.

Keywords: *asylum seekers, trauma, Australia, mental health, depression*

ATRAMIC: Lying and personality

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ATRAMIC (compiled by Armas-Vargas, 2007) is a multifactorial test of personality measures designed to assess self-deception and verbal behaviour which affirms or acknowledges, knowingly and intentionally lying to others. ATRAMIC tries to describe and explain what relationship exists between the reported behaviour of lying, to what extent it is recognised and affirmed. It aims to study the relationship that such conduct has with other attitudinal and personality measures such as: guilt, self-criticism, insecurity, mistrust, hypercontrol, control, transparency, coherence, consistency, social desirability, extreme caution, selective privacy, assertiveness, fear of rejection and criticism, empathy, lack of awareness, attitudes of acceptance and rejection of self-deception and lying, failure to make adjustments for lies told, self-control when lying, honesty and admission that one has lied or deceived oneself. Thus, to study the behaviour of lying, by means of these other variables and measures, enables us to understand and approach a possible behavioural pattern of a person who lies. The sample consisted of 306 adults (193 men; 113 women) with an average age of 37. 157 single, 101 married, 48 divorced. The participants

belonged to four groups: control (78 people); clinical (48), forensic population of persons charged with domestic abuse (62) and forensic population of persons convicted of domestic abuse (118 men). Objectives were to (1) examine whether there are differences between the different groups with the 22 variables of the ATRAMIC questionnaire, and (2) identify the predictive factors of the variables of the ATRAMIC questionnaire, by conducting a discriminant analysis. In using the discriminant function, 83% of the control group and the convicted forensic population were correctly classified. The variables that showed the highest discriminant power were: honesty and admission that one had lied, selective privacy, assertiveness, guilt, self-criticism, empathy, mistrust, social desirability, control, coherence, being consistent and insecurity. 84% of the cases in the control and clinical groups were correctly classified. The variables with the highest discriminant power were: failure to make adjustments for lies told, assertiveness, self-criticism, hypercontrol and control. On the basis of the samples used in this study, the differences found are sufficient to support a model that permits differentiation using ATRAMIC instruments.

Keywords: *ATRAMIC, lying, personality measurement, behavioural patterns*

Attentional bias to gambling and smoking cues in a non-dependent and non-problem gambling population

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This study was designed to determine whether smokers who are not nicotine dependent and individuals who are non-problem gamblers would show evidence for attentional bias to smoking and gambling related stimuli. 37 volunteer participants completed a modified version of the Canadian Problem Gambling Index, the Fagerstrom Nicotine Dependence Scale, and Barratt's Impulsivity Scale. They then participated in an attentional allocation task (AAT) based upon that described by Fox at al., (2001). Target stimuli, consisting of a cross (x) and a plus sign (+) were identified 250ms following the presentation of a pictorial cue either on the same side of the computer screen as the target (validly cued trials, 80% of trials), or on the other side of the screen (invalidly cued trials, 20% of trials). The pictorial cues were either neutral, gambling related or smoking related. As reported by Fox et al. (2001) in their study of social anxiety, gambling and smoking related cues resulted in slower target identification on invalidly cued trials (so-called "attentional hold"), but had no effect on validly cued trials ("attentional capture"). However, the relationship between participants' smoking and gambling behavior was not consistent with Fox et al.'s data. There were insufficient participants who smoked to make assertions regarding this factor, but non-problem gambling behavior was negatively correlated with attentional hold of gambling cues (b=-.42), as was impulsivity (b=-.47). These results suggest that participation in gambling, even at low-moderate levels, is associated with desensitization to cues associated with this behavior. Possible theoretical accounts for this loss of attentional effect include habituation, evaluative conditioning and direct compensatory conditioning of incentive motivational properties of the gambling behavior.

Keywords: *smoking, gambling, attentional bias, cues*

Attentional control of executive function in elderly working memory: An fMRI study

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Using fMRI, the effect of training on inhibitory control of attention was investigated in the elderly, with special reference to executive function of working memory. We employed 26 elderly volunteers (12 males & 14 females; age range = 64-78 years, mean = 70.1) using two kinds of working memory task, i.e., focused and non-focused reading span tests (RSTs). In RST, the elderly were requested to memorize the target words while they read a few sentences under the dual task. Focused-RST (F-RST) .Target

word was the focus word of the sentence under focused RST (F-RST), while target word is the other word of the sentence under non-focused RST (NF-RST). Focused-word was defined as "the most important word to comprehend a sentence" (Osaka et al., 2007). We used an fMRI to investigate whether ACC (anterior cingulate cortex) related the inhibitory processes. We measured fMRI activations were serially measured while elderly participants performed F- and NF- RST, before and after a training period. After training, behavioral data showed that recognition accuracy increased and reaction time decreased only in NF-RST but not in F-RST. In NF-RST condition, fMRI data showed that there were significant activations in the left dorsolateral prefrontal cortex, ACC, left inferior parietal lobule (IPL) and para-hippocampal gyrus in post-training session compared with that of pre-training. However, there was no such significant activation increase in the elderly groups without training. The findings suggest that inhibitory training in the elderly leads to improve attentional control and increase the activations which underlie executive functions of working memory.

Keywords: *attentional control, executive function, working memory, elderly, inhibitory processes*

Attitudes of seatbelt non-users in the car's front-seat: An application of the theory of planned behaviour

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More than 90% of the front-seat car occupants (drivers and passengers) in Japan are reported to use seatbelts. Seatbelt offence is regarded as a minor offence and has attracted, to date, scarce attention. Is it a trivial violation, needing little extra care? This study aimed to examine psychological determinants of seatbelt use within the framework of Theory of Planned Behaviour (TPB), and to discuss its implications for interventions. We conducted a field study at a large shopping centre in the suburbs of Tokyo. Seatbelt use behaviour of all occupants seated in incoming cars through one of the gates was unobtrusively observed (*N*=3000). Of them, adult occupants were approached by an interviewer in the parking area and invited to a questionnaire survey. Self-reports of seatbelt users (*n*=211) and non-users (*n*=76) in the front-seats were obtained, along with their observed behaviour. Two focus groups (*N*=11) were separately interviewed. Seatbelt users and non-users were homogenous as to age, gender and driving distances. Non-users were more likely to have received a ticket due to seatbelt offence, more likely to report positive attitudes towards/less subjective control over drink-driving and red-light running. Hierarchical regression analysis showed that intention to use seatbelt was predicted by attitudes (explaining 41% of the variability in intention), and to a lesser degree, by behavioural control (10%), subjective norm (5%) and habit (2%). Perceived effectiveness of seatbelt, risk of contact with the police and discomfort were not significant predictors. Self-reported behaviour and intention were considerably correlated, but a significant gap was found between observed and reported behaviour. Discriminant analysis showed that TPB constructs moderately discriminated the observed use/non-use (R2=.25, correctly classified: 69% of non-users and 81% of users). Results of focus groups indicated that non-users had unrealistic illusion of control and negative attitudes towards seatbelt use, but this could be remediable. Some seatbelt non-users can be characterized as deliberate, consistent offenders, unconvinced of the efficacy of seatbelt use. This suggests a need for targeted remedial intervention. Self-reported behaviour and intention were well explained by TPB constructs. However, further research is needed to explain the gap between observed and reported behaviour.

Keywords: *seatbelts, psychological determinants, theory of planned behaviour, attitudes*

Attitudes toward information technology careers: Competing theories for understanding gender issues

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Since women are underrepresented in information technology (IT) and other high tech fields, there is considerable interest in understanding the factors that influence commitment in this field, especially among women. Two competing theories shed light on this issue. Inclusion theory is directed toward ensuring that all employees feel a sense of belonging, participation, and influence in the workplace and describes a common set of characteristics and processes for developing inclusion. In contrast, gender theory argues that women have unique experiences in male-dominated environments and that factors contributing to women's career and organizational commitment may differ from those predictors for men. Applying these theories, the goals of this research were to: 1) examine the predictors of organizational commitment, turnover intentions, and career commitment among information technology professionals, and 2) to examine any differences in the relative strength of these predictors for women and men. Web-based survey data were obtained from 1,229 information technology workers (38% women) who responded to established measures of the three outcomes as well as a set of theoretically determined predictors, which included job stress, satisfaction with pay, growth opportunities, job security, and work-family culture. Relative weights analysis was used to examine the research questions. The results for predicting organizational commitment and turnover intentions followed the same pattern: the importance of work-family culture, job stress, and pay satisfaction in predicting both organizational commitment and turnover intentions did not differ between women and men. However, growth satisfaction was relatively more important for women and satisfaction with job security was more important to men. The relative weights analysis for career commitment showed that work-family culture, growth satisfaction, and pay satisfaction predicted a larger proportion of variance for women than for men. However, compared to women, job stress was relatively more important in predicting career commitment for men. Our results demonstrate the relevance of both inclusion theory and gender theory for understanding career outcomes. The inclusion model was supported in predicting organizational outcomes (i.e., organizational commitment and turnover intent). Yet, our analysis predicting career commitment favored the gender-specific model. Implications for organizations and the IT workforce will be discussed.

Keywords: *Inclusion theory, information technology, gender theory, job stress, work-family culture*

Attitudes toward organizational change, change perception and the impacts of organizational changes in the social networks of a public agency

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The present study´s objective is to verify the impacts of organizational changes in the intra-organizational social networks of a public agency and to relate the changes in the organizational social networks with the change perception and the attitudes toward organizational changes during a change program implementation. In order to attain this objective, a mapping of the friendship and communication networks of the agency was conducted, through the application of a questionnaire to the 194 employees at two distinct moments: during the implementation of the change, and 11 months after the first application, when the change was already settled. The change perception scale and the attitudes toward organizational change scale were also applied. The instrument of social network was composed of four parts with some information about the research and open questions that asked the subject about people of his/her friendship and communication networks. The answers were inserted in matrices and analyzed with the software Ucinet. The results allowed the analysis of the microstructures to graphically represent the two types of investigated networks. The data reveal a positive impact in the friendship network: even with a reduction of the network it became denser and the average distance between actors was reduced. The change has caused little impact on the communication network. The employees have showed opposition attitudes toward organizational changes and they have perceived

few changes in the organization. The organizational unit has predicted the attitudes toward organizational and the attitudes toward change have predicted the social network cohesion and the centrality of social network actors. These results are contrary to previous literature which affirms that in change processes, the intra-organizational network of communication shows greater differences, as it is essential for the functioning of the organization, and is transformed to better adapt to the new organizational reality.

Keywords: *organisational change, attitudes, change perception, social networks*

Australian baby boom career women: A conceptual model of psychosocial wellbeing

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Worldwide attention is focused on the massive baby boom cohort as they transition into their retirement years. With the dramatic demographic shift of women into career roles, baby boom career women (women born 1946 to 1964) are the first cohort of career women to approach retirement age. Traditional male models of life satisfaction in retirement are insufficient to encompass the needs and expectations of women. Therefore, it is crucial to develop a conceptual model of psychosocial wellbeing for Australian baby boom career women. This model will inform policy so that strategies can be developed; thereby ensuring that these women continue to contribute to society and have fulfilling and productive lives in their later years. An extensive national survey was undertaken with 1,051 respondents. The survey was comprised of three well-established wellbeing scales: Ryff's Psychological Wellbeing scale; Keyes' Social Wellbeing scale; and the International Wellbeing Group's Personal Wellbeing Index. The survey also included the Life Orientation Test – Revised, a measure of optimism/pessimism, as well as six questions derived from content analyses of focus group interviews. Confirmatory Factor Analyses were utilized to validate the three wellbeing scales and, where appropriate, their sub-scales. None of these provided a good fit for this sample; however, aspects of all three measures did fit. Structural Equation Modelling was then employed to fit a hypothetical structural model through path analysis with latent variables, providing tests of goodness-of-fit for the theoretical model. The effect of optimism/pessimism, as a mediating variable of subjective wellbeing, was also explored in the structural model. Additionally, there was compelling evidence that the Australian baby boom career women cohort consists of at least two distinct groups; early and late baby boomers, suggesting a dynamic model is required. This research elucidates the factors that Australian baby boom career women identified to be essential for psychosocial wellbeing in their retirement years. The preliminary conceptual model will be refined and validated in the next stage of this project. Upon validation, this model is expected to contribute to the development of effective social strategies to improve the capacities, productivity and independence of these women in their later years.

Keywords: *baby boom, career women, psychosocial well-being, retirement, life satisfaction*

Authentic leadership and self-awareness: A developmental intervention experiment

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The field of leadership development is undergoing rapid growth. More leadership development programs are being offered by universities at all levels, and more degrees are being designed that specialize in leadership (Doh, 2003). Yet, at the same time, leadership scholars point out the atheoretical nature of leadership development practices used today (Avolio, in press; Day, Harrison, & Halpin, 2009). Day et al. (2009) suggest that without theory, we cannot make scientifically grounded decisions as to how to develop leaders and leadership and how to advance research in a systematic way (p. xii). One emerging theory in this area is called authentic leadership development, and it has its

theoretical basis in self-determination theory (Deci & Ryan, 1985). Presented as a self-based model of leader and follower development, Gardner et al. (2005) proposed that self-awareness of one's values, strengths, and purpose serve as central basis for internalized self-regulation and authenticity. A study was designed to translate the theory of authentic leadership to an online leader development program and test its effectiveness. In this field experiment, two leadership interventions were compared in effectiveness for developing authentic leadership and related emerging theory of leader self-awareness. One intervention was designed to focus on all components of authentic leadership, whereas the second intervention was focused only on leader self-awareness. A total of 86 managers were randomly assigned and completed pre and post survey assessments. Other factors related to leader development including developmental readiness and leader identification were also quantitatively measured. Results show that the both interventions successfully raised participants' self-reflection, leader self-awareness, and self-rated authentic leadership, but did not raise external ratings of authentic leadership. The effect size varied based on developmental readiness levels. Qualitative data provided insight into what aspects of the intervention were most effective. Implications for future research and practice are considered.

Keywords: *authentic leadership development, self-awareness, interventions, self determination theory, self-regulation*

Automaticity and sport performance: Emotion, attentional focus and automatic skill execution

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This study used the framework of explicit monitoring theory to examine the effect of emotions and attentional focus instructions on golf putting performance. In doing so, the benefits of an emotional control versus an attentional control strategy for performance were compared while athletes were experiencing negative and positive emotions. A 2 (group: high skilled, low skilled) x 3 (emotion: negative, neutral, positive) x 3 (instructions: no instructions control, emotion focus instructions, analogy focus instructions) mixed group design was used. Emotion was a repeated measures factor with all participants performing the task under negative, neutral and positive emotion conditions. Instruction was a between group factor where participants were randomly assigned to one of the three instruction conditions. A median split was also performed on handicap to categorize athletes as high skilled (≤ 10) or low skilled (≤ 11). As hypothesized, all athletes putted more accurately when experiencing positive than negative emotion. In relation to putting consistency, low skill athletes putted more consistently in the positive than the negative and neutral conditions while high skill athletes did not differ in putting consistency between conditions. Emotion focus instructions had a small but non-significant impact on increasing the beneficial effect of positive emotions and the detrimental effect of negative emotions on performance. This was mirrored in episodic memory protocols for movement mechanics, where athletes reported fewer execution steps on average in the positive than the negative and neutral conditions. Contrary to expectations, analogy instructions did not improve performance over the no-instructions control condition. The results provided strong support for explicit monitoring theory through demonstrating the benefit of positive emotions for performance. Overall, the findings suggest that controlling emotions, and attentional focus toward emotions, during competition may be a more effective strategy to encourage automaticity and improve performance than using analogy or metaphoric instructions.

Keywords: *emotions, attentional focus, sport, automaticity, episodic memory*

Awareness and perceptions of the health risks of exposure to radon in homes

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The project aims to link people's attitudes and behaviors to the geography of radon occurrence

in the area, the history of radon testing initiatives, as well as the socio-economic context. More specifically, the project will examine whether: (1) people's awareness and perception of the risks of radon vary according to exposure; (2) Recent radon awareness and testing initiatives, such as the radon roll-out program, have had an effect on people's radon-related perceptions and testing behavior; and (3) The effectiveness of radon policy and communication initiatives is mediated by social factors, such as social capital and trust. A representative sample of 1,578 residents aged 16 and older living in radon-affected areas of 15 local authorities in England and Wales. The interviews were conducted in 214 sampling points that were randomly selected from a total of 428 output areas that were identified as being affected by radon. As a multistage sampling technique was used, the data was analyzed from a multilevel perspective using the MLwiN software package. This study found that awareness of radon is high in radon-affected areas in England and Wales, but that people are generally not aware of the potential adverse health effects. Participants living in local authorities that had participated in the radon roll-out program had higher levels of awareness, felt better informed, and were more likely to have tested their home for radon than participants living in non-participating local authorities. Similar results were found for participants living in 'actionable' areas as compared to those living in 'non-actionable' areas. The study further found that where awareness of radon was high in Southwest England, it was lower in the rest of England, and in particular in Wales. This study suggests that the radon roll-out program has been effective in raising awareness of radon, and that residents of participating local authorities have formed a better idea whether they are personally affected by radon or not. A similar pattern was found for people living in actionable and non-actionable radon-affected areas, probably also partly reflecting the impact of the program and other previous radon awareness campaigns. The results also show that in particular in Wales there is scope for further radon awareness and testing campaigns.

Keywords: *radon exposure, awareness, health risks*

Beating the blues after cancer: A randomised controlled trial of a tele-based psychological intervention for high distress patients and carers

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The diagnosis and treatment of cancer is a major life stress such that approximately 35% of patients experience ongoing clinically significant distress (Zabora et al., 2001). Distress amongst carers is often greater than that amongst patients (Cliff & MacDonagh, 2000). Psychological disorders such as anxiety disorders, depression, post-traumatic stress disorder and sexual disorders are prevalent among those coping with cancer, and yet access to evidence-based psychosocial care is the exception rather than the norm in many settings (Chambers et al., 2009). Access to psychosocial support is largely limited to patients at the time of diagnosis or hospitalisation, and is often limited to those living in major metropolitan centres. To this end, a cancer counselling service was established by a peak state-based non-government cancer control organization in 2004 to provide high-quality, evidence-based psychological support for all people in Queensland affected by cancer. In 2009, a two arm randomised controlled trial, Beating the Blues After Cancer, was initiated to investigate the benefits of this type of psychosocial intervention. The trial involves patients and support people who have elevated psychological distress as measured by the Distress Thermometer at point of contact with one of two community-based cancer help lines. The trial compares two telebased interventions including (1) minimal contact self management introduced by nurse counsellors and (2) individualised tele-based cognitive behavioural five-session intervention delivered by psychologists from the cancer counselling service. This paper will provide preliminary descriptive data on participants in the Beating the Blues After Cancer trial. The paper will also describe the psychological interventions utilized in the trial, including a number of evidence-based approaches for use with clients affected by cancer. This study will help determine the efficacy of population based strategies for

promoting optimal psychosocial adjustment and mental health for people affected by cancer who are at risk.

Keywords: *cancer, stress, counselling service, helpline*

Behavioural gerontology and clinical practice: a critical review and implications for clinicians and researchers

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To critically review recent (2005-2009) behavioural gerontology literature on managing challenging behaviours of older adults and compare published findings with reasons for referral to a clinical service. Based on this review and comparison, this paper will offer recommendations for clinicians and researchers interested in providing assistance to care staff or family carers in managing older people who exhibit challenging behaviour. Criteria for inclusion comprised research articles published in the last five years which: included older adult participants (> 64 years) provided a direct measure of a socially relevant behaviour, provided a clear description of environmental or psycho-social intervention procedures, used an experimental design (either single subject or group), and manipulated either antecedent or consequent events or conditions. Results of the review are compared and contrasted with recent (2007-2008) reasons for referral of 26 older adults to a specialist behaviour assessment and intervention clinical service. Seventeen articles from six Journals met criteria. These addressed seven problem areas including engagement (47% of articles); depression (18%); independence in ADL (12%); safety belt use (6%); sleep (6%) agitation (6%); and cognitive function (6%). The literature review results contrasted with the reasons for referral to the clinical service which included physical and verbal aggression, disruptive vocalizations, resistiveness to care, chronic psychotic behaviours; intrusiveness; and other idiosyncratic behaviours. The underlying causative factors of these behaviours include depressed mood, chronic pain, sensory deprivation, social isolation, cognitive problems (including disorientation and communication impairments), and inadvertent reinforcement by staff. The differences between behaviours as clinical reasons for referral (as observed and described by carers) and as areas of study selected by researchers, are discussed and reconciled with reference to the causative factors. Evidence-based practice recommendations and suggestions for future research based upon the clinical reality will be discussed. Overall, clinicians and researchers need to document long term follow up in cases, researchers need to include more detail about their interventions or combination of interventions in research publications, and better objective measures of outcome are needed.

Keywords: *behavioural gerontology, challenging behaviour, caregivers, older people*

Beliefs, distorted thoughts and aggressive behaviour in men who abuse their partners

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Men who abuse their partners tend to be affected by numerous cognitive biases, related, on the one hand, with mistaken beliefs about gender roles and the inferiority of women and, on the other, with distorted ideas about the use of violence as a form of conflict resolution in the couple (Echeburrúa et al., 1998). In this work, we show the results of a questionnaire containing 109 items that we selected at random to measure distorted beliefs and thoughts about women, the use of violence in the couple and the relationship that such beliefs and thoughts have with the aggressive behaviour of men who abuse their partners. The sample comprised 94 men who had abused their partners. The Beliefs and Distorted Thoughts Questionnaire (CREE, Echeburúa et al., 1998) was utilized, obtaining four factors: (1) Distorted Thoughts about Women (P.D.M.), (2) Distorted Thoughts about the Use of Violence (P.D.V.), (3) Distorted

Thoughts about Relationships. (P.D.P.), (4) Control Items. Then the Aggression Questionnaire (AQ, Buss and Perry, 1992) was used to measure four factors: Physical Aggression, Verbal Aggression, Anger and Hostility. We present the results of the factorial analysis for each factor, internal consistency (Cronbach Alpha) and the correlation between the measures of different factors of the CREE and AQ questionnaires. From the Beliefs and Distorted Thoughts Questionnaire (109 ítems), we obtained 2 sub-questionnaires, each with 2 factors: (A) Questionnaire A: Distorted Thoughts about Women (21%; *r* =.80), Distorted Thoughts about Violence (13%; *r* =.82); Explained Variance = 34%, and (B) Questionnaire B: Distorted Thoughts about Relationships (23%; *r* =.79); Control Items (12%; *r* =.64); Explained Variance = 35%. From the Aggression Questionnaire (AQ), we obtained two sub-questionnaires, each with two factors: (A) Physical Aggression (33%; *r* =.78) and Anger (16%; *r* =.71); Explained Variance = 49% and (B) Hostility (30%; *r* =.81) and Verbal Aggression (20%; *r* =.67); Explained Variance = 50%. From the correlation analysis we found that all the factors of the aggression questionnaire (AQ) positively and significantly correlated with all the factors in the beliefs and distorted thoughts questionnaire. For example, hostile behaviour correlated with distorted thoughts (P.D.) about women (*r*=.36; *p*≤.001), about violence (*r*=.44; *p*≤.001), about relationships (*r*=.49; *p*≤.001). The data we found in this work significantly support the convergent validity for the combination of the variables of the Aggression Questionnaire (AQ) with the factors of the Beliefs and Distorted Thoughts Questionnaire (CREE).

Keywords: *abuse, cognitive bias, conflict resolution, distorted beliefs*

Best interests of the child: A national Australian survey of experts and legal professionals

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In all jurisdictions, including Australian courts, in decisions about children, the paramount consideration is the "best interests of the child". Courts often rely on an assessment by a psychologist in making this determination. The absence of any clear definition of "best interests" or professional guidelines to inform the methodology or interpretation of findings leads to challenges for scientist-practitioners to effectively assist the court. The study examined the gaps in our knowledge of expert practices in interpreting this standard. To determine how experts and legal practitioners interpret "best interests of the child", an on-line survey was administered nationwide to psychologists and legal practitioners involved in child and family court proceedings in Australian jurisdictions. Qualitative and quantitative questions explored respondents' views regarding the best interests of children in custodial disputes and issues impacting expert assessments in that context. Participants ranked the relative importance of legislative criteria relevant to children's best interests and indicated their temporal considerations--whether decisions were made according to the child's best interests in the short- or long-term. Preliminary findings from the first Australian survey of family court psychological experts and legal practitioners highlighted differences and some similarities between psychologists and legal professionals in applying the statutory criteria. Groups of legislative factors considered most important for children of different ages were identified. Questions on information about the limitations of current expert assessment practices yielded information of interest to law reformers and policymakers. Variability observed in the meaning of "best interests of the child" and interpretive differences applied by practitioners underscored the vagueness of this concept. A greater awareness of practitioners' views and of differences between approaches of psychologists and legal practitioners can enhance cooperation between these two professions and improve the use of psychological evidence in the courts. Recommendations are made on ways to assist courts make better use of psychological expert evidence in the context of the legislative framework that guides legal judgment.

Keywords: *best interests, children, professional guidelines, legal practitioners, psychologists*

Best practices for best agers? The influence of knowledge of ageing and age climate on human resource management

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Human Resources Management (HRM) is critical for organisational performance (Combs, Yongmei, Hall, & Ketchen, 2006). In an ageing labour force (e.g., Alley & Crimmins, 2007), HR management will have to become age-differentiated. Therefore, an update of the hitherto prevailing "age-free" (Griffiths, 1999) theories underlying HRM is needed (Korff, Biemann, Voelpel, Kearney, & Stamov Roßnagel, 2009) and insights are required into the levers of age-differentiated HRM. Our study was intended to yield such insights by addressing the perceptions of HR managers. We posited that HR managers' knowledge of objective changes in older workers' capacities influences their choice of age-differentiated HR practices and that this influence is moderated by a company's age climate. In a survey of 991 Heads of Personnel from German, European, and international companies from a good mix of industries, participants completed items from Palmore's (1988; Harris & Changas, 1994) Facts on Aging Quiz to assess objective knowledge of older workers' physical health, performance capacity, work motivation, and work-related attitudes. Participants also gauged their company's age climate, i.e. the company-wide perception of older workers' capacities and attitudes. Finally, participants indicated for a list of age-differentiated personnel development measures whether a given measure was used or if, and when, its future use was planned. Knowledge accuracy was positively associated with age-differentiated HRM and with age climate. Knowledge was highest in the production industries and in companies with mean worker ages above 40 years old, whilst biased images prevailed in the service industries and companies with lower mean ages. Less accurate knowledge was linked to a more pessimistic view of an age-diverse workforce's productivity. Our findings might support the development of trainings for HR managers and supervisors. Rather than aiming at an overall "feel-good" age climate that might impede age-differentiated HRM, such trainings would tackle specific knowledge deficits and thus contribute to age-adequate HR management (see Hedge, Borman, & Lammlein, 2006). Accurate knowledge could not only help correct inadequately pessimistic views on ageing that support negative age discrimination. Appropriate knowledge might also avoid overly optimistic views that might lead to a neglect of age-differentiated HRM and involve positive age discrimination.

Keywords: *human resources, ageing, age*

Better or worse: Mental health status and PTSD symptoms of elderly survivors after the 512 Earthquake

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Mental health state and the post traumatic stress disorder (PTSD) symptoms of elderly survivors after the Wenchuan Earthquake (May 12nd, 2008) were explored. The authors used time sequence methodology to survey 146 older adults (55+ years) lived in relocation houses in Beichuan county and 233 older adults (55+ years) in Mianyang city around where both are directly affected by the 512 Earthquake. Assessed tendency is about mental health (CMHI – E) and post-traumatic stress disorder (IES-R) symptom level with the extension of time. Older adults in Beichuan reported no decreasing tendency in PTSD symptoms and five aspects of mental health, while level of PTSD symptom of elderly in Mianyang decreased, mental health status reduced too. Positive emotion, self-evaluation, social support and interpersonal skills are less than before in Mianyang victims. Although earthquake has passed nearly one year, elderly survivors in serious disaster-hit area are in high PTSD symptom level and lower mental health states. Elderly survivors in hardly disaster-hit area had less PTSD, but their mental health state decreased with the extension time either.

Keywords: *mental health, post-traumatic stress disorder, elderly, survivors, earthquake*

Beyond the PhD: Encouraging the ongoing development of higher education researcher capabilities

DEBOWSKI, S. (University of Western Australia), DEBOWSKI, S. (University of Western Australia)

This paper describes a development project aimed at increasing the research capabilities of university staff and testing the suitability of a collaborative learning design. A qualitative study of thirty Australian researchers (early career, mid and senior) identified a range of learning needs that required ongoing support and development as researchers progressed in their careers. Following the study, a Framework for Researcher Development was devised to map the various capabilities required to undertake effective research. Following this gap analysis, a comprehensive program of nine blended learning modules was developed piloted, trialled and implemented. The program focused on the early career phase of research work, supporting the initial induction of staff into universities and the development of more sophisticated research project management and knowledge management capabilities. Pre-test and post programme measures of research capability were collected, along with feedback on the programme delivery and content. Case studies were also undertaken in each university to review the impact of the intervention on the internal culture and practices. Over 1,000 researchers participated in the programme, with 232 participating in the pre and post-test data collection. Over 30% of the participants reported a growth in research capabilities in the areas of financial and business management skills, financial reporting compliance, quality of business management and grant productivity and efficiency. In total, 141 (60.5%) of the respondents noted that they had been able to apply the learning into their existing work roles and 196 (84.4%) noted that the learning would be of value in their future research work. Participation in the programme was rated worthwhile by 82% of the respondents. The institutions generally noted an improvement in their practices and coordination of support, although the political context was notably influential in some cases. The program illustrated the value of undertaking a detailed capability analysis and building learning support around that research. The results highlight the difference that effective learning programmes can make to staff capabilities, and the need for careful design of the learning programme to match the learner context. The project also highlighted the challenges of working across various portfolio holders and institutions to increase the effectiveness of organisational support.

Keywords: *research capabilities, university staff, collaborative learning, organisational support, management*

Bias towards anxiety related words among college students as related to self-reported tobacco and alcohol consumption

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This study explores three different indexes of anxiety, from a behavioral perspective, in order to comprehend the role that different levels of anxiety, fears and worries play as precursors of tobacco and alcohol consumption among college students, given the major role these behaviors play in Public Health concerns for this segment of the population. 660 college students from three public universities participated were subjected to verbal behavioral and physiological assessment of anxiety. Students responded to a 28-item Checklist of Fears, previously administered to a Spanish speaking population (Alpha=.967, and 68.06 % explained variance) with a four factors structure (fear of affective loss, fear to become a victim of non contingent negative events, fear of vulnerability, and fear of death). The behavioral measure for anxiety consisted of a computerized discriminative 8-minute test based on the emotional version of the Stroop task where positive, negative and neutral words were used as sample stimulus. Interference was computed by subtracting latencies to neutral words from latencies to negative or positive words, of the same length and lexical probability. Before and after the Stroop task, blood pressure and heart rate were monitored. Additional self-report measures of tobacco and alcohol consumption were

recorded. Results showed a significant relationship between Stroop performance, fear to become vulnerable and fear of death, independent of gender. Both tobacco and alcohol consumption were directly related to verbal scores of fear for males, but they failed to associate in the same manner to negative interference scores. Gender produced significant differences only for verbal fear scores, with females scoring higher than males and the opposite tendency for pretest-systolic blood pressure, however no gender difference was found for behavioral scores. We concluded that the gap between reacting with apprehension and "talking about being anxious" is gender sensitive, and both behavioral and physiological reactivity should be taken into account to understand human fears and worries.

Keywords: *anxiety, tobacco consumption, alcohol use, college students, gender*

Biased language in description of domestic violence incidents

KWIATKOWSKA, A. (Helena Chodkowska University of Management and Law)

The aim of this paper was to explore biased language use in family violence discourse. Theoretical framework is provided by the Linguistic Category Model (LCM) developed by Semin and Fiedler (1991). The LCM makes a distinction between four different levels of abstraction: descriptive-action verbs (DAV) as the most concrete terms; interpretative -action verbs (IAV), which refer to a general class of behaviors; state verbs (SV) describing an emotional state, but not a specific event; and the most abstract adjectives (ADJ), which generalize across specific events and objects, and describe only the subject. People can choose between these four levels of abstraction to express their beliefs, expectancies and stereotypes. When they use a more abstract language to describe a specific event, they suggest that behaviors are due to some inherent and enduring qualities of acting persons, not to some situational fluctuations or factors outside of the their control. Describing behaviors in more concrete terms means that these behaviors are incidental and due to situational circumstances rather than to some dispositional tendency. The following hypotheses have been formulated: (1) There is a general tendency to prefer more abstract terms to depict an oppressor's behavior; (2) Women are more prone to use more abstract terms in comparison to men; (3) The higher the level of sexism against women, the higher the tendency to use concrete terms in description of an oppressor's behavior. 136 participants took part in the study: men (*n*=82) and women (*n*=52) of mean age of 31 years. They read four stories about domestic violence incidents, where oppressors and victims were either men or women. They were then asked to assess to what extent, in their opinion, four proposed statements might serve as valid and reliable title to each story. Statements represent four levels of abstractness. Additionally, the Ambivalent Sexism Scale was administrated in order to measure the participants' level of sexism. Results confirmed Hypotheses (1) that abstract terms were preferred in description of incidents; and (2) that women tended to use more abstract terms than men. As regards relationships between sexism and language abstractness (Hypothesis 3), this was proven only for benevolent sexism. The study indicates that a negative behavior, as in case of domestic violence, is attributed to dispositional traits of an actor rather than to situational factors. This tendency is more pronounced in women than men, probably due to their stronger disapproval of violence, and/or empathy toward victims (women are more likely to be victims). Relationships between benevolent sexism (i.e. positive attitude toward stereotypical women, but negative when women transgress their stereotypical roles) and usage of more concrete terms (i.e. attribution to non-dispositional causes of violent behavior) can be explained as the tendency to justify actions of perpetrator who might be provoked by a transgressed victim.

Keywords: *biased language, domestic violence, behaviour, sexism*

Black racial life narratives: A transnational reinterpretation of black racial identity

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Over the past four decades, there have been considerable theoretical, measurement, and methodological advancements in research on Black racial identity. However, there has been little exploration of the experiences of people outside of the U.S. or on process issues (i.e., how and under what conditions people develop their racial beliefs over time). In this project, I explore the context of racial identity themes among self-identified Black men and women in Australia, Bermuda, South Africa, and the U.S. I am using a (racial) life narrative methodology to examine the common and diverging themes among 60 participants (83% of the in-depth one-on-one interviews have been completed thus far). Approximately equal numbers of men and women are participants and there is an equal representation of participants across sites (e.g., Australia, Bermuda, etc.). The format of the interviews is based on Dan McAdams' life narrative interview protocol. Interviews are conducted at a location of the participant's choice and typically last between 2-4 hours. The taped interviews are transcribed verbatim, double checked for accuracy, and sent to the interviewee for feedback and approval. I am using dimensional analysis to conduct the constant comparative, iterative, and line-by-line analysis of the text. Thus far, a quest for humanity has emerged as a core theme. The initial theme emerged from my interviews in Bermuda. A number of people expressed a desire to be viewed as human [both in a raced and non-racial view]. I reworked this restricted concept of a quest for humanity after conducting several interviews with Aboriginal people in Australia. Participants in this context also talked about humanity as being connected to freedom from external and internal constraints of racial oppression. Colorism and its influence on identity is another dominant theme that is emerging in the data. I am examining the ways in which gender, class, and nationality intersect in the expressions (or not) of the themes. I plan to complete data collection by March and am in the process of analyzing the interviews now.

Keywords: *black racial identity, racial identity themes, life narrative methodology, quest for humanity, Colorism*

Black Saturday: Treating trauma and loss in the aftermath of the 2009 Victorian bushfires

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This paper will address treatment approaches and outcomes for those traumatized and bereaved as a result of the 2009 Black Saturday Bushfires in Victoria. The paper will present an overview of the clinical presentations of bushfire affected residents in an area where 106 people perished, 1397 homes were destroyed and 40% of the Shire burned. The ferocity of the fires and the loss of life and property have created particularly devastating traumatic outcomes for many of those present on Black Saturday. The paper will examine treatment approaches employed, and treatment outcomes, including psychometric measures of post-traumatic stress disorder (PTSD), depression and anxiety, pre and post treatment. Particular and distinguishing issues and implications for trauma treatment in post disaster settings (compared with traumatic material commonly presented in the course of regular psychological practice) will be discussed. Further, issues of practitioner self care in light of the nature, the severity and the immediacy of the traumatic material presented by clients will be addressed.

Keywords: *trauma, bushfires, post-traumatic stress disorder, depression*

Body image and reasons for exercise in young adult gym users

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Exercise as a body change behaviour and the variables that impact on this have not been extensively examined. This is of concern as 'at risk' groups such as gym users demonstrate higher negative body image issues compared with non-gym users. This is of particular importance when considering the number of gym memberships are increasing. Therefore, the current study aims to develop a theory driven model to explain gym-specific exercise as a body change behavior based on relevant variables identified by prior research such as

internalisation, body dissatisfaction (BD), drive for thinness (DT), muscularity (DM) and leanness (DL), and motivations for exercise. 103 (65 females, 38 males) young adult (18-29 years) current gym users recruited through gyms, social networking sites and personal contacts, completed an anonymous online self-report questionnaire. In addition to demographic information, the frequency and duration of gym exercise behavior that was either cardio or weights-related was assessed. The questionnaire also comprised of measures examining internalisation, BD, DT, DM, DL and motivations for exercise. As hypothesized, internalisation of the General and Athletic ideal correlated with dissatisfaction with thinness and muscularity, respectively. Additionally, as hypothesised, females demonstrated higher levels of DT and males higher levels of DM, with both genders illustrating DL to similar degrees. Further, these drives were significantly related to motivations for exercise; DT associated with appearance and weight-management exercise motivations, and DM correlated with weight-management and strength and endurance motivations. Path analysis indicated the variables contributed to a well fitting model of exercise behaviour. The model provided pathways from internalisation to muscle or thinness-related BD, resulting in either DT or DM, which, in turn, predicted motivations for exercise, which were associated with engaging in weights as an exercise behaviour. Motivations for exercise did not correlate with engaging in cardio-based exercise. Young adults attend the gym for reasons of toning and strength building with the primary motivation of weight management for both genders. Further, negative body image and associated drives can influence the degree, type and intensity of exercise. This is of relevance when considering obligatory and unhealthy levels of exercise and associated health problems such as disordered eating and use of performance enhancing substances. Therefore, these combinations of variables predict the use of gym exercise as a body change behaviour, warranting further examination of the model.

Keywords: *body image, exercise, body change behaviour, gym users, motivations*

Breaking the change – cynicism cycle: A role for HR?

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Organizational change programmes are usually intended to bring about positive outcomes such as organizational survival and profitability. The attitudes and reactions of employees to change initiatives, however, can have an impact on the success of the change programme. Employees become cynical about organizational change when they have experienced multiple rounds of change initiatives. Organisational change cynicism (OCC) is defined as an employee view that change is futile and management is to blame for the failure of change programmes. In this paper we investigate the role of Human Resources (HR) in mitigating employee reports of OCC. We use HLM to investigate two roles of HR: as an administrative expert (focus on the efficiency of the day to day operations) and as a change agent (focus on people and strategy with a view to overcoming resistance to change). Our level 1 data is from approximately 1800 employees: from this data we generate our dependent variable (OCC) and our independent variable (quantity of organizational change). Our level 2 data is from the HR managers of our employees in 70 Australian organizations (minimum of 5 employees per organisation). From these data we generate two role variables (change agent and administrative expert) to determine if the relationship between the quantity of organizational change and OCC is affected by the role taken by HR. We find that the greater the quantity of organizational change, the higher the level of OCC. However, when HR works as an administrative expert, the relationship between the quantity of organizational change and OCC is strengthened. When HR performs a change agent role the relationship between the quantity of organizational change and OCC is weakened. Our findings suggest new ways to prevent the development of OCC. HR managers who adopt a change agent role can disrupt the change-cynicism cycle and keep employees engaged with organizational change efforts.

Keywords: *human resources, organisational change cynicism (OCC)*

Burnout in Brazilian organizational context: A study with university professors

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The university question in Brazil has been suffering great changes. These changes reflect on the cultural, political and economical history of Brazil and can affect the university professor's health by the manifestation of acute stress and burnout syndrome. This study aims to analyze the socio-demographic characteristics of these professors, such as sex, grade and knowledge area that are involved in the development of burnout. Besides that, the study also analyzes the predictive power of affective organizational commitment on burnout. The participants were 233 university professors of the West-Central area of Brazil. The instruments included the Maslach Burnout Inventory which has 22 items divided into three dimensions: emotional exhaustion (9 items); cynicism (5 items) and personal accomplishment (8 items). To measure the affective organizational commitment variable a Brazilian version of the Organizational Commitment Questionnaire (OCQ) was used. It is a one factor scale. The participants of the study were also asked some socio-demographic information such as sex, grade and knowledge area. The data were analyzed at two different times. On the first one, t-tests and ANOVAs between the socio-demographic variables, affective organizational commitment and burnout were used. On the second one, a stepwise regression was used to verify the predictive power of the socio-demographic variables and the affective organizational commitment on burnout. It was shown that sex is a differential factor for affective organizational commitment and that the knowledge area and grade are antecedent variables of affective organizational commitment. It was observed that the higher the grade, the less affective organizational commitment was found along with higher emotional exhaustion. In conclusion we can postulate that the demands the university professors are submitted to make them more involved with their personal career and less involved with their institution.

Keywords: *Brazil, stress, burnout, affective organizational commitment, gender*

Can drivers ignore disturbing news?

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The aim of our study was to examine whether passive listening to the news or conversation on the radio affect recollection of prospective memory. Authors randomly divided participants (undergraduates) into three groups and all of them engaged in prospective memory task like which Einstein et al. (e.g., Einstein & McDaniel, 1990) developed. In this kind of task, participants were asked to do recognition memory task or lexical decision task concurrently with reaction (e.g., pressing a key) for the specified words. Group 1 completed the task while listening to news of interest, while Group 2 listened to news of no interest, and Group 3 listened to no news. Results of comparison of mean accuracy rates of prospective memory tasks among groups showed that participants who did task with listening to news of interest tend to have lower accuracy rate than those of other groups although accuracy rates of participants who did task with listening to news of no interest was not different from those of participants who did it without listening to news. Those results indicate that people don't ignore news of interest even if they are listening to it passively and that such an involuntary dedication causes absent-minded failures of remembering things intended to do. Car or train driving demand us some kind of prospective memory. Therefore, we call attention to listening to the radio news while driving.

Keywords: *passive listening, prospective memory*

Can internet-based interventions influence long-term efficacy of trainings?

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In clinical psychology and psychotherapy internet-based interventions (IBI), such as online-therapy, follow-up e-mails and chats have been shown promising for consolidating therapy effects (e.g. Ott, 2003). These approaches, however, are barely used to enhance effects of trainings. This is even more surprising since today there is a substantial imbalance between investment costs and training outcome with only 10 percent of the training-contents being effectively transferred (Georgenson, 1984). The current study investigated whether the long-term effectiveness of a cognitive-behavioral social skills training (Hinsch & Pfingsten, 2007) could be perpetuated using IBI during the four following weeks. Therefore a specific IBI was developed and evaluated with questionnaires measuring self-efficacy, social behavioral habits and attributional styles. The IBI used cognitive-behavioral tasks and elements which were created based on the training contents. These tasks were provided twice a week via Moodle. Participants posted reports about the realization of the tasks in forums and had the opportunity to get assistance by a trainer. The effectiveness of the IBI after training was evaluated over 12 months and compared to no IBI after training, IBI alone and training alone. Results show evidence that IBI can sustain effectiveness of training. Training combined with IBI was superior to the other conditions in a 9-month follow-up. That implies that IBI is one approach to increase long-term efficacy. Based on these findings, ongoing research aims to further clarify the causal role of single elements of the IBI for its effectiveness.

Keywords: *internet-based interventions, training, cognitive-behavioral social skills, effectiveness*

CDSM training: Health professional uptake in daily practice

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The burden of chronic illnesses and lifestyle risk behaviours is well established. Psychologists and other health professionals have a major role to ensure effective client adherence to recommended client-managed treatments for chronic illnesses, such as arthritis, heart disease, diabetes, obesity, and asthma. Additionally, health professionals can contribute significantly to client self-management changes in health risk behaviours, such as smoking and alcohol abuse. There is a growing requirement around the world for medical, nursing and allied health professional training programs to include strategies, such as motivational interviewing and interdisciplinary models of care, to enhance patient adherence to recommended treatments. The current research aimed to investigate the effectiveness of a training program trained for health professionals. Approximately 200 health professionals across four geographical regions of Australia that represented metropolitan and rural environments, and communities with a high population of Aboriginal people. The health professionals undertook a self-directed 3-hour CD-based training program in chronic disease self-management skills, including motivational interviewing and readiness to change assessment and intervention techniques, early intervention skills for dysfunctional self-talk and emotions, and models of interdisciplinary professional local care. Participants were required to complete an online assessment following completion of the training program. Data on training outcomes, implementation of skills and interdisciplinary meetings will be finalised by May 2010.

Keywords: *chronic illness, risk behaviours, training programs*

Change management and trust in safety critical environments: Small plane safety culture

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Safety culture and safety management practices in commercial and military aviation operations have been based on human factors research evidence for over four decades. However, this is not the case in the small plane environment. Australian small plane operations were completely reviewed in the past decade and the ensuing new or amended rules and recommendations are currently being implemented. Pilots and organizations are expected to manage required change in a timely manner. Management of small plane operations

is quite different to that of large plane operations. Additionally, there is great diversity within the small plane sector itself. Mandatory change management presents particular problems for those who themselves may have limited appreciation for the evidence underpinning incoming changes. There is little direct evidence of current small plane safety culture and safety management knowledge, attitudes and practices. The aim of this project was to assess and report on the state of current safety culture and safety management practices and planning within this sector. An online survey was made available to Australian small plane pilots in Sept-Oct, 2008, about current and incoming safety management requirements and readiness for change management. 426 pilots responded to the survey, mainly from three subcategories: fixed wing VH registered recreational aircraft and balloons. Pilots were asked to rate their own, other pilots, and club or organizational awareness and planning for safety management requirements. Pilot responses were matched against a recognised model of change management stages. Results indicate that knowledge, attitudes and levels of trust correlate with age group, flying experience and aircraft type. These variables are shown to be associated with attitudes to change management and implementation readiness. The findings are consistent with previously established models in which attitudes and knowledge correlate with changes in behaviour, confirming that change management in safety critical environments requires careful planning and adequate inclusion of 'changees' in change management processes.

Keywords: *change management, trust, safety, small plane, pilots*

Changes in observed driver behaviour following extended use of in-vehicle backing aids

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The popularity of larger vehicle types such as sport utility vehicles (SUVs) for transporting families, combined with the aging of the driving population, may be causing an increase in the incidence of back-over crashes. The aim of the study was to determine whether experience using a backing (or reversing) aid over an extended period would be associated with changes in driver behaviour. Forty-two parent-aged (25-50 years) drivers drove their own vehicle for a period of two months, throughout which it was equipped with one of three types of backing aid: ultrasonic, dash-mounted video, or rear view mirror-mounted video. Before and after this period, driving performance was observed while performing a series of backing manoeuvres, both with and without the use of the backing aid. At the ostensible conclusion of testing, an 'unexpected obstacle' was placed behind the participant's vehicle without their knowledge, and they were asked to reverse out of the parking spot with their backing aid activated. Following the eight week period, drivers made significantly fewer glances to rear view and side mirrors, and made fewer shoulder checks while backing, when they used the devices compared to when performing the same manoeuvres unassisted at the beginning of the study, $F(1, 38) = 34$, $p < .001$). This difference persisted even when the backing aids were turned off, $F(1, 38) = 20.4$, $p < .001$), suggesting that experience with the backing aids caused drivers to adapt their visual search behaviour in a potentially safety critical manner. Finally, regardless of backing aid type, the majority (80-93%) of participants collided with the unexpected obstacle, a finding that is consistent with previous similar research (Llaneras et al., 2005; McLaughlin et al., 2003). The high rate of collisions observed in this scenario may have been due to a delay in system activation (for the video-based systems) or because of the unexpected nature of the event, which caused drivers to ignore warnings from the ultrasonic device. Collectively, results indicate that driver behaviour changes in safety critical ways following exposure to backing aids over an extended period of time. Backing aids should not, therefore, be promoted as safety equipment for drivers.

Keywords: *large vehicles, backing aid, driver behaviour*

Charting psychology's progress in demonstrating relevance to the needs of Indigenous Australian people: A review of literature and experience from 1992-2009

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Following a meeting in 1992 to discuss a proposal to develop a four year psychology program for Indigenous Australian students, Reser (1993, 1994) identified several issues, barriers and opportunities regarding the roles and relevance that the profession might have with Indigenous students and Indigenous people generally. Reser outlined not only the structural and practical ramifications of such a proposal, he also made reference to the milieu, or 'contested cultural space' in which such a proposal would need to be considered. This paper outlines aspects of this context, placing particular emphasis on discursive elements of the debate surrounding the proposal at the time, and the consideration of Indigenous issues by the profession since. A literature review was conducted focusing on Australian Psychological Society (APS) policy and guidelines relating to Indigenous people during this period. Journal articles and other commentary on the topic were also sourced. Interviews with persons involved with psychology and Indigenous Australian people were conducted. Participants included Indigenous and non-Indigenous psychologists, students and clients of psychological services. A Causal Layered Analysis (Inayatullah, 2004) was conducted with a view to identifying the varied and interconnected layers of discussion. Activity has been predominant in the 'political sphere' with emphasis placed on validating and entrenching an Indigenous presence in the contested cultural space of Australian psychology. The emergence of bodies, such as the Australian Indigenous Psychologist's Association (AIPA) in 2008/ 2009, are indicative of a renewed imperative to organize and mobilize Indigenous voices and presence within the profession. Furthermore, an emphasis on professional development under the rubric of cultural competence has become increasingly apparent, seeking to address in a conceptually rigorous manner what has been an enduring demand for practical skills enhancement amongst psychologists working with Indigenous Australian people. Discourses of 'ongoing struggle', and 'reconciliation and partnership' seem to characterize and underpin these developments in recent times. The paper concludes by outlining issues that stand to confront those interested in negotiating psychology's relevance to Indigenous Australian people in this generation and beyond. These will include the structural and apparent parameters that define service delivery and how less apparent discursive underpinnings determine these.

Keywords: *Indigenous Australians, barriers, reconciliation*

Children's categorization of objects: Developing from a conceptually to a perceptually based process?

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Past research on how children categorize objects has resulted in inconsistent findings. Some studies suggest that children use non-obvious properties that can only be identified on the basis of prior-conceptualizing (conception-driven, e.g., both can hold water) or causal characteristics (e.g., both have eyes and can see). In contrast, other studies suggest that children primarily use perceptual (perception-driven; e.g., both round) and other distinctive features (e.g., both have wheels). However, there is still no clear consensus on whether children's categorization is mainly a conceptually or perceptually based process, or whether these two processes operate in tandem. The present research consisting of four experimental studies attempted to understand factors affecting children's categorization process. Considerable effort has been exerted to determine conditions that would facilitate young children's use of the conception-based mechanism, particularly when they have little prior knowledge about the conceptual attributes of the targeted objects (Gentner & Markman, 1995b; Mussweiler & Gentner, 2008). More recently, it has been suggested that children tend to categorize attributes and compare their functions and conceptual characteristics when they have enough conceptual knowledge and experience

about these objects (Gentner, Loewenstein, & Hung, 2007; Namy & Gentner, 2002; Uttal, et al., 2008). The current study proposed that the basis of children's categorization varied developmentally from a conceptual to perceptual preference with the increase of their knowledge about the objects in the world. In four experiments, we modified tasks from earlier studies (e.g., Namy & Gentner, 2002; Uttal et al., 2008) and investigated the categorization mechanism of a total of 116 four-year-old children. These four experiments investigated with (i) tasks that were conceptually-matched, but not perceptually matched, (ii) tasks of different familiarity, (iii) tasks with different familiarity with the relationships among them, and (iv) tasks with manipulation on their visual hints and background information. The results suggest that young children can actively use the conceptually driven mechanism during the comparison process if there are opportunities for them to focus on these conceptual properties. Young children could also categorize unfamiliar objects in the presence of familiar objects on the basis of their conceptual information.

Keywords: *children, categorization, conceptual processing, perceptual processing*

Chinese entrepreneurs' motives: Pushed or pulled?

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We conducted a field survey with a sample of actual Chinese entrepreneurs in Jiangxi and Hong Kong (*N* = 86). One research goal was to examine the multi-dimensionality of entrepreneurs' motives: whether Chinese business owners opened their own business because they were "pulled" or attracted to advantageous factors associated with entrepreneurship, or because they were "pushed" or trying to escape undesirable factors surrounding their previous employment, or both. We also investigated the personality correlates of entrepreneurs' perceived business success and satisfaction. This study utilized the survey method with two convenient subsamples of actual entrepreneurs from Hong Kong (n=26) and Jiangxi, China (*n*=60). Participants were recruited from the authors' local networks and were instructed to return completed surveys to the researchers by mail. The response rates were satisfactory (65% in Hong Kong and 83.33% in Jiangxi). Participants were mostly male and were, on average, over 40 years of age. Most of them owned small and medium enterprises (69.6%). The survey consisted of a constructed entrepreneurial motives, a constructed perceived business success scale, Bass' (1997) entrepreneurial satisfaction scale, Triandis et al.'s (1986) individualism-collectivism scale, Goldberg's (1999) big-five personality dimensions, and a demographic questionnaire. Most measures were translated into Chinese and back-translated by bilingual researchers. Most measures yielded at least adequate internal consistency levels. In terms of Chinese entrepreneurial motives, consistent with qualitative findings by Nguyen and Nguyen (2008), factor analyses showed that participants endorsed four categories of "pull" motives (e.g., to have a challenging and meaningful career) and four categories of "push" motives (e.g., to escape stress and/or heavy workload in previous employment). A majority of participants also endorsed an altruistic motive (i.e., to help family or community members in need of employment). In terms of the correlates of perceived business success, the Big-Five personality traits were significant predictors, with Openness to Experience explaining the highest percentage (19.2%) of the variance accounted by personality. Whether participants were more collectivistic and less individualistic also predicted perceived success, with (the lack of) Self-Reliance explained the most (12.4%) of the variance accounted by individualism-collectivism. In terms of participants' satisfaction with their enterprise, the variance was also explained by personality, some individualism-collectivism dimensions, and the endorsement of several entrepreneurial motives. Number of years in business, business size, participants' age, and number of work hours correlated with either perceived business success or overall satisfaction. The present study provided empirical evidence to support Nguyen and

Nguyen's (2008) grounded theoretical framework of entrepreneurial motives and their correlates. The results revealed a complex pattern of motives with some unique characteristics (altruistic; collectivistic) that may distinguish Asian entrepreneurs from their western counterparts. Future cross-cultural, comparative research may shed further light on these findings. Theoretical and practical implications were discussed.

Keywords: *Chinese entrepreneurs, motives, pulled, pushed*

Chronic disease management in the community: The nurse educator programme

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The National Health Survey 2004 showed the prevalence of diabetes, high blood pressure and high blood cholesterol among Singaporeans aged 18–69 years to be 8%, 25% and 19% respectively. This prevalence is considerably higher in persons aged 40 years and above. In all, an estimated 1 million Singaporeans suffer from one or more chronic conditions such as diabetes, high blood pressure and high blood cholesterol. The Survey also showed that 27.6% of those with diabetes had unacceptable blood glucose control and 50.5% of hypertensives had poor blood pressure control. Patients with uncontrolled blood glucose and blood pressure are likely to suffer complications such as stroke, heart disease, renal failure and amputations. Besides medications, lifestyle changes e.g. exercise and diet is critical for the patients to control their conditions. The majority of patients with chronic disease(s) are managed by doctors in polyclinics (government clinics) and private practices. However, feedback has shown that the doctors often do not have the time to educate their patients on the holistic management of their conditions, in particular, the necessary lifestyle changes e.g. nutrition, exercise. To close this gap, the Nurse Educator (NE) program was developed. Individuals detected with a chronic disease through the Integrated Screening Program or as part of their routine visit to their doctor, are referred to trained Nurse Educators (NEs). Participants attend three group psycho-educational sessions with the NEs that include a health risk assessment, creating action plans with achievable goals, identifying barriers to achieving these targets and methods to overcome these barriers. The workshops are conducted in English, Mandarin and Malay. Working closely with the Wellness Program, a community-based program with health and social inclusiveness as its focus, participants are also referred to physical activity and nutrition program within the community. Pre- and post-workshop evaluation questionnaires are administered to measure learning outcomes. NEs conduct follow-up with participants through phone calls at 6 and 12 months post-workshop. Participants' lipid levels, blood pressure and/or HbA1c test results will be recorded at the end of 12th month. The pre- and post-workshop evaluation on knowledge and attitudes showed a 45.6% improvement. At the 6-month telephone follow-up, 51.4% of participants showed an improvement in their confidence in making lifestyle modifications (i.e. in relation to physical activity, medication compliance, weight control and healthy eating) and 48.6% of participants reported adopting healthy lifestyle practices. The one-year data will be ready in April 2010. This is a three-year community-based program that focuses on lifestyle modifications that will assist with the management of chronic disease patients. Working with GPs, and through empowerment and education, individuals are taught ways to better manage their health through lifestyle changes.

Keywords: *nurse educator programme, chronic disease, community, lifestyle*

Civic competence development of 9-13 years old Dutch youth

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This study has followed the development and individual differences in the domain of civic competence during the last three classes of primary education. Civic competence was

assessed using a civic competence questionnaire (Dam, Geisel, Ledoux & Reumerman, 2009). Four components of civic competence were assessed separately: knowledge, attitude, skill, and reflection. In turn, each component was divided into four social functions: social responsibility, conflict resolution, democratic behavior and dealing with differences. 265 secondary school pupils of 9 to 13 years old took part in the study. To strengthen the conclusions concerning the changes in civic competence, these changes were assessed both cross-sectionally and longitudinally: three age groups were compared and one group of students was followed for three years. The results have shown a significant improvement between 6th and 8th grade in terms of knowledge, but not regarding the other three components. There were also significant differences between genders, in favor of girls. The results suggest that pupils experience an increase of civic knowledge between 6th and 8th grade, but this increase does not seem to be accompanied by analogous improvement of the other three components of civic competence (i.e., attitudes, skills, and amount of reflection).

Keywords: *civic competence, Dutch, young people, education*

Client threats as experienced by West Australian psychologists

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Researchers found that psychologists experience threatening behavior from clients in their professional practice. No published research has been undertaken in Australia to determine what the local situation is. A feature of the published research is that researchers have generally used surveys to collect the relevant data. The data therefore do not indicate exactly what type of behavior psychologists experience as threatening. The aim of this stage of a more comprehensive project was to explore what type of client behavior Australian psychologists experience as threatening. This data will be used to develop an instrument that can be used to examine Australian psychologists' experience of threats. This qualitative study was guided by a phenomenological approach. Semi-structured interviews were used to collect data from 15 Western Australian psychologists. Participants were recruited by using a purposeful sampling method to ensure that they varied in terms of gender, experience, therapeutic modality they use, clientele, and workplace characteristics. The data collected from these interviews were analysed using thematic analysis. Psychologists' experiences of client threats could be categorised into nine types; Physical Aggression, Threat of Physical Aggression, Stalking, Threats to Loved Ones, Indirect Acts of Aggression, Verbal Aggression, Emotional Manipulation, Boundary Violations, and Threats to Competence. The level of threat in each of these categories can differ on a continuum. These findings suggest that Western Australian psychologists' definition of threatening client behavior is broader than that typically used by researchers who survey psychologists about client threats. Psychologists reported that they constantly experience a range of client behaviors as threatening, but with different levels of intensity that range on a continuum. Psychologists' responses to these threats differ depending on their perception of the level of the threat.

Keywords: *threatening behavior, Australian psychologists, thematic analysis, intensity, perceptions*

Clients' understanding of professional boundaries in psychological services

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The aim of this study was to examine perceptions of boundaries, boundary blurring, and boundary crossings in embedded and non-embedded communities among clients of psychology services. Utilising qualitative and grounded theory research methods, 29 psychology clients aged between 20 and 64 years from both non-embedded (urban) and embedded (e.g., rural; and gay, lesbian) settings participated in in-depth interviews. Seventeen grounded theories were identified. Three key findings are presented here. Firstly, many clients

found it difficult to define boundaries, and had low awareness of boundary issues or how to deal with potential boundary crossings. Second, beliefs about boundary crossings were socially constructed and varied significantly according to the context of the situation. Third, there was similarity in how clients from embedded and non-embedded communities understood and dealt with boundary issues; however, the rural embedded sample deemed boundaries harder to manage. These results have implications for professional practice. There is a need to educate clients about boundaries and how to deal with boundary crossings and violations. Additionally, clients need to be supported to develop an 'informed client identity' that is conducive to their expectations of handling boundaries in treatment.

Keywords: *boundary crossings, boundary blurring, non-embedded communities, embedded communities*

Climate, politics, and performance of public organizations: a cross-level analysis of public schools' biosphere

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Public organizations highly depend on building constructive environments and encouraging a healthy climate that leads to higher performance. Throughout the years, questions about organizational climate, organizational performance and their mutual relationships have been studied extensively and from multiple perspectives such as management, public administration, organization studies, psychology and sociology. This study builds on accumulated inter-disciplinary perspectives to examine the contribution of multiple climates to organizational performance both on the Micro-individual level and on the Macro-organizational level. It is suggested that examination of multiple climates (participative, innovative, leadership, and service), as well as organizational politics, can improve our understanding of micro and macro level performance of public organizations. A field study of 2102 teachers from 108 public schools and 3 major districts in Israel was conducted between November 2004 and June 2005. The teachers answered the climate questionnaire and archive data about school and students achievements, socio-economic rank of the schools, school size, level of teachers' self-reported absenteeism, and reports on group level OCB was also collected. Data was analyzed on the basis of Random Coefficient Modeling as this approach allows for testing the nesting of teachers within schools. The findings indicate that multiple climates in the school environment are positively related with micro-level performance and this relationship is mediated by organizational politics. In addition, both organizational climate and micro-level performance are related with macro-level performance. Our findings emphasize the impact perceptions of organizational politics have in explaining the relationship between climate and performance in public organizations. Additional theoretical, methodological and practical implications are discussed. The paper supports further investigation of multiple climates in public organizations and exploration of their complex relationship with politics and with multi-level performance indicators.

Keywords: *climate, politics, performance, organisations, micro-individual/macro-organisational levels*

Clinical features in the children's psychological assessment

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Children and adolescents develop mental disorders due to emotional, environmental or developmental stress situations. Psychological evaluation by managing specific instruments provides comprehension of possible causes for these disorders. This study identifies clinical symptoms of a sample of children referred for psychological evaluation, as well as demonstrates statistical association between the symptoms with their age and sex. In this study 849 children protocols have been analyzed aged between five and 12 years old, which included data from medical history interview or from CBCL (Child Behavior Check List). The

information obtained were imputed into a database on SPSS version 11.5 for Windows and analyzed by scanning frequencies of the variables and by the association of measures using the chi-square test. The predominant age group in this evaluation was between 9 and 10 years (34.2%), having more male children (66%). Through interviews of anamnesis, the most frequent symptom was learning disabilities (23.8%). According the CBCL, internalizing symptoms had higher occurrence (55.5%). Through the association between child's age and clinical symptoms, learning difficulties showed a significant association (p = 0.000), as well as age and presence of seizures (p = 0.000). It´s also found a significant association between sex and anxiety symptoms, insecurity and fear (p <0.05). Across the protocols evaluated it is possible to conclude that the treatment search is so late for children between 9 and 10 years. Learning disability was the prevalent symptom, proving that the school is the place where the child expresses his cognitive, personal and family difficulties. Moreover, age is relevant to the onset of symptoms linked to learning and to the presence of seizures. Furthermore, sex means to be the most relevant factor related to the internalizing disorders according to the CBCL´s proposal. The importance of this identification is to promote stimulation to the mental health professionals to work in a preventive manner, helping families to identify symptoms in their children earlier.

Keywords: *children, mental disorders, stress, psychological assessment, learning disabilities*

Clinical, comorbid, and psychological characteristics associated with HIV across decade of life

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Of the 1.1 million adults infected with HIV in the United States, those adults 50 years of age or older made up 15% of all new HIV diagnoses, 24% of those living with HIV, 29% of those diagnosed with AIDS, and 35% of those who died of AIDS. Similar trends have been found in Australia and Europe. With the increasing number of older adults with HIV, healthcare professionals will need to know what to expect as this population ages. This cross-sectional study examined the medical records of 1,478 HIV patients from a university clinic from May 2006 to August 2007. Clinical characteristics and patterns of comorbidities were examined across each decade of life. Data reflected that older adults with HIV were more compliant with medical appointments; this suggests an opportunity to reach older adults and educate them about successful aging with HIV. Meanwhile, younger adults with HIV were less compliant to medical appointments which indicate an area of need. In addition, older adults with HIV had lower HIV viral loads but had more comorbidities in many cases several fold higher. Such comorbidities included hypertension, hypogonadism, hypercholesterolemia, coronary artery disease, and diabetes. The increase in these comorbidities can have detrimental effects on brain health and cognition; this may help explain some of the cognitive problems observed in older adults with HIV. Interestingly, there were no differences in the prevalence of depression (38% to 45%) or anxiety (12% to 20%) across age groups. Implications for practice and research are provided.

Keywords: *HIV, clinical characteristics, patterns of comorbities*

Coach impact in a process of managerial coaching: A case study

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Executive Coaching theory is relatively new, consequently there are very few empirical studies in the field linking Coaching and managerial abilities development. The most relevant research in the field refers, to the analysis of job performance and productivity (Genger, 1997; Mc Gouvern et al., 2001; Miles & Huberman, 1994), Individual learning factor, (Harris, 1999; O´Brien, 1997; Witherspon & white, 1996), Self-Awareness and Developmental Goals (Kampa-Koesh, 2001; Laske 1996), Leadership Effectiveness and Coaching (Kampa-Koesh, 2001), Coaching

effectiveness amount customer perspective, (Gwynne Dawdy, 2004), and Coaching and stress (Gyllensten & Palmer, 2006). This research aimed to evaluate a coaching program that analyses perceptions around participants' performance, their superiors and collaborators performance, and organizational development. In order to analyse the impact of coaching several issues have been incorporated into the analysis, such as seniority, type of post, time on managerial post and kind of coach. The study was a quantitative analysis that makes uses of survey data on a sample of 108 managers (out of a population of 143) from a financial services cooperative in the Bask Country, Spain. The questionnaire for evaluating the process of training in managerial tasks and abilities were designed by the research team. The level of analysis were perception of superiors' development, own development, collaborators development and organizational development at 9 different levels: leadership, definition and planning of strategy, personal development, alliances and resources, processes, clients outcomes, peoples outcomes, society outcomes and key outcomes. For participants, the organization has progressed considerably from 2007 in central issues as leadership (20%), Strategy definition (26%), people's development (27%), Alliances and Resources (21%), processes (18%), clients outcomes (17%), peoples outcomes (19%), society outcomes (18%), key outcomes (20%). *Coaching Effect* has an important impact on respondents' perception of own professional performance, above-managers performance, collaborators performance and *Organizational Development.* The above-mentioned impact of *Coaching Effect* on *Organizational Development* is, however, limited (around 7% of explained variance). Variables such as type of post (central or provincial office); seniority (time in the organization); time on post, and type of coaching (team and methodology) has proved to be not influential on coaching, in this study.

Keywords: *executive coaching theory, managerial competence, organisational development*

Cognitive and motivational predictors of achievements of gifted students in math, humanities and music

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The paper presents results of a study on the psychological conditions of school achievement of gifted students. The study was based on Renzulli's theory of giftedness and Sternberg's theory of successful intelligence. Experiments were conducted in Poland and Germany. School achievement of gifted individuals enables diagnosis of underachievers as well as optimization of the achievement of other gifted students. The participants were secondary school students. They were divided into groups of students with outstanding school achievements and those with average school achievements. Also the type of achievements, including achievements in math, humanities and music, was taken into account. The following testing tolls were used: Raven Matrix Scale, Rokeach Value Scale, Costa and McCrae's NEO Five-Factor Inventory (NEO-FFI), Urban and Jellen's Test for Creative Thinking-Drawing Production, and Sears` Self-Esteem Inventory. The results point to significant differences in the psychological functioning of gifted and average students. The differences concern the level of intelligence, creative abilities, the system of preferred values and self-esteem. This also refers to the type of achievements. Students with outstanding esteem achievements in math had a high level of intelligence, a high level of creative abilities, a high self- regarding their functioning at school, and a low self-esteem regarding their social functioning and their fitness in sports. Students with outstanding linguistic achievements had a high level of intelligence, a high level of creative abilities, and a much higher self-esteem regarding their social functioning than mathematically gifted students. Musically talented students had a high level of creative abilities, a high general self-esteem, and a preference for artistic and esthetic values. The paper presents a comparative analysis of scores obtained by the examined groups of students for all the tested variables. The results indicate a significant dependence of school achievement on intellectual factors, as well as on self-esteem and preference of values. Underachievement of

gifted students is mainly associated with low self-esteem and impairments of social functioning.

Keywords: *gifted students, cognitive predictors, motivational predictors, school achievement, intelligence*

Collective affective identity: The Paradox of sustainable membership

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The question as to what motivates professionals to participate in and contribute to professional membership associations is challenging to all associations' executive committees. Arguably, such professional communities invite member participation in: professional development events; committee meetings; advisory groups; and selected projects. However feedback from such executive committees is that of the continual need to address issues of return on investment for membership subscription. This research uses two theoretical frameworks to understand what motivates professionals to participate, exploring: socio-emotional motivational differences; and dual psychological processes. Theoretically, socio-emotional selectivity theory argues that older adults are motivated by more positive emotional experiences and are selective with social networks; whereas younger adults are motivated by seeking knowledge, information and meaningful participation. Furthermore, a social movement framework posits that a collective identity process; and a cognitive process are responsible for participation. Consequently a three dimensional construct, Collective Affective Identity emerged based on: micro, meso, macro levels of identity; social and affective needs; and is analogous of the affective half of the dual process. Similarly a Return on Investment construct emerged to complete the cognitive dual process analogy. A professional psychological association was examined, with participants being members of the College of Organisational Psychologists. One hundred and ninety nine members participated at Time 1; one hundred and fifty members participated at Time 2; which included eighty four members who provided longitudinal data. There was an eighteen month interval between the two identical questionnaires, and these were advertised on-line through the college. Results indicated that Collective Affective Identity both mediates and moderates the relationship between Return on Investment and three levels of participation: Co-production; Organisational congruence; and Intention to stay. Furthermore results revealed a career life-span effect, consistent with motivational differences between younger and older generations. Paradoxically collective affective identity, rather than return on investment, was found to be the primary motivator for sustainable membership levels. This exploratory research contributes to areas of: socio-emotional literature; collective identities; generational diversity and professional membership participation. These findings conclude that Collective Affective Identity shows potential for manipulation in individuals to encourage professional and personal growth, leading to: increased collaboration; and membership sustainability.

Keywords: *professional membership associations, participation, motives, collective affective identity, membership sustainability*

Collectivistic and individualistic value orientation, coping style, and trauma symptoms following life adversities among adults in Singapore

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Studies on Western samples have found that individuals who place more emphasis on individualism tend to use more direct coping strategies, which are in turn related to better adjustment following life adversities. The present study aimed to determine associations between individualistic and collectivistic value orientation, coping style, and trauma symptoms among adults residing in a multi-cultural and non-Western country of Singapore. It also investigated the influence of the interplay between value orientation and coping style on trauma and depression symptoms. A community sample of 947 adults in Singapore who had experienced various life adversities were recruited. Participants were invited to complete anonymous questionnaire consisting of

psychological scales on life adversities, cultural and value orientation, coping style, and trauma and depression symptoms. Bivariate correlations were conducted to delineate associations between variables. Hierarchical regression analyses were also performed to investigate whether coping style moderated the association between value orientation and trauma symptoms. Results of bivariate correlations indicated that trauma and depression symptoms were associated with experiences of life adversities at a younger age, female gender, being single, without employment, individualistic value orientation, and negative coping style. After controlling for demographic characteristics and age of life adversities, intrusive symptoms were best predicted by negative coping. Significant individualistic orientation x negative coping 2-way interaction effects were found for arousal and avoidance symptoms. In particular, the association between individualism and arousal and/avoidance symptoms were found among participants with high levels but not low levels of negative coping. For depression symptoms, a significant collectivistic orientation x positive coping 2-way interaction was found. Among participants with low collectivism, depression symptoms were related to low levels of positive coping. Among participants with high collectivism, depression symptoms were related to high levels of positive coping. Prevailing literature may not accurately reflect associations among value orientation, coping, and adjustment of individuals from non-Western countries with varying degrees of collectivism and individualism.

Keywords: *individualistic value orientation, collectivistic value orientation, non-Western culture, coping styles, trauma*

Colour psychology and colour therapy: Ancient knowledge or new age nonsense?

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Colour psychology and colour therapy, which is part of an alternative therapy industry with an annual turnover of $620m in Australia, rests on the assumption that colour prompts a range of cognitive, affective and behavioural responses. Colour therapy as a practice exists outside the jurisdiction of a regulatory body or the Therapeutic Goods Act. This research sought to determine the veracity of the link between colour and human response. This research incorporated a critical review of literature relating to colour and human response from academic/scientific sources. A meta-analysis was also conducted to examine studies that focus on cognitive, affective and behavioural responses to colour, and studies relating to the practice of colour therapy. In addition, a critical review of colour psychology and colour therapy claims and assertions commonly found in non-academic, non-scientific sources (such as popular media and the Internet) was included. The results indicate that an association between colour and cognitive, affective and behavioural responses is less than weak. A range of factors such as individual differences (such as screening ability) and cultural variations as well as perceptual, contextual and temporal factors influenced the interface between colour and human response. In addition, substantial variation was found in terms of the methodological rigor of studies relating to colour and human response. Furthermore, many of the claims and assertions commonly found in non-academic, non-scientific sources relating to colour psychology and colour therapy were found to be baseless and unsubstantiated. Providing benchmark research into colour psychology and colour therapy, this research highlighted the alarming disconnect between academic, scientific literature relating to the interface between colour and human response, and the lack of an evidence-based foundation common to the colour psychology and colour therapy industry. Further research will endeavour to identify the size, extent and nature of the industry in Australia, the quality of information provided to patients, and determine the extent to which colour psychology and colour therapy are used to treat serious conditions.

Keywords: *colour therapy, cognitive responses, affective responses, behavioural responses, evidence-based research*

Combating wood smoke pollution using behavioural and technological solutions: a case study of Armidale, a regional town in NSW, Australia

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Winter levels of air pollution in Armidale regularly exceed the national standard for airborne particulate matter. Most of these winter emissions come from wood heaters, the main source of heat for about one third of all households in the city. The present study evaluated the effectiveness of two strategies: the first involving education materials and the second involving a technological intervention using SmartBurn canisters, which are designed to help fires burn more efficiently and reduce emissions. 316 participating households (Participants' Mean age=48.80 years, SD=14.64) were randomly assigned to one of the four experimental conditions: (1) Education only, (2) SmartBurn only, (3) Education and SmartBurn, and (4) No intervention (control group). Household wood smoke emissions were assessed at pre- and post-intervention. A 2 (Education/No Education) x 2 (SmartBurn/No SmartBurn) analysis of covariance (ANCOVA - with pre-test scores of smoke emissions used as a covariate) was conducted to examine the effectiveness of two wood smoke reduction strategies. Results indicated statistically significant main effects for both education and SmartBurn interventions (p<.05). Contrary to our prediction, education by SmartBurn interaction failed to reach statistical significance. However, there is a trend for households in the education and SmartBurn condition to produce lowest smoke emissions than that of all three conditions (education only, SmartBurn only, and control group). In first of its kind experimental trial of comparison of two wood smoke reduction strategies, our findings suggest that either strategy was effective in significantly reducing household smoke emissions. An important finding is that a cost-effective strategy such as providing information about best practices related to firewood purchase and storage and wood heater operation can be as effective as using a technological solution in reducing smoke emissions.

Keywords: *air pollution, wood heaters, SmartBurn canisters, smoke emissions*

Community perceptions of older child victims of child sexual abuse in comparison to adult rape victims

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The aim of this study was to investigate community perceptions of older children in comparison to adult victims of child sexual abuse (CSA). It was hypothesised that a 15-year-old victim of child sexual abuse would be perceived similar to a 20-year-old rape victim with regards to (a) victim credibility, (b) victim culpability (c) cognitive competence, and (d) that a 15 year-old female will be perceived as a "quasi-adult". 173 participants were randomly allocated to one of two versions of the Knowledge and Perceptions of Child Sexual Abuse Questionnaire. This questionnaire was comprised of 28 items assessing participants' perceptions of credibility, culpability and cognitive competence of either a 15 year-old or a 20 year-old female who had been sexually abused. Participants comprised 53 males and 120 females, aged 18 to 60 years (M = 30.1, SD =13 years). The results indicated that a significant proportion of participants perceived a sexually abused 15 year-old female to be similar to a 20 year-old sexually abused female. A series of Chi-Square tests of independence revealed support for all predictions. That is, a 15 year old victim of child sexual abuse was perceived similar to a 20 year-old rape victim with regards to victim credibility, victim culpability and cognitive competence. The hypothesis that 15-year old child sexual abuse victims are treated as 'pseudo-adults', was also supported. According to Australian law, there are legislative differences between child sexual abuse and adult rape allegation. For example, consent does not constitute a defence in child sexual abuse cases; which includes 15 year-old victims. Yet, the current results indicate that 15 year-old child sexual abuse victims are perceived more similarly to 20 year-old adult rape victims. Thus, the perceptions of older children are not in congruence with current legislation. The legal implications of these findings will be discussed.

Keywords: *community perceptions, victim credibility, child sexual abuse, rape, cognitive competence*

Comparative effects of the use of sad induction procedures and music on driver's performances

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Contrary to anger and aggression, sadness is not inherent to the driving situation and researchers face methodological limits to investigate its impact on performances. This study therefore aims to explore the effects of the use of imagery inductions, i.e. autobiographical recall and combined vignettes and music procedures, as well as the use of sad music to generate and maintain driver's sadness and assess its effects on behavior. Thirty-three participants were divided into three groups: (a) controls which were neutrally induced, (b) "autobiographical recall" participants which were invited to recall eight sad personal events and (c) "imagery" participants which had to imagine eight dramatic described situations with sad music in background. After it, participants drove for 15 minutes on a static simulator. During this session, neutral and sad music extracts were presented in background to reinforce the induction effects. At the end of the experiment, participants were interviewed about their feelings and performances. Analyses of scores on the PANAS X (subjective scale to assess mood changes) showed a high increase of sadness and a decrease of joy only when participants were negatively induced with the imagery procedure. Additionally, they drove faster (114 km/h) than the two other groups (controls = 99 km/h, autobiographical recall = 101 km/h). This increase of mean speed was reinforced when sad music was presented during the driving task. In post-interviews, "imagery" participants said they were conscious of their sadness and were in a favorable situation for ruminations. As a consequence, they voluntarily focused on their driving task to inhibit the induction and music effects. The imagery procedure seems to be the most efficient way to induce sadness and affect emotional state, leading to as a deterioration of driving performances. The effects were strengthened with music during driving which appears to be a relevant tool to promote a sad and gloomy environment, propitious to ruminations. This procedure is relevant to assess the effects of inattention due to ruminations while driving.

Keywords: *sadness, driving behaviour, imagery, music*

Consumer psychology: Personality profiling to forecast consumer demand

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Applied psychology in the area of consumer psychology is used to create models for predicting consumer demand for products. Traditional economic models used in forecasting are based on linear regression, with a limited number of variables to predict consumer demand for a product line. However, artificial intelligence techniques including neural networks and embedded systems are used to analyze data with a larger number of variables and larger data sets to examine trends and predict consumer demand to a more efficient level than ever before. Data will be examined from several applications used in a retail environment in Asia, the US and Australia, comparing traditional statistical methods using linear techniques to non-linear neural network outputs. Cognitive Science as a specialized field of Psychology, combining many disciplines, is now providing the foundations for more effective models to predict consumer behavior in the area of consumer psychology. The industrial applications of such software to help managers with both human and fiscal resources in their companies is exciting.

Keywords: *consumer psychology, consumer demand, forecasting, cognitive science*

Co-occurring health complaints: The cumulative impact on employee productivity

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Although the literature on the indirect costs of health conditions on worker productivity has developed considerably over the past 10 years, no studies have examined the co-occurrence of related conditions and their impact on productivity. Acknowledging that physical and mental conditions rarely occur alone, this study sought to explore the underlying factor structure of 13 psychological and physical conditions frequently observed in the workplace, and to examine the relative contributions of condition factors on productivity. A total of 667 employees from a large international commercial manufacturing firm in Hamburg, Germany completed a self-report questionnaire addressing 13 common health complaints, and their impact on productivity. Exploratory Factor Analysis (EFA) was performed to determine whether the underlying factor structure was theoretically sound. Confirmatory Factor Analysis was subsequently performed to obtain parameter estimates and model fit indices. The analyses yielded support for three underlying condition factors: (1) psychological /mental, (2) episodic/acute, and (3) medical/chronic. After adjusting for the effects of self-report bias and co-variance, the psychological/mental factor accounted for over 50% of productivity lost due to absenteeism and presenteeism in the organisation. Given the relatedness of the health complaints within the three factors, the development of workplace interventions that address multiple health complaints may be more efficacious, cost-effective and manageable for the organisation than multiple single condition interventions.

Keywords: *worker productivity, health conditions, Germany, health complaints, workplace interventions*

Coping behaviour and quality of life of a sample of women who experienced sexual abuse in childhood

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The article aims to determine what women who experienced sexual abuse in childhood coping behaviour's are and how these impact on their quality of life in adulthood. A case study design was used. Individual interviews were conducted with ten randomly selected women with abusive experiences in their childhood. The participants were women ranging between ages 18 and 55 years. The transcribed data from the interviews were analyzed and reflected upon in light of the research questions. The life outcomes of women who experience childhood sexual abuse are generally adverse, yet some of these victims manage to overcome the abusive relationship and experience posttraumatic growth and through this are able to survive, prevail and even experience health, well-being and overall quality of life. Positive changes occurred in these women's experience of their struggle with childhood trauma. Protective factors which affect psychological adjustment in the face of sexual assault are positive subjective experiences, positive individual characteristics, positive communities and positive social relationships. The potential mediator of the posttraumatic growth link is that of coping behaviour. Trauma can provide the impetus for personal and social transformation. The different protective factors identified in the study have played a definite role in the adjustment and quality of life of these women survivors of childhood sexual abuse. These factors make a valuable contribution to the development of an intervention program aimed at reducing adverse risk behaviours and promoting psychological well-being (coping and quality of life) in these women.

Keywords: *coping strategies, quality of life, women, child sexual abuse, trauma*

Core self-evaluations and core other-evaluations: Their roles in organizational behaviors

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Core self-evaluations (CSEs) is the fundamental assessment of an individual's value, effectiveness, and capacity as a person (Judge, Erez, Bono, Thoresen, 2003, p304). This super trait is included in Judge, Lock, and Durham's (1997) core-evaluations system and has attracted a lot of research attention in the field of organization psychology for the last decade.

In spite of this, another super trait in the core-evaluations system, core other-evaluations (COEs), is neglected by researchers. COEs can be defined as one's basic evaluation about the human nature of others (e.g., trust, cynicism). Given that social perception and interpersonal judgment is an important part of organizational life, COEs also deserves academic concern in addition to CSEs. Therefore, the purpose of this study is to untangle the roles that CSEs and COEs play in organizational behaviors by exploring their differential relationships with other personality traits (five factor models, narcissism, and altruism) and work satisfaction (job satisfaction and supervisor satisfaction). Using questionnaire survey, this study collected a sample of 340 respondents from different occupations. To reduce common method bias, this study distributed CSEs and COEs questionnaire first (time 1), followed by another questionnaire including other personality traits and work satisfaction to the same respondent one month later (time 2). Regarding the relationships of CSEs and COEs with other personality traits, the results of partial correlation showed that conscientiousness is positively correlated with CSEs, and this relationship is stronger than conscientiousness-COEs correlation. Neuroticism is negatively correlated with CSEs and COEs, but these two correlations are not significantly different. Extraversion is positively correlated with CSEs but not COEs. In addition, narcissistic personality is positively correlated with CSEs but negatively correlated with COEs. Altruism is not correlated with both CSEs and COEs. Regarding the relationships of CSEs and COEs with work satisfaction, the results of hierarchical regression revealed that the predictive effect of CSEs on job satisfaction is greater than that of COEs, whereas the predictive effect of COEs on supervisor satisfaction is greater than that of CSEs. This study not only extends our understanding of the nature of COEs which is seldom explored in past literature, but also adds to the evidence regarding the nomological networking of CSEs and COEs.

Keywords: *core self-evaluations, core other-evaluations, organizational behaviors, personality traits, work satisfaction*

Corporate social responsibility: Conflict or opportunity for the oil industry

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Oil Industry generates the least desirable impacts on environment, especially in the developing countries, according to International public opinion. Against this background, this research aims at showing the efforts made by all involved actors in developing countries, in order to achieve a more sustainable development of our ecosystems. This research describes a negotiation process among indigenous communities, municipalities, petroleum companies and the Bolivian State, working through social conflict to a viable and sustainable agreement in the frame of the policy of corporate responsibility of one of the most important oil companies in Latin America. The methodology is two-fold: firstly, in-depth interviews of principal actors of the process are gathered, and secondly, focal groups developed for the search of agreed by consensus solutions. The principal result of the study is a sustainable environmental and social proposal, replicable in similar contexts in the frame of the Human Sustainable Development. More concretely, the creation and developing of the second indigenous oil distribution company in Latin America. The first conclusion is the development of Social Corporate Responsibility with a high economic, social and environmental commitment, even in the most adverse socio-environmental conflict. The second conclusion is the need for an agreement within the Oil Company before attempting to reach an external agreement with other stakeholders involved in the conflict.

Keywords: *corporate social responsibility, oil industry, human sustainable development*

Counselor education in United Arab Emirates: A 'SWOT' analysis

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The counseling profession in the United Arab Emirates (UAE) is relatively new. As a new field in the Gulf region, it encounters a lot of challenges that needs to be carefully addressed, so as to promote awareness about the value and application of the field among scholars, professionals, practitioners, and the population in general. Despite this, the need for the discipline cannot be underscored enough, due to the ever increasing number of individuals and groups needing counseling services in the background of a society that is under tremendous social change. Added to many other benefits, is the fact that in a traditional setting, counseling serves as an alternate, less stigmatizing method compared to psychiatric or social work services. This paper delineates the current state of Counselor education in UAE in terms of a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis. Some of the strengths identified are the ever increasing levels of recognition and acceptance of the discipline by the current generation and significant research attempts by professionals. Weaknesses include the socio cultural barriers in reaching out and lack of professional bodies guiding the discipline. Opportunities in the external environment include the social changes in the Emirati society, increasing levels of diversity set in by the forces of globalization and an ensuing need for wellbeing and psychological health. Important among the threats are turf issues with other disciplines and socio cultural barriers preventing the progress of the discipline in the region. At the core of the SWOT analysis is the understanding that counseling in UAE is a discipline which is struggling to establish its identity in the midst of the many internal and external challenges that it faces. Based on the analysis, the paper also presents and recommends certain strategies to advance the discipline in the Middle East region. The imperative for relevant and culturally indigenous conceptualization of counseling to promote the discipline in the region is one among those suggestions.

Keywords: *counselling, United Arab Emirates (UAE)*

Cross cultural validation of the sensation-seeking construct: Development and validation of a new Spanish-language sensation seeking scale

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This cross-cultural study aims to: 1) document the psychometric properties of a new Spanish-language sensation seeking scale, the Escala de Busqueda de Sensaciones (EBS; (Velez-Pastrana et al., 2009) and 2) study the equivalence of an English-language version of the existing EBS scale. The EBS was developed in 2009 based on the conception of sensation seeking that had been developed by Zuckerman (1994, 2007) and later revised by Arnett (1994), while addressing advantages and limitations of such scales. The 36-item EBS includes a 7-item sexual sensation seeking subscale. Preliminary research indicates that this subscale has .74 reliability and correlates significantly (i.e., .39 to -.25) with sexual risk behavior items, which is comparable to the 11-item Kalichman sexual sensation seeking scale (i.e., Gaither & Sellbom (2003) report correlations of .49 to .18). A total of 300 Puerto Rican and Australian adults complete Spanish/English versions of the EBS. The Puerto Rican participants also complete Arnett's Inventory of Sensation Seeking (AISS; (Arnett, 1994) and Zuckerman's Sensation Seeking Scale V (SSS-V; (Zuckerman, 1994). All participants completed a questionnaire assessing sexual risk behaviours. Concurrent validity will be assessed by correlating the Spanish-language EBS with Arnett's AISS and Zuckerman's SSS-V. A comparison of the factor structure of the Spanish-language EBS with the AISS and SSS-V will explore validity of the sensation-seeking construct as measured by the scale. Spanish and English-language versions of the EBS will be compared to assess equivalency. The psychometric properties of the English EBS will be explored. Results are discussed in the context of previous research on Spanish-language versions of the SSS-V and the AISS (Carretero-Dios & Salinas, 2008; Ferrando & Chico, 2001). These studies had suggested that the two instruments measure essentially the same construct. Clinical and research implications are discussed.

Keywords: *sensation seeking scale, Spanish, psychometric properties*

Cross-cultural assessment of attention level of Israeli and American university students

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The study of attention level and its psychopathological aspects is very extensive, mostly when it is concerned with children and adolescents with Attention Deficit Hyperactivity Disorder (ADHD). Attention is considered more as a psychobiological ability not bound by cultural aspects. Some researchers hypothesized that cultures with consistent attitude toward children may have fewer children with attention difficulties. Others postulated that poor child behavior management in early childhood may be the reason for attention deficit. No clear findings have been found thus far that connect attention level to any specific cultural trait. The present study is a comparison of attention level between first year university students in Israel and first year university students in the United States. Seventy-one first year students in Israel were compared to forty four first year students in the United States with the following two measures of attention: (1) MATH-CPT, a computerized Continuous Performance Test (Lufi, 2006), and (2) d2 Test of Attention, a paper and pencil cancellation test constructed by Brickenkamp in Germany in 1962 and validated again in 1998 by Brickenkamp and Zillmer (Brickenkamp & Zillmer, 1998). The two tests were administered to both populations in a counterbalanced order (half took one test first while the other half took the second test first). The results showed that the American students scored significantly better in the main measure of the MATH-CPT (indicating higher sustained attention level), and in another four main measures of the d2 Test of Attention. The results indicate that first year student in the United States performed better in various measures of attention in both instruments used in the study. These results were unexpected. As attention level is considered as ability influenced a little by cultural aspects. It is possible that differences in temperament between the cultures when people in Middle Eastern cultures tend to be more impulsive and short tempered or differences in the level of sluggish cognitive tempo (SCT) may explain these results. The author discusses the results and other possible explanations for these unexpected differences.

Keywords: *Attention Deficit Hyperactivity Disorder, attention, cross-cultural assessment*

Cross-cultural moral reasoning about sacred values: East and west, same values but different rationale

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This study examined moral reasoning concerning sacred values in Western and East Asian populations. Responses to a moral dilemma in which a decision was made to spend a considerable amount of money in order to either (a) save the life of one child via an expensive operation or (b) improve hospital resources more generally. These dilemmas were initially framed in the context of the cultural dimension; individualism or collectivism. Expectations were that East Asians, with their more collectivistic mindset, would place higher value on improving hospital resources. Results indicated that East Asians were as outraged as Westerners at the prospect of improving hospital resources rather than on saving the life of one child. The results are interpreted within a universalist approach to moral reasoning with recognition of shared scared values across cultures and yet emphasizing the different explanatory frameworks used cross culturally to account for the common values.

Keywords: *moral reasoning, individualistic culture, collectivist culture, moral dilemma*

Cross-national investigation of positive youth development

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The study aims to explore the prevalence of adolescent volunteering in three nations. It

examines cultural and contextual factors in a cross-national comparison of volunteering. The study also aims to update our understanding on universal theories of development. The total sample of the study is 4,638 adolescent school students in the age range of 16-17 years drawn from Mumbai, India (*n* = 802) Victoria, Australia (*n* = 1929) and Washington, United States (*n* = 1907). The student survey protocol consisted of a self-report instrument. The International Youth Development Study (IYDS) survey was used in Australia and the United States and the Adolescent Health and Wellbeing questionnaire (AHWQ) was used in India. The study reports on risk and protective factors associated with volunteering and smoking and alcohol behavior that may influence youth volunteering. Meta analysis of data revealed findings relevant to cultural differences. Highest rate of volunteering was reported in Washington State (19.0 percent), lowest in Victoria (6.9 percent) and intermediate in Mumbai (13.6 percent). Females (63.8 percent) were found significantly more likely than males (53.4 percent) to report volunteering. The multivariate logistic regression figures indicate that in Mumbai late adolescents reported less volunteering. Compared to Washington and Victoria smokers and tobacco users in Mumbai reported more volunteering. The study indicates that several protective factors are associated with positive youth development. The findings also suggest that family, school, peer and neighbourhood context are important determinants of positive youth development. Although understanding the development of problematic behaviour has been the focus of much research attention until recently, it is crucial that the factors that promote positive youth behaviour are also understood. Interventions for problematic behaviours no longer simply strive to reduce problem behaviours, they also seek to promote positive behaviours to replace the problematic ones. To ensure that these interventions are appropriate and maximally effective, we need to understand how positive behaviour such as volunteering develops. It is recommended that future research should examine these important differences by using more closely matched survey designs. Examining predictors of youth behaviour in internationally comparative longitudinal studies can establish whether India can borrow similar population change strategies from other nations.

Keywords: *volunteerism, adolescents, The International Youth Development Study, youth development, cross-national comparison*

Cultural similarities and differences in perceived affordances of situations for big five behaviors

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Consistent with efforts to integrate person and situation approaches, we conducted a cross-cultural study of the perceived "affordance" or conduciveness of situations for behaviors associated with the Big Five traits (i.e., neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness). Drawing on existing theory, we hypothesized that situations will vary in their perceived affordance for Big Five behaviors and that the perceived links between situations and trait-relevant behaviors will be similar across cultures. We also hypothesized that respondents in different cultures will construe situations along similar general dimensions, but that some situations will be construed differently along these dimensions. Using a five-point scale, American (*N*= 188) and Filipino (*N*= 215) college students rated, for each Big Five trait, the likelihood that behaviors associated with that trait (e.g., extraverted behaviors) would be displayed by a person in each of 29 situational contexts. Example situational distinctions included the pleasantness of the situation; the status of interaction partners; various relationship categories and physical settings; intellectual and social demands of the situations; and whether the situations were freely chosen or imposed. As hypothesized, we found greater cultural similarities than differences in the perceived links between situational contexts and Big Five behaviors. Situational effects were large in both cultures in ANOVA results, and in most cases the perceived situation-behavior patterns did not differ significantly across cultures. In addition, in a multidimensional scaling analysis, Americans and Filipinos construed or

differentiated the situations along similar general dimensions (i.e., positive vs. negative situations, challenging vs. easy situations). We also found some meaningful cultural differences that were plausibly attributable to differences in cultural values and practices. Certain features of situations are cultural universals and are perceived to have similar effects on trait-relevant behavior across cultures. The findings contribute to renewed efforts to reconcile person and situation approaches. The finding of similar perceived links between situations and behaviors across cultures also has positive implications for inter-cultural social interactions.

Keywords: *cross-cultural, affordance, big five model of personality, personality, situational contexts*

Cultural variations from the perspective of Hofstede [1991] and House [1994]: A comparative evaluation of the dimensions in 16 countries

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The dimensions of Cultural Variations by Hofstede and those of Robert House have been guiding theoretical and empirical research in the area of Cross Cultural Applied Psychology for the past 15 years and more. There are hardly any empirical investigations that have analyzed the conceptual and empirical overlaps of the dimensions from these two well known and well researched theoretical perspectives. Using the data from over 5000 professional managers and other occupational categories we compare and contrast the overlap of the dimensions in 16 countries. The results are discussed for their future implications in the area of applied psychology. Data were collected from US, Canada, France, Germany, Poland, Australia, Japan, China, India, South Korea, Malaysia, Indonesia, UAE, Chile, Brazil, and Venezuela. The total sample was over 5000 individuals. We compared the empirical overlap from the dimensions for the overall sample and then for each of the countries analyzed separately. The countries were from North and South America, Europe, Australia, and Asia. The results varied according to the clustering of the countries in terms of regions. The dimension of Individualism and Collectivism had the most overlap from both the theoretical perspectives of Hofstede and House. It seems clear that this dimension is the most fundamental dimension of cultural differences that one should seriously consider in future investigations across national and political boundaries in different geographical locales of the world. We suggest implications of the study for various area of applied psychology including scheduling of tasks, technology transfer, organizational Knowledge Management, and work stress and coping etc. There is no doubt that while there has been an important advance after House broadened the nature of cultural differences, Hofstede Study still should be regarded as a fundamental breakthrough in understanding variability of Cultural Differences in work and organizational settings in different countries of the world and in different continents.

Keywords: *cultural variability, theory, empirical overlaps, applied psychology*

Culture, motivation, and occupational decisions

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The purpose of this investigation was to test a new model of the cultural and motivational perspectives associated with the occupational decision-making processes of senior high school students. A model that was developed by integrating theories from the culture, motivation, and vocational decision-making literatures (i.e. concepts/theories including individualism/collectivism, long term orientation, expectancy-value theory, and the theory of reasoned action) was preliminarily tested by administering a newly developed questionnaire to a sample of 492 Grade 11 students attending a stratified random sample of 6 Independent high schools located in the Sydney metropolitan area (Australia). The questionnaire was subsequently revised, and a refined version of the model was then re-tested using 566 Grade 11 students attending a stratified random sample of 16 government high schools in the Sydney metropolitan area.

Structural equation modeling was used for both phases of analysis. The major findings of the investigation included the development and confirmation (after modifications) of a model of vocational decision-making processes. The model provided empirical support for relationships between cultural orientation, occupation-related values, and attitudes/intentions toward occupations. Two of the main path sequences in the final model suggested that the more students were idiocentric (individualistic) toward the future or allocentric (collectivistic) toward the family, the more they would value occupational interest/enjoyment. In turn, the more students valued occupational interest/enjoyment, the more positive would be the attitudes toward their putative occupations, and the stronger would be their intentions to pursue these occupations. The findings of the investigation may be used by psychologists, career advisors, educators, and families to advise and assist senior high school students faced with the occupational decision. In particular, these groups may need to modify their guidance, and/or understanding of the associated issues, in response to the finding that cultural orientation may be an important consideration. Moreover, reflecting the prominence of occupational interest/enjoyment, they may need to place a greater focus on what occupation-related activities or subject matter are considered the most interesting or enjoyable by senior high school students. From the perspective of marketing, the research may provide occupational and professional groups with valuable marketing information that may be used to attract future candidates. For example, the final model suggested that target groups for marketing campaigns may be classified according to cultural orientation. The investigation may contribute to reducing the gap in the literature on the roles of culture and motivation in the occupational decision-making processes of senior high school students.

Keywords: *occupational decision making, students, motivational influences, cultural influences, interests*

Damaged identities narrative repair: Investigating emotional cycles of employees undergoing organisational change

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The present paper explores the human side of the contemporary economic reforms through narratives generated in the context of change initiatives introduced by organizations. The focus of the present paper is on the way that individuals understand and make sense of the organizational change and this research examines various emotions experienced by organizational members situated at different levels of hierarchy. The present research is grounded in the qualitative genre of conducting organizational research which is driven by the principle of plural existence of realities. Our understanding of the organization wide processes can be best captured by the stories and narratives generated by employees. In-depth interviews followed by narrative analysis was carried out to decipher the making of the psychological world of the participants. The investigation of the narratives revealed that organizational reality is rooted in the interpretive framework, which is locally constructed and defined rather than existing as an independent or objective entity. As indicative by the data, an organization played a vital role in the self-images of the employees dependent on their levels of congruence with the organizational reality. The paper is organized around various emotional themes related to constitution of personal and professional identities. It is asserted through this paper that in the evolution of the management thought, the identity of an employee as a conscious being needs to be recognized and attended to by the organization. Narrative analysis offers a coherent framework to integrate the 'fragmented' identities of the individuals amidst the change process. Change cannot be treated as a linear shift from one modus operandi to the another rather the present research suggests that understanding the emotions that are generated during the process of change play a pivotal role in making any change initiative a success or failure.

Keywords: *organisational change, emotions, narrative analysis, identity, self-images*

Dealing with disasters: Impact of occupational stress in journalists' well-being

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Recent studies have considered journalists as first responders as well as policemen, firemen and health personal (Osofsky, Holloway & Pickett, 2005; Law, 2007). This inclusion is due to the fact that journalists are exposed to the same stressors as the emergency professionals and so they can exhibit the same emotional answers and vulnerability levels. There are still very few studies regarding occupational stress of journalists, either on potentially traumatic situations (as war conflicts and natural disasters) or on their daily work. The main focus has been on distress and pathological coping strategies associated. The main goal of this study is to provide a better understanding of the stress process of journalists to better help them dealing with occupational stressors. According to the Holistic Model of Nelson and Simmons (2002), in order to also analyze the positive experiences of stress, savoring strategies and positive outcomes after being in a disaster scenario, we interviewed 25 Portuguese journalists from television, radio and newspapers. All the journalists have more than 15 years of experience and are well renowned in the media field. Following it, we started the application of a set of questionnaires in order to gather information from as many journalists as possible. There is more positive stress than distress among journalists in disaster fields. They perceive their daily work with higher distress. Natural disasters cause higher emotional impact than war conflicts. In their opinion there seems to be some evidence for post traumatic stress disorder (PTSD) signs but also for PTSD growth among journalists that work in disasters. Psychological support after distressing experiences is seen by these journalists as a useful and needed tool to overcome the possible downsides of that same experience. We will be presenting some cues for therapeutic intervention that promote occupational the well-being of journalists (in order to prevent distress and promote positive emotional experiences).

Keywords: *journalists, occupational stress, psychological support*

Decision making strategies and self-regulation of driving behavior

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Driving performance is thought to be guided by satisficing decision making strategies. This refers to not striving for the optimum level of performance but being satisfied with the good enough performance. Less is known about whether there are conditions under which drivers would try to reach an optimal performance level and self-regulate to reach their goals in accordance with a performance feedback. The aim of the current study was to investigate decision making process behind self-regulation of driving behavior. We used eco-driving task and fuel saving as a goal. We hypothesized that drivers would aim an optimal performance level when told to drive environmentally friendly and to save fuel; however, this would not be the case if drivers were under time pressure. Driving performance was measured in a driver simulator. We created six different situations that would require participants to accelerate and decelerate but leave room for different patterns of acceleration and deceleration. We had two experimental groups: one with time pressure manipulation and one without. We recorded drivers' behavior and later on we had interviews with the participants asking detailed description of their behaviors and decision making process. Participants were forty university students who had a valid driver's license at least for one year and had at least two thousand km of annual mileage. Initial results revealed that participants in the time pressure and no time pressure groups showed different patterns of acceleration and deceleration both in terms of gas and brake use and slow-down & speed-up distances. Moreover, interviews revealed different thinking patterns for two groups. Additionally, participants in the no time pressure condition were more likely to take into account the fuel consumption feedback in choosing their behaviors. Data collection is still in progress. Drivers' self-regulation and reliance on performance feedback were guided by different decision making strategies under different

conditions. Drivers showed more optimizing strategies when they were not under time pressure.

Keywords: *driving performance, decision making, eco-driving, driver simulator*

Delayed reentrant processing impairs visual awareness: an object substitution masking study

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In object substitution masking (OSM) a sparse, common-onsetting mask impairs conscious target perception if it temporally trails the target and spatial attention is dispersed. Di Lollo et al.'s (2000) Reentrant Processing Model explains OSM as reflecting the interaction of feed-forward and feed-back processes in the brain. Specifically, upon presentation of a target and mask a coarsely coded representation of both stimuli progresses from V1 to anterior brain regions (feed-forward sweep). Due to the low resolution of this information feedback/reentrant processing is employed to confirm the identity of the visual stimulation. According to this model, dispersing spatial attention delays feed-forward processing, increasing the likelihood that only the mask remains visible once reentrant processing is initiated. Therefore, the mask will substitute the target in consciousness. Notably, the Reentrant Processing framework predicts that OSM will be elicited when either feed-forward or feed-back processing is delayed/impaired as both will increase the probability that only the mask remains visible once reentrant analysis begins. Thus, it should be possible to observe OSM for spatially attended stimuli if feed-back processing from anterior regions is delayed. We presented subjects with a standard OSM paradigm (Landolt C target, four-dot mask) while they performed a difficult arithmetic task known to engage brain areas involved in reentrant processing (prefrontal and parietal cortex). All stimuli appeared in the same spatial location and, employing a standard dual-task protocol, the arithmetic and OSM tasks had either a short (100ms) or long (800ms) stimulus onset asynchrony (SOA). Increased OSM was observed at the short relative to the long SOA and this was more pronounced when subjects performed, rather than ignored, the arithmetic task. The results support a key prediction of Di Lollo et al.'s Reentrant Processing Model: if feedback processing is delayed then OSM can be observed for spatially attended objects.

Keywords: *object substitution masking, reentrant processing model, feedback, visual awareness*

Deliberate practice, feedback and learning of complex tasks

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Deliberate practice is considered the single most important determinant of the development of deep knowledge that leads to expert performance e.g. Ericsson, Krampe & Tesch-Romer, 1993. However, this conclusion is based on retrospective analyses and is yet to be examined experimentally especially during the early phases of knowledge development. Deliberate practice theory also identifies feedback as a means of developing deep knowledge, but the relationships between deliberate practice and feedback remains unexplored. We tested the hypothesis that deliberate practice plus high feedback specificity would lead to the best learning outcomes using a complex computer-based management simulation. A 2 (high/low feedback specificity) x 2 (high/no deliberate practice) x 12 (practice and transfer trials) between-and-within-subjects experimental design (n=117) included an initial practice phase and a transfer phase conducted five days later. As predicted, deliberate practice improved both practice and transfer performance, and the improvement was greater under high rather than the low feedback specificity. The effects on transfer performance remained significant after controlling for individual differences in fluid intelligence, positive affect, negative affect and self-efficacy; and were partially mediated by practice performance. Contrary to the findings of Goodman and Wood's research program on feedback specificity and transfer of training (e.g.,

Goodman & Wood, 2009), we found high compared to low feedback specificity resulted in better transfer performance, however this main effect was no longer significant when the interaction term (deliberate practice x feedback specificity) and individual differences were included in the hierarchical regression models. Findings show that deliberate practice is highly beneficial for learning of a novel complex task, and that the high guidance of specific feedback facilitates learning when accompanied by the conscious processing required by deliberate practice. Implications for the design of effective training interventions include building in practice sessions to develop the metacognitive skills required for deliberate practice, and for trainers to balance specific feedback and other forms of guidance with opportunities for deliberate practice.

Keywords: *deliberate practice, feedback, learning, complex tasks, expert performance*

Demographic differences and students' preferential helper

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Students experience various concerns during their time in the university. Numerous studies have been carried out to examine students' preferred helpers. The aim of this study was to investigate whether there are differences on preferential helpers among students with different gender, ethnic backgrounds, modes of living and years of study. A questionnaire consisting of 14 areas of concern and 14 choices of helpers was distributed to 1,279 students. Respondents were asked to imagine themselves to experience serious problem relating to the area presented in each item of questionnaire and to choose one of the 14 choices of sources of help. The study found that there were high positive correlations of chosen sources of help between the groups with different gender, ethnic backgrounds, modes of living and years of study. Friends, self-help, and mothers were the popular choices in any groups. The percentage for Self was significantly higher in males than females. The percentages for Father and Brother tended to be higher in male students than in female students, whereas the percentages for Mother and Sister were significantly higher in females than males. The percentages for family members were significantly higher in students living with their family than in those living outside the family. The percentages for helpers outside family members were higher in students living outside the family than in those living with their family. Students from different gender, ethnic backgrounds, modes of living, and years of study showed no important differences in the preferential sources of help. Friends and mothers are the most preferred sources of help, apart from self-reliance. There is a universality of human experience that people are more likely to seek help from close relations. This confirms the help-seeking theory proposed by Margaret Clark (1983).

Keywords: *students, university, preferential helpers, gender, ethnic backgrounds*

Depression, anxiety and quality of life (QoL) among HIV and AIDS patients attending a public health clinic in South Africa

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To ascertain baseline measures of depression, anxiety and quality of Life (QoL) as mental health indicators of individuals infected with the HI virus and receiving health care within the public health sector in a disadvantaged area in the Western Cape Province in South Africa (SA).This study used a quantitative research design and was cross-sectional in nature. A purposive sample was recruited from a single public health clinic and comprised 70 male and female adult participants with a male to female ratio of 3:7, a mean age of 31 years (*SD* = 8.7). The participants were either on anti-retroviral (ARVs) treatment or being prepared for ARVs. Self-report questionnaires which included the Beck Depression Inventory (BDI II), Hospital Anxiety and Depression Scale (HADS) and the Quality of Life Satisfaction and Enjoyment Questionnaire (Q-LES-Q) were administered. The prevalence of depression and anxiety were found to be 36.8% and 28.6% respectively. On the Q-LES-Q the general (overall QoL), feelings,

school/coursework, and social relations measures were above average (58.4%, 52.7%, 59.4%, and 59.4% respectively) as compared to the physical, house-duties and work measures which were below average (48.6%, 45.8%, and 10.3% respectively). It was concluded that young adults, especially females, were found to be the most vulnerable to HIV infection, the prevalence of depression and anxiety was extremely high as compared to national and international rates in the general population, and while the general QoL was found to be average, the physical and work domains were not satisfactory. This study, therefore, highlights the importance of assessing the mental health aspects of HIV/AIDS. The most important recommendation that will be made to the relevant health authority is to develop a health management plan for HIV infected patients that is holistic and includes the biological, pharmacological and psychological/social treatment components.

Keywords: *quality of Life, HIV, South Africa, depression, anxiety*

Determinants of car users' switching to public transport

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The general aim of the present paper was to investigate the determinants of car users' switching to public transport when driving to work. Since the quality of services is particularly low in medium-sized cities, making the car a much more attractive option, the focus is on car-use in such cities. A combination of web-based survey and experimental simulation was used. The participants were given the task of planning their travel to and from work, including the performing of additional activities according to predetermined agendas. Four agendas varying in their number of additional activities were compared. The participants were randomly assigned to four groups of approximately the same size (high vs. low car costs and good vs. bad access to bus stops). The main results were that shorter travel times and good access to bus stops led to greater bus use while constraints imposed by a busy daily agenda led to greater car-use, in particular if car costs were low. The conclusions of this paper are that a public transport system must appear attractive, not only to its present users, but also to prospective users who currently use their cars. To appear attractive, it must not be too expensive and must have timetables and routes that allow users to travel in an efficient manner. One measure that can be used to force commuters out of their cars is higher car-use costs; however, car-use costs may need to be substantially higher than the cost of using public transport in order to be effective. As indicated, the perceived difficulty of using public transport is also an important factor. Raising car-use costs will thus be insufficient unless changes are made to public transport services. A factor complicating this is activity patterns, which are often complex. As has been indicated in the present research, the more complex the activity pattern - the more the car is used as a means of transport.

Keywords: *car use, public transport*

Developing tools to facilitate personal reflection in the journey to achieve personal development

SETIAWAN, J. L. (Universitas Ciputra)

The degree of helpfulness found in the counseling process is largely influenced by the person of the counselor (Cormier and Hackney, 1987). The personal quality of helpers is more essential than their specific skills or knowledge. The essential requirement for an effective helper is awareness. Arguably, counseling courses should not only equip students with academic knowledge and counseling skills, but also help students be aware of themselves in order to achieve personal growth (Setiawan, 2010). The aims of this study is to elaborate and evaluate teaching methods or assignments in Counseling Psychology course in the efforts to assist students in the personal reflection journey in order to achieve higher self-awareness and better personal quality. Qualitative approach was chosen as the research method. Focus group discussion and open ended questionnaire were chosen as the data collection tools. A total of 30 students participated in the focus group discussions (FGD-s) and 14 students volunteered in filling in the open ended questionnaire. The participants were undergraduate students in

Psychology who just completed the counseling course. Results showed that participants benefitted from personal reflection assignment. However, they lacked of experience in conducting personal reflection, so that personal reflection should be facilitated by some tools to make the reflection processes more focused. Workbook to be completed by students and buddy sharing were regarded as helpful tools. The use of self-assessment tools or workbook with clear structure to be completed by students is strongly recommended as this will facilitate reflection processes. The method of group sharing or buddy sharing is also suggested as buddy sharing contains conducive climate to help an individual develop and accommodate the need of objectivity and accuracy to reach better self-awareness.

Keywords: *counselling, effective helper, awareness, counseling psychology, personal reflection*

Development and testing of an instrument to measure the concept of human resources strength

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The current research presents a set of studies in order to develop a new instrument to measure the meta-attributes as proposed by Bowen and Ostroff (2004) in their model of human resource strength. Human resource (HR) strength is the degree to which the HR function is capable of conveying a common set of messages regarding the HR function. The research is composed of two studies. In the first study, a first pool of items was created, following psychometric theory (e.g. Nunnally & Bernstein, 1996). This pool of items was next submitted to expert scrutiny (including academic fellows and HR practitioners), which lead to item purification and selection. A final pool of items was translated into meaningful sentences. A first application in five companies (*n*= 91 cases), and a second application, with a larger number of items, in two companies (*n*= 198) allowed to refine, select, and generally improve the initial pool of items. The analysis included common techniques, such as reliability, exploratory and confirmatory factors analysis, as well as less popular techniques, such as the Rasch model for item analysis. The second study was carried out in a large multinational company within the hospitality industry, and was based on 511 questionnaires. Confirmatory factor analysis, amongst other techniques, was used to test the empirical structure of the data. Although results from the first study suggested that the theoretical proposals by Bowen and Ostroff (2004) were not entirely met, results from the second study showed a considerable improvement, both in terms of reliability and validity. All the nine constructs initially proposed by the authors (visibility, understandability, consistent HR messages, relevance, legitimacy of authority, instrumentality, validity, agreement among principal message senders, and fairness of the HR system) were supported by the data, although some of the dimensions revealed better results than others. Despite the theoretical interest of Bowen and Ostroff's (2004) proposals, few studies have looked at ways to measure the key constructs in their model. The current investigation presents interesting results, which are compared to other works in the field, such as Sanders, Dorenbosch and Reuver (2008), and Delmotte, Gilbert and Winne (2010). Key results include the confirmation of Kelley's (1973) model of attribution theory, in which Bowen and Ostroff (2004) based their nine new constructs.

Keywords: *human resources, psychometric instrument, reliability*

Development and validation of a Chinese worldview scale

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The aim of the study was to develop and validate scales to measure major worldviews present in Chinese populations, and to investigate the association between those worldviews and environmental attitudes and behavior. Worldviews were defined in terms of beliefs: a worldview is a set of beliefs that provides a metaphysical account of what the world is like, how the sources of meaning can be found, and

which provides, on the basis of these, general guidance for most of a person's attitudes and actions. By means of literature review and expert consultation, it was determined that four major worldviews were likely to be present in all Chinese populations: monotheism (Christianity, Islam), Confucianism, Buddhism, and Daoism. By submitting provisional lists of conceptually significant items to a selection of philosophers and psychologists, a final set of survey questions was developed amounting to 46 items. Together with a number of other scales, measuring anthropocentrism, ecocentrism, ecologically conscious consumer behavior, endorsement of environmental policy, the 46 items representing the aforementioned worldviews were administered to 430 Hong Kong Chinese with 341 valid responses. A principal component analysis with Varimax rotation and Kaiser normalization was run and two factors were extracted which explained 35% of the variance of the 46 worldview items. Nine items pertaining to monotheism loaded onto the first factor, while 15 items associated with Buddhism, Daoism and Confucianism loaded onto the second factor. The former was labeled *Monotheism* and the latter *Chinese Worldview*. The result of a confirmatory factor analysis provided support to the validity of this two-factor structure: RMSEA = 0.06, NNFI = .92, CFI = .92. The impact of the two worldviews on attitudinal and behavioral variables was tested using path analysis. Results showed that *Monotheism* and *Chinese Worldview* exert their effects on pro-environmental behaviors mainly via ecocentrism. In particular, lower *Monotheism* and higher *Chinese Worldview* was associated with higher ecocentrism which in turn predicted pro-environmental behavior and endorsement of pro-environmental policies. Results of the present study provided preliminary support to the structure of worldviews present in the Chinese people and how these worldviews are related to environmental attitudes and behaviors. We demonstrated clearly that worldviews are theoretically important antecedents to pro-environmental attitudes which have been reported repeatedly in the West to be predictive of environmentally relevant behaviors. However, as present findings were generated from a sample Hong Kong Chinese, further research is warranted to demonstrate the generality of the construct of Chinese worldviews and their behavioral consequences in different contexts or Chinese populations.

Keywords: *Chinese worldviews, environmental attitudes, beliefs*

Development and validation of the alliance psychological contract (APC) model and instrument

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The aim of the present study was to describe the development and validation of a new instrument - the APC (Alliance Psychological Contract) Questionnaire, which is designed to measure and diagnose the health of relationships, and predict performance outcomes, in project alliances. A sequential mix method design (qualitative/quantitative) approach was utilized. Semi-structured interviews were conducted with 24 industry experts performing different roles in various industries across Australia, the purpose being to validate the APC model and corresponding constructs, which are based on Guest's (1998) model of the psychological contract (PC). NVivo 8 qualitative analysis package was used to store, manage, code and analyze the data. A hybrid content analysis approach (inductive and deductive) was used. Next, a pilot was conducted in order to develop the psychometric properties of the APC questionnaire, using a sample of 16 Australian project alliances and including a total of 400 individual responses. The APC questionnaire appears to have acceptable psychometric properties and some predictive power regarding performance. Feedback from participating alliances indicates the application of the model and survey results as useful to industry. The APC model and associated instrument provide the means to reliably measure and diagnose the health of alliance relationships, and predict performance outcomes.

Keywords: *validation, alliance psychological contract questionnaire, relationships, performance outcomes*

Development of an admission test for a newly-established university: the case of Pelita Harapan University in Surabaya, Indonesia

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The aim of the paper is to develop a valid and reliable admission test that can be used to select students who are seeking admission to Pelita Harapan University in Surabaya (UPHS). Specifically, the study will undertake item analysis that will be used to generate information about the quality of each item based on psychometric properties. Secondly, the results will be used to determine the reliability of UPHS admission test itself. The UPHS admission test was designed for three subjects, namely mathematics, physics, and general knowledge. Each subject consisted of several components. Lecturers from the different departments were identified to generate 100 items for each of the subjects so that the content validity could be achieved. The test was a multiple-choice type with five choices of possible answers. The items were administered to 315 senior high school students in Surabaya. Item analysis was conducted based on item discrimination, item difficulty and distracter effectiveness. The selected items must have an index of item difficulty from 0.2 to 0.7 and an index of item discrimination ≥ 0.2. All of the distracters for each item were selected by the respondents. Since each subject consisted of several components, the selection of the items also considered the proportion of the components as written on the initial blue-print. Thereafter, the reliability was conducted based on selected test items. The study was able to select 50 items for each of the three subjects. Each item in the UPHS admission test was assessed based on psychometric properties. The reliability ranged from 0.764 to 0.877. Results showed that the UPHS admission test is reliable. Thus, it can be used to select students who are seeking admission to the newly-established university. A valid and reliable admission test can be used to select students who are seeking admission to Pelita Harapan University in Surabaya (UPHS). Items that met the selection criteria were selected as admission test questions. Subsequent assessments, however, must be conducted as the UPHS admission test is used. This will ensure its reliability in the long-run.

Keywords: *admission test, psychometric properties, reliability, validity*

Development of the gender harassment scale

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In Japan, workers are treated differently according to their gender in the workplace, whereby men are perceived as having important roles while women are perceived as having subordinate positions by their supervisors or coworkers in their organizations regardless of their abilities. In this study, we define Gender Harassment as behaviors which treat workers according to their gender in organizations. Our focus was on gender harassment behaviors toward women. A scale for measuring gender harassment of women by men, as well as by other women at Japanese workplaces was developed. First, items related to gender harassment were generated through semi-structured interviews. And these items classified into two categories. Second, a questionnaire containing these items was administered to a sample of working Japanese males and females (*n*=354; 132 female, 222 male). Factor analysis was conducted on the responses to the questionnaire. Results indicated that gender harassment had the same two-factor structure in both sexes. The first factor consisted of items where women were not expected to do something; the second factor was constructed of items expecting women to do something. The former was named “omission” (α=.845); the latter was named “commission” (α=.848). To test of validity of the two-factor structure of gender harassment, we examined the relevance of the egalitarian sex role attitude, gender conception, and old-fashioned sexism. There were moderate correlations for each of them. Then, the relationship between gender harassment and sexual harassment on workplace incivilities, such as general forms of mistreatment was analyzed in the sample of men. Results suggested that gender harassment was linked to sexual

harassment; however, it is possible that the two concepts are different, at least in Japan. We discussed that these findings in two facets of gender harassment at Japanese organizations.

Keywords: *gender harassment scale, discrimination, women, Japan, egalitarian sex role attitude*

Developmental deficits in executive functions in children and adolescents with Asperger's syndrome

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This paper reports findings of a study of executive functions in children and adolescents with Asperger's Syndrome in relation to mental age. A neuropsychological model of the characteristic deficits in Asperger's Syndrome as expressing executive dysfunction has been influential in driving research. Challenges for investigations of this model include the prolonged developmental trajectory of executive control by comparison with other cognitive abilities and the relationship of test performance to real-life functioning. Reports of deficits on traditional measures of executive function in Asperger's Syndrome are inconsistent, in contrast to autism, with differences between clinical groups often reflecting differences in mental age. 30 participants with Asperger's Syndrome (AS) (mean age = 10 years, range = 6-15 years; mean FSIQ 98, VIQ 99) were compared with 30 nonclinical participants matched on age, gender, Full Scale and Verbal IQ. Three indices of executive function (EF) - planning (Tower of London; TOL), cognitive flexibility (Wisconsin Card Sorting Test, WCST - Perseverative Errors), and problem solving (WCST - Non-perseverative Errors) were employed. Within-groups analyses identified EF deficits operationalized as significant deviations from predicted EF scores for mental age as derived from the nonclinical group. Parent reports of daily living skills on the Vineland Adaptive Behaviour Scales (VABS) provided a measure of real-life adaptive functioning separate from diagnostic criteria for Asperger's Syndrome. 85% of AS participants scored significantly below mental age prediction on one or more of the three EF indices. Type of EF deficit varied according to mental age, IQ profile, and severity of autistic-type maladaptive behaviours. 15% (4) of AS participants without deficits on EF indices showed significantly impaired daily living skills as did all AS participants. Findings supported an executive dysfunction model of Asperger's Syndrome. Deficits in real-life adaptive behaviours were universal within the Asperger's Syndrome group, including the four Aspergers participants with non-deficient scores on the three EF indices. Findings that the type of EF deficit differs according to developmental level would be consistent with failure to develop executive abilities in tandem with development of other cognitive abilities in Asperger's Syndrome.

Keywords: *executive function, Asperger's syndrome, mental age, test performance*

Difference between membership and pride in group identity: A multilevel view

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Some recent group identity studies have taken on a multilevel perspective since the Interactive Model of Social Identity Formation (Postmes et al., 2006) was proposed. Treating group identity as multilevel would enable us to capture a situation within a group and members' affect and behaviors brought by the enhancement of group identity within the whole group. Hence, this approach was expected to bring a new trend in group studies. However, there has not been consensus on the operational definition of group level group identity as of yet. In addition, group identity has remained uncertain at the group level. The aims of this study were to (1) compare two operational definitions by Swaab et al. (2008) and Ozeki & Yoshida (2009); (2) to identify the difference of two subscales of group identity, Membership and Pride, in both individual and group level, and (3) to signify Membership and Pride in group level using Multilevel Covariance structural Analysis. A total of 358 university students (161 Male, 190 female, 7 unidentified) evaluated their group identity with the department of their major and its group entity and ingroup value (Leach et al., 2008). They also answered how much they

thought students of their department shared a group identity with the department of their major, which was operational defined by Swaab et al. (2008).At the group level, Membership led to shared group identity mediating group entity. However, at the individual level, people with high Membership perceived that their ingroup was cohesive, and its members shared group identity tightly. At the individual level, perceived ingroup value predicted Pride leading to Membership. In group level, Pride was affected by ingroup value. Membership at the group level was considered to be an indicator of cohesiveness, and Pride in group level might reflect ingroup value. The result suggested that enhancement of Membership within the whole group (Membership at the group level) might be a source of 'groupiness' which made its members share group identity. The most interesting finding of this study was that the process of the group becoming cohesive seemed to be different from members' perception of cohesiveness.

Keywords: *group identity, members, pride*

Differences in career choice development: General versus technical education

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Vocational and technical education receives increasing attention worldwide. It is acknowledged more and more that these students follow a special track and show an own identity. Also, the career choice development profile is an issue. Is their profile specific and different from that of students in other educational tracks? A five-year longitudinal follow-up study in Flanders followed a cohort of 2,619 students (1,768 general education, 851 technical education) from the start of grade 9 till the end of the 1st year in HE. These students completed the Career Choice Development Questionnaire at the beginning and end of each school year. The scores were calculated on six career activities: sensitization (ST), exploration self (ES), exploration environment (EE), exploration relation self-environment (ER), specification (SP) and decision (DE). The development and differences in development between general and technical education students were analyzed via mixed models; t-test for paired samples and t-tests for independent samples. The scores for the six career activities increase in general between grade 9 and the end of grade 12. At the start of grade 9, technical education students score higher on ES, EE, SP and DE. At the end of secondary education, students from general education reach a significantly higher career development profile. The career development profile of general education students increases much more sharply than the profile of technical education students from the end of the penultimate year onwards. The way general and technical education students evolve to the career development profile at the end of secondary education differs significantly. The career development profile increases at moments of crucial career decisions and when professional career interventions are made available. The higher score of technical education students in grade 9 can be related to the early confrontation with the actual work environment. This confrontation is inherent to their schooling. The sharper increase among general education students' towards the end of secondary education connects to more intensive career interventions than those made available in technical education.

Keywords: *education, career choice, students, technical education*

Differences in risk perception, priorities, worry and demand for risk mitigation in transport among Norwegians in 2004 and 2008

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This study aimed to investigate differences in risk perception, the demand for risk mitigation, priorities and worry related to transport between the Norwegian public in 2004 and 2008. Age, gender, education, driver licence and number of injuries in transport were controlled for. The comparisons were carried out with questionnaire surveys consisting of validated measurement instruments among randomised

representative samples of the Norwegian public in 2004 (*n*= 1730) and 2008 (*n*= 1864). Both samples were obtained through the Norwegian population registry. Multivariate analysis of variance (MANOVA) showed that the perceived probabilities of transport accidents decreased, whereas the perceived severity of consequences increased during this period. Both samples estimated higher probabilities of accidents by private means of transport. The demand for risk mitigation and priorities related to transport safety increased significantly in the same period. The 2008 sample also reported more worry regarding accidents by private transport. Gender, age and education exerted individual main effects on the dependent measures. Due to investments in road infrastructure and safety campaigns probabilities of transport accidents have been reduced in Norway the last four years. The probability estimates by Norwegians in 2008 are fairly congruent with objective risk estimates. Safety campaigns which have focused upon the affective component of transport accidents have been intensified in the same period. This could be attributed to the higher ratings of the severity of consequences, worry, demand for mitigation and safety priorities among the public in 2008.

Keywords: *risk perception, risk mitigation, transport, Norwegians*

Different factors influencing driving limitation in young-old and old-old drivers

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Driving limitations and subsequent cessation have much effect on the life and well-being of older people because of a reduction in mobility. The present study aims to identify the factors predicting driving limitations among the young-old (aged 69 - 74 years, *n* = 175) and the old-old (aged 75 - 87 years, *n* = 152). Active Japanese older drivers, who attended driving schools to take part in the Older Driver Program for license renewal, participated in the study. They completed a questionnaire about demographics (age, sex), traffic offence/accident in the last 3 years, anxiety while driving, necessity of driving, subjectively perceived oldness, and driving limitations. Driving behaviour was also evaluated by an in-car observation. Multiple regression analyses were conducted with each of the driving limitation variables (i.e. driving frequency, compensatory driving, and intention to stop driving) as the dependent variable because of small correlations between them, from *r* = .08 to .13. The analysis revealed that age, sex, perceived oldness, necessity of driving had significant influences on 2 or 3 driving limitation variables. However, the explanatory variables that significantly predicted driving limitations differed between young-old and old-old drivers when they were analyzed separately. Only drivers with a history of traffic offence/accident were more likely to report driving limitations for the old-old group. Old-old drivers exhibited more compensatory driving and showed stronger intention to stop driving than young-old drivers. The two groups, however, did not differ significantly in driving frequency and in the explanatory variables except driving behaviour after controlling for sex. The results support that older drivers adjust their driving in response to their increasing age and necessity of driving. Yet, some of the old-old drivers are more likely to continue to drive actively in spite of their declining ability and smaller necessity of driving, and some of them are more likely to limit driving while still fit to drive and need to drive. This suggests that other reasons such as cognitive impairment and low income may play a role in driving limitation among the old-old.

Keywords: *age, drivers, reduced mobility, driving limitations, driving behaviour*

Dimensionality of DSM-IV borderline personality disorder in Chinese psychiatric patients: a confirmatory factor analysis

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Empirical efforts over the past decade have established its reliability and validity of the construct of borderline Personality Disorder (BPD) in the West. The Chinese Classification of

Mental Disorders (CCMD-III), however, raised doubt about the construct validity of BPD in the Chinese culture. The objective of this study was to examine the construct validity of the DSM-IV criteria for BPD among Chinese psychiatric patients. A total of 1419 Chinese adult psychiatric patients aged between 18 and 45 years old completed the Chinese Personality Disorder Inventory (CPDI) (Leung, 2004) and the Chinese Personality Assessment Inventory-2 (CPAI-2) (Cheung et al., 2003). We selected two highly relevant items from the two measurements to assess each of the BPD diagnostic criteria. Endorsement on both items will be considered as meeting a specific simulated BPD criterion. A confirmatory factor analysis (CFA) was then performed on the set of simulated diagnostic criteria to test (a) a unitary construct and three earlier-reported multidimensional models that included: (b) Sanislow et al.'s (2002) three-factor model; (c) Lieb et al.'s (2004) four-factor model; and (d) Leung and Leung's (2009) four-factor model. Measurement invariance of BPD criteria across gender and age group was also assessed. DSM-IV BPD criteria set as assessed by the simulated diagnostic method demonstrated good internal consistency (α=.81). Although results of CFA suggested good fit for all the tested models, the latent structure of BPD was best represented by Leung and Leung's (2009) four-factor model measuring correlated dimensions of affective dysregulation, impulsivity, self-disturbances, and interpersonal disturbances (NFI=.96, NNFI=.95, CFI=.97, RMSEA=.06). This model also demonstrated gender equivalence of the BPD construct, but not age group equivalence. BPD is a reliable and valid construct among Chinese psychiatric patients. However, future investigation on factorial equivalence of BPD construct across age groups is warranted.

Keywords: *borderline personality disorder, Chinese psychiatric patients, construct validity, confirmatory factor analysis*

Direct, indirect and interactive effects of self-control demands and emotional dissonance on indicators of strain and absence behaviour

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Recently, self-control demands at work (SCD; demands on inhibiting spontaneous, impulsive response tendencies and associated emotions becoming manifest in huffiness or injudicious expressions) have been introduced as a source of stress predicting job strain. In explaining the adverse effects of SCD, we hypothesized that emotional dissonance (ED; perceived discrepancy between genuinely felt emotions and emotions required by the job role) mediates the relationship between SCD and job strain (hypothesis I). Moreover, as ED and SCD are assumed to draw on the same limited regulatory resource both variables were expected to interact in a predicting strain, such that ED and SCD mutually amplify each other in their adverse effects (hypothesis II). Emotional exhaustion, depersonalization, anxiety and one absence measure were introduced as outcomes. Our study draws on two German samples. The first sample consisted of 326 service employees of a health-insurance company, while participants of the second sample were recruited from a civil service institution (*N* = 324). Absence frequency of the 12 months following the survey was available (second sample). In order to test both hypotheses, structural equation analyses were conducted. In both samples, bootstrapping revealed significant mediator effects of ED in the relationship between SCD and burnout. The effect of SCD on anxiety was also fully mediated by ED in the second sample (hypothesis I). Finally, interaction effects between ED and SCD were found such that the relationships between one predictor and all outcomes (including absence behaviour) were amplified as a function of the other predictor (Hypothesis II). The mediator effect of ED is consistent with the argument that emotional job demands will only lead to job strain, if ED is experienced. The interaction effects are in line with the notion that ED and SCD trigger different self-control processes which consume a common limited resource capacity.

Keywords: *self-control demands, emotional dissonance, job stress, absenteeism*

Discursive positioning during heated intergroup encounters: Contesting the social meaning of a peace agreement

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This paper used positioning theory to analyze the heated intergroup conflict over the failed 2008 peace agreement between the Government of the Republic of the Philippines (GRP) and the Moro Islamic Liberation Front (MILF). Data sources consisted of 220 news articles extracted from national and local newspapers, and the website of the MILF (Luwaran). Groups like the President's Office, the government peace panel, local governments, the political opposition and the MILF are discursively positioned as each collectively unfurls their own storyline in a volatile political landscape. The findings from this research are presented in three parts. First, we look at the different storylines that were constructed and contested by the various stakeholders across analytical layers and across time periods. Second, we present the major positions that were taken up and negotiated by the key actors in this issue. Finally, the shifts in positioning patterns across time periods among the different stakeholders are illustrated through a positioning matrix. Results demonstrate the importance of detecting intergroup conversation patterns and shifts surrounding contentious peace agreements over long-standing protracted social conflicts.

Keywords: *intergroup conflict, peace agreement, political landscape, social meaning, stakeholders*

Discussing women's self-views and body images in intimate relationships: A role for verification or enhancement processes?

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This research consisted of two parts examining whether Self-Verification theory (Swann, 1987), or Self-Enhancement theory (Murray, Holmes, & Griffin, 1996), best characterised actual interactions between intimate partners over women's specific positive and negative self-views (Part 1), and women's body images (Part 2). The study aimed to determine: (1) how women presented, and how men responded to, women's self-views; (2) women's feedback desires; and (3) whether women attempted to bring men's views into alignment with their own self-views. 43 opposite-sex couples (72% had been in their relationship for more than two years) aged 18-62 from rural and urban Victoria, completed measures of self-views, body image dissatisfaction, relationship satisfaction and relationship intimacy. They were videotaped engaging in three counterbalanced four-minute interactions over women's positive self-views, negative self-views, and body images, respectively. The recordings of these interactions were subsequently coded for verification and enhancement processes by objective raters. Women's and men's perceptions of the interactions were assessed using self-report questionnaires. Results demonstrated that verification processes characterised interactions over women's positive and negative self-views, but enhancement processes characterised interactions over women's body images. For both positive and negative self-views, women presented themselves in a self-verifying manner, desiring and receiving consistent feedback. Women attempted to bring their partners' views into alignment with their own self-views. Verification effects were stronger for the positive than negative self-views (Part 1). Body image dissatisfied women, although providing self-verifying presentations, desired and received self-enhancing positive feedback, and did not attempt to change their partners' views (Part 2). Objective ratings and self-reports were consistent. The findings of Part 1 validate Self-Verification theory, indicating that it applies to actual interactions of intimates over women's specific self-views, and may explain how such self-views are shaped and maintained. Self-enhancement processes were found to be more characteristic of couple's interactions over women's body images in Part 2, indicating that self-verification processes may not explain the maintenance of women's body image dissatisfaction. Body image may have special status as a self-view requiring enhancement due to being: (1) a socially scrutinised construct; (2) highly relationship relevant; and (3) related to

global self-worth. Implications for psychological interventions are discussed.

Keywords: *self-verification theory, self-enhancement theory, women's self-views, body image, intimate relationships*

Dispositional hope to predict resilience after hereditary colorectal cancer genetic testing: a prospective outcome trajectories study

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Genetic testing for hereditary colorectal cancer (HCRC) had significant psychological consequences for test recipients. This prospective longitudinal study aimed at investigating factors predicting psychological resilience in adults undergoing genetic testing for HCRC. A longitudinal study was carried out on Hong Kong Chinese HCRC family members recruited and offered genetic testing by the Hereditary Gastrointestinal Cancer Registry to determine psychological outcome after genetic testing. Self-completed questionnaires were administered immediately before (pre-disclosure baseline) as well as 2 weeks, 4 months and 1 year after result disclosure. Using validated psychological inventories, the cognitive style of hope was measured at baseline and psychological distress of depression and anxiety was measured at all time points. Seventy-six subjects participated among whom 71 persons (43 men and 28 women; mean age 38.9 ± 9.2 years) from 9 FAP and 24 HNPCC families completed the study including 39 mutated gene carriers. Four patterns of outcome trajectories were created using established norms for the specified outcome measures of depression and anxiety. These included chronic dysfunction (13% and 8.7%), recovery (0% and 4.3%), delayed dysfunction (13% and 15.9%) and resilience (76.8% and 66.7%). Because of the small number of participants, the chronic dysfunction and delayed dysfunction groups were combined into a non-resilient group to compare with the resilient group in all subsequent analysis. Two logistic regression analyses were conducted using hope at baseline to predict resilience with depression and anxiety as outcome indicators. Both regression equations were significant. Baseline hope tended to be a significant predictor resilience outcome trajectory for depression (B = - 0.24, p < 0.01 for depression); and anxiety (B = -0.11, p = .05 for anxiety). The current findings suggest that hopefulness might predict resilience after HCRC genetic testing in Hong Kong Chinese. Interventions to increase the level of hope may be beneficial to psychological adjustment of HCRC genetic testing recipients.

Keywords: *genetic testing, colorectal cancer, psychological resilience, hope*

Disruption to place attachment and the protection of restorative environments: A wind energy case study

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Deepening understanding of public responses to energy projects is of both academic and practical importance, given policies to increase energy supply from renewable sources in many countries. Although the 'NIMBY' (Not In My Back Yard) concept is commonly used to explain public opposition to wind farms, the concept has been extensively critiqued. This study applies an alternative approach based upon theories of place and social representations, and the use of mixed methods. In particular, we focus upon the symbolic meanings associated with a proposed project and the places affected by it, and how the adoption of these meanings relates to place attachment. Empirical data is provided from a case study of a proposed 750MW offshore wind farm in North Wales, using in-depth interviews, group discussions and a questionnaire distributed to local residents in two coastal towns (n=455). Results indicate how opposition is based upon a symbolic contradiction between 'nature' and 'industry' - between a place represented in terms of scenic beauty, providing a restorative environment for residents and visitors, and a wind farm represented to industrialise the area, 'fence in' the bay and create an eyesore. The data suggests that the contradiction between project and place-related meanings was experienced as a threat to identity

for those with strong attachment to the place, leading to negative attitudes to the project and oppositional behaviour. The results provide further evidence of the role place attachment has in shaping so-called 'NIMBY' behavioural responses to proposed development projects and challenges the common assumption that offshore wind farms will prove less controversial than those onshore.

Keywords: *energy projects, renewable sources, public responses, place attachment, case study*

Distress and functional impairment associated with eating-disordered behaviour in a community sample of women

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Distress and functional impairment associated with eating disorder attitudes and behaviours were examined in a large, general population sample of women aged 18 to 42 years. Participants (*n* = 5255) completed self-report measures of eating-disordered behaviour (Eating Disorder Examination Questionnaire, EDE-Q), general psychological distress (Kessler Psychological Distress scale (K-10) and impairment in mental health (Medical Outcomes Study Short Form Mental Component Summary scale, SF-12 MCS). Eating disorder features assessed included objective and subjective overeating, purging and non-purging weight-control behaviours, and key cognitive features, namely, concerns about dietary intake, concerns about eating, and concerns about weight or shape. In bivariate analysis, distress and functional impairment were most pronounced among participants who reported extreme dietary restriction and extreme weight or shape concerns, whereas excessive exercise was associated with minimal impairment. In multivariable analysis, in which scores on each outcome measure were regressed on all eating disorder features, while also controlling for age, BMI and physical health, each of the cognitive features assessed - concerns about food intake, concerns about eating, and concerns about weight or shape - showed strong, independent associations with both K-10 and MCS scores, whereas the occurrence of subjective overeating and extreme dietary restriction made small, but still statistically significant contributions. The associations between elevated weight and shape concerns and higher levels of distress and functional impairment were particularly strong (K-10: $\beta = 0.35$; MCS: $\beta = 0.36$). Hierarchical linear regression models confirmed that eating disorder behaviours accounted for a negligible proportion of the variance in both outcome measures when compared with weight and shape concerns and other cognitive features. From a clinical perspective, the findings are consistent with the importance given to the "undue influence of weight or shape on self-evaluation" as a core component of eating disorder psychopathology. From a public health perspective, the findings indicate the need to conceive of body dissatisfaction, weight and shape concerns, and related constructs, as targets in their own right, rather than as mere risk factors for the occurrence of "clinical" disorders.

Keywords: *distress, functional impairment, eating disorders, women*

Do age, achieved level of education and demands on personal time influence personal values, self attributes and approaches to learning?

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The changing demographic characteristics of students in higher education are of concern to educators. This is particularly evident in the professional education of nursing students where the practical and theoretical aspects are combined in the pursuit of an academic qualification. A longitudinal study has been initiated to measure aspects of these characteristics. Two sets of measurements were taken to assess values using the Portrait Values Questionnaire (PVQ) (Schwartz et al., 2001), learning approaches using the Study Process Questionnaire (SPQ) (Biggs, 1987) and personal self concepts using the Self Attributes Questionnaire (Pelham & Swann, 1989) that are

extant in undergraduate nursing students at an Australian university. The pilot and second measurements done in the first and second years of the study have shown that (a) there are two distinct age groups present in almost equal proportion; (b) mature-aged students are more highly motivated despite their lower level of prior or pre-entry learning; (c) universal part-time employment leaves little time for academic endeavour; (d) Mature-aged students have personal self-concepts that are significantly different from younger students; and (e) older students show a greater incentive to succeed in the nursing education program. Personal values are statistically important precursors that motivate the ways in which students prefer to learn and have an influence on students' self-esteem.

Keywords: *age, education, demands, personal values, learning*

Do anger-congruent behaviours transfer across separate driving situations?

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It is unclear whether driver anger, and driving aggression, which seems to occur without provocation, arises because of events prior to those circumstances in which anger is experienced and aggression is exhibited. In this study, time pressure and enforced following of a slowly moving vehicle were used to manipulate drivers' anger as a means of assessing whether prior mood would influence affect and behaviour during a subsequent, non-provocative, drive. Ninety-six drivers drove twice in a simulated urban environment. During the first drive oncoming traffic and a slowly moving lead vehicle required that the driver travelled far slower than they would choose. Unrealistic time limitations also imposed a sense of time pressure. During the second drive, drivers again followed slower drivers and were required to respond to events not encountered in the manipulation drive. Anger evaluations, arousal (heart rate) and behaviour (mean and variation of speed and lane positioning) were measured during both drives and driver mood was measured before and after each drive. Drivers exposed to slower lead vehicles and time pressures displayed reliable differences in anger, mood and behaviour during the manipulation drive when compared to control group drivers. Behavioral differences of speed and lane positioning carried over into the subsequent, unrelated drive and these effects were not limited to similar situations to what had been experienced during the manipulation drive. Drivers who had recently been pressured for time maintained more varied speeds and road positioning during uninterrupted periods of driving. Drivers impeded by a slower lead driver during the manipulation drive, approached road hazards with less caution and attempted more dangerous overtaking maneuvers in the general drive. It appears driving aggression may arise from events which have occurred in a previous drive. More research is needed to identify the extent to which these findings suggest a mood-related impairment in hazard detection.

Keywords: *anger, driving situations, mood, time pressure*

Do perceptions of the use of humour in the workplace mediate the relationship between job insecurity and measures of job satisfaction and psychological well-being?

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Given literature suggesting that humour buffers the effect of stress on aspects of well-being, the aim was to examine whether perceptions of the use of humour in the workplace would mediate the relationship between job insecurity and measures of job satisfaction and psychological well-being. One hundred and nine Australian workers (modal age 30-39) responded to an online questionnaire containing demographics and measures of job insecurity, perceptions of humour use at work, job satisfaction, depression, anxiety, stress, psychological well-being and social desirability. Hierarchical regression, controlling for social desirability, indicated that job insecurity predicted greater depression (but not anxiety or stress) and less job satisfaction and psychological well-being. An unpleasant climate of humour use in the

workplace predicted greater stress (but not depression or anxiety) and less job satisfaction. No mediation by the humour measure was evident. The effects of job insecurity and workplace humour appeared largely independent. Social desirability was always a uniquely significant predictor of all output measures. While it is unsurprising that job insecurity predicts aspects of well-being, it is useful to learn that specific aspects of workplace climate, such as perceptions of the sort of humour typically used, independently predict well-being. It is also important to control for social desirability when using self-report instruments in researching self-relevant constructs.

Keywords: *humour, stress, well-being, job satisfaction, job insecurity*

Do stressors cause strain or does strain cause stressors? Evidence from meta-analyses of longitudinal studies

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While existing stress theories propose stressor-strain effects, several authors suggest, however, that the reversed effects of strain on stressors might also explain their empirical relation. We propose that both effects exist, but they rely on different mechanisms that require different amounts of time. Reversed effects of strains on stressors should involve changes in job tasks, which are frequently caused by job changes: Employees under strain either drift towards high stress jobs (drift hypothesis), or employees are attracted by low strain jobs (refuge hypothesis). Such drifts/flights take some time to happen. On the other hand, we propose effects of stressors on strain to require less time. Overall, we propose reversed effects to dominate in long term panel studies, whereas stressor-strain effects should dominate in short term panel studies. Hypotheses were tested by meta-analyses of existing panel studies (k= 68–93; *N*= 25.985–39.882). Population correlations for 2-Variable 2-Wave matrices were estimated using the Raju et al. (1992) validity generalization approach, and then further analyzed using structural equation modeling. Simultaneous meta-analyses of all studies did not provide evidence for causal effects in either direction. With length of time lag as a moderator, however, hypotheses were confirmed. Long-term (> 1 year) studies showed evidence for reversed causation (refuge hypothesis), whereas short-term panel studies yielded evidence for effects of stressors on strains. Despite the weak effects discovered, we conclude that indeed stressors affect strains. Panel studies covering much shorter time intervals are necessary to provide stronger evidence. When reversed causation hypotheses are tested, long time intervals are necessary. Finally, we conclude that results from cross-sectional studies are unlikely to yield inflated stressor-strain effects due to reversed causation. The reason is that our results support the refuge hypothesis of reversed causation, and the refuge process reduces rather than increases strain-stressor correlations.

Keywords: *stressors, strain, job changes*

Do we learn best from our own age? Increasing the effectiveness of a behavior modeling based vocational training

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Demographic changes and lifelong learning necessitates differentiated vocational training concepts. Although Behavior Modeling Training (BMT - Bandura, 1986) is an acknowledged training method, there is little research about the interaction it has with age. Previous research also indicates that a higher similarity between model and learner is beneficial, but so far, no study examined the interaction of the observed model's age and the age of the learner. In our study, we focussed on these interactions. As it is a well accepted training medium, we conducted the study in an e-learning context. 277 participants (18-75 yrs) finalized a 2.5h lasting BMT-oriented time and self-management e-learning program containing introduction, video and interactive task-modules. Three, otherwise identical, versions of the training were designed, showing a) a young, b) a middle-aged and c) an older model (25, 40, 55 yrs). Based on own age,

participants were divided into young, middle-aged and older learners and were randomly assigned to the three age-variations. The 3x3 design was analyzed comparing all 9 groups and focussing on the high- vs. low-congruence condition. The one-way ANOVA showed a superiority of the age-congruence condition: participants of all age-groups who learned with a model of their own age group showed a higher increase of applied knowledge ($p < .05$). Additional repeated measurement ANCOVA analyses showed a main effect of training gain, an interaction between learning success and pre-training knowledge and another between learning success and age-congruence. We further revealed a three-way-interaction between pre-training knowledge, age-congruence and learning success: learners who observe an age-congruent model benefit more than learners who observe a non-congruent model, and this effect is stronger for learners with a low level of previous knowledge than for those with a high level (all $p < .01$). Findings show that the effectiveness of BMT can be increased by observing an age-congruent model. This variation could easily be implemented in an e-learning training but might also be beneficial for other BMTs. Implications are discussed in terms of age adaptive vocational trainings.

Keywords: *age, behavior modeling, vocational training*

Do you have better verbal memory if you have better musical ability and musical intelligence?

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The current study investigated whether better musical ability and better musical intelligence were related to better verbal memory, based on the findings that musicians have larger left Planum Temporale that is also involved in one's verbal memory. Forty-one undergraduates participated in a musical ability test that examined pitch discrimination, rhythmic and melodic patterns identification and music reading. Musical intelligence of multiple intelligence and verbal memory were also examined. Participants were then divided into high- and low- ability groups based on their overall musical ability, their ability to discriminate pitch, to identify music pattern, to read music, and their musical IQ. Results showed that participants with formal music training were better in pitch discrimination, music reading and musical IQ. However, they did not perform better than their counterparts who received no musical training in verbal memory. Further analysis illustrated that participants who had high ability in their overall musical ability, pitch discrimination, pattern identification, music reading and musical intelligence did not have better verbal memory than their low-ability counterparts. None of the musical abilities correlated significantly with verbal memory. It was concluded that music training, though can improve individuals' musical ability and musical IQ, does not necessarily result in better verbal memory. The sensitivity of the music test used might provide insights on the current findings. The relationship between musical ability and verbal memory requires further investigation. Practical implications of music in various cognitive tasks were discussed.

Keywords: *verbal memory, musical ability, musical ability*

Does increasing awareness promote changes in behavior? A study of injunctive normative influence on littering behavior

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The present experimental study examines the extent to which participants are persuaded to assume prosocial nonlittering attitudes, behavioral intentions and behavior following exposure to media with different injunctive normative messages. Initial attitudes towards littering, awareness of the littering "problem", and demographic variables were collected to test for moderation. 204 participants were randomly assigned to view one of three

experimental public service announcements that displayed a) a descriptive norm of littering and a negative injunctive norm (a man with a tear); b) a descriptive norm of litter and a positive injunctive norm (happy faces); or c) a control condition (children playing in nature). In addition, participants completed an online survey prior to viewing the video, and a post-survey in the lab subsequent to viewing the video. For the post-survey, each participant was given a plastic covered pen. Attitudes toward the environment, awareness of littering as a problem, as well as demographic information were assessed. Intention to litter and actual littering behavior (of plastic in the lab) were dependent variables. Results indicated that awareness of littering as a problem was a strong moderator, such that those with high awareness were more sensitive to injunctive normative messages than those with low awareness. High awareness participants were more likely to litter when the injuntive norm communicated social approval for littering ($\chi 2$ (1, N = 70) = 3.72, $p<.05$), and they were less likely to litter when the injunctive norm communicated social disapproval for littering ($\chi 2$ (1, N= 69) = 6.72, $p<.01$). The control condition had no significant differences. Thus, highly aware participants, counter intuitively, littered more when they watched a video with people smiling in response to litter than when they watched a video with a negative response to litter. The opposite was true for those with low awareness. Prior environmental attitudes and demographic variables did not moderate the effect. We conclude that awareness of a problem affects the way in which a person attends to injunctive normative information. Consistent with previous research, our findings suggest that persons with high awareness use more controlled, central processing (Göckeritz et al., in press), which increases the effects of the injunctive normative message. We conclude that "effective" messaging to reduce littering may not be the same for those with prior awareness of a problem than for those who are not aware. Implications of these findings are discussed.

Keywords: *prosocial nonlittering attitudes, behavioral intentions, media*

Does information order influence financial decision-making?

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How efficiently do individuals process information when making financial decisions? In particular, can financial decisions be influenced merely by altering the order in which the information used to make these decisions is presented? Serial order effects have been observed in a variety of situations that include: impression formation (Asch, 1946), evaluations of sequential information (Miller & Campbell, 1959), memory (Atkinson & Shiffrin, 1968), the arrangement of questions and responses on surveys (Schuman & Presser, 1981), consumer choices (Lohse, 1997), and portfolio selection (Levy & Levy, 2005). Two separate experiments were conducted by administering written questionnaires to over 1,000 undergraduate business students. In the first experiment, participants chose between two mutual funds on the basis of their reported past performance. In the second experiment, students chose between two capital investment projects on the basis of their computed net present values in three scenarios (base-case, worst-case, and best-case). For the first experiment, it was found that the fund with superior short-term results was chosen more frequently when short-term performance appeared last rather than being presented first. The magnitude of this effect was not sensitive to simulated market conditions for the two funds or to the time frame used for short-term vs. long-term performance. Furthermore, no significant differences were observed between finance majors and those students taking other business majors. For the second experiment, it was found that the riskier project was selected more often when the best-case scenario was presented last rather than being listed first. This effect was consistent across a series of hypothetical capital budgeting decisions. The two experiments demonstrate that financial decisions can be influenced by the order in which information about the available choices is presented. Specifically, the results of both experiments suggest the existence of a recency effect in which individuals tend to overemphasize the last piece of information that is presented to them. They are also consistent with Lee and Terry (2009), who found a recency

effect in which individuals choose riskier alternatives more frequently when potential outcomes are listed from worst to best than when they are listed from best to worst.

Keywords: *financial decision-making, serial order effects, information order*

Does the activity restriction model explain depression in older adults with Osteoarthritis: A longitudinal study in Shanghai, China.

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Management of Osteo-arthritis (OA) requires attention to pain and functional disability. Higher levels of depression are related to functional disability in older adults. The reciprocal relationship of pain, functional disability and depression has been explained using the activity restriction model (ARM) (Williamson et al, 1995, 2000).This model has been contested by others (Parmalee et al, 2007). The aim of the study was to tease out the temporal associations between pain, functional disability and depression using a cohort of older adults with clinically diagnosed Osteo-arthritis in Shanghai, China. A cohort of OA patients was examined at baseline and after an interval of six months to collect data on pain, functioning and depressive symptom. Data analysis using partial correlation and multiple regression was carried out on 139 who completed both surveys. Mediation analysis was used to test the ARM. Internal consistency reliabilities of the scales for pain, function and depression were good (α was between 0.75 and 0.97). Partial correlations (controlling for socio-demographics) showed that depression at baseline (T1) was significantly related to pain at T1 (r=0.3); function at T1 (r=0.45). Depression at follow-up (T2) was significantly related to Depression at T1(r=0.59); function at T1 (r=0.28), function at T2 (r=0.27) and pain at T1 (r=0.2). The significant predictors of depression at T2 on multiple regression were depression at T1 (R square change 24%) all other variables were not significant. Mediation analysis at T1, showed that the relationship between pain and depression was fully mediated by function (Sobel's statistic = 5.32, P =0.01). The close association of pain to functional disability in OA found in this study is similar to other studies. Pain at baseline has both a direct and indirect path (through functional disability at baseline) that effects depression, which concurs with the ARM. However, the main predictor for depression at T2 is depression at baseline. Further studies are required to seek modifiable behavioural variables such as self-efficacy and coping strategies that mediate these relationships.

Keywords: *depression, elderly, Osteoarthritis, pain, functional disability*

Does the experience of work-life balance change across career stage?

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Work-life balance (WLB) policies have become a major driver in recruiting and retaining skilled workers. As such, when considering the global trend of an aging workforce, it is imperative to understand how age structures affect WLB constructs. The present study will provide a detailed insight into how working individuals from difference career stages manage WLB and how exactly their needs change over time. Thus, this study aims to examine the role of career stage in Work-Family Conflict (WFC), Work-Family Facilitation (WFF) and WLB. 570 members of the Queensland Teachers' Union responded to a survey on Teacher Demands and Work-Life Balance. Respondents were grouped into one of four career stages based on their professional tenure, occupational tenure and score on the Adult Career Concerns Inventory – Short form (Perrone, Gordon, Fitch & Cibiletto, 2003). Supervisor, colleague, family and friend Support, Job involvement, WFC, WFF and WLB were also measured (Carlson, Kacmar, Wayne, & Grzywacz, 2006; Carlson, Kacmar, & Williams, 2000; Kanungo, 1982; O'Driscoll, Brough, & Kalliath, 2004). Multiple Regressions were run for each group as a preliminary assessment of the associations between Job involvement, Support, WFC, WFF and WLB. Significant associations between involvement/support and work-to-family conflict were found for participants in the

exploration, maintenance, and disengagement stages ($F(5) = 3.16$, $p < .05$; $F(5) = 2.71$, $p < .05$; $F(5) = 2.57$, $p < .05$, respectively), while those in the establishment, maintenance and disengagement stages displayed significant associations between involvement/support and family-to-work conflict ($F(5) = 5.39$, $p < .001$; $F(5) = 8.5$, $p < .001$; $F(5) = 3.55$, $p < .01$, respectively). Work-Family Conflict and Work-Family Facilitation were not significantly associated with WLB for any of the four career stages. Significant unique contributions also differed across career stage with supervisor support and colleague support yielding significant results for the exploration and establishment stages while job involvement and family support were predominant predictors for the maintenance and disengagement stages. Structural Equation Modelling (SEM) will be used to further evaluate model fit across career stage. In addition, Time 2 data is currently being collected and results will be analysed and reported over time. As career stage has not been investigated with relation to WLB, the data generated from this study is highly original and makes a valuable contribution to both international academic discussion and organizational/Government policies.

Keywords: *work-life balance, age, career stage, work-family conflict, work-family facilitation*

Driver behaviour theory: ninety years of psychological space in traffic

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With experience, car drivers learn to manage with risks on the road surprisingly well. But what are the critical measures that the drivers actually control while driving? Plenty of candidates have been presented by psychologists who often are eager to explain behaviour with one or few variables: attention, comfort, crash-risk itself, feeling of risk, effort, mental workload, task difficulty, and so on. This presentation follows one line of theorizing that dates back to the late 1910's - that of psychological space. Ninety years ago a Swedish engineer Chr. Sylwan looked down at busy street traffic from a skyscraper in New York and described the space required by vehicles and the psychological space in front of and on both sides of vehicles, as determined by speed and anticipated paths of traffic units. Twenty years later Gibson and Crooks in their now well-known work vividly described the field of safe travel, the field of possible paths which the car may take unimpeded. Another thirty-five years later we investigated safety margins in space and time as important roles in our motivational model of driver behaviour. The "zero-risk theory" essentially suggested that the driver tends to satisfy his (excitatory kind of) motives in traffic but so that he/she feels no risk. It postulated a risk monitor that alerts and triggers an avoidant reaction when a safety margin threshold is violated or violation is anticipated. Safety margins and elicited emotional reactions were suggested to serve as simple heuristics in dynamic driver behaviour just as optimising subjective utility models have been substituted by the satisficing principle and simple decision heuristics in more static decision making. This was in line with Antonio Damasio's hypothesis, now achieving increasing interest among driver behaviour theorists. Road space allocation and safety margin control are now an essential goal in the intelligent vehicle and road concepts. However, we suspect that many years from now drivers will utilise the control loop which maintains safety margins, that is, keeping themselves within a safe "psychological space", or "safety zone", or "safety envelope" - through speed, steering, and attention control. This old concept will be put into the context of the present motivational and cognitive models of driving behaviour.

Keywords: *driving behaviour, risks, motives*

Education and training for practice with rehabilitation populations in the United Kingdom

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The aim of the current study was to: (1) Identify the training opportunities to prepare psychologists for practice with rehabilitation populations in the U.K; (2) Apply evaluation research theories to study the structures, processes, and outcomes of these training

programs; and to (3) make recommendations for improving training program outcomes in this area. All the currently accredited professional psychology post-graduate courses in the United Kingdom were contacted (*n*=32) and asked to complete a questionnaire regarding their training program structures, processes, and outcomes. Data were collected regarding training program structures (faculty and trainee characteristics, patient populations, and goals and curricula), processes (training opportunities for each of the Rehabilitation Psychology core competencies identified by the American Board of Rehabilitation Psychology), and outcomes (the extent to which trainees went on to additional training, and/or took jobs in rehabilitation settings). It is estimated that 10% of the world's population, approximately 650 million people, experience some form of disability, and this number is increasing. Rehabilitation Psychologists have developed methods to effectively assess and treat individuals with disabilities. However, Rehabilitation Psychology is currently not a recognized specialty of psychology in the United Kingdom. Opportunities to undertake practical training in some rehabilitation areas appear to be quite commonly available, but do not include many of the areas of physical rehabilitation. These findings suggest that currently available courses in the United Kingdom do not provide effective training to prepare a specialty workforce to best respond to important growing global health-care priorities to which Rehabilitation Psychology is relevant. Recommendations are given for a set of training pathways and guidelines for Rehabilitation Psychology.

Keywords: *rehabilitation, training programs, United Kingdom, disability, practical training*

Education and training in rehabilitation psychology practice in the United States and Canada

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The aim of the current study was to (1) identify the psychology internship and post-doctoral training programs in the United States and Canada which provide training in Rehabilitation Psychology practice; (2) Apply evaluation research theories to study the structures, processes, and outcomes of these training programs; and to (3) make recommendations for improving training program outcomes in this area. Public sources of information regarding psychology internship and post-doctoral practitioner training programs were examined to identify programs which involved rehabilitation patient populations. Each training program identified was asked whether they provided specific training in Rehabilitation Psychology. Programs which responded affirmatively (*n*=117) were sent a questionnaire regarding their training program structures, processes, and outcomes. Data were collected regarding training program structures (organization and funding, faculty and trainee characteristics, patient populations, goals and curricula), processes (hours per week of didactics and supervision, frequency and types of evaluation, consistency with the Patterson and Hanson 1995 guidelines for training in Rehabilitation Psychology, consistency with the American Board of Rehabilitation Psychology core competencies), and outcomes (the extent to which trainees went on to additional training, became licensed, and became employed in teaching, research, or practice jobs, including whether these jobs were in rehabilitation settings). It is estimated that 10% of the world's population, approximately 650 million people, experience some form of disability, and this number is growing as a result of population growth, aging, a rise in chronic diseases, a rise in car crashes and violence, and medical advances that sustain life. Rehabilitation Psychologists have developed methods to improve adjustment, increase function, develop adaptive and compensatory techniques, employ assistive technology and personal assistance, modify the physical environment, reduce social stigma, increase social integration and participation, and advocate for disability rights and consumer participation. However, of the psychology training sites in the U.S. and Canada involving rehabilitation patient populations, few provided training in Rehabilitation Psychology. There is not enough specialty workforce pipeline capacity to best respond to important growing global health-care priorities to which Rehabilitation Psychology is relevant. Recommendations are

given for a clear set of training pathways and guidelines for Rehabilitation Psychology.

Keywords: *psychology internship, training programs, rehabilitation, education, disability*

Effect of death awareness on strength of believe, avoidance and depression of individual with obsessive – compulsive disorder

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The purpose of the present research was to study the effect of exposure therapeutic method with death recalling (death awareness) on believe, avoidance, and depression variables of individuals suffering from obsessive compulsive disorder. 40 subjects suffering from obsessive compulsive disorder were recruited by means of a random simple sampling method and were placed in experimental and control groups. All the subjects filled out Yale Brown Obsessive – Compulsive Scale in two stages, pre-test and post-test. Data analysis with MANCOVA in significant rate of *P* 001/0> has shown that Death Awareness has positive effect on reducing of strength of the individual with O.C.D believes, avoidances and depressions. By paying attention to the results of present research it can be suggested to all psychotherapists all over Islamic Iran to use Death Awareness method as the elective therapeutic method for obsessive compulsive disorder.

Keywords: *death awareness, avoidance, depression, obsessive compulsive disorder*

Effect of optimism - pessimism attitude on depression and coping strategies amongst Indians during different life stages

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The present research was undertaken to study the effect of Optimism-Pessimism attitude on depression and coping strategies among adolescent, adult and old age subjects. The sample consisted of 600 subjects of either sex equally divided into three groups: adolescents, adults and old age. All the subjects were matched on socio economic status and belonged to urban background coming from Dehradun, Uttarakhand, India. Educational qualification of all the subjects was 12th and above. Quota random sampling technique was used to draw the sample. Data was collected individually by using Optimism-Pessimism Scale developed by Prasar, D.S. (1998), Depression Scale of Shamim Karim and Roma Tiwari (1986) and Coping Strategy Scale of Folkman and Lazarus (1985). Factorial design (3x2) was used to test the proposed hypotheses. The inferences were drawn by calculating Means, SDs, ANOVAs and 't' tests. The findings revealed that Pessimists have significantly higher level of depression than the Optimists subjects. Optimists possessed significantly higher tendency of using Distancing, Seeking Social Support, Planful Problem Solving and Positive Reappraisal techniques of coping strategies as compared to the Pessimists. Adolescents were found to be more optimistic than adults and old age subjects. Adults were found to be significantly higher on the level of Depression as compared to adolescents and old age subjects. No significant difference was found on Sleep Disturbance dimension of Depression among all the three groups of the study. Old age subjects were found to have significantly higher tendency of using overall coping strategy than adults and adolescents. Seeking Social Support and Escape Avoidance tendency of Coping strategy was similar among all the three groups of the study. Males were found to possess significantly higher levels of Sleep Disturbance, Social Withdrawal and Self Centeredness as compared to females. Significantly higher tendency of using Planful Problem Solving and Positive Reappraisal technique in stressful situations was found in male as compared to female subjects. Optimism / Pessimism Attitude significantly affect the level of Depression and Coping strategies amongst different age groups in Indian population. The findings of the study will be discussed in reference to current Indian social context.

Keywords: *optimism, depression, coping strategies, life stages*

Effectiveness of online methods for proctoring high-stakes exams

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The purpose of this paper is to describe and demonstrate several new online methods of proctoring important exam administration. It will also present research on their effectiveness. The author conducted a meta analysis of security incident “tickets” or “logs” created by Kryterion online proctors as they detected and dealt with various types of security problems during several thousand certification and distance education exams. The paper will provide a listing and categorization of the types of security problems occurring for high-stakes testing where no proctor is physically present but other methods of proctoring are. The frequency of each type of security incident occurring under conditions imposed by online proctoring will be presented indicating that they are lower than might be expected for a circumstance where individuals are taking the high-stakes test usually in their own home without a proctor physically present. A comparison of these results with security incident results from traditionally proctored exams lends credibility to the idea that online proctoring methods may be a more effective alternative.

Keywords: *exam administration, online proctoring methods, distance education exams, security problems, high-stakes testing*

Effectiveness of structural family therapy on Oppositional Defiant Disorder

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The aim of the present study is to investigate the effect of structural family therapy on five to ten year-old children with Oppositional Defiant Disorder. This study is a pseudo experimental single subject study with pretest-posttest design. In order to do the study four families with at least one child with Oppositional Defiant Disorder were selected by lumpy sampling method. The whole families' members were exposed to therapy interventions with the same treatment design for eight sessions. The sessions were hold weekly. Using Rutter’s behavioral problem scale, the cases were assessed in four phases; before, during, and after the completion of intervention and one month after the last session as the follow up. The data were presented in charts. The results indicated that the structural family therapy is a significant factor in decreasing the symptoms of Oppositional Defiant Disorder. The Structural Family Therapy was effective to decreasing the symptom of Oppositional Defiant Disorder. Regarding to present research results, it is recommended this method should be used for children with Oppositional Defiant Disorder.

Keywords: *structural family therapy, Oppositional Defiant Disorder*

Effects of a labour dispute on students: A longitudinal perspective

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Despite the increasing frequency of university labour disputes, few studies have examined their impact on students, with even fewer focusing on the longitudinal perspective. The current report presents a longitudinal (4-phase) study of the affective, cognitive, and behavioural responses of students to a 12-week strike by teaching assistants and contract faculty at a large Canadian university. Students were asked to complete questionnaires approximately one week before the strike, one week and five weeks into the strike, and two weeks after the labour dispute had been settled. A total of 104 participants completed all four phases of the study. A comparison of students who completed all phases versus those who did not revealed minimal differences on pre-strike measures. Repeated-measures ANOVAs using Bonferroni-adjusted levels of significance indicated that the gratification that students felt as the strike began was soon replaced by apathy toward their own academic work. Students’ opposition to the strike and to both the position of the administration and the union generally increased over the strike’s duration. Further, students’ satisfaction with their academic

programs declined during the strike and after the dispute was settled. Although students' perception of fair treatment increased after the strike, their willingness to recommend the university to a friend decreased. Students' perception of social support from professors and teaching assistants, and the belief that they had at least one faculty member to turn to, declined throughout the labour dispute, reaching its lowest level in the fifth week of the strike. For the majority of students, perceived support from professors and teaching assistants returned to pre-strike levels after the dispute was settled. Support from fellow students followed an identical pattern. Support from non-university friends and relatives was greatest in the pre-strike period, with subsequent declines throughout the dispute. Students reported spending fewer hours on academic studies and in the library during the strike, but more hours on email/Facebook and on recreation. Students also reported sleeping later than usual on weekdays. Increased consumption of alcohol over the course of the strike approached significance. Recommendations for improving student response to an academic labour dispute will be discussed.

Keywords: *academic labour dispute, strike, students, social support*

Effects of a social cognitive career theory based group intervention on career decision self-efficacy and vocational outcome expectations of undergraduate students

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Originated by Bandura's general social cognitive theory, Lent, Brown and Hackett developed a modern career theory called Social Cognitive Career Theory (SCCT). Many studies have primarily focused on the relations between the key elements of SCCT (self-efficacy, outcome expectations, goals, barriers). However, more intervention studies are needed to understand the effectiveness of SCCT-based programs and there is a call from the theorist and field researchers as well (Lent, 2005). Thus, this study aimed at examining the effects of a social cognitive career theory based group intervention on career decision self-efficacy and vocational outcome expectations of undergraduate students. A pretest-posttest equivalent group design compared students who completed the 10 week intervention (n = 16) with a quasi-control group of students (n =16). A repeated measures ANOVA was used to assess students' pre-intervention and post-intervention self-efficacy career-decision and vocational outcome expectation scores. The results indicated that students who completed the career intervention program showed increased career decision-self efficacy and vocational outcome expectation when compared with quasi-control group. As hypothesized by Lent et. al. and other researchers, doing activities in order to increase four sources of learning experiences (personal accomplishments, vicarious learning, emotional arousal, and verbal persuasion) also helped increasing self-efficacy and outcome expectations of undergraduate students. The importance of preparing theoretically based career interventions and the increased need for research in this area are discussed.

Keywords: *Social Cognitive Career Theory, career decision self-efficacy, vocational outcome expectations, undergraduate students, self-efficacy*

Effects of alcohol (0.5 ‰) and MDMA (100 mg) on simulated driving performance and traffic safety

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Research convincingly shows that drug use and especially multiple drug use and drug-alcohol combinations among drivers is an important risk factor for traffic accidents. Since drug- and medicine use is proportionally increasing over the years, special efforts have to be directed towards gaining better knowledge of the various aspects of this problem and developing appropriate solutions. The objective of the recently started European Commission (EU) project DRUID (Driving under the Influence of Drugs, Alcohol and Medicines) is to give scientific support to the EU transport policy

(White Paper, 2001) by establishing guidelines and measures to combat impaired driving. In the framework of DRUID, a study was carried out to assess the effects of single dose of (±) 3, 4-Methylenedioxymethamphetamine (100 mg MDMA, "ecstasy") and a single dose of alcohol (0.5 ‰), and a combination of the two, on simulated driving performance. A group of 20 experienced, healthy MDMA-users were administered MDMA (0 and 100 mg) and alcohol (0 and 0.5 ‰) according to a 4- way, double-blind, placebo controlled, repeated measures, cross-over design. Driving performance is assessed on three levels: the strategical level (general plans), manoeuvring level (controlled action patterns) and control level (automatic action patterns). It is expected that alcohol will influence performance mainly on the control level, expressed in an increase the amount of swerving. The main negative effect of MDMA is expected at the manoeuvring level expressed as an increase in the amount of risk a participant is willing to take. For the alcohol-MDMA combination it is expected that the stimulating effects of MDMA will moderate alcohol induced effects on the control level. However, to lead to even greater impairment at the manoeuvring level by inducing greater risk taking as compared to the separate use of the substances. Data is currently being collated and results will be presented at the conference.

Keywords: *drug use, drivers, alcohol use, risky behaviours, substance use*

Effects of anxiety on working memory

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Despite considerable research demonstrating the differential effects of state and trait anxiety on working memory performance, little research has investigated the mechanisms which might underpin this relationship. Premised on the Processing Efficiency Theory (PET; Eysenck & Calvo, 1992), which predicts that elevated state anxiety might contribute to deficits in working memory (WM) performance, the present study examined the effect of state and trait anxiety on the functioning of the central executive (reading span task), visuo-spatial sketchpad (analogical mapping task) and phonological loop (forward and backward digit span tasks) components of WM (Baddeley & Hitch, 1974). A student sample was employed and participants were assigned to High Trait Anxious (HTA; *n*=30) or Low Trait Anxious (LTA; *n*=30) groups based on a median split of scores on the State-Trait Anxiety Inventory (STAI), with state anxiety manipulated through the threat of electric shock. Half the participants in each Trait Anxiety group were randomly assigned to the Shock Threat and Shock Safe Conditions based on their arrival at the laboratory. Contrary to PET's claim, there were no significant state or trait anxiety group differences on phonological loop performance as indexed by a digit span task. In support of PET, however, participants in the Shock Threat Condition recalled fewer last words and cloze test words than participants in the Shock Safe Condition (Daneman & Carpenter, 1980) on a reading span task which was employed to tap the central executive. In partial support for PET, significant Trait Anxiety x Shock Condition interactions were found on mapping tasks (Tohill & Holyoak, 2000) utilized to tap visuo-spatial sketchpad performance. The pattern of these interactions suggests that elevated state anxiety might contribute to performance dissociations on visuo-spatial tasks, but that this effect is moderated by the individual's trait anxiety status. Results are discussed in terms of PET and clinical implications are suggested.

Keywords: *trait anxiety, working memory, processing efficiency theory, state*

Effects of diabetes knowledge, attitudes, and self-management on satisfaction and the impact of diabetes

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The challenge that Type 2 Diabetes Mellitus presents to individuals, families, and health services is substantial. It is important to identify the most effective strategies to manage diabetes and reduce the occurrence of complications. Psychological measurement in diabetes has been widely studied and developed, but research examining the links between diabetes

knowledge, attitudes, self-management, the impact of diabetes, and satisfaction is scarce. The main objective of this research is to identify the relationship between knowledge, attitudes, and self-management and their effect on satisfaction and the impact of diabetes. Through the Department of Endocrinology and Diabetes, Alfred Hospital, Melbourne, we mailed out 500 questionnaire packs, including measures of diabetes knowledge (DKN), attitudes (ATT39), self-management (SDSCA), and quality of life (DQoL) to people with Type 2 diabetes. DQoL of patients treated at the hospital was evaluated based on their satisfaction, impact of diabetes, and social and diabetes worry. We analyzed 100 usable sets. Approximately 45% of the participants were women and 55% were men, aged between 30 and 70 years. Due to missing values for the social worry subscale in the DQoL, only satisfaction and diabetes impact subscales were used for analysis. We applied Structural Equation Modeling (SEM) to explore the interrelationships of the variables, using AMOS 17.0. The mean age of participants was 58.3 (± 10.82 years). Participants' mean time since diagnosis with diabetes was 12.5 years (± 9.15 years). Results of the study revealed that self-management ($p < 0.05$) and the impact of diabetes ($p < 0.05$) were significant predictors of satisfaction, whereas, attitude to having diabetes affected the impact of diabetes ($p < 0.05$). The indexes of fit for the tested model indicated a good fit: TLI=1.03, CFI=1.00, GFI=0.99, AGFI=0.96, RMSEA<0.01, and X2 (2) = 1.43, p=0.49. Greater understanding of the relationships between knowledge, attitudes, and self-management, and their impact on quality of life in people with diabetes is important for developing appropriate strategies for diabetes management that can be tested through interventions in future research. We discuss implications of these findings for self-management and its impact on QoL in people with type 2 diabetes.

Keywords: *diabetes, knowledge, attitudes, self-management, satisfaction*

Effects of reading various genres of books on empathy: A panel survey of elementary and junior high school students

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The purpose of this study is to examine the longitudinal effects of reading books on empathy. A panel survey was conducted with a total 933 elementary school students and 450 junior high school students. They were asked to indicate their frequency of reading all genres, such as picture books, fantasy, science fiction, adventure and historical fiction, mystery, old tales, biography, instruction guides, illustrated books, dictionaries, text books, books about hobbies, comic books, magazines, and rule books for video games, and their empathy. A multiple regression model was constructed to examine the causal relationship between each genre's reading frequency and students' empathy. The results showed that elementary school students' frequent reading of fantasy, adventure, and historical fiction, illustrated books and dictionaries, and text books increased their score on measures of empathy or some subcategories of empathy. Junior high school students' reading of science fiction and mystery increased their score on measures of some subcategories of empathy, whereas their frequent reading of picture books decreased their score on measures of a subcategory of empathy. Depending on genres of reading books, the empathy in the students of elementary and junior high schools increased and decreased.

Keywords: *empathy, reading, longitudinal effects, genres, school children*

Effects of social relations to parents and teachers on the changes of students' perceived instrumentality

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Perceived Instrumentality (PI) is an important motivation factor for students to regulate their school work. Research has shown that PI has positive effects on students' study efforts and achievements (Creten, Lens & Simons, 2001; Simons, Dewitte, & Lens, 2004). Recently, there has been increased research interest in what

increases PI on school work for future goals students hope to accomplish in society after graduation. In this study, we examined the effects of social relations to parents and teachers on the changes of students' PI over time by using a longitudinal data set. Parents and teachers are significant others who have huge impact on students' learning and motivation; therefore, it is necessary to investigate their influences on students' PI changes over time. A four-year longitudinal data was analyzed by using the Hierarchical Linear Modeling technique. Parents' and teachers' expectations on students' school works and their career guides were used as predictors which were measured in the first year of data collection. The change measure of students' PI over a 4-year period was a dependent variable in the analysis. A total of 6,908 students in grade 7 were followed for 4 years until they became 11th graders. They were selected from 150 junior-high schools. The PI had been increased over a 4-year period. The growth pattern turned out to be negatively quadratic over time. For the initial status of PI, parents' expectations and career guides were significantly positive predictors; the variable of teachers' expectations was a significant predictor, but the measure of their career guides was not. For the linear growth rate of PI, only parents' and teachers' expectations were significant and the other predictors were not. The two predictors were also significant predictors on the quadratic term of the PI change rates in a negative way. The results of the study show that parents' and teachers' expectations had significant influences on the increased changes of students' PI over time. In contrast, their career guides did not have any effects on the changes. The results suggest that expectations of significant others on students' school works would increase their perceptions on why they have to study hard in school over time. However, their career guides did not make any differences in the PI changes in the study. The reason might be that their career guides were not specific much or that the life goals students had then would be built up in earlier ages so that later career guides from parents and teachers did not have much impact on the PI changes. Regarding these interpretations, further empirical investigations are necessary.

Keywords: *perceived instrumentality, students, social relationships, parents, teachers*

Effects of the key steps and non-key steps in worked example learning about algebraic operations

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Paas (1992) found that the learning effects between incomplete and complete worked examples were not obviously different, but Stark (1999) discovered that the learning effects of incomplete worked examples were better than complete worked examples. We analyzed these previous studies and proposed that the learning effects of key steps in worked examples determined the worked example learning effects. This means that if learners understood the key steps, they would master the worked examples. Conversely, if they didn't understand the key steps, they would not get through the worked examples. In the first experiment, 120 seventh grade students chosen with a pre-test were shown four kinds of incomplete worked examples about absolute value inequality operation and were requested to fill out the deleted steps. Then, another 90 seventh grade students were separately shown and learnt complete worked examples (CWE), incomplete worked examples with a deleted a key step (IWEK) or incomplete worked examples with a deleted a non-key step (IWEN), and took part in the post-tests. In the second experiment, firstly, 90 seventh grade students were shown three kinds of incomplete worked examples about powers with the same base operation individually and were requested to fill up the deleted steps. Then, another 60 seventh grade students were respectively shown CWE or incomplete worked examples which deleted the key step and were given timely feedback (IWEKF), and participated in the post-tests. The third experiment was about the extraction operation worked example learning, and the experiment design and procedure were the same as the second experiment. The first experiment showed that the learning effects of CWE and IWEN were better than IWEK, and there was no significant difference between CWE and IWEN. The second experiment showed that the learning effects of IWEKF were

obviously higher than CWE, but in the third experiment, there was no significant difference between IWEKF and CWE. From the results, we concluded that the key steps significantly influenced effects of the incomplete worked example learning, and the non-key steps had no obvious effect on the incomplete worked example learning. The incomplete worked example learning with feedback could improve the learning effects of powers with the same base operation, but couldn't improve the learning effects of extraction operation.

Keywords: *key steps, worked example, learning*

Effort-reward Imbalance and psychological health: The impact of offshore working in the oil and gas industry

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The oil and gas industry plays a vital, global, economic role, in terms of the financial benefits deriving from the extraction of oil and gas reserves, and the substantial workforce employed by the operations that support the industry. However, the UK North Sea sector of this industry currently faces serious staff recruitment and retention problems. It has been suggested that this may be, in part, due to the psychological stress of offshore working. The impact on psychological health of offshore working is therefore an important area of investigation. However, to date little research has been done in this area. This paper reports part of a large-scale, mixed methodological study that sought to explore these issues. Our aim here is to examine the impact of offshore working on the health of UK sector oil and gas employees, using the Effort-Reward Imbalance model (Siegrist et al., 1997). A cross-sectional, questionnaire postal survey of 2,300 UK sector, offshore employees was conducted; 732 questionnaires were returned, giving a response rate of 32%. A battery of questionnaires included: the Effort-Reward Imbalance at Work Questionnaire (incorporating Over-commitment); the 12-item, General Health Questionnaire as a measure of psychological health; offshore quality of life and family contact measures derived from focus groups conducted in the qualitative stage of our study. Hierarchical regression analyses were conducted. Effort-reward imbalance was independently associated with psychological health at a highly significant level ($p < 0.001$). When over-commitment was added, these two variables accounted for 24% of the variance in psychological health ($p < 0.001$). Offshore quality of life contributed a further 6% ($p < 0.001$). Family contact did not, however, significantly add to the explanatory power of the model. Effort-reward imbalance, over-commitment and offshore quality of life are important contributory factors to the psychological health of offshore workers, and these are, to varying degrees, modifiable. It is anticipated that the findings of this study will be of use to employers who are concerned with the recruitment and retention of offshore staff.

Keywords: *oil and gas industry, staff recruitment, staff retention, psychological stress, Effort-Reward Imbalance model*

Elicitation of expert opinion concerning uncertain events: Using a 4-step question format, DELPHI workshops, and an online elicitation tool

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The current study aimed to develop an elicitation protocol to help minimize cognitive biases in expert judgements of uncertain events. We used a 4-step question format to reduce overconfidence in interval judgements. This was embedded in a DELPHI facilitated workshop to minimise any halo effect in the expert panels. A purpose built online elicitation tool was used to capture and display the interval judgements, to facilitate discussion in the workshops. DELPHI workshops were run on diverse topics including the impact of new pharmaceuticals on recycled water quality and environmental factors influencing species extinction in frogs. Workshops included between 8 and 12 experts and 40 to 60 questions. Domain specific calibration questions, with known answers, were interspersed with elicitation questions regarding unknown or future events. For each question, expert's first entered their private interval

judgements into the online elicitation tool using the 4-step question format. The intervals for all panel members were then displayed on a single chart, and the facilitator encouraged discussion regarding: the similarities and differences of opinion; and the background knowledge which informed judgements. Post discussion, panel members had an opportunity to privately update their estimates in the online tool. The post-discussion estimates were taken as the final judgements, and the calibration questions used to assess a panel's accuracy. Final interval judgements may be aggregated for a group judgement using statistical techniques, or the visual overlap between intervals used as an indicator of panel consensus, or lack thereof. The 4-step question format has been shown to substantially reduce overconfidence in experts from multiple disciplines (*N*=135, 17% [95% CI 13, 21]). By combining the 4-step format with the DELPHI workshop protocol, final expert judgements were calibrated to be 63% [59, 67], that is to say the expert panel provided interval judgements which captured the true value (when known) 63% of the time. Using the 4-step question format to reduce overconfidence, and the DELPHI workshop to reduce halo effects, cognitive biases can be minimised improving the calibration of the expert panels. Furthermore by leveraging an online elicitation tool virtual expert panels become feasible and practical, both reducing the cost of elicitation and improving levels of participation.

Keywords: *elicitation protocol, cognitive bias, expert judgements, uncertainty*

Emotional and behavioral responses to terrorism threat

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We conducted two bi-national studies of emotional and behavioral responses to terrorism threat, examining both feelings and projected action. The studies employed scenarios in which terrorists were planning to shoot, or had already shot, MANPADS (shoulder-fired missiles) at commercial airliners as they were taking off from the airport. The scenarios included two factorially crossed variables, each with three levels: (1) government announcements regarding threat severity and (2) public response, expressed as variation in airline ticket sales. In Study 1, conducted in California and Spain, the threat was expressed as a plot that had been discovered in the planning stage. In Study 2, conducted in California and Israel, the threat was more severe, consisting of an escalating series of attacks on planes. There were 216 participants from each country in both studies. In California, the respondents had no personal experience with terrorist attacks; while in Spain and Israel there have been dramatic incidents with which the respondents were familiar. Most respondents were students, except that in Spain we were able to also recruit people from a national registry of terrorism victims. Each subject saw only one of the nine scenarios. After presenting the information in the scenario, we asked them to imagine they had planned a trip to a destination 1500 miles away. We regarded that as sufficient for other modes of transportation to be inconvenient. The importance of the trip was varied within subjects; the trips were to a close friend's wedding, a job interview, or a family vacation. In Study 1, respondents expressed only moderate fear, and most indicated they would fly as planned. In Study 2, the fear was elevated as the attacks escalated, and more trips were cancelled. Government announcements and ticket sales had little impact on either fear or planned flying. People were more likely to fly to the wedding or job interview than for the vacation. Emotions show more responsiveness to threat than actions. An important feature of attacks on commercial flights is that, unlike biological attacks or bombs in public places, degree of exposure to the risk is under personal control; one can simply refuse to fly.

Keywords: *terrorism, emotional response, behavioural responses*

Emotional intelligence cross-cultural assessment: Adaptation and validation of an Argentinean version of the TEIQue (trait emotional intelligence questionnaire; Furnham & Petrides, 2003)

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School desertion is the result of a combination of internal and external factors. The causes of school desertion are multiple but in all cases create the conditions of failure of social integration, as it reduces significant chances of personal realization. The present study shows the importance of evaluating quality of life of adolescents undergoing "ecological transition" (Bronfenbrenner, 1979) from primary to secondary in order to understand this phenomena. As in Argentinean public schools adolescents tend not to continue their studies it is crucial to invest in research on this issue. Following a descriptive design, 500 adolescents participated in answering five inventories specially designed for this research. Ages ranged from 13 to 15 years, consisting of 250 men and 250 women. 68 teachers of these adolescents also participated. Instruments selected were: PQofLI-Perceived Quality of Life Inventory (Mikulic, 2001); CPI-Coping Response Inventory (Moos,1993); LISRES-Life Stressors and Social Resources Inventory (Moos, 1994); SIASCA-Structured Interview to Assess Strength in Children and Adolescents (Mikulic, 2001) and SIATP- Structured Interview to Assess Teachers Practices (2007). The Perceived Quality of Life Profile shows specific configuration of factors regarding adolescents and environments. Also, importance and satisfaction with life shows differences according to gender. Data obtained suggests that adolescents' resources and their teachers' characteristics are resilient sources. Parents, siblings and friends are perceived as an important resource but when importance and satisfaction with life assessed turn out to be a conflict factor. There is only one convergent factor regarding perceived quality of life in adolescents and it is "teachers as resilient guides". Importance and satisfaction with life correspondence indicates that students assign high importance to teachers' role and school context. Family and school context and climate represent two significant factors in promoting adolescent resiliency. Specifically, teachers guide as a medium to develop resiliency and convey hope is an important factor to prevent school desertion.

Keywords: *school desertion, social integration, adolescents, teachers, school climate*

Emotional-social Intelligence and dyadic adjustment of couples

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Bar-On (2009) hypothesized that those individuals with higher than average emotional-social intelligence (EQ-i) are in general more successful in meeting environmental demands and pressures. He also notes that a deficiency in EQ-i can mean a lack of success and the existence of emotional problems. In 1976, Spanier created an instrument to measure the separate components of marital adjustment and called it the Dyadic Adjustment Scale (DAS). The separate dimensions of marital adjustment were reported to be the following: (a) consensus on matters of importance to marital functioning, (b) dyadic satisfaction, (c) dyadic cohesion, and (d) affectional expression. The purpose of this study is to explore whether the level of emotional-social intelligence of the partners influences the dyadic adjustment marital relationships. 90 couples (50% males and 50% females) aged 32 to 59 years completed the Dyadic Adjustment Scale (Spanier, 2009) and Emotion Quotient Inventory (Bar-On, 2009). This study examined relationships between emotional-social intelligence and different patterns of marital interaction. Correlations and hierarchical moderated regression analysis show that emotional intelligence differentiates dyadic satisfaction, consensus and cohesion of couples but not the affectional expression. The results provide different pattern of marital interaction and emotional intelligence for males and females. These findings are important for clinicians and researchers, for family counseling and psychotherapy revealing important information about the influence of emotional intelligence on couple relationships.

Keywords: *emotional-social intelligence, marital adjustment, dyadic adjustment*

Enabling formalization, collective mood, and team performance: Testing a dynamic mediated longitudinal relationship

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The objective of this study is to test a dynamic mediated relationship that involves the following hypotheses: that change in work team climate of enabling formalization over time is positively related to change in perceived team performance over time, and secondly, the aforementioned relationship is partially mediated by change in collective mood (job tension) over time, so that change in enabling formalization is negatively related to change in collective job tension, which in turn is negatively related to change in perceived team performance. A sample of 174 work teams participated in the study. Data were gathered at three time points along a 2-year period. The study variables were operationalized at the team level. The data were analyzed by means of hierarchical linear modeling. The study hierarchical models were estimated by using the Multilevel module of Prelis/Lisrel 8.80. The results obtained supported the study hypotheses. Change in enabling formalization was positively related to change in perceived team performance (.15, p<.01), and negatively related to collective mood (job tension, -.15, p<.05). Moreover, after controlling for change in enabling formalization, collective tension was negatively related to perceived team performance (-.13, p<.01). The indirect effect of change in enabling formalization on change in perceived team performance via change in collective tension was statistically significant. Adler and Borys (1996) proposed to distinguish between two distinct types of formalization (coercive and enabling) to disentangle the inconsistent pattern of relationships shown by this variable. Our study confirms that enabling formalization is beneficial in the sample of work teams investigated, since it contributes to improving work team performance and reducing job tension. The analytical strategy used and the results obtained support the idea that the addressed relationships are dynamic and develop over time

Keywords: *work teams, formalization, team performance, collective mood, job tension*

Ensuring test security in online assessment for recruitment

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Two main types of tests are used in recruitment settings. On the one hand there are tests of maximum performance where items have right and wrong answers. On the other hand are tests of typical performance or preference, where there are no 'right' answers. This presentation considers how each of these types of assessment instrument poses different problems for the recruiter. The solutions necessary to reduce the likelihood of faking good on preference measures are very different to those needed for reducing the risk of cheating on measures of ability. The solutions adopted by SHL to each of these challenges will be illustrated with the Verify suite of ability tests and the OPQ32r personality inventory. The former uses test generation techniques to create novel instruments for each test taker and it includes a provision for a follow up supervised assessment for short-listed applicants. In addition procedures are in place to add further layers of security to protect the items against compromise and to maintain the validity of assessment scores. These layers include web patrols and data forensics analyses. The former involves regular proactive searching of the Internet for the presence of test items and procedures for ensuring their removal. The latter relates to methods of analysis used to check the item response data for indicators of aberrant responding patterns. For preference measures, lack of supervision is not the issue as faking good is 'invisible' and can take place as easily under supervision as when there is no supervision. Instead, item format and scoring methods are used to reduce the ease with which someone can fake good. This is embedded in a large set of procedures for reducing both the means and the

opportunity applicants might have for distorting their data.

Keywords: *online assessment, recruitment, maximum performance, typical performance, faking*

Environmental attitude of New Zealand farmers: The importance of affect and direct contact with nature

DURPOIX, D. (Massey University)

The first aim was to assess the relevance of a tripartite attitude model to assess farmers' attitude towards the natural environment, and of particular interest was the affective attitudinal component, so commonly absent from environmental attitude models. The second aim was to examine the extent to which direct experience with nature determined farmers' attitude towards the environment, and notably, how it related with the affective attitudinal component. Models were assessed using the Structural Equation Modeling framework. Models were compared between New Zealand farmers who did not have native forest fragments on their property and farmers who had forest fragments; and within the group of farmers with fragments, farmers with forest fragments by choice were compared to farmers with fragments by chance. Farmers' attitude model was constituted of two parts. The first part assessed farmers' general attitude towards the natural environment, measured by Dunlap and colleagues' (2000) New Ecological Paradigm (NEP) scale and Schultz' (2001) Environmental Motives Scale (EMS). The second represented farmers' specific attitude towards New Zealand native forest using a tripartite attitudinal model, defined by cognitive, affective and conative (behavioural intentions) dimensions. Direct experience with nature included frequency of direct contacts with New Zealand forest and frequencies of outdoor recreational activities. We found that farmers with and without forest fragments responded to different attitudinal models. The attitude construct of farmers without forest fragment suggested that they perceived native forest differently whether it was on farmland or outside, whereas farmers with fragments presented a more integrated attitude towards the forest. Also, the affective attitudinal response of farmers without fragments was more cognitively-driven than for farmers with fragments. Direct experience with nature had a strong and positive impact on farmers' environmental attitude in general. However, the strongest effect of direct experience with nature occurred with farmers' affective response. Thus, farmers with forest by choice and farmers with forest by chance with the same amount of direct experience with nature showed almost equal affective response, but still different levels of pro-environmental beliefs. These results showed that a tripartite attitudinal model including an affective dimension was relevant to the assessment of farmers' attitude towards the natural environment. They also suggested the importance of direct contact with nature in explaining farmers' pro-environmental attitude.

Keywords: *environmental attitudes, New Zealand farmers, affect*

Environmental risk perception: The case of global warming among lay people

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The aim of this study is to understand public perception of environmental risk, by exploring the social representation of Global Warming linked to environmental concern, personal involvement and conservation behavior. A Web questionnaire has been conducted among a sample divided in three groups based on environmental concern scores (Dunlap, Mertig, & Jones, 2000): pro-environment member of environmental association, pro–environment non-member, and "against environment". The social representations are examined by the free association method and a prototypical analysis (Vergès, 1985) coupled with an SCB characterization (Guimmelli, Rouquette, 2003). The three independent level of personal involvement (Flament , Rouquette 2003): personal identification, valorization of the issue, and action perceived ability, are studied as mediator variable in the investigation between social representation and behavior. Global Pro-environmental behavior is measured as a

complex assemblage of specific behavior. Pro-environmental behaviors are conditioned by the social representation of environmental issues, as the social representation emerges from a range of behavior, and communication in a specific social group. The specific association produced by each group shows this double link. If the "pro-environmental" activist as lay people evokes spontaneously the scientific causes as the consequences of global warming, they differ with a strong presence of catastrophic expressions among lay people. Meanwhile the "against-environment" refers to political fallout and evokes skepticism. Furthermore we can observe that a strong personal involvement seems to be essential to allow people to adopt real pro environmental behavior. This study shows how risk communication could be counter-productive when even informed and concerned people are slowed in their conservation behavior by information stressing dramatic consequences without giving efficient coping strategy in order to increase action's perceived ability. Therefore, we are proposing a strategy based on the manipulation of the personal involvement dimensions in order to promote global conservation behavior and by this way influence the emergence of a new social representation taking account of the green-action we have to promote to face Global Warming.

Keywords: *pro- environmental behaviors, environmental risk, global warming, personal involvement, conservation behaviour*

Envisioning engagement: Social representations of public engagement with renewable energy technologies

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UK energy policy to reduce carbon emissions is rapidly evolving. A substantial increase in renewable energy technologies (RETs) such as wind turbines, biomass plants and solar panels has been proposed but little is known about how these policy changes are being communicated to the public. This study aimed to investigate changes over time in the way in which newspaper images anchor and objectify public engagement with renewable energy technologies. This paper draws upon the theory of social representations to explore how public engagement with renewable energy technologies is represented within newspaper images. Images of RETs were collected from stratified sample of UK national newspapers over a two-year period. These images were thematically analysed. Wind turbines were the most frequently depicted renewable energy technology. Representations of renewable energy technologies shifted from illustrative depictions of experts with actual RETs toward symbolic images of lay people with renewable energy especially within energy company advertisements. Objectifying wind as a symbol of renewable energy per se may mitigate against greater public awareness of alternative renewable energy sources. Whilst there are a variety of image formats that can be used to communicate about renewable energy policy e.g. cartoons, photographs, diagrams, each is anchored to a particular domain e.g. cartoons with political satire. This has implications for promoting public engagement with renewable energy policy and practise.

Keywords: *carbon emissions, renewable energy, renewable energy, wind turbines*

Essential role of consciousness in control of cognitive processing in cognitive system theory

BURTON, P. (Australian Catholic University)

Human consciousness, the relationship between the mind and the brain, and the nature of knowledge all await fundamental new insight before a scientific account of human cognition can be settled. To this end I have sought to sketch some significant new concepts that have emerged from fivefold axiomatic analysis of this very complex domain, particularly in relation to cognition itself, and to the nature of mind-brain interaction. In a tightly interlocking and nested theoretical framework, diverse evidence converges to a single unequivocal conclusion about the nature and role of consciousness in human cognition. Consciousness, in its richly varied forms, invariably is directly and intimately

engaged in cognitive processes, because such processes invariably require some means of control: consciousness provides the means of that control; consciousness is that control. This paper will outline the functional contribution of consciousness to cognitive processing, and provide an operational elucidation, together with supporting mechanisms linked to specific brain activity, to explain how cognitive processing develops through major transitional phases as each individual matures. In particular, basic human cognition, at first similar to the processing of other mammals, is shown to respond to an exogenous form of control vehicle whose remarkable efficacy leads to the introduction of new kinds of sequentiated and punctuated cognition. The major survival benefit of this elaborated cognitive competence is to catalyse the introduction of deliberate navigational tasking associated with the self-model to complement a default and reactively instrumental form of challenge response. At each stage of advanced cognitive processing, it is the emerging flexibility of new kinds of conscious control over cognition that lead each transition. The ultimate transition to self-conscious control is formulated upon a previously un-described form of internal perspective-taking over many forms of knowledge, which serves in the case of the self-model to afford a particular two-dimensional field of control over navigational tasking which subsumes simpler forms of conscious control. A simple heuristic is identified whereby the operational self-model systematically invests in the behavioral repertoire subserving increasingly intelligent performance.

Keywords: *cognitive system theory, consciousness, cognitive processing, control*

Evaluating the effect of didactic versus experiential intercultural training on the intercultural competence of university students

BEHRND, V. (Dresden University of Technology)

Universities sometimes provide language classes and area studies which are didactic instead of experiential intercultural training. We assumed that the effect of area studies in the combination with language classes equals the effect of didactic intercultural training and that didactic and experiential intercultural training foster intercultural competence. We measured intercultural competence before and after experiential intercultural training with university students that already had received didactic training, plus another experiential group that had not received didactic training, and a control group. In study one, intercultural competence was measured on the behavioral level of evaluation with an instrument consisting of critical incidents in the sub-domains individual, social, and strategic intercultural competence, and the use of problem solving. Study two measured cognitive, affective, and behavioural intercultural competence by a theory-based questionnaire on the learning level of evaluation. An impact of the didactic preparation was found for cognitive intercultural competence in the second study. The theory-based questionnaire on the learning level of evaluation seems to be able to detect the competencies that can be developed by didactic intercultural training. The experiential training had a significant influence on individual, social, and strategic intercultural competence, and on problem solving in both experiential training groups in study one and on affective and behavioural competence in study two. The pre-post differences and their tendency to become significant were higher in the group with didactic preparation. We conclude that experiential training does foster intercultural competence and that didactic intercultural training should be supplemented by experiential intercultural training.

Keywords: *didactic intercultural training, experiential intercultural training, university students, problem-solving*

Evaluating the effectiveness of a counselling service utilising online technologies

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This prospective pilot-study explores the effectiveness of an Australian counselling service

for people with depression, utilising online technologies. The study seeks to: 1) evaluate the effectiveness of the counselling processes utilising online technologies, and 2) evaluate the technologies employed to facilitate counselling. Eligible clients and the counselling team are invited to participate, with a minimum of 20 pairs intended for inclusion. Participants will engage in eight counselling sessions incorporating synchronous and asynchronous dialogue. A mixed method collection of data at pre- and post-counselling will be employed, including psychometric assessments and client and counsellor evaluative feedback forms. The clinical efficacy of the counselling processes will be evaluated at pre- and post-counselling using the World Health Organization's Major Depression Index and Wellbeing scales. The therapeutic efficacy will be evaluated with regard to the working relationships, goal achievement, coping-skills, and self-esteem. Counselling through the provision of online technologies is predicted to be both clinically and therapeutically efficacious. The potential of the technologies to facilitate the counselling will also be explored. It is predicted that the technologies employed will be effective means of facilitating counselling. Findings of the study will be used to inform best practice, improve services, and provide a foundation for future research on Internet-based counselling efficacy.

Keywords: *perceptions, counselling, depression, online technologies*

Evaluation of the telephone cognitive behavioural therapy component of the Australian access to allied psychological services (ATAPS) projects

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The Access to Allied Psychological Services (ATAPS) projects, implemented by Divisions of General Practice, enable general practitioners (GPs) to refer consumers with high prevalence disorders (e.g., depression and anxiety) to allied health professionals for up to 12 (or 18 in exceptional circumstances) sessions of mental health care. Interventions are evidence-based, focused psychological strategies and cognitive behavioural therapy. In July 2008, the Department of Health and Ageing provided new funding for a trial of telephone-cognitive behavioural therapy (CBT) to 22 rural and remote Divisions of General Practice under the existing ATAPS model. The trial was introduced as a means to assist consumers to overcome geographical and other access barriers. This presentation will describe the evaluation findings of the trial. Data sources include a web-based minimum data set which collects consumer- and session- based data on the projects. Quantitative and qualitative data from and purpose designed interviews with project officers and providers also inform the evaluation. Uptake of the telephone-CBT trial is underestimated by the minimum data set. Telephone sessions are being delivered more widely across the ATAPS projects and not just within the T-CBT pilot. The majority of consumers are females, aged around 40 years, and are on low incomes. The majority of consumers are diagnosed with depressive or anxiety disorders. The majority of sessions are an hour in duration, with an average number of four sessions delivered per consumer. Despite a general consensus among stakeholders that face-to-face treatment is preferred, it is acknowledged that the telephone-CBT modality is particularly valuable for consumers for whom no other option exists. Accordingly, Divisions are keen for the service to continue.

Keywords: *cognitive behavioural therapy, access to allied psychological services, telephone sessions*

Evaluation of treatments provided by clinical psychology interns using videoconferencing

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The aim of the study was to evaluate the effectiveness of psychological treatment, delivered via videoconferencing by clinical interns, for the two of the most prevalent mental health conditions in Australia: anxiety

and depression. A noncurrent, multiple baseline design across subjects and settings was used. Six patients suffering from anxiety and/or depression were referred to a university psychology clinic and received six sessions of treatment via videoconferencing or face-to-face therapy. A number of treatment outcome and treatment process measures were used. Continuous data measuring subjective well-being was analysed using a single case, time-series simulation modelling methodology. Individual outcome measure scores, covering the domains of symptomology (DASS-42) and life functioning (OQ-45), were evaluated for meaningful change using a two-step criterion method. 100% of videoconferencing participants achieved a significant improvement in subjective well-being from baseline to follow-up. In addition, 66% of participants showed a clinically significant and reliable reduction in self-report scores on symptoms of depression and/or anxiety. 66% of participants also showed a clinically significant and statistically reliable reduction in self-report scores on disturbance of life functioning. These outcomes were commensurate with those of participants receiving face-to-face treatment. Clinical psychology interns can deliver effective treatment via videoconferencing with equivalence to face-to-face therapy. The use of videoconferencing as a treatment modality and delivered via university clinics has potential training and public health benefits

Keywords: *psychological treatment, videoconferencing, anxiety, depression, subjective well-being*

Evaluation of yoga as a mind body approach for certain ailments

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Dissatisfied with modern medicine, many clients are turning to alternative and complementary therapies, especially mind body approaches, discovering that they receive a more successful and satisfying experience in these. In this endeavour, Yoga, an ancient mind body system that serves both as a preventative and a cure, came into the limelight. However, the scope of this system has not been really scientifically exploited. This study is an attempt to investigate the Therapeutic role of Yoga for various disorders. It specifically purports to answer the following research questions. (1) Is Yoga effective as a therapy for various ailments? (2) If so, for which specific ailments? (3) Is it effective as a supportive Complementary Therapy or as a stand-alone Alternative Therapy or Both? (4) Is its effectiveness independent or dependent on the number of associated minor symptoms? 88 patients with a clinical diagnosis did a subjective rating of their clinical symptoms for a period of 2 months to establish a baseline in this quasi experimental design so as to serve as control. After that, they were given Yoga training for a period of 3 months and evaluations done each month, were considered for the study. To answer the Research questions the patients were grouped under different categories and a Before and After Experimental Design with repeated measures was used. The results showed that Yoga has been effective in improving the health status by way of reported reduction in symptoms. Of the 13 clinical conditions considered, Yoga had been effective for 10 clinical conditions within a period of 3 months. The study also showed that it can function as a Complementary therapy as well as can also be an Alternate system based on the clinical condition. Finally its effectiveness is independent of the number of symptoms a person has. Yoga is a potent therapeutic tool for various ailments as the patients are proactive in their own healing.

Keywords: *yoga, mind body system, therapy, ailments, alternative therapy*

Evidence of impaired event-based prospective memory in clinical obsessive compulsive checking

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Based on their work with subclinical OCD checking Cuttler and Graf (2009) suggested that checking may develop to compensate for prospective memory failures. This study examined prospective memory performance,

confidence in memory, and subjective complaints about prospective and retrospective memory in a sample with clinical OCD checking. A group with OCD checking (*n*=26) was compared to a matched control group (*n*=26) on a time-based and an event-based prospective memory test, memory confidence ratings, and scores on a measure of subjective memory complaints. The OCD group performed worse than controls on the event-based prospective memory task. There was no difference between the groups in subjective complaints about memory. The OCD group was more confident on both the event-based task and the time-based task. Cuttler and Graf (2009) argued that checking is a consequence of poor prospective memory coupled with awareness of prospective memory failures and concern about these failures. The present study found no evidence of more complaints about either prospective or retrospective memory in the past six months among OCD checkers compared to controls. In fact, checkers expressed greater confidence in their event-based prospective memory than controls and predicted that they would be more accurate on the time-based prospective memory task. This latter finding appeared to be due to the availability of an extrinsic checking strategy for ensuring success. It is possible that concern about prospective memory failures is important in the early development of checking compulsions, but that, over time, checking becomes a habitual (and successful) strategy for avoiding prospective memory failures. This explanation accounts for the present findings of (a) no deficit on the time-based prospective memory task where the OCD group were checking more often in the 10 minutes before the response was required and performance was no worse than that of controls; and (b) no difference between the groups in complaints about prospective memory in the last six months. Further research assessing both subjective memory performance and the strategies understood to support memory is needed to clarify the contribution of prospective memory to OCD checking.

Keywords: *memory impairments, obsessive compulsive disorder*

Examining the psychometric properties of the restraint scale (RS-10) among Hong Kong Chinese adolescents

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The Revised Restraint Scale (RS-10; Herman, & Polivy, 1980) is a widely used measure for dieting tendency. Ample previous studies have examined the factor structure of the RS-10. However, there is still no agreement on its dimensionality and the factorial assignment of its items. This study aims to evaluate the factor structure and psychometric properties of the 10-item RS-10 for Hong Kong Chinese adolescents using exploratory (EFA) and confirmatory factor analysis (CFA). A total of 909 adolescents aged between 13 and 22 years (55.3% boys) completed an anthropometric (height and weight) datasheet, the RS-10, and the 26-item Eating Attitudes Test (EAT-26; Garner, Olmsted, Bohr, & Garfinkle, 1982). For cross-validity, the sample were randomly divided into two groups: one group for the EFA (S1: *N*=454) and the other group for the CFA (S2: *N*=455). Acceptable levels of internal consistency were observed for the total score of the RS-10 (α=.71). Results of EFA revealed a three-factor solution, with interrelated concern for dieting, weight fluctuations, and food preoccupation factors in the S1. CFAs were then computed in the S2 comparing the three-factor model identified in S1 with other proposed models, which included the original Herman and Polivy's (1975) ten-item two-factor model and van Strien et al.'s (2002) eight-item two-factor model. CFA model comparison supported that the exploratively obtained three-factor model from S1 provided the best fit to the data. Multigroup CFAs suggested the three-factor model is stable across genders, age groups, and weight statuses. The RS-10 also demonstrated good convergent validity, as suggested by its moderate correlations with the factors of fat concern and dieting (r=.48) and food preoccupation (*r*=.36) of the EAT-26 obtained previously in Chinese samples (Lee, & Lee, 1999). The factor structure of the RS-10 among Chinese adolescents is different from those obtained in previous studies with western samples. Nevertheless, findings evidence the RS-10 is a reliable and valid measurement of restraint eating for Chinese adolescents

Keywords: *revised restraint scale, adolescents, dieting tendency*

Examining the role of personality factors and perceptions of the school as a learning organisation on workplace learning among teachers

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The study investigates the contribution of the Big Five personality factors (neuroticism, extraversion, openness, agreeableness and conscientiousness) and teachers' perceptions of the school as a learning organization towards the teachers' engagement in informal workplace learning activities. A structural model based on Kurt Lewin's Field Theory was proposed to explain how a person (in this case represented by personality factors) relates to his or her environment (or how one perceives the school as a learning organization), and thus, influence one's behavior in terms of engaging themselves in informal workplace learning activities. Sample involved a total of 400 schoolteachers who were selected through a multistage cluster analysis sampling procedure. The data analysis involved an adoption of the two-step procedure—the analysis of the overall measurement model through confirmatory factor analysis (CFA), followed by the analysis of the structural equation model (SEM). Results of the disattenuated correlations indicated that all five personality factors are significantly correlated with teachers' perceptions of the school as a learning organization. Besides that, three of five personality factors (extraversion, openness and conscientiousness), and teachers' perceptions of the school as a learning organization significantly influence teachers' engagement in workplace learning activities. Both the measurement model and the postulated structural model are acceptably fit models based a few fitness indexes (TLI & CFI values of more than .90; RMSEA & RMR values of less than .08). The findings support the reciprocal relationships between person (personality factors) and his or her environment (perceptions of the school as a learning organization), which influence his or her behaviour (engaging in workplace learning activities), as theoretically assumed in Lewin's Field Theory. The discussion focuses on the importance of highlighting personality factors and perceptions of the school as a learning organization as antecedents of workplace learning with regard to the use of personality as a selection tool and the adaptation of the learning organization concept in school as to enhance the practice of continuous professional development among teachers

Keywords: *big five model of personality, teachers, school, learning activities*

Examining the validity of driver prototypes using driving-specific measures of personality and coping

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This research examines the validity of using driving-specific measures of personality and coping to develop driver prototypes. Previous research has used the Five-factor Model (FFM) of personality to classify drivers into three common configurations: resilient drivers, over-controlled drivers and under-controlled drivers. Self-report data from drivers were analysed using cluster analysis in order to determine whether a similar set of patterns emerged when driving-specific measures were used and whether these patterns were linked to driving behaviour and accidents. The 402 participants (323 females; 79 males) were mainly first to third year psychology students. The Driver Stress Inventory (DSI; Matthews, Desmond, Joyner, Carcary, & Gilliland, 1997) measured the following characteristics: Aggression, Hazard Monitoring, Thrill Seeking, Dislike of Driving, and Fatigue Proneness. The Driver Coping Questionnaire (DCQ; Matthews, et al., 1997) measured confrontive coping, task-focused coping, emotion-focused coping, reappraisal, and avoidance. All scales were found to be reliable with coefficient alphas of at least .70. Data were also obtained on the drivers' level of self-reported speeding (measured using six items with an alpha of .84), their number of near misses in the previous six months (one item), and their number of accidents in the last six months (one item). A two-step clustering procedure produced a result with three clusters in the solution. Cluster 1 (N = 152) was defined

by more maladaptive coping (higher confrontive, lower task-focused and lower reappraisal) and greater aggression and thrill-seeking. Cluster 2 (*N* = 150) was defined by more adaptive coping (lower confrontive, higher task-focused and higher reappraisal), lower aggression and greater hazard monitoring. The third cluster (*N* = 98) was defined by more moderate scores on the coping scales (apart from a much greater level of emotion-focused coping), higher dislike of driving, and higher fatigue proneness. Validation against the three outcome measures showed that cluster 2 reported significantly less self-reported speeding than cluster 3 which was significantly less than cluster 1. Cluster 2 also reported significantly smaller number of near misses than clusters 2 and 3. Cluster 2 reported significantly fewer accidents than cluster 3. The cluster analysis confirmed that three subtypes of drivers can be identified from driver-specific measures of personality and coping. These subtypes differ in their driving behaviour with one cluster being linked with better driving outcomes (cluster 2) while clusters 3 and 1 were most at risk of adverse outcomes. These clusters may also respond differently to road safety messages particularly as cluster 3 expressed a strong dislike of driving and greater emotional exhaustion from driving.

Keywords: *personality, coping, driver prototypes, big five model of personality*

Executive function development and stress effects on driving performance: Preliminary findings from a young adult sample

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Driving is a complex task requiring the integration of several cognitive 'executive' functions which involve brain dopaminergic pathways and are still developing in young adults. Developmental impairments in executive function associated with adolescence could potentially contribute to the over-representation of young people in traffic accidents. Stress affects brain dopamine activity and moderates effects of dopaminergic genes on executive function. This study aimed to examine the interactive contributions of psychosocial stress, physiological stress response, and executive function development/impairment to young adults' driving behaviour in a driving simulator. 40 healthy young adult drivers were randomly allocated to either an acute stress or relaxation induction condition and were tested individually. Participants completed four computerized performance-based measures of executive function and completed self-report measures of their chronic stress exposure (Chronic Stress Scale) and driving behaviour (Driver Behaviour Questionnaire) prior to undergoing the induction, followed by a 25 minute driving simulator session. Pre-induction, post-induction and post-simulator samples of saliva were collected for cortisol analysis as an index of physiological stress response. Several measures of driving performance (e.g., lane control, speed and speed variability, braking, steering control and hand motor activity) and participants' physiological stress response (change pre to post-induction) will be analysed as a function of the acute stress manipulation (stress vs. relaxation), chronic stress exposure, and executive function performance (lower vs. higher scores based on a median split). Preliminary findings will be presented. Findings will help to elucidate the nature of the relationship between executive function deficits (in this study primarily due to continuing development in adolescence and young adulthood) and psychosocial stress with driving performance, and highlight the impact of individual differences in physiological stress reactivity. Increased understanding of the influence of these multiple factors may lead to the development of more customised education, prevention and treatment/intervention programs for reducing risk of driving-related accidents and injuries in young people.

Keywords: *driving behaviour, executive function, young people, stress*

Executive functions, attention and juvenile delinquency

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The aim of this study is elucidated whether juvenile delinquents have poorer executive functioning in inhibition, flexibility, and attention, than control adolescents. Seventy-five Mexican teenagers participated in a study. The total sample was divided into three groups, one consisting of minors institutionalized by a juvenile court for serious offenses (*N* = 24), another reported by antisocial behavior (*N* = 24) and a control group from the general population (*N* = 27) that was matched by sex, age and schooling to the juvenile court group. Demographic variables were considered and executive functions were assessed by means of the Wisconsin Card Sorting Test, and the Shifting Criteria Stroop Test- a modified version of the Stroop test- and the Continuous Performance test. An ANOVA (GLM procedure) was conducted to compare the three groups: the control group, the juveniles with serious offenses, and the juveniles with statutory offenses. Results showed means differences in some tasks of the Wisconsin test between the institutionalized adolescents and the control group. There were no significant differences in the STROOP test between the control group and the delinquent group. However, significant differences in inhibitory tasks were found between juveniles with serious and statutory offenses. Differences were also found in some indicators of selective and sustained attention, and tonic and phasic alertness, between the control group and the delinquent minors. Results are discussed in regard to minors' inability to respond adequately to the social environment, which results from neuropsychological impairment.

Keywords: *juvenile delinquents, executive function, teenagers, Wisconsin Card Sorting Test,, neuropsychological impairment*

Experienced sexism influences the extent to which male dental students share the values of their organization

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The understanding of university students, especially in programs with clinical practice, isn't covered by classical educational psychology and will benefit from a Work-environment approach. In a previous study we found that the extents to which dental students share the values of their organization (SV) influence their perceived justice (PJ). In this study we investigate how (SV) is influenced by gender and experienced sexism (Sexism). We hypothesize that Sexism will negatively influence SV. A web-survey was distributed to all (N = 850) Swedish dental students of which 50 percent answered the survey, a percentage in line with corresponding Swedish surveys. A SEM analysis was conducted on the data (Chi-square 582,473; *df* = 176; *p*> .000; Normed Chi-square 3,310; RMSEA .085). Our analysis shows that Sexism influences SV negatively, (-.27 for men; -.14 for women) but hardly changes the extent to which SV influences PJ (model without Sexism .56 for men; .43 for women, model with Sexism .53 for men; .42 for women, gender difference significant). However, the influence from Sexism on SV is not significant for Women (*p* = .103). Our results indicate that women's awareness of sexism is not necessarily related to their values, or what they interpret as the values of their organization, but can rather be related to what they expect of their lives as women. On the other hand, in our experience, men who become aware of sexism tend to do so in relation to changing their awareness of feminist issues and/or adapt some feminist values. It has been suggested that male doctors become more aware of gender issues once the amount of female doctors reaches or surpasses 50 percent, and it is possible that the 70/30 ratio of the Swedish dental programs have contributed to the feminist awareness of male dental students in a similar fashion.

Keywords: *university students, dental students, shared values, perceived justice, sexism*

Experiences and needs of siblings of illicit drug users in Western Australia

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Siblings can play key roles in an adult's life. Sibling relationships may be a source of support, alliance, advice, learning, frustration, competition, and protection. The impact of having a family member who has an illegal drug use problem appears to have never been investigated solely from the point of view of a

sibling. This research aimed to explore the life experiences and needs of adults with siblings who have an illegal drug use problem. The exploratory nature of this research necessitated a qualitative approach. Therefore this study used a phenomenological approach to investigate how adult siblings constructed their life world and shared meaning in relation to the experience of having a sibling with an illegal drug use problem. Therefore themes related to the lived experiences and needs of this population were identified. Using thematic analysis several themes related to stress and distress, coping, support systems, and positive impacts, such as resilience and growth, were identified. Participants were likely to feel distress both from direct experiences with their sibling and from the impact on parents and other family members. Common experiences included a cycle of engagement and support of the user followed by detachment and bounded relationships. Participants were also more likely to find support in partners and friends rather than seeking treatment and support from Alcohol and Other Drug Services. The findings of this research inform the understanding of the quality and nature of sibling bonds during times of distress. Results of this research indicated that siblings feel distress that is comparable to a parent or child of an illicit drug user. However, siblings appear to feel they have more freedom to detach from the relationship if needed. These findings also inform clinical practice in terms of the psychological needs of this population, such as issues with adjustment, grief and loss, stress, general coping, and the impact of often protracted disruptive life experiences as a result of having a sibling with an illegal drug use problem.

Keywords: *siblings, illicit drug use, stress, coping, support systems*

Experimental group session for cross-cultural social skills learning for international students in Japan from the social-clinical psychological perspective

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The aim of the present study was to develop a cross-cultural social skills learning session for international students in Japan, a small group session was conducted based on cognitive and behavioral learning techniques, such as role plays. Ten international graduate students who studied at a Japanese university and were interested in learning about Japanese culture joined the two-day session. Five Japanese graduate students who were interested in cross-cultural education also joined the session as helpers of learning. The international students learned cognitive and behavioral social skills that focused on culture-specific behaviors. In the first session, self-assessment about cross-cultural social skills performance was done and target learning behaviors were selected. During the session, they learned about Japanese hesitation, Japanese drinking "communication", visiting behavior at Japanese homes and indirect refusals. Each session included lectures about Japanese behavior patterns and cultural backgrounds. They learned about situations through target behaviors, situational role plays, feedback, a second role play and finally discussion. Participants reported more interest in Japanese cultural behaviors increased self-confidence and greater motivation to experience cross-cultural contacts. As a result of the evaluation to their role play in video tape, their improving of the performance had been shown. It is suggested that cognitive-behavioral culture learning in this session would enhance their social-cultural adjustment during their studying abroad.

Keywords: *cross-cultural, social skills, cognitive learning techniques, behavioral learning techniques, Japan*

Explaining patient involvement in chronic disease self-management: Five discourses of decision-making

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The national review of chronic disease management in Australia is in a crucial period of rethinking health care and patient involvement to address the increasing rates of chronic diseases, particularly obesity and type 2 diabetes. In this critical review of national interventions and cognitive approaches to

enhancing patient self-management evidence clearly demonstrates that interventions to date have had limited effectiveness. The aim of this research was is to develop a new approach to the explanation of chronic disease self-management within the context of the practitioner-patient consultation to increase the capacity for health behaviour change. Three major methods of analyses were conducted: a critical review of the international literature, analysis of in-depth interview data, and clinical observations. A typical example of a patient with chronic disease was selected to illustrate in detail the capacity of a new theoretical framework applied to self-management. Based on three forms of evidence, being theory, research interviews and clinical observations, five major ways in which patients with chronic disease make decisions about self-management were identified. The case study of 'Alan', a patient with type 2 diabetes, is examined using discourse theory to illustrate the potential practical application of this new explanation. It is concluded that to advocate for patient involvement without a serious reconsideration of the underlying barriers is likely to result in more of the same; limited health behaviour change on the part of patients. The implications of a discourse approach to chronic disease self-management are discussed in terms of its application in primary health care as a generic decision-making tool. The development of understanding patient involvement in chronic disease self-management is proposed a move forward in that it addresses both the medical and psychosocial aspects of patients' chronic diseases in primary health care.

Keywords: *chronic disease, national interventions, patient self-management, effectiveness, behaviour change*

Exploration of early maladaptive schema and attachment domains in sexual offenders

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The present study explored early maladaptive schema (EMSs) and attachment domains among sexual offenders. This group was compared with normal individuals. The study examined the hypothesis that "sexual offenders in comparison with normal individuals have significantly higher score averages in EMSs and attachment domains." 34 sexual offenders kept in the Central Prison of Mashhad city were randomly selected. 34 other subjects, normal individuals, matched with them on variables of age, marital status, occupation status and literacy level. Normal individuals were selected in accordance to GSI score in SCL-90-R. Subjects completed Young Schema Questionnaire–Short Form (YSQ–SF) and Close Relationships-Revised (ECR-R). Data was analyzed by dependent t test. The results revealed that when compared with the normal group, sexual offenders had a significantly higher score average in early maladaptive schema (P<0/05). In the clinical group, highest scores were for the vulnerability to harm ad illness, subjugation, defectiveness/shame, dependence/incompetence, entitlement/grandiosity early maladaptive schemas and disconnection and rejection, impaired autonomy and performance schema domain. No significant results were observed in Self-sacrifice maladaptive schema (P>0/05). Also, the results revealed that, when compared with the normal group, rapists had a significantly higher score average in the attachment anxiety domain. Between the two groups, there were no significant differences on attachment avoidant domain. In conclusion, high scores in early maladaptive schema and attachment anxiety domains, specifically in disconnection and rejection and impaired autonomy and performance schema domains, can lead to sexual crimes and to sexual offenses behaviors and rape

Keywords: *sexual abuse, attachment domain, sexual offences, early maladaptive schema, schema domain*

Exploring organisational emotional intelligence and its relationship to employee attitudes

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Following on from research highlighting the importance of emotional intelligence and emotions for successful leadership and performance in organisations (Goleman, Boyatzis and McKee, 2002; Fineman, 1993), this study examines the relationship between perceptions of organisational emotional intelligence (OEI) and attitudes such as trust, commitment and advocacy amongst employees. Although Goleman (1998) hinted at the importance of collective emotional intelligence in realising intellectual capital and determining performance over time, it was Higgs and Dulewicz (2002) who suggested that organisations can have an actual climate for emotional intelligence, as a result of the behaviours and practices that occur within them. Previous research in organisational behaviour generally confirms the significant relationship between individual perceptions of organisational climate, also known as psychological climate, and evaluative criteria such as employee attitudes (James & James, 1989; Parker et al., 2003). This study uses a new Organisational Emotional Intelligence Questionnaire (OEIQ) (author's names excluded for purposes of blind review), based on previous work by Higgs and Dulewicz (2002), to measure employee perceptions of organisational emotional intelligence on seven dimensions, namely: Self Awareness, Emotional Resilience, Motivation, Interpersonal Sensitivity, Influence, Intuitiveness and Conscientiousness. In addition, the study uses measures of employee trust, commitment and advocacy from previous research in corporate reputation (MacMillan et al., 2004; Hillenbrand, 2007). The study reports data on a quantitative cross-sectional research design (n=100) carried out in two organisations: a UK-based multinational services company and an Australian NGO operating in the field of public health. The results show that organisational emotional intelligence has a strong positive correlation with trust, commitment and advocacy amongst employees, with trust acting as a partial mediator. The major drivers of employee attitudes were found to be Interpersonal Sensitivity, Influence and Motivation with Self Awareness, Emotional Resilience, Intuition and Conscientiousness playing a relatively minor role. The study shows that organisations which develop a more emotionally intelligent climate, particularly around allowing employees to be involved in strategy and decision-making and to communicate with management, will experience higher morale and increased behavioural support, namely commitment and advocacy, amongst their staff.

Keywords: *emotional intelligence, leadership, performance, perceptions, attitudes*

Extending to groups: The effects of attitude bases and affective-cognitive consistency on the attitude-behavior relation

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Recently social psychologists began to focus on identifying properties of attitudes that moderated the attitude-behavior relationship. Of the investigated attitudinal properties, two extensively researched constructs are attitude bases and affective-cognitive consistency (ACC). The current set of three studies referred to the supervised groups' attitudes and behaviors toward the supervising groups and provided initial tests of the effects of attitude bases, ACC, and their interaction on the attitude-behavior relationship in the context of both preexisting and new attitudes at the group level. Study One collected data at the group level measured the undergraduates' preexisting attitudes and supportive behaviors in the lab. Study Two manipulated the participant groups as the supervised groups and focused on the supervised groups and supervising groups with the direct interests. The supervised groups' attitudes and supportive behaviors toward the supervising groups were formed and measured in the lab. Study Three collected the data at the individual level and attained the public's attitudes and opposed behaviors toward the central government and the local government in a questionnaire in order to test the generalization of the findings gotten in the lab. Study One suggested that attitude-behavior

consistency was higher when the attitudes had an affective focus. Study Two demonstrated that when the attitudes had a cognitive focus, a positive correlation existed between ACC and attitude-behavior consistency, while for the affective focus attitudes, ACC did not influence attitude-behavior consistency. Study Three showed that the results about public's attitudes toward the central government were close to the findings from study 1 which involved no direct interests; whereas for the public's attitudes toward the local government, the results were similar to those in Study Two which dealt with some direct interests. The present research proved that for the attitudes and behaviors with low personal relevance, only attitude bases had impacts on the attitude-behavior relation, suggesting that the affective focus attitudes predicted the following behaviors better than the cognitive focus attitudes. However, for the attitudes and behaviors with high personal relevance, the interaction between attitude bases and ACC influenced the attitude-behavior consistency so that the cognitive focus attitudes with high ACC predicted the behaviors better than those with low ACC, while the relations between affective focus attitudes and behaviors were not influenced by ACC.

Keywords: *attitude-behavior relationship, affective-cognitive consistency, attitudes*

Facial emotion processing in individuals with autistic disorder and Asperger's disorder

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Autistic Disorder and Asperger's Disorder are characterised by difficulties with social interaction. Yet it is still unclear if such difficulties are related to deficits in emotion processing. This project examined facial emotion discrimination, facial feature discrimination, and the discrimination of complex visual stimuli in individuals with Autistic Disorder and Asperger's Disorder. In addition, this study attempted to address several methodological issues raised in previous research into facial emotion processing in Autistic Disorder and Asperger's Disorder. Boys aged 9-16 years were recruited for participation. Individuals with Autistic Disorder were matched with individuals with Intellectual Disability on age, gender, and VIQ. Similarly, individuals with Asperger's Disorder were matched with typically developing individuals on age, gender and VIQ. Participants were presented with three discrimination tasks: Facial Emotion, Facial Identity and Complex Visual Discrimination (Butterfly). Stimuli were developed so that three discrimination tasks were equivalent in terms of difficulty and did not produce floor or ceiling effects. Participants were asked to decide whether presented pairs of pictures were 'same' or 'different'. Task performance was measured in terms of discriminability, hit rate, false alarm rate, bias and mean response time. There was a trend for individuals with Autistic Disorder to respond faster than individuals with Intellectual Disability and have higher scores of discriminability on the Butterfly task, with performance comparable for the Identity and Emotion tasks. Furthermore, there was a trend for individuals with Asperger's Disorder to yield lower scores of discriminability overall, have a lower hit rate for the Emotion task, and show a higher false alarm rate on the Butterfly and Emotion tasks when compared with typically developing individuals. There were no significant differences between individuals with Asperger's Disorder and individuals with Autistic Disorder on any task measure. There appears to be some differences in the ability of individuals with Autistic Disorder and Asperger's Disorder to process facial emotions when compared with control participants. However, these differences are only approaching significance. This research partially supports the hypothesis of an emotion specific deficit related to Autistic Disorder and Asperger's Disorder that is not a function of overall intellectual functioning.

Keywords: *facial emotion processing, Autism spectrum disorder, Asperger's syndrome*

Facilitating conditions of learning: Stability and relationships of personal constructs and significant others in and out of school

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The aim of the present study was to examine the stability and relationships of personal constructs and significant others in engaging in learning across two waves of data. In order to establish the validity of the scales over two points in time, confirmatory factor analysis was conducted with the longitudinal data of students responses to the Facilitating Conditions Questionnaire (FCQ) from 11 secondary school in Sydney (*N*=724 in Grades 7-9). In order to examine stability over time, a repeated-measures multivariate analysis of variance with the scale scores of Time 1 and Time 2 parallel variables as a with-in subject factor. Eight distinct factors were found for each of two time points (T1 and T2), representing 35 items at T1 and T2 respectively. The factors were (a) parent positive academic climate (Parent Positive), (b) parent negative academic climate (Parent Negative), (c) peer positive academic climate (Peer Positive), (d) peer negative academic climate (Peer Negative), (e) teacher positive academic climate (Teacher); (f) perceived value of schooling (Value), (g) affect toward schooling (Affect), and (h) educational aspiration (Education). It was found that the positive constructs were positively correlated with each other. The Parent and Peer negative constructs were correlated positively with each other but negatively with all the positive constructs. These patterns were consistent across T1 and T2, providing support for the convergent and discriminant validity of the FCQ scales and stability over time. A path model relating all eight constructs over time found no additional significant path other than those for the identical constructs, providing strong support for the stability of the FCQ scales. A path model relating the significant others (parent, peer, and teacher constructs) at T1 to the personal variables at T2 (Value, Affect, Education) found significantly positive paths from Parent Positive to Education, from Peer Positive to Value and Education, and from Teacher to Affect, but a significantly negative path from Parent Negative to Value. Interestingly, the path from Peer Negative to Value was positive, which calls for further investigation. Repeated-measures multivariate analysis of variance found no significant difference between parallel variables at T1 and T2 variables except for Value, which was lower at T2. Overall, the results suggest that facilitating conditions for learning tend to be quite stable over time, but significant others may have differential impacts on crucial personal factors.

Keywords: *learning, relationships, stability, personal constructs, significant others*

Facilitating the pathways to adolescent mental health services: Enhancing teacher recognition of and referral rates for internalizing problems

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Research has identified that teacher recognition of and referral rates for mental health problems are increase according to the greater severity of students' externalizing problems, but decreases with the severity of internalizing problems, such as anxiety and depression. This is primarily explained by the fact that externalizing problems are disruptive and thus highly visible to teachers, whereas anxiety and depression are less obvious, and may not be noticed until they result in school absenteeism. Consequently, students' problems with anxiety in most cases remain largely "hidden" in the classroom environment. The aim of this study was to investigate the factors contributing to the lower referral rates of internalizing problems and to apply the knowledge gained to facilitate the pathways to mental health services for adolescents experiencing internalizing problems. A community sample of one-hundred-and-four South Australian Year eight to Year 10 high school teachers (*n*=78 females) with a diverse range of teaching experience completed an online survey. The majority of teachers (84%) reported that to a moderate extent or greater, teachers do share a responsibility to identify students with mental health problems. However, 79% "Strongly Agreed" that with regards to internalizing problems, teachers do not possess the skills to adequately fulfill this responsibility. When asked if the pre-service training program they received sufficiently prepared them to recognize internalizing problems in their students, 82% "Strongly Disagreed". It is evident that schools have a crucial role in and are opportunistic environments for supporting the mental health and wellbeing of many young people of school age. The findings from this research indicate that an important factor

contributing to lower referral rates for internalizing problems is the inability of teachers to identify the associated symptoms in their students. Hence, through incorporating a clinically and evidence-based 'mental health toolkit' package outlining student behaviors, speech and expressions that are indicative of internalizing disorders into the pre-service teacher curriculum, teachers-in-training may be more effectively prepared prior to interacting with students. This may ultimately increase referral rates and enhance the capacity of schools to support young people experiencing internalizing problems.

Keywords: *adolescents, mental health services, teachers, referral rates, internalizing difficulties*

Factors associated with depression among aged care residents

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Depression is particularly common among older people living in residential aged care settings. Yet our understanding of factors associated with depression among this population is limited. This study aimed to examine risk factors for depression previously reported in research with community samples, including physical illness, functional disability, and bereavement. The strength of association of depression with these risk factors was compared with individual psychological factors, including religiosity, self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. One hundred aged care residents with normal cognitive function (mean age = 83 years; 80% female) took part in the study. Fifty of the participants had a diagnosis of Major Depressive Disorder (MDD), according to a SCID interview and fifty participants without depression were matched according to facility, gender and age. Assessment measures of risk factor and psychological variables were administered by a clinician in an interview format, with medical data validated by a file review. Risk factor and psychological variables which correlated significant with scores on the 15-item Geriatric Depression Scale were entered into a multiple regression analysis. The model explained 60% of the variance in depression scores, with the unique predictors being environmental mastery, purpose in life and autonomy. Previously established risk factors such as poor health and disability did not provide unique variance in predicting depression. In order to validate the psychological variables, a discriminant function analysis was conducted. Environmental mastery, purpose in life and autonomy significantly distinguished between individuals with and without a diagnosis of MDD, with 80% accuracy. While limited through the use of a cross-sectional design, this study provides preliminary evidence of the importance of psychological factors in understanding depression in aged care. This suggests a fruitful avenue to investigate in larger prospective follow-up studies, with a goal to reducing the high prevalence of depression among frail elderly people.

Keywords: *depression, aged-care residents, risk factors*

Factors contributing to students' perceptions of fairness following an academic labour dispute

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University labor disputes can be especially difficult for students caught in a tug-of-war between the administration and the striking party. Students affected by an academic labor dispute have reported experiencing distress and adverse academic and financial consequences. A strike can impact the opinions that students hold concerning the groups involved in the work stoppage, the academic institution itself, and the quality of the education received. A recent longitudinal study surveyed the experiences of students of a large Canadian university when their classes were suspended during a 12-week labor dispute by contract faculty and teaching assistants. The present analysis focused on identifying factors contributing to students' perception of fair treatment in the post-strike period, with an emphasis on factors that the

university administration could influence. Hierarchical regression analysis examined the impact of satisfaction with remediation (i.e., changes made to course requirements following the strike) and the availability of faculty assistance in the post-strike period on students' perception of fair treatment. Demographic variables, satisfaction with academic program before and during the strike, availability of faculty assistance before and during the strike, attitudes toward to the strike, student financial concern resulting from the strike, and the degree to which students' plans for graduation, future studies, travel, and employment had been affected were also included in the analysis. Results indicated that pre-strike satisfaction with academic program contributed to a perception of post-strike fairness. The more students' plans had been affected by the strike, the greater the reduction in perceived fairness. Post-strike fairness increased significantly the more students were satisfied with remediation and the more they felt they had a faculty member to turn to following the labor dispute. Interestingly, neither students' levels of financial concern, nor their attitudes toward the strike, predicted perceptions of fairness. Implications of these findings for addressing students' concerns and frustrations in the wake of an academic labour dispute will be discussed.

Keywords: *university labor disputes, strike, students, fairness*

Faith and religious practice as they relate to the wellbeing of older people

WALDEGRAVE, C. (Family Centre Social Policy Research Unit)

The aim of this research program, entitled 'Enhancing Wellbeing in an Ageing Society' (EWAS), is to identify the drivers of wellbeing and quality of life among the older population. Amartya Sen's capabilities approach has formed the conceptual basis of the theoretical framework of this research program (Sen, 1999). Subjective measures that complement Sen's emphasis on the importance of human freedom were included to balance the otherwise objective, material emphasis of the capabilities approach. An extensive survey of a national random sample of 1680 older New Zealand citizens aged between 65 to 84 years was carried out using computer assisted technology interviewing (CATI). A theory driven approach to the survey questionnaire construction led to the selection of the domains of wellbeing, which included faith and religious practice, were chosen to highlight wellbeing capabilities, functionings, instrumental freedoms and needs. These variables were correlated with a range of subjective wellbeing measures, including the World Values Survey Life Satisfaction Question and satisfaction with their economic standard of living. For those aged 65 to 84 years, significant associations were found between the importance of faith, religious practice and wellbeing. It was found that a higher than expected number of older people considered faith to be either extremely or reasonably important to them. Strong gender and significant cultural differences were found. Other important associations included the importance of faith and: leadership in a church or religious organisation; participating in community or service organisations that help people; involvement in women's organisations; and being members of choir, drama or music societies. This research program provides the first New Zealand results from a large national random sample of older people's attitudes to faith, their frequency of practice and the association with subjective and objective measures of wellbeing. The results demonstrate the high level of involvement by older people in faith and religious activities and a significant association with wellbeing. These finding is particularly important given the general neglect of this area of satisfaction and wellbeing for many older people in ageing research and public policy.

Keywords: *well-being, quality of life, ageing, religious practice, faith*

Family and social factors as predictors of improvement in drug intake, health, and criminal behaviours in adolescents in a residential setting

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The objective of this research paper is to report on the predictors of drug intake, drug dependence, health, and criminal behavior three months after treatment (Outcome Variables), in adolescents treated in a residential facility run by Ted Noffs Foundation in Sydney, Australia. Ted Noffs Foundation is a residential facility for the treatment of adolescents who have problems caused by alcohol and/or other-drugs, and related mental health problems. At admission, the clients complete questionnaires designed to assess their personal background, health, drug intake, family functioning and criminal behaviors. An Action Plan, a Treatment Plan and a Vocational Educational Assistance Plan are devised for each young person. Young people are assisted/treated by a clinical psychologist, counselors, and alcohol and other-drugs workers. Young people stay in the residential facility for up to three months. Approximately three months after their departure, we contact them again and collect the follow-up information about their drug intake, family functioning, health and criminal behaviours since their departure from Ted Noffs. We used multiple regression analyses to determine the comparative predictive value of length of stay, number of drugs of concern, achievement of set goals, family/social functioning at follow-up and demographic variables in predicting the Outcome Variables. Results showed that young persons, who reported living in a well-functioning family since their departure (Family/Social Functioning variable) showed the best outcomes in terms of substance use, health and criminal behaviours. We further explored the role of family and social variables by dividing the social and family assessment questions into the following categories: association with drug users, availability of social support, extent of social support, conflict with family and friends, family functioning. Multiple regression analyses, that used these five variables in predicting the outcome variables, showed that (a) association with drug users since treatment was the best predictor of drug intake, drug dependence and physical health at follow-u, and (b) conflict with family and friends and association with drug users since treatment were the two major predictors of mental/emotional health. The results of this study provide strong support for training family members and the client in maintaining a well-functioning family. Results show that young people who continue association with drug users are likely to continue their drug intake and drug dependence.

Keywords: *social support, drug dependence, criminal behavior, health, adolescents*

Family size in northern Sudan: Its economic and cultural associations and its implications for child adjustment

AL- AWAD SHENNAN, A. (University of Gezira)

The present study attempted to explore the determinants of family size in the Sudan and how it contributes to patterns of problem behaviour displayed by Sudanese children. A stratified sample of 300 parents completed demographic and family factors questionnaire and Conners' parent-48 rating scale about their children's behavioural adjustment. The children's classroom teachers have also completed Conners' teacher-39 rating scale. Results indicated that cultural and religious factors were found to be related to the number of children in the Sudanese family. The present results also pointed out, in contrast with Western findings, that large family size did not necessarily lead to behaviour problems. Instead, big family size in our sample mitigated symptoms of psychosomatic problems and anxiety as rated by parents, and unsociability and poor attention as rated by teachers. It was suggested that whether big family size represent a risk or protective factor depends on the developmental processes embedded in the wider sociocultural context in which they exist.

Keywords: *family, Sudan, problem behaviour*

Feedback referent and feedback sign: An examination of their interactive effect on task performance throughout skill acquisition

YEO, G. (University of Western Australia)

Feedback interventions (FIs) are viewed as potential tools for facilitating learning and performance, however, there is confusion

regarding what FIs to use and when to use them. Self-regulation and goal orientation theories were used to generate predictions regarding how the interactive effect of feedback referent and feedback sign unfolds within individuals over time. 139 students performed 60 one-minute trials of an ATC task. Points were awarded according to speed and accuracy. After each block of six trials, participants chose to receive self-referent or normative feedback (points on current block compared to a) own performance on previous block versus b) others' performance on current block). Dummy variables were used to model feedback referent and sign. Task practice was modelled with growth parameters. Total points per trial were used to measure task performance. Data were analysed using multi-level modelling. Self-referent feedback was associated with higher performance on the subsequent trial if it was negative rather than positive; whereas normative feedback was associated with higher performance on the subsequent trial if it was positive rather than negative. This interaction was more pronounced at the end of practice. Early in practice, however, there was a negative effect of self-referent feedback, which was detrimental when compared to self-referent positive feedback and normative negative feedback. This research contributes to the FI literature by examining the combined role of two FI dimensions on task performance over time. This study demonstrates that FIs can have differential effects on task performance depending on the feedback referent, feedback sign and stage of skill acquisition. In general, results suggested that once some skill has been acquired; the most effective FIs are self-referent negative feedback or normative positive feedback. The interpretation and implications of these findings will be discussed within a self-regulatory theoretical framework.

Keywords: *feedback, learning, performance, self-regulation, goal orientation*

Financial competence: Actual performance and self-report vs third party reports

KERSHAW, M. (Deakin University), WEBBER, L.

The current study was designed to examine the relation between actual competence and third-party reports of competence using the Financial Competence Assessment Inventory (FCAI). It was anticipated that there would be a significant positive relationship between scores on the FCAI-A (people with a cognitive impairment), and scores on the FCAI-B (third party respondents). The sample comprised 112 adults. This included 23 people with acquired brain injury (ABI), 11 with schizophrenia, 10 with dementia, and 12 people with intellectual disability (ID). These groups of people were of interest because they represent people with different types of cognitive impairment, and they are also people who, because of their disability, may have questions raised about their ability to manage their own financial affairs. Fifty six caregivers of those participants with a cognitive impairment also participated in this study. The FCAI was used to assess: (1) "everyday financial abilities," "financial judgment," "estate management," "cognitive functioning related to financial tasks," "debt management," and "support resources"; and (2) four subscales designed to assess: "understanding," "appreciation," "reasoning," and "expressing a choice," in relation to financial abilities. The results suggest moderate agreement between carers and dependents on four of the FCAI subscales, and Total FCAI score, but a lack of agreement between carers and dependents on the "support resources" subscale. Unexpectedly few carers were able to comment on dependent's "debt management" practices. Significant positive relationships were found between the items that comprised "understanding," "appreciation," "reasoning," and "expressing a choice," however, "appreciation" and "expressing a choice" were only moderately related. This finding suggests that there is some disagreement between carer's judgment and the dependent's actual ability to plan and state long term financial goals. In addition, carers rated dependents' abilities lower than dependents scored on items that required dependents to self-report. The discrepancies in rating of financial abilities between third-party respondents and dependents is of some concern as the determination of competence usually involves evidence provided by caregiver or family members of the person whose competence is in

question. It is possible that carers did not know their dependents as well as they thought they did. Alternatively, it is possible that carers may have under-estimated the persons' abilities on the kinds of tasks that they themselves have assumed responsibility for on behalf of their dependent. In addition, carers may tend to report less ability in their dependent in those abilities that tend to fluctuate.

Keywords: *financial competence, actual performance, self-report, third party reports, acquired brain injury*

First clients: Initial professional encounters with psychotherapy clients of counselling psychology students and recent graduates

SIMMONDS, J. (Monash University)

The experience of students training or recently graduated in counselling psychology was researched. Participants were asked about their professional contact with clients and the aspects of training that they drew on. Their experience of supervision and use of other resources was also explored. The aim was to further understand students' and graduates' experiences of field practice, how they used their training, what additional resources they drew on, and their needs. The study had three components in an evolving research design. Participation of first year masters students and graduates supplemented the range of experience of students willing to be interviewed during their first field placement. A total of 32 students and recent graduates participated in interviews, emailed questionnaires (using the same questions as in the face-to-face interviews), and a focus group. Students and recent graduates vividly recalled their first experiences of seeing 'real' clients in a field setting, and their own anxieties and excitement. Systematic thematic analysis indicated that participants experienced supervision as variously immensely supportive and encouraging, to bullying and burdening. Personal self care emerged as an important issue, in that students felt they had been taught about it and knew it was important, but under pressure to 'be professional', found it difficult to allow themselves sufficient time for it. Postgraduate counselling psychology students and graduates who had 'tried out' some of their training contributed fresh and interesting reflections on their experiences with clients, including on topics such as balancing professionalism and self care, and appropriate levels of responsibility and self determination. They also specified what they found useful in their pre-practicum training and practicum experience and what they thought should be revisited.

Keywords: *students, counselling psychology*

For whom message framing is persuasive? Investigation of goals and temporal framing effects on health information seeking

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An important issue for research concerning health communications is to understand how they might influence intentions and behaviours. This study investigates the influence of message framing according to individual differences in the context of a behavioural intention to come in an information centre on drugs. 705 undergraduates (400 females, 305 males) participated in the experiment. An A4-sized folded paper booklet was handed to participants to complete and collected later at an agreed-upon time. Participants were randomly allocated to experimental condition by pre-packaging the booklets. A 2 (temporal frame) X 2 (regulatory focus: promotion vs. prevention) X 4 (frame: gain vs. loss vs. non gains vs. non losses) between-subjects design was used. All sixteen versions began by describing the information centre on drug. Although the same consequences were presented in each passage, the temporal frame in which the consequences were presented was manipulated (benefits/costs X short/long term), regulatory focus was manipulated in the content of the message (promotion/prevention focused) and gain/loss frame was manipulated in the end of message. Immediately after reading the message, participants completed a thoughts listing task to assess their cognitive responses and then

responded to a series of items to assess constructs specified by the theory of planned behaviour. The final part of the questionnaire contained the 12-item Consideration of future consequences measure and the 18-item prevention/promotion scale. Persuasive impact of messages on behavioral intentions varied across conditions, and appeared as dependent on individual differences as such as framing. Coherence and fit between message and subjects dispositions are suggested as predictors of behavioral intentions to use information centre on drugs. Results demonstrated how multifactorial framing in health communications can enhance persuasiveness of messages. Applied in the context of information seeking, this study has implications for elaborate and evaluate communications in community or public health programs.

Keywords: *health communications, message framing, behavioural intention, information seeking, Persuasion*

Function of apologies for the victims and the third-parties: Empathy, responsibility attribution, and their antecedents

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The principal aim of this study is to compare how the victim and the third-party react to an apology given by a transgressor in a social predicament. Specifically, we examine the cognitive and the emotional processes that take place within the victims and the third-parties by considering responsibility attribution and emotional empathy as potential mediators between apology and forgiveness. In addition, we aim to further scrutinize the psychological mechanism that governs such cognitive and emotional reactions by taking into account morality inference and perceptions of apology elements (e.g. remorse). 357 Japanese undergraduates were presented with a hypothetical transgression vignette manipulated on the perspective (victim or third-party) and the type of account given by the transgressor (no apology, low-sincerity apology, or high-sincerity apology). Then they responded to a set of questions measuring their responsibility attribution judgments, emotional reactions, moral trait inference, perceived elements of an apology, and forgiveness motivations towards the hypothetical transgressor. The results indicated that emotional empathy and the perceived stability of the transgressor responsibility played a key role in the participants' forgiveness judgments for both the victims and the third-parties; whereas, the apology affected the perceived locus of responsibility only for the third-parties. Furthermore, the study revealed that the perceptions of morality and remorse regarding the transgressor are key factors that determine the empathy and stability judgments. Also the morality inference based on the sincerity of the given apology was shown to moderate the effect of apologies on the third-parties' perceived locus of responsibility. We found out that the apology induces emotional reactions for both the victims and the third-parties, while affecting the responsibility judgments of mainly the third-parties. In addition, our study signified how the judgments on the moral character of the wrongdoer function as a fundamental basis of responsibility judgments, as well as empathic reactions.

Keywords: *victim, apology, empathy, responsibility, forgiveness*

Germans think secondary tasks while driving aren't dangerous at all

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Accident studies find some kind of driver distraction in about 10 to 30% of all crashes (e.g. Stutts, Reinfurt, Staplin, & Rodgman, 2001). However, relatively little is known about how often and when drivers engage in secondary tasks while driving without an accident. Naturalistic driving studies from the USA indicate that drivers engage in secondary tasks in about 30% of their driving time (e.g. Klauer, Neale, Dingus, Ramsey & Sudweeks, 2005). In order to examine the prevalence of distraction in Germany, about 300 drivers were interviewed in a field study immediately after stopping their

vehicle. They were asked to report all secondary tasks during the last 30 minutes of their driving time. Five groups of drivers were examined: (1) Truck drivers at the Autobahn (*N*= 90), (2) car drivers at private trips at the Autobahn (*N*= 71), (3) car drivers at business trips at the Autobahn (*N*= 29), (4) car drivers at private trips in town (*N*= 85), (5) car drivers at business trips in town (*N*= 12). Between these groups the pattern and frequency of engagement in secondary tasks differs. Overall, about 80% of all drivers conducted one to three secondary tasks within the last 30 minutes of their driving. With regard to the duration of these tasks, interactions with passengers lasted longest. Handling clothes and body care was shortest. While subjects judged most tasks as being distracting in general, they were quite convinced that they were only a little distracting for themselves in the specific situation. Thus, drivers seem to believe that they engage in secondary tasks only when it is safe for them. Overall, the results indicate that secondary tasks may pose a serious problem for traffic safety in Germany, too. The face-to-face interview directly after a trip seems to be a cost-effective alternative to naturalistic driving studies.

Keywords: *driver distraction, secondary task*

Giving up on school: Investigating mediating mechanisms between parental support and provision for career counseling and persistence

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The declining persistence of students in academic programs is a current problem faced by tertiary institutions worldwide. For example, approximately 20 to 33% of students in the United States leave university without completing their degree (National Center for Education Statistics, 2005). This trend is even higher in non-western countries such as the Philippines, where 40% of students drop out of university (Commission on Higher Education, 2008). Given these staggering turnover rates, an empirical examination of how to reduce its occurrence is of critical importance. Drawing upon Social Career Cognitive Theory (Lent, Brown, & Hackett, 1994), we examined how types of contextual support (e.g., parental support and career counseling) influence student persistence in an academic program. In addition, we test the roles of career self-efficacy and career decidedness in mediating the relationship between these types of contextual support and persistence. One hundred and forty-six undergraduate students were surveyed over three measurement periods. To address the issue of common method variance, multiple sources of data were collected (Podsakoff et al., 2003). Aside from self-ratings of self-efficacy and career decidedness, parent ratings of parental support were also collected. Furthermore, archival data from the university's records were obtained as a measure of provision for career counseling and academic program turnover (i.e., non-persistence). Results of structural equation modeling analyses provided support for our hypothesized mediated model. Specifically, Time 1 parent ratings of support and provision for career counseling led to greater Time 2 (6 months after Time 1) career self-efficacy and career decidedness. This, in turn, resulted in Time 3 (18 months after Time 2) persistence (i.e., lower program turnover). Our findings show that both parental support and career counseling uniquely influence persistence, albeit indirectly. Most importantly, we found that career self-efficacy and career decidedness acted as explanatory mediating mechanisms through which these types of contextual support influenced students' persistence in their academic program. A collaborative approach between parents and schools in providing career support and a focus on improving self-efficacy in career counseling interventions are recommended.

Keywords: *university, parental support, career counselling, self-efficacy, persistence*

Globalized work and intelligent working environments: Employees' adaptation to the implementation of new working strategies

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Aim of this paper is to identify the impact of globalized work and new working conditions on employees' psychosocial qualities such as privacy, territoriality, place attachment, sense of belonging, socialization etc. Mobile working, hotelling, hot-desking and home working mirror contemporary aspects of organizational culture, where the permanent working place, private working and stable timetable no longer exist. Intelligent working environments that incorporate technological advances and provide the possibility of the implementation of globalized work and new working strategies create a distributed workplace to which employees have to adapt. A questionnaire survey method using structured questions was chosen to collect data from employees working in two intelligent office buildings in London. The set of questions covered three areas of interest: employees' perception, evaluation and expression of wishes related to their working environment. The questionnaire was distributed to participants from both genders (30 male and 30 female employees) and from various ranks across departments. Descriptive statistics and content analysis were used to analyze gathered data. Results showed that the transformation of working environment and the implementation of new working practices are related to the inability of employees to experience privacy, concentration and place attachment. In addition, results revealed that employees demonstrate signs of deterritorialization towards their working environment, express desire to adopt home working and identify their lack of personal time and social interaction. These findings highlight the loss of workplace identity and point out distributed workplace's insufficiency to cover the psychosocial needs of its users. The working space is becoming a "non space", characterized by liquidity and neutralization, which prevents the growth of social connectivity. This paper invites a discussion about the future consequences of the present working circumstances and the hidden dangers related to the balance between individual and professional activities, personal and public life.

Keywords: *globalized work, intelligent working environments, adaptation, workplace identity*

Goal-performance discrepancies and cognitive effort: A multilevel analysis

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The central concern of this study was the relationship between goal-performance discrepancies (GPD) and effort within an avoidant goal context during the goal setting and goal striving phases of self-regulation. These phases were modelled at two within-person levels of analysis (between-trials or goal setting episodes; and within-trials or in the goal striving phase). Drawing on control theory and social cognitive theory, predictions regarding these relationships were examined in relation to two potential mediators, namely, self-set goal during the goal setting phase and tense arousal during the goal striving phase. 130 participants completed ten, ten-minute trials of an Air Traffic Control task. Participants were required to accept and prevent conflicts between aircraft. Penalty points were accrued for errors, thus their broad goal was avoidant in nature, namely to minimise their penalty points. Individuals set avoidant penalty goals at the beginning of each trial. Measures of tense arousal and effort were obtained via self-report five times within each trial. Results relating to the goal striving phase of self-regulation indicated that when an individual was performing well during a trial, he or she reported expending more effort than when he or she was performing poorly. This finding is inconsistent with control theory predictions that an individual will increase effort when performing poorly as a means to avoid goal failure. As expected, however, tense arousal was positively related to effort. As an individual increased their tense arousal from one time-point to the next within a trial, the more the individual reported expending effort. Thus, GPDs and tense arousal had opposing independent effects on effort. Results relating to the goal-setting phase of self-regulation indicated that the further an individual was away from their undesired penalty goal at the end of a trial (i.e., the better they performed), the more challenging goal they set for the next performance episode. However, GPDs had the opposite effect on effort – the higher the goal success, the lower the effort in the subsequent

performance episode. Self-set goals were not associated with effort. Thus, although goal attainment prompted individuals to set a more challenging goal, they did not appear to match their effort level to their new goal. Follow-up analyses of time and skill acquisition effects did not explain this unexpected result. These findings provide mixed support for social cognitive theory, which predicts that goal attainment motivates individuals to set more challenging goals and increase effort expenditure. Results highlight the importance of examining subjective psychological states across different time points as the GPD to cognitive effort relationship was found to operate differently depending on whether it is examine during the goal setting or goal striving phase of self-regulation.

Keywords: *goal-performance discrepancies (GPD), cognitive effort, social cognitive theory*

Going up or coming down? Differences in the psycho-social determinants of ecstasy use and GHB use

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Ecstasy has been a prevalent club drug for decades, while in the past decade, GHB has been gaining ground. Both substances have their dangers, and although for ecstasy use, recent reviews are starting to map the relevant determinants, for GHB, such research is lacking. Because both drugs are used in the same setting, psycho-social determinants may be similar, and if they are, intervention efforts addressing GHB use could be informed by the evidence base that has accumulated for ecstasy use. On the other hand, both drugs have opposite effects: while ecstasy is a stimulant, GHB is a sedative. The determinants may therefore also be different. The current study compares the determinant configurations of these drugs. An online survey was administered by a virtual interviewer at a virtual dance party. The survey consisted of three data waves. Ecstasy determinants were measured at wave 1, and GHB determinants at wave 2. Self-reported behavior was measured at wave 2 for ecstasy and wave 3 for GHB. Data was collected for 3169 participants from the club scene. Intention to use strongly predicted subsequent use for both ecstasy (d=1.3, p<.001) and GHB (d=2.6, p<.001). For ecstasy, this intention to use was strongly predicted by attitude and injunctive norm (both with r>.5, p<.001), and moderately by perceived behavioral control and descriptive norm (both with r>.3, p<.0001). The determinant structure of GHB was different: with the exception of injunctive norm, all determinants were significantly less strongly associated to intention, with medium effect sizes for the difference between the correlations (Q; all Qs>.3, all ps<.001). Although intention to use GHB more strongly predicts actual use than is the case for ecstasy, the determinants of ecstasy use more strongly predict intention to use than is the case for GHB. The strong intention-behavior link implies that GHB use can be considered a planned behavior, which is promising from a health promotion perspective. However, at the same time it clearly demonstrates that more needs to be learned in terms of the determinants predicting this intention to use GHB.

Keywords: *ecstasy, drug use, GHB use, intention-behavior link, planned behavior*

Good governance of Thai small and medium sized enterprises

CHONGVISAL, R. (Kasetsart University)

The purpose of this study was to study good governance in Thai small and medium sized enterprises (SMEs) and to examine the structural relation among psychological factors; leadership, instinct motivation and attitude toward good governance, affecting good governance and success in business. The sample were 435 SMEs entrepreneurs in three types of enterprises comprising of manufacturing, wholesale and retail selling, and providing service enterprises. They were selected by simple random sampling. Instruments for data collection were one questionnaire for biosocial data and 5 measurement tools for leadership, instinct motivation and attitude toward good governance, good governance and success in business. Data were analyzed by Mean, Standard

Deviation, Variance, Correlation and Structural Equation Model. The findings from the study were found that good governance in Thai SMEs had high level including their three factors; the performance on employees, consumers and social and environment, had high level as well. In addition, instinct motivation, attitude toward good governance and success in business also had high level. The structural relation model fitted the empirical data (2= 510.93, *df*=175, *p*=0.00, CFI=0.93, GFI=0.90, RMSEA=0.07). In terms of effect size, leadership of entrepreneurs had positive direct effect on attitude toward good governance and good governance at .05 statistic significant level. Their standardized coefficient were .35 and .48 respectively including had positive indirect effect on success in business through attitude toward good governance and good governance. Its standardized coefficient was .16. Besides, Instinct motivation had positive effect on attitude toward good governance, good governance and success in business. Their standardized coefficients were .29, 15 and .25 respectively. Attitude toward good governance had positive effect on good governance. Its standardized coefficient was .35. Moreover, good governance had positive effect on success in business. Its standardized coefficient was .65. According to research results, organizations should promote and develop leadership, instinct motivation and attitude toward good governance to SMEs entrepreneurs by activities such as workshop or case study. Furthermore, they should be supported, promoted and realized in ethics in business through training or activities, for example; to advise by experts or mentors in good governance development, to create the entrepreneur network for knowledge sharing and to publish information data declared that if organizations had high good governance, it could lead to be success in business and economic development in country and global level.

Keywords: *good governance, enterprises, leadership, motivation, business success*

Good vibrations – the effect of playing the drums on violence prevention and social integration among secondary school students

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The aim of this project was to investigate the effect two short-term music-based interventions in secondary schools aimed at violence prevention, social integration, and fostering (creative) conflict resolution strategies. The study is based on research evidence indicating that music is accepted by children of all languages, cultures and religions. Music evokes emotional responses in children. Actively making music and improvising with the use of rhythmic instruments affects mood, communication and the ability to form relationships. Two modern secondary schools based in Southern Germany (Munich) participated in this study. Each school contributed one treatment and one control group (classes). The two treatment groups took part in two week-long interventions focused on making music using rhythmic instruments. The interventions were provided by two music therapists working in collaboration with students and teachers. At the end of the intervention the students performed in front of an audience. The effects of the interventions were measured using standardised questionnaires. Data was collected during one year at five different time points before and after the interventions plus a follow up. The tools used included a rating scale for teachers eliciting their views on the social behaviour and learning behaviour of students. Another questionnaire was used to gather student data on empathy, sociability, aggressive behaviour and aggressive tendencies. The study also included a projective tool, which was used prior to the first intervention and after the second intervention period. The tool consisted of students writing two short stories informed by two pictures. One picture portrayed violence and the other a neutral stimulus. The stories were analysed using a qualitative technique. Finally, interviews were conducted with participating teachers to explore changes in the participating classes. The data analysis is currently being finalised but the outcomes will be ready for presentation at the conference. So far, the analysis indicates a complex set of outcomes with few intended causal effects. Some of the outcomes are contrary to

expectations. For example, among the control groups a sense of community (social integration) was established faster than among the intervention groups. Yet, the sense of community was stronger in the control groups following the two intervention periods. Teachers and students considered making music as equally engaging and exciting. The study outcomes will inform the development of effective and cost-effective social skills training for the use in schools.

Keywords: *music-based interventions, secondary schools, violence prevention, social integration, conflict resolution*

Graduate training and commitment in construction SMEs

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The present research investigated which graduate career development activities implemented by construction organizations are successful. Formal graduate development programs were compared to informal training activities for graduates across construction organizations varying in size and industry sector. The research adopted the philosophy of a traditional program evaluation format within a sequential mixed method structure. The first phase of the research ascertained what training activities are implemented and why, in which "success" was defined in terms of desirable outcomes of development programs. The second phase measured the type and frequency of training activity undertaken by each graduate and compared this with the definition of "success". Both qualitative and quantitative data were collected and analyzed. Phase 1 identified that large construction organizations define "success" as increasing skills and graduate retention. For logistical reasons, Phase 2 focused on measuring potential retention as represented by organizational commitment. No significant correlation was found between the presence of a formal graduate development program and commitment, even though a slight positive trend was reported. Of the individual development activities, job rotation was found to be significantly associated with an increase in affective commitment; multiple interviews during recruitment were found to be significantly associated with a lower continuance commitment. Large construction companies with sufficient facilities may be encouraged to implement a formal graduate development program with the potential for positive outcomes. However, small construction organizations can achieve an increase in attractive commitment levels without the implementation of such a program. Carrying out multiple interviews and job rotation will achieve an increase in commitment and are not financially prohibitive. The research proposes that these results are not exclusive to the construction industry and that job rotation and multiple interviews should be implemented in other industries such as nursing and teaching.

Keywords: *graduate, career development, success, recruitment, commitment*

Guilt over consumption vs. the healthy wine message: What is accepted by everyday drinkers?

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The media has been quick to promote the health affordance of wine (initiated by the so-called French Paradox), while public health messages tend to focus on the need to reduce alcohol consumption. People get mixed messages about drinking alcohol and its effect on their wellbeing. At least one study has shown an increase in guilt over drinking despite reduction in alcohol consumption in recent years (Messiah et al, 2008). Given the complexity of the relationship between alcohol and wellbeing, different messages and reactions are understandable. We were interested in whether drinkers' motives and beliefs reflected 'acceptance' of the health affordance message for wine and whether there was a differential relationship with the guilt scores on the CAGE questionnaire. We expected wine drinkers to be those most affected by the health affordance message. We were also interested in 'normal' drinkers. The interview questionnaire collected information on motives, believes, type of beverage preferred (defined as consumed 90% of the time), and items on attitudes and behaviours related to alcohol

consumption. Over a thousand participants completed a national telephone survey. The acceptance of the health message was modest across the sample, with wine drinkers scoring slightly but significantly higher on 'drinking because it's healthy' than beer or spirits drinkers. There were no differences on the guilt item across preferred beverage, but there were differences for the other CAGE questions with wine drinkers more likely to disagree with statements associated with potential problem drinking. Women were more likely to consume wine exclusively, but less likely to believe it is healthy for them. Drinking red wine, being male and older were variables most related to a high scores on health belief. Although there were no differences in guilt across subgroups, male beer drinkers reported a higher perceived need to cut down on drinking. Perceiving wine or other beverages as healthy does not interact with guilt over drinking, but motives and beliefs have a more complex relationship with consumption and perceived need to 'cut down' in a non-clinical sample.

Keywords: *wine, alcohol use, well-being, attitudes, guilt*

Hazardous drinking in young adults: Role of reward and punishment sensitivities, drinking motives, and alcohol outcome expectancies

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The aim was to examine how drinking motives and outcome expectancies mediated the link between more basic personality factors of reward and punishment sensitivity and hazardous drinking in young adults. The study also examined potential gender differences and whether differences in 'hyper-masculine' values held by males influenced the extent to which motives and outcome expectancies and personality factors influenced hazardous drinking. Participants (135 females and 63 males) aged from 18 to 30 years (*M* = 22.5 years) completed an internet-based self-report questionnaire that assessed alcohol use, drinking motives, outcome expectancies, punishment and reward sensitivity and hyper-masculine values. Results indicated that reward sensitivity predicted hazardous drinking with major mediators of this relationship being positive expectancies, especially assertion; and drinking motives, especially enhancement of positive emotions, but also including social, coping and motives related to intimacy and gaining personal experience; and negative expectancies that alcohol use leads to dependency. While no direct effect was found for punishment sensitivity and hazardous drinking, indirect relationships were found such that young adults who expected more immediate negative outcomes such as negative mood were less likely to drink at hazardous levels. No gender differences were found in the relative importance of variables predicting hazardous drinking, although more males (49%) engaged in hazardous drinking than females (41%). Hyper-masculinity in males was correlated to hazardous drinking levels in order to cope and to enhance cognition, whereas those low in hyper-masculinity were more inclined to drink for sexual enhancement. Implications of results for interventions are discussed. Since hazardous drinkers are aware of the long-term consequences of dependency it is unlikely that shock tactics that emphasize these outcomes will work to reduce drinking, although emphasis on more immediate negative outcomes may. Since young adults drink to enhance positive mood, be sociable, assertive, and to enhance personal experiences and intimacy, one set of interventions needs to foster a general cultural change so that these ends can be met without excessive alcohol use. Other interventions that teach more effective management and coping with life problems would seem necessary for those who use alcohol to cope with emotional distress.

Keywords: *drinking motives, personality factors, young people, hazardous drinking, hyper-masculinity*

Health care and psychosocial situation of patients with a rare disease: The example of 228 patients with Neurofibromatosis type 1 in Germany

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Hamburg), AUGUSTIN, M. (University Clinics of Hamburg)

The aim of the current study was to survey psychosocial burden, health care and treatment benefit from the patients' point of view. Neurofibromatosis type 1 (NF-1) is a rare acute disease (incidence 1:3000). To date, there is a lack of studies about the patients' health care and psychosocial situation. In a non-interventional study, a total of 228 adult patients with NF-1 filled in a questionnaire on social situation, clinical data, quality of life, body image, treatment benefit and diverse health care parameters. Different subgroups were compared (e.g. patients with vs. without affected relatives, or patients with vs. without specialist treatment). The participants had a mean age of 44 (+/- 13), 61.7% were female, 74.1% were members of a self-help organization. 37% of the patients stated to be diagnosed with a depressive disorder. 51.3% had long term relationships which is lower than the national average (Germany ~ 62.4%). 11% of the patients older than 27 still lived in their parents' home (Germany ~2.2%). Most patients were treated by general practitioners (67.5%), NF-1 specialists (59.2%) and/or neurologists (43.2%). Patients who were treated by specialists were more satisfied with treatment. They had also higher treatment benefit in areas closely related to the disease, but they did not report more benefit with regard to daily life and personal relationships. 48.3% of the patients had relatives affected by NF-1. These patients had more long-term relationships and more had children. These results indicate that medical care on a high standard can help moderate the disease's symptoms. However, it does not seem beneficial to improve patients' daily life experiences to the same extent. Relatives of those affected by the disease might help them to cope with certain daily life challenges which then lead to better psychosocial integration. In summary, to improve the situation of patients with rare psychosocially burdensome diseases more comprehensively, we suggest that psychologists and physicians work closer together.

Keywords: *psychosocial burden, health care, treatment, rare disease*

Healthy lifestyle patterns among rehabilitation patients: Physical activity as a gateway behavior?

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Physical activity might be a gateway behaviour for an overall healthy lifestyle, including healthy nutrition and non-smoking. Being physically active is associated with psychological resources, such as planning-ability and self-efficacy, which might promote other behaviours as well. Moreover, the stronger a physical activity routine the more resources might be available to invest in other health behaviors. The goal of the study was to assess the prevalence and interrelations of three health behaviors and its social-cognitive determinants in a sample of rehabilitation patients. A sample of 256 patients filled out a computer-based questionnaire assessing three health behaviours (smoking, physical activity, nutrition), stages of change for physical activity, physical activity self-efficacy and habit strength. Multiple linear regression analysis was conducted. Overall, 20.3% of the study participants met recommendations for all three behaviors, 38.3% for at least two of the three health behaviors and 30.1% displayed one health behavior. 8.2% did not reach any health recommendation. Stages of change for physical activity, physical activity self-efficacy and habit strength significantly predicted whether individuals met recommendations in zero, one, two or three behaviors ($p<.01$, $R2=.40$). This study documents that different health behaviors tend to cluster among rehabilitation patients. Results indicate that being physically active, having a high level of physical activity self-efficacy and having developed a physical activity routine might promote other health behaviors. This might be explained by transfer effects. Such effects can be targeted in interventions for adopting and maintaining multiple health behaviors.

Keywords: *physical activity, healthy lifestyle, rehabilitation, self-efficacy*

Help-negation for suicidal ideation and other symptoms of psychological distress

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Help-negation refers to the help avoidance or refusal that has been found in samples with clinical and subclinical levels of common mental disorders, for a variety of professional and non-professional help sources. This paper provides a critical review of existing help-negation research, highlights implications for prevention and intervention, and suggests directions for further research. Studies have repeatedly found that people with higher symptom levels are also those with higher intentions to seek help from no one and the lower intentions to seek help from health care professionals, family and friends. Although the determinants of help-negation are not yet known, studies so far have found that help-negation is not fully explained as a function of hopelessness or lack of prior help, the belief that previous help-seeking experiences were of poor quality, or co-occurring symptoms of common mental disorders. Beliefs about the need for mental health treatment and the need to solve one's problems alone are associated with help-negation, but the role of these cognitions is still unclear. Findings of help-negation suggest that aspects of at least some types of psychological symptoms impede help-seeking. These findings also raise important implications for prevention initiatives and interventions that rely on proactively accessing and engaging in help. How successful can we expect to be if a consequence of experiencing psychological distress, even in its very early stages of development, is a tendency to withdraw from specific helping opportunities or avoid help altogether? Future consideration might be well placed on both identifying the determinants of help-negation and better understanding the role of neurological, social and cognitive variables in strengthening and maintaining the help-negation process. Improving what we know about help-negation might provide further clarification about why, globally, large proportions of people with common mental disorders do not access mental health services when such help is warranted.

Keywords: *help-negation, suicidal ideation, psychological distress, mental disorders, help-seeking*

How do value priorities of Muslims, Roman Catholics, Protestants, Eastern Orthodox, Jews and religiously unaffiliated differ?

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Differences in basic values may underlie conflicts among religious groups that have flared on the international scene. This presentation aims to provide a snapshot of value priority differences among Muslims, Roman Catholics, Protestants, Eastern Orthodox, Jews and religiously unaffiliated in Europe. It then identifies the influence of religion per se on these value priorities. Data are from representative national samples in 28 European countries plus Turkey and Israel, gathered in the European Social Survey between 2002 and 2006 (*N*=102,000+). A 21-item scale measured the Schwartz (1992) basic values. Multi-group confirmatory factor analysis assessed meaning equivalence (metric invariance) of values across religious groups. MANOVA across countries examined differences in religious group value priorities. To reveal the influence of religion per se, MANCOVA controlled individuals' background and within-country comparisons controlled country cultural differences. Six basic and unified values exhibited meaning equivalence: security, conformity/tradition, hedonism, power/achievement, self-direction/stimulation, and benevolence/universalism. Significant between group differences included Protestants attributing the most importance to benevolence/universalism and Muslims the least, Eastern Orthodox the most to importance to security and Protestants and unaffiliated the least, Muslims and Eastern Orthodox the most importance to conformity/tradition and unaffiliated and Jews the least, and many more for each value. Substantial differences prevail in the priority religious groups give to the basic values that serve as guiding principles in life. These differences are largely due to religion per se and may contribute to intergroup conflict.

Keywords: *basic values, intergroup conflict, religious groups, group differences*

How does employment-status affect psychological well-being? An analysis of the meditational qualities of the latent benefits of work.

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Unemployment has been related to serious psychological problems across several decades and cultures (Paul & Moser, 2009). According to latent deprivation theory (Jahoda, 1982) unemployed persons have less access to the latent and manifest benefits of work, which is why they report more distress. The presented study examines the individual impact of the latent benefits of work as possible mediators of the effect of employment on health. A longitudinal study among employed, unemployed and persons out of the labor force was conducted (nt1 = 1026). Access to latent benefits and psychological health were measured using the Latent and Manifest Benefits of Work scale (Muller, Creed, Waters & Machin, 2005) and the General Health Questionnaire (Goldberg & Hillier, 1979). The results show that the effect of unemployment on well-being was mediated by access to latent and manifest benefits at each time point. Multiple-mediation analyses indicated that while financial benefits mediated the effect of employment status on health at each time point, the latent benefits worked differently well as mediators. Longitudinal analyses confirm the causal direction underlying the mediation. The presented study provides support for the proposed mediation of the effect of employment status on health by the latent and manifest benefits of work. In line with previous studies, the findings stress the need to consider the latent benefits of work as separate dimensions rather than as one overall concept.

Keywords: *unemployment, latent deprivation theory, distress, longitudinal study, psychological health*

How sharing influences emotions among friends

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The aim of this study is to discover the kind of issues and the level of sharing that occurred among pairs of close friends. The other aim is to understand how sharing may change their feelings and why. Thirty pairs of self-identified close friends took part in the study. They were university students from Malaysia. Participants were presented with 30 situations (e.g. when I have financial problems, when I am happy) and were asked whether they shared about these situations/feelings with their partner in this study. They were also asked to report how their feelings changed after these sharing sessions and why. This study is part of a bigger study on friendships of young adults. Findings suggest there was high level of sharing among close friends in this sample. Sharing also had a positive correlation with emotions, whereby the more sharing they did, the higher likelihood their emotions changed for the better. Sharing is highest when participants were stressed, bored, happy and excited. Participants reported less sharing when they have financial problems and when they experiencing jealousy. There were very few people reported feeling worse after some forms of sharing. Reasons why sharing related to feeling worse were either related to the partner (e.g. partner not responsive, partner over-reacted) or related to the self (e.g. not comfortable in sharing about financial problems). Reasons as to why sharing related to feeling better were also related to the partner (e.g. partner can help) or self (e.g. feeling better after sharing). These findings highlight several important issues. One is the importance of sharing, and secondly, how sharing can change the dynamic of friendship. Findings also suggest situations when sharing may not be helpful and can change the sharing experience to a negative one.

Keywords: *sharing, emotions, friendship*

Human factor aspects of signing complex road interchanges: Practice is lanes away from theory

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Complex interchanges, abundant in the US, account for more crashes per kilometre driven than any other segment of freeways (Northrup & Retting, 2004). Despite their lower prevalence in Australia, they account for 597 crashes in 2004. One factor contributing to these crashes is poor signage. Currently, sign designers apply the principles contained within the Manual of Uniform Traffic Control Devices (MUTCD) to sign complex interchanges. This manual is not designed to be a complete guide, and does not provide specific guidance for signing complex interchanges and lacks any human factors supplement (Smith, 1977). This research aims to identify human factors theories, empirical research and practice relevant to the problem of signing complex interchanges. This systematic review will be conducted to assess sign design characteristics and the implications for safety and system efficiency. A comprehensive search of databases and reference lists of articles was conducted. The selection criteria included peer-reviewed articles which addressed human factors principles (trials, studies) relating to the following aspects of signage: sign properties, interaction with the environment, and driver information processing. A set of recommendations to enhance signage practices on complex interchanges were identified. Sign self-evident properties (colour, shape, distinctiveness, familiarity, simplicity) recommendations were suggested to enhance the salience of signs and reduce information processing time. Recommendations included sign placement and interaction with the visual environment which were aimed toward reducing visual clutter and enhance driver information processing speed. Other recommendations target other aspects of information processing (driver perception, mental workload and driver comprehension) in terms of signage information/content and design of the overall signage system. This systematic review will contribute significantly to the knowledge on complex signage design. It suggests that well designed signs may prevent road traffic crashes. However, further research using controlled experimental designs e.g. using simulators and computer studies, is needed to determine the effectiveness of each of the recommendations of improving system efficiency and road safety.

Keywords: *driving accidents, signage, human factors*

Human factors in non-destructive testing (NDT): First steps in approaching the challenge. Nuclear waste management in Sweden and Finland.

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The nuclear power industry has the responsibility for management and disposal of all radioactive waste from its plants. Finland and Sweden are leading in the world in the disposal of spent nuclear fuel. Their method consists of encapsulating spent nuclear fuel in copper canisters and depositing them in the bedrock at a depth of about 500 meters for the next 100 000 years, leaving the radioactivity to decrease naturally through the decay of the radioisotopes in it. The copper canisters, consisting of a copper tube, a lid and a bottom which make the outer shell and an insert made of a cast iron, need to be inspected for their structural integrity. This is done using Non-Destructive Testing (NDT) methods, such as ultrasound or radiography, to ensure no critical defects are present in the materials and welds that could lead to a leakage of the waste into the environment. Evaluations of the data gathered by NDT are performed by skilled human operators and could therefore be subject to human error. A multidisciplinary team of engineers, physicists and psychologists is working on estimating and improving the complete reliability of these testing methods. The capability of the NDT system to detect critical defects (those that exceed the acceptance criteria) is evaluated by calculating the probability of detection (POD). Different cognitive and organizational factors as well

methods of optimizing the detection of critical defects are a part of the human factors approach. Customized Failure Modes and Effects Analysis (FMEA) was used to identify possible risks that might lead to potential human errors. Several experiments (e.g. use of decision aids in identifying critical defects, social responsibility within the 4-eye principle, complacency bias in interaction with automated systems, or using the eye tracking methodology to optimize the detection of defects) have been proposed and some of them will be experimentally tested in ongoing projects. The first results are expected in the first half of the year and are, in general, expected to lead to the optimization of the procedures followed by the NDT operators and finally to improving the overall reliability of the system.

Keywords: *human factors, non-destructive testing, nuclear waste management, reliability, human errors*

Human factors influencing the social acceptability of forest landscape management in Tasmania, Australia

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Forest management is highly contentious, but the basis for public concerns is not well understood. Knowing the psychological factors that underlie public responses could help managers to better align forestry with the values and beliefs of the wider community. This research sought to explore the relative importance of psychological factors that underlie the social acceptability of forest landscape management. About 490 Australians filled in a questionnaire in which they recorded their: held values for the natural environment; deontological normative beliefs about how forests should be managed and trust in forest management agencies. They were also asked to respond to information about current forest management and they recorded scenic beauty, beliefs about impacts and social acceptability. Structural equation modeling was used to test whether the data collected were consistent with theorised relations between factors. The most important factor directly underlying social acceptability was people's beliefs about whether management was good for the environment or not. Also important were people's trust in management agencies and their scenic beauty ratings. If people had more trust, or rated the managed landscape more beautiful, they tended to think it was better for the environment, and therefore more socially acceptable. There is a particularly strong relationship between scenic beauty and beliefs about environmental impacts. Held values for the natural environment were fundamental, underlying all the other factors. People with stronger use values tended to have higher levels of trust in managers, viewed current management as having more positive impacts on both the environment and the timber industry and rated it more socially acceptable. The reverse was true of people with stronger intrinsic values for the environment. This research shows that impacts on the natural environment are an important concern for many members of the public. The findings suggest managers would achieve more socially acceptable results if they placed greater emphasis on improving the environmental outcomes of forestry. The close relationship between beliefs about environmental impacts and scenic beauty begs theoretical questions that cannot be fully answered by this research.

Keywords: *forest landscape management, beliefs, values, social acceptability, trust*

Humour at work (HAW): The development and validation of a scale useful for human resources

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To describe the development of the Humour at Work (HAW) scale and its validation against humour, personality and work related scales using two independent Internet samples. An international sample (*N*=350) was asked to respond to 150 items developed from a wide variety of humour theories and approaches. Factor analysis reduced these to 62 items in eight factors. A second sample of 379 Australian workers responded to these items, plus

measures of mood, personality, general humour styles, climate of fear, job satisfaction, and other workplace measures. Confirmatory factor analysis indicated that the factors were reliable, and correlated in expected ways with general humour styles, job satisfaction and workplace climate. Confirmatory factor analysis further reduced the 62 items to two scales, essentially Pleasant and Unpleasant Climates of humour in the workplace. These factors were predictive of occupational climate factors which have been predictive of productivity. The HAW (either the 8-factor version or the 2-factor version) may be a useful measure in the workplace, since it is predictive of workplace measures that relate to workplace performance, but is less threatening than asking directly about such performance measures.

Keywords: *humour, humour, personality, climate, job satisfaction*

If you want to be a happy newcomer, find a role model!: A longitudinal study of new employee proactive behaviours and their relationship with socialisation success

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OWEN, F. (University of Auckland)

Research on new employees during organisational socialisation typically assumes that proactive behaviour will improve socialisation success, yet there is a lack of longitudinal research to examine relationships more closely. Hence the aim of this research was to assess whether increases in new employees levels of proactive behaviour were associated with greater socialisation success, as measured by typical indicators of this process. Data were collected from 80 new employees and newly-promoted employees across a range of organisations. Participants responded to a survey at weeks 2 and 12 after entry into their new role. Survey items included proactive behaviours (e.g., role modelling), newcomer learning (e.g., role domain), and work-related attitudes (e.g., job satisfaction). It was found that increases in role modelling predicted increases in learning in the three domains of role, social, and organisation, as well as increases in job satisfaction and decreases in turnover intention. Increases in networking predicted increases in role and organisation learning, job satisfaction, and decreases in turnover intention. Increases in relationship building and positive framing predicted increases in role learning, job satisfaction, and decreases in turnover intention. Increases in general socialising were not associated with any of these criteria. These results provide the first longitudinal evidence that, in general, behaving more proactively is associated with better socialisation outcomes for new employees and newly-promoted employees. From a theoretical perspective, this research looking at the influence of individual proactive behaviours mirrors findings for organisational socialisation tactics. Specifically, in both cases, targeted actions with a social focus have a stronger positive influence on newcomer adjustment. From a practical perspective, given that careers are increasingly multi-role and multi-organisational, socialisation interventions should support newcomers in being more proactive, for example providing experienced employees to act as role models, and making their effective use the responsibility of all parties.

Keywords: *socialisation, employees, role modelling, work-related attitudes*

Impact of disasters on youth: disaster-related trauma, life events, and PTSD symptoms as predictors of children's somatic symptoms

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Natural disasters contribute to symptoms of posttraumatic stress disorder (PTSD) in children many months after destructive disasters. However, little attention has focused on health consequences of disasters, even though psychological stress affects one's health. Using a conceptual model of risk and resilience, this study examined the impact of hurricane-related traumatic stress and other life stressors on children's somatic symptoms almost two years after a natural disaster. Hurricane Charley, a Category 4 storm, struck Florida in August 2004, devastating 90% of the surrounding area. 220 children (55% girls; 85% Caucasian; *M* age = 8.7

years) participated. At 9- (Time 1) and 21-months (Time 2) postdisaster, children completed measures of hurricane-related stressors (Hurricane Related Traumatic Events-Revised), PTSD symptoms (PTSD-Reaction Index for Children), and life events; somatic symptoms were assessed at Time 2 with the Youth Self Report. Children reported moderate levels of PTSD symptoms (Time 1 *M* =19.81; Time 2 *M* =17.71), one major life event (Time 1 *M*=1.27), and multiple somatic symptoms (Time 2 *M* =7.26). Regression analyses evaluated predictors of somatic symptoms 21 months post-hurricane, controlling for children's age, gender, and ethnicity. Hurricane-related traumatic experiences accounted for 9% of the variance in somatic symptoms (*p*=.01) and Life Events accounted for 6% additional variance (*p*=.001).Time 1 PTSD also predicted Time 2 somatic symptoms (*r*=.40, *p*=.001), but hurricane experiences were not significant when PTSD symptoms were entered. Further tests revealed that Time 1 PTSD symptoms mediated the relationship between hurricane experiences and Time 2 somatic symptoms. This study is one of the first to examine children's health reactions to disasters and the first to examine predictors of such responses. Findings indicate that children report moderate PTSD and somatic symptoms almost two years following a disaster; that somatic symptoms may result from hurricane-related traumatic experiences; and that PTSD symptoms explain this prospective association. Children experiencing significant PTSD symptoms post-disasters are likely to report health or somatic concerns. Attention to children's physical health and mental health are important goals for assessment and intervention following natural disasters. Further study of the health consequences of disasters in children is important and desirable.

Keywords: *natural disasters, post-traumatic stress disorder, children, health*

Impact of parent – adolescent conflict on adolescent's psychological development

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This paper will report the results of the first of three studies and describe two planned studies aimed at the development of a conflict resolution model for use by parents of adolescents. This paper will also discuss the current literature related to parent-adolescent conflict, identify gaps in the literature, and suggest a number of steps that can be taken to fill these gaps. Study 1 was a retrospective study investigating the impact of parent-adolescent conflict on adolescent psychological development, the nature of the conflicts and conflict resolution methods used by parents and adolescents. Interview responses from 19 young adults (11 females and 8 males) aged 18 - 30 years (*M* = 23 years), were qualitatively analyzed through the application of Grounded Theory. Results indicated that the most severe conflicts resulted from parental enforcement of their own values, morals, and beliefs and that this pattern of conflict was particularly prevalent among fathers, irrespective of the gender of their adolescent child. The resulting conflicts were reported to have long-term effects on the psychological well-being of the participants. Given the findings obtained from Study 1, Study 2 is planned to investigate the same issues as Study 1 using a sample of parents and adolescents. Fifty parents and their adolescent child from intact, sole parent, and separated families will be recruited for this study. A questionnaire consisting of the Depression Anxiety Stress Scale (DASS21), the Satisfaction With Life Scale (SWLS) and opened ended questions focusing on the current levels of conflict and conflict resolution methods will be administered. Based on results from the above studies, Study 3 will see the development and evaluation of a conflict resolution model for use by parents and their adolescent child.

Keywords: *conflict resolution, parents, psychological development, adolescents*

Impaired semantic memory in the formation and maintenance of delusions post traumatic brain injury: A new cognitive model of delusions

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This paper proposes a new cognitive model to explain the aetiology of delusions irrespective of diagnosis and/or phenomenology. The model hypothesises the influence of two processes in the formation and maintenance of delusions; (i) impaired perceptual abilities, particularly affect perception, which fosters the encoding of (ii) idiosyncratic semantic memories, especially those with an affective/self referential valence. Previous research has established that schizophrenia patients with delusions have impaired semantic memory function. In the current paper we sought to provide evidence for (ii) abnormal semantic processing in persons with delusions with an alternative aetiology. Performance of four cases with a significant delusion post a traumatic brain injury was examined on a broad range of semantic memory tests. Overall semantic processing was impaired in the four cases relative to a normative healthy control sample. Cases performed better on tasks which required categorical identification, relative to the novel production of semantic information, which was poor in all four of the cases. We have shown atypical semantic processing in deluded individuals who have sustained a traumatic brain injury. Importantly, the pattern of semantic performance recorded by our cases is consistent with schizophrenia patients with delusions, although in some cases they did not show such global semantic processing impairments. Taken together, we consider this as preliminary evidence for consistent abnormal semantic processing in persons with delusions, irrespective of diagnosis and phenomenology. This finding will need to be verified in larger sample groups of persons with delusional beliefs across a range of diagnoses.

Keywords: *delusions, perceptual abilities, semantic memory, traumatic brain injury*

Improved safety and reduced speeds resulting from a self-explaining roads process

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The research investigated whether a Self-Explaining Roads (SER) approach could improve road safety by establishing a road hierarchy with visually distinct designs at each level. Traditional approaches to improving road safety have focussed on treating isolated "black spots" in response to crashes or public complaints. Treatments that are highly localised or idiosyncratic may have the disadvantage of adding to the multiplicity of road categories and result in the migration of the original problem to nearby locations, rather than building driver expectations around a few consistent road types. The study area was divided into two equivalent sections, one to receive SER treatments and the other a control section. Analysis of speed data, crash reports, and resident surveys were used to identify: functional exemplars (roads at each level in the hierarchy that functioned well) and functional outliers (roads with speed, safety, or volumetric problems). The analysis revealed few physical and visual differences between local and collector road categories and corresponding heterogeneity of speeds and traffic volumes across the two road categories. A design template was created to extend design features from functional exemplars to functional outliers and reinforce the desired functions at each level in the hierarchy. Approximately 11km of local and collector roads were treated to create visually distinctly road categories. Following treatment, vehicle speeds showed greater homogeneity of speeds within each road category and greater differentiation between categories. Speeds on local roads were reduced significantly (mean speeds fell from of 45km/h to 30km/h and 85th percentile speeds fell from 55 km/hr to 37km/hr). On collector roads, speeds were also reduced significantly, particularly the number of vehicles travelling at high speed (52% reduction of vehicles in the 70-80km/h range). Analysis of pedestrian and cyclist movements have shown increases in pedestrian activity and decreases in pedestrian and cyclist conflicts with motorised vehicles. The project was successful in demonstrating how an SER process can be applied to improve safety. The project has had a significant impact on how other road safety projects in New Zealand are undertaken with elements of the approach applied in two road safety projects in other cities.

Keywords: *road safety, reduced speed, self-explaining roads (SER)*

Improving critical thinking skills: Business students' gender, race, abilities, and motivation

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This study attempts to identify factors that may help business students improve their critical thinking skills. We also adopt a case-based critical thinking module (a short intervention) using the Solomon Four-Group Design and examine the effects of pre-test and intervention on possible changes of business students' critical thinking skills. We collected data from 659 business students in 14 courses at a regional state university in the US using multiple sources. Using the Solomon Four-Group design, we adopted a short cased-based critical thinking intervention, used the *Watson-Glaser Critical Thinking Appraisal* (CTA) to measure students' CTA scores, contacted university's record office to obtain students' official age, sex, race, ACT test scores (English, Math, Reading, and Composite), and overall GPA (grades), and used an online survey to collect data regarding students' learning styles, modality, cognitive styles, and motivational orientations in one semester. Results showed that the main effects (cased-based intervention and pre-test) and the interaction effect on CTA 2 (post-test) were not significant. From pre-test (CTA 1) to post-test (CTA 2), students in both Groups 1 (with intervention) and 2 (without intervention) improve their critical thinking skills. Overall, low pre-test scores (CTA 1) and high composite ACT scores contributed significantly to students' improvement. Female and white students improved their performance, whereas male and non-white (minorities) did not. Moreover, 35.5% of the students improved their CTA scores from pre-test to post-test. In Group 2, students who performed better had high GPA, were older, and female. Students with a strong competitive goal of "outperforming the average student" performed better; whereas those expected to "perform worse than their own usual level of performance" and used reflective and kinesthetic learning styles performed worse. It is concluded that students' demographic variables, abilities, and motivation contributed to the improvement of critical thinking skills. Faculty and students are encouraged to set positive goals and create a warm climate for improving critical thinking skills in order to meet the future challenges of the competitive global market.

Keywords: *critical thinking, gender, race, abilities, motivation*

Improving elderly pedestrians' safety with a simulator-based training: Short- and long-term effects and age-related differences

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The present study aimed at improving the safety of elderly pedestrians through training. Past research has shown that elderly have trouble taking the approaching vehicles' speed into account and that they make many unsafe decisions when vehicles are approaching at high speeds. Twenty seniors (65-83 years) were enrolled in a street-crossing training program (experimental group). The training promoted repeated simulator-based practice and addressed the strategies elderly adults bring into play. Twenty other seniors (61-82 years) were assigned to a control group (internet-use training course). Before the training, immediately after, and six months later, the street-crossing behaviors of the 40 older participants were assessed using a simulated street-crossing task. The virtual environment displayed an urban scene with traffic coming from one side. Time gap between cars varied between one and seven seconds, and vehicle's speeds from 30 to 70km/h. The participants had to cross the experimental road when they judged that crossing was safe. Twenty younger participants (20-30 years) performed also the task to serve as a baseline. The training produced significant short- and long-term benefits by shifting the decision criteria towards more conservative judgments. Considerable improvements were also found in the control group, in such a way that no significant difference was found between the two older groups on the long-term follow-up. When

compared with younger participants, older pedestrians globally improved their behavior so that no differences in the mean safety-related indicators were observed any longer. However, the older participants' ability to take the oncoming vehicle's speed into account did not improve. Six months after training, older participants still made more unsafe decisions than younger when vehicles were approaching at high speeds. The findings suggest that combining repeated simulator-based practice with enhanced awareness of street-crossing dangers improve the overall older pedestrians' safety. However, the training failed to improve the seniors' use of oncoming vehicle's speed in deciding whether to cross. This finding may reflect age-related perceptual and cognitive impairments that cannot be remedied by a simulator-based training. A better understanding of the perceptual and cognitive abilities involved in street-crossing decision-making is needed and would be useful in designing future training programs.

Keywords: *elderly, pedestrians, safety, judgement*

Improving service quality through reflection in action, competence mix and role clarity

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The paper highlights the need to translate tacit knowledge into job tailored explicit competences to allow the managers in organizations improve service quality. The study was conducted to build on the Reflection in Action theory by examining how reflection in action can influence competence mix, role clarity and improve service quality. Reflection in action is understood as means of translating tacit knowledge to explicit competences (Keating, Robinson, & Clemson, 1996) by examining one's past behaviour and then determining new better actions that can address performance challenges especially as a result of changing work demands (Schön, 1987; Marsick & Watkins, 1990). A cross-sectional correlational study utilizing a questionnaire was used to collect data from 120 managers in six districts local governments in Uganda. The sample included head of departments and heads of units. Validity of the items was established using both factor analysis and group differentiation techniques for all variables in terms of; role title/position; education level and time spent on job. Data was analysed using Pearson moment correlation and linear regression analysis. Results confirmed that reflection in action helps to unpack tacit knowledge in order to create explicit competence mix by indicating a significant positive relationship when Pearson moment correlation was used. Further on competence mix was found to correlate positively with role clarity. Consequently this leads to improvement in the quality of the services being delivered. Linear regression analysis indicated that the study variables linearly predict each other. In order to improve service quality, managers need to continuously look back and reflect on the way they have been solving their role/task related challenges, and what actions have led to successes or failures. They need to think critically on the challenges they have faced in relation to the work demands and determine new efficient ways of dealing with these challenges. This process helps them to acquire new relevant competences and thus become clearer when addressing problems that may arise as a result of changes in the work situation.

Keywords: *tacit knowledge, service quality, reflection, explicit competences*

Improving workability: Investigating modifiable organisational factors to ameliorate the effects of the ageing workforce

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Australia in one of the world's most rapidly ageing workforces due to its falling mortality and fertility rates. There is a strengthening case for retaining skilled employees at work for a longer period over their life-course. The Finnish Institute of Occupational Health has for some decades now used an indicator of workability (that is, one's subjective or objective assessment of ability to work into the future) as a way of signaling health and functionality in the workforce over time. With the increase in

demands between work and family life for Australian employees, this may also require considering the effects of family and work on workability and occupational health. This study aimed to investigate the relationships between work life balance and workability. The study also aimed to investigate organisational factors that may mediate this relationship, such as stress and leadership culture. The cross sectional study involved surveying participants of a large government organization and private consulting organization (*N* = 128). Surveys were distributed through participants' organisations and completed online. As predicted, the results of a hierarchical regression analyses suggested that work-life balance (WTFS: negative work to family spillover) and psychological rather than chronological age were significant predictors of workability. These relationships were partially mediated by leadership culture and entirely mediated by occupational stress. The results of the final model suggested that workability is likely to increase when psychological age, negative WTFS, and vocational strain decrease. These findings provide new pathways for planning strategic long term interventions to promote retention of mature aged workers by addressing issues of work-life balance, leadership culture and occupational stress.

Keywords: *ageing workforce, workability, occupational stress, occupational health, work-life balance*

Increasing rates of organ donation – the role of the "ick factor" and anticipated regret

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Over 90% of the general population state that they are in favour of organ donation, however far fewer are registered on the organ donor register. This research tested the role of emotional barriers to organ donation such as the "ick factor" (a basic disgust reaction to the idea of organ donation). In addition we tested the potential role of manipulating anticipated regret to increase intention to donate in people who are not yet registered as organ donors. In 3 Experiments involving 635 members of the UK general public, participants were invited to complete questionnaire measures tapping the emotional factors such as "ick", the desire to retain body integrity after death and medical mistrust. Registered organ donors were compared with non-donors. Non-donors were randomly allocated to an anticipated regret manipulation (2 additional questions) versus a control condition, and the impact on intention to donate was tested. In all three experiments non-donors scored significantly higher than donors on the "ick" factor and bodily integrity scales. Traditional rational/cognitive factors such as knowledge, attitude and subjective norm failed to distinguish donors from non-donors. For non-donors, the anticipated regret manipulation led to a significant increase in intention to register as an organ donor in future. Negative emotional factors are important barriers for people becoming organ donors. In particular, a basic disgust reaction when contemplating donation and the desire to retain bodily integrity after death are key areas to target to test if they are changeable. In addition, a simple anticipated regret manipulation has the potential to significantly increase organ donation rates.

Keywords: *organ donation, "ick factor", emotional barriers*

Increasing specificity of autobiographical memory: An investigation of the contribution of pictorial cues

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Over-general autobiographical memory has been implicated as vulnerability for the development of depressive and posttraumatic stress symptoms following stressful life events. Imagery has been found to increase memory specificity among clinical and non-clinical participants. Therefore the primary aim of the current study was to investigate whether emotion picture cues increase autobiographical memory specificity compared to emotion word cues in a non-clinical sample. A non-clinical student sample (*N* = 79) completed the Autobiographical Memory Test (AMT) with

emotion word cues and emotion picture cues. Both tasks were completed with and without prompting for a specific memory. Participants also completed a questionnaire package including measures of depression (BDI-II), past traumatic life events (LEC), and posttraumatic stress symptoms (PCL-C). A significant interaction between cue type and prompting was found (OR = 3.36, *p* = .001). When participants were prompted to retrieve specific memories in response to positive and negative cues, they retrieved significantly more specific memories in response to picture cues compared to word cues (OR = .40, *p* = .001). However, when no prompting was given, there was no difference in memory specificity between picture cues and word cues (OR = .98, *p* = .88). Among female participants, there was a trend [t (65) = 1.85, *p* = .07] for quicker retrieval of memories in response to picture cues compared to word cues on the prompted AMT. Findings indicate that images enhance memory specificity, even when they are of emotional content. However, this does not seem to be due to the initiation of direct memory retrieval as picture cues only increased memory specificity when participants were prompted. Moreover, these results have implications for imagery training in enhancing memory retrieval particularly for populations susceptible to developing mood and trauma-related disturbances.

Keywords: *autobiographical memory, depression, post-traumatic stress, Imagery*

Individual factors explaining resilience in extreme poverty

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Poverty exposes individuals to many risk factors that compromise their quality of life and their psychological functioning. Sameroff, Bartko, Baldwin, Baldwin, and Seifer (1998) state that the greater exposition to risk factors in infancy diminishes their social and emotional development and increases the probability of psychological disadjustment. At the same time, research on resilience seeks an answer to the question as to why some individuals at high risk or with a very adverse background seem to grow well adjusted, while others failed (Anthony & Cohler, 1987; Cicchetti & Garmezy, 1993; Garmezy, 1990; Masten, Best, & Grmezy, 1990; Ruter, 1987; Werner & Smith, 1982). The purpose of this study is to contribute with information about which individual factors (motivation to achievement, ability to cope with stress, religiousness, control locus, emotional intelligence) promote resilience in extremely poor beneficiaries of a social development program of the Mexican federal government. The sample was constituted by 914 individuals, all of them beneficiaries of the program "opportunities" during the period 1997-2008. Their age ranged between 22 and 93 years old, with a mean of 43.71 years and a standard deviation of 12.58. Besides, 595 (65.2%) were women and 318 (34.8%) were men (husbands of these women). The results from this research allowed to identify some characteristics associated with resilience, which contributed to determine which factors should be addressed in high risk individuals (extreme poor) in order to promote or increase opportunities to improve their condition.

Keywords: *poverty, resilience, quality of life*

Individualised teaching and learning by online assessment

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Changing educational structures and increasing student diversity call for valid information for students, career advisors and teachers to individualise the learning. It requires custom-fit advice on subject choice, learning and study methods, management of time and choices for further learning and career options. This custom-fit advice requires a detailed and valid student's profile. Together with governmental bodies in Ireland and the UK an online assessment system has been implemented that provides feedback on: learning style, learning capabilities, time and organisation management, interests and multiple and preferred intelligences. Results from a first evaluation study in Irish schools (*N*=9,423) indicate acceptance by the users and validity of the measures. The schools use the information to guide individual students but also

formulate holistic strategies and decisions for the entire school to change the way they teach.

Keywords: *teaching, education, individualised learning, online assessment, learning strategies*

Individualized age-related leadership

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Demographic change makes it necessary to keep elderly employees integrated in the work process. The only highly-significant factor to improve the employability of elderly employees is age-related leadership (i.e. FinnAge Studies). The objective of the study was the measurement of perception, attitude and behavior as aspects of individualized age-related leadership of managers/leaders with respect to age-related factors of employability and integration of elderly employees. The framework of this study was the concept of individualized age-related leadership (Braedel-Kühner, 2005). *N* = 394 leaders from Switzerland and Germany completed a questionnaire with scales to their attitudes, leadership behavior, perception, performance ratings in respect of age-related aspects of the employees. One scale measured the self-perception of the own aging of the leaders. Different factors of attitudes and leadership behavior in individualized age-related leadership are identified. Descriptive analysis shows attitudes and leadership behaviors of European leaders with respect of aging employees. Differences between attitudes and behaviors where analyzed. Age-related leadership behavior and attitudes show a significant difference in the most items of the questionnaire. In general is the level of age-related leadership behavior below the appropriate attitude. The biggest difference between attitude and behavior shows the scale “work design”. “Employability” of the employees is most relevant for the leaders: training and development, managing of the work load and ergonomics will be more actively influenced by the leaders than i.e. health and health management. Most areas of age-related leadership show a positive age-related attitude compared to the appropriate leadership behavior. There is no sign of an age-related negative stereotype of elderly employees. Some areas of leadership behavior are less developed than others (i.e. health management). Information and training will be helpful for leaders. Discrepancies between attitude and leadership behavior might be a lack of empowerment or flexibility in leadership. Management decisions are necessary to improve the age-related leadership as it is not a matter of the attitudes of the leaders.

Keywords: *elderly employees, individualized age-related leadership, employability*

Influence of occupation and low income on study success of first year students

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The transition from school to university is a critical life event. Besides new academic tasks students are often confronted with economic aspects of life, like financing life and study. Prior research demonstrated a negative effect of working and/or financial problems on academic achievement, for example the need to work to make a living increases drop-out. In fact, approximately two thirds of all students at Austrian universities work during the studies. The aim of this study is to investigate the effects of occupation during study and low income on study success during the first semesters. In addition, factors that may counteract the negative effects are examined. 989 psychology undergraduate students answered questions about their occupation status, hours of work per week and monthly income in their first semester. Furthermore, frequency and intensity of social contact to other students were asked. Study success was measured after four semesters by number of taken courses and the received grades. Using cluster analysis, students were classified in four groups (depending on monthly income and status of occupation): very low income/no occupation, low income/no occupation, low income/occupation and high income/occupation of half of group. Results demonstrate that low income students, who are occupied, have the lowest grades of all four groups and take fewer courses than students, who are not occupied. The high income group,

where about the half of the students is occupied, takes fewer courses too, but has better grades than the occupied low income group. Interestingly, the number of working hours per week has no influence on received grades. When students hold contact with a higher number of colleagues, the occupied low income group shows improved grades, but the number of taken courses remains stable. Being occupied and having a low income is a risk factor for students and leads to less academic success. Social assistance from colleagues, on the other hand, can counteract the effect and improve the grades of this group. Possible effects of tuition fees are discussed.

Keywords: *transition, financial problems, academic achievement, occupation, study*

Influence of organizational capacity factors in perceived changes

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Change in the organizational environment is constant and necessary. The technological development, the market dynamics and the relationship with customers require quick and flexible strategies. Changes can occur only in some aspects of the organization with a view to implementing adjustments and improving efficiency. This is called Transactional Change. When the organization itself is reframed, resulting in a new mission and a shift in its underlying strategy and processes, change is referred to as Transformational. Change occurrences can be hindered or enhanced due to some organizational capacity factors, including the information flow, an organizational action strategy, coalition support for change, turbulence in the external environment, group autonomy, bureaucracy and reliance on managerial action. The present paper aims at appraising whether these factors influence or not the way individuals perceive the transformational and transactional changes in an organization. The data (N = 340) have been gathered in a number of questionnaires applied in a public institution that has been merged with other organs, undergone management changes and had some of its areas restructured. The Organizational Capacity Assessment Tools for Changes and the Change Perception Tool have also been used. The results point out that the organization's action strategy, the coalition dynamics and the communication flow (R^2 = 0,35; p = 0,011) are predictive factors for Transformational Changes perception. As for Transactional Changes, group work (R^2 = 0,16; p = 0, 001) is barely considered a predictive factor. As previous research work in public institutions have already demonstrated, the analyzed organ has failed to present organizational capacity for changes. The research results are analyzed taking into account the reviewed literature and the practical implications of this work.

Keywords: *organisational change, organisational capacity, transformational change, transactional change*

Influence of social support on workplace adaptation of Serbian migrants in Australia

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The aim of the current study was to ascertain whether social support as a coping strategy is useful in mitigating work related stressors amongst Serbian migrants and examining its influence in their adaptation to the Australian organizational climate. This is important to determine to understand the nature of Serbian migrants' adjustment to the Australian workplace. Participants included 78 Serbian migrants including 43 males and 35 females who completed a Demographic Questionnaire, the Coping Resource Inventory and the Work Environment Scale - Form R. Standard multiple regression analyses were conducted to determine the effects if social support on adaptation to the work climate. The results show that social support partly predicted adaptation to organizational climate amongst Serbian migrants. Specifically, it was found that social support makes the most significant contribution to peer cohesion (20 %), followed by supervisor support (13 %), clarity (10 %), innovation (9 %), physical comfort (9 %), involvement (8 %), task orientation (7 %) and autonomy (6 %). However social support did not significantly predict work pressure and managerial control. The findings

suggest that social support is a tool that eases the impact of cross cultural adjustment to the organizational climate amongst Serbian migrants. Consequently these findings have the potential to assist both current and future migrants in successfully adapting to the work environments in their host country.

Keywords: *Serbian migrants, work related stressors, social support, Australian workplace, organizational climate*

Influencing desire and intention to perform health behaviours: a reverse effect of regulatory fit

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This study's aim was to investigate the interaction between an individual's chronic regulatory focus and the framing of persuasive health messages (either loss-framed or gain-framed) in influencing desire and intention to perform the advocated health behaviour. From a theoretical perspective, a message's effectiveness is thought to be greater when there is congruence between regulatory focus and message frame ("regulatory fit") than when there is incongruence. This study sought empirical support for this idea for messages advocating smoking cessation and undergoing skin cancer examinations. An online questionnaire system randomly assigned participants to a behaviour type (either smoking cessation or skin examination) and message frame (either loss-frame or gain-frame) condition (thus there were four conditions). Participants were presented with questions about current/past health behaviour followed by a set of messages advocating the respective health behaviour framed either in terms of losses or in terms of gains. Participants then completed Likert scale items assessing intention and desire to engage in the behaviour (within 6 and 12 month timeframes). After controlling for past/current behaviour, moderated regression analyses revealed a significant message frame-by-chronic regulatory focus interaction effect for intention and desire to quit smoking (for both 6 and 12 month timeframes) but it was a reverse effect to that predicted (i.e. intention and desire to quit was greater in the absence of regulatory fit than in its presence). No significant interaction effect was found for skin examination conditions. Although regulatory fit typically enhances the positive evaluation of a message, it has been suggested that if the message is negatively evaluated to begin with, regulatory fit may enhance that negative evaluation. It is suggested that the anti-smoking messages may have provoked a negative response among participants (e.g. through psychological reactance) that was strengthened when regulatory fit was present. Thus, in developing health campaigns/messages/interventions, under certain circumstances regulatory fit is not always desirable for maximal effectiveness. The lack of effect for skin examination is thought to have resulted from insufficient framing strength, as indicated by a non-significant framing manipulation check for that behaviour.

Keywords: *chronic regulatory focus, persuasive health messages, desire, intention*

Influencing tactics at work: Managers and subordinates perspectives

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The aim of this research was to build understanding of subordinates' influencing tactics. Work to date indicates that the relationship between a manger and their staff member may affect which influencing tactics subordinate may use, as well as the subordinate's political skill. Other work suggests that higher performing staff use tactics differently to staff who perform less well. This study which seeks to identify the relative contribution of relationship and individual factors captures the perspectives of both managers and subordinates. Unmatched subordinates (*N*=182) and managers (*N*=110) completed an online survey which assessed the frequency of use of six influencing tactics. Subordinates and managers also assessed Political skill, Leader Member Exchange, Role Breadth Self-Efficacy, Control and Change Orientation and Performance. Poorer self-

reported performing subordinates used tactics more than did higher performing subordinates. High and low performing subordinates, as measured by self assessment, reported using tactics differently. Adaptivity and change orientation predicted influencing tactic use for high self reported performers only. Relationship with manager and political skill were found to be only weak predictors of influencing tactics. Current understanding of the determinants of subordinate tactic usage is incomplete and suggests that higher performing individuals would influence more, and favour rationality as their preferred tactic. This study suggests that this may be an oversimplification, although providing an insight into the complex role of individual differences in predicting the means by which subordinates seek to influence their managers.

Keywords: *influence tactics, political skill*

Information and reputation influences in portfolio decisions: Herd behavior

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This investigation adopted the notion that risk decisions change as a function of perceived gain and loss situations (Tversky & Kahneman, 1981; Thaler & Johnson, 1990) and aimed to distinguish between two types of investment propensity that stock investors have. The tendency to sell winning stock and keep losing stock is called the disposition effect. The opposite tendency, to keep winning stock and sell losing stock is called the non-disposition effect. Two experimental studies were conducted examining whether sources of expert or non-expert information in stock investment would facilitate (or impede) the initial investment propensity (i.e., disposition or non-disposition effect) of the participants, resulting in forward (or backward) herd behavior. 75 participants were randomly assigned to Non-expert (*N*=25), Expert (*N*=25), and Control (*N*=25) groups in both study 1 and 2, respectively. In the Pre-test, each participant made stock portfolio decisions about how they would buy, sell, or keep each three of winners and losers, which were used to classify them as showing either disposition and non-disposition effects. In study 1, the Non-expert group was shown the decisions of ordinary people showing a non-disposition effect. The Expert group was given identical scenarios, but instead of ordinary people, the decisions appeared to be from experts. The control group was not exposed to any decisions. Study 2 was identical, but with one twist: The Non-expert and Expert groups were shown the decisions of both ordinary and expert people showing a disposition effect (selling winners and keeping losers). In the Post-test, participants completed the portfolio decisions as at Pre-test. In study 1, disposition effect participants in Non-expert and Expert groups showed a tendency toward a non-disposition effect than those in a control group, whereas no reliable difference was found for non-disposition effect participants. In study 2, non-disposition effect participants in Non-expert and Expert groups showed a tendency toward a disposition effect than those in a control group, whereas no reliable difference was found for disposition effect participants. Observing the decisions of both others and experts who have counter-investment propensities to their own may result in the reversal of the initial investment propensities of stock investors (i.e., backward herd behavior).

Keywords: *risk decision-making, perceived gain, perceived loss, disposition effect, non-disposition effect*

Integrating the educational themes of Vygotsky's theory: Speech as a mediator between the zone of actual development and the zone of proximal development

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The conceptualization of speech as a core mediator and instrument of thought is a pinnacle of Vygotsky's socio-cultural theory, whilst the notions of the Zone of Actual Development (ZAD) and the Zone of Proximal Development (ZPD) have become central to contemporary educational practices and interventions. The contextualization of the use of speech as a tool for cognitive operations

within the continuum of the child's ZAD– ZPD has remained insufficiently explored from both theoretical and empirical perspectives. The aim of the study was to explore the role of speech as a tool for problem solving in the context of the child's ZAD and ZPD. In a prediction model, it was explored whether the use of various task-oriented speech subtypes would predict the outcome of individual global task performance (success or failure). The participants were 120 children, aged between 5 years, 6 months to 9 years, 5 months selected from pre-primary and primary schools in South Africa. Speech utterances produced during completion of the Raven's Coloured Progressive Matrices were transcribed and then coded into distinct speech subtypes– inner, private (self-directed), social (addressed to another) speech, encompassing various semantic contents. The findings revealed that those children, who performed successfully, demonstrated a higher mean use of the overall task-oriented speech subtypes compared to the children who failed the task. The semantic contents of social and private speech with the most pronounced task-oriented salience (*describing task activity* and *describing task material*) together with inner speech showed high predictive values and predicted significantly the outcome of individual task performance. The results obtained suggest that both the diversity and the extensive use of task-oriented speech subtypes are implicated in the child's attainment of a successful task performance. Speech in its various forms was conceptualized as a multifarious mediator, which provides the internal integrative links within the child's ZAD–ZPD continuum and carries out the transition of his or her competencies from the ZPD to the ZAD. It is concluded that the potential of children's use of various task-oriented speech subtypes for fostering academic performance should be acknowledged and implemented widely in contemporary educational practices and interventions.

Keywords: *Vygotsky's socio-cultural theory, speech, Zone of Actual Development (ZAD), Zone of Proximal Development (ZPD)*

Integration courses students with learning disabilities: Their self-concept and sense of loneliness

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This research investigated (a) high school students' self-concept and sense of loneliness, who had Learning Disabilities (LD) and attended Integration Courses (IC) through the school year, (b) the formation of self-concept, sense of loneliness, and of the association between the two constructs through the school year (from the first to the third school term), and (c) the role of both gender and LD type (General Learning Disabilities -G.LD.- / Specific Learning Disabilities -S.L.D-) in the generation of self-concept and sense of loneliness. The participants were 200 high school students, both gender, 7th to 9th grades, who came from schools of various towns of Greece. The students completed the scales twice, in the first and third school terms. The main scales were the 'Self-Perception Profile for Children' (Harter, 1985) and the 'Children's Loneliness Questionnaire' (CLQ, Asher, 1985). The results showed that the students' self-concept was high, with the exception being in the overall academic competence and ability in mathematics that remained low during the school year. Furthermore, during the IC, the students' self-concept increased, particularly in literary ability, and in ability in relationships with their peers, close friends and parents. Students' sense of loneliness was low, and it decreased through the school year. Self-concept was moderately and negatively related to sense of loneliness. Gender had limited significant effects, since boys as compared with girls had a higher self-concept in physical appearance, in the third school term. Students with G.L.D. as compared with students with S.L.D. had lower self-concept in both overall academic competence and sport ability, in the first and third school terms, and in ability in their relationships with close friends, in the third school term. The findings are discussed for implications in education and future research.

Keywords: *self-concept, sense of loneliness, students, Learning Disabilities, gender*

Integrity and corruption: A cross-cultural analysis

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Despite the extensive research on integrity testing in personnel selection over the past few decades, very little cross cultural evidence is currently available. Advancements in the area of cross cultural integrity testing are of particular importance to the numerous organizations and practitioners using these tests internationally today. In light of this importance, the present study aims to provide contributing evidence towards a better understanding of cross cultural integrity testing. This study compares mean integrity test scores across 27 countries, based on data collected from 60,952 job applicants, and examines the relationship between these scores and the Corruption Perceptions Index (Transparency International, 2009), a comparative index of country-level corruption, as a broad measure of cross-cultural validity. G. S. Hofstede's (2001) cultural dimension indices per country are then used to explain these findings. It was hypothesized that cultural attitudes towards employee crimes, as measured by aggregated levels of overt integrity, would vary in accordance with the degree of Hofstede's “power-distance” and “collectivism” dimensions, which are traditionally related to loyalty and a lack of criticism towards one’s in-group behaviors (even when these behaviors are corrupt), and that these cultural attitudes would in turn be associated with the corruption levels in those countries. Confirming this hypothesis, significant variance was found between cross-cultural integrity test scores overall [$F(26,60925)=164.38$, $p<.001$], and this variance was significantly related to power distance (r = -.72), collectivism (r = -.46), and levels of corruption in the countries sampled (r = .48), as expected. The results of this study are believed to make meaningful theoretical and practical contributions to the understanding of integrity tests as measures that are sensitive to differential cultural and attitudinal norms, and as robustly valid predictors of work related corruption across settings, organizations and countries.

Keywords: *integrity, personnel selection, cross-cultural*

Intention as a predictor and outcome of the career behavior of health professionals

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The Theory of Planned Behavior (TPB, Ajzen, 1991) has been used a great deal to predict behaviors in a variety of non-work settings. Recently there has been increased interest in applying and testing TPB in work settings (e.g. Van Hooft et al., 2006) but this remains a relatively under-researched context for the TPB. In particular, there is a need to establish the link between intention (a proximal predictor of behavior in TPB) and behavior. Many studies only investigate intention, and especially in an unpredictable world of work it is not clear that people’s intentions closely reflect their subsequent behavior. As part of a broader study, 1371 physiotherapists, radiographers, speech and language therapists and occupational therapists in the United Kingdom were surveyed in 2005 and again in late 2007. 756 (55%) responded on the latter occasion. Information about career histories and current status, and intention to be employed by the National Health Service (NHS) was obtained on both occasions. In 2007 respondents were also asked about their search for NHS and non-NHS jobs since they completed the previous questionnaire, and about what proportion of their current work was on behalf of the NHS. After controlling for employment status in 2005, intention in 2005 was a weak but statistically significant predictor of whether a respondent was employed by the NHS in 2007. Intention was a strong predictor of searching for jobs outside the NHS, and a moderate predictor of proportion of work time spent on NHS work. However, close inspection of subgroup means suggests that intention was at least as much an outcome of prior behavior as it was a predictor of subsequent behavior. Opportunities for these health workers in the NHS became very limited in the period studied, thus constraining movement. Nevertheless, intention in 2005 was still a predictor of employment status more than two years later, and of job search behavior. This adds confidence both in the TPB and in the use, for management

purposes, of attitude surveys that assess intention. However, there is also support for the role of past behavior as a shaper of intention.

Keywords: *Theory of Planned Behavior, intention*

Interactions between individual and organizational determinants of energy-related behaviors in office buildings

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Previous research on pro-environmental behavior in organizations has paid little attention to the interplay between individual-specific and organization-specific determinants. This paper aims to systematically examine these interactions for energy-related behaviors in the office building. We conducted a qualitative study (52 semi-structured interviews; 6 focus groups) and a cross-sectional survey study with office workers of two companies, a non-profit organization, and a university. Results were compared to identify inter-organizational similarities and differences with a focus on individual-organization interactions. In the qualitative study, salient themes found in all organizations were the prioritization of personal work interests, the relevance of self-efficacy and its interactions with the organizational context, and the relative absence of specific relevant social norms in the organization. Work interests such as personal work efficiency and quality were commonly perceived to be incompatible with energy-saving behaviors, whereas financial and other macro level organizational interests were more often argued to benefit from energy saving. Self-efficacy was very explicitly stated as a behavioral determinant. Furthermore, its relation to organizational facilities, policies, norms, division of labor, and managerial influences was frequently discussed. In contrast, social norms were usually not perceived to be an important determinant of current behavior, although interestingly, they were often proposed as an important element in improvement strategies. Preliminary quantitative results also indicate that, compared to the overall office population, the effect of social norms was strong and more consistently significant among respondents able to gauge social norms. The major inter-organizational difference was the relative importance of normative, gain, and hedonic motivations that could be related to the divergent organizational foci. Unlike the interpretation of gain as personal interest in goal frame theory, it was useful to interpret gain motivations as a cost-benefit analysis that could encompass personal, organizational, and societal or environmental interest (Lindenberg & Steg, 2007). The findings underscore the relevance of individual-organization interactions and can inform interventions aimed at harmonizing these interactions to improve pro-environmental behavior in organizations.

Keywords: *individual-specific determinants, organization-specific determinants, pro-environmental behaviour*

Intercultural competence of early childhood teachers in creating a culturally inclusive and enriching learning environment

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Intercultural competence can be defined as the ability to communicate effectively and appropriately in intercultural situations based on one's cultural knowledge, skills, and attitudes. In a multicultural or international education context, teachers and students coming from diverse cultural backgrounds engaged in frequent social interactions. Very often, two or more teachers from different cultural backgrounds may share responsibility for teaching the same class, which involves sharing responsibility for planning, implementation, evaluation of students, and creating a culturally inclusive and enriching learning environment. This pedagogical approach is a form of co-teaching and can be termed as "co-cultural teaching". It has been suggested that Eastern and Western people have different cognitive styles. Without understanding the cognitive style differences and nurturing intercultural sensitivity, this co-cultural teaching partnership can present some difficulties for intercultural communication. On the other hand, it has been

suggested that teachers' intercultural competence can facilitate developmentally and culturally appropriate practice. To date most studies on co-teaching have concentrated on special education in primary or secondary levels. Little information was available on co-cultural teaching in early childhood education, especially in an international school context. This study aimed to fill this gap by investigating the effects of co-teachers' intercultural and social competence in determining their co-cultural teaching behaviour in an international early childhood context. Participants were early childhood teachers recruited from international schools in three locations: Hong Kong (China), Beijing (China), and Silicon Valley (USA). Co-teaching partners were formed by one Chinese-speaking and one English-speaking teacher in the same class. They completed a newly validated self-report questionnaire that assessed intercultural competence, social competence and four dimensions of co-cultural teaching (i.e., co-planning, co-implementation, co-assessment and creating a culturally inclusive and enriching environment). High level of reliability scores were yielded with an average Cronbach's Alpha of above .80. Results indicated that Chinese and English teachers differed significantly in their perception of the importance of consensus in co-cultural teaching. Intercultural competence was predictive of creating a culturally inclusive and enriching environment. Social competence was predictive of co-planning, co-implementation and co-assessment. This result has strong implications for intercultural communications in international or multicultural early childhood settings.

Keywords: *intercultural competence, co-cultural teaching, early childhood education, international*

Interrelations between patients' personal life events, psychosocial distress and substance use

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This study investigated interrelations between life events, psychosocial distress, self-efficacy and substance use among patients with substance use disorders. Gender differences in these interrelations were also explored. Although research has established an association between negative events and substance use, it is important to consider both positive and negative events in this line of inquiry as positive events may buffer stress and reduce substance use. A convenience sample of 350 patients with substance addiction was recruited during 2008 and 2009 from 16 Norwegian treatment facilities for substance use disorders. The patients completed a questionnaire with validated measurement instruments. The SCL-90-R, Inventory of Interpersonal Problems – Circumplex, GSE, DAST-20 and AUDIT were used to measure psychological distress, interpersonal problems, self-efficacy and substance use respectively. Positive and negative life events were defined by the patients through open-ended text boxes. Interrelations between the variables were investigated by Structural equation modelling (SEM). The results suggested that negative life events facilitated substance use and psychological distress. Positive life events were associated with self-efficacy, but were weakly related to substance use. Important gender differences were detected in the role of negative life events for substance use. Such life events were solely a predictor of substance consumption among males. Positive life events related to self-efficacy among females, whereas it had a direct effect on substance use among males. The results supported the notion that males are more prone to adapt to negative life events by behavioural action (i.e. substance use). A clinical countermeasure could be to focus on adaptive coping strategies of negative life events during clinical consultations of male patients. Females could be more prone to construe positive events cognitively through improving their coping cognitions, whereas males could be more likely to utilise positive life experiences to alter maladaptive behaviour.

Keywords: *personal life events, psychosocial distress, substance use, self-efficacy, gender*

Interventions that simultaneously enhance resilience, cooperation, and intuition: The role of leadership and regulatory fit

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Recent advances in the fields of cognitive science, emotional processing, and neuropsychology have uncovered a system, called extension memory, primarily represented in the right hemisphere, which elicits positive emotions, promotes cooperation, and improves intuition. This system is activated when individuals are granted opportunities to pursue activities that align with their core inclinations. Three studies were conducted to assess this model. In the first study, 219 participants read either a threatening or supportive message. Threatening messages motivate individuals to redress problems, whereas supportive messages motivate individuals to expedite progress. Individuals next read an advertisement that either converges with, or diverges from, this motivation. If individuals read an advertisement that converges with this motivation, they subsequently exhibited more positive emotions, as gauged by the IPANAT—an implicit measure of core affect. In the second study, 90 participants were exposed to vignettes of either a collaborative leader (a style of leadership that enables employees to pursue their core inclinations), or an autocratic leader (a style of leadership that stifles these pursuits). Subsequently, participants completed a task that putatively assesses their ability to apply their intuition and reach accurate decisions. In particular, participants received 48 pieces of information, in a pseudorandom order, about four office locations, and needed to identify the best alternative. Participants exposed to vignettes about a collaborative, rather than autocratic, leader performed more effectively on this decision making task. In the third study, participants were instructed to imagine either an authoritarian or non-authoritarian leader. Next, they completed the IPANAT. Finally, to assess their implicit motives, participants completed the Multi-Motive Grid. If participants imagined a non-authoritarian, rather than authoritarian, leader (a leader who tends to grant employees enough autonomy to pursue their core values) they demonstrated less anxiety. Furthermore, they were more likely to exhibit a need to establish relationships rather than seek power. Accordingly, interventions that enable employees to align their behaviour with their core values seem to activate extension memory. When this system is activated, many of the qualities and attributes of employees that organizations covet are reinforced; resilience, altruism, and decision making are all likely to improve.

Keywords: *extension memory, leadership style, core inclinations, decision making*

Intolerance of uncertainty and meta-worry: Relative importance in discriminating GAD

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The present study investigated the role of intolerance of uncertainty and meta-worry in Generalised Anxiety Disorder (GAD) by comparing individuals diagnosed with GAD to two non-clinical groups, those scoring high on measures of GAD and those with low scores on measures of GAD. The participants were 107 GAD clients and 91 university students. All participants completed a battery of scales. The students were divided into two groups, those scoring high on measures of generalised anxiety symptoms were labeled as *high GAD symptom group* and those scoring low on generalised anxiety symptoms were labeled as *low GAD symptom group*. The GAD clients were labeled as *GAD group*. A multivariate analysis of variance (MANOVA) indicated that intolerance of uncertainty distinguished between the *low GAD symptom group* and the *high GAD symptom group*, and between the *low GAD symptom group* and the *GAD group*. Intolerance of uncertainty did not distinguish the *high GAD symptom group* from the *GAD group*. Meta-worry distinguished all three groups. A discriminant function including intolerance of uncertainty and meta-worry was effective for classifying 94.4% of the *GAD group* and 95.7% of the *low GAD symptom group*. Only 9.1% of the *high GAD symptom group* were classified correctly, 84.1% of the *high GAD symptom group* were classified as GAD, possibly some of this group may have met the diagnostic criteria for GAD. The findings indicate that intolerance of

uncertainty and meta-worry may assist with the diagnosis of GAD. Further, addressing both intolerance of uncertainty and meta-worry in treatment interventions may prove useful for GAD clients.

Keywords: *Generalised Anxiety Disorder, intolerance, meta-worry, uncertainty*

Investigating the moderating role of prior exposure to aggressive home culture in the relationship between negative reciprocity beliefs and physical aggression

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Attention to youth aggression has been rarely sustained, usually stimulated by the media, and then followed by blame. The same can be said regarding efforts to investigate its antecedents, mechanisms, and the following consequences (Marcus, 2007). Although youth violence and aggression has been studied in the past, current theories that take into account individual differences may shed additional light on the incessant question; 'why do people aggress?' Drawing upon the General Aggression Model (Anderson & Bushman, 2002) and Social Learning Theory (Bandura, 1973), this paper examines the role of negative reciprocity beliefs and prior exposure to aggressive home culture in predicting physical aggression. Specifically, we predicted that the relationship between negative reciprocity and physical aggression is moderated by prior exposure to aggressive home culture. A total of 170 student-parent dyads from the Philippines participated in the study. Self-ratings of negative reciprocity and physical aggression were obtained. To minimize common method variance, parents were asked to rate their son's/daughter's prior exposure to aggression within the home environment. Results suggest that self-reported negative reciprocity beliefs and parent ratings of students' prior exposure to aggressive home culture were positively related to self-reported physical aggression. In addition, prior exposure to aggressive home culture moderated this relationship. Specifically, individuals with low and high negative reciprocity beliefs engaged in greater levels of physical aggression under conditions of high as opposed to low prior exposure to aggressive home culture. The study provided preliminary evidence about the pervasive effects of aggressive cultures in predicting physical aggression even among those low in negative reciprocity beliefs. Furthermore, it constructively builds upon Douglas and Martinko's (2001) workplace aggression study by examining aggression in a non-western context and sample (i.e. university students from the Philippines), thus, demonstrating that the relationship between aggressive home culture and aggression goes beyond the workplace environment. Indeed, the family environment plays an important role in shaping an individual's personality and behavior

Keywords: *general aggression model, social learning theory, environment, home culture, negative reciprocity beliefs*

Investigating the relationship of Myers-Briggs personality dimensions with job attachment, job satisfaction, and organizational commitment

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Personality is a fairly stable characteristic in people that is the subject of different research. There is a lot of disagreement among researchers about personality definition and related dimensions. Myers-Briggs type indicator (MBTI) is recognized as a tool for determination of personality types that has acceptable validity and reliability. There are four categorized scales in MBTI with two options for each scale: extraversion - introversion, sensory - intuitive, logical - affective, and judgment - process orientation. The current research investigates the relation of these scales with three organizational variables including: job attachment, job satisfaction, and organizational commitment, assuming that each personality dimension shows a different relationship with job attachment, organizational commitment,

and job satisfaction. 270 male and female employees of one industrial company were selected by random sampling method. Subjects respond to personality scale (MBTI) questionnaire (1940), Balfour and Wechsler's organizational commitment questionnaire (1996), Kanungeo's job attachment questionnaire (1992), and job satisfaction questionnaire (Juge, 2000). Data were analyzed using through regression. According to stepwise regression analyses, sensory- intuitive dimensions of personality are the best predictors of organizational commitment. However, intuitive dimensions are negatively associated with organizational commitment. Sensory- intuitive and sensitive dimensions showed negative relations. In order to predicting job satisfaction through personality dimensions, purposed just one model, including intuitive dimensions, and relations negative. Results showed some personality dimensions have significant relationships with variable such as job attachment, job satisfaction, and organizational commitment, so managers can select appropriate personality types in selection, training and succession planning.

Keywords: *personality, Myers-Briggs type indicator, organisational commitment, job attachment, job satisfaction*

Is emotional intelligence really an advantage? Investigating the relationships between emotional intelligence, leadership, and performance

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Emotional Intelligence (EI) is the aptitude of using reasoning in order to understand a person's own and others' emotions, and to manage them according to his or her will (Mayer & Salovey, 2004). Some have suggested a stronger link between EI and performance, than between any other form of intelligence and performance (Goleman, 1998). Some authors go further, and suggest that EI is the main aptitude for successful leaders (e.g. Cooper, 1997; Mayer, 2002). Notwithstanding this interest on the topic and alleged relationships with performance and leadership, there is a scarcity of empirical support to these contentions. The current study aims to investigate the relationships between transformational leadership, EI, and performance. Data from 725 salespersons was collected in a large organization in the state-agent sector. Performance evaluations were obtained from supervisors. All together, there were 640 dyads. EI was measured with the Emotional Shutte's Inventory (Schutte, Mallouf, Hall, Haggerty, Cooper, Golden & Dornheim, 1998). Leadership was measured with the Transformational Leadership Behavior Inventory (Podsakoff, MacKenzie, Moorman & Fetter, 1990). Individual and organization-level performance measures were reported by supervisors and employees themselves, as well as from company's official records. Confirmatory factor analysis revealed an acceptable set of results with regards to the measures used in the investigation. Results indicate that supervisors' transformational leadership is positively related with EI of followers. Transformational leadership also showed a positive relationship both with extra role performance and role performance. Extra role performance is positively related with role performance. It was not possible to confirm a relationship between EI and role performance, but there is some evidence of the relationships between EI and extra role performance. There is a small significant and indirect effect of IE on extra role performance through leadership. These results confirm that leadership is still an important variable to take into account in explaining performance at its multiple dimensions. However, EI failed to reveal a strong influence on performance, which challenges some authors' views on the importance of EI in organizations.

Keywords: *emotional intelligence, performance, transformational leadership*

Is searching for meaning in life associated with reduced subjective well-being? Confirmation and possible moderators

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The aim of the present study was to explore the independence of the presence and search for

meaning in life (using the Meaning in Life Questionnaire, Steger, Frazier, Oishi & Kaler, 2006) and if searching for meaning in life reduces subjective well-being. Secondly, the study examined whether any of the three theoretical frameworks act as moderators of any possible negative impacts. Two quantitative studies were undertaken utilizing the internet. The first consisted of 106 subjects to test if searching for meaning in life does reduce subjective well-being and whether the two factors were independent. The second study, consisting of 500 subjects, examined the relationship between searching for meaning in life and subjective well-being (happiness) and further investigated the possible moderator effects of presence of meaning in life, demographic variables, self-actualization, self-efficacy and achievement motives on the relationship between searching for meaning and well-being. The first study confirmed the independence of presence and search for meaning in life and highlighted the significant relationship between happiness, presence and search for meaning in life. This study also confirmed the moderating effect that presence of meaning in life has on happiness scores when individuals are searching for meaning in life. The second study supported the initial findings and highlighted the further moderating effects of age and self-actualizing on searching for meaning in life and well-being. Overall the results suggest that individuals who are searching for meaning in life report lower subjective well-being when they hold little presence of meaning in life. As presence of meaning in life increases, the process of searching appears to be less distressing. Age, controlling for the moderation of searching by presence of meaning in life, was found to display moderating effects on happiness for individuals who were searching for meaning in life. Finally, controlling for presence of meaning in life and age, individuals' level of self-actualizing moderated the impacts of the searching process on subjective well-being. These later findings are fully interpreted within the thesis.

Keywords: *the meaning of life, subjective well-being*

Is there a relationship between parent controllability attributions and problematic behavior in children with developmental disabilities?

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The aim of the current study was to investigate the role of parental attributions of adult and child controllability as a moderator in the well-established relationship between child developmental disability and behavior problems. The influence of parental attributions of adult and child controllability on the relationship between problem behaviors and disability was explored in mothers of children with developmental disabilities (DD) (*N*=20), with a mean age of nine years and three months (*SD*=24.6 months); and in mothers of typically developing (TD) children (*N*=26) with a mean age of nine years and four months (*SD*=23.7 months). The DD group comprised 11 children with autistic spectrum disorders or communication impairments, three children with Down Syndrome, one with cerebral palsy, one with attentional problems, and four with specific or complex developmental problems. Child behavior was measured by four social interactional scales from the Child Behavior Checklist. Parental attributions were measured using a modified version of the Parent Attribution Test. Mothers were divided into higher and lower controllability groups on the basis of their responses on this test. Multivariate analysis of variance found significant group x adult controllability interaction effects for aggressive behavior, rule-breaking behavior, as well as borderline significant effects for other problems and social problems. Simple effects analysis suggested that when mothers had low attributions of adult controllability, there were indeed significantly more problem behaviors in the DD group, but when mothers had attributions of high adult controllability there was no longer any significant difference in problematic behavior between the two groups. Parent attributions of controllability may moderate the well-established effect of disability on problem behavior. Implications for parent intervention programs are discussed.

Keywords: *parent-child relationships, attribution, controllability, developmental disorders, problematic behaviour*

It's so lonely being the king of all the wild things: All Max needed was a friend…

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This paper is based on the notion that having even just one friend in a social environment significantly lowers an individual's perception of loneliness; a phenomenon found to be true for children (Renshaw & Brown, 1993). The aim of the present study is to investigate whether this conclusion can be generalised to adult employees in a workplace setting. 188 employees from a government organisation volunteered to participate in the study. Data was collected via an online survey as part of a broader longitudinal study on employee retention. The UCLA-R loneliness scale (Hawkley, Browne & Cacioppo, 2005) was used to measure loneliness. The analysis shows that having at least one friend at work lowers the mean score of loneliness by 9.7 (31.1 for 0 friends, 21.4 for 1 or more friends, from a possible range of 12-48). Multivariate analyses also suggest that having no friends and little emotional support in the workplace, experiencing low levels of affective job commitment and feeling disengaged are antecedents of work-related loneliness, which is mediated by negative affect. It was found that having just one friend at work can be very powerful in overcoming feelings of loneliness. Lonely people tend to perceive situations and social environments through a negative lens (compared to non-lonely people), which has an effect on their ability to create and maintain meaningful relationships with those around them, perpetuating existing feelings of isolation and loneliness. Results are discussed within the contexts of (a) workplace relationship dyads and (b) the wider organisation. Suggestions and recommendations at both the individual and organisational level will be provided.

Keywords: *social environment, loneliness, workplace, job commitment, emotional support*

Job burnout in healthcare settings and productive organizations: Are call centres the most burnt-out?

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The study has investigated the comparison of job burnout and interpersonal strain levels among (a) health care operators, (b1) productive settings employees, and, within the latter, (b2) call centre agents. Literature suggests (Deery, Iverson, & Walsh, 2002; Isic, Dormann, & Zapf, 1999, Zapf & Holz, 2006) that social interactions with customers, clients (internal and external) or patients are a relevant part of the job in the service industry and sustained interpersonal interactions with people at work can lead to burnout. In particular, abusive and aggressive clients, standardized behavioural scripts in dealing with customers, emotional labour, and little discretion of call centre operators are associated with emotional exhaustion. Employees (*N*=1032) from healthcare settings (*N*=503; two hospitals, one school, one jail) and productive organizations (*N*=529; one bank, one research institute, one transportation company, one call centre), and, within the latter, from a call centre (*N*=159) returned an anonymous self-report questionnaire measuring: exhaustion, cynicism, professional efficacy (Maslach & Leiter, 1997), and interpersonal strain (Borgogni, Armandi, Amaducci, & Consiglio, 2007). Two ANOVAs investigated the differences related respectively to the type of organization: (a) healthcare and productive organization; (b) healthcare, call centres and "other productive organizations". Surprisingly, employees from healthcare settings displayed lower levels of job burnout and interpersonal strain as compared to their colleagues from productive organizations. Nevertheless, call centres operators, when separated by the other productive organizations, displayed higher levels of job burnout, and particularly of exhaustion, and interpersonal strain as compared to employees from "other productive organizations", and especially by those from the healthcare settings. Results yield support to the role of social interaction associated to different type of organizational settings, and related jobs, in explaining job

burnout. Levels of exhaustion of call centre operators, revealed as even higher when compared to healthcare colleagues, suggest the importance of further research on interpersonal factors and management of emotions. Implications for interventions are discussed.

Keywords: *job burnout, health care providers, productive settings employees, call centre, interpersonal factors*

Job design, social support, and self-efficacy among technical workers in Malaysia: Their effects on job satisfaction and turnover intentions

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The purpose of this study is to examine the impact of job design variables (job demands and job control), social support, and self-efficacy on job satisfaction and turnover intentions among technical workers in Malaysia, a country characterized as collectivistic with high power distance culture. This study also tested the moderating effects of job control, social support, and self-efficacy in the relationships between job demands with job satisfaction and turnover intentions. A non-experimental two-wave panel design with a six-month time interval was used in this study. Data were obtained from 429 technical workers at Time 1 and 245 at Time 2 in a large telecommunication company in Malaysia. Multivariate analyses were used to examine the direct and moderating effects hypotheses. The results showed that job design factors, social support, and self-efficacy were significantly related to job satisfaction and turnover intentions. The results also indicated that supervisor support and self-efficacy functioned as moderators. However, job control did not functioned as a moderator. These findings provided support for certain aspects of theoretical models and practical implications of job design in the collectivist Malaysian culture.

Keywords: *job demands, job control, social support, self-efficacy, job satisfaction*

Knowledge and coping among Latina breast cancer survivors in the U.S. with Lymphedema

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More women in the U.S. are living with breast cancer than with any other cancer. One aspect of recovery that has been neglected in the literature is the recovery of Latina women who have developed Lymphedema. To address this gap, we developed a study that focuses specifically on this population. In this qualitative study, we conducted individual phone interviews with 10 Latina breast cancer survivors who have developed Lymphedema. Following a semi-structured interview guide, we obtained information about their daily lives, onset of Lymphedema, and how they cope with the stress that arises from their experiences with the condition. The interviewer, an advanced doctoral student in counseling psychology, was fully bilingual. Based on women's preferences, she conducted four interviews in English and six in Spanish. Each interview lasted approximately 1.25 hours. Using a thematic analysis methodology (Ely et al., 1991), two advanced graduate students who were also fully bilingual coded the transcripts in their original language under the supervision of a senior faculty member. Transcripts were typed verbatim from the audiotaped interviews. Two themes that emerged from the data will be highlighted in this presentation: knowledge of Lymphedema and coping strategies. Women had very little knowledge of Lymphedema, experiencing the symptoms but not evaluating them as such. Their families and friends also neglected to recognize their symptoms as possible signs of Lymphedema. Social support was critical to women's coping process. Types of support women accessed included emotional, informational, and instrumental. Other coping strategies included downward comparison (comparing themselves with other survivors who are worse off), and active, passive, and avoidant coping. Through this study, we brought to light information that can be used to develop effective psycho-educational programs for Latina breast cancer survivors with Lymphedema. For

example, we will present on key signs and symptoms that women, their families, and friends need to know to recognize they may be developing Lymphedema. Also, there are strategies women can learn to gain and harness various types of social support, and ways in which organizations can provide the support as well. In the presentation, we will include specific recommendations for types and sources of support women should have available to them. This information has great potential to improve the quality of life of Latina breast cancer survivors in the U.S., a population that has traditionally been neglected in the literature.

Keywords: *breast cancer, Latina women, Lymphedema, coping strategies, knowledge*

Leadership as sensemaking for capacity building

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This paper provides a framework for understanding leadership amongst institutional actors involved in restorative interventions in fragile states. The paper draws on the sensemaking literature to propose an integrative four point framework for an alternative understanding of how leadership can function in the complex environments of restorative interventions in fragile states. The method is qualitative and uses case analysis. An important foundation for effective leadership is an understanding of the professional and social identities of the key actors involved in the situation. These identities represent bodies of acquired knowledge and expertise that go to framing a conflict in certain ways. Recognition that different understandings are socially constructed underpins the capacity to generate insight into the drivers of the conflict in its local context. Sensemaking addresses the way in which cultural assumptions can be enmeshed with competition for power and resources. These insights are necessary to generate accounts of the complex and dynamic interconnectedness between sets of actions and consequences in these situations. These accounts eventually can be shaped into new narratives to identify and justify action. These emergent narratives create platforms around which to construct opportunities for shared leadership. Capacity building for sustainable peace is often initiated by peace keeping forces that have a military or paramilitary role and their early actions and the manner in which they can share leadership with other key actors can significantly influence the creation of subsequent opportunities for sustainable development. Key actors in the intervention process are drawn from a range of defence, diplomatic, aid and business institutions and their capacity for shared leadership is instrumental in sustainable capacity building. The complex nature of any intractable protracted conflict poses some severe challenges for traditional assumptions about how leadership might operate particularly where leadership is perceived as a phenomenon that resides within selected individuals with an organisational authority structure. This sensemaking approach offers distinct alternatives to the way leadership is defined by particular paradigms such as the charismatic and transformational approaches. The paper provides some implications for the preparation, composition and design of leadership teams involved in restorative interventions in fragile states.

Keywords: *leadership, sensemaking, restorative interventions, fragile states*

Learning and memory impairments in preclinical Huntington's disease

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Episodic memory difficulties are commonly reported in manifest Huntington's disease (HD). There is evidence of deficits in the encoding, storage, and retrieval stages of learning and memory. However, it has not been shown whether episodic memory is impaired also in preclinical carriers of the HD gene mutation, and if so, which stages of memory are affected. The aim of this study is to investigate verbal episodic memory in preclinical HD. Seventy

presymptomatic participants were recruited from the predictive testing program for HD at Karolinska University Hospital, Stockholm, Sweden. A regression equation based on number of CAG repeats was used to estimate the mean years to disease onset of the carriers. This yielded three groups: carriers with less than 12 years to disease onset (HD+close, *n*=16), carriers with 12 years or more to disease onset (HD+distant, *n*=16), and noncarriers (HD-, *n*=38). All participants completed a Fuld Object Memory Evaluation with selective reminding, which elaborates the processing of stimuli. Participants were asked to identify and name 16 covered objects by touch, thereafter they were shown each object and presented with its name. After this tactile and visual presentation and verbal naming, participants were asked to recall all objects. They were then reminded of all objects not recalled, and again asked to recall all objects. A total of five recall trials were administered. The HD+close group encoded significantly fewer objects, stored fewer objects in long-term storage, retrieved fewer objects from long-term storage, and found reminders less helpful than the HD- group. No significant differences were found between the HD+close group and the HD+distant group, and between the HD+distant group and the HD- group. The results suggest that verbal episodic memory is impaired in the preclinical phase of HD before motor symptoms become evident, and indicate that deficiencies in storage and retrieval contribute to the impairment. These impairments affect HD asymptomatic carriers and reflect dysfunction of striatum, frontal cortex, and fronto-striatal circuits more than a decade before manifest symptoms.

Keywords: *episodic memory, Huntington's disease, learning impairments, memory impairments*

Lifestyle choices: Utility for alcohol and unhealthy food

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Many college students start to experience their first independent living and make lifestyle choices such as diet, physical activity, and alcohol use that can have life-long health implications. University students generally do not comply with the Dietary Guidelines for Americans, exercise too little, and drink too much. The persistence of unhealthy lifestyles among college students, who know better, constitutes a puzzle for researchers. In this study, we employed a descriptive version of the classical Multi-Attribute Utility (MAU) model to examine whether the perceived utilities of alcohol use and unhealthy food intake were associated with alcohol usage and eating behavior in this population. Participants (*n* = 427) completed questionnaires including measures of alcohol use, one-week food intake log, perceived consequences of alcohol usage and unhealthy eating behavior, stress, depression, and personality. Three MAU model parameters for each consequence (subjective value, likelihood of occurrence, and importance at the moment of decision) were elicited. Results for the two outcome measures (alcohol use and eating behavior) were consistent, in that mean MAU scores for alcohol were significantly higher for those who reported past month alcohol use than for those who did not, and mean MAU scores for unhealthy food were significantly higher for those who reported eating more unhealthy food than for those who ate less unhealthy food. Similarly, the adjusted odds ratio for alcohol use was 1.81 (95% CI= 1.22-2.68) indicating MAU scores (more positive perceived consequences of alcohol use) was significantly associated with increased alcohol use. The adjusted odds ratio for food intake was 1.08 (95% CI= 1.01-1.16) indicating MAU scores (more positive perceived consequences of fast food) was significantly associated with increased unhealthy eating behavior. The descriptive MAU model now has empirical support for the domains of alcohol use and eating behavior. Poor choices are not the result of irrational thinking, but reflect how those choices are affected by multiple consequences. Better understanding of the decision making process of alcohol use and eating behavior may be beneficial in promoting healthier lifestyles for college students.

Keywords: *alcohol use, eating behaviours, college students*

Loneliness and impulsivity in delay discounting

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Previous studies have found that social exclusion from immediate surroundings impairs self-regulation, and thus promotes impulsive behavior, such as overeating (e.g., Baumeister et al., 2005). However, there is little evidence in the power of the subjective feeling of social exclusion, such as loneliness, on impulsivity. The present study investigated the impact of a chronic feeling of loneliness on how people prefer immediate but smaller rewards, or delayed but larger rewards in a delay discounting task. A total of 106 university students were enrolled in the experiment. After completing the revised UCLA loneliness scale (Russel, Peplau, & Cutrona, 1980), participants answered the Monetary Choice Questionnaire (MCQ; Kirby, Petry, & Bickel, 1999) that contains fixed set of 27 choices between smaller, immediate rewards (e.g., 3000 yen today) and larger, delayed rewards (e.g., 5000 yen in 120 days). Discount rates (k) of each participant were estimated separately for the amount of rewards (small, medium, large, and the whole) based on patterns of choices in MCQ, and served as the index of impulsivity. A larger discount rate (k) indicates the preference for immediate, impulsive choices. Loneliness was negatively correlated with discount rates of medium, large, and the whole rewards (-.21, -.24, and -.21, *p*s<.05). People with high loneliness tended to be reflective in relatively larger monetary choice situations. Contrary to the previous findings of social exclusion and self-regulation, loneliness did not increase impulsivity. Direct comparisons between temporal and chronic social exclusion in delay discounting should be conducted in future studies.

Keywords: *self-regulation, impulsivity, social exclusion, loneliness, delay discounting task*

Longitudinal investigation of objective and subjective indicators of socioeconomic status in the elderly

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A large body of health care literature points to the importance of considering the effects of socioeconomic inequalities on health (Marmot, 2004). The primary aim of the present study is to investigate the role of both objective and subjective indicators of socioeconomic status (SES) in explaining health disparities over time among older adults. Data were drawn from the New Zealand Longitudinal Study of Aging, with complete data available for 1765 participants (Mean age = 61.16 years; *SD*=4.47). SES and demographic data were taken from 2006 (Time 1) and health data from 2006 and 2008 (Time 2). SES Markers: objective SES was assessed by two proxies – income and education, and subjective SES was measured by economic living standards index. Health Markers: Physical and mental health from Short Form 36, self-rated health and health-risk behaviours were used to assess health status. Various demographic variables were also measured. In comparison to objective SES (assessed by income and education), subjective SES (assessed by perceived economic living standards) came out to be a significant predictor of an array of health outcomes. Hierarchical linear regressions suggested that low subjective SES at Time 1 significantly predicted decrements in health at Time 2, after controlling for sociodemographic characteristics and baseline scores of health outcomes. The concept of economic living standards (as indexed by subjective SES) takes into account the different daily living circumstances and social experience in which people may use income and assets, including different needs and subjective aspirations. Thus, subjective SES is a better longitudinal predictor in explaining the health disparities in older adults than objective SES.

Keywords: *objective indicators, subjective indicators, socio-economic status, elderly*

Longitudinal study of Aussie optimism: Positive Thinking Program in preventing internalising disorders in 8-9 years old children

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The Aussie Optimism: Positive Thinking Program (AOP-PTS) is an innovative curriculum-based mental health promotion program based on cognitive and behavioural strategies. The program is aimed at preventing depressive and anxiety symptoms and disorders in middle primary school. The post-test, six month, 18 month, 42 month and 54 month outcomes of this new universal program on Year 4 children from Western Australia were investigated. Twenty state primary schools were randomly selected to receive the program implemented by teachers or to a control condition involving their regular Health Education curriculum. There were 435 children who participated in the intervention condition and 407 children who were in control condition. Initial results showed that there were significant differences in depression at post- test, and attributional style at post-test and six month follow-up. In addition, at immediate post-test, participants in the intervention group were less likely to receive a clinical diagnosis of a depressive disorder in comparison to those in the intervention condition. These results provide early evidence that AOP-PTS is associated with resilience in children from low SES backgrounds, and has the potential to prevent depressive disorders and decrease depressive symptomatology.

Keywords: *Optimism, Aussie Optimism: Positive Thinking Program, primary school, children, depression*

Lose to win: A national workplace weight management program

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In Singapore the prevalence of obesity (BMI ≥ 30) among adults increased from 5.1% in 1992 to 6.9% in 2004 while the prevalence of overweight (BMI 25 – 29.9) increased from 21.1% in 1992 to 25.6 % in 2004. BMI stands for Body Mass Index which measures the amount of body fat, to assess the level of risks of developing obesity-related health problems. The higher the BMI, the higher was the amount of fat in the body. Studies have shown that a well-planned workplace health promotion (WHP) program contributes both directly and indirectly to a company's bottom-line by boosting productivity, improving presenteeism, improving health-related behaviour and staff morale while reducing healthcare costs and absenteeism. In 2009, the annual National Healthy Lifestyle Campaign (NHLC) focused on obesity. As part of the campaign, a 12-week weight management challenge called *Lose to Win* was held. A reality TV program was also produced in conjunction with the challenge. *Lose to Win* was designed as a team-based challenge for workplaces. This setting encouraged the use of peer support to foster and sustain behaviour change. All interventions (fitness assessment, nutrition workshops & boot camp-style exercises) were evidence-based. Incentives such as cash prizes, trophies, recognition and time-off from work to attend the sessions were some of the levers used. *Lose to Win* challenge teams comprised 5 members each, with members coming from the same company. The workplace health facilitators screened staff for eligibility and readiness to participate. The participants were selected based on their Body Mass Index (BMI) being 25 kg/m^2 and above. A BMI of 25 kg/m^2 and above is classed as being in the medium to high risk category (based on the WHO-validated Asian BMI cut-offs) for developing diabetes and cardiovascular disease. With 60% of the population in the workforce, this setting was ideal for this challenge. Participants went through three Fitness Assessments, three Interactive Nutrition Workshops and 21 Boot Camp style exercises (11 Aug to 31 Oct 09). Follow-up activities and evaluation will be conducted at 6 and 12 months. Results of the 12-week program showed extremely positive outcomes. Participation rate was 86.3% of which 94% reported weight loss and 88% reported body fat loss. All participants reported increased fitness levels from the first to final assessment. Results on the pre and post challenge questionnaire as well as the follow-up evaluation will be available at the conference. The average ratings for the reality TV show ranged from 2.7%-8.1% and reached more than 1.6 million viewers. Compared to similar health-related

reality TV programs, *Lose to Win* achieved higher ratings with 1.4%-3.5% more viewers. In addition, healthy lifestyle activities featured and promoted in the TV show saw increased participation at local community centres. The success of this national workplace weight management program has engendered a lot of interest in the community as a result of the TV reality program. The plan is to bring together this initial group of participants at 12 months for a face-to-face meeting as part of the follow-up. A similar program for the community is being planned for 2010.

Keywords: *obesity, workplace health promotion, productivity, absenteeism*

Managing organisational change and trust: The importance of ideological and casual social accounts

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This paper will look at two of Cobb and Wooten's (1998) types of social accounts in particular causal and ideological accounts. Social accounts are concerned with the contents of communications, and aims to make sure the receiver understands the decision in its entirety. The use of social accounts as a means of providing an explanation to employees of the change decision has been found to increase trust and commitment in the organisation during the change implementation (Tucker et al, 2010). Put simply, causal accounts explain the problems which have led to the need to change whilst ideological accounts project the long term goals highlighted by the decision to implement change. This research consists of a case study, based in a German manufacturing organisation which has recently introduced a production change including new technologies as part of a five year change programme. From this case, qualitative data (interviews and focus groups), and quantitative data (field questionnaires) were collected and analysed. An experimental study compared causal and ideological accounts using a hypothetical merger scenario (as used by Giessner et al, 2006) creating a controlled and isolated setting to determine the role which each account played in the trust and commitment relationship, independently of the other accounts. This case study found that ideological accounts were best at maintaining trust and mediated the relationship between ideological accounts and organizational commitment. This paper will demonstrate that whilst the relationship between ideological accounts and organisational commitment were mediated by trust, the relationship between causal accounts and commitment was mediated by both procedural justice and trust independently. These findings have several implications for organizations embarking on a period of major change. This paper highlights the importance 'cause and effect' motives for a major organisational change. In particular, it is important to ensure the correct aspects of the social account reaches all levels of the organisational hierarchy such that the explanation for change can be easily identified by employees. Specifically, when organisations need both a causal and ideological account and when one is sufficient.

Keywords: *social accounts, causal accounts, organisational change, organisational trust*

Measurement of functional outcomes: Toward the development of an item bank in Australia

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This paper outlines a program of work into developing an item bank for the measurement of outcomes in the domains of functional abilities and social participation in Australia. Important treatment outcomes in the area of human functioning include basic and instrumental Activities of Daily Living (ADLs) and social participation outcomes. Central to this enterprise is the development of short and routinely usable measures which are uni-dimensional in structure and applicable across disease and client groups. A particular focus of this work will be on neurological and trauma patients. The Centre for Health Service Development (CHSD) has a fifteen year history in the development of functional instruments,

having built the Australasian Rehabilitation Outcomes Centre (AROC) Data Bureau for the Australasian Faculty of Rehabilitation Medicine (AFRM) and a nine-item functional screen for the national Home and Community Care (HACC) program (For further details see papers by Simmonds & Stevermuer, 2008; Eagar, Owen, Marosszeky & Poulos, 2006). In seeking to develop the operational parameters for the proposed item bank, this work will utilise existing large datasets developed by CHSD, including: SF-36v2 Physical Functioning data; Functional Independence Measure (FIM) data from the AROC database; and data on the use of the HACC functional screen. Following the development framework of Cella, et al. (2004) this work will review and identify common items and scales, and then analyse the items for dimensionality and fit. Suitable items will then be calibrated on a continuum of functioning with any construct difficulties being identified. The relationship between items based on self-report, clinical rating and proxy ratings will also be examined. This work will contribute to psychological assessment practice by developing short measures of basic and instrument (ADLs) and participatory function which can be combined with standard psychological tests (e.g. IQ and depression symptom measures). Test scores after injury or post psychological treatment can then be examined using a framework of common measures. This will be a contribution to understanding 'real world' outcomes for people with disabilities in terms of their level of functioning and limitations to their social participation.

Keywords: *functional abilities, social participation, Activities of daily life (ADL)*

Measuring alcohol craving: Development of the alcohol craving experience questionnaire

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The aims were to develop a robust measure of craving based on the Elaborated Intrusion Theory of Desire (EI) (Study 1) and to examine the construct, concurrent, discriminant and predictive validity of the instrument (Study 2). One hundred and fifty individuals (Study 1) and two hundred and ninety-nine individuals (Study 2) receiving treatment for alcohol use disorders, completed the Alcohol Craving Experience Questionnaire (ACE). The ACE consisted of questions focusing on the intensity and frequency of sensory aspects of craving (imagining the taste, smell, and somatic sensations of drinking), strength of craving and intrusive cognitive aspects of craving. Study 2 also included a sample of non-treatment seeking (*N* = 204) university students. Exploratory factor analysis demonstrated a clear three-factor structure representing Imagery, Strength and Intrusion. Confirmatory factor analysis supported the three factor structure. Concurrent validity with the Obsessive Compulsive Drinking Scale (OCDS) and with measures of alcohol consumption, alcohol dependence severity, depression, anxiety and stress (DASS), and alcohol expectancies (DEP) was demonstrated. The ACE discriminated between individuals in the clinical and non-treatment groups and between those who screened positive for alcohol dependence on the AUDIT and those who did not. The ACE was associated with an increase in days of abstinence at three month follow-up. Overall, the ACE performed well as a robust measure of craving. Further research could explore the application of this instrument with other alcohol using populations, for example, non-treatment seeking drinkers and heavy episodic alcohol consumers. Modifications of the ACE could be tested with other addictive substances.

Keywords: *alcohol craving experience questionnaire, elaborated intrusion theory of desire, validity*

Measuring driver fatigue on short regular trips

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Driver fatigue is recognised as a major cause of road crashes, and has recently received more attention as an occupational health and safety issue. However, driver fatigue remains quite difficult to measure, with many crashes listing

fatigue as a cause simply in the absence of other more obvious causes, like speed or alcohol. While long trips have been the focus of campaigns regarding driver fatigue, self-report investigations indicate that fatigue also occurs on short trips (e.g. commuting). This project aims to objectively measure fatigue on short trips, using a new device ("Optalert") that records eye blinks as an index of drowsiness. Following a training session in a driving simulator (STISIM system), 30 participants, who work at UNSW, drove for 2 short trips, mimicking their regular morning and afternoon commute (approximately 30-45 minutes). The order of morning and afternoon trips was counterbalanced across participants. The Optalert system was used to record drowsiness. Self-report measures of fatigue were collected using a questionnaire, along with all driving performance measures available from the simulator (speed, lateral position). An actiwatch was worn by participants for 2 nights prior to test sessions, to measure the amount of sleep the participants had. Results will be discussed in terms of how drowsy participants were according to the Optalert algorithm, and relate this to driving performance. The potential for more objective measurement of driver fatigue could help refine road safety strategies about the importance and occurrence of fatigue on different types of trips.

Keywords: *driver fatigue, Optalert system, drowsiness, driving performance*

Measuring living standards and assessing the wellbeing of older people

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The aim of this research program, entitled 'Enhancing Wellbeing in an Ageing Society' (EWAS), is to identify the drivers of wellbeing and quality of life among the older population. Amartya Sen's capabilities approach has formed the conceptual basis of the theoretical framework of this research program (Sen, 1999). Subjective measures that complement Sen's emphasis on the importance of human freedom were included to balance the otherwise objective, material emphasis of the capabilities approach. An extensive survey of a national random sample of 1680 older New Zealand citizens aged between 65 to 84 years was carried out using computer assisted technology interviewing (CATI). A theory-driven approach to the survey questionnaire construction led to the selection of the domains of wellbeing, which included living standards (income, housing, poverty measures), were chosen to highlight wellbeing capabilities, functionings, instrumental freedoms and needs. These variables were correlated with a range of subjective wellbeing measures, including the World Values Survey Life Satisfaction Question and satisfaction with their economic standard of living. The results are broadly congruent with most international studies. Personal income and wealth were both significantly associated with gender, age, marital status and education. Subjective assessments of living standards were generally in line with the results of the objective indicators. The poverty measures showed that a large percentage of older people on lower incomes clustered between the standard internationally accepted 50 and 60 percent of median, household income thresholds. Home ownership was very high. With regard to the living standards domain, subjective wellbeing was significantly associated with higher personal income and home ownership. The findings point to the importance of current income support and home-ownership for older people to meet their essential needs and services and to their assessment of their wellbeing and quality of life. For at least a third of the elderly population both income support and home ownership depend upon current policy settings and thus political will. These results raise important issues about the continued levels of wellbeing among older people as the 'baby boomers' begin to double the proportion of the population who are 65 years and over.

Keywords: *well-being, quality of life, ageing, living standards*

Measuring progress in student achievement

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Educational assessment is usually restricted to measures collected at a single time point. When it comes to gaining estimates of learning and achievement changes this is clearly insufficient. For many applied purposes such estimates are warranted. However, gaining such estimates is laborious and challenging. Nevertheless, change in achievement is the parameter of pivotal applied interest. In the present study we investigate antecedents, covariates and consequences of changes in student achievement. Our research questions are focused on understanding change in student achievement in German (mother tongue) and Mathematics. About 150 ninth graders were recruited. Apart from two pre- and two post-test sessions they complete 40 test sessions of two hours – approximately every 2 weeks. In each testing session participants complete nationally calibrated measures of student achievement in German and Mathematics. Additionally, they complete two blocks of automatically generated parallel tests of three working memory tasks (N-back, Alpha-span, Memory updating). Finally, participants complete a variety of questionnaires on school-related behaviour and achievement related personality traits repeatedly. A control group only completed the pre- and post-test sessions. In preliminary analysis for the first 14 measurement points, we found growth in all domains. Change factors for mathematics and working memory from growth curve models were positively correlated. We will report results from 22 measurement points (the first year of the study) focusing on change in Mathematics achievement and its covariates. We will discuss the structure of Mathematics achievement and its covariates by focusing on the status quo and changes in terms of inter- and intra-individual variation. We will suggest new applications in the monitoring of student progress and discuss hints on early indicators of school problems.

Keywords: *educational assessment, learning, student achievement, personality traits*

Measuring subjective workload using the NASA-TLX: A proposed methodology for scale modification for use in the land vehicle domain

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One of the most widely-used, self-report measures of operator workload is the NASA-Task Load Index (TLX) (Hart & Staveland, 1988). It consists of six subscales (Mental, Physical, and Temporal Demands, Frustration, Effort and Performance). In the last 20 years the NASA-TLX has been favoured in a variety of research contexts for its simplistic administration and ease of interpretation. Its adaptation to vastly different fields of investigation has resulted in modifications to the original subscale descriptions, and in some circumstances, the subscales themselves. However, the process of modification of the NASA-TLX to better suit specific domains has not been well documented within the literature. The aim of this presentation is to discuss a methodology for adapting the NASA-TLX to specific research domains, using vehicle evaluation as a case study. The aim is to adapt the NASA-TLX to increase its sensitivity to operator workload issues arising from differences between vehicles and associated vehicle systems. A total of 42 drivers completed the NASA-TLX on multiple occasions, over a range of driving courses and using multiple vehicles. In addition, drivers provided descriptions of what a rating of 'Very Low' or 'Very High' would mean to them within each of the six workload subscale categories. The quantitative workload data did not differentiate between vehicles. A qualitative analysis of the driver subscale interpretations showed considerable repetition of themes across the subscales, suggestive of intercorrelations between the subscales. This was supported by the data with significant intercorrelations between all subscales and strong positive correlations between the physical, mental and temporal subscales. While intercorrelations between subscales can be explained in terms of the original NASA-TLX design, the lack of observed sensitivity of the tool leads us to investigate the utility of more specific subscale descriptions. The qualitative data collected in this study will be used to modify the NASA-TLX subscale descriptions for use in a future vehicle evaluation activity. A comparison of original versus modified subscale descriptions will be performed in order to

identify any enhancement of vehicle evaluations in terms of workload assessment arising from these modifications.

Keywords: *operator workload, NASA- Task Load Index, vehicle evaluation, workload assessment*

Measuring the effect of motorcycle rider training on psychosocial influences for risk taking

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Whilst motorcycle rider training is commonly incorporated into licensing programs in many developed nations, little empirical support has been found in previous research to prescribe it as an effective road safety countermeasure. It has been posited that the lack of effect of motorcycle rider training on crash reduction may, in part, be due to the predominant focus on skills-based training with little attention devoted to addressing attitudes and motives that influence subsequent risky riding. However, little past research has actually endeavoured to measure attitudinal and motivational factors as a function of rider training. Accordingly, this study was undertaken to assess the effect of a commercial motorcycle rider training program on psychosocial factors that have been shown to influence risk taking by motorcyclists. 438 motorcycle riders attending a competency-based licence training course in Brisbane, Australia, voluntarily participated in the study. A self-report questionnaire adapted from the Rider Risk Assessment Measure (RRAM) was administered to participants at the commencement of training, then again at the conclusion of training. Participants were informed of the independent nature of the research and that their responses would in no way affect their chance of obtaining a licence. To minimise potential demand characteristics, participants were instructed to seal completed questionnaires in envelopes and place them in a sealed box accessible only by the research team (i.e. not able to be viewed by instructors). Significant reductions in the propensity for thrill seeking and intentions to engage in risky riding in the next 12 months were found at the end of training. In addition, a significant increase in attitudes to safety was found. These findings indicate that rider training may have a positive short-term influence on riders' propensity for risk taking. However, such findings must be interpreted with caution in regard to the subsequent safety of riders as these factors may be subject to further influence once riders are licensed and actively engage with peers during on-road riding. This highlights a challenge for road safety education / training programs in regard to the adoption of safety practices and the need for behavioural follow-up over time to ascertain long-term effects.

Keywords: *motorcycle, risk taking, psychosocial factors*

Mediated moderation or moderated mediation? Relationship between length of unemployment, coping styles, dispositional resilience, and social functioning of unemployed Venezuelans

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The aim of the present study was to evaluate a model of mediated moderation vs. moderated mediation that could explain the relationship among the length of unemployment (as a stressful factor), dispositional resilience, coping styles, and social functioning of unemployed Venezuelans. Self-report measures were administered to a sample of 328 unemployed residents of Caracas, Venezuela, that were looking for a job in public and private employment agencies. The questionnaires assessed: sex, age, the length of unemployment in months, coping styles: rational, emotional, detachment, and avoidance (Copying Style Questionnaire, Roger, Jarvis y Najarian, 1993), self-esteem (Rosenberg, 1965), optimism (Scheier y Carver, 1985), mastery (Pearlin et al., 1981), and the subscale of social functioning of the General Health Questionnaire-28 (Goldberg, 1972). A composite measure of dispositional resilience was created using the scales of self-esteem, optimism and mastery following Wamberg (1997). Using the analytic strategy proposed by Muller, Judd & Yzerbyt (2005) there were conducted regression equations to

evaluate at the same time the role of the measure of dispositional resilience as a moderator in the relationship between length of unemployment and social functioning, a process that should be mediated by coping (mediated moderation), an a second process in which the relationship between length of unemployment and social functioning is mediated by coping, with dispositional resilience acting as a moderator of the meditational role of coping (moderated mediation). These regressions show that people with greater dispositional resilience use more detach coping when unemployment is longer, while people with poorer dispositional resilience in the same situation use less avoidance coping (two simple moderations). More important, dispositional resilience acts as a protective moderating factor between longer periods of unemployment and social functioning, a process mediated by detachment coping (a mediated moderation). No evidence of moderated mediation was found. In conclusion, dispositional resilience seems to work as a protective factor for the social functioning of this sample of Venezuelan people experiencing unemployment. Finally, dispositional resilience works as a protective moderating factor and detachment coping as a mediator in the relation between the length of unemployment and social functioning of the sample, a process defined as mediated moderation.

Keywords: *mediated moderation, moderated mediation, unemployment, coping styles, social functioning*

Medication alliance: Development and implementation of a mental health staff training program for the enhancement of patient medication adherence

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Patient non-adherence to prescribed medications remains a major hurdle in the effective delivery of health care services for people experiencing chronic illnesses. Non-adherence rates are particularly high among those with major mental health problems. The aim of this research was to investigate barriers to the implementation of adherence interventions, in particular, clinician skills, attitudes and knowledge, as well as describing a potential strategy to overcome these barriers. This research incorporated three phases. Firstly, mental health clinicians were surveyed using a series of cross-sectional studies to investigate the relationship between their beliefs and knowledge with respect to medications and adherence, and their self reported efforts to enhance patient adherence. Secondly, a clinician training program (*Medication Alliance*) was developed based on belief and knowledge deficits found in phase one and this was evaluated with a sample of mental health professionals. In the third phase, a sample of patients with mental health problems were assessed for changes in adherence behaviour and mental health status following the training of their mental health care provider in Medication Alliance. The first phase of research indicated that poorer knowledge and more negative attitudes were associated with the extent to which mental health clinicians sought to enhance patient adherence. The second phase of research provided significant evidence that Medication Alliance training improved clinician skills (CBT), knowledge and attitudes with respect to the enhancement of patient adherence. In the third phase, the data indicated that patients of clinicians who had received Medication Alliance training experienced an improvement in both their adherence and their mental health. A model was developed from the data which explained this improvement in terms of the therapeutic alliance and patient insight. Efforts to enhance patient adherence to treatment should include a focus on the 'front-line' clinicians delivering mental health services. Appropriate attention to clinician skills, attitudes and knowledge can enable the improvement of patient adherence to treatment. Larger studies across chronic health domains are needed to substantiate these findings.

Keywords: *patient medication, mental health, training, attitudes*

Membership stability and performance: A study of baseball clubs and laboratory groups

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This paper aims to analyse the effect that membership stability and group boundary have upon group performance. Using Chinese Professional Baseball League (CPBL) data (Seasons 2003-2007), Study One reveals that the membership stability of baseball clubs was correlated with their annual rank and win-probability, and that stable teams outperformed unstable teams. Membership stability also predicted win-probability in four of five seasons. Using undergraduate students, Study Two reveals that members from unstable groups (i.e. groups with higher membership-turnover) had higher intention of leaving their groups and more departures. Members from stable groups had better group performance, group cohesion, and group dynamics, which all resulted in members displaying more trust in their colleagues and an increased willingness to cooperate with them. Implications of the findings are that stable membership is a crucial factor in the promotion of group dynamics and overall performance, and that the nature of a group's boundary affects its membership turnover. Policies should also be devised to manage membership stability, as maintaining an appropriate turnover rate is essential to both individuals and groups, such as employees and their organizations.

Keywords: *boundary, group membership, stability, performance*

Men who abuse their partners: Aggression and empathy

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Aggressive behaviour and empathy are clinical and forensic criteria of importance in the evaluation of men who abuse their partners in the home. In this work we offer the results of a correlational study between the variables of the AQ (Aggression) questionnaire and the variables of the IRI (Empathy) questionnaire with the stated study population. The sample comprised 130 men who had abused their partners. Academic background included: primary education (15%), secondary education (34%), professional training/high school education (31%) and university education (20%). The instruments used were the: (1) Aggression Questionnaire (AQ, Buss and Perry, 1992) which measures four factors (physical aggression, verbal aggression, anger and hostility), and (2) Empathy Questionnaire (IRI, Interpersonal Reactivity Index; Davis, 1980, 1983) which measures four factors (Fantasy (F), Perspective taking (TP), Empathetic concern (PE) and Emotional Distress (ME)). We followed a multivarious form of analysis: factor and correlational analysis. We offer the results of the factor analysis for each factor, internal consistency (Cronbach Alpha) and the correlation between measures of the different factors of the IRI and AQ questionnaires. From the empathy questionnaire (IRI), we obtained two sub-questionnaires, each with two factors: (A) Questionnaire IRI-A, 2 factors: Empathetic Fantasy (25%; r =.76) and Perspective Taking (20%; r =.69); Explained variance = 45% and (B) Questionnaire IRI-B, 2 factors: Empathetic Involvement (23%; r =.71) and Personal Distress for Empathy (21%; r =.60); Explained variance = 44%. From the aggression questionnaire (AQ), we obtained two sub-questionnaires, each with two factors: (A) Physical Aggression (33%; r =.78) and Anger (16%; r =.71); Explained variance = 49% and (B) Hostility (30%; r =.81) and Verbal Aggression (20%; r =.67); Explained variance = 50%. From the correlational analysis of the measures of the different factors, we noted that the factor for physical aggression correlated positively with the factor for personal distress (r=.20; $p\leq$.01) and negatively with perspective taking (r= -.29; $p\leq$.001) and empathetic involvement (r= -.17; $p\leq$.025). The factor for perspective taking correlated negatively with anger (r= -.14; $p\leq$.025) and hostility (r= -.21; $p\leq$.01). Conversely, the factor for personal distress for empathy correlated positively with anger (r=.34; $p\leq$.001) and hostility (r=.41; $p\leq$.001). The data which we found in this work significantly support the convergent validity for the combination of the variables of the aggression questionnaire (AQ) with the variables of the empathy questionnaire (IRI).

Keywords: *aggressive behaviour, empathy, abuse*

MENDS and relationship crisis: The hostile alienation syndrome

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Longitudinal research confirmed that compared to their ex-partners, men fare poorly in several measurable areas after a relationship breakdown and take longer to reconstitute healthy and productive lifestyles (Jordan, 1996). The reasons for this inform core component of the MENDS (Men Exploring New Directional Strategies) program and what has been identified as the Hostile Alienation Syndrome. Subsequent suicide research in Australia confirmed the need for a pro-social initiative to assist the high numbers of men who were suiciding in the midst of relationship crises (Cantor & Slater, 1995). This paper reports the outcomes of the first 10 years of operation of MENDS to assist men (*N*>1100) in significant relationship crisis. MENDS utilised an AB design for assessment of key high risk functioning (e.g. suicidality, depression, anxiety, social support etc). Comparisons of before and after PAI measures have statistically corroborated client and facilitator reports of notable participant improvements over the program period. The 12 x 2 hours/ week program focused on client self-auditing in order to address issues identified by John Gottman (Gottman & Silver, 1999) and responded to specific client needs such as physical and emotional health risks, personal and social skills, legal issues, as well as parenting and relationship training. Targeted assessment confirmed the value of the structured program approach, for up-skilling in areas of emotional processing; particularly self-management of anger and risks of acting out. Latest research (largest sample size to date) demonstrated positive treatment effects with a range of problematic functioning including, depression, anxiety, suicidality, self-medicating with alcohol/drugs and general stress levels.

Keywords: *males, relationship crisis, men exploring new directional strategies (MENDS), structured program, problematic functioning*

Mental representations (MR) of parenthood in infertile couples during their puerperal period after artificial reproductive techniques (ART) conception

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Investigation of mental representations (MR) during puerperal period in couples who achieved conception after artificial reproductive techniques (ART) is not very common. We intended verify if infertility can cause an emotional distress influencing the mental representations of the future parenthood; to verify if exist evident gender differences considering the cause of infertility (masculine, feminine, both of them, idiopathic), the length of treatments and their different levels (Intra Uterine Insemination-IUI; In Vitro Fertilization-IVF or In Vitro Fertilization with Intracytoplasmatic Sperm Injection-ICSI) and the amount of failures. We recruited 21 Italian couples submitted to ART to the NHS University Centre of Florence Hospital who achieved pregnancy and we administered them a psychological protocol including an interview about mental representations (IRMAG for mothers and IRPAG for fathers) during third trimester of pregnancy. Interviews include 47 questions about pregnancy experience and parenthood expectations. Interviews transcripts were codified by two independent researchers to identify three different styles of parenthood representations: well-balanced MR, withdrawn MR and ambivalent MR. The styles of ART couples were compared with "natural" pregnancy couples. We applied Wilcoxon Test to find MR partners differences. We found a prevalence of withdrawn styles of MR in mothers (53%) while men (52%) reported more balanced style of MR. Women were incline to speak about their pregnancy with poor emotional words and they showed difficulties in recognize their psychological and physical changes. Men were more incline to describe their experience as an important chance to change their life and they appeared ready to welcome the baby. As reported in literature we found gender differences in psychological reactions to pregnancy obtained after ART and this result can be ascribe to different impact of infertility on women. Women's partners can be witnesses of infertility experience while this is not possible for women who play an important physical and emotional role during treatments.

It's probably this kind of involvement that paralyzed women's emotions while men have to maintain a supportive role, during treatments, and this role can enable them to hold a cognitive position.

Keywords: *mental representation, artificial reproductive techniques, infertility, emotional distress, parenthood*

Mentoring styles, mentor's self-assessment and mentee's success in a peer mentoring program

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Mentoring programs in the higher education context widely show positive outcomes for mentees as well as mentors. Most research is based on mentor support in general and does not include different types of mentoring styles. Mostly either the mentor's perspective or the mentee's perspective is taken into account. In this study, different mentoring styles using indicators of (online) mentoring behavior of peer mentors are presented. The aim is to examine if there is an effect of the received mentoring style on the mentee's success of participation in the mentoring program. Further, to combine the perspectives of mentees and mentors, the relationship between the mentoring style and the mentor's self-assessment of given mentoring is researched. Data were collected as part of an evaluation of a formal peer mentoring program in winter term 2007/08. Forty-eight peer mentors (senior students) lead mentoring groups of randomly assigned seven to eight mentees (first-year students). 298 mentees and 27 student mentors completed an online questionnaire concerning perceived mentoring and the self-assessment of given mentoring respectively. Using the assessment of perceived mentoring by mentees, online mentoring behavior and qualitative analysis of the mentors' online messages eight indicators of (online) mentoring behavior are specified. Using cluster analysis three distinct mentoring styles are identified: "Motivating master" (*N*=14), "Informatory standard" (*N*=30), and "Negative minimalist" (*N*=4). The motivating master group had a positive effect on the mentees' success in participation (more mentees than expected successfully completed the mentoring program) whereas the informatory standard and the negative minimalist groups did not show a significant effect. Self-assessment of given mentoring did not differentiate between the motivating master and the informatory standard group. Mentors in the motivating master group estimated their given mentoring alike to the assessment by their mentees, whereas mentors in the informatory standard group estimated their given mentoring higher than their mentees. Results indicate that mentors who are highly motivated in acting as mentors (motivating master) have a positive effect on the mentee's success. Mentors who concentrate on giving information (informatory standard) fulfill their role as mentors too, but their given mentoring seems to be misconceived by their mentees.

Keywords: *mentoring programs, higher education, mentoring behavior, mentoring behavior, peer mentoring*

Mindfulness, stress and cognitive performance in a military setting

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The aim of the current study was to test the applicability of the capacity to be mindful in a military simulated situation and its impact on the stress level and a cognitive performance. As mindfulness is considered as a predictor of adaptability to stressful events, it appeared pertinent to measure this same concept within a military context, given the short "termism" of operations as well as the long "termism" of global health in the interested participants. In the first stage, the relevance of using the Freiburg Mindfulness Inventory-short form (FMI-short form) in a military sample was tested. Results were nearly comparable to results on a civil sample: items grouped into a one-dimension solution, internal consistency of the scale based on this solution was ranged from .73 to .74, and the six month test-retest reliability was good. Positive correlates indicated that individuals scoring high on mindfulness are

conscientious, with positive emotions, with a seeking outlook of the world and with task-oriented coping abilities when faced with adversity. The lowest scores in mindfulness, observed for subjects reporting a stressful event in the past years, were associated with higher emotional disturbances. In a second stage, the intent was to test the applicability of the capacity to be mindful in a simulated situation. For that purpose, sympathovagal balance, salivary cortisol level, mood and sleep perception were assessed by questionnaires, and short-term and declarative memory were evaluated in thirteen submariners during a submarine simulation escape according to the level of mindfulness. Assessments were realized in three periods: before the escape (Baseline), immediately after the escape (Escape) and two hours after it (Recovery). In the results, submariners high in mindfulness score exhibited both lower stress reaction, higher vagal recovery (p<0.05), lower cortisol responses across the exercise time (p<0.05). They also exhibited a lower cognitive degradation in declarative memory (p<0.05). Results showed the importance of considering the mindfulness dimension for that population, both in terms of initial selection and training of further capacity. Furthermore, results trigger a reflection and drive an interest to develop this competence given the level of benefits which impact several domains of the participants outside of the mere operational venue. It sets the ground for the introspection of a balanced leverage for social cohesiveness both in teamwork as well as in the own individual spheres.

Keywords: *mindfulness, stress, cognitive performance, military*

Mirror imagery, conflict styles, and willingness to seek forgiveness in post-crisis phase of intergroup conflict (a case study of Dayak-Madura communal violence in West Kalimantan, 1997)

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The aims of the present study was to describe level of mirror images generated by each group toward the other group in post-crisis phase of intergroup conflict; to understand the correlation of mirror imagery, conflict styles, and willingness to seek forgiveness in post-crisis phase of intergroup conflict; to explore interactions of psychological variables in intergroup conflicts which can be generalized to other intergroup conflicts; to predict the probability of recurring communal violence in intergroup conflicts; to recommend social psychological intervention to promote reconciliation processes during post-crisis phase of intergroup conflicts and to stimulate further cross-culturally sensitive research in peace psychology. Participants which consist of 50 members of Dayak group, and 50 members of Madura group affected by 2007 communal violence in West Kalimantan were selected by accidental sampling method. This research used ex post facto field studies research design. Three scales were administered to both groups, which are Semantic Differential Mirror Imagery Scales, Rahim Organizational Conflict Inventory-II, and Willingness to Seek Forgiveness Scale. All measures were translated into Indonesian by the author. Research is currently undergoing with no conclusive remarks yet. Results are anticipated to be available by the end of January 2010.

Keywords: *intergroup conflict, post-crisis phase, mirror images, forgiveness*

Mobile phone assessment of cognition: Development of a validation model

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Tests of memory, attention and processing speed are widely used to assess cognitive changes due to illness, physiological state or treatment. Portable devices such as mobile phones are useful platforms in many situations as they allow assessment of such outcomes in an everyday context. Frequent assessments may be made, and correlations between cognition and factors such as sleep, eating, and fatigue examined. The limitations of these devices, in terms of processing power and user interfaces, make it important to assess the validity of such assessments. A three level approach to validation is proposed: (1) Device-level, evaluating the accuracy of internal timing and correct software implementation; (2) Intrinsic,

evaluating the ability of a test to discriminate between stimulus types of differing difficulty within a test; (3) Extrinsic, evaluating the ability of a test to discriminate between states affecting cognition within or between individuals. A mobile phone test battery has been developed using Java (Tiplady et al., 2009, Alcoholism: Clinical and Experimental Research 33: 2094-2102). Device-level validation confirmed correct operation in terms of presentation algorithms and error scoring. Internally-recorded timing was compared to externally measured response times, and showed high agreement ($r > 0.995$). Intrinsic validation used a memory scanning task in which responses to stimuli not in the memory set were expected to be longer than those in the set. This was confirmed in several studies, with differences of about 100 msec observed between the two conditions. Extrinsic validation has used the effects of alcohol. The impairments with alcohol assessed with mobile phone testing were similar to previous work with systems using conventional computers. Results were also similar when mobile phone systems were used in laboratory and everyday (unsupervised) settings. Taken together, these results support the validity of the use of mobile phones for assessment of cognition. Despite the limitations of the mobile phone as an assessment platform, a wide range of assessments can be set up evaluating relevant domains of cognition. These tests can be effectively used in an unsupervised environment, allowing the extension of ecological momentary assessment into the area of cognition.

Keywords: *cognitive assessment, mobile phones*

Mobilizing support for and resistance to intergroup conflict resolution: The case of the 'Annan Plan' in Cyprus

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In 2004, the 'Annan Plan', a UN proposal for a solution to the inter-group conflict in Cyprus, was placed before the Greek and Turkish Cypriot communities in a re-unification referendum. The proposal was accepted by the majority of the Turkish-Cypriots but was rejected by the majority of the Greek-Cypriot community. This paper examines how the main arguments of the 'Yes' and 'No' campaigns framed the public debate as reflected in the Greek Cypriot print media. It draws on theories of social movements, conflict resolution and identity to analyse the arguments of the campaigns 'For' and 'Against' the Annan Plan. A media analysis of newspapers' coverage of the events leading to the referendum of the 'Annan Plan' in Cyprus was carried out. Using Thematic Content Analysis (Braun and Clarke, 2006), we analysed a sample of newspapers over the span of 45 days, covering the period before and after the national referendum. Our analyses illustrated the central role of in-group and out-group definitions in framing the Annan plan played in the both the 'Yes' and 'No' campaigns. However, they showed that the two campaigns employed different processes and frames in providing meanings of the content of the Annan plan. Within the 'YES' campaign, there was an 'admitting share of blame' in relation to the conflict; Greek-Cypriots needed to recognize and accept a share of blame and not just blame the 'Others'. Within the NO campaign, the plan was framed as a case of victimization, injustice, and a human rights violation; thus not challenging the dominant social memories of the Cyprus conflict. Different identity constructions of the in-group and out-group were used in mobilizing people to either accept or reject the plan. Also particular constructions of past events were employed to support particular constructions of the Greek Cypriot identity.

Keywords: *Annan Plan, intergroup conflict, conflict resolution, identity, resistance*

Moderating effects of team constructive climate and mediating effect of team conflict on the relationship between shared mental models and team performance

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Adopting a cognitive approach, researchers have demonstrated that shared mental models (SMMs), defined as structured understanding or mental representation of team tasks and

interaction shared by team members, offer a common cognitive basic for team members to communicate and coordinate fluently and thereby enhance team effectiveness. However, high level of mental model similarity may not always have a positive effect on team performance. The current study aims to investigate the contingent relationship between SMMs and team performance, which remains an under-research topic in the literature. We speculated that team constructive climate would moderate, and team conflict would mediate, the effect of SMMs on team performance. 972 participants representing 154 teams (average team size is 6.3, *SD* = 4.1) from a large telecommunication corporation in China gave responses to the survey questionnaire. The responsibilities of these teams are in charge of the operation, monitoring, maintenance, emergent corresponding and other management of the core telecommunication network facilities. Individual mental models were elicited by asking members to rate the priority of 13 potential strategies when the team was required to resolve each of two critical incidents which were related to the malfunction of telecommunication network facilities. SMMs were indexed by calculating the average correlation between all members' responses within each team. For the measures of team constructive climate and team conflict, ratings of individual team members were aggregated to create team-level data. Team performance was rated by team managers. Results of series of hierarchical regression analyses indicated that: a) the effect of SMMs on team performance was positive and marginally significant (β = .16, $p < .10$); b) the interaction between SMMs and team constructive climate was significant (β = -.19, $p < .05$), suggesting that the effect of SMMs on team performance was moderated by team constructive climate. Further analysis showed that when team constructive climate was weak, SMMs were positively related to team performance. While when team constructive climate was strong, the effect of SMMs on team performance was not significant; c) team conflict mediated the effect of SMMs on team performance; d) the mediating effect of team conflict was moderate by team constructive climate. Specifically, SMMs could enhance team performance by reducing team conflict only under the condition when team constructive climate was weak. Consistent with prior research, our findings suggested that SMMs were in general positively related to team performance. Furthermore, we also found that the positive effect was contingent on team constructive climate in that high level of mental model similarity added no value to team functioning when there was a strong constructive climate.

Keywords: *shared mental models, team performance, team constructive climate, team conflict*

Moderator effects of cognitive control deficits on the relationships between emotional dissonance and burnout as well as absenteeism

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Emotional dissonance refers to the perceived discrepancy between genuinely felt emotions and emotions required by the job role. A large body of evidence indicates that emotional dissonance exerts adverse effects on job strain, especially burnout. Results from experimental research suggest that cognitive control deficits as a vulnerability factor explain why emotional dissonance is more strongly related to burnout for some employees than for others. Cognitive control deficits involve difficulties of attention and memory, affective instability, and limited flexibility in dealing with novel and changing tasks. In the present study, we tested whether moderate cognitive control deficits strengthen the positive relationships between emotional dissonance and burnout and absence behaviour. The present field study draws on a sample of 327 employees of a German civil service organization. For all employees participating, absence data of the 12 months following the survey was available (*sum of days absent* and *absence frequency*). The measurement of emotional dissonance based on five items which stem from the Frankfurt Emotion Work Scales (Zapf et al., 1999). Cognitive control deficits were assessed using the Cognitive Failures Questionnaire (Broadbent et al., 1982). Emotional exhaustion and depersonalization

were introduced as burnout variables measured by the Maslach Burnout Inventory (Maslach & Jackson, 1986). In order to test the interactions, a non-linear structural equation model was analyzed. Parameter estimations revealed significant interactive effects of emotional dissonance and cognitive control deficits on all outcomes considered such that the positive relationships between emotional dissonance and burnout as well as absence behaviour were amplified as a function of cognitive control deficits. The results show that cognitive control deficits function as an individual vulnerability factor in performing emotion labour especially when emotions have to be displayed which may not be genuinely felt. Besides burnout, the interactions were also reflected by measures of absence behaviour that is strongly related to organizational costs.

Keywords: *cognitive deficits, emotional dissonance, burnout, absenteeism*

Mothers for "technique" and mothers for "nature": Early mother-infant interaction, maternal mood and transition to parenthood

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Evidence about effects of assisted reproduction technique on parenthood and mother-infant interaction is poor and discrepant. The aim of this research is to increase understanding of the maternal mood status and the early mother–infant interaction according to two groups: one conceived by ART and one by natural conceived. In our study we observed 60 first-time mothers from pregnancy (3rd trimester) to 3 months after childbirth. The sample was selected from a larger sample of Italian population attending prenatal courses in Florence Hospital. Subjects included primiparous mothers (28 ART end, 32 naturally) with a stable partner relationship, with no reported previous psychiatric disorders, their pregnancy was without risks factors and their babies (32 ART and 32 natural) were born at the expiry date in good health. During pregnancy we assessed mothers' mood state (Edinburgh Postnatal Depression Scale EPDS; Cox et al., 1987) and life-time psychiatric disorders. After childbirth we investigated again mood state and videotaped a 5-minutes mother-infant interaction according to the Global Ratings of Mother-Infant Interaction (GRS, Murray et al., 1996) which values maternal Sensitivity, Intrusiveness and Depression; infant Communication and Behaviour and Global Interaction. During the early interaction ART mothers are more intrusive with their infants. However they don't show severe clinical behaviour aspects. Mothers undergoing ART display more intrusive behaviour patterns during interactions with their babies. They also show less depressive signs in the GRS evaluation. ART mothers display more depression signs in EPDS mean scores in contrast with naturally mothers after childbirth but not during pregnancy. High depression levels are shown only by ART mothers and no natural mother has severe depression symptoms. Analyses revealed that maternal mood is stable in each group. In fact mothers maintain the same level of depression showed during pregnancy and after childbirth. No natural mother had a high depression level, while some ART mothers show severe depressive symptoms. ART mothers with mild depression symptoms are more intrusive in the GRS. Babies of mild depressed ART mothers display a significant better communication during the interactions. A negative effect of assisted conception on the mothers intrusiveness during the interaction (GRS) and on mood state are identified.

Keywords: *assisted reproduction technique, parenthood, mother-infant interaction, mood, depression*

Motivating prosocial behaviour among blood donors: The influence of affective commitment, role identity, and perceived obligation to donate

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The aim of the present study is to assess the influence of three motives for pro-social behaviour among experienced blood donors. Previous studies of donors have identified role identity as a blood donor and moral obligation to donate as motives for donation (e.g., Piliavin & Callero, 1991; Godin et al., 2007), but few

studies have considered donors' relationship with the collection agency. In addition to role identity and obligation, we test a model that incorporates affective commitment to the collection agency as a driver of return behaviour and advocacy. A total of 231 apheresis donors participated in this study, who had donated with the Australian Red Cross Blood Service (ARCBS) within the previous 10 days. They completed an electronic survey, which contained measures of affective commitment to the ARCBS, blood donor role identity salience, perceived moral obligation to donate, and advocacy behaviour. Using a longitudinal design with historical and (5-month) post-survey donation data, we propose a model in which the three motives partially mediate the relationship between past and post-survey donation frequency. The model revealed that higher numbers of pre-survey donations were associated with greater affective commitment, role identity salience, and moral obligation to donate. Affective commitment was found to be the strongest predictor of post-survey donations, which partially mediated the relationship between pre- and post-survey donations. Role identity salience was associated with reported advocacy behaviour, but not actual donations. Contrary to expectations, moral obligation predicted neither post-survey donations nor advocacy behaviour. The overall structural model was found to be a good fit to the data ($\chi2(92) = 136.999$, CFI = .976, RMSEA = .046, SRMR = .041). With limited marketing resources, collection agencies depend on established donors to sustain their supply of blood products and promote donating to other people through positive word-of-mouth. The results of this study imply that return behaviour is most strongly motivated by affective commitment to the collection agency, whereas advocacy is primarily motivated by role identity salience. Drawing on the organisational behaviour and relationship marketing literature, strategies for enhancing affective commitment and role identity salience are presented.

Keywords: *motives, pro-social behaviour, affective commitment, role identity, moral obligation*

Motivational traits and job performance: Mediating role of self-efficacy

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This study investigated the relationships between approach and avoidance motivational traits and job performance, while considering the mediating role of self-efficacy. Approach motivation was divided in to two traits: personal mastery (i.e., desire to achieve) and competitive excellence (i.e., desire to perform better than others). Avoidance motivation, which reflects one's sensitivity to negative stimuli and the desire to escape such stimuli, was conceptualized as motivation anxiety. Using structural equation modeling (SEM), the relationships were examined in a sample of 562 full-time employees. For the approach motivation traits, results showed that personal mastery and competitive excellence were positively related to job performance. For avoidance motivation, results showed that motivation anxiety was negatively related to job performance. Self-efficacy mediates these relationships very well. Our study shows that motivational traits were predictors of job performance and considers the mediating role of self-efficacy. We encourage future research on the links of these approach and avoidance motivational traits with other organizational outcomes.

Keywords: *job performance, motivational traits, self-efficacy, Avoidance motivation, Approach motivation*

Need fulfillment in the workplace and its effects on psychological well-being, job satisfaction and job engagement

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The conceptual framework for this research was Self Determination Theory (SDT).The aim of the present study was to investigate the effects of total and balanced need fulfillment within the workplace. Need fulfillment consists of: autonomy, relatedness, and competency. It was hypothesized that as levels of need fulfillment (both total or balanced) increased, there would be proportionate increases in psychological wellbeing, job satisfaction, and job engagement.

140 participants met the inclusion criteria, consisting of 61 females and 79 males. Ages ranged from 18 to 65 (*M*=30.02 and *SD*=12.67) and all worked within Australia. Participants completed a questionnaire which assessed: Need Fulfillment; Psychological Wellbeing (environmental mastery, personal growth, purpose in life, and self-acceptance); Job Satisfaction (satisfaction with the work itself, co-workers, supervision, the work group/unit, and with the company) and Job Engagement. A seven point Likert rating scale was provided for each scale item. One-way ANOVAs with a priori polynomial contrasts found that greater total need fulfillment significantly increased psychological wellbeing, job satisfaction, and job engagement. Comparatively, greater balanced need fulfillment did not. The present study reveals the importance of total need fulfillment within the workplace, as it pertains to optimal individual functioning (i.e., psychological well-being) and greater organisational outcomes (i.e., job satisfaction and job engagement). It confirms that employees who have more positive experiences in relation to their three psychological needs at work, will experience greater feelings of psychological wellness, satisfaction and engagement (as emphasized by SDT). The relevance of balanced need fulfillment on such work-related outcomes needs further investigation as its effects did not contribute to any of the above mentioned outcomes. All in all, studying need fulfillment within the workplace may help us to develop a clearer conceptualization of the ways in which needs are fulfilled and of how these needs contribute to optimal human functioning and greater work outcomes.

Keywords: *self determination theory, need fulfillment, psychological well-being, job satisfaction, job engagement*

Neural network-based systems for the predictive classification of academic performance: Assessments without testing

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This paper presents two highly successful examples of predictive systems approaches in the field of educational assessment. Because of the complexity of the variables involved in the field of education and educational assessment in particular, it is possible to use this approach to improve the quality of educational assessments. In particular, neural networks, with their superior potential for pattern recognition and classification are particularly well suited to use available data to give a broader expectation of academic performance, based on a wider set of predictors which lead to an increase validity of the constructs and the obtained results, while at the same time increasing the accuracy of the resulting classifications. Predictive systems approaches allow for the understanding of the students' individual characteristics in addition to the prediction of expected performance levels. Several neural networks models were developed, to obtain predictive classifications in various performance tasks. Study 1, involving 1052 first-grade students, developed a predictive classification of students into three groups corresponding to three levels of readiness for reading instruction. The procedure used was a back propagation network, that is, a multilayer network composed of nonlinear units. Predictor variables included family, health, and general background. Study 2, involving 267 first-year university students, used a similar methodology to model predictive classifications of mathematics and general education performance. Predictor variables included motivational, general background, learning strategies and cognitive measures. All models were very successful. Study 1 results had a total accuracy of 94-98% for the classification of students into three levels of performance. Study 2 achieved total accuracy of 96-98% for the prediction of various levels of mathematics performance, and 94-99% accuracy for models of general academic performance at the end of year 1 in higher education studies. In summary, this predictive system methodology is proposed as a valuable alternative to develop more comprehensive and accurate assessment systems which can increase the validity and the accuracy of diagnostic, placement, and selection decisions in educational settings, thus achieving higher levels of fairness and efficiency, while also increasing the understanding of the

processes involved, with an opportunity for "continuous assessment".

Keywords: *educational assessment, neural networks, academic performance, Predictive systems, validity*

Non-technical skills, obstetrician expertise and the quality of clinical reasoning

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There is widespread concern in the medical literature regarding patient safety and the potential impact of errors in clinical decision making (Healey, Catchpole & Yule, 2008; WHO, 2009; Dunphy et al., 2009; Yule et al., 2008). Recent evidence suggests that physician affect and metacognitive processes have a direct impact on the quality of clinical reasoning and ultimately the standard of patient care (Dunphy et al., 2009). The aim of our study was to explore the clinical reasoning processes of twelve consultant obstetricians through semi-structured interviews. We hypothesized that the interaction of obstetrician metacognition and affect is fundamental to the quality of their clinical reasoning. Researchers in the United Kingdom (Flin et al, 2007) have developed a taxonomy of surgeons' non-technical skills (NOTSS) which has four categories: situation awareness, decision-making, communication and teamwork, and leadership. We analysed these interviews using the Non-technical skills (NOTSS) taxonomy (Flin et al, 2007), paying particular attention to the impact of metacognitive processes and affect on the application of non-technical skills. In performing our qualitative analysis we looked for evidence of an interaction between obstetrician affect and breadth of application of non-technical skills. We hypothesized that obstetricians who utilized a broad range of non-technical skills were more likely to be big picture thinkers, to be experts in their field and be associated with positive affect and superior patient outcomes. Conversely, obstetricians found to employ a narrower range of non-technical skills may have "tunnel vision" and their clinical reasoning may be compromised by negative affect. We have data on patient outcomes for the same group of obstetricians obtained from a high quality standardized perinatal database, and a matrix of data from standardized psychology questionnaires. When our qualitative analysis is complete we will triangulate our findings with psychology scales demonstrated to be predictive of patient outcomes in the same population of obstetricians and clinical information from the perinatal data base.

Keywords: *decision making, patient safety, physician affect, meta-cognition*

Not yet, not here, and not us: Investigating the drivers of doubt and inaction in response to climate change

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For more than 30 years, extensive empirical evidence has been mounting about anthropogenic climate change. Despite the degree of scientific consensus, and the lack of credible alternative explanations, individuals, communities and governments have been slow to act. The degree of action taken in response to climate change has, so far, been inadequate to the scale of the threat. Further, there are extensive public expressions of doubt about the "reality" of climate change, and public opinion surveys have consistently shown that a large proportion of the community in many countries does not accept that a threat exists. How can this inaction and doubt be explained? In this paper, we critically review a number of potential explanations for climate change doubt and inaction, including both passive inaction and active resistance to climate change and/or the changes that have been suggested to address it. Relevant explanatory mechanisms include various psychological responses to threat, cognitive biases in decision-making, and an array of individual and societal responses to external pressure to change. We evaluate the existing empirical evidence in support of these mechanisms, focusing especially on the context of climate change and pro-environmental behavior. In turn, we attempt to identify the types of interventions that are most likely to be

able to overcome the relevant mechanisms. Results of our review provide support for a number of explanatory mechanisms. Although no single theoretical approach seems capable of fully explaining the current societal responses, biases in decision-making seem especially relevant. Evidence indicates that the lack of response may reflect a lack of perceived relevance and immediacy of climate change impacts, but rather a perception that the impacts will be felt by other people, in other places, in some unspecified future. The societal tendency to ever-increasing consumption is also recognized as an important underlying mechanism. On the basis of our review, we develop an integrated multi-level model of the drivers of doubt and inaction in response to climate change, and identify some important features of interventions that may be used to overcome these effects. We also develop an agenda for future empirical research in the area.

Keywords: *climate change, threat, cognitive bias, decision making*

Older adults' perceptions of the benefits of music making: community, coping and connectedness

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The ageing of Australia's population is creating challenges for maintaining health and combating social isolation. Music has the potential to enhance quality of life in relation to health, activity, happiness, independence and the development of community. This research in progress investigates engagement with music by older Australians. We identify the perceived benefits which motivate individuals to begin and continue their involvement in individual and community music making. Participants were recruited through seniors' newspapers, advertisements, and public online sites. They completed a purpose-designed questionnaire with fixed choice and open ended questions to investigate and quantify their engagement with music. Our research identifies a broad spectrum of ways in which older people engage with music individually and in the community and what benefits they perceive. Survey data regarding sense of community, environmental connectedness, feelings of wellbeing, meaning, spirituality, coping with losses, physical health, perceived mental health, and life transitions were analysed. Open-ended questions were analysed using the qualitative methodology of Interpretative Phenomenological Analysis. In this research in progress, we add to the scant research systematically investigating the benefits of music for older adults living in the community. To date this has not been undertaken anywhere in Australia. A single case study with a group of older amateur musicians in Victoria, Australia, recently identified that engagement with community music provided a sense of purpose and fulfillment, helped establish and maintain relationships and offered opportunities for personal growth. The current research maps engagement with music and motivations for continuing engagement. Implications for the development of further resources for healthy ageing are discussed.

Keywords: *social isolation, ageing, music, quality of life*

Operationalising results based management in an African public service: some hard and soft competences

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This study examines the antecedents of productive attitudes and behaviours, organisational citizenship behaviour (OCB), associated with the Results Based Management (RBM) initiative in an African context. Specifically we explored the relationship between organisational social capital (OSC), RBM work-based competences and OCB in a Public Service Ministry implementing RBM. We conducted two cross sectional surveys. In the first we interviewed ten key informants to articulate the competences required of a RBM facilitator. In the second we administered a structured questionnaire measuring RBM competences, organisational social Capital and Supervisor rated Organisational Citizenship Behaviour. Of these one hundred and eleven had been in the service for more than six years.

The majority of the respondents (*N* = 114) were male, where 49 were above 41 years (mean age = 32 years). Using zero order correlation, we found high positive correlation (.41) between RBM competences and supervisory rated OCB providing support for the hypothesis stating a positive relationship between RBM competences and OCB. We also found a high and positive correlation (.61) between OCB and organisational social capital demonstrating support for the hypothesised relationship between OCB and OSC. These relationships were confirmed through a regression model using OCB as the dependent variable. Using the enter method, we found an Adjusted R Square of .45 indicating that the variables were able to account for 45% of supervisor rated OCBs among the sample of senior officers who took part in the study. On further examination we found that Organisational Social Capital could account for 56% of the variance in the OCBs while RBM competences independently accounted for 24%. Both antecedents were significant at .001 or better. The results from the study point to a number of issues that should be taken care of when implementing RBM in Africa. The first is organisational social capital. The second is organisational citizenship behaviour. The third is comprised of the actual behavioural or operant competences required to perform RBM related activities. We refer to the first two as the soft competences that must be attendant at all times during the RBM cycles but most especially during the throughput or activities/output phase. We refer to the third as the hard competence because it directly rather than indirectly impacts on the required outputs.

Keywords: *organisational citizenship behaviour, results based management, productive attitudes, African public service*

Optimism and readiness to citizenship activity in the future among young people from developmental perspective

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The aim of the study is to examine the character of young people optimism and its relation towards citizenship activity. According to Czapiński (2005) and Stach (2006) we differentiate: (1) essential (passive) and (2) expansive (active) optimism. We assume that young peoples' perception of the local future is related to the expansive optimism and global future to essential optimism. Then we expect that the higher optimism towards the local future, the higher readiness for social (participation in campaigns) and political (interested in politics, voting in election, belonging to political party, be elected) action. Research questions are (1) is there difference between young peoples' optimism towards local and global future and does it depend on age, and (2) is readiness to political and social action related to optimism towards local and global future. 2473 young people in three age groups 11 (884), 14 (903), 18 (686) from 4 European countries (Poland, UK, Spain and Turkey) were examined by the questionnaire What do you think about future (by Holden). Questions about optimism towards five social issues (violence, poverty, unemployment, environment, tolerance) in local and global perspective were reported on five-point scale. Five questions about action were reported on a four-point scale. Results show that young people are more optimistic towards local then global future (t=7, 88; p<0,001). Although optimism towards both local (F (2/2472) =38,172; p<0,001) and global (F(2/2460)=77,10; p<0,001) future depend on age - youngest children (10 years old) are most optimistic, the difference between them is stable. There was also a non-significant correlation between local and global optimism and declaration to political and social action. Young people from different countries perceive local future as more optimistic than global (which can go together with effect of unrealistic optimism of Weinstein, 1980). Although optimism towards social issues from local perspective could have a more active character, having the possibility of change, it is not related to declaration for social and political action. It seems that different ways of examining optimism and social and political action is needed to confirm the relationship between optimism and readiness to act (e.g. focus on optimism to positive social issue rather than negative).

Keywords: *young people, optimism, citizenship activity, future*

Organizational climate and company performance: A multilevel test

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We aim to contribute to the Human Resource Management (HRM) literature by performing a multilevel test of the often theorized relationship between Organizational Climate (OC) and performance. Second, we aim to contribute to the theoretical knowledge of how actual and perceived Organizational Climate relate by testing the moderating role of leadership level. In a multi-source, multilevel study of 41.693 employees and managers in 47 branches of a large firm, we tested how Organizational Climate relates to organizational level outcomes, such as productivity, turnover and profit. We found direct relationships between Organizational Climate and both turnover and unit performance. Hierarchical linear modeling analyses showed that perceived Organizational Climate mediated the relationship between actual Organizational Climate and leadership level moderated the relationship between Organizational Climate and performance. These findings contribute to our understanding of how Organizational Climate affects company outcomes. The study has several strengths, including the relatively large sample and the multi-level nature of the study. An additional strength of our study is the use of different rater sources. Nevertheless, there are also limitations. For example, the choice to conduct this study in one large firm has both advantages and drawbacks. An advantage is that intended Organizational Climate as set out by head quarters was kept constant, thus we can be more confident than in a multi-organization study that variations are due to implementation by managers in the business units and perceptions. However, the generalizability to other firms or sectors may suffer from this limitation to a single firm that has its own specific policies and additional research in other contexts is needed.

Keywords: *organisational climate, leadership, performance*

Organizational support and its implications for Japanese professional athletes in career transition

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The aims of this research are to explore the organizational career support offered to Japanese professional athletes transitioning to post retirement career, and to discuss its implications in regards to athletes' transition in the volatile Japanese labor market. The services offered by the employment bureaus (Career Support Center) of the Japanese professional football league (J league) were reviewed, and qualitative semi-structured interviews were also conducted with eighteen ex-professional soccer players who were randomly selected for this research. The data were analyzed in order to examine the correlation between the services provided by the organization and the needs of athletes. This research clearly shows that the types offered by the employment bureau in J league, such as job training programs and exchanging the information, is found to be useful for transitioning athletes in the volatile Japanese society. However, there is a discrepancy between the employment bureaus' capability and the ex-athletes' essential needs during the 'internal' career transition (Schein, 1990). In addition, this research discovers that courageousness and approachability of the people in their social network are the important factors for the players' internal career transition. Approachability consists of four components; career related information, acceptance, availability, and confidentiality. Our conclusions are the following: (1) the roles of formal career support are partly important for the athletes' transition in Japan, (2) professional athletes who are seeking new career choices should have courageousness when networking during job-hunting and after retirement, and (3) people supporting job-seekers should improve their approachability skills.

Keywords: *career support, Japanese, career transition, social network, approachability*

Parallel play in acute mental health settings: Nurses and psychologists working within the time and space of acute wards

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This paper explores the different ways psychiatric nurses and clinical psychologists interact with patients and colleagues, in the time and space of acute psychiatric wards. Ethnographic fieldwork over 18 months in a 44 bed acute unit was used to identify the shaping influence of time, hospital routines and various spaces on the practice of twelve psychiatric nurses. The temporality and located-ness of nurses was considered in contrast with that of clinical colleagues. Theoretical analysis was informed by the work of the post-structural social theorist, Foucault. Analysis highlighted how shift-working nurses' relationships to ward time and space differed significantly from that of psychologists. Shift-working nurses were tied to the communal spaces of the ward and the ward office for the entire shift, where they moved through the ward space with a characteristic momentum and were subject to constant interruption. Psychologists spent time in staff-only meeting spaces or offices and entered the patient areas of the ward for planned events, such as groups or individual consultations. These differences were taken-for-granted among clinical team, and there was little intersection between work-worlds, despite staff working in close proximity. Their engagement with ward time and space produced parallel understanding of patients, their needs, and priorities for care and therapy. Neither nursing nor psychology perspectives were robustly discussed or embraced in multidisciplinary gatherings, such as ward rounds. Making such differences more visible can serve to strengthen complementary roles, teamwork and collegial support in hospital settings. It also highlights opportunities for re-configuring roles, spaces and routines, to enhance collegial understanding and teamwork.

Keywords: *acute mental health settings, professional staff, staff-patient relationships*

Parental control and obsessive-compulsive symptoms: The role of metacognitions & self-identity

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Although the effect of parenting styles and the development of anxiety disorders has been proposed, its effect has yet to be studied in Obsessive-Compulsive Disorder (OCD). As yet, we know very little about how they might exert its influence on the development of OCD. Theories like the Metacognition (Wells, 2004) and the Discrepant self-identity theories (Purdon & Clark, 1999) have suggested some possible etiological mechanisms in OCD, yet they have not been thoroughly investigated as with the established cognitive theories of OCD. Therefore, this study aimed to examine the connections between parenting styles and OCD. In particular, we investigated whether OCD-like metacognitions and/or discrepant self-identities (i.e. the difference between one's current self-attribution and desired self-attribution) would mediate the influence of negative parenting styles on OCD symptoms. A sample of 462 healthy adult community participants in Singapore was surveyed. Each participant filled out an anonymous questionnaire on: negative parental discipline styles, discrepancy between current and desired self-identity, metacognitive styles (e.g. thought fusion), and OCD symptom level and subtypes. Trait worry level was also taken, in order to control for its influence on OCD symptoms. Results of Bootstrap analyses showed that negative parenting style was significantly correlated with discrepant self-identity, worry, OCD meta-cognitions, and OCD symptoms. Booststrap mediational analysis further illustrated that the association between discrepant self-identifies and OCD symptoms was fully mediated by worry. Furthermore, when worry was controlled for, the association between negative parental discipline styles and OCD symptoms was partially mediated by OCD metacognitive beliefs. The observed involvement of negative parenting style indicates a familial influence on OCD symptoms that warrants further exploration. In addition, the results lend support to the Metacognition Theory (Wells, 1997), which argues that the manner in which people process their thoughts

contributes to their OCD symptoms. Consonant with current literature, discrepant self-identity appears to influence OCD, albeit in a non-specific way. This finding is largely commensurate with Purdon and Clark's theory (1999). This study has great implications on the understanding of OCD. It also contributed to the limited literature on parenting and mental disorders in the context of Singapore

Keywords: *parenting styles, obsessive compulsive disorder, meta-cognition, discrepant self-identities*

Parents' work and family strains: A new mental health risk for children?

STRAZDINS, L. (The Australian National University)

Combining work with caring for children can be stressful as well as rewarding. Our aim was to investigate if parents' work-family strains (or gains) are important for children's mental health and wellbeing. We use cross-sectional survey data from the Growing Up in Australia study of parents with 4-5 year old children (*N* = 2133 employed mothers; 2661 employed fathers). Child wellbeing was assessed using the Strengths and Difficulties Questionnaire (SDQ), a measure of children's emotional and behavioural problems. Multiple regression modeling tested for associations between child SDQ scores and mothers' and fathers' reported work and family strains, and work and family gains. Parent's work-family strains, gains and their own psychological distress were interrelated, suggesting that they affect each other. Parents' strains, gains and distress were also associated with children's difficulties, and these effects were observed after adjusting for their interrelationships. Elevated levels of work-family strain showed additional, independent associations with poorer child wellbeing. Further, parents' experience of gains and rewards from combining work with family appear to be protective for children's wellbeing. Children in socio-economically disadvantaged families benefitted the most from parents' work-family gains, relative to children from more advantaged households. Our findings suggest that parents' jobs can exert additional, independent effects on children's mental health, after adjusting for parent mental health. This study indicate that reducing mothers' and fathers' work–family strains and increasing their gains and rewards from jobs may be another, essential foci for interventions to improve children's mental health and life chances, especially in socio-economically disadvantaged families.

Keywords: *parents, work, family, mental health, children*

Participants of online surveys on health care in dermatology have something in common: The critical view

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The aim of the current study was to compare data gathered online on health care between dermatological diseases and with data gathered paper-and-pencil based. In four different web surveys a total of 4428 patients (1946 with psoriasis, 542 with acne, 1348 with rosacea and 592 with atopic dermatitis) completed an online version of a questionnaire on clinical data, therapy and patient benefit. Subsequently, difference analyses were conducted between these diseases, which were partially investigated online for the first time. Additional difference analyses to paper-and-pencil based data of 5251 patients with psoriasis, atopic dermatitis and rosacea were carried out. Across all patients who participated online, more women took part. Most experienced with systemic therapeutics were patients with acne (64.6%), followed by atopic dermatitis (47.0%), rosacea (38.7%) and psoriasis (29.1%). Of the online participants, there were only minor differences regarding satisfaction with treatment (1 = very satisfied to 4 = very dissatisfied) between atopic dermatitis and rosacea (each 2.8 ± 0.9), psoriasis (2.9 ± 0.9) and acne (3.1 ± 0.9). Small differences between the diseases were also found regarding patient defined treatment benefit and perceived treatment success. The lowest patient benefit (range 0-4) was found in acne patients (1.1 ± 1.0), followed by atopic dermatitis (1.2 ± 1.0), rosacea (1.3 ± 1.1) and psoriasis (1.4 ± 1.2). The

patient benefit across the diseases was only marginally above the cut-off-value of 1 (minimum relevant benefit). Both, patient benefit and treatment satisfaction are considerably lower in the web based surveys compared to the current paper-and-pencil surveys. The results indicate that patients with acne evaluate their health care situation worse than patients with other skin diseases. However, these differences are small indicating that the kind of disease is of minor importance. Striking results are the big differences between web based and paper-pencil-based data with regard to the patients' evaluation of their health care situation. This implies that the evaluation of health care depends on the way of surveying. The satisfaction with health care may be overestimated because it´s mainly based on paper-and-pencil data collected in "traditional" settings.

Keywords: *health care, dermatological diseases, online surveys*

Patients' beliefs about CBT and their relationship to outcome in panic disorder and agoraphobia

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This project aimed to investigate relationships between treatment knowledge, beliefs and outcome in Panic Disorder and/or Agoraphobia (Panic-Ag) following cognitive behaviour therapy (CBT). Research from the psychotherapy and medical literature indicates patients' treatment knowledge and beliefs, specifically acceptance of the treatment rationale (ATR), expectancies of treatment outcome (ETO) and treatment self-efficacy (TSE), are associated with clinical outcomes for a range of disorders. However, many studies are methodologically flawed or have not been conducted in the field of Panic-Ag. It was hypothesised that treatment knowledge, ATR, ETO and TSE would be related to outcome, with associations mediated by belief in catastrophic cognitions. Measures of treatment knowledge, ATR, ETO and TSE were firstly developed using patient and clinician samples. The psychometric properties of these measures were satisfactory. Associations between CBT knowledge, beliefs and outcome were investigated among 41 Panic-Ag participants. There were four outcome measures: panic attack frequency, panic sensation severity, frequency of catastrophic cognitions and agoraphobic avoidance. Measures were administered at pretreatment and six-month posttreatment. Improved treatment knowledge was significantly associated with frequency of catastrophic cognitions and agoraphobic avoidance. Posttreatment TSE was significantly associated with panic attack sensation severity, frequency of catastrophic cognitions and agoraphobic avoidance. Contrary to the hypothesis, ATR was not related to outcome. Pretreatment beliefs were also unrelated to outcome. Mediational analyses revealed relationships between TSE and outcome were partially mediated by belief in catastrophic cognitions while relationships between treatment knowledge and outcome were not. These findings may have clinical value by assisting clinicians in identifying patients with insufficient knowledge and/or poor confidence in following treatment recommendations who may be at risk of poor clinical outcomes. Methodological limitations, clinical implications and future research directions are also discussed.

Keywords: *panic disorder, agoraphobia, cognitive behavioural therapy*

Pediatric medical traumatic stress: Prevalence, risk and prevention

KENARDY, J.

Serious non-intentional injury resulted in at least 2,500 hospital admissions per 100,000 children in Australia in 2003-2004 (AIHW, 2007), where a third of children who are admitted to hospital for traumatic injuries develop clinical levels of traumatic stress in the three months following admission. Many of these children go onto recover but about one in ten children tend to go on to have ongoing psychological problems. Furthermore the effects of hospital experiences have also been documented in child transplant recipients and cancer survivors, as well as children who have been admitted to Paediatric Intensive Care Units. The term Medical

Traumatic Stress has been used to describe the psychological and physiological responses of children and their families to pain, injury, medical procedures, and invasive or frightening treatment experiences. The presentation will describe a program of research aimed at delineating the extent of Medical Traumatic Stress in children, and responding to it. This includes a prevalence study examining new onset psychological disorder following admission; development of risk screening tools to children; preventative intervention evaluation; and early intervention within a stepped care model.

Keywords: *paediatric medical traumatic stress, prevalence, risk screening, preventative intervention*

Perceived organisational support, positive employee attitudes, and the mediating influence of trust and fairness

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Using a social-exchange theoretical framework, we examined the mediating influence of trust in senior management and perceived procedural fairness on relationships between Perceived Organisational Support (POS) and employee-level outcomes of psychological strain, job satisfaction and affective organisational commitment. POS was operationalized as employees' awareness of stress-reduction strategies implemented in their workplace. We present longitudinal data from 861 academic and professional staff at 13 Australian universities who were surveyed in 2000 and 2003/4 as part of the Australian University Stress Study. Results of bootstrapping analyses found that employee perceptions of senior management trustworthiness, and perceived procedural fairness both mediated the positive relationship between POS and organisational commitment, and between POS and job satisfaction. Furthermore, perceptions of senior management trustworthiness and procedural fairness also mediated the negative relationship between POS and psychological strain. When trust in senior management and perceived procedural fairness were simultaneously entered in the mediation analysis, both were found to mediate the relation between POS and psychological strain, job satisfaction and organisational commitment. The results suggest that POS fostered perceptions of senior management trustworthiness or perceptions of procedural fairness, and in turn, employees responded with lower levels of psychological strain and/or pro-organisational attitudes such as job satisfaction and affective organisational commitment. Our findings add support for the mediational role of both trust in senior management and perceived procedural fairness. Further implications for organisational practice are discussed, and avenues for future research are suggested.

Keywords: *management, job satisfaction, organisational commitment, procedural fairness, trust*

Perceived stress, stress appraisal, and coping strategies used in relation to exposure of terrorism on television

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The present study was conducted to investigate perceived stress, stress appraisal, and coping strategies used in relation to television exposure to terrorism. It was hypothesized that there is positive relationship between perceived stress, stress appraisal, coping strategies and television exposure of terrorism. A sample of 98 students (50 Males, 48 Females; age between 20-25 years) was selected from the Departments of "Faculty of Life Sciences" University of the Punjab, Lahore, Pakistan. A demographic questionnaire, Perceived stress scale (PSS) (Cohen, 1983), Stress appraisal measure (SAM) (Peacock & Wong, 1990), and Coping strategy questionnaire(CSQ) (Kausar, 2001) were used for assessment. Data was analyzed using correlation, t-test, and regression analysis. The results indicate that there is significant relationship between perceived stress, stress appraisal, coping strategies and television exposure of terrorism. There were significant gender differences in perceived stress, stress appraisal, and coping strategies. Depiction of

incidences of terrorism on television is causing immense stress to the viewers and the findings have important implications for digital media which is giving live coverage to terrorism activities for its viewers.

Keywords: *perceived stress, stress appraisal, coping strategies, terrorism, media*

Perceptions of acceleration at work: theoretical considerations and empirical results

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In many modern work places employees are confronted with numerous changes. They also experience an *intensification and acceleration* of these changes. The sociologist Hartmut Rosa (2005) developed a sociological conceptualization on the process of acceleration in modern societies. We tried to transfer his sociological model into work and organizational psychology by integrating his assumptions into a general Job Demands-Resources (JD-R) model. The model contains three core assumptions: (1) In current work places, acceleration may be perceived by the employees, (2) there are acceleration specific job demands and job resources, (3) specific interactions between demands and resources influence the quality of working life (e.g. job satisfaction, burnout, engagement) in positive and/or negative ways. A questionnaire was developed measuring perceptions of acceleration and specific job demands and job resources related to acceleration. An item pool was generated based on a comprehensive literature search and on content analyses of focus groups. The following aspects were included in the scale development: (a) perceived changes/increases of working amount per time unit and perceived changes/increases of working outputs; (b) perceived changes in time resources, e.g., changes/decreases of pause times, changes/increase of working hours; (c) perceived changes in organizational conditions, e.g., deadlines and deadline pressure; (d) perceptions of acceleration based job resources, e.g., changes in degrees of freedom and changes in social resources; (e) personal resources helping to adapt to change, e.g., self efficacy and self regulation. The model was tested in three cross-sectional samples: 260 office workers (study 1); 1.810 human service workers (study 2) and university employees (study 3; data collection will be finished Jan. 2010). The three dimensions of acceleration (Rosa 2005): "technological acceleration", "acceleration of organizational/social change" and "acceleration of pace of life" could be confirmed. Strong perceptions of acceleration were observed in the areas of "documentation", "number of emails", "information needs" and "work speed". Only "acceleration of pace of life" was perceived as a stressor related to burnout. Perceptions of technological acceleration are related to work engagement. Perceptions of acceleration were confirmed as "new" work demands. Depending on the resources of employees these demands could be either positive or negative. In preventing negative effects of acceleration, resources need to be developed. A special prevention focus needs to be given on elder and/or low educated employees.

Keywords: *acceleration at work, perceptions, job demands, job resources*

Perceptions of legitimacy of political violence amongst Saudi Arabians

LYONS, E. (Queen's University Belfast), ALBAZ, N. (CResPP, Queen's University Belfast)

The paper examined factors influencing perceptions of legitimacy of political violence against either Western targets or targets within Saudi Arabian targets. In particular it examines motives ascribed to those who commit political violence against the two types of targets, the perceived causes for these phenomena, what beliefs and attitudes (e.g. beliefs in a just world, moral disengagement) and emotions are related to perceptions of legitimacy of political violence and what patterns of identification (religious, national) are related to such perceptions. The study involved conducting two surveys of Saudi Arabian students (*N*=287 and *N*=271). Data collected using self-completed questionnaires which included socio-demographic variables, measures of Religiosity, perceived threats, perceptions of history, attitudes toward the West, Intergroup contact, national identity, religious identity, shared grievances, emotions,

just world beliefs, moral disengagement and perceived legitimacy /illegitimacy of political violence against the West. Path analyses have showed that income, negative attitudes towards the political violence in the West, perceiving West as a threat and moral disengagement were predictors for the perceived legitimacy of the political violence against the West. In the case of perceived legitimacy of political violence in Saudi Arabia, age, marital status and exposure to violence, the type of, and number of victims, views of socio-political causes, emotions , moral disengagement and beliefs in just world were found to be statistically significant predictors for the perceived legitimacy of the political violence in Saudi Arabia. Our findings suggest that there are some similarities and differences in the factors which are associated with perceived legitimacy in political violence in the participants' own country and that carried in the West. They also contribute to our understanding of lay theories of political violence amongst a Muslim population.

Keywords: *perceptions, legitimacy, political violence, attitudes, identification*

Personal and organizational factors facilitating job involvement among Nigerian workers

MOGAJI, A. (Benue State University)

The study was aimed at determining the personal and organizational factors that facilitate job involvement among Nigerian workers. Data were collected from 600 subjects randomly selected from the shoe, textile and food manufacturing industries in Lagos, Nigeria. The sample included 150 junior workers, 90 supervisors and 60 managers. There were 495 males and 105 females in the sample. Analysing the data, the t-statistics did not reveal any significant difference in job involvement between male and female workers at ($p > .05$, $df = 598$, $t = 1.12$). The One-way ANOVA showed significant differences in job involvement among the three categories of employees at ($p < .01$, $df = 2/597$, $F = 8.87$). There were also significant differences in job involvement among the three industries at ($p < .01$, $df = 2/597$, $F = 11.92$). Analysing the data further, the step-wise regression results showed that job involvement is positively influenced by organizational responsibility and negatively influenced by the workers' age, work satisfaction, warm climate and the type of industry. The results indicated that job involvement is significantly influenced by interpersonal, intergroup and organizational climate factors at ($p < .01$) respectively.

Keywords: *organisational factors, Nigerian workers, job involvement, organisational climate*

Personality and demographic predictors of aggressive and distracted driving: implications for traffic safety

STANISLAW, H. (California State University, Stanislaus)

This study examined how the tendency to drive aggressively and the tendency to engage in distracting behaviors while driving relate to each other and to personality characteristics and demographic variables. The relationship of aggressive and distracted driving to self-rated driving ability and to the perceived likelihood of accident involvement was also studied. 137 male drivers and 137 female drivers (mean driving experience = 11.9 years, *SD* = 12.5 years) completed a survey designed to measure two forms of aggression (physical aggression and trait anger), perceived invulnerability, and driving history. They also rated their own driving ability, estimated their likelihood of accident involvement, and indicated how often they engaged in aggressive driving, such as tailgating, and how often they performed distracting tasks, such as texting while driving. Aggressive and distracted driving were highly correlated with each other. Both behaviors declined with increasing driving experience. There were no sex differences in distracted driving. However, aggressive driving was more common in males than in females, which appeared due to higher levels of physical aggression in males. Trait anger was positively correlated with both aggressive and distracted driving, while perceived invulnerability was correlated only with aggressive driving. There was no relationship between self-rated driving ability and aggressive or distracted driving, but the likelihood of accident involvement was positively correlated

with both aggressive and distracted driving. Therefore, aggressive and distracted driving are distinct behavioral tendencies: they both decline as drivers mature, but they differ in their relationship to the driver's sex and personality characteristics. Drivers do not regard aggressive or distracted driving as affecting their driving ability. However, they do recognize that these behaviors place them at greater risk of accident involvement, suggesting that interventions can be designed to capitalize on this knowledge and leverage it to reduce aggressive and distracted driving.

Keywords: *driving behaviour, distracting behaviours, personality characteristics, Aggression*

Personality as predictor of pro-environmental attitudes and behaviours

MILFONT, T. (Victoria University of Wellington), HARDLEY, J. (Victoria University of Wellington), MILFONT, T. (Victoria University of Wellington)

Several studies have examined the influence of individual differences variables on environmental engagement. Along with gender, age and education, variables such as values, time perspective, self-construals and connectedness with nature have been linked to environmental attitudes (EA) and behaviours. Specific personality traits have also been examined. Traits such as responsibility, conscientiousness and self-confidence have been found to relate to pro-EA, while selflessness and responsibility have been found to relate to ecological behaviours. However, to our knowledge there has been no systematic research exploring the effect of the Five-Factor Model (FFM) of personality on EA and ecological behaviours. We conducted two studies to address this gap in the literature. A total of 332 undergraduate students took part in Study 1 (70% female, mean age = 19, *SD* = 2.6), and a community sample of 150 participants took part in Study 2 (54% female, mean age = 33.8, *SD* = 15.9). Participants completed an online survey containing FFM measures (Study 1: Ten-Item Personality Inventory; Study 2: Big Five Aspect Scale), the New Environmental Paradigm (NEP) Scale, the Environmental Attitudes Inventory, and ecological behaviour measures. Hierarchical multiple regressions analyses were performed to examine the relationship between the Big Five dimensions and EA and ecological behaviours, controlling for age and gender. Only Openness to Experience consistently predicted people's environmental engagement in both studies. The findings are consistent with another recent study showing that Openness to Experience predicts environmentalism, and also with studies showing the link between this personality dimension and universalism and self-transcendence values, which have been shown to relate to pro-EA and ecological behaviours. Thus, those people who are open-minded, hold a more altruistic viewpoint and are innovative in their outlook and behaviour tend to be more environmentally engaged. However, the effect sizes in our studies were small to medium, suggesting that the predictive power of personality on environmental engagement is low. This is a positive finding suggesting that intervention campaigns can influence people's environmental engagement. Theoretical and practical implications of the findings will be discussed, and directions for future research outlined

Keywords: *environmental engagement, individual differences, big five model of personality*

Personality correlates of colorectal cancer

KREITLER, S. (Tel Aviv University), KREITLER, M. (Bar-Ilan University)

The attempt to identify personality types that tend toward cancer is of long standing. Yet previous studies have led to inconclusive findings (e.g., Type C). The goal was to identify relevant personality characteristics of colorectal cancer patients by applying a new psychological methodology grounded in the cognitive orientation theory. The major tool was the cognitive orientation questionnaire of colorectal cancer that assesses four types of beliefs (about self, norms, others and reality, and goals) in regard to themes determined in pretest depth-interviews with colorectal cancer patients and healthy controls. The questionnaire was

administered to 230 colon cancer patients and two control groups: 165 matched healthy controls, and 90 patients with Crohn's disease, who also served as controls because they are known to be at risk for colorectal cancer. Discriminant analysis showed that the questionnaire provided a highly significant correct identification of cases of the three groups. The cancer group scored highest, the healthy controls lowest, and the Crohn's patients in the middle. The thematic clusters that constitute the personality correlates of colorectal cancer were found to be tendencies for compulsiveness, control of oneself and especially of anger, self effacement, pleasing others, self assertion, distancing oneself from others, keeping regulations, and performing to perfection all ones obligations. These tendencies form three major foci which are: perfect duty performance, and two contradictory pairs: self effacement versus self assertion, and closeness to others versus distancing from others. The clusters and the contrasts constitute potentially sources of tension. It is suggested that the identified personality correlates could be considered as psychological risk factors for colorectal cancer and could serve as basis for psychological interventions.

Keywords: *personality types, colorectal cancer, cognitive orientation theory*

Personality traits and schemas characteristic of avoidant and narcissistic personality disorders

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The aim of the current study was to identify personality traits and maladaptive cognitive schemas characteristic of avoidant and narcissistic personality disorders so as to better understand the underlying features of these disorders. A non-clinical sample of 293 individuals (*M*= 26.19 years, *SD*= 9.88, age range = 18-72 years) completed measures of personality traits, early maladaptive schemas, personality disorders and core beliefs hypothesised to be associated with the personality disorders. Hierarchical multiple regression analyses indicated that 76% and 74% of the variance in avoidant and narcissistic personality disorders, respectively, could be explained by traits and schemas. Specifically, results indicated that the most salient predictors of avoidant personality disorder were traits such as self-consciousness, avoidant beliefs, and the early maladaptive schemas of emotional inhibition, abandonment, social isolation and subjugation. In contrast, the most salient predictors of narcissistic personality disorder were traits such as low values, narcissistic beliefs and the early maladaptive schemas of entitlement/grandiosity, admiration-seeking and social isolation. Importantly, cognitive schemas and beliefs accounted for additional variance in these personality disorders over and above the variance explained by traits alone. The findings from this study highlight the important role of schemas in the maintenance of personality disorders and have direct implications for their assessment and treatment. Specifically, the findings suggest that more research is needed regarding the current call to re-conceptualise personality disorders solely through the use of dimensional trait models. The findings also suggest that the effectiveness of schema modification approaches to treating the personality disorders should be explored further.

Keywords: *personality traits, cognitive schemas, avoidant personality disorder, narcissistic personality disorder*

Person-job and person-organisation fit as predictors of intentions to quit: steps towards retaining Pacific healthcare workers in New Zealand

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In New Zealand, Pacific peoples are high users of healthcare services, with higher rates of certain chronic diseases (e.g., diabetes) and lower life expectancy relative to the general population. The retention of healthcare workers, who reflect the local population of healthcare users, is likely to lead to the best health outcomes for that population. Hence, the retention of Pacific healthcare workers is critical issue. This research aimed to test the attrition aspect of

Schneider's (1987) attraction-selection–attrition theory, that Pacific healthcare workers with poorer fit to their jobs and organisations would show a greater intention to quit. Survey data were collected from 104 Pacific healthcare workers from the three District Health Boards in the Auckland region. Surveys were distributed via managers and team leaders. Most participants were female (70%), 41-45 years, and in full-time employment (83%). The main ethnicities reported were Samoan (51%), Tongan (19%), and Cook Island Maori (13%). Both person-job and person-organisation fit predicted job satisfaction, organisational commitment, and intent to quit; person-organisation fit was the stronger predictor of these. Both job satisfaction and organisational commitment mediated the relationship of the fit measures with intent to quit, although this was only partial mediation for job satisfaction on the relationship of person-organisation fit with intent to quit. Our study is the first to concurrently look at the broader picture of different types of fit, as well as attitudes of job satisfaction, organizational commitment, and intent to quit. Our results show that person-organisation fit is a more important variable in considerations of intention to quit than person-job fit. Thus, referent-matching does not seem to influence results. Efforts to improve Pacific healthcare workers' retention should focus on increasing perceptions of person-organisation fit, and also organisational commitment, since this was the key mediation path.

Keywords: *health care services, attraction-selection–attrition theory*

Phases of innovation – Do they exist?

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Innovation processes have often been divided into several phases; most models of innovation identify at least two phases: creation and implementation. These phases imply activities that are quite different from each other, for example, exploration and exploitation. We argue that although the activities that accompany different phases might be distinguishable from each other, distinct linear phases do not occur in innovation projects. Instead, the activities implied by the four phases proposed by Farr, Sin, and Tesluk (2003) – problem identification, idea generation, idea evaluation, and implementation – are important throughout the whole innovation process. We used a longitudinal design with four to six measurement waves to study the activities of 80 student teams working on an innovation project for up to one semester. In every measurement wave, students indicated to what extent they conducted activities concerning the four innovation phases (2-3 items per phase). In addition, students assessed several cognitive and motivational variables (e.g. future-related cognitions, momentum) as well as stable individual differences (the latter were assessed only once). Multilevel confirmatory factor analyses confirmed that innovation activities could be distinguished both on measurement wave level and on team level. However, innovation phases were very highly interrelated (correlation coefficients of above .85), that is, innovation activities tended to co-occur. In addition, we could show that the different innovation activities proposed by Farr et al. (2003) are differentially related to diverse cognitive and motivational variables as well as stable individual differences. Our results confirm that innovation phases do not occur in a linear manner. Instead, innovation activities – such as generating ideas and implementing ideas – are important throughout a whole innovation project. In addition, different innovation activities require quite different motivational and cognitive conditions. Taking together these two results, we argue that innovation projects necessitate an ability to handle these cognitive, motivational, and behavioral demands simultaneously. Thus, our study underlines the importance of ambidexterity in innovation projects – the ability to handle the tension between different or even contradictory activities.

Keywords: *innovation, phases, creation, implementation, individual differences*

Phenomenological experiences of teenage mothers in Limpopo Province, South Africa

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This paper is based on the results of a phenomenological investigation that sought to understand the experiences of teenage motherhood by young women with a view to describing how this developmental experience has formed part of their lives. The study was prompted by the recognition of considerably higher levels of teenage pregnancy in Limpopo Province. Using snowball sampling method, five women aged between 26 and 35 were selected to participate in the study. Data was collected through qualitative interviewing. Five psychological themes associated with teenage motherhood were identified. These are: (a) lack of knowledge about sexual relationships contributes to teenage motherhood; (b) early childbearing has a negative impact on the teenage mother's interpersonal relationships; (c) teenage mothers tend to experience emotional problems after delivery of their babies; (d) teenage motherhood has long term disruptive effect the teenage mother's educational and occupational opportunities; and, (e) teenage motherhood leads to significant lifestyle changes for those who have been through the experience. In view of the above themes, sexual education both at school and at home is suggested as a more viable option to help minimize the risk of teenage motherhood in society. Together with other intervention, sexual education could also help in reducing sexually transmitted infections including HIV and AIDS.

Keywords: *teenage motherhood, sexual education, interpersonal relationships, lifestyle, emotional problems*

Pilot evaluation of a depression training program for eye health professionals working with patients with vision impairment

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Depression is common in people with vision impairment and has been shown to exacerbate disability and further reduce levels of functioning. Despite this, depression is rarely detected and often remains untreated in this group. The current study was designed to evaluate the effectiveness of a training program to assist eye care professionals to better recognize and respond to depression among people with vision impairment in hospital and community settings. 36 professionals completed the training program consisting of three 1.5 hour small group training sessions held over three consecutive weeks. The modules covered (1) Understanding depression, (2) Detecting depressive symptoms, (3) Developing and implementing referral pathways. Participants were provided with information, tools and resources and encouraged to develop local procedures and processes in their specific work contexts. A pre-post evaluation study was conducted to assess the impact of the training program. Five groups were conducted and included ophthalmic nurses and orthoptists from tertiary eye care services as well as optometrists and low vision rehabilitation staff working in community settings. The training program significantly improved knowledge of depression and confidence in responding to depression in people with vision impairment (p<0.05). Barriers to managing patients with vision impairment and depression were significantly reduced (p<0.05). The likelihood of providing information and education about depression, using a depression screening questionnaire, referring the patient to their GP for depression management also significantly increased (p all<0.05). The initial results of this pilot study suggest that a brief training program is able to increase practitioners' knowledge, confidence and intentions to change practice. Further work is required to determine if these improved skills are sustained over time and actually improve the recognition and successful management of depression in people with vision impairment.

Keywords: *depression, vision impairment, training programs*

Positive and negative job affects as psychological indicators of job stress in Brazilian workers

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One of the main effects of the recent changes in work organization is job stress. This phenomenon has been considered as a stimulus,

as a process or as a response to the adverse conditions that individuals face in work and organizations. The continuous exposure to these conditions can cause physical, behavioral and psychological reactions. Job satisfaction has been for a long time one of the most used psychological indicators of job stress. However, the job affects, that is, the positive and negative emotional reactions toward work, can also be used as an indicator of psychological health and well-being in the workplace. The purpose of this research is to investigate the effects of some stressors on positive and negative job affects. The sample was comprised 630 Brazilian workers of both sexes, from industry, retail and service sectors. Stressors were measured using a Brazilian scale of 35 items distributed in seven factors: role conflict and ambiguity, workload, social support, work-family conflict, job instability, autonomy and responsibility. Whereas, job affects were evaluated using a Brazilian scale of 28 items divided into two factors, that is, positive and negative affects. The results from the hierarchical multiple regression analyses showed that the role conflict and ambiguity and workload are the only negative predictors of positive job affects, while on the other hand, responsibility is a positive predictor of the same criteria variable. In addition to this, the workload was the only positive predictor of the negative job affects. It has been concluded that job affects can be used as psychological meaningful indicators of job stress in future research.

Keywords: *job stress, job satisfaction, job affects, well-being, work-family conflict*

Positive politics – turning politics to organizational advantage

LANDELLS, E. (Monash University), ALBRECHT, S. (Monash University)

This paper assesses the viability of a positive conceptualization of organizational politics. The question of whether organizational politics can be reframed as both an organizational resource and a demand is considered. A model incorporating both the positive and negative dimensions of organizational politics is proposed. Research regarding perceptions of organizational politics is reviewed to determine whether conceptualizations of organizational politics are generally negative, neutral or positive. Particular attention is given to measures of organizational politics. Other constructs are integrated throughout the review including political skill, organizational engagement and organizational climate. Organizational politics is generally conceptualised in terms of undesirable and self-interested behaviors such as back-stabbing, self-promotion and ingratiation and existing measures are negatively balanced. The literature also suggests that organizational politics should be eradicated. In contrast, political skill is conceptualised positively. Other research presents a functional and more balanced view of politics where politics plays an important role in decision-making and during times of change. Researchers have therefore called for more balanced perspectives on and measures of organizational politics. A functional definition of organizational politics is proposed where organizational politics involves using inside knowledge of an organization and collegial networks to turn formal or informal processes to personal and team advantage. This enables accomplishment of objectives and reputation enhancement of individuals and teams. A proposed model of organizational politics suggests that organizational politics can be viewed as a job resource or a job demand and this perspective can lead to negative or positive political climates. Work is needed to develop a measure of positive political climate and to assess the viability of the proposed model.

Keywords: *organizational politics, organizational climate*

Positive with pets: The positive impact of pet ownership when living with HIV

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In developed nations, a diagnosis of HIV no longer entails the development of AIDS, and its medical management is that of a chronic rather than fatal disease. While in the 1980s, companion animals were seen as a potential source of infection and their removal from the home encouraged, today around half of all

Australians living with HIV also live with a pet. Significantly, around 60% of Australians living with HIV and pets report receiving a lot of support from their pet, second only to their partners. The aim of this study was to investigate the role of pets in the lives of people living with HIV in developed nations, specifically, the impact of pet ownership on emotional wellbeing. Participants were 160 people from developed nations living with HIV, ranging in age from 18 to 66 years. The sample predominantly comprised homosexual men, reflecting the overrepresentation of this group in the HIV positive populations of developed nations. All participants completed a composite questionnaire comprising measures of social support, unsupportive social interactions, HIV-related emotional wellbeing, general health and demographic variables. Pet owning participants also completed an instrument measuring their attachment to their pet. Participants chose to complete the questionnaire either online or in pen and paper form. Eighty per cent of participants owned pets compared to 63% of all Australian households. All participants reported experiencing unsupportive social interactions related to their diagnosis, and worried about the effect of stress on their health. However, pet owning participants reported higher levels of emotional wellbeing than non-pet owning participants. Pet owners also reported valuing their pet's non-judgmental support, companionship and ability to make them feel happy. Importantly, almost all pet owners (98%) agreed that loving their pet helped them stay healthy. This study provides evidence of a positive relationship between pet ownership and emotional wellbeing amongst people living with HIV. It is argued that if such health promoting relationships are found to reduce the disease burden of HIV, they should be not only encouraged but supported by the health systems of developed nations.

Keywords: *HIV, AIDS, pets, support, emotional well-being*

Precarious abodes: Hues of red, black and grey - a psychological exploration into the lives of Indian women in prostitution

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The aim of the present study was to explore the psychological themes that surface on interviewing women in prostitution about their sexuality and the self. This was a qualitative study in which five unstructured interviews were conducted, of about two hours duration each, over the span of two months. Eight women in prostitution were interviewed within their naturalistic settings. The questions were based on the themes of sexuality and the self. Data were analyzed and interpreted using broad understandings from the psychodynamic approach and the gender discourse. The study found recurring themes such as the presence of troubled childhoods, which formed the template for traumas of a possibly inter-generational nature, the trauma being experienced throughout their lives. In addition, an inter-linkage and conflict was found between internalized moral voice and the continuation of prostitution which resulted in the use of defence mechanisms and a limited range of affects that centered around rage, grief, loneliness, alienation, fear, guilt and shame, self-hate, emptiness and pain. In naming this paper, 'Precarious Abodes: Hues of Red, Black and Grey' – the uncertainties of containment show up in the reds, being conflicts in these women's lives, the blacks of separation and the greys of agency, choice and human volition. It can be concluded that a psychological exploration into the inner worlds of women in prostitution is difficult but possible and that any health-care program designed for them, or questions regarding the legality and morality of prostitution, need to relate to the experiences of these women. This is only possible after a long-term engagement with them and an attempt to understand the factors that affect their decisions and the circumstances of their living conditions.

Keywords: *women, prostitution, sexuality, self, trauma*

Predicting employees' wellbeing using job strain and work-family conflict

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This study aimed to examine the effects of job-strain and work-family conflict models on the perceived wellbeing of Iranian employees. A hierarchical multiple regression analysis on data from 387 Iranian employees was used to predict the relationship between job strain, work-family conflict and wellbeing variables. The results of the hierarchical multiple regression analysis revealed that strain-based working-family conflict along with job characteristic variables (i.e. supervisory support, job demands, and job control) make a significant contribution to the predictions of an employee's affective wellbeing, particularly their job satisfaction. Implications are drawn and recommendations made regarding future research and interventions in the workplace.

Keywords: *job-strain, work-family conflict, well-being*

Predicting neuropsychological performance among HIV-positive adults

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With 25% of those with HIV being 50 and over, there is concern that cognitive deficits may become exacerbated as people age with this disease. The objective of this study was to identify predictors of neuropsychological performance among adults with HIV. The sample included 98 HIV-positive adults with a mean age of 45.2 years. Participants completed psychosocial measures (Lubben Social Network Scale, Profile of Mood States, drug use) as well as neuropsychological measures of speed of processing (Useful Field of View, Complex Reaction Time Test, Digit Symbol Substitution), executive function (CLOX, Trails B), psychomotor ability (Trails A, Finger Tapping Test, Digit Symbol Copy), and memory (Digit Span, Spatial Span). Regression analyses were used to investigate predictors of neuropsychological performance. Step 1 of the analysis examined the effect of age and education quality (WRAT-3 Reading), and step 2 examined the effect of health factors on neuropsychological performance. Results indicated that older age, poorer educational quality, mood problems, and higher drug use predicted poor performance on several of the neuropsychological measures. The individual regression models for each of these measures explained 8-34% of the variability. Overall this study posits that among adults with HIV, the best predictors of neuropsychological deficits were older age and poorer quality of education. Additional predictors of cognitive deficits included mood problems and drug use. Health factors such as years diagnosed with HIV, and the size of one's social network were not found to be predictors in any of the models. These results suggest that those aging with HIV are subject to decreases in cognitive functioning. Implications for clinical and research settings are provided.

Keywords: *HIV, neuropsychological performance, cognitive deficits*

Predicting positive and negative change in Australian expeditioners following Antarctic employment

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The aim of the present study was to identify factors that influence positive and negative change in Australian expeditioners following Antarctic employment. 423 expeditioners completed a series of self-report measures assessing individual, organizational, and relationship dimensions at pre-departure, absence, reunion and reintegration. Data was analyzed using backward stepwise regression equations to determine the relative contribution of individual, organizational, and relationship dimensions across the employment experience in predicting self-reported positive and negative change following Antarctic employment. At both two and twelve months post-return positive change was predicted by a combination of individual, organizational, and relationship dimensions reported at pre-departure, absence, and reunion. At reunion negative change was predicted by a combination of individual, organizational, and relationship dimensions reported at absence and reunion. Negative change at reintegration was predicted by a combination of individual, organizational, and relationship dimensions reported at pre-

departure, absence, reunion and reintegration. Positive and Negative change reported by Australian expeditioners at both reunion and reintegration is predicted by experiences at these and preceding phases of the Antarctic employment experience. As such, proactive prevention and intervention strategies aimed at enhancing the Antarctic employment experience for Australian expeditioners should address each phase of employment from pre-departure through reunion and reintegration. In turn, such intervention may enhance employee well-being, performance, and retention.

Keywords: *change, Australian expeditioners, Antarctic employment, employee well-being*

Predicting the risk of financial trust violation: Assessing the interaction of work environment and offender characteristics

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Financial trust violation is extremely costly but researchers from criminology, psychology and management/security are yet to agree on a standard model to explain this offence. The aims of this thesis were to: (i) develop a model to enhance our understanding of the core processes of financial trust violation, (ii) develop an assessment tool that evaluates the core processes of financial trust violation in individuals, (iii) review the personality traits within financial trust violators and how these impact on the core processes and (iv) to understand the role that the perceived security precautions of the organization and the organization's actions and culture designed to support an ethical environment has on the core processes of financial trust violation. The Business Security Questionnaire (BSQ) was designed using Cressey's (1953) model and supplemented with recent employee theft research to assess the core processes of: demographic factors, motivations, opportunity, values, evidence to support violation and rationalisations. The personality factors investigated were the neurotic personality type and 'white collar' psychopathy which were assessed by Young Schema Questionnaire (YSQ; Young & Brown, 1999) and the B-Scan (Babiak & Hare, 2004) respectively. Thirty incarcerated individuals (18 men and 12 women) from Victoria, New South Wales and South Australia convicted of financial trust violation from their own company or employer were assessed. The core processes were largely supported, especially through highly endorsed specific items but environmental factors did not have an impact on these processes. The YSQ showed that the schemas of self sacrifice and unrelenting standards and the B-Scan scales of blaming and shallow were elevated in this population. Significant gender differences and a range of specific relationships between elevated schemas and B-Scan scales were found between core processes of financial trust violation. A comprehensive model of financial trust violation is feasible and key foundation items were developed in this research for a precise measure of the risk of a staff member of committing a financial trust violation.

Keywords: *financial trust violation, personality traits, assessment tools, schemas*

Predicting work engagement, turnover intentions and family satisfaction over time: Organizational support, hindrance and work-life balance.

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This research assessed the impact of organizational cultures that either supported or hindered employees' use of organizational work-life balance policies. It was expected that supportive organizational cultures would be consistent with work engagement, family satisfaction and reduced turnover intentions over time. Australian workers (*n*=540) were surveyed on two occasions with a one year time lag. Measures of organizational culture, use of work-life organizational policies, work engagement, family satisfaction and turnover intentions were included in the study. Structural equation modeling analyses assessed the ability of (Time 1) organizational culture and work-family policies to predict work engagement, family satisfaction and turnover intentions over time (at Time 2). As expected, we found that a

workers' use of Work-Family Organizational Policies (WFOPs) was positively associated with supportive organizational cultures. Hindering organizational cultures demonstrated negative relationships with perceptions of organizational support. Organizational support predicted work engagement at time two, but demonstrated no direct associations with either time two family satisfaction or turnover intentions. Instead work engagement was positively associated with family satisfaction and negatively associated with turnover intentions. This research demonstrates that a supportive organizational culture in terms of the provision of appropriate WFOPs, is important to the facilitation of the interface between employees' work and private lives. Importantly, a supportive organizational culture is pivotal to the engagement of workers. Work engagement in turn, has implications for both organizations and employees; directly influencing employees' work commitment and family relationships. This research clearly demonstrates that organizational managements cannot afford to ignore the impact of supportive workplace cultures on the psychological well being of their employees.

Keywords: *organisational culture, turnover, work-life balance, support*

Predictors of mental health and quality of life in adults with craniofacial conditions

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Adults with craniofacial conditions reportedly experience higher levels of psychosocial problems than the general population. However, our understanding of the factors that contribute to the mental health and quality of life in these adults is poor due to the limited availability of research. This study examined some of the predictors of positive outcomes in adults who have grown up with a variety of craniofacial conditions. Adults (*n*= 95, mean age 29 years) with congenital craniofacial conditions, who were treated as children in the Australian Craniofacial Unit, completed measures of: mental health (Hospital Anxiety and Depression Scale), quality of life (SF-36), social support (Multidimensional Scale of Perceived Social Support), self esteem (Rosenberg Self-Esteem Scale), satisfaction with appearance, fear of negative evaluation (Brief Fear of Negative Evaluation Scale) and appearance concerns (Derriford Appearance Scale). Multiple regression analyses revealed that the strongest predictors of anxiety were self esteem, appearance concerns and fear of negative evaluation, while depression was predicted by self esteem and social support. Age, gender and satisfaction with facial appearance did not contribute to either anxiety or depression. The Physical Health Component of the quality of life measure was predicted by satisfaction with facial appearance and appearance concerns, while the Mental Health Component was predicted by social support, self esteem and appearance concerns. Again, gender and age did not contribute to either outcome. These results highlight the importance of self esteem, social support and concerns about appearance to a range of mental health outcomes in these adults, with fear of negative evaluation specifically predictive of anxiety. Of note, satisfaction with facial appearance was unrelated to mental health outcomes, and gender and age were unrelated to all outcomes. These findings underline the importance of thoroughly assessing adults with craniofacial conditions and not simply focusing on satisfaction with appearance. They also provide some possible targets for childhood interventions designed to build resilience in this population.

Keywords: *predictors, craniofacial conditions, psychosocial problems*

Preliminary findings from a randomised controlled trail of mindfulness-based cognitive therapy for recurrent depression

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Major depressive disorder (MDD) is most commonly experienced as a relapsing condition.

Mindfulness-Based Cognitive Therapy (MBCT) is a manualised group based intervention designed to reduce rates of relapse of MDD. It integrates aspects of cognitive therapy with components of a mindfulness-based stress reduction program. The aim of this multi-site randomized control trial is to examine the effectiveness of MBCT in preventing depressive relapse in people who have had at least three prior episodes of depression. We recruited 204 participants with a history of three or more episodes of depression but who were currently well. As an alternative to a treatment-as-usual (TAU) control condition, we developed a control called "Depressive Relapse – Active Monitoring" (DRAM) in an effort to balance treatment expectancy and prevent resentful demoralisation. DRAM comprised a manualised and supported self-monitoring protocol. Participants were randomised to either MBCT plus DRAM, or DRAM alone, and are being followed up for two years. Participants continue their usual treatment during the course of their participation in the trial. Outcome measures include the Patient Health Questionnare-9, the Composite International Diagnostic Instrument 2.1, and number of days depressed in the past year. The Expectance/Credibility Questionnaire is being used to assess treatment expectancy. We will report findings related to rates of retention, rates of treatment completion and adherence, and treatment expectancy. Although preliminary at this stage of the trial, the available outcome data from the first 12 months of the study will also be presented. The early findings from this trial will provide a tentative indication of whether MBCT is an effective intervention for people with a history of three or more depressive episodes in a setting outside that of the initial developing group, and across multiple sites.

Keywords: *mindfulness-based cognitive therapy, relapse, major depressive disorder*

Pre-school education for the Turkish speaking Aazaree minority in Paarsee speaking Iran: an attempt at bridging the linguistic gap?

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From a constructivist perspective cultural and linguistic experiences of early years play a significant role in a child's later learning and development. Furthermore, the main objective of pre-school programs is to familiarize children with the school culture and language. Such an objective takes a whole new meaning when we consider students, like Turkish speaking Aazarees in Iran, who are challenged with the bilinguality of home and school since the official language of instruction is Paarsee, the language of the majority ethnic group. The aim of the research conducted was to see if attempts at bridging the linguistic gap through different complementary pre-school programs have been serious enough to be successful. To answer the research questions posed, three groups of Aazaree students and teachers were measured in three different times and ways, all within the school setting. A group of first graders just entering school, another group of students entering second grade, and a group of first and second grade teachers all in one school/district were selected randomly from among all such students and teachers in Maraagheh, a city in East Aazarbaijaan Province. The student groups are inclusive of different subgroups in terms of preschool education. Nevertheless, all were tested on their linguistic preparedness/achievement while the views of teachers were explored on the same subject, and the classroom interactions of some of them with the students were observed. The interval data on students' preparedness/achievement and teachers' views are to be analyzed statistically while the verbal data on classroom interactions will be processed accordingly. The preliminary perusal of the data reveals that in accordance with the expected status of the students, based on similar findings previously obtained, those who have no preschool experience have the lowest preparedness and achievement, while those who have both the regular preschool experience and the special one month program for linguistically different students score the highest. The other two groups are expected to rank in between. The views of teachers are also expected to be negative on the efficiency of the present programs, and positive on the impact of preschool acculturation on achievement. The observational data is expected to show the use of students' home language in the classroom

both by teachers and students. Iran, a mosaic of different cultural and linguistic groupings, while recognizing the right of the ethnic groups to the use of their native languages, imposes the national language, Paarsee, as the official academic language. Over the years witnessing the deficiencies of the non-Paarsee speaking students, attempts have been made to remedy the situation. However, as the projected results show, these attempts have not been that successful and more drastic approaches to the problem are required. Some forms of second language learning or bilingual education could be the path to take.

Keywords: *preschool, bilingual, minority groups, supportive services*

Primary inter subjectivity, early interaction and breastfeeding experience: Maternal satisfaction and depressive onset as risk factors in infant development

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In this study we observed 33 first-time mothers from pregnancy (3rd trimester) to three months after childbirth. We selected the sample from a larger sample of an Italian population attending prenatal courses in Florence area. Women were primiparous, with a stable partner relationship, with no reported previous psychiatric disorders, their pregnancy was without risks factors and the babies were born at the expected date in good health. During pregnancy we assessed the mothers' mood state, couple relationship satisfaction, life time psychiatric disorders and a questionnaire about their social support network. After childbirth we investigated mood state and administered a brief interview on the context of the maternity experience, including breastfeeding practice, and we video recorded a five-minute interaction with the infant according to Murray's method (GRS). Analyses revealed that mothers without signs of depression in pregnancy also maintained low levels of depression postpartum and they showed good "sensitivity" towards the baby. These mothers were also more satisfied with their couple relationship, they reported more satisfaction with breastfeeding their babies and they continued to breastfeed. On the other hand, mothers who showed mild postpartum depression were less sensitive towards their baby and they reported problems with breastfeeding. Babies of mothers who experienced less satisfaction with breastfeeding were less lively during the video interaction in comparison with babies of mothers who experienced satisfaction, confirming the emotional benefits of breastfeeding and more baby centered attitudes in breastfeeding mothers, when they were supported by their partner and social network. Our data revealed the importance of breastfeeding relationship as first occasion of mother-baby interaction. Breastfeeding can be considered a protective factor also for onset of postnatal depression such as a supportive partner relationship.

Keywords: *first-time mothers, pregnancy, social support, mood, depression*

Proactive personality interacts with job characteristics to enhance role breadth self-efficacy, which promotes work innovation

SEARLE, B. (Macquarie University)

Job characteristics and individual differences are thought to be important predictors of role breadth self-efficacy (RBSE; Parker, 1998) and intrinsic motivation (IM), two cognitive-motivational states which are in turn thought to drive workplace innovation (e.g., Amabile, 1988; Parker, Williams & Turner, 2006). IM provides an internal need improve work practices, while RBSE provides a feeling of capability to achieve any improvement steps; both of these are critical in generating and sustaining innovation and other proactive behaviors (Parker, Bindl & Strauss, under review). In cross-sectional studies, Ohly and Fritz (2007) found RBSE predicted innovation better than IM, while Parker and Sprigg (1999) found job characteristics were more predictive of RBSE among employees with more proactive personalities. The present study sought to identify the roles of job characteristics (method control and problem-solving demands) and proactive personality in predicting RBSE and IM, and ultimately on the suggestion and

implementation of work innovations. A survey was administered to 260 full-time employees in Australian organizations, and re-administered to the same individuals three weeks later. Data from both waves were analyzed using structural equation modeling, which can simultaneously assess independent effects on correlated dependent variables while correcting for measure unreliability. Alternative direct and mediation models were used to compare model fit and variance explained when testing study hypotheses. Despite past findings, RBSE was predicted by problem-solving demands only, while IM was predicted only by method control. Innovative suggestions and their implementation were predicted only by RBSE. Proactive personality was associated with neither cognitive-motivational states nor innovation behavior, perhaps because its effects were moderated by job characteristics. For example, RBSE was most likely to be high among those proactive employees who had previously experienced high method control. The data support a model in which direct and interactive effects of job control, demands and proactive personality influence RBSE, which mediates their effect on innovation. The findings highlight the importance of fit between person and situation. Proactive employees may be most likely to innovate in autonomous work situations, where they feel more capable of achieving desired improvements.

Keywords: *job characteristics, individual differences, role breadth self-efficacy, intrinsic motivation, proactive personalities*

Professional psychology training in Australia: How does it prepare psychologists for practice with rehabilitation populations?

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The aim of the present study was to (1) Identify the training opportunities to prepare psychologists for practice with rehabilitation populations in Australia and (2) to explore the conceptualization of training for psychological practice with rehabilitation populations in Australia. A list of all the currently accredited professional psychology post-graduate courses in Australia was obtained, including the names and contact details of course directors. An email containing information about the study and invitation to participate was sent to the course directors, with a web-link to the online survey. Recipients of the survey invitation email were given one month to respond after this time, and a reminder was sent out one week prior to the closing date. Twenty-one surveys were filled out, with complete data available for 16. The majority of responses related to clinical psychology courses (56%), and other responses were provided for organizational, health, forensic and sport / exercise psychology courses. Of the topics identified as essential for training in this field, the most commonly addressed was 'substance abuse'. 'Recreational functioning' and 'sexual functioning' in relation to illness and injury were the areas that were most frequently not covered. The majority of the courses reported that placements in the areas of developmental intellectual disorders, substance dependence and abuse and psychiatric impairment were commonly available. The majority of courses reported no placements offered in burns, amputation, blindness and/or deafness or congenital conditions such as cerebral palsy. Rehabilitation psychology is currently not a recognized specialty of psychology in Australia, and as may be expected therefore, none of the courses surveyed covered all the required content expected in specialty training in the area in the United States. Opportunities to undertake practical training in some rehabilitation areas appear to be quite commonly available, but this did not include any of the areas of physical rehabilitation. These findings suggest that currently available courses in Australia are inadequate to prepare an appropriately trained workforce, and that none can be conceptualized as providing an effective training program for this area of practice.

Keywords: *psychological training, rehabilitation*

Promoting multilingual competence and academic acheivement through mother tongue literacy and activation of cultural knowledge

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Mother tongue (MT) based multilingual education (MLE) is now a well-established framework for quality schooling of minority children (Cummins, 2009). The paper reports findings of a three-year longitudinal evaluation of intervention program, *MLE Plus,* (Mohanty & Panda, 2007; Panda & Mohanty, 2009) among primary grade (Grades I to III) Kui and Saora MT tribal children in Orissa, India. The intervention involved development of literacy and cognitive academic language proficiency in children's MT, used as the language of teaching in the early school years (Grades I to V), and systematic development of multilingual competence from Grade II onwards. Ethnographic documentation of indigenous cultural knowledge and practices helped us plan activities for linking children's everyday cultural practices and knowledge to classroom learning, and facilitate community oracy and literacy engagements. The MLE+ intervention was carried out over a period of three school years beginning with Grade I in eight Government MLE schools for children from Saora and Kond tribes. The intervention was longitudinally evaluated in all the MLE+ schools and compared annually with matched MLE and non-MLE schools (where the tribal children were taught in a dominant language which was not their MT). The findings show that MLE+ interventions resulted in better academic achievement and multilingual development compared to the MLE programs, which, in turn, were found to be better than the non-MLE ones. The MLE+ intervention resulted in greater classroom participation, favorable teacher and community perception of and involvement in MT based school learning. Pedagogic processes in MLE+ program creating multiple points of contact between everyday and school concepts are analyzed. Implications of MLE+ intervention for MLE pedagogy involving minority children are discussed.

Keywords: *multilingual education, academic achievement, mother tongue literacy, cultural knowledge*

Prospective remembering and working memory in a virtual world

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Current laboratory-based prospective memory (PM) paradigms pose problems that are very different from those encountered in the real world. Several PM studies have reported conflicting results when comparing laboratory with naturalistic based studies (e.g., Henry et al, 2004). With artificial stimuli divorced from any situational or social context, the prospective event in an experiment is unlikely to have been encountered outside the laboratory. We used gaming software to provide a cost-effective virtual reality (VR) tool to develop a more ecologically valid setting to study PM whilst maintaining the rigor of the traditional laboratory approach. We explored the relative importance of independent measures of verbal and spatial working memory capacity, retrospective and prospective memory, and planning ability to predict PM failures in healthy young adults. PM performance was extracted from the Virtual Errands Task (EVET) dataset. A total of 157 participants (95 females and 62 males - mean age 19.6 years) attempted eight location based errands in a four storey virtual building (e.g., collect computer from room G4). All participants learned the errand list to criterion and made a plan before starting the test. Individual difference measures assessed retrospective and working memory capacity, planning ability and PM. A PM failure was identified as a situation where a participant entered and exited the "cue" area outside an errand related room without performing the required errand whilst still successfully remembering that errand post test. Multiple regression analysis showed that independent measures of verbal working memory span, planning ability and PM were significant predictors of PM failure (R^2 = .15). Inclusion of an efficiency measure of pre-planning for the EVET task was a significant predictor and improved model fit (R^2 = .22). Overall, the data demonstrate the potential for VR to provide a realistic, but well controlled PM study. The relationship between the independent measure of PM and the PM failures in the EVET provides construct validity. Results are supportive of accounts that argue for domain-specific working memory processes and highlight a role for verbal working memory in PM. The study also offers a

methodology to address the relatively unexplored role of planning in PM.

Keywords: *prospective memory, virtual reality, working memory, Virtual Errands Task*

Psychological and demographic characteristics of individuals who engage in online sexual activity: An investigation based on sexual orientation

SQUIRRELL, M. (Swinburne University of Technology)

The number of individuals engaging in online sexual activity (OSA) is a growing trend, and a number of researchers and scholars have argued that the behaviour is pathological (Durkin & Byrant, 1995; Young, 1997). However other researchers (e.g., Griffiths, 2001; Cooper, 1998) have concluded that online sexuality is adaptive, and have emphasised sexual exploration, or highlighted educational benefits and advantages for socially disenfranchised individuals such as gay, lesbian and bisexual (GLB) individuals. Researchers have also suggested that GLB individuals tend to use the Internet more often than their heterosexual counterparts for experimentation and the expression of sexual behaviour (Cooper, Delmonico, & Burg, 2000). The overall aim of this paper is to report the findings of an online study that investigated the relationship between participant's sexual orientation and their OSA. Participant's offline meeting behaviour and personality characteristics are also discussed. The psychological variables investigated included measurers of participants' depression, anxiety, stress, impulsivity, social and emotional loneliness, adult attachment style and psychosexual adjustment (e.g., sexual-anxiety, sexual-satisfaction). International data for the current study were collected via an online questionnaire posted into a variety of sexually oriented news groups. Data was collected from 1325 participants aged 18 to 80 years, (*M*= 41years, *SD*= 13), with males composing 91% of the sample. 39% of the sample identified as heterosexual, 35% indentified as gay/lesbian and 25% identified as bisexual. Participants spent an average of 12.25 hours per week engaged in OSA. Overall, bisexual males were significantly more likely than heterosexual and gay males to be assessed as being at high-risk of their OSA interfering and jeopardising important areas of their life (i.e., social, occupational and educational). Lesbian and bisexual women were significantly more likely to be classified within the high-risk group than heterosexual women. Males with a secure attachment style were approximately twice as likely to be heterosexual or gay than bisexual. Attachment style was however not related to female participant's sexual orientation. Gay and bisexual males were significantly more likely than heterosexual males to meet someone offline that they first met online, however sexual orientation was not related to offline meeting behaviour for female participants. Increases in depression, anxiety, stress, emotional and social loneliness and impulsivity were associated with increased engagement in OSA for all participants, regardless of sexual orientation. Theoretical, research and clinical implications of the findings will be discussed.

Keywords: *online sexual activity, sexual orientation, sexual behaviour, attachment style, psychosexual adjustment*

Psychological and social influences on inequalities in health in European countries

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The first reference to inequalities in health appeared in the "Report on the Sanitary Condition of the Labouring Population of Great Britain" written by Sir E. Chadwick in 1842. The earliest mention in the last century comes from A. Antonovsky (1967), and from F. Drever and M. Whitehead (1977). Despite this long world history, to date, the history of interest in the topic is rather short in the Czech Republic. The problem of health inequalities was not investigated from 1948 to 1989 in former Czechoslovakia due to political, economic and socio-historical circumstances. The basic data concerning social influences on equity in health in Czech districts (2002, 2005, 2007) are in our study which were compared with results from 18

European countries, and the EU data. A representative sample of Czech citizens were obtained by random quota sampling. Participants took part in a structured interview and responded to questions regarding self-reported health, income, and level of education. Data was also collected from Czech national statistical data on sick leave, unemployment, and income in respective districts of the Czech Republic. The presented data demonstrate the relationships between all mentioned variables. Income, unemployment and sick leave varied in different districts of the Czech Republic: the poorer districts reported a higher morbidity and higher unemployment rate irrespective of the influence of the process of European integration (incl. the EU enlargement). The similarities and differences in social influences were related to health inequalities within the European countries and were demonstrated using the comparison of national and European statistical data, and the correlation analysis of the above mentioned variables. The process of European integration is associated with many problems. One of the most important is the problem of social influences on equity in health, and its psychological reflection at both individual and social levels. Using the European and other best practices, both research and policy strategies in these countries should be focused on the closing this gap.

Keywords: *Czech Republic, health inequalities, unemployment, social influences*

Psychological issues facing international students in Australia

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The aims of this research were to evaluate the psychological issues facing international students in Australia and to investigate the extent to which their psychological needs can be met. The research involved a series of focus groups with international students attending institutions in Melbourne and Sydney in conjunction with illustrative detailed case studies. A content analysis of the main themes arising from the focus groups was conducted. The results indicated that many international students face significant psychological issues including depression and high levels of stress and anxiety. Many students find it extremely difficult to adapt to the Australian culture generally and more specifically to the Australian post-secondary education system. They express feelings of immense isolation from both family and friends but especially from their family. Many also experience high levels of stress resulting from financial problems and from struggling to pass components of their courses. Students report feeling there is a lack of adequate support systems within their educational institutions and a demonstrated a lack of awareness about how to seek help. There are a substantial number of international students in Australia who are in need of support for a range of psychological issues they experience. Current support systems are inadequate often failing to take into account different cultural backgrounds and failing to provide adequate interventions for these students. It is important that the government address the issue of providing more effective psychological services for these students.

Keywords: *international students, Australia, psychological needs, depression, support systems*

Psychological support to Tsunami victims in Sri Lanka: A 5 year intervention model

MONTEIRO, S. (CeFIPsi)

Helping people in grief to overcome their mourning process and be happy again is a demanding journey but also a challenging one in a therapeutic perspective. Victims of natural or human disasters benefit from psychological support during, at least, the first five years after the event (Demaria & Barrett, 2006). Since February 2005, CeFIPsi's professionals have being psychological (and materially) supporting Tsunami victims in Sri Lanka, Batticaloa district. We have been working in five schools (with near 500 students, total), three nurseries and one orphanage. The main goal of this presentation is to illustrate how psychological support can be effective among natural disaster victims in an east country where the language, culture and death rituals are so different from the western

ones. We have been using Worden (2002) model regarding the four tasks of mourning: (I) accept the reality of the loss; (II) deal with emotions and pain of grief; (III) adjust to the new environment; (IV) emotionally relocate the deceased and moving on with life. To accomplish every goal of each task we used play therapy and educational materials constructed by us before each mission, mainly for that purpose. After five years of psychological support to Tsunami victims we have gathered data from the children and their teachers about the behavioral and emotional changes recognized: recognizing and accepting their negative emotions and thoughts about death and Tsunami; being able to openly talk about it, and returning to the beach. The oldest students have been "co-counselors" for the youngest ones and they also have been contributing to effects generalization. Some considerations regarding social and cultural differences will be made in order to facilitate the job of other Psychologists who have the chance (and aspiration) of working in humanitarian experiences with the purpose of enlarging life quality and well being of others.

Keywords: *grief, mourning process, psychological support*

Psychological trauma in a sample of police officers: A 10 year follow-up study

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Limited longitudinal data exists regarding clinically significant traumatic distress in a sample of police officers. This study followed up a sample of New Zealand Police Officers 10 years after they were last surveyed. A comparison of the levels of traumatic stress was evaluated longitudinally in a sample of New Zealand Police Officers. The police officers were assessed at Time 1 (September 1997 to September 1998), Time 2 (September 1998 to September 1999), and Time 3 (2009). Time 1 was at the commencement of their police training. Time 2 was one year after they had been initially surveyed and this included six months of initial police training. Time 3 was approximately 10 years after the participants had been previously sampled. Time 1 and 2 involved the utilization of the Impact of Events Scale. Time 3 involved the utilization of the revised version of the Impact of Event Scale. At Time 1, 512 police recruits participated in the research. At Time 2, 326 police officers participated in the research. At Time 2 only serving police officers were invited to continue in the research. At Time 3, 131 individuals continued in the study. At Time 1, 16.73 percent of participants indicated clinical significance. At Time 2, 20.97 percent of participants indicated clinical significance. At Time 3, 11.71 percent of current police officers indicated clinical significance and 25 percent of former police officers indicated clinical significance. The results suggest that clinically significant levels of posttraumatic distress decreases with time as a police officer. Perhaps serving police officers become desensitized to traumatic exposure the longer they are members of the organization.

Keywords: *traumatic distress, police*

Psychology and cross-disciplinary education for mental health practitioners

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There is growing interest in collaborative cross-disciplinary educational models for preparing mental health professionals who work in integrated or multidisciplinary mental health services. However, traditionally Nurses, Social Workers, Occupational Therapists, Psychologists and Psychiatrists are educated in 'disciplinary silos' at university prior to going out to placements and practice in multi disciplinary mental health settings. This paper presents both a summary of an Australian Learning and Teaching funded project: Developing Cross-Disciplinary Leadership Capacity for Enhancing the Professional Education of Multidisciplinary Mental Health Practitioners, and data from a series of workshops involving a range of mental health educators, mental health practitioners and industry stakeholders. A series of three workshops (learning circles) were conducted

between the main stakeholders from two Universities including members of the Mental Health Workforce, Mental Health Planners, field placement officer, field supervisors, and Deans, Heads of School and Program Convenors. More than 50 stakeholders attended the series of workshops. It was clear that there is a gap in knowledge about the current National Mental Health Standards while there was general acknowledgement of unmet needs for students beginning a multi-disciplinary mental health placement. Furthermore, while there is a current lack of cross-disciplinary educational preparation, enthusiasm for, and interest in, cross-disciplinary education was expressed. There is acknowledgement and support for cross-disciplinary pre-professional education. Efforts however, are limited at universities for models of cross-disciplinary education. There is a need for strong leadership at the discipline and faculty levels to create both a climate for cross disciplinary education and to offer practical and tangible support for such initiatives.

Keywords: *education, multidisciplinary mental health services, cross-disciplinary education*

Psychology students are learning coaching psychology by doing coaching psychology

SPATEN, O.M. (Aalborg University)

The research was intended to investigate our main hypothesis that our students coaching competences grew significantly during training. Furthermore, we had the idea that the students' self-esteem and more general clinical/counselling skills would benefit from the intense coaching psychology training. Two rating scales were administered: Students' coaching competences and social and emotional skills were measured pre-, midterm and end course. In the University program the students concurrently followed cognitive-behavioural therapy courses and cognitive coaching modules. Spanning 1.5 academic years (16 full days) the coaching modules include 104 hours of lectures and action-reflection-workshops. The students coaching competence skills grew from pre-program (Sept 07) to end-program (Nov 08) assessment. A Friedman test found a significant difference (chi square (2) = 6.0, $p < .05$). The social and emotional skills test showed that students' social and emotional skills also grew significantly from pre- (Sept 07) to end course (Nov 08). A significant difference was found (chi square (2) = 8.19, $p < .05$). We interpret the results as performance enhancement within a non-clinical population. Consequently we propose that coaching should be included in future psychology student's graduate training. In September 2009 the coaching psychology program was launched for the third time. We assume that the coaching program has been an overall rewarding introduction to cognitive behavioural approaches. The program allowed a combination of traditional lectures with "action-reflection-learning" workshops, during which students train cognitive behavioural techniques in their own pace. The findings from this psychology graduate program with an integrated module of coaching psychology show potential and usefulness of cognitive behavioural techniques applied in the cognitive coaching modules. But future measurement tools should include tailor-made scales and techniques for monitoring the learning process. Furthermore, future research with more participants and a control group is needed.

Keywords: *students, coaching, training, self-esteem, counselling skills*

Psychometric test use in Botswana schools: Developing a consumer–oriented framework

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The study constructed the structure and content of a psychometric framework for use of tests in Botswana primary and secondary schools. Psychometric test services are an integral part of student education and development in school settings. The ways such services are delivered within specific school systems must be responsive to the needs of the host education system and its stakeholders. In the absence of an existing framework for delivering such services, a framework for their delivery must be developed. Two-thousand and ninety-nine

educationists, parents (*n*=162) and children (*n*=382) participated. Educationists completed a series of focus group discussions, which generated data for concept mapping analysis. They also completed a survey on perceived importance of psychometric test practices within Botswana schools. The students and parents or guardians completed a survey on developmentally appropriate considerations for the use of tests in schools, including preferences for accessing the tests, domains for assessment and use to which test results could be put. Data were analyzed using descriptive statistics, Multidimensional Scaling and Hierarchical Cluster Analysis. Participants' data suggested a psychometric framework spanning the following clusters: guidance and counseling, learning readiness, personal development, societal influence and socialization. Students across developmental stages preferred to access psychometric services through their class teachers and counselors. Parents perceived a role for the school administration in supporting student access to psychometric tests. A consensus psychometric framework is possible from appropriate consultation with educationists, students and parents. Building into the design of the framework student and parent preferences enhances the targeting of the framework, making it likely that it will be used by students and parents.

Keywords: *Botswana schools, psychometric tests, development, education system*

Psychopathic-like traits and aggression in high school loner and non loner delinquent/non delinquents

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According to Hare (2006) psychopathy has been described as the single most important clinical construct in the criminal justice system and as what may be the most important forensic concept of the early 21st century. Is this a viable construct in children and adolescents in non forensic contexts, however? The aims of this paper are to (i) briefly examine the issues surrounding this question; (ii) describe the development of instrumentation for use in non forensic settings (e.g., schools, behaviour units); and (iii) determine levels of psychopathic-like traits and forms of aggression of loners and non-loner delinquent/non delinquents. 149 adolescents (73 with official school records of antisocial behaviour and/or behavioural problems and 76 with no official school records for antisocial behaviour) from four high schools and one behaviour unit in the metropolitan area of Perth participated. Three instruments - the Adolescent Loner Scale (ALS), the Adolescent Scale of Aggression (ASA), and the Constellation of Affective and Interpersonal Behaviours Screening Instrument (CAIBSI) - were administered. Based on LS data participants were designated as Loner delinquents (LD), Non-loner delinquents (ND) and Non-loner Non-delinquents (NN). Two separate one way between-groups multivariate analyses of variance (MANOVAs) were conducted. The first explored the effect of Loner-Delinquent Group (LD, ND, ND) on Physical-Proactive, Verbal-Proactive, Verbal-Reactive, and Physical-Reactive aggression. The second examined the effect of Loner-Delinquent Group on the psychopathic like traits (Narcissistic-Manipulative, Callous-Unemotional, Narcissistic-Egotistical, Thrill-Seeking, Impulsivity). Multivariate main effects were evident and these were explored using Univariate *F* values with Bonferroni-adjusted α levels to control for inflated Type 1 errors. Reliable instruments developed in Australia show loner status has important implications pertaining to psychopathic like traits and aggression. This research further enhances our understanding about loners and has important implications for interventions used in non forensic settings such as schools and behaviour units.

Keywords: *psychopathy, forensic contexts, loners, delinquents, aggression*

Psychosocial and economic influences on health risk behavior: A cross national comparison of older men and women in Australia and South Korea

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Men drink more alcohol than women in all countries, but the male to female (M:F) ratio for drinking varies markedly across countries. Cross-national gender differences in drinking behavior are related to role expectations for women; M:F ratios for drinking and heavy drinking are higher in countries where gender roles are more traditional. Economic development and gender equality are however typically confounded in these studies and most use samples aged <65 years. We aim 1) to examine gender differences in alcohol consumption among middle aged and older adults and 2) to distinguish between economic and psychosocial drivers of women's risk behavior by comparing alcohol consumption in Australia with South Korea, which has similar per capita GDP but where traditional gender roles prevail. We used data from large nationally representative samples of adults aged 45-105 years (mean age = 61 years) in Australia (*n* = 5381) and South Korea (*n* = 9870) to examine drinking patterns for men and women. Multinomial logistic regression examined key socio-demographic associates of risky drinking (>14 standard drinks/week) in these groups. M:F ratios for current drinking were 1.15:1 in Australia, and 3.84:1 in Korea. Rates of risky drinking were similar for males (26.7% in Australia vs. 29.1% in Korea) but not for females (8.5% vs. 1.5%). Average weekly consumption was higher for males in Korea (9.8 drinks/week in Australia vs. 12.9 in Korea) but higher for females in Australia (4.0 drinks/week in Australia vs. 1.0 in Korea). Marital status was associated with drinking only in Korean women; risky drinkers were more likely to be without a partner. Non-drinking was the norm among Korean women (83% abstainers) but non-drinkers were more likely to be married. The M:F ratios for current drinking and risky drinking were much higher in Korea than in Australia; this is consistent with international data on gender empowerment in these countries but not with economic indicators. Being without a marital partner may free older Korean women from some of the social expectations that otherwise constrain their drinking behavior. We conclude that gender-related social pressures may be more important than economic factors in influencing older women's risk behavior.

Keywords: *drinking behaviours, risk taking, gender differences, cross-cultural, gender roles*

Public perceptions of energy choices: The influence of beliefs about climate change and the environment

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Past research has documented high levels of public concern for risks relating to nuclear power, with environmental concern being associated with higher levels of opposition to nuclear energy. However recent UK energy policy, and other debates worldwide, has led to a repositioning of nuclear power as a 'low carbon' electricity source with potential benefits for mitigating climate change. Whilst many previous studies have examined perceptions of climate change and nuclear energy separately, this study explores the relationships between the two as well as with perceptions of other energy sources. More specifically, the study aims to examine (1) the associations between perceptions of climate change and evaluations of different energy sources, in particular nuclear power; (2) whether general environmental concern underlies these associations; and (3) participants' agreement with the idea that nuclear power may help to mitigate climate change and how this relates to general environmental concern and concern about climate change. A nationally representative quota sample of 1,491 individuals aged 15 years and over was used. Respondents were interviewed in their own homes in 257 sampling points across England, Wales, and Scotland. Respondents evaluated renewable energy sources most positively, followed by fossil fuels, and evaluated nuclear power most negatively. Whilst people tended to agree on evaluations of renewables and fossil fuels, there was much more variation in evaluations of nuclear power, reflecting the controversial nature of the technology. General environmental concern and concern about climate change were negatively associated with nuclear power perceptions and positively to renewable perceptions. Only a minority of people considered nuclear power to be a method for mitigating climate change, whilst people who thought that nuclear power can help to prevent climate change were those who were least concerned about the environment and climate change. Those who are

most concerned about climate change also reflect the philosophy of traditional environmentalist movements in supporting renewables and opposing nuclear power, showing that any public discussion which simply presents nuclear power as a solution to climate change, without an examination of wider alternative solutions, may be unduly restrictive for many. Framing nuclear power solely within the context of climate change may also result in misconceptions and possibly further skepticism and mistrust regarding the motives for the further development of nuclear power.

Keywords: *public perceptions, energy choices, climate change, environment, nuclear power*

Public uncertainty and scepticism about climate change

WHITMARSH, W. (Cardiff University), WHITMARSH, L. (Cardiff University), O'NEILL, S. (Melbourne University)

While there has emerged a scientific consensus about the reality of human-caused climate change, the media often emphasises disagreement and debate surrounding the issue due, for example, to journalistic norms to present a 'balanced view'. As an issue, climate change also poses many challenges to communicators due to its complexity, intangibility, and the implicit threat it poses to modern, energy-intensive lifestyles. These unique characteristics may - at least in part - explain why we see low levels of public engagement - that is personal involvement at cognitive, emotional and behavioural levels - in the issue. We present results here of an investigation into the roles of uncertainty and scepticism as a barrier to engagement. This talk will present the latest findings from mixed-method research on public perceptions of climate change in the UK. Findings from semi-structured interviews (N = 24) and from two major UK surveys conducted in 2003 (N = 589) and 2008 (N = 551) will be presented. We will describe how and why scepticism is more prevent amongst different groups (e.g., age groups, political and environmental values), and why – despite the growing scientific consensus about anthropogenic climate change – scepticism actually appears to be increasing amongst UK and US publics. We expose the prevalence and dimensions of uncertainty and scepticism about climate change, identify what influences these attitudes, and highlight the links between uncertainty/scepticism and behaviour. The presentation will also discuss what research in this field can tell us about how better to communicate climate change and engage the public with this complex and uncertain issue.

Keywords: *climate change, scepticism*

Putting the pieces together – exploring the way forward in risk assessment of arson offenders

DOLEY, R. (Bond University)

Deliberate firesetting remains a significant concern to our community with devastating effects recorded from fires annually. In the wake of the Victorian bushfires experienced in 2009 efforts to better manage this national concern have been mobilised at policy, practitioner and operational levels. This paper will present the results of a preliminary review into current best practice for risk assessment and management of arson offenders. Issues pertaining to treatment goals will also be canvassed. Findings from empirically based research in Australia comparing serial, one-time and non-arson offenders across a range of offence features and personal characteristics will be referred to. In Australia, currently there is no consistent approach to the assessment and intervention of either juvenile or adult arsonists. Reference to advances in the international arena will be made and the applicability of the lessons learnt overseas to the domestic context will be examined. A proposed model for best practice risk assessment and management for this population will be presented based on the evidence available currently.

Keywords: *arson offenders, risk assessment, treatment*

Quality of life psychological assessment: Teachers as resilient guides for adolescents in Buenos Aires public high schools

MIKULIC, I. (University of Buenos Aires), LABANDAL, L. (University of Buenos Aires)

School desertion is the result of a combination of internal and external factors. The causes of school desertion are multiple but in all cases create the conditions of failure of social integration, as it reduces significant chances of personal realization. The present study shows the importance of evaluating quality of life of adolescents undergoing "ecological transition" (Bronfenbrenner, 1979) from primary to secondary in order to understand this phenomena. As in Argentinean public schools adolescents tend not to continue their studies it is crucial to invest in research on this issue. Following a descriptive design, 500 adolescents participated in answering five inventories specially designed for this research. Ages ranged from 13 to 15 years, consisting of 250 men and 250 women. 68 teachers of these adolescents also participated. Instruments selected were: PQofLI-Perceived Quality of Life Inventory (Mikulic, 2001); CPI-Coping Response Inventory (Moos,1993); LISRES-Life Stressors and Social Resources Inventory (Moos, 1994); SIASCA-Structured Interview to Assess Strength in Children and Adolescents (Mikulic, 2001) and SIATP- Structured Interview to Assess Teachers Practices (2007). The Perceived Quality of Life Profile shows specific configuration of factors regarding adolescents and environments. Also, importance and satisfaction with life shows differences according to gender. Data obtained suggests that adolescents' resources and their teachers' characteristics are resilient sources. Parents, siblings and friends are perceived as an important resource but when importance and satisfaction with life assessed turn out to be a conflict factor. There is only one convergent factor regarding perceived quality of life in adolescents and it is "teachers as resilient guides". Importance and satisfaction with life correspondence indicates that students assign high importance to teachers' role and school context. Family and school context and climate represent two significant factors in promoting adolescent resiliency. Specifically, teachers guide as a medium to develop resiliency and convey hope is an important factor to prevent school desertion.

Keywords: *school desertion, social integration, adolescents, teachers, school climate*

Reckless behaviour in emerging adulthood: A test of a psychosocial model

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Reckless health behaviours such as dangerous driving, unsafe sexual practices, and drug and alcohol use are associated with much of the illness, injury and mortality of young people aged 18-30 years. This study presents a model of emerging adult reckless behaviour incorporating aspects of personality, social influence, emotional influence and cognition. The study investigates multiple predictors of recklessness across a range of health risk behaviours simultaneously, across multiple points in time. The findings presented are from the first of three waves of data collection, consisting of approximately 300 participants sampled from university students, technical college students and the general population. Participants were required to complete an anonymous and confidential questionnaire assessing sensation seeking, impulsivity, peer and parental influence, perceived risks and benefits, emotional influence, as well as their involvement in various forms of reckless behaviour. The questionnaire was available either in a pen and paper format or online. Results demonstrated that each of the predictors of recklessness was significantly correlated with overall reckless behaviour. Hierarchical regression analyses were conducted separately for each of reckless sexual, driving, drug, and alcohol behaviours. The model explained significant variance across each form of reckless health behaviour. Furthermore, these analyses indicated that the significance levels for each of the predictors varied with the type of reckless behaviour under investigation. The findings of this study combined previous predictors of reckless health behaviour into a psychosocial model. By investigating multiple forms of reckless behaviour and multiple

predictors of recklessness simultaneously, the study demonstrated that different factors predict different forms of reckless health behaviour in emerging adulthood. This finding runs counter to claims of "coherent syndromes" of recklessness, and provides greater insight for intervention and prevention strategies targeting the different forms of reckless health behaviour.

Keywords: *reckless health behaviours, predictors, adolescents*

Recovery from serious mental illness: Contributions of traditional clinical factors and psychosocial factors

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The aim of the current study is to examine traditional clinical and psychosocial factors (using an attachment framework) potentially involved in the consumer driven notion of recovery from serious mental illness (SMI). SMI is defined as an enduring psychiatric, emotional, or dual diagnosis that has a serious impact on quality of life, functioning ability and health, and includes schizophrenia and other psychoses. The study was a cross-sectional design using a quantitative measure of recovery (The Recovery Assessment Scale). 154 Participants were sourced from Mind Australia (a psychiatric rehabilitation service). Participants completed the questionnaire packs at the program sites. The questionnaire pack contained the scales measuring recovery (using the Recovery Assessment Scale), as well as affect, schemas, coping style, functioning, attachment experiences, severity of illness, number of hospitalisations in the past 12-months, medication adherence, alcohol use, and drug abuse. Relevant information was also collected from their case files and support staff. A hierarchical regression found that an active coping style, low negative sense of self, and low negative affect were the strongest unique predictors of recovery. Structural Equation Modeling shows a series of complex interactions between psychosocial variables and recovery involving affect, attachment anxiety and avoidance, self schemas, active coping and functioning. Of the clinical variables, number of hospitalisations, medication adherence, and severity of illness had the strongest relationship, but to a lesser extent than the psychosocial variables. Whilst traditional clinical variables appear to play a role, psychosocial variables appear to be vital in the prediction of self-rated recovery from SMI, in particular the presence of an active coping style, low negative affect and negative self schemas. These psychosocial concepts can be understood from an attachment perspective. Implications for the treatment of SMI are also explored.

Keywords: *serious mental illness (SMI), recovery, quality of life, functioning, health*

Reducing adolescent violence: Operationalising the theory of planned behaviour and cognitive behavioural strategies

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Adolescent injury is a significant health concern and can be a result of the adolescents' engagement in violent behaviours. Early adolescents report injuries resulting from getting into fights involving the use of weapons. Psychological theory has been used to explain adolescent violent behaviour however there is limited research about how psychological theory is actually operationalised in the design of adolescent risk-taking harm minimisation programs. The aim of this presentation is to outline how Cognitive Behavioural strategies and the Theory of Planned Behaviour (TPB) were operationalised in the design of a school-based program to reduce adolescent risk-taking behaviour including violence. Secondly, it aims to provide detail about the effectiveness of the program in reducing adolescent violence and violent-related injuries six months following completion of the program. The program, Skills for Preventing Injury in Youth (SPIY) was evaluated with 198 participating students and 137 control students (13-14 year olds). SPIY is a curriculum-integrated program delivered by teachers designed to reduce adolescent injury. Students reported on their engagement in fights,

use of weapons in fights, threats to hurt someone and deliberately hurting someone as well as their experience of injury from violence. The theories were operationalised into the SPIY program and the program implemented. Results showed a significant difference between the intervention and control group from baseline to six month follow-up in some violent behaviours and violence-related injuries. The program thus demonstrated potential in reduce early adolescents' violence risk behaviours and associated harm. The use of psychological theories to design the program and evaluation provides a step beyond understanding violent behaviour to an important area, that of behaviour change.

Keywords: *violence, adolescents, theory of planned behaviour, cognitive behavioural therapy, risk taking*

Reducing musculoskeletal discomfort in computer users: Evaluation of an inexpensive intervention

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Musculoskeletal discomfort and injury is a costly problem for many organisations today. Prolonged computer use has long been associated with increased risk of musculoskeletal discomfort/injury attributed to various biomechanical and psychological factors and work characteristics. Many interventions have been tried: task redesign (rest breaks, micro-breaks, job rotation), workspace redesign (tools, furniture, layout), warning/reminder signs or devices, training in safer techniques, safety policies and management strategies aimed at compliance. However, scientific evaluations of effectiveness are scarce and many are poorly done, e.g. with several interventions introduced concurrently and/or many potential confounds unidentified or unmeasured, which reduces the ability to draw conclusions. This controlled field experiment aimed to evaluate the Microdesk™, an adjustable, clear, sloping writing surface designed to improve the comfort, safety and productivity of people working simultaneously with a computer and papers by reducing the need for risky postures. A within-subjects ABAB (double reversal) design was used to control for individual factors and for unmeasured constant external factors. Thirty-two administrative officers whose daily work included > four hours of work using a computer and documents simultaneously participated over four months. Participants used a Microdesk™ during months 2 and 4, but not during months 1 and 3 and completed a questionnaire at each month's end. Pain/discomfort, productivity, fatigue, stress and usability were measured as well as workload and non-work injuries. Microdesk™ use reduced pain/discomfort and fatigue compared to non-use. Productivity increased similarly for half the participants while the remainder indicated no change. Pain, stress and fatigue decreased slightly but systematically across the four conditions suggesting study participation alone increased awareness of posture. These changes could not be attributed to changes in hours worked. All participants found the Microdesk™ easy to use. The Microdesk™is an effective, easy-to-use intervention to reduce musculoskeletal pain/discomfort, stress and fatigue and increase productivity during prolonged simultaneous use of computers and documents.

Keywords: *musculoskeletal discomfort, injury, prolonged computer use, interventions, microdesk*

Regional diversity of teenagers media culture in Ukraine

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Mass media is an important part of the modern culture, especially during societies` transition to digital era. Media has the potential to create virtual worlds in recipients` mind. As post-virtual reality they become the part of our daily life, which plays a role non-different from natural and social reality. Research of the virtuality is the way to understand the diversity of media culture. Research of social-psychological dimensions of the virtuality is the way to understand the diversity of teenagers and adults media culture in regional aspects for improving media literacy school programs. We suggest five social-psychological dimensions of the virtuality

in media culture: contextual weaving, realistic simulation, interactivity (including parasocial relations), reflexivity, resource ability. 5DV-inquirer was used for all-Ukrainian representative survey (*n*=2250 in 2008, and *n*=2000 in 2009) which covers four traditionally differentiated Ukrainian regions: West, East, South and Center. Data show differences of media culture of the different age cohorts (teenagers and adults). The West region youth spent more time with TV, their media culture had higher levels of contextual weaving, realistic simulation and media interactivity than other regions (especially south). East region youth were more interactive (spent significantly more time with friends: offline and via Internet), had higher level of media resource ability, then in other regions. Adults` media culture was more homogenous through all regions. We proposed experimental school media education course for teenagers with regional specify in three motivational modes: security, interactivity and creativity. Discussion about diversity of motivational impact on media education by social-psychological dimensions of the virtuality is required.

Keywords: *mass media, virtuality, media culture, regional diversity*

Regulatory model for the assessment of individual stress-resistance of professionals in demanding job conditions

LEONOVA, A. (Moscow State University)

The elaboration of adequate psychological instruments for reliable assessment of individual ability to cope with stress and to prevent its negative consequences needs the development of new approaches. In addition to traditional theories of stress-resistance (making the accent on neurodynamics' and genetic predictors), Lazarus' concept of psychological stress and state-trait paradigm can be useful for these purposes (Leonova & Velitchkovsky, 2008). The proposed regulatory model of stress-resistance was constructed on this basic. It includes estimations of anxiety, aggression, depression and exhaustion as stable dispositional traits which provoke different modes of subjective appraisals of the situation and enhance dissimilar emotional states. The battery of the relevant state-trait measures was used for validation of the model (Spielberger's anxiety, aggression, depression paired scales and tests for chronic/acute fatigue). The data were collected on representative samples of professionals working in extreme and/or demanding job conditions (military personnel, policemen, medical staff, bank officers, etc., in total 1450 ss.). Experts' evaluations and objective indices of work efficiency were used as independent criteria of high/low stress-resistance for each individual case. The results of the logistic regression analysis confirm high diagnostic properties of the model. It allows prediction of breakdowns in work performance as well as deteriorations in physical and mental health (by indices of sickness rate, psychosomatic disorders, lowered workability, burnout symptoms). An integrative score of stress-resistance, calculated upon the data of confirmatory factor analysis, reduces the number of multimodal initial indicators to a single standardized measure with 4 ordered categories (from "extremely low" to "high") that makes a basis for a proper diagnostic solution. Empirical verification of the regulatory model shows its high potential for the assessment of the individual stress-resistance level in field studies. Besides the use in professional selection practice it can be also helpful for compiling stress management programs appropriate to the needs of particular persons.

Keywords: *psychological instruments, psychological stress, stress-resistance, emotional states, mental health*

Relation between work values and organizational commitment

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Literature review indicates that values in general and work values especially are an important

variable for organizational commitment. The aim of the current research was to investigate relation among work value and organizational commitment components. The statistical population consisted of 4600 personnel of one large industrial company. The sample comprised 272 persons selected via simple random method. Participants respond to Furnham work values and organizational commitment. At the onset the questionnaire was factor-analyzed, then relations among these eight factors, with three dimensions and total commitment, were investigated through stepwise regression. Findings of factor analysis indicate that work values consist of eight- components .The regression analysis found that among these factors only job prestige was predicator of identification and organizational commitment. Considering affiliation commitment, two factors of salary (and benefits) and job priestesses are the strongest predicators respectively. Exchange commitment doesn't show any significant relation (p<0/05) with none of eight factors. Considering relation between work values and organizational commitment to increment personnel commitment, efforts to recognize and institutionalize work value can increase organizational commitment. Therefore, one way to increment organizational commitment is to have managers focus on perceptions of employees.

Keywords: *organisational commitment, work values, job prestige, salary, affiliation commitment*

Relationship between psychological predictors and accident involvement of Malaysian drivers

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A broad amount of research has attempted to explain individual and psychological differences in peoples' risky driving behaviors. This study is aimed to develop psychological profiles of Malaysian drivers and also to examine the relationship between psychological profiles and accident involvement. The study used self-reported questionnaire consisting of psychological variables such as personality, impulsivity, cognitive failure, sensation seeking, driving anger, driving behavior questionnaire and driving attitude and behavior questionnaire. The survey was carried out among 652 Malaysian drivers whom committed accident at least once since passing driving test. The results have revealed the relationship between drivers' psychological variables and risky driving behavior. The results of the logistic regression analysis showed that there are five significant predictors (namely the cognitive failure, impulsivity, driving anger, age and gender of the drivers) found to be contributed towards the high risk behavior and road accident involvement. This study also proposed a model of road accident predictor for Malaysian drivers.

Keywords: *risk taking, driving behaviour, individual differences, psychological profiles, Malaysia*

Relationship of core behavioural features of passive-aggressive personality disorder with the big five personality factors

BUTRUS, N. (Australian Catholic University)

Passive-aggressive or negativistic personality disorder is listed in the appendix of the DSM-IV-TR for further study prior to its inclusion with the 'official' Axis II personality disorders. Therefore, the aims of this study were twofold: firstly, to examine the core behavioural features of this disorder using the passive-aggressive personality disorder subscale of the Wisconsin Personality Disorders Inventory-IV (WISPI-IV); and secondly, to examine the relationship between passive-aggressive personality disorder and the Big Five personality factors. As part of a larger study on personality disorders, a non-clinical sample of 289 participants (M= 26.20 years, SD= 9.94, age range= 18-72 years) completed the WISPI-IV passive-aggressive personality disorder subscale and the NEO Personality Inventory-Revised. Correlational analyses revealed that passive-aggressive personality disorder had a significant positive relationship with Neuroticism and significant negative relationships with Extraversion, Agreeableness and Conscientiousness. Furthermore, a principal

components analysis with Varimax rotation revealed four factors with eigenvalues over one, which together explained 53% of the variance in the WISPI-IV passive-aggressive personality disorder subscale. These factors were labelled Passive Defiance, Passive Resistance of Tasks, Perceived Unreasonable Demands/Criticism and Contempt for Authority. These four factors also displayed significant meaningful relationships with the Big Five personality factors. For instance, Passive Defiance and Contempt for Authority were negatively correlated with Agreeableness and positively correlated with Neuroticism; whereas Passive Resistance of Tasks was negatively correlated with Conscientiousness and positively correlated with Neuroticism. These results demonstrate that passive-aggressive personality disorder is comprised of several distinct behavioural features that can be understood within the Five Factor Model of personality. This has implications regarding the conceptualisation of personality disorders using dimensional trait approaches.

Keywords: *passive-aggressive personality disorder, big five model of personality*

Relationship of spirituality, resilience and post traumatic symptoms of bomb blast affectees

NAJAM, N. (Karakoram International University), ARIF, S. (Punjab University)

The aim of the present study was to evaluate the relationship between spirituality and resilience, health status and posttraumatic symptoms among survivors of bomb blast (direct), and compare their responses to those who were exposed to the bomb blasts through TV coverage (indirect). Adults (50 direct; 50 indirect bomb blast experience) matched on Age and Gender were selected using purposive sampling from the city of Lahore, Pakistan. Participants were administered Impact of Event Scale (IES), Religious Orientation Scale (ROS) and Strait Trait Resilience Scale for assessment of post traumatic distress and severity, physical and mental health, and resilience. Results showed a significant relationship between spirituality and resilience, but no relationship between spirituality and level of trauma reported. Findings suggest significant gender and age differences in experiencing trauma and resilience (and coping strategies), with females reporting more trauma and use of coping as compared to males. Further, older adults report higher religiosity, resilience and use of more coping strategies. In conclusion, spirituality and religiosity are significantly related and used as coping strategies especially in dealing with trauma of bomb blasts in urban Pakistani city. This finding has implications for helping those who have gone through recurrent experiences within the major cities of Pakistan.

Keywords: *spirituality, resilience, post traumatic symptoms, bomb blast affectees*

Research about the PTSD of teachers and students after earthquake: A report from DuJiangyan, Sichuan, China

LI, Z. (Shanghai Normal University), LIN, G. (Shanghai Normal University)

The aims of the present study were to (1) research and analyze the levels of post traumatic stress disorder (PTSD) of teachers and students after the Wenchuan earthquake, (2) to analyze and compare the levels of PTSD of different kinds of people (including students, teachers, and school administrative personnel), and (3) to analyze and compare the differences of PTSD of school staff among different schools. PTSD-SS (Liu, 1998): the PTSD-SS consisted of 24 items. The reliability coefficients were 0.9207 for internal consistence (Cronbach α), 0.9539 for split-half, and 0.8677 for test-retest. The correlations between PTSD-SS and SAS, and YSR were 0.2064, 0.3536. Participants were 334 teachers and students from DuJiangyan, a section affected by the Wenchuan earthquake (among which teachers were 95, school administrative personnel 94, middle school students 145). It was found that 1.54.19% teachers and students had PTSD symptoms of different degrees, and 33% participants were intermediate or serious. The level of PTSD of middle school students was significantly higher than the teachers and school administrative personnel (p<0.01) and the level of PTSD of teachers was significantly higher than the school

administrative personnel (p<0.01). The level of PTSD of teachers from the most serious school was significantly higher than other schools. The dimensions of PTSD were: re-experiencing, 2.90; avoidance symptom, 2.6; and arousal, 3.05. Therefore, the earthquake of 8.0 scales significantly affected teachers and students, where different kinds of people showed obviously different reactions to the earthquake and the level of PTSD of the victims was influenced by the seriousness of the earthquake.

Keywords: *post-traumatic stress disorder, schools*

Researching service effectiveness: The case of services for survivors of torture and trauma

MCFARLANE, C. (Victorian Foundation for Survivors of Torture)

This paper aims to outline methodological issues associated with researching the effectiveness of services for survivors of torture and trauma. Only a handful of studies have examined the effectiveness of established services for survivors of torture and trauma and the findings have been equivocal. In reviewing the torture and trauma literature, common issues relating to both the evidence based practice movement and researching rehabilitation services are raised. In order to examine these issues further, a description of direct services delivered is outlined and research being conducted to determine their effectiveness presented. The paper draws on current research in which outcome indicators for clients using the service have been developed. Qualitative research with key stakeholders has been conducted in order to identify and gain agreement about outcome indicators for children, youth, families and adults seen by the service. Results from qualitative interviews reveal the complexity of presenting needs and outcomes for clients associated with the service. Key outcome indicators are presented and their relationship to the delivery of direct services articulated. The development of these outcome indicators informs the development of a tailor-made assessment tool that aims to assist in the evaluation the effectiveness of the service. This paper highlights some of the issues that arise when researching complex interventions with vulnerable populations. It raises questions and highlights issues about how to best evaluate the effectiveness of established services for survivors of torture and trauma.

Keywords: *torture, trauma, survivors, service effectiveness*

Resilience and organizational socialization: A cross-cultural study

CARVALHO, V. (UNIFAL), BORGES, L. (UFMG), VIKAN, A. (NTNU), HJEMDAL, O. (NTNU)

The aim of the present study was to analyze the relationship between resilience and organizational socialization among newcomers in two different job cultures, namely Brazil and Norway. The sample (N=135) was composed of Brazilian (N=72) and Norwegian (N=63) professors and technical-administrative employees at public universities. The data collection instruments used were the Organizational Socialization Inventory (OSI), the Resilience Scale for Adults (RSA) and a sociodemographic form. Hierarchical regression analyses were carried out, the first ones involving all participants (N=135), to observe the predictive power of resilience factors in relation to organizational socialization factors, beyond the effects of nationality and occupation. The other hierarchical regression analyses were conducted separately for the Brazilian (N=72) and Norwegian newcomers (N=63), to compare the predictive power of resilience in relation to organizational socialization between newcomers from the two cultures. Results showed that overall, after controlling for nationality and occupation, resilience factors added a significant incremental prediction to all socialization factors. The predictive contribution from five resilience factors (Perception of Self, Planned Future, Structured Style, Familiar Cohesion and Social Resources) was also noteworthy. Higher perception of self was associated with higher access to information. The planned future predicted various relevant proximal outcomes of organizational socialization. Individuals with a structured style tended to know more about organizational language and tradition, while

those with higher familiar cohesion reported both less access to information and less knowledge about organizational language and tradition. Contrary to familiar cohesion, social resources impacted positively on socialization outcomes, predicting higher access to information, integration to people, professional qualification, and knowledge about organizational objectives, values, language and tradition. Nationality and occupation also played a meaningful role in predicting the socialization scores. Comparing the predictive power of resilience in relation to organizational socialization between newcomers in both cultures it was noted that it is higher among Brazilians than Norwegians. The present study extends current understanding about newcomer adaptation by illustrating the relevance of resilience factors to the proximal outcomes of organizational socialization in Brazil and Norway. More empirical observations are needed to determine the extent to which the present findings may be generalized to different cultures.

Keywords: *resilience, organizational socialization, job cultures*

Resilience: Its nature, assessment and manifestations

KREITLER, S. (Tel Aviv University)

To predict the severity of chemotherapy side effects and extent of personal growth in a sample of cancer patients diagnosed with breast cancer or colorectal cancer. A further goal was to provide additional validation for the theoretical approach of cognitive orientation which enables identifying the cognitive-motivational processes underlying manifest behaviors. The participants were 150 cancer patients (breast cancer or colorectal cancer) undergoing chemotherapy for at least three months. They were administered the Kreitler cognitive orientation questionnaire of resilience (assessing 31 themes in the form of statements referring to four belief types), a questionnaire about personal growth (based on the Jones and Crandall Short Index of Self-Actualization) and the Memorial Symptom Assessment Scale. Regression analyses revealed that the cognitive orientation scores of beliefs predicted significantly the degree of side effect severity in terms of the physical and the psychological symptoms, as well as the extent of personal growth. The beliefs with the largest contribution to the prediction were goal beliefs, referring to themes expressing the relations between the self and reality (e.g., low self pity, low occupation with justice, strong belief in potential possibilities). The results are similar to those obtained in other studies with the cognitive orientation of resilience in Crohn's patients, in individuals after car accidents, and in teenagers living under difficult family conditions. Resilience is a personality disposition that is manifested in weaker adverse symptoms and in stronger positive behaviors. It has deep motivational roots and may be predicted in the framework of a theoretical approach which allows also for promotion by means of targeted and systematic intervention.

Keywords: *chemotherapy, side effects, personal growth, cancer, resilience*

Risky health and driving behaviours: Factors influencing perceptions of risk

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Injury is responsible for almost 8,000 deaths and over 400,000 hospitalisations in Australia every year. It has been estimated that approximately $1.3 trillion of potential health gains can be made through reducing injuries resulting from intentional and unintentional behaviours. Risky behaviours such as speeding, drink driving, heavy drinking and water related activities have been identified as major contributors to injuries recorded in both Australia and globally. While research has established factors that show associations with injury prevalence such as gender and age it is less clear how risky health-related behaviours are perceived by the general public. The purpose of the current work is to better understand risk perceptions for 15 risky health and driving behaviours by studying the interactions between cognitive, emotional, and personality variables and how these influence perceptions of risk. A minimum of 300

participants will complete an online survey that focuses on risk perceptions for both risky health and driving behaviours. The survey is guided by previous work that successfully modelled the interaction between cognition and emotion and the influence this has on risk perceptions associated with radiation sources (Peters et al. 2004). The current work aims to broaden the model and apply it to risky behaviours. Structural equation modelling will be used to test the hypotheses concerning the likely interplay between the cognitive, emotional and personality variables. A new model of risk perception for health related behaviours that incorporates these elements will be proposed to provide a framework to guide future risk perception research. A clearer understanding of the publics' perceptions of risk associated with risky health and driving behaviors will help identify possible barriers to the uptake of injury prevention strategies. Tailoring educational campaigns to focus on issues, known to be used by the receiver in the formation of risk perceptions, will likely enhance the effectiveness of such campaigns. Identifying variables of importance to the public and providing a model of their relative influence is the first step towards this end.

Keywords: *injury, risky behaviours, driving behaviour, risk perception, injury prevention*

Sarah: A systematic case study of change in a young depressed woman receiving process-experiential emotion-focused therapy (PEEFT)

HARTE, M. (La Trobe University)

Process-Experiential Emotion-Focused Therapy (PEEFT), an integrative, evidenced-based, manualised, experiential therapy developed by Les Greenberg, Robert Elliott and Laura Rice in the 1980's, emphasises the quality of the client-therapist relationship and offers techniques to assist clients to deal with emotional experience in the present moment. Research into the effectiveness of experiential treatments has identified them to be effective with depression, anxiety and trauma in adults. Also known as Emotion Focused Therapy (EFT), the American Psychological Association has acknowledged and listed EFT as an empirically supported treatment for depression. This presentation highlights the case of Sarah who was part of a larger study that investigated in-therapy experiences and treatment effects of four severely depressed young women (20 to 26) counselled with PEEFT. The importance of the working alliance and the therapeutic interventions associated with change were investigated via self-report, interview and appropriate psychometric measures. Sarah, 21, an undergraduate student, resided with her mother and fraternal twin-sister. At the time of her screening-interview Sarah reported she had been depressed and anxious over the past two or three years and had at times been suicidal. Sarah also presented with body image issues, bulimic symptoms, severe facial flushing and Vestibulitis (painful intercourse). Within a participatory inquiry design, the expanded single case design allowed an interpretive approach, to examining client change and its causes. A simple thematic analysis offered a method to provide themes of change from the client's perspective and clinical significance was also determined. By session four Sarah's flushing was no longer evident and after session six her assessed depression had reduced from severe to mild and her bulimic symptoms markedly reduced. At session nine Sarah said "everywhere I go... everyone's been telling me how stunning and beautiful I am." A few weeks after therapy concluded Sarah reported she had experienced painless sex. At her twelve-month follow-up Sarah's measured level of depression was minimal. The working relationship and PEEFT interventions were identified as catalysts for change. The expanded single-case design provided a detailed exploration of the intricate and complex shifts of feeling and content that occurred for Sarah in her PEEFT therapy sessions.

Keywords: *process-experiential emotion-focused therapy (PEEFT), depression, anxiety, trauma, treatment*

School-based group treatment of depression and anxiety for children at risk

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BJAASTAD, J. (The Assessment and Treatment of Anxiety in Children and Adults Study (ATACA))

The aim of the study is to document the effects of a manual-based CBT group treatment ("Friends for life", Barrett et al., 2001) when applied in a school-setting for children identified as at risk for anxiety and depression in Western Norway. In addition, we will examine predictors of treatment effects. The sample is comprised of 24 children who were identified by School Nurses and a Community Psychologist as being at risk for anxiety and/or depression. The children were invited to attend 10-week group treatment using the evidence-based "Friends for life" manual. Anxiety and depressive symptoms were assessed pre-, mid- and post-treatment. Therapeutic alliance was measured after every even-numbered session (2, 4, 6, 8, 10). The strengths and difficulties questionnaire (SDQ) was administered after every odd-numbered session (1, 3, 5, 7, 9) to examine how therapeutic alliance and treatment effects developed during the course of treatment. We plan to use hierarchical multiple regression models to explore study hypotheses that therapeutic alliance and early improvement will predict treatment outcome at post-treatment. Therapeutic alliance and effect at mid-treatment will be included as co-variates when analyzing effects. The development of the therapeutic alliance and self-reported strength and difficulties over the course of treatment will be examined using paired sample t-test analyses. This study will provide critical information about the effectiveness of the "Friends for life" program in a school setting when applied to children identified as at risk for anxiety and depression. In addition, it will provide information about therapeutic alliance and onset of change as possible predictors of treatment outcome.

Keywords: *school-based treatment, depression, anxiety, at risk children*

Screening for dysfunctional personality tendencies in selection assessment

DE FRUYT, F. (Ghent University), WILLIE, B. (Ghent University)

A comprehensive assessment of personality in selection and development assessment should encompass both the bright and the dark side of behavior at work. De Fruyt and colleagues (2009) recently examined the usefulness and validity in selection and development assessment of a screening technique to identify individuals at risk for exhibiting dysfunctional personality tendencies. Ten dysfunctional personality tendencies are defined and individuals are considered at risk when they scored beyond 1.5 SD above the mean on ten different compound traits. These compound traits are aggregates of (reversed) scores on specific facets of the NEO-PI-R (Costa & McCrae, 1992) assumed to identify dysfunctional personality tendencies. All data reported in this first research line were collected concurrently, i.e. personality assessments and the work criteria of interest were collected at the same time (De Fruyt et al., 2009). The current contribution provides new evidence on the validity of the ten compound scales examining prospective studies where personality assessments were done at baseline and the criteria were collected a considerable time thereafter. Besides validity evidence, a proposal is generated to compute compound traits indicative for dysfunctional tendencies from the general framework of the Big Five, rather than relying on a specific measure such as the NEO PI-R.

Keywords: *personality assessment, selection and development assessment, validity, screening, dysfunctional personality tendencies*

Screening mental health risk among school children

ANIFTOS, M. (Inclusive Education Services (R))

Despite the prevalence of mental health problems among Australian school children (8-22%), few access clinical services. Depending on location and nature of symptoms, access to mental health services is reported to range between only 5-35% of children identified with mental health difficulties. In addition to testing the psychometric properties of the Strengths and Difficulties Questionnaire, the current study expands the epidemiological profile of mental health risk among Australian children and

examines the relationship between teacher ratings of children's psychosocial difficulties and patterns of referral of children to mental health services. Such data is particularly relevant at this time when state education policy is being developed which exhorts school staff to recognise and provide support for all students with mental health problems. The sampling frame consisted of all children enrolled in a state government primary school in south-east regional Queensland, Australia. A participation rate of 75% was achieved from the school population of approximately 540 children aged 5-13 (*N*=402). Data were collected from teachers rating the behaviours of approximately 25 students in their class. Statistical analyses confirmed the reliability and validity of the SDQ and extend available Australian norms to include children 6-12 years of age. In line with the 1998 population survey, the current data indicates that approximately 14% of children demonstrate a high risk of mental health problems as indicated by SDQ ratings by teachers. The study of 400 students indicates that of the High Risk-High Impact cases at school, teacher referrals (30%) are almost twice as likely as parent referrals (17%), emphasising the important role of schools in primary mental health care. This presentation emphasises the need for teachers to understand, recognise and respond to mental health needs of students; and for psychologists to value teachers as co-contributors for mental health referral, assessment, and intervention.

Keywords: *mental health problems, screening, school children, referral patterns*

Self efficacy of adolescents and emerging adults from divorced families and married families, with regard to career decision-making, relationship intimacy and leisure time

ISRAELASHVILI, M. (Tel Aviv University), MORADI, E. (Tel Aviv University)

Parents' divorce has a considerable effect on the self-efficacy of the children in acquiring life skills and undertaking responsibilities. As self-efficacy relies on positive feedback, social encouragement, and the observation of one's surroundings, the lack of sufficient parental support in divorced families might have a significant impact on the self-efficacy of children from divorced families. Interestingly, their level of self-efficacy has been investigated mainly in the context of relationships, but scarcely in the context of other aspects of self-efficacy. The current study explored three aspects of self-efficacy: Career Decision-Making (Betz, Klein & Taylor, 1996), Relationship Intimacy (Mourua & Lopez, 2005) and Leisure Time (Witt & Ellis, 1985). Participants (*n*=251) were adolescents (39%) and emerging adults (61%), 38% male and 62% female, from divorced (38%) or married families (62%). The general hypothesis was that divorce would have a main effect on the three aspects of self-efficacy. Research findings indicate that a main effect was found for divorce on self-efficacy in intimate relationships, but not on the other two aspects of self-efficacy that were measured. In addition, several gender and age main effects were also significant. Performing a discriminant analysis (gender X divorce) yielded one discriminant function, composed of the "caring for others" sub-scale in relationship self-efficacy and the "engagement with others" sub-scale in leisure time self-efficacy. However, significant product-moment correlations were found between all aspects, and sub-scales, that were explored. The current study findings suggest the possibility that the significant impact of divorce upon children's level of self-efficacy in relationships is only just the edge of a - more prominent and diverse – "self-efficacy glacier". These findings have several implications for counseling adolescents and emerging adults of divorced families in their career decision making as well as in managing their future relationships. The presentation will be ended by discussing the study limitations and future studies that are needed.

Keywords: *divorce, self-efficacy, adolescents, career decision-making, leisure time*

Self efficacy of adolescents and emerging adults from divorced families and married families, with regard to career decision-making, relationship intimacy and leisure time

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The aim of the present study was to establish whether there was a role for cognitive behaviour therapy (CBT) in assisting individuals to cease long-term benzodiazepine cessation and to trial two self-managed CBT approaches. Firstly, a meta-analysis of current treatment approaches for benzodiazepine cessation was undertaken to establish the effectiveness of CBT. Secondly, participants were recruited to a randomised control trial with the self-managed CBT program delivered to participants via correspondence while maintaining contact with their General Practitioner (GP). Thirdly, the self managed CBT program was made available to participants via the internet in conjunction with regular email support. The meta-analysis identified that providing CBT in addition to General Practitioner-managed gradual withdrawal increased cessation rates when compared with GP alone. Attempts to encourage GPs across Australia to participate in an RCT were unsuccessful, resulting in a decision to deliver the intervention via the internet. Despite extensive marketing, only 32 people registered for the program via the internet and 14 (44%) completed a 6-month follow-up. Of these, 8 (57%) reduced weekly intake by at least half, including 5 (36%) that ceased use. Self managed CBT may have the potential to assist a greater number of individuals to cease benzodiazepine use, although larger scale trials are required utilising the full potential of the internet to assess its potential impact. Marketing remote delivery treatments remains a significant challenge in both postal and internet formats.

Keywords: *cognitive behavioural therapy, benzodiazepine, trial*

Self efficacy: A new target in the treatment of adolescent depression

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The aim of the current investigation was to test the feasibility of Self-Efficacy Focused Cognitive Behavioural Therapy (SEFCBT) for adolescents with depressive disorders and to demonstrate that SEFCBT improves depressive symptoms as well as self-efficacy. Young people (12-18 years old) who met criteria for depressive disorder were treated for 13 sessions using SEFCBT. A dual clinician model was used to provide treatment to both the adolescent and parents. Multi-method, multi-informant assessments were conducted prior to treatment, immediately post and at a six month follow- up to evaluate the efficacy of the treatment model. Standard cognitive behavioural therapy (CBT) was augmented in accordance with social learning theory. Specific areas of focus in the treatment regime for the young person were realistic self appraisals, mastery exercises, social self-efficacy, and management of rumination. Mechanisms utilized in the development of self-efficacy were direct experience, modeling and social persuasion. The parent sessions focused on communication and creating an awareness of how to foster adolescent self efficacy. Clinical outcomes of this pilot study will be discussed. A need exists to develop treatments that improve outcome for adolescent depression. Self efficacy offers a valid framework to enhance a standardized CBT treatment program of known efficacy. A randomized control trial is required to confirm the findings.

Keywords: *self-Efficacy focused cognitive behavioural therapy (SEFCBT), adolescents, depression, social learning theory*

Self-injury: Help-seeking attitudes and behaviours of Australia adolescents

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The aim of this study was to identify what adolescents believe parents, teachers and peers can do to help people who self-injure and to investigate differences in attitudes according to gender, help-seeking behaviour and previous experiences of self-injury. Students aged 12-16 years completed a self-report questionnaire including the question “what do you think parents and teachers could do to help people

who self-injure?" and "what do you think people your age could do to help people who self-injure?" Thematic analysis methods were used to identify themes and categorise responses, which were then analysed by gender, help-seeking and history of exposure to self-injury. General help-seeking and actual help-seeking scales (Rickwood et al., 2002) assess both formal and informal help-seeking for emotional problems. These scales have repeatedly been utilised with Australian youth. Eight broad categories of responses were identified covering possible ways of preventing and helping those who self-injure, including; talking and listening to the person, informing a parent or relative, seeking help from a professional or mental health organisation, inclusion of young people in activities, the importance of friendship, the need to reduce stress caused by school work and bullying, education to identify symptoms of mental illness and emotional distress, the need to reduce stigma of mental illness, and difficulties of preventing self-injury. The adolescents in this study considered family, friends and formal help organisations as paramount to helping those who self-injure. School-based programmes and policies should support healthy family and peer relationships and reduce unhealthy relationships (i.e. bullying). Many students were unsure about what could be done, while others reported the nothing or little could be done to help and the behaviour or person should be ignored. Enhancement of school-based mental health programmes should be provided to all secondary school students, addressing skills that better individual emotional health, promote tolerance and improve help-seeking views of adolescents.

Keywords: *adolescents, self-injury, help-seeking*

Self-reported use of emotional display rules

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Sociocultural differences in children's use and understanding of emotional display rules have been under-researched. In the present study, 56 Dutch and 56 Iranian children aged 10–11 years took part in a structured interview about their experiences of using emotional display rules. In comparison with the Dutch children, the Iranian sample was more likely to report having actually used emotional display rules themselves, more likely to identify family audiences for display rules, and less likely to identify peer audiences. In addition, they were more likely than the Dutch children to identify both pro-social and self-protective motives for concealing emotion from family audiences, and less likely to identify self-protective motives for concealing emotion from peers. Results are interpreted in the light of socialization processes involved in the development of emotion regulation.

Keywords: *culture, socialisation, emotions, children, display rules*

Shared values and perceived justice influences how students' experience their work-environment

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The understanding of university students, especially in programs with clinical practice, isn't covered by classical educational psychology and will benefit from a work-environment approach. In this study we investigate how shared values (SV - the extent to which students share the values of their organization) and perceived justice (PJ - how just students perceive themselves assessed and treated) influence how students' experience their psychosocial work-environment (ExpWE). We hypothesize that SV and PJ will positively influence ExpWE. A web-survey was distributed to all (850) Swedish dental students of which 50 percent answered. A path analysis was conducted on the data (Chi-square 62,138; *df* = 20; *p*> .000; Normed Chi-sqare 3,107; RMSEA .082). SV influences PJ (.56 for men; .43 for women), PJ influences ExpWE (.78 for men; .68 for women). ExpWE in turn influences Student Satisfaction (Sat) (.78 for men; .74 for women) and Perceived Stress (PSS) (-.39 for men; - .52 for women). Tolerance for ambiguity in regard to problem-solving (ToAP) influences PSS slightly for women (.15) and significantly more for men (.35). Students who share the values of their organization seem more inclined to interpret actions and decisions

from staff as just. ExpWE seems to be more favorably assessed by students who perceive their organization as just. Not surprisingly, ExpWE influences Sat and PSS. That ExpWE, which influences PSS, is influence by SV and PJ, seems to be in analogy with recent results which suggest that SV and PJ influence the risk for burn-out. That ToAP influences PSS significantly more for men is in analogy with findings from our initial interview-study, where results indicated that male students were more concerned with ambiguous rules and guidelines than were their female fellow students. The influence of SV and PJ on ExpWE should be included in future studies of ExpWE and PSS, as should ToAP.

Keywords: *university students, shared values, perceived justice, psychosocial work-environment*

Signatures of creativity: The interaction of personality and work situation

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We apply Mischel and Shoda's (1995) concept of "behavioral signatures" to creativity at work and argue that creativity emerges from the interaction of personality and work situation. As a consequence, individuals are characterized by distinct patterns of creativity across different work situations. These patterns are termed signatures of creativity. In departing from an idiosyncratic approach as proposed by Mischel and Shoda (1995), we argue that broad individual differences in personality functioning called action versus state orientation (Diefendorff, Hall, Lord, & Strean, 2000) lead to systematic individual differences in signatures of creativity. We used an experience sampling study with 102 employees holding professional jobs to test hypotheses on behavioral signatures. Participants filled out short surveys each morning and each evening during a one week period about characteristics of work situations and their level of daily creativity. Hypotheses were tested with cross-level moderation analyses in hierarchical linear modeling. The study provided support for the hypothesis that signatures of creativity departed depended on individual differences in action versus state orientation. More specifically, we found that action-oriented individuals were creative if self-efficacy was high and the work situation was characterized by high demands and low structure. In contrast, state-oriented individuals were creative if demands were low, if the work situation was well structured, and if they received social support. The study holds implications for employees and supervisors on how to select and shape work situations to facilitate creativity. Results warn against simplistic one-best-way approaches to stimulate creativity as individual differences in personality functioning need to be taken into account.

Keywords: *creativity, personality, work situation, behavioral signatures, self-efficacy*

Situation awareness, information use, and uncertainty. It's not what you have, it's what you do with it…

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The aim of the present study was to map the relationship between situation awareness (SA - the building up of an awareness of the situation you are in and using that awareness to drive action) and any bias toward accepting or rejecting available information. This model of SA is based on the notion that we may hold both true and false information about our situation and we must select which information to use to build SA. Examining how "bias" shifts under uncertain conditions when SA is lost may give insights into human information processing in real-world situations that may underpin costly, and potentially fatal, mistakes such as Friendly Fire in military situations and human error more generally. A simple abstract category-learning task was used to assess the effect of uncertain feedback (some conditions contained a level of false feedback) on SA of a category present in the display. Participants had to learn a target

category by stating (T/F) whether they believed a category was present on a particular trial, and then using the feedback provided to learn the category. Signal detection theory was used to derive two measures: A' A measure of sensitivity to true vs. false information = SA, and B'' A measure of bias to accepting or rejecting information under uncertainty. The category was changed half-way through (all feedback then correct) to force a loss of SA. A second experiment used the same basic paradigm but was based around a real-world category-learning task. There was a relationship between SA and bias. In the control condition (true feedback) there was a negative correlation between SA and bias. As SA improved participants became more 'lax' in their use of information – they were increasingly likely to believe that a category was present. As the level of uncertainty in the information increased (more false feedback) the negative correlation was maintained but the bias became far more 'strict' with participants inclined to say that there was no target category present in the display. The pattern of results was similar in both abstract and real-world tasks. There appears to be a strong relationship between SA and bias. The nature of this relationship depends on the level of uncertainty in the task. As SA improves participants appear more likely to accept information as true. As uncertainty increases, participants are less likely to accept information. These data have implication for decision making in real-world situations. Work is ongoing to link changes in bias to underlying brain activity using EEG recording.

Keywords: *situation awareness, information use, bias*

Social influence in stock markets

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Theories of herding suggest that individuals are sensitive to the actions of other people which, in the financial world, can lead to stock market bubbles and bank-runs. However, theories of herding neglect important psychological factors involved in this socially-derived influence. The aim of the present research is to better understand herding by applying theories of social influence, focusing on systematic and heuristic information processing. In a series of experiments a multi-trial approach in which participants made predictions of stock prices was used. On each trial they received information about the current stock price and the predictions of the future stock price made by fictitious participants, forming a herd. In the first experiment the size of the herd (majority vs. minority) and the accuracy in its predictions (accurate vs. random) was varied. In the second and third experiment participants in addition received a focus manipulation, requesting them to focus on either the accuracy in the herds' predictions or the consistency within the herd. In a fourth experiment, the accuracy of the herds' predictions was held constant, but the validity in the current stock price (valid vs. invalid) and the inoculation (present vs. not present) varied across conditions. It was found that a majority herd was influential irrespective of the level of accuracy in its predictions. A minority herd was influential only when its predictions were accurate and when the participants were requested to focus their attention on the accuracy of the herds´ predictions. Augmenting the validity of the price information had the same effect. In prediction tasks based on uncertain information, people use heuristic processing more extensively than has been assumed in previous social influence research. A majority herd seems to be influential due to the use of a consensus heuristic. However, no support for Moscovici's (1976) notion that minority influence is associated with systematic processing was found. Instead, the results suggest the use of a "minority heuristic", implying a tendency to follow the price instead of a minority.

Keywords: *social influence, stock market, herding, information processing*

Social networking as a new organizational tool: determinants of time spent on the facebook

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Today, massive changes in the information technology enabled Social network sites (SNS's) to integrate in our daily life more actively. SNS's such as Facebook, MySpace, Bebo and LinkedIn have become enormously popular and widely used for interpersonal communication. In the business arena, as a result of competitive structure of the markets, social networking sites have emerged as a new marketing channel for the firms. To be able to gain competitive advantage and find cost effective solutions to reach customers, marketers have become more interested in learning about, organizing and facilitating online communities. The purpose of the study was to examine the factors that influence time spent on the SNS environment namely Facebook in this case and bring light to Facebook usage types and their frequencies. Data for the study were collected from 1682 Facebook users via electronic questionnaire. A multi item questionnaire was used to measure the dimensions of 'time spend', 'usage types', 'trust', 'privacy concern', 'self-disclosure' and 'personality'. The sample comprised of 894 females and 788 males. The model was tested with path analysis which had a good fit (GFI=0.93; AGFI=0.90; NFI=0.95; TLI=0.94; CFI=0.95, RMSEA=0.07). The results revealed if a person has privacy concern, his willingness to disguise himself increases in virtual society. However the reputation of the virtual society increases the amount of trust one has on the SNS and also decreases his need to disguise, which in turn increases the amount of time spent. However even though the time spend increases people are still using the Facebook with the concern to get socialized instead of doing business. They use Facebook to 'get connected to friends', 'look at profile/pictures', 'send messages', and 'get information about friends', more frequently (M=3.83, M=3.54, M=3.52, M=3.05 respectively). Respondents used Facebook for 'selling', 'marketing', 'buying', 'commercial purposes' and 'advertising' less frequently (M=1.41, M=1.41, M=1.42, M=1.42, M=1.45 respectively). As people are getting more addicted to Facebook they spend considerable amount of time on this virtual network of communication. However from the organizations point of view people are not active in doing business as expected.

Keywords: *social networking sites, Facebook, online communities*

Social relations factors in job search self-efficacy among culturally and linguistically diverse immigrant jobseekers

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The present study aimed to trial a measure of job search self-efficacy and investigate its prediction by several sociocultural factors (host language fluency, cross-ethnic social contact, cross-ethnic social self-efficacy, and social interaction skills), and number of co-ethnic and other ethnic friends, among culturally and linguistically diverse (CALD) immigrants. Participants were 151 non-English-speaking background immigrants (64 men and 86 women) recruited from a job training program in Brisbane. The jobseekers were born in 42 countries, and had a median period of residence in Australia of 1.67 years, with 94.7% holding tertiary or technical qualifications. The participants completed an anonymous questionnaire that included a measure of job search self-efficacy, various sociocultural and friendship variables, and items seeking demographic information. The results showed that a 4-item measure of job search self-efficacy had high internal consistency reliability. Its distribution of scores suggests a general tendency towards being confident about job search, and a good spread across the range of possible scores. As expected, significant bi-variate correlations among all the sociocultural factors and job search self-efficacy were found. However, hierarchical regression analysis showed that the effect of English fluency on job search self-efficacy disappeared when the cross-ethnic interpersonal relations were taken into account. In the final regression model, 41% of the variation in job search self-efficacy was explained; the significant predictors were cross-ethnic social self-efficacy (medium effect size), social interaction skills (medium effect), and having a greater number of co-ethnic friends (small effect). Sociocultural factors, particularly cross-ethnic social self-efficacy and social interaction skills, were found to influence job search self-efficacy among highly qualified, unemployed CALD immigrant jobseekers. Future

research could compare job search self-efficacy and additional psychosocial precursors among local and overseas-born jobseekers. Present findings further suggest that labour market programs for immigrant clients in multi-ethnic societies could focus on enhancing their confidence and skills in social interactions.

Keywords: *job search, self-efficacy, sociocultural factors, immigrants*

Social representations of terrorism: new empirical findings on the role of personal involvement in the shift to radical forms of lay thinking

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This empirical study showed how personal involvement, a major explicative variable of lay thinking, contributes, in the absence of training/practice, to the shift from social representations to more radical forms of lay thinking: nexuses. Its originality consists of providing an analysis of lay thinking about terrorism at the positional level of explanation, a complement to the ideological level used in sociology and political science, and to the intra- and inter-individual levels adopted in psychology. Previous studies have shown that practices are a determinant factor in shaping social representations, and suggest personal involvement as a major explanatory variable. Personal involvement (Flament and Rouquette, 2003) corresponds to an individual's relationship to a social object, such as threat, and is a combination of three dimensions: threat valuation, personal exposure to threat, and perceived capacity to act towards it. This study was completed within the structural approach to the Theory of Social Representations, which enables formal comparisons among representations with the aid of its specific methodologies (Abric, 1994, 2003; Vergès, 1996, 2000). The study compared the lay thinking about terrorism among participants (*N*=158) who had different levels of antiterrorism practice (French safety officers vs. French passengers) and of personal involvement (US vs. French passengers). It was run in the airports of Marseilles-Provence (France) and Boston-Logan (United States). The social representation of safety officers had a more practical orientation. In contrast, the lay thinking about terrorism of both US and French passengers was normative in nature and displayed a salient affective component. Moreover, for the US passengers, who reported higher scores of personal involvement, "Muslims" was a central element for defining terrorism. In fact, "Muslims" was as essential as "death", "fear" and "attack" to define what terrorism meant for the US passengers. These empirical findings support the hypothesis that in conflict/threat situations heavy personal involvement, acting in the absence of training/specific practices, can shift lay thinking to a more radical, collective and mobilising form: the nexus (rather than social representations). Nexuses (Rouquette, 1994) command profound mobilisation and clear-cut opinions in conflict and threat situations, whether real, implicit or assumed. Their powerful symbolic value is deeply federative because it is anchored in the collective memory of the given groups. Recently, September 11/Islamic terrorism became one of those symbols. Unlike social representations, which enable reasoning about their objects (Moscovici, 1961), nexuses are activated upstream from rationality, and are not the result of a carefully considered and rational analysis. By confirming the major role of personal involvement in the sliding of lay thinking toward radical forms, and the crucial role of training/practice in inhibiting this process, these findings emphasize the necessity of training for the shaping of lay thinking about sensitive objects (terrorism), and for the change in the societal repertoire. Trained individuals are more likely to activate forms of lay thinking (social representations) that are more moderate than the radical ones (nexuses) likely to be collectively activated in the absence of training/practices.

Keywords: *personal involvement, lay thinking, social representations, nexuses, terrorism*

Social support for Coup d'Etat in Africa: In search of an explanation

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Political participation and alternation in office through elections is a major characteristic of contemporary democratic politics. However, in Subsaharan Africa, military coup has been, and still is, a common feature of daily politics. Hence, it is not uncommon to witness social support to military intervention in politics. Several theories have attempted to explain this, including economic, cultural, and political factors which account for coup support. This paper examines the underlying causes that propel this support for military intervention in politics. The research involves quantitative analysis and makes extensive use of survey data gathered from several countries in Africa at the individual level. Conclusions reached indicate that although peculiarities of every country show its own impact, social and personal support for military intervention in politics is mainly explained for a rational evaluation of economic expectations and perceptions and cultural differences existing within societies.

Keywords: *politics, military coup, social support, military intervention, cultural diversity*

Socialization or selection? The gender-role self concept of men in female-dominated occupations

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Men in female occupations often have to face the stereotype of being less masculine and more feminine, which may be a hindrance to enter-non typical areas of work for young men. Until now little is known if this stereotype holds true. The present study therefore investigates the gender-role self-concept of men in different female-dominated occupations. We evaluate three different hypotheses: Selection processes could take place by which men with a more feminine and less masculine gender-role self-concept are attracted by female-dominated occupations. This would predict that these men have a more feminine gender-role self concepts than men in other occupations. Next we propose a socialization process. This process can point into two different directions: Theoretical considerations point to the assumptions, that the execution of female work will strengthen the feminine component of the gender-role self-concept. Likewise it could be that men in female occupations re-define their task as masculine and thus reinforce and protect the masculine component. 213 men in female-dominated occupations filled in questionnaires measuring their gender-role self-concept, and redefinition strategies via gender-typical work demands. 279 female colleagues also indicated the task redefinition. To control the selection hypothesis a comparison of the gender-role self-concept of our sample with a representative German sample revealed that the men of our sample scored significantly higher in femininity. The test of the socialization hypothesis revealed that in general, the gender-role self-concept did not correlate with tenure in a female-dominated occupation. However, when redefinition processes were included, we found a positive link between masculinity and tenure for men who defined their work as masculine. No such results were found, when task redefinition of the female colleagues was analyzed. Our data support the selection hypothesis as well as the socialization hypothesis: while the feminine component may underlie a selection process, the masculine component was strengthened by a socialization process via redefinition of work. In general, men's' masculinity can be protected by applying these redefinition processes. This might be important, because masculinity is positively related to psychosocial health.

Keywords: *stereotypes, gender-roles, self-concept, selection processes, socialisation*

Socializing for business in Taiwan: Ganxi development

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Most studies of business Guanxi (the personal ties between individuals as well as an individual's whole network of personal relationships) have focused on outcomes and little attention has been paid to the process of Guanxi development. The aim of this study is to examine a natural context commonly used to foster business Guanxi to identify important components of developing and maintaining relations. We propose an indigenous Chinese psychological framework of Guanxi development

and maintenance as a framework for analysis. We expected to find that socializing is affected not just to obtain the specific business outcomes described in so many studies such as closing a contract or getting a job, but also to enhance real affective bonds, with implications for trust and ethical commitments. We used quota sampling to conduct qualitative interviews with 43 Taiwanese men (aged 20 to 75; *M* = 38.5) with a range of occupations and socioeconomic backgrounds. Interviews were recorded, transcribed, and analyzed using Spradley's (1979) Developmental Research Sequence method. Results supported the framework and indicated the main purpose of socializing was to bond with and test the character of other men by demonstrating a facility with the social etiquette and exchanging mianzi (face) and renqing (favors). The majority expressed that the practice was helpful to their jobs or part of their job description, although nearly half felt compelled to participate. The issue of corruption emerged as an important consideration. Although relationships may be established on behalf of or because of organizations, Guanxi is by nature the relation between individuals; the rules governing Guanxi are the complex norms of interpersonal interaction that come into play every time people interact. However, socializing practices can have an impact that reaches far beyond the affective bonds of individuals. Guanxi networks can become a part of a corporate culture or a whole industry. They may impact the way those organizations conduct business, including corrupt practices. Policy implications are discussed.

Keywords: *Guanxi, development, personal ties, relationships, network*

Spatial and temporal biases in assessments of environmental conditions

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Individuals tend to hold spatial and temporal biases when assessing environmental conditions. Spatial biases refer to comparative optimism in terms of geographic distance, in which proximal environmental conditions are viewed more favourably than distal conditions ("things are better here than there"). Temporal biases refer to discounting, where present environmental conditions are viewed more favourably than future conditions ("things will get worse"). Gifford et al. (2009) developed the Environmental Futures Scales (EFS) to asses these biases, and found support for spatial optimism and temporal pessimism biases in community samples from 18 countries. The present study investigates these biases in a country not included in the original study. Participants were expected to assess environmental conditions less favourably as spatial distance increases ('My area', 'New Zealand', 'globally'), and assess the future state of the environment less favourably compared to the current state. Going beyond the original study, optimism and future orientation measures were used to assess whether individual differences variables would affect the biases. A total of 108 community respondents (65.7% female; mean age = 27 years, *SD* = 10) completed an online version of the EFS, the Life Orientation Test, the Consideration of Future Consequences Scale, plus socio-demographic questions. A one-way repeated-measures ANOVA examining spatial optimism, with age, gender, optimism and future orientation entered as covariate, showed that assessment of current environmental conditions was significantly affected by the spatial level, $F(1.55, 147.24) = 9.18$, Huynh-Feldt adjusted, $p < .01$. Pairwise comparisons indicated that participants rated current national conditions less favourably than local and global environmental conditions ($p < .001$), and local more favourably than global ($p < .05$). One sample t-tests examining temporal bias showed that participants were pessimistic about the future, rating that local, national and global environmental conditions will get worse, t (107) = -5.72, -16.15 and -10.18, respectively, $p < .001$. Respondents assessed New Zealand environmental conditions less favourably than local and global conditions. Overall, however, spatial optimism and temporal pessimism biases were confirmed in our sample. Construal level theory will be used to discuss the findings and implications for promoting conservation behaviours.

Keywords: *spatial biases, temporal biases, environmental conditions*

Spatial problem solving in real and virtual environments

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The aim of this study was to assess the strategies implemented by people who are trying to solve three-dimensional puzzles in real and virtual environments, with a special interest for the strategies based on people's visuo-spatial capacities. We invited graduate students to solve a spatial task which consisted of assembling blocks of various shapes, sizes, and colors, to form a cube – a variant of the Soma Cube. Performance on this task was shown to be significantly better in those people who scored higher on two tests considered to reflect individual capacities of visuo-spatial imagery (the Minnesota Paper Form Board and the Mental Rotations Test). The analysis of participants' verbal reports as they attempted to solve the puzzle was analyzed and reflected their efforts to visualize the target state and implement adequate strategies. Performance was also shown to depend on the classification of individual blocks according to their perceived complexity. Based on the behavioral data collected in this experiment, we developed a further study in which the same task was executed in a virtual environment. We compared interfaces involving commands based on distinct modalities (keyboard, voice commands, or gestures) or combined modalities (voice + gesture). An assessment of the respective values of these modalities in developing successful strategies is intended to help us build a computerized system of assistance to spatial problem solvers.

Keywords: *spatial problem solving, virtual environment*

Spirituality, job stress, organizational commitment, and job satisfaction among nurses in Tehran

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The study aimed to explore the amount and relationships between nurses' spirituality, job stress, organizational commitment and job satisfaction in Tehran hospitals. A descriptive (regression analysis) design was selected and 379 nurses (307 female and 75 male) working in hospitals in Tehran completed four valid questionnaires. Results indicated that nurses felt low job satisfaction, moderate to extreme organizational commitment, high spirituality (spiritual care) and job stress. The analysis of regression showed that job stress negatively correlates with the other three variables. Moreover spirituality, organizational commitment and job stress play a significant predictors role on nurses' job satisfaction.

Keywords: *nurses, job satisfaction, spirituality, job stress, organisational commitment*

Stochastic change in driver's reaction time with arousal state

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The purpose of this study is to examine how a driver's reaction times (RT) change, in a stochastic manner, with his/her arousal state. In this study, we express reaction time distributions by ex-Gaussian function, which has been known to fit well with RT data. As an index of arousal state, we use eye-opening ratio (EOR), a relative distance between the upper and the lower eyelids at a given moment to that obtained under high arousal state. An experiment was conducted using a driving simulator. Seven students participated. The front view of the simulator showed a running car in front. The participant's task was to keep distance from the front car and stop by hitting the brake pedal as soon as the front car's brake lights turned on. RTs of hitting the brake were measured 300 times for each participant. During the experiment, the participant's left eye was monitored by a digital video camera to compute EOR. For the data analysis, we classified individual RT data into 2 sets according to corresponding EOR values, Low (lower than 85%) and High (higher than 85%). Ex-Gaussian functions fitted quite well with RT distributions

for the Low and the High EOR for all 7 participants. The change in the distributions with EOR values varied individually. For 3 of 7 participants, the mean of the distribution was larger for the Low than for the High EOR, which is reasonable. However, two participants showed little change in the distribution and the other two participants showed higher means for the High EOR. Our use of ex-Gaussian function to fit RT distributions was shown to be quite successful, suggesting that the ex-Gaussian function captures the stochastic nature of RT during driving. The results of using EOR to see the change in RT distributions with EOR are mixed. One possible reason for such an inconsistency is that RT data for the Low EOR were relatively small in size and may not be appropriate samples of parent populations for low arousal states. We are now investigating ways to obtain good samples for low arousal states.

Keywords: *driver's reaction times, stochastic manner, arousal state*

Strategic behavioural advantage: A process theory of creating competitive advantage through strategic human resource management.

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A review of the Strategic Human Resource Management (SHRM) literature reveals a number of deficiencies in our current level of understanding of the theory and practice of SHRM in organisations, including; a lack of process for developing human resource strategy, lack of theory to explain how and why human resource practice contributes to long term organisational sustainability, a tendency to be overly concerned with Human Resource (HR) practice rather than how or why they work, research designs too narrow in scope, tend not to acknowledge organisational context, and are not behaviourally based. The research paper proposes a theoretical framework to address the deficiencies in the SHRM literature and tests it in a field based setting. Within a public sector organisation of about 5000 employees the research utilises a multi-method, repeated measures approach in a field based setting, using both qualitative and quantitative data. The research process proposes a theoretical framework, then uses the framework to systematically diagnose organisational performance issues, identify appropriate human resource strategies to address them, and evaluates performance outcomes of the strategies implemented over a three year period. Results suggest the framework effectively provides a foundation upon which a systematic approach to SHRM can contribute to overall organisational performance. However the research also identified a number of internal and external factors that can have profound implications upon the impact of human resource strategy extraneous to current approaches, such as; political considerations, individual personalities, senior managerial decision making processes, organisational culture, and external stakeholder influences that are outside the scope of current theory and practice. Current theory needs to expand to take into consideration such issues, the context of how practices are implemented, and to take into account influences outside of the "logic" of the immediate diagnosis-intervention-outcome process flow. Clearly current SHRM approaches largely fail to take account of organisational reality and until they do, theoretical approaches that look good on paper, will not translate to sustainable organisational performance.

Keywords: *strategic human resource management, organisational sustainability, organisational performance*

Street children and delinquents: A holistic psychological intervention in Brazil

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During August 2009 we accomplished a humanitarian mission in Timon among 848 children from the school "Mãos Dadas" (Hands hold together). We worked with 26 classes of students, from 3 to 18 years old, with 120 parents, 43 teachers and the civil and military police force of Timon. We intended to provoke some behavioral and emotional changes among all participants: motivating children for school

and for a personal and academic/professional life project; getting them out of streets, drugs and delinquent behaviors; improving parents-children relationships and elucidating parents about behavioral modeling for their children; improving first health care and alimentation habits among students' mothers and; changing/improving the relationship between the Police Force and the community. During this presentation we will reveal each step of our psychological intervention with the different groups and discuss the results obtained. A seven session personal and social skills program was administered to each class, plus one session with classes of the same school year together. Two educational parenting skills training session were administered to parents, both at school and during visits to their houses. A two sessions motivational and burnout prevention training course for the 42 teachers of the school. A training course for the Police Forces of Timon regarding their relationship and involvement with the community, their image perceived by the community and the Portuguese model of Proximity Integrated Policing they can adjust and implement. Before and after the intervention program we did psychological assessment trough questionnaires of behavioral adjustment as well violence beliefs. After the program we gathered teachers' evaluation regarding our work there and its effects on students and their families. Data gathered shows significant behavioral and emotional changes among students allowing us to consider our personal and social skills program as a successful one. Teachers keep on using the educational and motivational techniques we presented. Holistic intervention in these scenarios is needed to fulfill emotional and psychological needs. A follow-up mission is planned for August 2010.

Keywords: *delinquents, Brazil, training, interventions*

Students' hope, performance expectations, attributions and emotions for school performance

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This study, basing on Weiner's theory of attributions and emotions for achievement behaviour, and Snyder's hope theory, examined (a) children's (N=322, both gender, 5th and 6th grades) attributions and emotions for their perceived successful and unsuccessful school performance in mathematics and language; (b) the role of children's hope (total, pathways thinking, agency thinking) in the perception of their performance as successful or unsuccessful in the above school subjects, in attributions and emotions for the same performances, and in the impact of attributions on emotions; and (c) the effects of hope in the formation of school performance expectations, and in the impact of attributions and emotions on performance expectations. Teachers rated students' academic performance, while the students completed the rest of the scales (e.g., 'Children's Hope Scale' (for ages 8 to 16), Snyder et al., 1997). The results from MANOVA analyses, and subsequent Anovas and Discriminant Function analyses showed that the children attributed the perceived successful performance mainly to stable and internal factors, and the perceived unsuccessful performance predominately to unstable and personal uncontrollable factors, in both school subjects. Also, students experienced intense positive emotions for successful performance, and moderate negative emotions for unsuccessful performance. Hope influenced the perception of performance as successful or unsuccessful in language and, mainly, in mathematics. Furthermore, higher levels of hope (predominately, pathways thoughts) were related to less perceived unsuccessful performance in language, and more perceived successful performance in language and, particularly, mathematics. Also, the results from a series of hierarchical regression analysis revealed that hope (mostly, agency thinking) positively influenced the formation of attributions (particularly, stability), emotions, and the impact of attributions on emotions (mainly in the perceived unsuccessful performance groups). Yet, in the perceived successful performance groups in both school subjects, high-pathway thinking children expected higher school performance. In contrast, in the perceived unsuccessful performance group in language, low-agency children had low expectations of future performance. Finally, hierarchical regression analyses indicated that hope moderately influenced the impact of attributions (mainly,

locus of causality) and emotions on performance expectations. The findings from the present study suggest that children have certain hope level that influences their causal attributions and emotions for their school performance. We should help children to maximize hopeful thinking.

Keywords: *attribution, achievement behaviour, hope theory, emotions, school performance*

Study of latency childhood depression: Clinical features revealed in the process of psychoanalytic psychotherapy

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Psychotherapy research on childhood depression has proved that psychoanalytic child psychotherapy is an efficacious treatment. However, the clinical features revealed in the process of psychodynamic psychotherapy have rarely been studied. Hence this research intends to explore themes/ features of childhood depression revealed in the process of psychoanalytic psychotherapy and of parent consultation. Four children (aged 9-11) diagnosed as having depression were referred from psychiatric hospitals. The Chinese version of the CDI-Parent Rating and Depression Rating Scale for Children (Chang, 2006) was conducted to ensure that the subjects matched the criteria. The four pairs of parents received 10 sessions each of parent consultation from one clinician whilst their four children received 10 sessions each of psychodynamic psychotherapy from the other clinician. All 80 therapy sessions were recorded, transcribed and coded, and then the quantitative data analysis software Atlas.ti 5.0 was used to code and analyze the psychotherapy session notes. Expert reliability was obtained with the contributions of two other senior child psychotherapists. The analysis of the parent consultation revealed the following themes/ issues: the parents' unresolved problems; parents' lack of function; parents' severe and punitive super-egos; blurred emotional boundaries within the family structure; and a perverted parent-child relationship. The analysis of the child psychotherapy revealed the following themes/ issues: severe and punitive superegos; excessive guilt and inhibitions; inner deprivation; feelings of helplessness and hopelessness; the need to control; idealization and inferiority; internal aggression and anxiety; confusional internal states; negative object relations representation; and oedipal problems. It is hoped that this study will add to the knowledge of childhood depression and provide the child clinician with a useful reference for further research and the implementation of treatment plans. Three main categories and five features were found in the parent consultation; three categories and fourteen features were found in the child psychotherapy process. The result of this research is consistent with some of the research findings on childhood depression, especially the features of anxiety, guilt, helplessness and hopelessness in the children. It is hoped that this study will add to the knowledge of childhood depression and provide the child clinician with a useful reference for further research and the implementation of treatment plans.

Keywords: *latency, childhood depression, psychoanalytic psychotherapy*

Study of relationship between supporting services and quality of life of people with Multiple Sclerosis who live in Tehran

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The aim of this research is to assess the relationship between supporting services and the quality of MS patient's life. The study utilizes a correlational research design and randomized sampling. The research data were collected through interviews with the patients, a standard 54-instruments questionnaire (MSQOL-54) on MS patients' quality of life and the supporting services questionnaire. Spearman correlation statistical testing procedure was used to verify the relationship between the variables. The results have shown that there is a meaningful relationship between the supporting services and the mental and physical aspects of the patient's quality of life, whereby increasing the level of supporting services improves the social and cognitive functioning of the patients. There

is a meaningful relationship between supporting services and reducing role limitation due to physical and emotional problems, whereby increasing the supporting services decreases the pain and fatigue of the patient. Meaningful relationships were also found between supporting services and increasing emotional well-being and decreasing health distress. Since the present study shows a meaningful relationship between supporting services and the patients' quality of life, it would be beneficial to enhance the level of supporting services in order to improve MS patients' quality of life.

Keywords: *supportive services, multiple sclerosis, quality of life*

Studying reasoning and judgment by tracking information accessing and processing behaviour in complex, dynamic environments

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This research investigated the impact of cognitive traits and biases on human information processing and judgment in complex, dynamic and ambiguous environments. Using the Analysis Simulation Project (ASP) methodology for investigating reasoning and judgment behavior, two studies were carried out. The ASP methodology is a computer administered simulation of complex information environments which records and tracks information access, transfer and utilization as well as other variables of interest. Study 1 (n=40) examined the influence of the cognitive trait of "need for closure" on a threat estimate for a visit by a government official to a foreign country. This task is common in the Security and Military Intelligence analysis environments. Study 2 (n=50) examined confirmation bias. The experimental scenario was set within the context of investigating a murder as would occur in the work of Policing agencies. The results for study 1 showed that need for closure predicted the level of assessed threat even controlling for the amount of information accessed by participants. Study 2 results were consistent with the general findings on confirmation bias in that those higher in behaviour consistent with a confirmation bias approach were substantially less likely to choose the most likely suspect as the murderer. The studies taken together illustrate the capability of the ASP methodology to represent complex, dynamic and ambiguous information environments. These studies are the forerunners of a more extensive analysis of complex information environments with a view to better applying the findings of reasoning and judgment research to realistic environments.

Keywords: *information processing, processing behaviour, judgement*

Subjective wellbeing and psychological contract content: The relationship between employee wellbeing and dynamic performance expectations

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Subjective wellbeing is known to influence the quality of an individual's interpersonal relationship. A recent study found subjective wellbeing to also influence the nature of an individual's employment relationship. Specifically, subjective well-being was found to predict a balanced psychological contract type, accounting for almost 40% of variance within a single organisation. This paper presents the findings of this first study, and aims to then examine the generalisability of the finding in a larger sample, across multiple organisations. A sample of 448 participants sourced from 17 organisations representing six industries was employed. Data was collected by means of an online survey measuring the psychological contract and subjective wellbeing. The previous study's findings were confirmed with subjective wellbeing predicting a balanced psychological contract. Results found that subjective wellbeing was uniquely related to a balanced psychological contract type (β = .208, p = .001, sr^2 = .02) and more specifically to dynamic performance expectations (β = .240, p = .002, sr^2 = .02). These findings were consistent across organisations and industries, supporting the generalisability of findings. Results were explained within the framework of subjective wellbeing and coping theories, proposing that psychological contract

expectations surrounding the likelihood of change related stressors coupled with dynamic performance enhance employee coping abilities which in turn related to employee wellbeing. These findings hold practical implications for organisations wishing to implement programs that encourage flexible and adaptive behaviour in their employees. Such employee behaviour is desirable for organisations particular during times of change and/or economic downturn.

Keywords: *subjective well-being, interpersonal relationships, psychological contract*

Suicide prevention professional development training for mental health services in rural and remote areas (MHSRRA) Program: A pilot project

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Suicide is not only a devastating tragedy for the individual and their friends and family, but it is also a major public health issue for the community as a whole. Several studies indicate that suicide rates are higher in rural and remote Australia compared with metropolitan settings, especially amongst particular populations. Clinicians providing mental health services in rural and remote Australia are likely to encounter people who demonstrate suicidal ideation or behavior, and are likely to have less access to the resources of their metropolitan counterparts. Under the Australian Government's Mental Health Services in Rural and Remote Areas (MHSRRA) Program, designated allied health professionals are being offered Suicide Prevention Professional Development Training. This training has been developed using evidence-based practices, to inform participants of the assessment and management of people at risk of suicide or serious self harm, and to specifically highlight the issues and concerns relevant to working in rural and remote Australia. Sections of the training are expressly dedicated to engaging three Australian populations that are of higher risk: people of Aboriginal and Torres Strait Islander descent, men, and young people. In recognition of some of the barriers to accessing training for rural and remote clinicians, this training can be completed via long-distance with a comprehensive workbook that includes pre-reading, and assessment tools; two DVDs that present lectures, roleplays, and vignettes; and an online assessment. The program has been endorsed by the Australian Psychological Society and Australian Association of Social Workers for continuing professional development points for their members, and applications are pending with OT Australia and Australian College of Mental Health Nurses.

Keywords: *suicide, rural and remote Australia, suicide prevention professional development training, allied health professionals*

Supervisees' views of supervisor effectiveness as a result of supervision training

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Training for supervisors of probationary psychologists has become mandatory in several states of Australia. However, little is known about the effectiveness of existing training protocols for influencing supervisors' task performance. In order to address this gap, the current study examined supervisees' perceptions of supervisors who had participated in the Queensland-based Supervisor Training and Accreditation Program (STAP). The key objectives of the study were to determine whether supervisees perceived that their supervisor's performance was enhanced by STAP-training, and to uncover trends in the supervisee experience that could further inform the process of supervisor training. An overview of the 6-year STAP program will be provided. As part of the STAP accreditation process, supervisees of supervisors-in-training were required to submit a pre- and post-STAP *Supervisor Satisfaction Questionnaire*. Of 508 supervisees entered into a database as having completed this questionnaire, 33 were randomly selected to discuss their supervision experiences in more detail via a structured, confidential telephone interview. A trend for supervisees to perceive their supervisor's performance as improving was evident on 50 of the 53 tasks surveyed. The tasks on which supervisees were

most likely to report supervisor improvements were directly relevant to the supervisor's performance under the Supervised Practice program, such as ensuring comprehensive contract, seeking feedback. Sixty percent of supervisees indicated that STAP training was the process that had had the most impact on their supervisor's effective practice. Comparisons between Pathway 1 (Honours plus 2 years supervised practice) and Pathway 2 (post-graduate course) supervisees will also be discussed. STAP appears to have a positive impact on supervisors' task performance in supervision, particularly in relation to SPP-relevant tasks. It may be pertinent to train supervisors to especially attend to different issues, depending on the pathway taken by their supervisee (e.g. responsibilities in supervision for Pathway 1 trainees and the power differential for Pathway 2 trainees). Asking supervisees to share their evaluation of their supervision with their supervisor has a negative impact on the validity and utility of data gathered. The collection of *confidential* supervisee ratings of their supervisor's effectiveness pre- and post-supervision training is recommended.

Keywords: *training, probationary psychologists, supervisors*

Teacher resilience: A review of current literature

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This paper presents a systematic review of literature related to teacher resilience. The review underpins a larger research project that aims to enhance the resilience of early career teachers by embedding evidence-based practice within the pre-service teacher education programs of two Australian universities. One aim of the paper is to identify constructs and consequent research methods to inform the development of a questionnaire for use with pre-service and early career teachers, and guide the nature of strategies implemented in the universities involved. There is concern internationally with the high attrition rates of early career teachers. Numerous studies have examined factors such as workloads and behavior management difficulties that contribute to teacher stress and burnout. More recently researchers have looked towards teacher resilience as a more positive way of addressing this problem. Definitions of resilience include the ability to "bounce back" after experiencing difficult events. It is the capacity to deal constructively with challenges and the ability to maintain social and emotional well-being in the face of difficult events. A shift in thinking from attrition to resilience offers the potential for more effective interventions to occur. A search of databases such as ERIC and ProQuest revealed over 250 journal articles and conference papers linked to key words such as 'resilience', 'teachers' and 'burn out' published between 2000 and 2009. Papers selected for systematic review are those most relevant to teacher resilience and are summarized according to key criteria such as conceptualizations of resilience, research methods used, key empirical findings, and issues raised. For example, one important issue arising from the literature is the relationship between teacher retention and teacher resilience. The assumption is that if new teachers develop greater resilience, they will be less likely to leave the profession. At the same time, however, there is evidence that some teacher education students consciously plan to teach only for a short time before moving on to achieve other life goals. The paper will provide an overview of strengths and limitations of current research suggest directions for future research and derive implications and recommendations for pre-service teacher education programs

Keywords: *teacher resilience, university, stress, burnout*

Teachers' competence in parent counseling: Evaluation of a training program in in-service and pre-service secondary-school teachers

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Teachers' professional responsibilities are constantly changing in a world where education is an increasingly important resource. Parents demand teachers' advice in how to support their children at home (e.g. Cooper, Lindsay & Nye, 2000; Trautwein & Lüdtke, 2009). Positive effects of a frequent parent-teacher-communication and teachers' counseling activities are well documented (e.g. Lengua & McMahon, 2000; Manz, Fantuzzo & Power, 2004). In line with this, recent conceptions of teacher professionalism include counseling knowledge in what is seen as a core set of teachers' professional competencies (e.g. Baumert & Kunter, 2006), but an explicit training of counseling skills is rarely included in teacher education. We investigated the effects of a training-program designed to enhance teachers' counseling competence in two samples: (1) a sample of in-service secondary school teachers (N=59), and (2) a sample of pre-service secondary school teachers (*N*=23). In each sample, a quasi-experimental pretest-posttest-design was used. Based on previous research, teachers' counseling competence was operationalized as a five dimensional construct with the following sub dimensions: personal resources, social co-operation, counseling skills and pedagogical knowledge, solution and process orientation, and coping. The training consisted of a total of four training sessions that lasted for 210 minutes each. The sessions were held weekly. The main topics addressed were communication theory, and self-regulated learning. In both samples, counseling competence was measured by self-ratings and a knowledge test in pre- and posttest. For the self-ratings, participants were asked to rate their counseling competence (e.g. self-reflection, communication-skills) on six-point rating scales. These measures were combined into an over-all measure of perceived counseling competence. Cronbach's α for this measure was .86 in sample 1 and .77 in sample 2. Participants' counseling knowledge was assessed with a four-item declarative knowledge test covering topics addressed in the training. For in-service teachers, positive training effects were found for both outcome measures (perceived counseling competence and declarative knowledge). For pre-service teachers, training effect emerged for knowledge, but not for self-ratings of counseling competence. The results underscore the importance of training teachers' counseling competence, and indicate that even a relatively short training can substantially improve teachers' counseling competence.

Keywords: *teacher competence, parent counseling, training programs, education, communication strategy*

Teachers' understanding of school connectedness: Implications for the development and implementation of school based injury prevention strategies

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Worldwide, injury is the leading cause of death and disability for young people. Injuries among young people are commonly associated with risk taking behaviour, including violence and transport risks, which often occur in the context of alcohol use. The school environment has been identified as having a significant role in shaping adolescent behaviour. In particular, school connectedness, the degree to which adolescents feel that they belong and are accepted at school, has been shown to be an important protective factor. Strategies for increasing school connectedness may therefore be effective in reducing risk taking and associated injury. Prior to developing connectedness strategies, it is important to understand the perspectives of those in the school regarding the construct and how it is realised in the school context. The aim of this research was to understand teachers' perspectives of school connectedness, the strategies they employ to connect with students, and their perceptions of school connectedness as a strategy for risk taking and injury prevention. In depth interviews of approximately 45 minutes duration were conducted with 13 Health and PE teachers and support staff from two high schools in Southeast Queensland, Australia. Additionally, six focus group workshop discussions were held with 35 Education department employees (5-6 per group), including teachers from 15 Southeast Queensland high schools. Participants were

found to place strong importance on the development of connectedness among students, including those at risk for problem behaviour. Strategies used to promote connectedness included building trust, taking an interest in each student and being available to talk to, and finding something positive for students to succeed at. Teachers identified strategies as being related to decreased risk taking behavior. Teacher training on school connectedness was perceived as an important and useful inclusion in a school based injury prevention program. The established link between increased school connectedness and decreased problem behaviour has implications for school based strategies designed to decrease adolescent risk taking behaviour and associated injury. Targeting school connectedness as a point of intervention, in conjunction with individual attitude and behaviour change programs, may be an effective injury prevention strategy.

Keywords: *injury prevention, risk taking, school connectedness, teachers*

Team learning in command teams

VAN DER HAAR, S. (PLATO, Leiden University)

In case of large incidents and emergencies, multidisciplinary command teams have the mission to coordinate the multidisciplinary cooperation and actions of different services needed, like the fire brigade, the police and disaster medicine. Therefore, they need to develop a shared cognition as the basis for decision-making. The teams are composed ad hoc, and therefore lack a history and have a short life span. According to Van den Bossche, Gijzelaars, Segers and Kirschner (2006) team learning behavior, defined as processes of construction, co-construction and constructive conflict, gives rise to mutually shared cognition, leading to higher team effectiveness. Past research has not been specific about if and how team learning behavior is used in multidisciplinary command teams. With this study we explore the importance of team learning behavior for the team performance of multidisciplinary command teams. In a first pilot we explored the utility of the questionnaires we developed, and whether team learning behavior is used by the multidisciplinary command team existing of representatives of the police, the fire brigade and disaster medicine. For this pilot we collected data during a realistic exercise these teams do to be prepared for the real work. There was one team, existing of eight team members and there were nine observers. This team had two team meetings. During and after each team meeting, and after finishing the exercise, both the team members and the observers filled out a questionnaire with open ended and closed questions. So there were three measurement moments for each respondent. In addition, we have scheduled a data collection with 24 team exercises, planned on January 19, January 26, February 2, February 9, March 2 and March 9 2010. The aim is to collect data on how team learning behavior is related with the team result, being shared situation awareness and decisions, and with the results of the emergency management as a whole (i.e. number of victims). Again we collect data during realistic exercises of real teams, using multiple methods, and with repeated measures. The pilot showed the team members experienced team learning behavior and they were merely positive about their team decisions. Constructive conflict was the team learning behavior least used. The team members seem to make more use of team learning behavior in the second meeting than in the first. The observers also indicated team learning behavior. They were less optimistic about the team decisions. These findings underline the relevance of this study. The questionnaires had a good utility. Some changes were needed. We improved the instruction of the team members so that they could work faster, and we decided to observe the team results and the results of the emergency management by two different teams of observers. Data collection is ongoing. During the presentation we will present the results of the pilot and the results and implications of the 24 other teams studied.

Keywords: *command teams, multidisciplinary cooperation, decision making, team learning behavior, performance*

Temporal changes in the factors influencing psychological contract formation and development in new recruits

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The psychological contract is a popular framework for understanding contemporary employee-employer relationships. However, its utility as a management tool is potentially limited, largely due to an inadequate understanding of psychological contract formation and development. This paper presents findings from a national longitudinal study aimed at investigating psychological contract content formation in new recruits and the factors that impact development of contract content across the first year of employment. Over 600 Australian employees from seven industry sectors completed an on-line survey within their first month of employment at an organisation. Follow-up surveys were conducted after 6 and 12 months employment. Instruments used included the Psychological Contract Inventory, EASE Socialisation scale, and organisational outcome measures. Results from the first-wave data collection revealed that the type of psychological contract held by employees was significantly predicted by employer fulfillment of obligations, organisation socialisation, role socialisation, and work environment information. Results from the second-wave data collection demonstrated that the primary factors informing psychological contract content and subsequent type had changed. These predictive factors were employer fulfillment of obligations, employee fulfillment of obligations, social accounts, and careerism attitudes. Results from the third and final wave of data collection are pending early 2010 and will also be presented. The primary factors influencing psychological contract formation and development will change across the first year of employment. In particular, the importance of various socialisation factors appears to shift as the employment relationship lengthens in duration. Understanding the temporal factors impacting psychological contract development extends our theoretical knowledge and allows direct application to development of organisational management policies encouraging quality, long-term employment relationships.

Keywords: *employee-employer relationships, longitudinal study, temporal changes, recruits*

Test construction by means of confirmatory factor models in considering the position effect

SCHWEIZER, K. (Goethe University Frankfurt)

Since confirmatory factor analysis is a method, which emphasize the homogeneity of the items of a measure, the presence of a position effect may cause a failure in test construction by means of this method. The position effect is a method effect that has been observed in various sets of items. It describes the systematic change in responding to items as a consequence of having already responded to other items of the same measure. Usually an increase in the consistency of responding is observed. In order to avoid model misfit, the model of measurement that is basic to confirmatory factor analysis needs to be upgraded appropriately. Such an upgrade can be achieved for the congeneric and essentially tau-equivalent models of measurement as basis of confirmatory factor analysis. An additional latent variable for representing the position effect can be included in each one of these models of measurement. The loadings on this latent variable needs to be fixed according to the expected position effect. Confirmatory factor models including upgraded models of measurement were applied to two data sets together with conventional models. The items of two reasoning measures were used for collecting the data. The results of investigating the data revealed that the model fit can be considerably improved by integrating a representation of the position effect into the model of measurement. According to the results of the study the position effect can be an actual source of model misfit in test construction. Since the position effect is a disturbance but not a danger to the validity of a measure, the consideration of the position effect can avoid the rejection of a possible valid measure in test construction.

Keywords: *confirmatory factor analysis, position effect, test development, measurement, latent variable*

Testing the mediating effects of self-efficacy on the relationships between work-life balance, its antecedents and consequences

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The aim of this research is to develop a model of work-life balance (WLB), its antecedents and its outcomes. In addition, the mediating effects of self-efficacy (SE) between WLB and its antecedents are examined. The impact of WLB on key individual and organizational outcomes is also considered. The study used survey-based data collected from 1134 respondents in Canberra. Structural equation modeling was utilized in data analysis. Antecedents to WLB (mediated by SE) that are considered within the study are family and work control, work and family demands, work-to-family and family-to-work conflict, work-to-family and family-to-work enrichment, and colleague and supervisor support. Outcomes of WLB considered are turnover intentions, job satisfaction, anxiety/depression, social dysfunction, ill-health and job performance. Results show that in the base (non-mediated) model, only time-based and strain-based work-to-family conflict, work-to-family enrichment (affect), and family control are significant antecedents of WLB. Time based work to family conflict was the strongest predictor (β=-.44**) followed by affect-based work-to-family enrichment (β=.12**). The results also indicate that for this model, SE fulfilled the criteria of a mediating variable. The analysis of a mediated model did not show any suppression effect from the proposed mediator (SE). The direct effects of significant antecedents were not affected significantly by the presence of SE as the mediator. This indicates that SE is not a fully mediating variable. The impact of WLB on outcomes was consistent with findings in current research. Evidence was found for the effects of WLB on turnover intentions (-0.32**); psychological strain (both anxiety/depression (-0.55**) and social dysfunction (0.42**)), ill health (-0.20*), job satisfaction (0.40) and job performance (0.15**). On average, 67% of variance in WLB is explained by the total variances of other variables. The main fit indices (X2=9017.026, *df*=3460, RMSEA <.05, NNFI .98, CFI=.98, IFI=.98, RFI=.96) indicate that the final model fulfilled fit criteria. The present study breaks new ground by providing evidence for the role of SE in mediating the relationship between WLB and its antecedents. The impact of WLB on key organizational outcome variables is consistent with current research. These findings have both theoretical and practical implications for organizations and working individuals.

Keywords: *self-efficacy, work-life balance, job performance, job satisfaction*

Thank you for not smoking! How smokers could be tempted towards quitting

GLOCK, S. (University of Luxembourg)

An associative network model of the smoking self-concept was developed which could explain why people smoke, how they feel about smoking, and could provide options to tempt smokers towards quitting. Smokers should feel cognitive dissonance about the harmful consequences of smoking. Nevertheless, they smoke. The model assumes differentiation of the smoking concept into positive and negative subconcepts as a dissonance reduction strategy. Positive aspects of smoking are coping-aspects including coping with stress and controlling performance level. Social aspects of smoking are also positively associated with the behavior including being cool and socially accepted. Positive subconcepts of smoking are linked to the positive valence node, and negative subconcepts to the negative valence node of the self. Because of these cognitive links smokers overemphasize positive smoking aspects to strengthen the positive valence node of the self. Nevertheless, smoking is negatively and positively linked, thus indicating ambivalent attitudes towards smoking. This ambivalent assumption was investigated in an affective priming task (N=30). In this task, smoking and non-smoking related pictures were used as primes followed by a positive or a negative word. Results argue for the ambivalent

assumption and further indicate that smokers implicitly prefer non-smoking situations. They evaluate smoking situations more negative than non-smoking situations indicating negative feelings about positive aspects. This crucial finding led to the assumption that the associative network could be forced to form more cognitive links, links that connect the positive aspects of smoking with the negative valence node which should result in cognitive dissonance when the negative attitudes towards smoking were strengthened because they show the inadequacy of this dissonance reduction strategy. Using the associative model as well as empirical findings of the affective priming task, new warning labels without health-threatening information were developed and tested in an experiment (*N*=30). These warning labels contribute to positive smoking aspects and strengthen their negative sides. They were personally and generally formulated. Results showed that general warning labels changed perception of smoking aspects resulting in reduced smoking behavior. The new warning labels pick positive smoking aspects, turn them into negative and take away dissonance reducing strategies. Thus dissonance influences the behavior.

Keywords: *smoking, self-concept, cognition, cognitive dissonance*

The ability of offenders' moral reasoning and the forms they prefer: The causal influence between offending behaviour and moral reasoning type

CHEN, C. (Chung Yuan Christian University)

This study aimed to address the question that whether offenders apply forms of moral reasoning they preferred. Four hundred and thirty two incarcerated offenders, consisting of an adult (*n* =290, *M* =34yrs, *SD* =9.0) and juvenile (*n*=142, *M*=16.6yrs, *SD*=1.4) groups, completed this research. Gibbs et al.'s (1992) Moral Reasoning instrument SRM-SF, along with a set of four moral reasoning principle statements formed according to Gibbs's four-stage model of morality was presented to the respondents. Participants were asked to select the principle provided that reflects their own reasoning, the principle most people in the community adopt, the principle that would help them survive in the community, the principle that is the best for the community, and which is most frequently employed by their friends. The lowest moral level as 1 and the highest level as 4. The highest score was found in the context of "the best" in all offenders, whereas the "self" and "most people" contexts received the lowest score assigned by the juveniles and adults, respectively. Albeit a significant correlation emerged between socio-moral reasoning maturity score (SRMS) (*M*=288(adult), *M*=249(juvenile)) and the score for "the best" context in the older group, but was not the case for the "self" in both groups. Besides, offenders' SRMS were significantly less mature than the moral principle given to "the best" context. These results show that participants distinguished between their own preferred moral reasoning and the moral reasoning they regard as optimal for a community. Also, contrary to the assumptions of developmental models of moral reasoning which define own moral reasoning level as also the limits of one's comprehension, offenders understand forms of reasoning that would be defined as a developmental level higher than their own. Thereby, one may understand different forms of moral reasoning equally well but from which one selects according to personal preference. Findings support an alternative interpretation of any relation between moral reasoning and criminal activity – namely that a particular form of moral reasoning causes crime but that people with criminal habits may select from their repertoires of forms most consistent with their habits.

Keywords: *offenders, moral reasoning, community*

The analysis simulation project [ASP]: A new method for simulating complex, dynamic and ambiguous information environments

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The aim of the present study was to develop a methodology to investigate reasoning judgment and decision-making in realistic complex, dynamic and ambiguous information environments (e.g. Security and Military Intelligence Agencies). The Analysis Simulation Project (ASP) methodology consists of a computer administered matrix of 64 information cells (50-130 words). The information accessing activity of participants is recorded including information cells selected, sequence of cells selected and the amount of time specific cells are accessed. Functionality testing has shown excellent usability and variability in behaviour. Information processing behaviour can be monitored, tracked, timed and analysed with great precision. ASP Methodology enables researchers to gather data on complex information processing environments that can be used to test a wide array of problems in the literature (e.g. Confirmation bias). Trainers and instructors can provide feedback to analysts as well as generate training and development programs with greater specificity than previously attainable.

Keywords: *judgement, decision making, analysis simulation project, information processing, training*

The application of the brain potential to a visual search task

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Basic studies on the visual event related brain potentials (V-ERP) have brought many fruits on perception and cognition studies. However, it is difficult to apply the V-ERP to practical fields, because of limitation of an eye movement. A specific event related brain potential is obtained with averaging EEGs at terminations of saccadic eye movements. The potential called the eye fixation related potential (EFRP) which shows several characteristics similar to V-ERP. EFRP changes with attention, sensation and cognition. The purpose of the present study was to compare between EFRPs to standard stimuli and those to target stimuli in a visual searching task. 10 participants were asked to search visual stimuli consisting of geometrical patterns on a display. The task was to detect a specific colored pattern. Each pattern was lozenge or rectangular and colored green or blue. Set sizes were 20, 30 and 40. A target was defined by a pattern and a color at each trial. The participant was asked to detect a target. Each participant was assigned 48 trials. EEGs (Oz, Pz and Cz) were measured with amplifiers. An eye movement was measured with an EyeLink1000. EEG epochs associated with terminations of saccades were averaged to get EFRP. EEGs without noise and artifact triggered at offset of saccades were averaged separately to obtain EFRP to the target and other stimuli respectively. The reaction times increased significantly with set sizes. In EFRP, a positive component with latency of around 80 ms after terminations of saccades appeared clearly in all conditions at Oz, Pz and Cz. When the participants detected a target, positive component with latency of about 300 ms appeared significantly at all sites compared with non-targets. The positive component with latency of 300 ms would be the so-called P3 or P300 in ERP. The participant permitted to move eyes freely. In the present experiment, stimuli were presented on a display. Recently, we developed a new system to measure EFRP to objects at natural situations. Thus, EFRP has a possibility to apply to attention studies at industrial settings and at clinical fields.

Keywords: *brain potentials, visual searching task*

The application of the theory of planned behavior to teaching HIV/AIDS - related issues effectively among junior high school teachers in Indonesia

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It is estimated that there are more than one million injecting drug users in Indonesia (UNDP, 2008). On average, they started to inject when they were 14-15 years old; mostly at school canteens or toilets (Iskandar, 2008). As a result, teachers of local junior high schools have emerged as key players for HIV/AIDS prevention programs. A study was undertaken to explore the application of the Theory of Planned Behavior in explaining the intention among

teachers to teach sensitive issues related to HIV/AIDS effectively. In this cross-sectional study, three hundred and sixteen teachers from 25 different schools completed questionnaires regarding their intentions and behavioral, social and control beliefs in teaching drug education as well as reproductive health. Both environmental and individual barriers were also examined. The statistical analyses reveal that there are significant positive correlations of all theoretical constructs on the one hand and behavioral intentions in teaching HIV/AIDS related issues on the other hand. Almost 40% of the variance in teaching both two subjects is explained by the model variables. In general, their intentions are relatively high although there are several personal and environmental barriers that need to be addressed before the implementation of the programs. Therefore, before implementing the school-based intervention programs in Indonesia, a teacher training program is recommended as the key factor in affecting teachers' intentions. It is not only to increase their knowledge and skills but also to change their attitude. Active involvement of the parents and other related stakeholders is also encouraged.

Keywords: *theory of planned behaviour, HIV, prevention programs, teachers*

The application of vicious cycle anxiety model to women with urinary symptoms: A preliminary examination

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The current study aimed to delineate the nature of the associations between urinary incontinence (UI) symptom-severity, anxiety and continence safety-behaviour on the quality of life in women with over active bladder (OAB) symptoms. In particular, this study instigated initial testing of the suggestion that the Clark and Wells (1995)'s vicious cycle anxiety model could be applied to individuals with urinary symptoms (Hunt 1996; Perry et al., 2006). This was done in two parts, using multiple regression analyses and tested for mediation effects. Eighty-four women with urinary symptoms, recruited from two continence services in Melbourne, filled in a self-report questionnaire package. This preliminary examination into the application Clark and Wells vicious cycle model to women with urinary symptoms is promising; support was found for both mediation hypotheses, which tested the model. The first part found anxiety partially mediated a relationship between UI symptom-severity and continence safety-behaviour, together anxiety and UI symptom-severity explained half of the variance in continence safety-behaviour. The second hypothesis of the vicious cycle model was also supported. As expected, continence safety-behaviour mediated the relationship between anxiety and the quality of life measure. Together these findings lend weight to the proposition that high scores in anxiety, would lead to continence safety-behaviour, in which over-vigilance, fluid restriction, and toilet availability are prominent issues, and lead to a decrease in quality of life.

Keywords: *urinary incontinence, anxiety, quality of life, women, over active bladder (OAB) symptoms*

The art of integrating forensic psychiatry/psychology with civil and criminal cases

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Forensic psychiatry encompasses the interface between law and psychiatry. A Forensic psychiatrist is first and foremost, a physician. Secondly, they are experts in evaluating individuals clinically, and applying those findings in a legal context. Forensic psychology on the other hand involves applying psychology to the field of criminal investigation and the law. Psychology professionals practice psychology as a science within the criminal justice system and civil courts. Billing in forensics is detailed and challenging, for both psychologists and psychiatrists. After a preliminary consultation, billing is recorded on an activity log. This log records all expenses, including evaluation of client, travel, and others such as testimony and deposition. Contractual rates are fixed, and services are billed based on time, regardless of

content or results. Psychological or neuropsychological assessment is billed separately. Psychological testing or psychometrics assesses the cognitive and emotional functioning of an individual. It involves the integration of information from multiple sources, such as personality testing, tests of ability or intelligence, tests of interests or attitudes, malingering tests, as well as information from personal interviews and collateral information. These standardized assessments help support a clinical diagnosis; and help courts decide issues such as disability, child custody, competency to stand trial, or to help assess job applicants or employees. Psychological assessment, diagnosis and subsequent treatment planning should be inextricably linked to each other. A forensic assessment is only useful if the results can be used to provide a clearer picture of the individual (e.g., needs, motivations, thought integration, relational style, etc.) and some indication(s) of what should be the best way to intervene. In other words, assessment results do more than inform diagnosis. They strongly influence treatment planning. Testifying for anyone is not desirable; however, forensic psychiatrists/psychologists provide this service out of necessity. As a forensic professional it is important to incorporate three fundamental themes of good practice: concrete credibility, an appropriate decorum, and being an advocate for one's opinion and position. This symposium will address documented civil and criminal cases outlining the processes of evaluations, assessments, billing, treatment modalities, court room testimonies and outcomes.

Keywords: *forensic psychiatry, Forensic psychology, criminal justice system, assessment, billing*

The bully/victim continuum: Stability of peer victimisation in school and patterns of internalizing and externalizing psychopathology in early adulthood

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This paper uses both prospective and retrospective data to explore patterns of peer victimisation and school difficulties in early adolescence (at ages 12-13 years and 13-14 years); and to examine the longer-term outcomes (at ages 23-24 years) along the bully/victim continuum with respect to internalizing (depression, anxiety, and stress) and externalizing (anti-social behaviour) psychopathology. Initial data on some 1000 young people was drawn from the Australian Temperament Project (an ongoing longitudinal community study). The data presented here are from two time points in adolescence (at ages 12-13 years and 13-14 years) and at follow-up, aged 23-24 years. Participants were classified as belonging to one of four bullying subtypes: bully, victim, bully-victim, or uninvolved. The results show that the experience of peer victimisation in school is relatively stable across time. Furthermore, peer victimisation was also related to persistent levels of difficulties in school, namely social isolation. Results also indicated differences at follow-up (age 23-24 years) between bullies, victims, bully-victims, and those not involved in one of these capacities (uninvolved), in terms of both internalizing and externalizing psychopathology. Specifically, symptoms of anxiety and depression were highest among victims and bully-victims. Victims also reported higher levels of stress: while bully-victims and bullies reported higher levels of anti-social behaviour. These findings underscore the relevance of chronic peer victimisation in relation to adolescent wellbeing. In the longer term, they also point to concerning patterns of internalizing and externalizing psychopathology along the bully/victim continuum – particularly for those who are both victims of and perpetrators of this behaviour. Implications for prevention and intervention programs are discussed.

Keywords: *bully/victim continuum, peer victimization, schools, psychopathology, adolescence*

The competency model of salespersons in the household appliances industry in China

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The purpose of this study was to explore the competency model of Salespersons in the household appliances industry in China. With the stronger and wider competition between companies in the household appliances industry, salespersons become one of the most important factors which decide the success of the household appliances companies in China. Firstly, this paper established a preliminary competency model for salespersons in the household appliances industry by applying the technique of BEI (Behavioral Event Interview) to 20 salespersons and the comparison of the competency characteristic of salespersons with different performances by t-test with SPSS 17.0. Secondly, the competency model built above was checked by natural observation. The observation was carried out between 20 groups of customers and the salespersons who served them. The competency model constructed by both BEI and natural observation has the same two discriminate competent characteristics: Impact and Influence, and Trustworthiness. There were three unique competent characteristics found by BEI method: Achievement Orientation, Learning and Developing, and Emotion Stability. In addition, there were three unique competent characteristics found by natural observation method: Initiative, Insight, Serving Consciousness, and Knowledge of Product. By integrating the discriminate competent characteristics found by BEI and natural observation, we developed the competency model of Salespersons, with nine discriminate competent characteristics included. The competency model of Salespersons in the household appliances industry in China consists of nine discriminate competent characteristics as follows: Achievement Orientation, Initiative, Learning and Developing, Impact and Influence, Insight, Serving Consciousness, Trustworthiness, Emotion Stability, and Knowledge of Product. Natural observation was found to be one of the best methods that can be used to check the competency model developed by BEI.

Keywords: *salespeople, household appliances industry, China, competent characteristics*

The concept of human resource systems strength: Empirical testing and contributions for a theory of content versus process in HRM

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Bowen and Ostroff's (2004) concept of human resource systems (HRS) strength is at the core of the current investigation. In strong HRS, employees share a view of desired behaviors, and therefore they exhibit the required patterns of efficient actions. In strong HRS, organizations are likely to show high level of results. Despite this link between the human resources function and performance, there has not been empirical evidence in support of such link. The goal of the current research was to test the link between HRS strength and performance, mediated by situation strength (Mischel, 1973; Schneider, Salvaggio & Subirats, 2002). The model further included leadership as an independent variable, since it has been proposed that it has a impact on how individuals shape their perceptions of the environment (Yukl, 1998). A total of 511 questionnaires were collected in a large hotel chain in Portugal, from both supervisors and employees. Data were collected at multiple level of analysis, from the individual to the department and the hotel levels. The questionnaire had gone through extensive development and testing, prior to the main research. Following Bowen and Ostroff's (2004), the questionnaire covered a number of key topics: HRS strength, situation strength, organizational performance, and leadership. Biographical data was also collected. Overall, the measures used in the study showed a good set of reliability and validity results. To test the model, confirmatory factor analysis was used. The models which revealed the best pattern of indicators (including normed chi-square, CFI, GFI and RMSEA) were selected. The results showed that there is a positive, direct, and strong relationship between HR strength and situation strength. A weaker but significant relationship was found between HR strength and performance. Positive and strong relationships were also found between leadership and situation strength, and between leadership and HR strength. Situation strength showed a direct and strong relationship with a subjective measure of organizational performance. No significant relationship was found between

leadership and performance. All together, these results provide strong support for Bowen and Ostroff's (2004) model, although a number of specific results suggest that the theory needs refinement, especially in terms of the sub-constructs put forward by the authors. Moreover, the investigation also allows reflecting upon a new measure to assess the nine meta-attributes of HRM strength.

Keywords: *human resources, situation strength, leadership, performance*

The cultural intelligence scale: What does it measure?

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Cultural Intelligence (CQ) is a newly popular topic in the cross-cultural psychological literature. CQ studies often assess the construct using the 20-item Cultural Intelligence Scale (CQS). The four components of the CQS (cognition, metacognition, motivation, behavior) show poor face validity, inviting empirical scrutiny of its construct validity. We examined the construct validity of the CQS by looking at the relationships of each of its four components to existing measures and to performance criteria. Native and international students at an American university and international students at a German university (*N* = 335) were administered the CQS and 11 established measures of self-concept, multicultural attitudes, personality, personal adjustment, and intercultural judgment as well as measures of culture knowledge and cultural experience that were developed for the study. Mixed results were found for each component. For example, CQS-Cognition was weakly related to performance on a culture knowledge test, but was not related to culture judgment. CQS-Metacognition was related to cultural exposure, but only weakly to culture judgment. CQS-Motivation was related in the predicted directions to two measures of multicultural attitudes, but not to sociocultural adaptation. Hierarchical regression analyses were performed to assess the incremental value of the CQS over other measures in predicting sociocultural adaptation and cultural judgment. The CQS was found to have no incremental value. For international students, the CQS had no predictive value for sociocultural adjustment. The Cultural Intelligence Test demonstrates predictive value in certain circumstances despite its lack of face validity, but in others it appears to fall short. Its construct validity is not well established and it appears to be directly or indirectly tapping constructs that are assessed by other established instruments.

Keywords: *cultural intelligence, construct validity*

The development and validation of a multilingual forced-choice emotional intelligence (EQ) questionnaire for employment

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The aim of this research was to develop and validate a multilingual forced-choice EQ questionnaire for employment. This was accomplished by testing the efficacy of an instrument for sorting current high and low performers, and then using the instrument to screen applicants at selected companies in Japan and Korea. A team of Japanese, American and Korean researchers developed a pilot version of a forced-choice EQ questionnaire, called the EQ-NP (Neo-Predictor) based on themes put forth by the EQ Consortium. The test also included questions designed to measure Organization Fit, defined as the EQ of an organization or division within a company. The pilot questionnaire was validated on college and working populations in Japan and Korea, and a final version of 54 question pairs were selected using inter-item correlations, factor analysis, and multiple regression analysis. The questionnaire was then distributed and taken online by approximately 1000 customer-facing current employees in Japan and Korea in the pilot test, and by more than 2000 job applicants. A reliability analysis was run on all items of the EQ-NP; the resulting α was .90, suggesting a high level of internal consistency. Results suggested that

combinations of questions on the EQ-NP are able to effectively sort current employees based on company-determined Key Performance Indicators (KPIs), for example, sales, customer contacts, length of employment, etc. The explained variance (R2) analysis for both Japan and Korea ranges from .60 to .80 depending on the job and the country. Further, among a group of more than 2000 applicants for the jobs where the EQ-NP was used as a screening tool, the ability to predict higher than average performance ranged from 64% to 96%. Initial results of the development of a forced choice suggest that the EQ-NP is of use as a screening test in both Japan and Korea. With high levels of predictive ability, the test provides an objective prediction of an applicants' ability to effectively perform the work for which they are applying. However, more testing needs to be conducted to determine the long-term results of those hired with the EQ-NP, as well as determine its validity for other positions.

Keywords: *validation, multilingual, screening, employment, organization fit*

The development and validation of the Quality of Performance Appraisal Systems Questionnaire

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The perceived quality of a performance appraisal system (PAS) utilized by an employer, may influence the employee's levels of work engagement and job satisfaction. Although measures of work engagement and job satisfaction are readily available, no measures could be located to measure the quality of a PAS in a comprehensive manner, and as such it was not possible to test the hypothesis stated in the first sentence of this abstract. The aims of the study are to develop and evaluate the Quality of a Performance Appraisal System Questionnaire (QPASQ) and to provide practitioners with information regarding the elements of a PAS that influence behavioral outcomes most significantly. The items of the QPASQ were compiled after a thorough study of literature pertaining to the dimensions of an effective PAS developed. Aspects of quality addressed in the questionnaire included procedural and substantive indicators. 300 students at a large South African business school, most of them employed in the role of middle managers, completed the QPASQ and standardized measures of work engagement and job satisfaction. The statistical techniques utilized to evaluate the questionnaire and asses the relationships between the constructs are reflected in the discussion of the results. The development of the questionnaire is discussed together with some psychometric characteristics of the scale. These include the factorial structure of the questionnaire and the relationship between QPASQ scores and work engagement, job satisfaction and the related intention to quit. Central statistics, as well as results pertaining to gender and race bias are also reported. Recommendations on the use of the QPASQ as well as suggestions for further research are presented. Of particular interest is how specific element of a PAS relates to behavioral outcomes. This will allow practitioners to design PAS and communicate information about systems that will enhance positive work outcomes.

Keywords: *performance appraisal, work engagement, job satisfaction, Quality of a Performance Appraisal System Questionnaire, behavioral outcomes*

The development of an instrument to assess the unmet needs of young people who have a sibling with cancer

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This presentation will report on the development of a needs measure for young people (aged 12-24 years) who have a brother or sister with cancer - the Sibling Cancer Needs Instrument (SCNI). It is the first known wide-ranging needs-based measure for this population – aiming to systematically assess and monitor the needs of this comparatively under-researched and largely under-serviced population. Phase 1 of the project involved a qualitative exploration of needs with this population (focus group, telephone interviews), and a survey of staff who worked with them

resulting in the first version of the SCNI. Following this, the SCNI was piloted on 71 young people. Phase 2 consists of psychometrically testing the latest version of the SCNI (73 items across 7 conceptual need domains) on a wider and larger sample, as well as measuring psychological distress and identifying risk and resilience factors such as family functioning, sibling relationship, and parent/child relationship. Results regarding unmet needs in the following domains will be reported: information about my sibling's cancer; time-out and recreation; practical assistance; support from friends and other young people; dealing with feelings; understanding from family, and relationship with sibling. As well, the relationship between these unmet needs and other indices, such as family functioning and psychological distress will be discussed, along with preliminary reports on the psychometric properties of the SCNI. The development of the SCNI measure is an important step in assisting to systematically assess, monitor and better meet the various needs of this under-serviced population of young people at risk of ongoing psychosocial challenges, both within the family and in the community at large.

Keywords: *young people, cancer, family*

The differential effects of work-group resources on well-being and engagement for male and female police officers

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Research investigating gender differences in well-being within high-stress, traditionally masculine occupations, has often produced conflicting results. Although some research has demonstrated that significant differences exist between males and females for a range of physical health and psychological well-being indicators, other research has failed to establish such differences. A limitation of much of this previous research is the tendency for gender differences to be studied in isolation, which fails to account for contextual factors that may assist in explaining the presence or absence of significant effects. To address this limitation, the present research adopted a contextual approach to the investigation of gender differences. Utilising the motivation hypothesis of the job demands-resources model as a theoretical framework, the primary purpose of this research was to investigate the moderating effect of gender in a structural equation model (SEM) containing several resource variables and well-being indicators. This research extends current occupational stress research by incorporating multiple forms of resources available to employees, such as individual job-related resources (control over the timing and method of work), individual-organisational interface resources (e.g., alignment with strategic priorities), work-group level resources (supervisor support, colleague support, and workgroup cohesion), and non-work resources (social support from friends and family). Furthermore, this research also adopted a positive-strengths focus in which the ability of resources to predict three positive health outcomes was included. The sample consisted of 1956 male and 626 female police officers, who completed an online questionnaire. Results indicated that supervisor and colleague support, greater alignment with the strategic priorities of the organisation, job control, and work-group cohesion were associated with positive well-being, higher engagement, and greater intrinsic job satisfaction. After establishing factorial invariance of the measurement model, a number of structural pathways from resources to well-being were moderated by gender. Although this research was limited due to the cross-sectional methodology employed, the relationships discussed above will be examined further utilising longitudinal data (in early 2010).

Keywords: *police, gender differences, well-being, occupational stress*

The discounting effect of counterfactual thinking in economic decision-making

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Counterfactuals are thoughts of what might have been. Previous research has indicated that counterfactual thinking has a preparatory function. This function plays a role in behavior

regulation and performance improvement. The purpose of this study was to explore the impact of counterfactual thinking on economic decision-making, in order to clarify the contribution of the prepared function of counterfactual thinking for economic Decision-making. We investigated 289 stock investors in real situations in the first study, and 106 students in simulated situations in study two and three. The results indicated that the findings were inconsistent with prospect theory on risk decision. In study one, the stock investors tend to be conservative to make decisions and set the invest goals (stop loss and stop gain) when facing high risk conditions after priming counterfactual thinking, which inhibits risk-seeking. On the other hand, subjects tend to be adventures when facing low risk conditions after priming counterfactual thinking, which promotes risk-seeking. For the control group, there were no significant differences for the subjects to set the invest goals in different risk conditions after priming counterfactual thinking. The discounting effects were found where counterfactual thinking impacts on economic decision-making.

Keywords: *counterfactual thinking, economic decision-making, behavior regulation, performance improvement*

The dynamics of the factors of occupational prestige during financial and economic crisis

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Inadequate quality of the labor force becomes more and more critical for Ukraine, as well as disproportion between employment market and educational services market. The deficit of workers' occupations is most acute. The development of entire career guidance systems for the young generation is one of the ways to solve this problem. The prestige of workers and other mass professions should be further enhanced. While choosing the research methods we made an assumption that one of the factors which has become the reason of imbalance between the employment market and educational market is public belief about occupational prestige. The questionnaire we used was compiled in line with the titles classifier currently acting in Ukraine based on ISCO-88. The monitoring of the level and psychological factors of the prestige in occupational choice had two cycles of representative across-country survey (N = 2400) to define the status level of certain occupations. Focus-group research was also carried out with a variety of target audiences was directed at discovering the causes of the choices. There is a difference of prestige conception between two group categories: adults and young people from Ukraine. The research reveals directions of change in forming the ideas about prestige among youth who did not experience Soviet ideological system influence (socialization after Soviet era collapse). Labor market reactions resulted in the changing of the rating of factors of occupational prestige, these included: social capital (helpful acquaintances became more important), weights of comfortable labor conditions, personal independence, opportunity for creativity, and carrier perspectives which decreased in adult cohorts. Personal independence and opportunity for creativity remained as important factors of the occupational prestige in crisis circumstance for teenagers. Solid prognosis was made with regard to popular amid masses occupations, which are in deficit, for the period of three to five years for the Ukrainian labor market dynamics. Both objective and subjective reasons for occupational prestige were taken into consideration. In order to verify the social transformation effect on the psychological mechanisms of occupational prestige dynamics it is necessary to consider cross-cultural frameworks to compare the research results with the latest international research data.

Keywords: *career guidance, Ukraine, social transformation, occupational prestige*

The effect of "victim participants" expression of emotions on the judgments of mock jurors

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The Flexible Correction Model (FCM: Wegener & Petty, 1997) suggests that people can adjust their judgments toward a target if they are aware of the contextual effect which may bias their judgments. The present study examined if the jurors whose attention were attracted to the burning emotion of "victim participant" would be conscious of the possible bias in their judgments and, as a result of an overcorrection, make judgments in favor of the defendants. To make mock jurors be conscious of the possible bias in their judgments, the hypothetical victim's mother or father was depicted to serve as the "victim participant" who expresses bald emotions in court. 131 Japanese undergraduate students participated in the study. They read a scenario depicting a mock trial and made judgments on the appropriate punishment for a homicidal defendant. The scenarios were manipulated on who the "victim participant" was (victim's mother, father, or their lawyer) and their emotional reaction (anger, grief, or impassive). In the bias-inducing condition, the victim's parent was depicted to express their emotion in bar. Respondents' sentence judgments in such conditions were compared to those in the control condition where the victim's lawyer talked unemotionally. Contrary to our assumption, the ANOVA revealed that the two manipulated factors (victim participant type and their reaction) had no significant effect on the sentences the respondents gave. In this study, overcorrection based on FCM was not observed. Moreover, whether the "victim participant" showed emotional or impassive reactions had no influences on sentence. Japanese legal experts consider the "victim's participation" system as problematic because the judgments of citizen judges (naive lay public) would likely be influenced by the degree of emotion expressed by crime victims and their family, consequently giving overly severe penalty to the defendants. However, the empirical findings of this study showed a lack of impact of "victim participants" on sentences.

Keywords: *contextual effect, judgement, victim participant, bias*

The effect of different types of music on mood and verbal performance

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This study aimed to investigate the arousal and mood effect of different types of music on verbal performance, on the basis that: 1) there are shared neural substrates between language and music such that the brain processes language like music in terms of its auditory properties like tone and pitch; and 2) music training can improve children's reading ability. Seventy-eight English-speaking undergraduates were selected based on their neither-type preference in the Composite Scale of Morningness to control for chronotype. They were allocated randomly to 3 different music conditions in order to induce a corresponding emotion: happy, sad and neutral (control) conditions. The different music types controlled for mood between conditions, with each group consisting of 26 participants. Positive and negative affect as measured by PANAS was taken pre- and post-music exposure. Verbal performance as measured by PPVT4 was taken after music listening. Behavioural responses as measured by finger tapping was obtained during music listening. Results showed that listening to different types of music did not induce significant changes in one's positive and negative affect or arousal. Although participants tapped more in happy music than in sad music, there were no significant differences in verbal performance among the 3 music conditions. It was concluded that different types of music may selectively affect only certain cognitive tasks and can have differential effect on various behavioural and cognitive measures. Methodological issues and implications of the use of music in language learning are discussed.

Keywords: *arousal, mood, music, verbal performance*

The effect of leader-member exchange and coworker trust on safety behavior

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In the present study, we examined leader-member exchange and coworker trust as predictors of safety behavior. Drawing on social

exchange theory and the norm of reciprocity, we proposed a mediated model predicting employee safety behavior. The model was tested using a cross-sectional survey. The participants were 232 air traffic controllers and air maintenance in China. A total of 94% of them were male. Hierarchical regression analysis showed that leader-member exchange was positively related with both safety compliance and safety participation. Affect-based coworker trust partially mediated the relationship between leader-member exchange and safety participation, while cognition-based trust did not show this trend. This study adds to the safety behavior literature that cognition- and affect-based coworker trust can play different role. Implications of these findings are discussed.

Keywords: *leader-member exchange, coworker trust, safety, social exchange theory, reciprocity*

The effect of personality disorders and coping styles on addict's attitude towards addiction and selection of kinds of drugs

KOOSHKI, S. (Islamic Azad University)

The purpose of this study was to examine the effect of personality disorders types and its severity and coping styles on the attitudes towards use, and selection of drug used. 375 male adults belonging to various groups of drug users by stratified sampling completed a Personality Disorders Questionnaire (PDQ4; Hiller & et al., 1992), Coping Style (Carver & et al., 1989), Attitude on Drug Use Questionnaire (DeRight, 1998), and Demographic Characteristics Questionnaire. The findings confirmed that a meaningful relationship does exist between personality disorders, and attitude towards drug use, coping styles, and attitude towards drug use. It also become apparent that differences between coping styles and drug type used are not meaningful. Results also indicated that the role of each person's attitude in prediction of personality disorders. The findings emphasis the necessity of prevention programs for reduction of personality disorders, coping styles for drug dependant persons and effective attitude–altering programs related to drug use.

Keywords: *personality disorders, coping styles, drug use, attitudes, drug dependence*

The effect of situational factors on unsafe driving behavior

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The purpose of the current study was to explore the effects of situational factors on unsafe driving behavior. Specifically, we empirically tested the impact of time pressure, descriptive norms, as well as the base rate of accident on drivers' violation behavior. A total of 168 drivers were recruited to read two of eight scenarios and were asked a series of questions after each scenario, respectively. Demographic questions were at the end of the survey. A 2 x 2 x 2 mixed design was used for the scenarios, with one within-subjects variable (descriptive norms) and two between-subjects variables (time pressure and safety record of local district). Hierarchical Linear Modeling (HLM) analysis showed that the demographic variables were not significantly related with the driver's violation behavior, so they were not taken into account. HLM analysis showed descriptive norms are negatively related to driving violation behavior, and time pressure is positively related to driver's violation behavior, while base rate of accident is not related with unsafe driving behavior. Results from this study indicate that drivers' behavior would be significantly different under different context. The implications of these results for traffic safety research as well as traffic safety managerial practice were discussed.

Keywords: *situational factors, unsafe driving behaviours, time pressure, violation behavior, accidents*

The effect of the length of meditation experience on muscle relaxation

CHU, L. (Chung Shan Medical University)

Muscle tension is an automatic physical response to stress, and the literature overwhelmingly indicates that meditation is an effective treatment for it. The benefits of

meditation may be attributed to its nature. Lutz, Slagter, Dunne, and Davidson (2008) found that meditation practices' potential regulatory functions on attention and emotional processes can cultivate such ends as well-being and emotional balance. Although the research literature has clearly provided considerable evidence that meditation practice can reduce muscle tension, few published studies have inquired into whether it is more effective for people who have lengthy meditation experience than for those just starting. The development of concentration or mindfulness through the experience of meditation would become increasingly effortless in sustaining focus or surrendering to the flow of experience without emotional disturbance (Epstein, 1990; Lutz et al., 2008). This means that its effects in terms of muscle relaxation could vary with the length of time people have been practicing meditation. This study tested whether the amount of experience that people have in practicing meditation can affect the extent and the onset time of muscle relaxation while meditating. We assigned 20 male and female graduate students at National Central University in Taiwan randomly to an experimental meditation group and a control group. The meditation group consisted of participants with different amounts of meditation experience. One had more than five years of such experience, one between three and five years, three had between one and three years, three had less than one year, and two had none. The control group consisted of only participants with no meditation experience. We defined meditation experience as having learned to practice meditation before participating in the experiment and having had a regular daily habit of practicing meditation for at least 20 minutes. We recorded the participants' psychophysiological measure of stress as reflected by their muscle tension with an EMG, both before and after each treatment. Each participant in the experimental group took part in an eight-session meditation program, with each session lasting for 20 minutes. The control group subjects did not receive any relaxation training. The repeated measure ANOVA was used to investigate changes between baseline and post-intervention scores in the EMG measures. The results show that the meditation group had significantly reduced EMG activity on the right and left shoulders after meditation treatment ($t$right = 3.85; $p < 0.01$; $t$left = 3.22; $p < 0.05$). However, the control group experienced no significant change between the baseline and post-intervention scores in the EMG measures. In order to explore whether the length of the meditation experience benefited muscle relaxation, we not only used an analysis of one-way ANOVA tests to compare the mean differences in the EMG measures for the various meditation experiences of the meditation group, but also engaged in qualitative tests to simultaneously depict the change in the state of muscle tension during the meditation process. Scheffe's post-hoc test showed that subjects with over three years of meditation experience experienced greater muscle relaxation than those with no meditation experience after meditation practice. We also found that the shoulder muscles of a participant who had been practicing meditation for more than five years relaxed significantly more quickly than those of one with no previous meditation experience. These findings indicate that the amount of time people have been practicing meditation affects the extent and rapidity of muscle relaxation during meditation. This study found that the amount of meditation experience people have affects the speed with which muscle relaxation during meditation occurs, with the muscles of the participant having the most experience relaxing more quickly during the meditation process than those of a participant with no previous experience. This leads to the conclusion that the ongoing practice of meditation may lead to increasingly efficacious physical relaxation. This means that those who practice meditation frequently and repeatedly can control themselves, and therefore return to a normal state of body and mind, with increasing rapidity whenever they become nervous or upset. We suggest that meditation practice could be incorporated one's daily routine career or family.

Keywords: *mediation, muscle relaxation, experience*

The effect of trust in authority on cooperation: The mediator roles of distributive fairness and procedural fairness

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The present research aims to explore the effects of trust in authority and fairness on people's attitudes and cooperative behaviors across disaster and non-disaster social situations. We applied one field study in disaster situation (study 1) and one experimental study in non-disaster situation (study 2) to investigate the effect of trust in authority on people's attitudes and willingness to cooperate, and to further examine the mediator role of fairness. In study 1, we collected 424 survey data during the reconstruction process after "5.12" Wen Chuan Earthquake in China. Trust in local government, distributive fairness, satisfaction of local government and willingness to allocate resources to communal goods were measured. In study 2, we manipulated two level of trust in authority (high vs. low) in a community scenario. 55 undergraduate students participated in the experiment. Distributive fairness, procedural fairness, satisfaction of community agent and cooperative behavior were measured. The results showed that both in disaster and non-disaster social situations, trust in authority affect people's evaluations of authority and their cooperative behaviors. The more people trust, the more positive they evaluate the authority, and the more resources they are willing to allocate to communal goods. Furthermore, procedural fairness as well as distributive fairness partially mediates the effect of trust in authority on evaluation. While only distributive fairness mediate the effect of trust in authority on cooperation which is different from the prior research done in western culture background. Results from 2 studies in different social situations provide consistent evidence for the effects of trust in authority and fairness on people's attitudes and cooperative behaviors. This study tries to apply social psychology approach to the field of public administration on topic of trust in authority to investigate the mediator role of fairness in the relationship between trust and cooperation, and also compare the effects of distributive fairness and procedural fairness.

Keywords: *authority, distributive fairness, disasters, procedural fairness*

The effect of vehicle speed and motion perception ability on elderly pedestrians' crossing decisions

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The present experiment investigated perceptual age-related factors likely to contribute to risky street-crossing decisions in elderly pedestrians. Previous research has shown that older people make many unsafe crossing decisions when vehicles approach at high speed, but miss many crossing opportunities when vehicle speed is low. It can be assumed that elderly pedestrians have trouble in analyzing vehicle motion and thus mainly use simplifying heuristics based on vehicle distance. The purpose of our experiment was to determine whether the elderly peoples' crossing decisions are actually explained by their capacity of motion perception. 20 young (20-30 years), 20 younger-old (61-70 years) and 20 older-old (71-83 years) participants took part in the experiment. All participants carried out a street-crossing task in a virtual environment displaying an urban scene with traffic coming from one side. The time gap between the cars varied between 1 and 7 seconds. Five vehicle speeds between 30 and 70 km/h were simulated. The participants had to cross the experimental road when they judged that crossing between the approaching cars was safe. They were also submitted to a series of motion discrimination tasks. In line with earlier findings, elderly pedestrians exhibited more risky decisions when vehicles approached at high speeds and missed more opportunities to cross when vehicles approached slowly. Regression analyses indicated that in young pedestrians, neither unsafe decisions nor missed opportunities were predicted by motion discrimination thresholds. In younger-old pedestrians, the capacity of speed discrimination predicted unsafe decisions at high speeds as well as missed opportunities at low speeds. In older-

old participants', only missed opportunities were explained by motion discrimination thresholds. As a whole, these findings demonstrated that motion discrimination abilities play an important role in elderly pedestrians' street-crossing behaviour. The decline in motion discrimination was found to explain risky decisions especially in early aging. Other factors, such as cognitive and motor declines, are likely to become predominant at later aging. More generally, our study confirmed that high vehicle speed is an important risk factor for elderly pedestrians as it is often not perceived. Traffic calming measures, especially in urban areas, can be recommended as an effective countermeasure.

Keywords: *motion perception, elderly, pedestrian crossings, judgement*

The effectiveness of dialectical behavior therapy for borderline personality disorder: A naturalistic investigation

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The first aim of this study was to investigate whether Dialectical Behavior Therapy (DBT) is effective with real world clients in real world settings in Australia. The second aim was to investigate whether a modified version of group-only DBT is as effective as the more comprehensive manualized version. Thirty-seven individuals with Borderline Personality Disorder (BPD) who were referred to DBT across two community mental health services were included in the study. The seven individuals who completed a modified version of DBT in one setting were compared to six individuals who completed the full version of DBT in another setting. Individuals were assessed before and after a year-long cycle of DBT with the following assessment tools: The Structured Clinical Interview for the *DSM-IV* I and II, the Suicidal Behaviors Questionnaire, the Beck Depression Inventory– Second Edition, the State-Trait Anxiety Inventory, the World Health Organization Quality of Life – Brief, the Ways of Coping Checklist, and the Affective Controls Scale. Results revealed that both groups showed significant reductions in the number of borderline personality disorder traits, self reported depression, and fear of anxiety and depressed mood. The more comprehensive version of DBT was superior in reducing the number of comorbid conditions as well as state anxiety. A more cost-effective version of DBT can be successful in producing change in those with BPD. However, the more comprehensive manualized version of DBT is superior on some but not all outcomes.

Keywords: *dialectical behaviour therapy, borderline personality disorder*

The effects of personality, cultural context, and situation on environmental concern: Comparing zoos and universities in the U.S. and China

CLAYTON, S. (The College of Wooster), PAPE, K. (The College of Wooster)

The increasing salience of environmental problems has led to increasing interest in understanding environmental attitudes. Surveys routinely indicate less public concern about some environmental issues, for example climate change, than most experts consider appropriate. Perhaps more important, most people are not demonstrating the significant behavioral changes needed to address environmental problems. Although they may not consider the issue to be important, it is also possible that they believe responsibility for addressing the issue lies elsewhere. What predicts environmental concern and beliefs about how environmental issues should be addressed? How can environmental concern and understanding be increased? The present study was designed to examine the impact of several important factors on environmental concern. Firstly, cultural context, in which we compared two countries where environmental issues are highly salient but where the sociopolitical structure is very different: China and the U.S. To date, environmental attitudes in China have not been extensively studied; some surveys suggest a fairly low level of concern as well as knowledge about environmental problems. In order to better understand the reasons for cross-country differences, we also measured some personality variables: level of national identification, and self-construal. Finally, we wanted to explore the

possibility that situations can be deliberately constructed to heighten environmental concern. Zoos in the U.S., and to some extent in China, try to deliver a conservation message. Thus we compared zoo and non-zoo locations. Data were collected in four locations: in a small U.S. zoo, a liberal arts college in the U.S., the Panda Research Base in Chengdu, China, which is a zoo-like facility with a strong conservation theme, and Sichuan University, also in Chengdu. At least 50 participants were surveyed in each location. Surveys included brief measures of environmental concern, national identity, and perceived responsibility to address environmental problems, as well as Singelis's Self-Construal scale, a measure of interdependent or independent self-concept. Results are discussed in terms of cultural differences, and particularly in terms of how these variables relate to perceived responsibility for addressing environmental problems.

Keywords: *environmental attitudes, climate change, cultural context, personality variables, zoo*

The effects of transformational leadership on employee innovation and job performance: Explicating the mediating effects of regulatory focus

WILSON-EVERED, E. (Monash University), REITER, M. (Monash University)

This study examined the possible process through which transformational leaders influence followers' innovation and performance levels and proposed a mediating role for regulatory focus. We hypotheses that promotion focus and prevention focus would mediate the relationship between transformational leadership and innovation and transformational leadership and job performance. In sum, in line with previous research and in light of the conceptual links discussed, the present study hypothesised that transformational leadership would explain significant variance in innovation and performance after controlling for the influence of the demographic variables and positive/negative affect. Second, promotion focus was expected to be positively related to innovation and performance, and prevention focus negatively related to the outcome variables. Third, transformational leadership was expected to be positively related to promotion focus and negatively associated with prevention focus. Fourth, promotion focus and prevention focus were predicted to mediate the relationship between transformational leadership and innovation. Finally, theoretical reasoning suggested that promotion focus and prevention focus would mediate the relationship between transformational leadership and performance. The sample included 174 employees from various organizations in Victoria who were invited to complete an anonymous on-line survey. The majority of respondents were from the private sector organizations (57%), with (48%) from organizations with more than 500 employees. Of the 174 employees in the study sample, (63%) were female and (37%) were male. The average age of participants was 36 years (SD=10.96, range = 19-64). The average length of tenure was 5 years (SD= 5.77), and the average length of time in their occupation was 9.8 years (SD= 9.7). The majority of employees (68%) were in positions that held no management responsibility. Discrete relationships within the research model were analysed using a series of hierarchical regression analyses. The effects of demographic variables such as job level and gender, as well as positive/negative affect were controlled in the hierarchical regressions. Multiple regression analyses were conducted to determine the extent to which transformational leadership, regulatory focus, positive affect, negative affect and other demographic variables explained unique variance in the criterion variables. The data from the regressions demonstrated the pattern of association among the predictors and criterion variables, innovation and job performance and were largely in support of the hypotheses. The study investigated the relationship between transformational leadership, regulatory focus and the important organisational outcomes of innovation and performance. The study contributes several important findings to the understanding of how leadership and individual motivation orientations influence employee innovation and job performance. First, the study extends regulatory focus research to contribute to the understanding of the complex nature of the mediating influences of this individual difference

construct. Second, in delineating and supporting the linkages among transformational leadership, regulatory focus and performance outcomes, the findings inform leadership approaches to different individual motivational orientations in organisations. Third, these findings provide an empirical response to the needs for research to investigate whether situational primed participants achieve the same results as chronically predisposed participants. Fourth, this study also responds to scholars' call for further research to determine the appropriateness of the different scales used to measure regulatory focus, to ensure they are measuring a single phenomenon. Although a number of hypotheses were not supported, these non-significant results are useful for contributing to the iterative process of theory development (Cervone et al., 2006).

Keywords: *transformational leadership, job performance, innovation, affect, regulatory focus*

The effects of vipassana meditation on well-being, mindfulness and substance use

WERTHEIM, E. (La Trobe University), SZEKERES, R. (La Trobe University), WERTHEIM, E. (La Trobe University)

This paper reports on two studies examining the effects of Vipassana meditation in a community sample. Vipassana is a meditation technique taught worldwide in 10-day residential courses. While some independent research has been conducted overseas most studies examine Vipassana in prison settings. Study 1 examined whether individuals with prior experience of Vipassana (old students) report greater well-being and mindfulness and less substance use than individuals without prior experience (new students). Study 2 examined whether students completing the Vipassana course, compared to a waitlist control group, scored higher on well being and mindfulness and lower on stress and substance use at post course. Whether changes were maintained at follow-up and due to actual meditation practice were examined. Study 1 participants were 233 adults (56.2% new students) enrolled to complete a Vipassana meditation course in NSW. Online or hardcopy questionnaires assessed demographics, meditation practice, mindfulness, well being and substance use. In Study 2, 184 participants completed measures at pre-course, 122 at post-course, and 90 at the 6 month follow-up. A waitlist control group (n=50) also completed measures at two time points before commencing the course. At baseline old students scored significantly higher (MANOVA) on mindfulness, acceptance and self-compassion and lower on stress compared to new students. Overall WHO wellbeing scores did not differ. Old students were also found to abstain significantly more from substance use during a typical use week in the preceding three months. More frequent meditation practice was associated with greater well being, mindfulness, self-compassion and abstinence from alcohol. Repeated measures ANOVAs indicated Vipassana course participants improved more than control participants from pre-course to post-course on well-being, mindfulness, stress and self-compassion, but not substance use. Six month follow-up will be reported as will associations between frequency of practice and well-being. Study 1 provided some support for the efficacy of Vipassana meditation over the long-term, particularly among those practicing the technique more frequently. However, the possibility that older students were not typical of all Vipassana students limits generalization. Study 2 will more clearly indicate the effects of the Vipassana course immediately post course and at a 6-month follow up.

Keywords: *vipassana meditation, well-being, mindfulness, substance use*

The empirical research on the relationship between organizational culture and organizational commitment under organizational change

CHEN, L. (Zhejiang University), WANG, S. (Zhejiang University), LIU, F. (China Gezhouba Group)

With the fierce competitions of enterprises worldwide, organization changes are launched frequently. Traditional paradigm in studying organizational change focused on macro problems, such as organizational development, strategy choice. We wanted to study

organizational change from micro perceptive and in individual level. We treated organizational change (OC) as context variable, and concentrated on organizational commitment. The purposes of our study were: (1) find the differences of organizational commitment and organizational cultures between the units with OC and units without OC; (2) explore the relationship between organizational culture and organizational commitment under the circumstance of OC; and (3)develop strategy to improve organizational commitment for companies under changes through construction of organizational culture. We used the Competing Value Framework of Organizational Culture and hypothesized: (1) OC would influence organizational commitment and organizational culture, whereby lower Organizational Commitment would be found in Units with Changes; (2) Organizational culture in the units with changes would be dominant by the value of Adhocracy and Market, otherwise the units without changes would be dominant by Clan and hierarchy value; (3) Organizational culture would be positively related to organizational commitment under the OC. Measures of OC(self-developed), Organizational Commitment (Porter Mowday,1979), Organizational Culture(Quinn,1991) were used. We chose China Gezhouba Group, a state-owned company with 36,000 employees, as our study sample. In last five years, the Gezhouba Group experienced a series of OC. We investigated 1000 respondents in Gezhouba China Group and obtained 546 valid responses. The statistical method used was a regression analysis and ANOVA. Our result indicated that hierarchy, adhocracy and market value of organizational culture was positively related to affective Commitment, but only Market value was positively related to Normative Commitment and Continuance Commitment. It also demonstrated that technical changes in organization would significantly influence employees' organizational commitment negatively, but structure changes and managerial system changes had no significant impacts on organizational commitment. Employees in the units with changes would perceived lower Clan value. Our study verified that relationship between organizational culture and organizational commitment under OC. It also revealed that in Chinese background, technical changes will easily have negative impact on organizational commitment. The implication of these results was discussed and further researches were proposed.

Keywords: *organisational culture, organisational commitment, organisational change*

The epidemiology of non-suicidal self-injury (NSSI) in Australia

SWANNELL, S. (The University of Queensland), MARTIN, G. (The University of Queensland), PAGE, A. (The University of Queensland)

The aim of the present study was to estimate the prevalence and describe the features of non-suicidal self-injury (NSSI) in the Australian population by sociodemograhic and cultural variables, psychiatric morbidity, childhood trauma and substance use. 12,006 Australians aged 10+ who were randomly selected from the Australian Electronic White Pages completed a 14 minute Computer Assisted Telephone Interview (CATI). The interview included questions on demographics, NSSI, general mental distress, childhood trauma and substance use. Odds ratios and chi squares were calculated to derive measures of effect size between groups. The four week prevalence of NSSI was 1.1% (*n* = 129) and was slightly higher for women (1.2%) than men (0.9%). It was also higher among Indigenous respondents (2.4%; *n* = 4) compared to the overall sample, but the Indigenous sample size was small (*n* = 183) and so results should be interpreted with caution. The most common methods of self-injury were scratching (45.9%) and cutting (33.8%) for females and hitting a part of the body on a hard surface (20.4%), scratching (18.5%) and cutting (18.5%) for males. For both men and women the most common reasons for NSSI were emotional regulation (56.9%) and self-punishment (26.4%). Respondents who self-injured were 10.0 times more likely to report clinically severe mental health problems (95% CI=6.6-15.2), 4.0 times more likely to report neglect (95% CI 3.4-4.6, adults only), 4.1 times more likely to report physical abuse 95% CI 3.5-4.7, adults only), 4.0 times more likely to report sexual abuse 95% CI 3.4-4.8, adults only), 3.7 times more likely to smoke tobacco (95% CI=2.6-5.3), 5.1 times more

likely to drink to get drunk (95% CI=3.3-7.9), and more likely to use marijuana (OR=3.7, 95% CI=3.3-4.3), amphetamines (OR=3.8, 95% CI=3.3-4.5), ecstasy (OR=3.8, 95% CI=3.2-4.5), inhalants (OR=5.7, 95% CI=4.3-7.7), heroin (OR=5.6, 95% CI=4.0-7.9),cocaine (OR=3.6, 95% CI=2.9-4.4) and LSD (OR=3.5, 95% CI=2.9-4.2). The respondents who reported NSSI were, in many ways, a troubled group at higher risk of psychological morbidity than the general population. The proportion of NSSI among males and females was not very different, perhaps challenging the traditional view that NSSI is more prevalent in females.

Keywords: *non-suicidal self-injury, Australia*

The family and community questionnaire: A multidimensional measurement of poverty

COUGHLAN-WARD, V. (Monash University), JENVEY, V. (Monash University)

Poverty is a world-wide phenomenon that adversely affects the well-being of families. A lack of consensus on the definition and measurement of poverty hinder effective policy formulation and intervention programmes to alleviate poverty. It is argued that poverty is a multi-dimensional construct encompassing income and finances; employment; education; housing; health; and access to community services. It is proposed that the adoption of such a holistic concept of poverty, would help in identifying pathways by which poverty's adverse effects on adults' and children's psychological adjustment could be attenuated. The Family and Community Questionnaire (2007) was developed by researchers to obtain demographic and descriptive information about the sample, and data on the six indices of deprivation required for calculation of an overall deprivation score (Index of Multiple Deprivation). The initial Family and Community Questionnaire has been shown to have reasonable psychometric properties (*N*=71). The Family and Community Questionnaire has face validity, however, no information yet exists about the content and construct validity of the questionnaire. The Family and Community Questionnaire also has good test-retest reliability and is also able to identify "poor" vs. "not poor" on the basis of participants' IMD scores (Index of Multiple Deprivation).

Keywords: *poverty, well-being, family*

The high potential label and its career effects

DRIES, N. (Vrije Universiteit Brussel)

This large-scale quantitative study aimed to examine the effects of being identified as a high potential (or not) on a number of career variables, taking into account the openness of communication that is adopted by organizations with respect to their talent management procedures. A total of 711 respondents (250 high potentials versus 461 non-high potentials) from 12 organizations participated in the online survey. Half of the participating organizations had implemented, at the time of survey administration, a policy of openly disclosing which employees are on their high potential list; the other half had a policy of keeping this information hidden from their employees. We found positive main effects of being identified as a high potential, and of organizational communication openness, on job performance, career success, and commitment. Furthermore, we found interaction effects of being identified as a high potential with communication openness on salary, satisfaction with performance, and satisfaction with job security. Overall, results indicate that adopting an open communication strategy about talent management generates the most desirable outcomes. However, nuance must be applied in interpreting and generalizing these findings.

Keywords: *high potential identification, openness of communication, job performance, career success, job satisfaction*

The impact of biological attribution on stigma and help seeking behaviour for depression in young people

HOWARD, K. (Australian National University)

Adolescence is a high-risk period for the first onset of depression. Effective early intervention for depression is impeded by the reluctance of young people to seek help and this may significantly influence the trajectory of the condition throughout the life course. A potential barrier to help seeking is stigma. According to Weiner's (1988; 1995) Attribution Theory, increasing biological causal attributions of depression should decrease stigma. Other researchers have reported that biological causal attributions are associated with higher levels of stigma. However, almost all of the evidence to date has been derived from cross sectional studies. The current study employed a randomised controlled trial (RCT) methodology to examine the effect on stigma and help seeking of manipulating causal attribution. A sample of 300 year 11 and 12 students were randomised to receive online information containing either: (1) biological casual attributions; (2) psychosocial causal attributions; or (3) no causal attributions (control). Scores for all conditions were examined at baseline and post-test. It was hypothesised that biological causal attributions would reduce stigma and increase help seeking intentions from both informal and formal networks. This study found significant differences in the effect of the two types of attribution information intervention. It was found that the biological attribution condition did not reduce stigma but was associated with increased help seeking intention relative to the control condition. This study is the first RCT to investigate the question of whether an intervention designed to manipulate causal attribution has an effect on stigma and/or help seeking for a mental disorder. The results have significant implications for the development and targeting of broad-based public health campaigns aimed at young people, particularly given the low level of help seeking and the burden associated with untreated depression in young people.

Keywords: *adolescence, depression, attribution theory, help-seeking, stigma*

The impact of compulsive cleaning on confidence in memory, attention and perception, and on confidence in cleanliness

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This study aimed to examine why compulsive cleaning does not reduce fear of contamination in individuals with Obsessive Compulsive Disorder (OCD). Prior compulsive research suggests that rather than provide reassurance, repeated checking or staring counterproductively produces distrust in memory, attention and perception concerning that behaviour, thereby stimulating continued checking or staring. The current study extends previous research by examining whether the cognitive distrust that occurs following compulsive checking and staring also occurs following compulsive cleaning. This study examined the impact of repeated cleaning on confidence in memory, perception, attention, and cleanliness. Sixty undergraduate psychology students completed a practical cleaning task, a computerised experimental task, and a number of paper-and-pencil questionnaires examining cognitive confidence. Consistent with predictions, repeated cleaning was found to produce distrust in memory and attention for the cleaning behaviour; participants doubted both the accuracy of their recollections, and whether they had maintained attention throughout the cleaning trial. Importantly, the cognitive distrust that results from repeated cleaning was found to generalise to visually similar objects. Results also showed that asking participants to recall the colour of the last dish cued participants to focus on a concrete, salient dimension of the last cleaning trial. This prevented a decline in memory confidence following repeated cleaning. Inconsistent with predictions, repeated cleaning did not reduce confidence in perception or confidence in cleanliness. These findings have important implications as they enhance understanding of the cognitive processes that underlie OCD, and inform treatment practices. Ultimately, these findings are a preliminary step towards improving the quality of life for individuals with OCD.

Keywords: *compulsive cleaning, Obsessive Compulsive Disorder, cognitive distrust*

The impact of conscious regulation of influences in traditional and project virtual teams on their creativity and effectiveness

KOZUSZNIK, B. (University of Silesia), POLLAK, A. (Silesian University of Technology)

Increase of innovativeness and creativity of polish organizations is a condition of economical growth of the country. The purpose of this research is to identify barriers and chances of intellectual capital use in work-teams – traditional ones and project virtual teams (Pauleen, 2004; Andriessen, 2003). One of the barriers is still the over-use of managers' influence and lack of free space for individual choice and decision (Hertel, Geister, Konradt, 2005). The aim of this contribution is to show the relation between the influences tactics used by managers in traditional and virtual teams and their regulation of influences ability (deinfluentizaion - ability to reduce their influence) with some positive consequences as creativity and effectiveness (Kipnis, Schmidt, 1983, Yukl, Falbe, 1990). Do these teams require different tactics? Is influence regulation of the same importance in traditional and virtual teams? The DEI-beh Scale was used to measure regulation of influences ability (2004), and the Influence Behavior Questionnaire (IBQ) (Yukl, 1994), Team Effectiveness Scale (2004), Team Creativity Scale (2006) were used. Research was conducted in 33 traditional and 35 project virtual teams (each team about 5-10 members). It was confirmed that there is a positive relation between ability to conscious reducing of influence (deinfluentization) and effectiveness as well as creativity in traditional and virtual teams. The ability of conscious influence regulation seems more important in virtual teams. There are differences in influence tactics used in more creative and effective teams no matter traditional or virtual. More effective virtual and traditional team leaders have higher results in conscious influence regulation ability. The results confirm that there is high time to change leader behaviour toward not only flexible use of influence tactics but also towards influence regulation ability which helps in better use of intellectual capital in traditional and virtual team. Traditional and virtual teams seem no different as far as positive impact of influence regulation and ability to reduce one's influence is concerned. This ability could be trained and developed in traditional forms and in virtual environment.

Keywords: *innovation, creativity, influence tactics, effectiveness, teams*

The impact of emotional sincerity on leadership effectiveness

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Recent research has highlighted the importance of leaders' emotion expression in influencing followers. However, attention has focused primarily on the effects of the valence of leaders' emotion expression. This paper extends previous research on leader emotion expression by examining how the sincerity of a leader's emotion expression affects followers. The study used a 2 (leader emotion valence: positive vs. negative) x 2 (leader emotion sincerity: sincere vs. insincere emotion expression) between-subjects design. One hundred and twenty undergraduate students were randomly assigned to each of the four conditions. In each condition, participants took part in an online task where they worked under the supervision of an assigned leader over the Internet. In reality, the "leader" was a computer program designed to simulate the appropriate emotion expression. After the task, participants invested money they received from the experiment on their leader who was to manage an organizational leadership crisis (i.e., the more effective the leader in managing the crisis, the more money followers will receive). Lastly, participants reported their perceptions of the leader and their emotional experiences while working with the leader. The sincerity of a leader's emotion expression significantly affected followers' responses to the leader. Particularly, sincere emotion aroused more positive affect in followers. For example, followers experienced more excitement when their leader displayed sincere positive emotion than feigned positive emotion. In addition, sincere emotion induced greater trust in the leader among followers. Lastly, the trust

reported was supported by behavioral measures of leadership effectiveness, which showed that followers were more willing to support leaders who showed sincere emotions. Overall, findings confirm the importance of emotional sincerity in understanding the impact of leader's emotion expression on followers. Feigning both positive and negative emotion can significantly decrease leadership effectiveness.

Keywords: *leadership, emotion expression, followers, leadership effectiveness, emotional sincerity*

The impact of highly complex work and low job decision latitude on employees' emotional and cognitive strain and burnout at an international airport's hub section

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Aim of this study was to investigate stressors that elicit stress reactions among blue-collar workers at an international airport's hub section. Based on the transactional stress model (Lazarus & Folkman, 1986), we developed a theoretical model to explain how work complexity (stressor, respectively 'primary appraisal') and job decision latitude (coping strategy, respectively 'secondary appraisal') affect employees' subjectively perceived emotional and cognitive strain and burnout. The following assumptions were tested: firstly, it was supposed that work complexity is positively related to latitude. Secondly, it was postulated that latitude in turn correlates negatively with perceived emotional and cognitive strain as well as burnout. Thirdly, it was hypothesized that latitude mediates the positive relationship between complexity of work and employees' stress reactions. Stressor and coping strategy were rated in two ways. First, employees evaluated the extent of work complexity and latitude. Second, the same measures were used to rate work complexity and latitude for the investigated workplace from a team of organisational experts consisting of an executive manager, a work and organisational psychologist, an occupational physician, a member of the workers' council and an on the-job trainer. Because the sample-size for the self-reported measure was higher, and both measures were highly correlated, we used the self-reported data for further analyses (see Ohly, Sonnentag, & Pluntke, 2006). To test the fit of the proposed model, structural equation models were calculated using longitudinal data (N = 122). Results indicated adequate data fit to our proposed model and revealed that work complexity and latitude at time 1 were significantly positively correlated and latitude at time 1 and employees' subjectively perceived emotional and cognitive strain and burnout at time 2 were significantly negatively correlated. In addition, the mediating effect of latitude could be confirmed. Results emphasize that latitude perceived as a possibility to cope with complex work plays an important role in relation to employees' stress reactions. Thus, in line with the transactional stress model (Lazarus & Folkman, 1986), it is important to strengthen employees' job decision latitude to be able to successfully cope with the highly complex work at the hub section of an international airport.

Keywords: *stressors, blue-collar workers, airport, stress reactions, coping strategies*

The impact of intervention on rates of recidivism from a prison based offence specific CBT programme delivered to men incarcerated for sexual offences

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This oral paper will present the results of a study that compared the post-release sexual, violent non-sexual, non-violent non-sexual rates of recidivism for all men in the Republic of Ireland who received an offence-specific cognitive behavioural therapy (CBT) intervention while serving a custodial sentence for a sexual crime, with a matched control group of untreated men. All men (n = 124) in the Republic of Ireland who participated in a year-long offence-specific CBT program for sexual offences during their sentence were identified through prison records. A control group of untreated men (n = 124) matched on variables of offence, victim characteristics, age, sentence length, and release were also identified. The rates of recidivism for

both groups were identified through official police records of re-conviction and official prison records of re-imprisonment. The results indicated that offence-specific CBT intervention for sexual offending men did not reduce their rates of sexual, violent non-sexual, non-violent non-sexual offending. Due to the limited provision of intervention to sexual offending men in the Republic of Ireland the current study allowed for a high quality match between treated and untreated men. The current study fits with other data from methodologically stronger studies in other jurisdictions that suggest caution is needed in the adoption of findings from large scale meta-analyses that combine data from studies of limited methodology to conclude that sexual offender intervention reduces rates of recidivism.

Keywords: *sexual offences, recidivism, cognitive behavioural therapy, men, interventions*

The impact of organizational structures, workplace characteristics, and climate features on employees' affective commitment

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Affective Commitment, which deals with employees' emotional attachment to, identification with, and involvement in the organization, is known for its favorable organizational outcomes (e. g. job satisfaction, job performance). Thus, organizations' benefit of affectively committed employees is obvious. Our study targets the antecedents of this construct. How can employers establish affectively committed employees in organizations? Meyer and Allen (1991) proposed that affective commitment can result from three different categories: personal characteristics, organizational structure, and work experience. Past research has focused more on workplace characteristics than on personal or structural features. Thus, relatively few studies exist concerning especially to organizations' structural characteristics. Our study investigates the impact of organizational structures in terms of structurally anchored participation (organizational democracy), as well as the influence of workplace characteristics in the form of individually perceived participation in democratic decision-making, and the effects of a socio-moral climate on employees' affective commitment. As regards the personal characteristics, we controlled for supervisory function, age, educational background, and tenure. We used a multi-method, cross-level design to examine the proposed interrelations. Based on a typology of democratic enterprises, we surveyed 30 enterprises with different levels of structurally anchored participation in Austria, Germany, and Italy. Using document analyses and structured expert interviews, we collected data on company features. Individually perceived participation in decision-making, the socio-moral climate, and personal characteristics were recorded by questionnaires. With a response rate of 58 per cent, we applied 402 questionnaires for analyses. By means of hierarchical linear modeling, we found support for the impact of structural and workplace characteristics and for the influence of a socio-moral climate on affective commitment. In this context, employees' individually perceived participation in decision-making has the strongest predictive value for commitment. But also a socio-moral climate and structurally anchored participation are significant predictors for employees' commitment. Personal characteristics did not show any predictive value. Summing up, employees are most affectively committed in companies with strong democratic structures and a high level of socio-moral climate if they individually perceive many possibilities to participate in organizational decision-making processes.

Keywords: *affective commitment, organizational structures, workplace characteristics, climate, decision making*

The impact of perceived organizational supports to employee job satisfaction

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Employee satisfaction and retention have always been important issues. Although there has been contradictory literature regarding this issue, in

general it has been found that satisfied employees tend to be more productive, creative and committed to their employers. Moreover, Harper et al., (2003) also stated that the more satisfied the employee the more cooperative they are. In this regard, job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc. In this regard, the question arises whether employee satisfaction is influenced by the perception of employee about the organization (by their Perceived Organizational Support. In this regard, Perceived Organizational Support (POS) would increase employees' felt obligation to help the organization reach its objectives. Behavioral outcomes of POS would include increases in in-role and extra-role performance and decreases in corresponding withdrawal behaviors such as absenteeism and turnover, and would also be associated with increased job satisfaction. Based on that, this paper will study the impact of POS to Employee Job Satisfaction (EJS). The benefits of this study is to find variables that have significant contribution to EJS, in order to give feedback to the management about their employee well being. The research is using a quantitative ex post field study design and correlational methods. To collect the data, this study used the modified Employee Satisfaction and Perceived Organizational Support Questionnaire which has been recently modified and validated. A total of 374 employees who worked at a coal mining company in Indonesia were asked to participate in the study. The results show that there is a positive and significant correlation between POS and job satisfaction (R 0.778, los 0.01), and POS has an impact of 60.6 per cent to Employee Job Satisfaction. In conclusion, organizations need to actively support their employees in order to achieve higher Employee Job Satisfaction.

Keywords: *employee satisfaction, employee retention, perceived organisational support*

The impact of persuasive health imagery on health information retention, coping and vulnerability

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Fear is used in health campaigns to elicit health behaviour change. Health models have not been able to explain how individuals respond to fear appeals. There is little empirical evidence to show if health information presented via fear appeals is retained. This study investigated if health knowledge is affected by the presentation of persuasive health imagery. 175 participants from the psychology participant pool (*n* = 92), and the general public (*n* = 83) were presented with health information and allocated into either skin cancer (SC) or smoking related illness (SRI) contexts. Participants were exposed to benign, mild or persuasive imagery relating to each context. Then participants completed the Beck Anxiety Inventory, the Coping Response Inventory and measures of Vulnerability and Susceptibility. Their health knowledge was then tested. No significant difference in health knowledge was found between conditions in either context. However, in the SRI context, smokers had the least amount of health knowledge. In the SC context, those who had visited a skin cancer clinic had less health knowledge. Further, for those whom the health threat was salient perceived themselves as the least vulnerable and used a more avoidant coping repertoire. Health knowledge is not affected by the persuasiveness of imagery relating to the health context. These results suggest that fear appeals may not be the most effective means of communicating health knowledge.

Keywords: *health, persuasive imagery, information retention, coping, fear*

The impact of self-esteem and fear of older people on ageist attitudes towards older people

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Ageist attitudes reflect a prejudice in society against older adults, which is considered to be a

problem within the community and workplace settings. Although research is growing, the current body of literature would benefit from further research into to predictors of ageist attitudes. Therefore, the aim of the following study was to investigate the dual impact of self-esteem and ageing anxiety (i.e. comprising of four factors being: Fear of Older People; Psychological Concerns; Physical Appearance; and Fear of Loss) on ageist attitudes towards older people. This study utilised a cross-sectional design to investigate the impact of self-esteem and ageing anxiety on ageist attitudes towards older people. A total of 321 individuals participated in this study. Two hundred and twenty six of these participants were women (70.4%) and 95 (29.6%) men. Structural equation modeling (SEM) was used to test the causal relationships of the proposed model. Goodness of fit estimates supported the hypothesised model. Investigation of the direct effects identified that low self-esteem and the 'fear of older people' factor of the ageing anxiety scale predicted higher levels of ageist attitudes towards older people. The implications for this study identified that individuals who have a positive self-image are less likely to have negative attitudes towards older people. This is an important finding as it suggests that negative attitudes toward the elderly may be reduced through programs aimed at increasing levels of self-esteem within the population. This study also found a significant relationship between fear of older people and ageist attitudes towards older people. This result supports the role that educational programs play in reducing ageist stereotypes within society. Future research is encouraged to identify the causes of ageing anxiety, as it is likely to provide additional insights into the predictors of ageism, and inform strategies to reduce its effect within the community and workplace settings.

Keywords: *self-esteem, ageist attitudes, prejudice, ageing anxiety, older people*

The impact of self-esteem, situational characterization, and gender on the propensity to initiate negotiation: Implications for lifetime earnings

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This study analyzes the impact of self-esteem (high vs. low), situational characterization ("negotiate" vs. "ask"), and gender on the likelihood an individual initiates negotiation (n = 140). Initiating negotiations for compensation, specifically in one's first job, has a huge impact when factored over a lifetime because an individual's initial salary sets the trajectory for the rest of one's career. The participants were undergraduate students enrolled in a liberal arts college in California during the Fall 2008 and Spring 2009 semesters. Participants were recruited from psychology classes and advertisements posted on campus. A total of 140 students participated in this study including 51 men and 89 women. Self-esteem was primed with a prompt and the participants were told they could either "negotiate" or "ask" for more money after completing two tasks. All participants were offered $1 and then given the opportunity to initiate a negotiation for up to a maximum of $5. A main effect of situational characterization was found such that negotiation was more likely in the "negotiate" condition. Neither self-esteem nor gender produced significant results. A significant interaction showed that men were more likely to negotiate in the "ask" condition, but there were no gender differences in the "negotiate" condition. Finally, gender differences in anticipated future earnings were found. Men held considerably higher expectations for average annual salary 5 years after graduating from college than women. Initiating negotiation is a difficult task for most people. Only 36% of participants were willing to request more money, even though they were all explicitly told it was acceptable. Initiating salary negotiations has substantial long-term career ramifications and the results of this study have important implications for training students and workers to negotiate for the salaries they deserve.

Keywords: *self-esteem, situational characterization, gender differences, negotiation*

The impact of work complexity on the relationships between positive and negative affective appraisal and recovery experiences

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of Heidelberg), SONNTAG, K. (University of Heidelberg)

The present study sought to investigate the relationship between affective appraisal in the morning and recovery experiences in the evening among blue-collar workers at an international airport's hub section. Based on the transactional stress model (Lazarus & Folkman, 1986) and the demand-control model (Karasek, 1979), we hypothesized the following assumptions: Firstly, it was assumed that positive affective appraisal is positively related to recovery in the evening. Conversely, we hypothesized that negative affective appraisal in the morning is negatively related to recovery after work. Finally, we assumed that both relationships are moderated by work complexity. Thus, we postulate that employees with negative or positive affective appraisal in the morning experiencing high levels of work complexity show lower levels of recovery after work in comparison to employees experiencing low levels of work complexity. To test these assumptions we conducted a diary study (N= 45). We assessed employees' perceived work complexity and the control variables age, position and shift system on a person level. Affective appraisal in the morning and recovery experiences in the evening were rated by the participants on 12 consecutive days (*N*= 406). We used multilevel analyses (HLM 6, Raudenbush, Bryk, Cheong, Congdon & Du Toit, 2004) to accurately fit the hierarchical data structure. The assumed relationships between positive and negative affective appraisal in the morning and recovery in the evening were confirmed. By applying the described cross-level interaction design, we could also confirm the moderating effect of work complexity on both relationships. As research has shown that recovery fades out quickly after vacations, everyday recovery seems to be crucial for employees' well-being (Westman & Eden, 1997; Zijlstra & Sonnentag, 2006; Rook & Zijlstra, 2006; Sonnentag & Fritz, 2007). The present study highlights the importance to examine how employees affectively appraise the upcoming day in the morning and perceive work complexity regarding their recovery after work. Concluding from this study, we recommend that organizations should support their employees' recovery by either reducing the complexity of the employees' work or by providing training and coaching to help their employees to successfully cope with their perceived work complexity.

Keywords: *work complexity, affective appraisal, time of day, recovery*

The implications of systematic training for the validity of online ability testing

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Fluid intelligence is critical for a wide variety of cognitive tasks, and it is considered one of the most important factors in learning. Hence, fluid intelligence is a vital construct in aptitude testing. There is a long history of the assumption that fluid intelligence must be simply genetically determined. However, recent studies (see Jeaggi, Buschkuehl, Jonides & Perrig, 2008) have indicated that fluid intelligence can be improved with training. If training improves fluid intelligence, it needs a measure for current psychometric fitness level to determine the true potential of a candidate in aptitude testing. Cognitive training data of participants (*N*=12,548) of a long-term online study is used to identify cognitive aspects that are subject to improvement by training and to aptitude testing. The results indicate that taking into account the cognitive training level is a vital element of test fairness for aptitude testing in general and for online pre-screening in particular.

Keywords: *systematic training, fluid intelligence, aptitude testing, cognitive task, online ability testing*

The importance of anxiety sensitivity as a predictor of anxiety symptomatology in primary school children

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A key factor to be considered when providing intervention for anxious children is anxiety sensitivity. Anxiety sensitivity is essentially the fear of anxiety-related sensations. There is ongoing debate in the research literature as to

whether anxiety sensitivity and the more traditionally recognized trait anxiety are distinct constructs or not. The aim of the present study was to screen a large number of children in the general population for anxiety sensitivity and trait anxiety, and to evaluate anxiety sensitivity as a distinct construct from trait anxiety in predicting anxiety symptoms. Participants included 455 primary school children (241 boys and 214 girls) with a mean age of 9.68 years (*SD* = 1.23). The children completed the Childhood Anxiety Sensitivity Index (CASI); the A-Trait scale of State-Trait Anxiety Inventory for Children (STAIC) and the Anxiety Symptoms Checklist for Children (ASCC). Results indicated that anxiety sensitivity and trait anxiety are similar constructs and that anxiety sensitivity is not easily distinguished from trait anxiety. However, some distinction between the two constructs became apparent as anxiety sensitivity was found to be a reliable predictor of cognitive processes associated with anxiety. Evidence to date may provide some insight into the importance of anxiety sensitivity as a distinct and important factor when examining anxiety in children. The findings of the present study may also have important implications for psychological intervention, and for parents and educators involved in the overall development and well being of anxious children.

Keywords: *primary school, anxiety sensitivity, anxiety symptomatology, trait anxiety*

The importance of perceived workplace difficulties in those with multiple sclerosis in determining work outcomes

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Employment in people with Multiple Sclerosis (PwMS) is of increasing concern. Whilst some previous studies have identified various demographic and disease-related factors that may be involved in determining work outcomes, few have quantitatively examined the potentially important contribution of difficulties experienced by PwMS in the workplace itself. Even if these difficulties have been examined, the inclusion of cognitive difficulties has typically not been satisfactory. This research seeks to more comprehensively examine workplace difficulties in PwMS and its relationship with employment outcomes and expectations. Participants were 170 PwMS (74% female) of working age (*M*=49 years) who were currently in or no longer in paid employment. Various self-report measures were completed including 123 workplace difficulty items developed through an extensive literature search and expert review. The items were factor analyzed forming the MS Work Difficulties Questionnaire – MSWDQ. A subset of this sample (*N*=103) also completed a short battery of cognitive tests measuring processing speed, immediate and long-term memory, working memory, prospective memory, abstract and verbal reasoning, and planning. Exploratory principal components analysis of the work difficulty items yielded several components with good to excellent internal consistency reliabilities. These included difficulties related to cognition, physical limitations, career progression, support in the workplace, workplace accessibility, home responsibilities, finance, and personal interactions. Using logistic regression analyses, variance accounted for by this model in current employment status and reduced working hours since diagnosis was 22% and 37%, respectively. Variance accounted for in future expectations about withdrawing from work entirely, reducing work hours, and changing type of work was 37%, 32%, and 47%, respectively. Perceived cognitive difficulties accounted for more variance in work outcomes than objective cognitive measures. Perceived workplace difficulties are strong predictors of employment outcomes in people with MS. Since many PwMS leave work within only a few years of being diagnosed, these findings are especially pertinent for the provision of effective vocational and rehabilitation programs.

Keywords: *multiple sclerosis, workplace, cognitive difficulties*

The indirect effect of perceived school climate on adolescents' intergroup attitudes through student relations

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Past research has shown that the way students perceive the school climate does have an effect on their intergroup attitudes (Gniewosz & Noack, 2008; Gniewosz, Noack, Wentura & Funke, 2008; Bovier & Boehnke, 1999; Aboud & Fenwick, 1999). In particular, perceived pressure to perform has been associated with elevated levels of prejudice amongst students whereas the perception of transparency and justice has been associated with higher levels of tolerance. Apart from replicating those relationships, the present study explores how perceptions of the school climate indirectly affect students' attitudes through improving peer relations within the class. A total of 1312 students attending 6th, 8th and 10th grade took part in a questionnaire study measuring their perceptions of different aspects of the school climate and the relationship between students as well as a number of background variables and their attitudes towards foreigners. Data were collected at Thuringian secondary schools in several annual waves over the course of five years. Initial cross-sectional analyses of the data collected at the first measurement point suggests that when age and school track are controlled, the effect of pressure to perform on prejudice against foreigners is mediated by student relations. However, this was only found for students with a relatively low level of identification with the school, whereas for highly identified students the quality of student relations did not significantly affect their level of prejudice. Further analyses will be conducted with regards to other indicators of perceived school climate and potential third variables reflecting student relations within the class room. The direction of causality will be established through the computation of cross-lagged effects across measurement points. The study sheds more light on the relationship between perceived school climate and intergroup attitudes. In particular, it is explored how the school climate affects another important socialization agent, namely peer relationships within the class room. Implications for interventions at the school level will be discussed.

Keywords: *school climate, intergroup attitudes, prejudice, transparency, justice*

The influence of achievement goals and perceptions of learning environment on students' approaches to learning in a university in Hong Kong.

TAI, H. (University of Hong Kong)

Deep learning has been shown to enhance better understanding and conceptions of academic materials as well as greater development of generic skills in the higher education. This study aimed at examining how achievement goals and perceptions of learning environment influence students' approaches to learning (deep/surface). With the understanding of the relationships among these three factors, deep learning and favorable learning outcomes can be better enhanced among university students in a Hong Kong Chinese context. In addition, the three factors examined in this study are constructs from two perspectives in the literature: 1) achievement goals (AG) and 2) students' approaches to learning (SAL) perspectives. This study explored the relationships among the constructs from these two perspectives as very limited research has been conducted in this area of integrating models and perspectives in understanding student learning. A survey was conducted to measure achievement goals (Achievement Goals Questionnaire; Elliot & Church, 1997), perceptions of learning environment (Student Course Experience Questionnaire; Ginns, Prosser, & Barrie, 2007) and approaches to learning (Revised Study Process Questionnaire; Biggs, Kember, & Leung, 2001) of 770 university students. A correlation and regression analysis was conducted to investigate the relationships among these three factors. Results show that achievement goals, perceptions of learning environment and approaches to learning were related to one another. Mastery goals, performance-approach goals, perceptions of good teaching and clear goals and standards in the learning environment were positively associated with deep approaches to learning. Performance-avoidance goals were positively associated with surface approaches to learning whereas perceptions of appropriate assessment and appropriate workload in the learning environment were negatively associated with surface approaches to learning. Achievement goals from the AG perspective and perceptions

of learning environment from the SAL perspectives were related to one another. Both achievement goals and perceptions of learning environment influence university students' adoptions of deep and surface approaches to learning. The relationships found between achievement goals and perceptions of learning environment contribute to research and theoretical models in both AG and SAL perspectives in which researchers may consider integrating constructs from both perspectives in understanding and enhancing university student learning in the Chinese context.

Keywords: *deep learning, higher education, achievement goals, perceptions*

The influence of cultural values on mental health: The mediating effect of attitudes towards emotional expression

CHU, L. (Chung Shan Medical University)

Although in the past there have been studies that have discussed the connection between individualist or collectivist cultural values and an individual's mental health, very few studies have attempted to understand whether the individual's attitudes towards his emotional expression can play a mediating role in this relationship. For this reason, the main topics to be discussed in this paper include: 1. From the individual's inclination toward certain cultural values, in accordance with how modern the individual is, cultural values can be classified into four types - namely, vertical/horizontal individualism or vertical/horizontal collectivism - in order to validate the effect of such cultural values on the individual's attitudes towards emotional expression. 2. The influence of the individual's attitudes towards emotional expression upon negative mental health. 3. Whether or not the influence of the individual's cultural values (vertical /horizontal individualism or collectivism) on his mental health is achieved through his attitudes towards emotional expression serving as the mediating effect. This study adopts a two-stage survey involving full-time working adults employed by private enterprises in Taiwan. A total of 300 questionnaires were distributed. At Time 1 (T1), participants were asked to evaluate their vertical/horizontal individualism and collectivism, and any negative attitudes towards emotional expression. One month later (T2), employees who had completed the first-wave questionnaire were asked to rate their mental health. As a result, we had a final usable sample of 159 working adults, which represented a valid return rate of 53%. These participants consisted of 99 females and 60 males, with a mean age of 36.42 years (*SD*: 7.99), employed in such industry sectors as hi-tech, finance and insurance, business and professional services, traditional manufacturing, medical and government. From the regression analysis, it was discovered that vertical/horizontal collectivism was positively associated with negative attitudes towards emotional expression (b=.26, $p < .01$; b=.16, $p < .05$). In addition, horizontal individualism was negatively associated with negative attitudes towards emotional expression (b=-.20, p=.01). Furthermore, this study confirmed that negative attitudes towards emotional expression were positively associated with negative mental health (i.e. somatic symptoms, anxiety and insomnia, social dysfunction and severe depression) (b=.29, p< .01; b =.33, $p < .01$; b =.26, $p < .01$; b=.27, $p <$ .01). Finally, this study showed that under horizontal individualism and vertical collectivism the predictors of negative mental health (i.e., somatic symptoms, anxiety and insomnia, social dysfunction and/or severe depression) were partially and almost completely achieved through the mediating effect of the negative attitudes towards emotional expression. The results showed that individual's cultural values could be used to predict their mental health indirectly through their attitudes towards emotional expression processes. Within the collective cultural environment of the Chinese peoples, the overall atmosphere is one where people are not encouraged to express their emotions, especially where those emotions are negative. The burden of emotional pressure built up over the long run is actually not favorable to the development of physical and mental health. The road to improvement, apart from the nurturing of individualistic cultural values, requires the development of another set of coping strategies that are suitable for the enhancement of the physical and mental health of social groups among the Chinese.

Keywords: *cultural values, attitudes, emotional expression, Chinese*

The influence of internalization of emotional regulation on mental health: The moderating effect of leader-member exchange

CHU, L. (Chung Shan Medical University), HSIEH, C.F. (Chung Shan Medical University), XU, C.Y (Chung Shan Medical University)

King and Emmons (1990) proposed that ambivalence regarding withholding the expression of emotion, rather than inexpressiveness per se, is what fosters ill-being, and Katz and Campbell (1994) and King and Emmons (1990) found that ambivalence to be positively associated with self-reported physical symptoms, the number of visits to health-care providers, and depression. This study explores whether self-regulation by withholding negative emotions (SRWNE) affects mental health, and examines further whether Leader-Member Exchange (LMX) can moderate the relationship between such self-regulation and employee mental health. This study adopts a two-stage survey whose participants were full-time working adults employed by private enterprises in Taiwan. A total of 400 questionnaires were distributed. At Time 1 (T1), participants were asked to evaluate their self-regulation by withholding negative emotions (SRWNE), LMX, and demographic variables. One month later (T2), employees who had completed the first-wave questionnaire were asked to rate their mental health. The final usable sample was 284 working adults, representing a valid return rate of 71%.These participants consisted of 163 females and 121 males, with a mean age of 37.22 years (*SD*: 9.69), employed in such industry sectors as hi-tech, finance and insurance, business and professional services, traditional manufacturing, medical and government. External regulation of SRWNE was significantly associated positively with somatic symptoms (β = .29; p < .01), anxiety and insomnia (β =.29; p < .01), and social dysfunction (β =.22; p < .01), whereas introjected regulation of SRWNE was significantly associated positively with somatic symptoms (β = .12; p < .05) and severe depression (β = .15; p < .05). In addition, identified regulation of SRWNE was significantly associated negatively with anxiety and insomnia (β = -.17; p < .01) and social dysfunction (β= -.23; p < .01), whereas integrated regulation of SRWNE with anxiety and insomnia (β = -.16; p < .01). This means that subordinates who used controlled SRWNE had poorer mental health than subordinates who used autonomous SRWNE. This study also found that LMX may moderate the relationship between such self-regulation and employee mental health. External regulation times the LMX's interaction was significantly associated with anxiety and insomnia (β = -.13; p < .05), whereas identified regulation times the LMX's interaction was significantly associated with social symptoms (β = -.19; p < .01). In addition, integrated regulation times the LMX's interaction was significantly associated with anxiety and insomnia (β = .13; p < .05), social symptoms (β = -.20; p < .01). The results support our hypotheses that not only external and introjected SRWNE are significantly associated positively with negative mental health, in line with Kim et al.'s (2002) findings that controlled SRWNE is significantly correlated positively with such psychosomatics as anxiety, somatic symptoms, depression, negative affect and immune dysfunction, but also that identified and integrated SRWNE are significantly associated positively with negative mental health. Therefore, ambivalence about not expressing emotion, rather than inexpressiveness *per se*, is what fosters ill-being. This assertion is not only supported by Western studies (Katz & Campbell, 1994; King & Emmons, 1990; Kim, et al. 2002), but is also by this study based on a Chinese sample, leading to the conclusion that the extent of the internalization of emotional regulation has universal value for both mental and physical health. However, this study showed that LMX could moderate the relationship between the autonomous and controlled extent of subordinates' emotional regulation and the mental health.

Keywords: *emotions, ambivalence, self-regulation, leader-member exchange, mental health*

The influence of LMX on subordinate's job satisfaction, organizational citizenship behavior, and counterproductive work behavior: The moderating effect of person-supervisor fit

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Although in the past there have been studies that have discussed the connection between Leader-Member Exchange (LMX) and subordinate's job satisfaction, organizational citizenship behavior (OCB) and counterproductive work behavior (CWB), very few studies have attempted to understand whether the person-supervisor fit can play a moderating role in this relationship. This study adopts a two-stage survey whose participants were full-time working adults employed by private enterprises in Taiwan. A total of 450 questionnaires were distributed. At Time 1 (T1), participants were asked to evaluate their LMX, person-supervisor fit, and demographic variables. One month later (T2), employees who had completed the first-wave questionnaire were asked to rate their job satisfaction, OCB, and CWB. As a result, we had a final usable sample of 287 working adults, which represented a valid return rate of 64%.These participants consisted of 313 females and 74 males (mean age: 37.05 years; *SD*: 9.44) employed in such industry sectors as hi-tech, finance and insurance, business and professional services, traditional manufacturing, medical and government. We tested hypotheses through the use of hierarchical multiple regression. The results showed that LMX was significantly associated positively with job satisfaction (b = .42, $p < .01$) and OCB (b = .38, $p < .01$, and significantly associated negatively with CWB (b = -.37, $p < .01$). The study also found that person-supervisor fit may moderate the positive relationship between LMX and OCB (b = .18, $p < .01$), and the negative relationship between LMX and CWB (b = -.13, $p < .01$). As we know, supervisors choose those they like or view as strong performances into the "in-group" and those they dislike or view as weak performances into the "out-group". People in "in-group" are able to utilize more resources, enabling them to do the task better and gain a sense of accomplishment and obtain more support and trust. According to Pool's (1997) research, he defined job satisfaction as an attitude that individuals maintain about their job which is developed from their perceptions of their job. The quality of the LMX relationship between subordinates and the supervisor will determine job satisfaction of subordinates. Our results are consistent with previous studies on LMX and Job Satisfaction (Ekin & Terri, 2006). In addition, subordinates experiencing high quality LMX with their leader were found to have better attitudes and felt constructive for the organization, finding supervisors to be supportive. In turn, these subordinates respond with more extra-role behaviors, showing more OCB. Further, a negative relationship was found between LMX and CWB, whereby subordinates experiencing high quality of LMX received better resource and more trust from their leader than the "out-group" member, and felt that they were important in his or her organization. Therefore, they will not to damage their organization. In addition, we showed that person-supervisor fit can moderate the positive relationship between LMX and OCB, where this relationship was stronger among subordinates who had higher person-supervisor fit than among those who had less person-supervisor fit. We also found that person-supervisor fit can moderate the negative relationship between LMX and CWB, where the relationship was stronger among subordinates who had higher person-supervisor fit than among those who had less person-supervisor fit. In sum, if organizations wish to enhance the employees' OCB or reduce their CWB in the future, we suggest that they select job applicants who share the values and visions of the supervisors.

Keywords: *leader-member exchange, job satisfaction, organizational citizenship behavior, counterproductive work behaviour, person-supervisor fit*

The influence of organisational attitudes on Australian airline pilot decision choices

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The decisions commercial airline pilots make have far-reaching implications for the safety of many people. Organisational attitudes have been shown to correlate with riskiness in decision making. However, the nature of this relationship remains to be fully explored. This paper aims to investigate the relationship between organisational attitudes, cue saliency within situational awareness, and resulting decision choices in Australian commercial airline pilots. It was hypothesized that pilot decision choices would change depending on the situational cues to which pilots paid most attention when making a decision. Further, it was hypothesized that this situational cue saliency would be informed by the pilot's organisational attitudes. One hundred and sixteen commercial airline pilots from three different airlines in Australia completed a purpose-designed questionnaire. The questionnaire presented a number of in-flight scenarios; pilots were asked what they would do in the situation and then asked to assess the riskiness of their decision and provide information on the key factors informing their decision choice. A series of regression analyses were conducted and support found for a relationship between attitudes towards management and situational cue saliency (β= -.247, p = .010), and for a relationship between situational cue saliency and riskiness of a decision choice (β = -.271, p = .006). No significant relationship existed directly between attitudes towards management and riskiness of decision choice. These findings indicate that, consistent with hypotheses, organisational attitudes influenced decision choice via the mechanism of cue saliency within situational awareness. Attitudes are a powerful motivational contributor to decision choices. Pilots, airlines, and air safety regulators should be alert to the influence that organisational attitudes may have on a pilot's situational awareness, cues attended to, and the resulting decisions made concerning both safety and commercial operations

Keywords: *commercial airline pilots, risky decision-making, situational cues, organisational attitudes*

The influence of perceived organisational support, autonomy and empowering leadership on affective organisational commitment: The mediating role of engagement

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The aim of this research was to assess the influence of perceived organisation support (POS), autonomy and empowering leadership on affective organisational commitment and to assess the possible mediating effects of engagement on these relationships. Participants (N =115) were recruited from a large government organization. Participants voluntarily responded to an online survey. Results from a multiple hierarchical regression analysis suggested that perceived organisational support, autonomy and engagement had direct associations with affective commitment, however not so for empowering leadership. Engagement was found to partially mediate the influence of perceived organisational support and autonomy on commitment. Furthermore, perceived organisational support and autonomy were found to mediate the influence of empowering leadership on engagement. The results from this study corroborate previous research suggesting that affective commitment is likely to have a significant association with POS, autonomy and engagement. While demographic and dispositional variables did not impact the relationship in a significant way, they should still be considered in future research. The results extend existing research by recognising the mediating influence of POS and autonomy on the relationship between empowering leadership and affective commitment. Moreover, they provide more evidence for the mediating influence of engagement on the influence of POS and autonomy on affective commitment. As such, results suggest that those who perceive support from their organisation, who have self determination about how they complete their work, who experience empowering leadership and who are engaged in their role are likely to be more affectively committed to their organisation. This commitment has benefits for both the employee and the employer and remains an area worthy of on-going research.

Keywords: *organisation support, autonomy, leadership, commitment*

The influence of social environment on the resilience of children

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In china, a greater number of peasants have migrated from the countryside to the urban areas in search of better-paid jobs to support their families since the 1990s. Some take their children with them, while others leave their children behind. As a result, two special groups come into being, called "the rural left-behind children" and "the city of floating children" (because their parents often move to other cities). They have already displayed high-risk behavior and exerted adverse impact on themselves and the society. Helping them to develop their talent and strength can be an effective intervention. Under the circumstances, this paper focuses primarily on the resilience of these children. There is a sample of 1577 students aged 10-18 (13.26± 2.06) years old from Sichuan province and Beijing, including 902 the rural left-behind children (SS1) and 675 the city floating children (SS2). Scale (California Healthy Kids Survey Resilience Assessment Module), interview and nomination by teachers as well as classmates for SS' interpersonal relationship and behavior in class are used. Controlling such factors as SES, parental relationship and education attainment, the results show that SS2 have lower resilience than that of SS1 on both external assets (t=7.26, p=0.000) and internal assets (t=6.51, p=0.000). Furthermore, both the male (t=5.38, p=0.000) and female (t=5.36, p=0.000) of SS2 have lower scores on resilience. In addition, findings from our interview and nomination (analyzed by Bootstrap method) show that SS1 have more harmonious relationship with their teachers and classmates than SS2 ($\chi2$=9.56, p=0.002; $\chi2$=4.28, p=0.038), and SS2 have more chance to be nominated for bad behavior in class by teachers ($\chi2$=4.37, p=0.036). Results of the regression analysis show that such factors as emotion, self, coping and personality all contribute to the resilience of children (ΔR2=0.35). (1) the external environment (especially, being discriminated against and moving frequently) has more powerful influence on the children's resilience than family factors, which means that the resilience is probably neither in one's personality nor acquired by inheritance; (2) there are many common factors, in particularly, the anxiety, sensitivity, self- esteem, positive coping, and extroversion, which impose on both the external and internal resilience; (3) the girls present the higher resilience than boys on both SS1 and SS2.

Keywords: *social environment, resilience, coping Strategies, gender*

The influence of teacher efficacy, work motivation, and mood on teaching innovation

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What contributes to teaching innovation? Many studies suggested that teacher efficacy, work motivation, and emotion or mood were critical teachers' personality factors to influence teaching and learning. Teacher efficacy includes two components: general teaching efficacy and personal teaching efficacy. Work motivation also has two aspects: intrinsic motivation and extrinsic motivation. Mood includes positive mood and negative moods. Studies showed that all of aspects of teacher efficacy, motivation, and mood were related to creativity and innovation. But what different influences these personality factors have on teaching innovation remains unclear, due to limited research. Therefore, this study aims to explore this question. The teaching innovation questionnaire, the teacher efficacy questionnaire, work motivation questionnaire, and mood scale were administered to 322 teachers of middle school. There were 123 male teachers, and 199 female teachers, with length of teaching history ranging from 2 to 33 years. The results of this study indicate that personal teaching efficacy, intrinsic motivation, and positive mood correlated with teaching innovation positively. The regression effect of personal teaching efficacy and positive mood to teaching innovation were significant. The

regression effect of intrinsic motivation and positive mood to personal teaching efficacy were significant. The path analysis showed that the personal teaching efficacy influenced the teaching innovation directly, where the path coefficient of personal teaching efficacy to teaching innovation was significant. Intrinsic motivation and positive mood influenced the personal teaching efficacy directly, where the path coefficient of intrinsic motivation and positive mood to the personal teaching efficacy was significant. The results suggested personal teaching efficacy, intrinsic motivation, and positive mood were all critical factors that influenced teaching innovation. Personal teaching efficacy influenced the teaching innovation directly; intrinsic motivation and positive mood indirectly influenced the teaching innovation by influencing personal teaching efficacy directly.

Keywords: *teaching, Teacher efficacy, work motivation, emotions, mood*

The influences of basic needs, social support and migration on mental health in South Sudan: Implications for humanitarian practice in post-conflict settings

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The project explored the influences of basic needs, like shelter, access to food, water and employment, social support and migration on mental health amongst the southern Sudanese. It investigated mental health differences between gender and two groups: A "host" group representing people who never left south Sudan during its 21-year war; and a group of "returnees" who lived in asylum but had recently returned. The project also explored cultural perceptions of mental illness. Participants comprised 53 adults living in South Sudan. Interviews with host (*n*=26) and returnee groups (*n*=27) were conducted in local language. Measures included demographic data for basic needs, the Perceived Social Support Scale (Procidano & Heller, 1983), the Harvard Trauma Questionnaire and the Hopkins Symptom Checklist-25 (Mollica et al., 2004). An interview schedule based on the DSM-IV-TR Cultural Formulation was used to collect qualitative data. Returnees reported better access to basic needs and higher education compared to the host group, but this did not equate to greater employment. There were no significant differences for symptoms of PTSD, depression or anxiety between the host and returnee groups. Higher age and social support were significant protectors against mental illness, as was longer periods of time living in asylum. Returnee group data revealed that the longer they had resettled in their homeland, the higher symptoms of mental illness were reported. Women experienced significantly more symptoms of mental illness than men. Qualitative themes indicated that basic needs and social support were directly linked to cultural views about mental illness. Research implications suggest humanitarian practice needs to continue focusing on gender specific programming. Social support programs, in addition to provision of basic needs, appear to be vital in protecting mental health. Humanitarian activities would benefit returnees more by undertaking longer term resettlement programs. The results also provide empirical data supporting classic theories, like Maslow's well-being needs, and the recently published IASC Guidelines on Mental Health and Psychosocial Support in Emergency Settings, which advocates for humanitarians and mental health services to shift away from its emphasis on trauma in post-conflict settings.

Keywords: *basic needs, social support, migration, South Sudan, mental health*

The internal structure of counterproductive work behaviors: A meta-analysis

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The overall objective of this research is to comprehensively and quantitatively integrate, by means of structural meta-analysis, existing empirical evidence on all types of Counterproductive Work Behaviors (CWB). This should contribute to a better understanding of

the appropriate level of parsimony in explanations of CWB as well as to clarify the number and content of facets of CWB. The present project employs structural meta-analysis, a combination of psychometric meta-analysis with structural equation modeling. A comprehensive literature search was conducted to identify relevant published articles, conference presentations, and unpublished papers from researchers in the field. One hundred and sixty-seven codable papers were obtained and each was coded twice in order to ensure accuracy. Correlations obtained were corrected for unreliability and weighted by sample size in accordance with Hunter and Schmidt's (2004) recommendations. Subsequently, a confirmatory factor analysis (CFA) was conducted based on this correlation table following Viswesvaran and Ones's (1995) methodology. We first analyzed the data within the Gruys and Sackett (2003) CWB framework and found positive correlations between all forms of deviance (e.g., ρ=0.40 for theft and drug use, k=8; ρ=0 .54 for inappropriate verbal actions and misuse of time and resources, k=8). Second, we tested alternative models of the internal structure of CWB (e.g., Bennett & Robinson, 2000; Spector et al., 2006) by means of CFA. These results, along with moderator analyses, will be discussed in detail at the conference. CWB has received substantial empirical attention by researchers in various fields. Unfortunately, because these researchers typically work independently in building and testing theory, an integrative and comprehensive understanding of this phenomenon has yet to be obtained. Our results suggest that the widely available models of CWB may be inadequate for classifying behavior. Modifications to existing models will be offered at the conference.

Keywords: *counterproductive work behaviour*

The irrelevant sound effect beyond serial recall performance

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Within working memory research a great deal of attention has been devoted to one well-known phenomenon referred to as the Irrelevant Sound Effect (Beaman & Jones, 1997). Basically the phenomenon is best described as a significant impairment of verbal short-term memory performance during presentation of even low-intensity background noise - usually speech. The phenomenon is considered to be of great practical importance since extraneous speech and noise are known to be amongst the most often-mentioned sources of disturbance in open-plan offices (e.g. Banbury & Berry, 2005; Bradley, 2003; Rashid & Zimring, 2008; Sundstrom, Town, Rice, Osborn & Brill, 1994). It is assumed that measures of improvement within open-plan offices can be derived from the knowledge about factors the Irrelevant Sound Effect depends on and that the productivity of companies can be improved by applying these measures. However, types of cognitive activities in offices vary depending upon the specific demands of the job. The relevance of the Irrelevant Sound Effect to real life office tasks may be questioned since the phenomenon has mostly been tested using the immediate serial recall paradigm exclusively. The aim of the reported experiments is therefore to investigate whether the Irrelevant Sound Effect generalizes beyond serial recall performance. A series of laboratory experiments investigates whether the Irrelevant Sound Effect can be generalized to tasks operationalizing text comprehension or paired associate learning. Tasks operationalizing text comprehension prove to be sensitive towards impairment by background sound but only if background sound is semantically meaningful. Long term paired associate learning also tends to be impaired only if background sound is semantically meaningful. The reported experiments prove that the Irrelevant Sound Effect cannot be easily extended to tasks that go beyond serial recall. The pattern of results depends on the experimental task at hand. The results are clearly contradictory to the findings on the Irrelevant Sound Effect as semantic content is not considered important for the phenomenon to arise. The implications of these results for theoretical modelling and the practical relevance of the Irrelevant Sound Effect must be discussed.

Keywords: *irrelevant sound effect, serial recall performance, semantically meaningful*

The limitations of psychological predictors of xenophobia in South Africa

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Xenophobic attacks against African non-nationals have occurred for many years in South Africa. However, the scale and viciousness of the outbreak of violence in May 2008 was exceptional. This violence left scores dead, hundreds wounded and thousands displaced. An important question is why did the attacks occur at this time and in those particular locations? Integrated Theory (ITT) (Stephan & Stephan, 2000) is the social psychological theory that has most commonly been used to understand xenophobia. It proposes certain threat factors (realistic and symbolic threats, negative stereotypy, intergroup anxiety and interaction experiences with the target group) are primary in explaining negative feelings and attitudes towards foreigners. This paper reports a study applying ITT in South Africa in the year prior to these attacks. Using these results, the paper will question whether the emerging factors provide an insight into the igniting factors of the May attacks. A sample of 345 South African respondents completed a questionnaire which measured the variables proposed by ITT. The sample consisted of black, white, coloured and Indian South Africans. The socio-economic levels and living circumstances of these groups still reflect the inequities of South Africa's apartheid past. Two measures of prejudice towards African immigrants were used – affective prejudice which measured aversive feelings, and social distance, which measured the desire to avoid contact. These measures were separately regressed on the threat variables. The ITT model explained a significant amount of the variability of both prejudice measures. Realistic threats emerged as the strongest determinant of negative attitudes. This suggests that changes in the material circumstances in the country should have been the major igniting factor. However, the detailed analysis of the 2008 attacks produced for the International Organization for Migration (Misago, Landau & Monson, 2009) indicates that this hypothesis is not fully supported. The psychological variables proposed by ITT may help understand the backdrop of xenophobia, but the factors that lead from attitudes and perceptions to action are more complex.

Keywords: *Xenophobic attacks, South Africa, Integrated Threat Theory, threat*

The longer they stay, the less talented they perceive they are: A profile of perceptions of talent in one Victorian secondary girls school

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Gardner's theory of multiple intelligences suggests a possible nine talents emerge by or during secondary school age. To date little research has effectively measured multiple intelligences or talents of Australian adolescents. The first aim of this research was to apply a recently developed measure of talent based on various approaches to learning and engaging in talents. The second aim of this study was to investigate female student's perceptions of their talents from a developmental perspective. A cohort of female adolescents from 11 to 18 years of age (*n*= 325) completed a questionnaire used to measure talent. Each respondent self-reported on a measure of nine talents. Each talent was rated on seven approaches to learning and engagement. Students' talents scores were profiled using a cluster procedure and two distinct and significantly different groups emerged: a less talented and a highly talented group. The low talent group (*n*= 169) was significantly lower rating than the high group (*n*= 156) although the magnitude of the difference was small. There was no difference by age for language and communication and social and leadership talents. Older students (11-14 years; *n*= 174) rated themselves higher on self-awareness. On the other six talents, significant and weak effects were found showing that older students (15-18 years; *n*= 151) rated themselves lower than younger students. The findings are discussed in reference to the theory of multiple intelligence and the secondary school experience of females.

Keywords: *talent, secondary school, multiple intelligences, learning*

The lost individual: On the structure of personality at the within- and between-person level of analysis

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There is a strong reliance in organisational psychology on between-person analyses; however, between-person analyses provide surprisingly little insight into the psychological functioning of the individual (Borsboom, Mellenbergh, & Heerden, 2003). Taking a within-person perspective on personality in the work place this paper investigates whether the negative neuroticism-conscientiousness relationship observed in between-person studies is purely a description of differences between individuals, or whether it also characterises the internal psychological structure that individuals possess. Employing an experience sampling methodology, over several weeks 115 mid-level managers from large Australian companies were assessed multiple times a day. Within- and between-person variation in personality indicators was analysed using hierarchical linear modeling. Findings indicate that analysing personality as a within-person phenomenon reveals information not captured by the trait approach. While conscientiousness and neuroticism were negatively correlated at the between-person level, this relationship was reversed at the within-person level. Results are discussed in terms of the distinctness of the within- and between-person structure of personality. Applications for the field of organisational psychology are considered, with a focus on the adaptiveness of neuroticism and conscientiousness.

Keywords: *between-person analyses, between-person studies, personality, conscientiousness, neuroticism*

The mechanisms of mindfulness

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An increasing number of therapeutic modalities including CBT, DBT and ACT have moved to embrace and incorporate mindfulness-based practices into their treatment regimes. Whilst Mindfulness and meditation may well be of benefit to the therapist, possibly strengthening their allegiance to their therapeutic modality and thereby contributing indirectly to the therapeutic alliance, are they in and of themselves directly efficacious as therapeutic practices? Is mindfulness a state of being or a way of doing (non-doing) and what implication does this have for practice? Whilst there is now a considerable body of evidence suggesting that the therapeutic use of mindfulness leads to positive client outcomes, far less has been written on how this works. What are the specific mechanisms, processes and procedures of mindfulness that have been shown to be effective? Do psychologists, counsellors and psychotherapists need to practice and therefore embody mindfulness in order to use it effectively or can it be applied as a therapeutic technique? Further, are there particular client populations or issues that have been shown to benefit from mindfulness-based interventions? What are the risks and contra-indications for mindfulness-based practices? This paper attempts to answer these questions by undertaking an integrative meta-synthesis of the literature on relevant therapeutic outcome studies, proposes a model explaining the mechanisms of mindfulness and concludes by discussing the practical implications for psychologists, counsellors and psychotherapists interested in incorporating mindfulness into their practice.

Keywords: *mindfulness, therapy, meditation*

The mediating effect of employee engagement on organizational support, communication, job satisfaction and productivity

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This mediation study aimed to gain further understanding employee engagement, looking into organizational factors such as organizational support and communication as antecedents and how it affects employee performance as reflected on job satisfaction and productivity.

With 285 permanent employees from various organizations, a multiple survey questionnaire was administered which measure job and organizational engagement as well as antecedents (i.e., organizational communication and perceived organizational support) and consequences of employee engagement (i.e., job satisfaction and perceived employee productivity). Data were analyzed using structural equation modeling. The proposed model suggests an acceptable fit based on GFI (.922), CFI (.923), and TLI (.808). Although chi-square (65.567, *df*=6, *p*=.000), AGFI (.727), and RMSEA (.190) says otherwise. This implies that the model may still be improved through the inclusion of other variables related to employee engagement. Results further revealed that employee engagement fully mediates the relationship of organizational communication and perceived organizational support with job satisfaction and perceived employee productivity. This result implies the ability of both job and organizational engagement to influence employee's job satisfaction and perceived employee productivity. It further points out the critical role of the organization through communication and support in influencing employee engagement, thus promote positive employee performance.

Keywords: *mediation, employee engagement, organizational support, job satisfaction, productivity*

The mediating mechanism of women entrepreneurs' self-efficacy on entrepreneurial decision-making in China

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The purpose of this study was to explore the mediating mechanism of women entrepreneurs' self-efficacy on entrepreneurial decision-making in China. In a longitudinal field experiment (approximately 5 months), the study found that the positive impact of entrepreneurial self-efficacy was enhanced by women entrepreneurship development training and significantly related to entrepreneurial decision-making. The sample included 100 women entrepreneurs in China. Results indicated that women entrepreneurial self- efficacy played a positive mediating role on entrepreneurial decision-making. It is expected that (1) Higher levels of women entrepreneurial self- efficacy (WESE) will result in higher levels of entrepreneurial decision-making; (2)WESE will be moderated in its impact on women entrepreneur emergence and entrepreneurial decision-making by the extent to which the WESE matches the demands of the task and the context in which the women entrepreneur is embedded; (3) Higher levels of women entrepreneurial thought efficacy are expected to result in higher levels of entrepreneur development, emergence and efficient entrepreneurial decision-making. The authors discuss practical implications on women entrepreneur development and directions for future research.

Keywords: *women entrepreneurs, self-efficacy, decision making, training*

The Mental Health Professionals Network workshops: State and learnings

NICHOLAS, A. (Mental Health Professionals Network (MHPN))

The Mental Health Professionals Network is a national project funded by the Department of Health and Ageing. The project aims to improve patient outcomes in primary mental health care by fostering improved interdisciplinary collaboration. This paper will report on the state of the project at the time of writing, and what MHPN has learned about fostering interdisciplinary collaboration throughout the project. The project was funded to achieve its aim of fostering interdisciplinary collaboration by running 1200 interdisciplinary workshops over a two year period. These facilitated workshops target psychologists, psychiatrists, general practitioners, mental health nurses, mental health social workers, pediatricians and mental health occupational therapists and aim to be the starting point for an ongoing, sustainable interdisciplinary mental health clinical networks. The workshops include time for interdisciplinary networking, case study

discussion, and an opportunity to discuss whether the group would like to continue to meet as an interdisciplinary mental health network and to make initial arrangements for the subsequent meeting. The workshops are administered by four MHPN project teams responsible for the workshops in two states. This paper will report on the number of MHPN workshops that have been run in all states and territories of Australia, the number of attendances by each profession, as well as a profile of MHPN facilitators. The challenges that have been met in running this interdisciplinary project will also be reported. MHPN has been operating since September 2008 and will continue to operate until October of 2010. In this time the project has run hundreds of workshops in all states and territories of Australia involving thousands of participants from a number of mental health professions. The project has encountered a number of challenges in moving towards its aim of improving patient outcomes in primary mental health care by fostering improved interdisciplinary collaborative care. The learnings of this project can make a valuable contribution to other interdisciplinary programs.

Keywords: *Mental Health Professionals Network, interdisciplinary collaboration, primary care providers*

The Mental Health Professionals Network: Creating sustainable interdisciplinary mental health networks

NICHOLAS, A. (Mental Health Professionals Network (MHPN))

The Mental Health Professionals Network (MHPN) aims to improve patient outcomes in the primary mental health care sector through the promotion of interdisciplinary collaborative care. This national, Department of Health and Ageing funded project, is funded to deliver 1200 interdisciplinary workshops over a two year period, with the long term aim of creating interdisciplinary mental health networks across Australia. This paper will report on the processes used to create these sustainable networks, the number and geographical distribution of these networks, and provide some vignettes on the types of networks created and their activities. MHPN's four project teams create interdisciplinary mental health workshops that aim to bring together psychologists, psychiatrists, general practitioners, mental health nurses, mental health social workers, pediatricians and mental health occupational therapists who work in a similar geographical area, or specialty clinical field. These workshops offer the opportunity for interdisciplinary networking, case study discussion with a focus on collaborative care, and provide a forum to discuss the creation of an ongoing interdisciplinary mental health network. MHPN can provide administrative support and $500 of funding to each ongoing network. MHPN interdisciplinary mental health networks have been created in all states and territories of Australia. These networks vary in their membership, purpose and activities. This paper will report on the number and geographical spread of these networks, the professions that make up their membership, and the activities undertaken in the network meetings. Vignettes of a small number of networks that outline the process of their formation, their overarching purpose, and their activities will be reported. MHPN aims to create sustained interdisciplinary mental health networks that allow mental health professionals a forum in which they can discuss various facets of collaborative mental health care. This is done through the creation of initial, fully-resourced interdisciplinary workshops that provide an opportunity for the participants to continue to meet as an ongoing network, and ongoing administrative and minimal financial support. MHPN has encountered many challenged and learned much about the process of created these sustained networks that may be useful to communicate to other mental health care projects and services.

Keywords: *Mental Health Professionals Network, interdisciplinary collaboration, mental health care*

The mental representation of rearward traffic in visuo-spatial working memory during lane changing

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The goal of the study is to examine processes involved in holding information about rearward traffic in working memory. It was proposed that rearward traffic information (rather spatial), should interfere most with spatial tasks. The more dynamic rearward traffic is in terms of higher speed, the more dynamic the mental representation of rearward traffic should be, and the more it should interfere with the dynamic version of secondary tasks. A driving simulator study was conducted where 30 participants carried out lane changes with rearward traffic in the target lane. Before lane change preparation, participants memorized one of five secondary tasks (visual-static, visual-dynamic, spatial-static, or spatial-dynamic, phonological). After lane change execution, they were asked to recall the memorized material. Dependent variables were driving task performance, percentage of correct secondary tasks, and glance behavior to the left outside mirror. All secondary tasks were calibrated in a pilot study with 22 participants to be similar in difficulty. All visuo-spatial secondary tasks interfere with the preparation to a certain extend. This was measurable in the secondary task performance and in the glance behavior, but not in the driving-task's parameters. In contrast to the hypotheses, results indicate that information about rearward traffic interfered most with visual tasks. Nevertheless, the more dynamic version of the visual task (visual-dynamic) interfered more in the condition with the faster rearward traffic, in contrast to the spatial-dynamic task. A possible explanation for the contradictory results could be that the driving scenario was too easy and predictable so that participants memorized information about rearward traffic more in terms of a picture (car vs. no car) and not a dynamic object in space. However, the dynamic of the rearward traffic is reflected in the results. Follow up studies should work with a more dynamic and less predictable driving scenario.

Keywords: *working memory, rearward traffic information, visuo-spatial tasks, mental representation, performance*

The passport problem: Trying to improve the ability of experienced operators to determine whether the image in a photo-ID document is of the bearer

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It is critical to national security that we can determine the identity of people crossing national borders. This is usually achieved by comparing the traveler to the appearance of a photograph contained in a photo-ID document such as a passport. However, previous research has shown that the task of deciding whether two images are of the same unfamiliar person is more difficult and error prone than usually realized. We call this the passport problem. We are investigating methods to increase the accuracy with which human operators can match images of unfamiliar faces and have developed several new image formats which improve performance in the laboratory. In this study we present the results of a first attempt to test one of these formats in a more realistic setting with expert operators. A total of 30 people participated, all of whom worked in positions which required them to check the validity of passports by comparing the photograph to the appearance of the bearer. The participants completed a standard test of face matching (The Glasgow Face Matching Test; GFMT). Each participant then sat at a desk and was approached by a series of "customers". The participants were required to determine whether the customer was the person shown on a computer screen in front of them. Decision accuracy and latency were recorded for an average of 54 trails per participant. In about half the trails the photograph was of the customer while in the other trials it was of another person. Half of the trails involved a comparison to a conventional photograph and half to a modified image which presented an average of several different images of the subject. In laboratory testing these average images result in slightly improved recognition compared to normal photographs. Despite the limited number of customers and photographs available for use in the study, and the level of experience of the participants, many errors were recorded. On average participants made errors on about 10% of trails when comparing a photograph to a live target. Performance on the GFMT was comparable to other populations, and showed large individual differences but was not

correlated with performance on the photo-to-live comparison task. Performance was not enhanced by the use of average images compared to standard photographs. The study demonstrates that the passport problem is not eliminated by experience or simple training: performance in this realistic task was surprisingly error prone. Contrary to our expectations, the use of average images did not improve performance. Possible reasons for this finding will be discussed. These results emphasize the need for further research in this field in order to maximize the ability of security staff to detect identity fraud.

Keywords: *recognition, national security, photo-ID, passport problem, accuracy*

The positive and negative consequences of emotion regulation in nursing

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As indicated in a prior qualitative study, embedded within the work role of nurses is the chronic need to regulate one's emotions when interacting with patients and their families. Given the problems in attracting and retaining nurses, it is important to develop our understanding of the intricate emotional processes involved in performing this work so as to create a work environment conducive to promoting the, health, well-being and development of nurses. The aim of this study was to examine the relationships between different emotion regulation strategies and resultant levels of exhaustion, fatigue and recovery on a day to day basis. 30 nurses from a range of specialties completed a 'tick box' diary after six individual shifts indicating: details of a specific patient interaction; specific emotion regulation strategies employed in relation to the interaction; levels of emotional exhaustion and subjective fatigue; and finally how well they recovered after their shift. A multi level analysis was conducted to examine the specific relationships between emotion regulation strategies and how well they predicted emotional exhaustion, subjective fatigue and recovery at the end of each day. Results indicated a pattern of adaptive emotion regulation strategies that lead to lower levels of exhaustion and fatigue and to better recovery each day. Additionally maladaptive strategies were identified that were linked to higher daily levels of exhaustion, fatigue and poor recovery; potentially impacting on the individual's functioning in future shifts. Baseline measures of perceived psychosocial safety culture were also associated with the use of specific emotion regulation strategies. These finding are discussed in terms of the potential for the training and professional development of nurses with regard to establishing a repertoire of adaptive emotion regulation strategies to engage when interacting with patients and their families. Stress management initiatives may also aim at reducing a reliance on maladaptive strategies and promote the development and use of more adaptive strategies. Finally, the importance of developing and maintaining a strong psychosocial safety culture within an organisation is highlighted in terms of encouraging nurses to adopt emotion regulation strategies that promote and protect their own health and well-being.

Keywords: *nurses, emotion regulation, emotional exhaustion, subjective fatigue, recovery*

The prediction of non-suicidal self-injury (NSSI)

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The aim of the current study was to explore the associations between non-suicidal self-injury (NSSI) and psychiatric morbidity, psychological/cognitive functioning and childhood trauma and develop an accumulative risk model to assist in the prediction of NSSI. 12,006 Australians aged 10+ randomly selected from the Australian Electronic White Pages completed a 14 minute Computer Assisted Telephone Interview (CATI). The interview included questions on demographics, NSSI, psychiatric morbidity, psychological and cognitive functioning and childhood trauma. Univariate associations between risk factors and NSSI were compared using odds ratios.

Predictive models were explored with sequential logistic regression. A model containing multiple factors and taking into account a range of mediating and moderating variables was evaluated using structural equation modeling. People who self-injured in the four weeks prior to the survey were 10.0 times more likely to report severe mental health problems (95% CI 6.6-15.2), 3.3 times more likely to lose their temper (95% CI 2.2 – 4.9), 4.5 times more likely to have trouble regulating emotion using cognitive reappraisal (95% CI 2.2-9.1), 2.9 times more likely to have trouble finding the right words to describe their feelings (95% CI 2.1-4.2), 8.5 times more likely to blame themselves when feeling stressed (95% CI 5.8-12.3), 2.7 times more likely not to turn to their family for support in times of stress (95% CI 1.8-3.9), 29.8 times more likely to experience derealisation (95% CI 21.2-41.9), 4.9 times more likely to experience depersonalisation, 4.0 times more likely to report neglect (95% CI 3.4-4.6, adults only), 4.1 times more likely to report physical abuse (95% CI 3.5-4.7, adults only), and 4.0 times more likely to report sexual abuse (95% CI 3.4-4.8, adults only). Results of sequential logistic regression and structural equation modelling are forthcoming.

Keywords: *non-suicidal self-injury, psychiatric morbidity, cognitive functioning, childhood trauma, risk*

The prevalence and correlates of depressive symptoms in Chinese old population

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Lower depression prevalence rate in Chinese elderly compared to the Westerners has been reported in a number of locally sampled studies. Explanatory factors for the low prevalence, such as higher level of social support, lower level of urbanization, stigma on mental illness, and filial culture have changed significantly during the rapid socioeconomic transition of China in the last two decades. Therefore, the aim of the present study is to explore the depression prevalence in Chinese elderly population with a nation-wide sample, taking into account the rapid economy development along with the consequential social changing condition. A cross-sectional survey was conducted with a nation-wide representative Chinese sample of 4945 old (60+ years) and pre-old (55-59 years) adults. The Center for Epidemiologic Depression Scale (CES-D) was used as the measurement tool for depressive symptoms. Demographic and four self-reported possible protective factors (Family support, Economy status, Health status, and Activities participation) were taken into consideration. The sampling was stratified with geographical region, age, sex and educational level, and convenient sampling was applied within each stratum. The study found that the prevalence of self-reported depressive symptoms (CES-D≥16) in the total study population was 39.86% (pre-old: 39.95%, young-old: 39.84%, old-old: 39.65%, oldest-old: 45.19%), and the CES-D score was significantly higher in the oldest-old than the three younger groups. Furthermore, multiple regression analysis indicated that age itself was not an effective predictor for depressive symptoms, whereas family support and health status explained most part of the variations of the depression. Family support and health status were the most significant protective factors for Chinese elderly depression. The Chinese traditional culture which values family has changed significantly, which may be an important factor for the increased prevalence found. In addition, the increased depressive symptoms with age were more likely attributed to age-related confounding variables rather than age by itself.

Keywords: *depression, Chinese elderly, prevalence, social support, stigma*

The process of engaging with the Nyoongar community from a Wadjallah perspective

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Aboriginal women are five times more likely than their non-indigenous counterparts to die during or soon after childbirth and are more

likely to have a baby born prematurely or to be of low birth weight. Aboriginal women are faced with the significant burden of generational stress, poverty, loss of cultural identity and support which suggests that addressing stress during the pregnancies of Aboriginal women is vital. There has been a long history of psychological research conducted with Aboriginal communities that has not provided any long term solutions and has sometimes exacerbated the situation. In order to protect the survival and cultural integrity of the Indigenous Peoples of Australia research needs to be conducted within a collaborative and culturally secure framework but most importantly be driven by the Aboriginal community. The author will be conducting research which will address these deficiencies by exploring how Aboriginal women conceptualize stress and depression during pregnancy (Study 1) which will provide the background for developing a culturally sensitive measure (Study 2). AIMS: The aim of the current paper is to describe the process by which the research aims have been developed. In general, a qualitative approach has been utilized in the current study, namely interpretive phenomenology. The context of the study has been set up through a process of incidentally engaging with the community and the development of trust. This research topic was conceived through discussions with Aboriginal women during antenatal midwifery appointments, yarning in the office and impromptu community meetings with Grandmothers and Aunties. The process of consultation began in women's homes over the last three years when Aboriginal women identified that stress was the issue that was impacting their health. This highlights the importance of long-term commitment by researchers who are interested in engaging with Indigenous people to undertake research that is meaningful and relevant to the community. This presentation will describe the journey taken when a 'Wadjallah' researcher engages with women from within the Nyoongar culture. The challenges and processes of adopting a truly collaborative approach to psychological research will be discussed, from the early negotiations with the community to the establishment of the Nyoongar Women's Reference Group.

Keywords: *Aboriginal/Indigenous women, cultural identity, pregnancy, stress*

The psychological distress of the young novice driver

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Around the world young novice drivers are at significantly greater risk of being injured or killed in road crashes than older, more experienced drivers. These drivers are also traversing the developmental milestone of adolescence, a period in which risky behaviour is normative. Adolescence is also frequently associated with psychological distress, with prevalence estimates of between 12% and 28.5% for adolescent depression (Di Clemente, Santelli, & Crosby, 2009). Road safety researchers have begun to consider the influence of the young driver's mental health upon their behaviour. Whilst correlation analyses have revealed that the young driver's mental health is associated with their risky behaviour, the extent of this influence remains unknown. Therefore this study was designed to explore the role of psychological distress in the risky behaviour of young drivers. Seven hundred and sixty-one young drivers (523 females, 238 males) aged 17-24 years (M= 19 years, SD= 1.56) with a provisional driving license (282 P1 license, 479 P2 license) completed an online survey. Participants self-reported their sociodemographic characteristics, their psychological distress as measured by Kessler's Psychological Distress Scale (K10), and 44 risky driving behaviour items. Correlation analyses revealed that greater psychological distress was associated with more risky driving behaviour (r= .29, p< .001). Regression analyses revealed that the combination of sociodemographic variables (age, gender, license, university, and marital, study and employment status) and psychological distress explained 10% of the variance in risky behaviour of the young driver. Psychological distress uniquely explained 8.2% of this variance. Separate regression analyses revealed that

psychological distress uniquely explained 6.2% of male and 9.3% of female; and 5% of P1 and 10.4% of P2 risky driving behaviour. The research findings have implications for mental health professionals and road safety researchers alike. Whilst insufficient as a stand-alone measure, research into young novice driver risky behaviour should incorporate a measure of their psychological distress. Moreover, it appears that adolescents who are experiencing psychological distress place themselves at greater risk of harm by undertaking risky driving behaviour. Accordingly adolescent mental health interventions may also reduce the young driver's risk of injury due to a car crash.

Keywords: *novice drivers, risky behaviours, adolescence, psychological distress*

The public perception of psychologists: confusion with other professions and GP perceptions

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The provision of accessible and effective mental health services has become an increasing priority in Australia over the last decade. In November 2006, various levels of government in Australia responded to lobbying from the Australian Psychological Society (APS), reports from parliamentary inquiries, and independent reviews acknowledging the need for an increased level of participation by psychologists in mental health care, which ultimately resulted in the provision of some mental health care services on Medicare (Moulding et al., 2007; Perkins et al., 2007, van Gool, 2007). The aim of this presentation is to present the findings from two published studies which suggest that the public image of psychologists is an integral factor in this allocation of funding (in the form of a Medicare rebate), and remains so with regard to the allocation of referrals (from General Practitioners (GPs) and psychiatrists). A thematic analysis (Braun & Clarke, 2006) was used to explore the issues that emerged across interviews from two separate published studies. The inherent flexibility of a thematic analysis, its ability to provide a comprehensive and systematic description of the data, and the opportunity it provides to focus on and illuminate specific aspects of the data, allow for the clear analysis of a qualitative data set. Results from the two studies suggest that the public perception of psychologists is easily confused with other health professionals (particularly psychiatrists), and that GPs do not have a clear understanding of the role of psychologists or the type and amount of training which they undertake. A range of recommendations are made to distinguish (and protect) the specific role of psychologists from other mental health professionals. Recommendations are also provided to assist the profession of psychology in clearly articulating its public image particularly with regard to GPs and in light of the recent Medicare changes.

Keywords: *mental health services, public image, Medicare funding*

The relationship between cognitive development and attachment style

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Research indicates that securely attached children have advanced language skills and are well adjusted, whereas insecurely attached children often have ongoing problems that include learning disabilities, and psychological and behavioural problems (Prior & Glaser, 2006). Interestingly, some researchers have claimed that gifted children are well balanced, whereas others have found the opposite to be true, especially during the teenage years (Winner, 2000). However the literature on gifted children views socio-emotional problems and uneven development in terms of a by-product of giftedness (Silverman, 1997). Therefore, the current study was designed to test the hypothesis that cognitive development, socio-emotional adjustment and learning disabilities are all related to attachment style, regardless of giftedness. Participating 7-10 year old children with an already completed WISC-IV IQ assessment (currently *n*= 47) and their parents have been recruited. Participants have been drawn from a New Zealand psychology clinic specializing in gifted children, the Macquarie University Rod Power Psychology Clinic, the New

South Wales Association for Gifted and Talented Children, and Catholic Education Office primary schools from the Parramatta Diocese. Data collection includes a general background questionnaire, the Experience in Close Relationships Scale (Brennan, Clark, & Shaver, 1998), the Attachment Style Classification Questionnaire for Latency Age Children (ASCQ) (Finzi et al.,1996), and the Child Behavior Checklist (Achenbach, 2001). Qualitative interviews with mothers have also been collected and analyzed. Preliminary findings indicate a positive trend correlating higher IQ with secure attachment. Additionally, children were more likely to have avoidant attachment styles where the Perceptual Reasoning Index scores were higher than Verbal Comprehension Index scores. These findings are related to the current model of giftedness used in Australian schools and implications will be presented.

Keywords: *cognitive development, attachment style, gifted children*

The relationship between subjective well-being and satisfaction with daily travel

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Affective/Cognitive evaluations of daily travel are hypothesized to affect subjective well-being (SWB) (cf. Ettema et al 2009). Since global SWB is known to be causally related to domain-specific SWB (e.g., Oishi et al 1999), improvement of travel satisfaction and affective status during travel (travel- specific SWB) should contribute to global SWB. This should be one important reason for transport policy measures aiming at improving evaluations of travel. Hard measures such as travel time improvement, however, has typically attracted transport policy makers' attention and measures of affective and non-instrumental factors have not. However, as a recent study shows (Diener et al, 2008), accumulation of affective and cognitive responses to specific experiences, caused by non-instrumental factors, would have an effect on travel-specific SWB. Thus, further understandings for travel-specific SWB may contribute to improve evaluation of such travel policy. The present research explores the determinants of affective/cognitive travel-specific SWB while focusing on the differences between the different legs of daily trips. Thus, a whole trip (called a linked trip) consists of trip legs classified by their travel mode. Each trip leg with 'hard' (e.g. travel time) and more qualitative (e.g. crowdedness, visibility of scenery) attributes may affect mood and therefore increase travel-specific SWB. Measurements of satisfaction with trip legs would enable us to understand determinants of travel specific SWB more clearly. To examine the effect on travel-specific SWB of satisfaction with trip legs of daily trips, we conducted a survey among 120 Japanese university students. In a questionnaire format we asked respondents to consider four different daily trips and for each to list their trip legs. The respondents were also asked to rate attributes (for each linked trip; travel purpose, for each trip legs; travel mode, activity during travel, crowdedness and visibility/ preference of scenery they can see during the trip), their affective evaluation and degree of satisfaction during each trip. The relationships between attributes of trips and trip legs, affective and cognitive travel-specific SWB and global SWB were examined. Overall the results confirmed the expected directions of the relationships. Results show people rate high SWB for trip which they can see and prefer scenery during the trip. The effect of other activities and crowdedness vary according to travel mode and travel purpose.

Keywords: *subjective well-being, daily travel, travel satisfaction, cognitive responses*

The restorative value of different landscape types

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Nearby outdoor recreation areas provide important opportunities for the public to recover from the demands of their daily life. But the

need for these areas conflict with the current landscape development in peri-urban areas in Western Europe. There, competing forms of land use, such as settlement, and road construction, increase the pressure on nearby outdoor recreation areas. It can be expected that spaces for recreation will further decrease so it is all the more important to design the remaining recreation areas so that they are of high quality. To this end, we examined which landscape elements of a nearby recreation area are preferred by residents when seeking to fulfill their restoration needs. A total of 542 inhabitants of a Swiss peri-urban town returned a postal questionnaire in which they indicated their preference for each of 20 landscape elements on their routes within the nearby recreation area. Further data were collected on how often they used the area on workdays and which of 28 cognitive, emotional, physical, social restorative and ego-related goals motivated visitation. Initial factor analysis yielded 7 landscape "types" which we labelled savannah, mountain, open country, water, semi-private outdoors, and light & space. Ordinal correlations between landscape type and restoration goals showed specific patterns of landscape types combining with use goals. These relationships were found to be more complex for social and ego-related use goals than for cognitive, emotional, and physical goals. The results indicate that the type of landscape matters when attempting to encourage or impede specific restorative effects.

Keywords: *recreation, landscape development, recovery, goals*

The role of age as a moderator of the PEfit—performance association

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As workforces of highly developed societies are rapidly aging it becomes increasingly important to understand the role of employees' development and age-related changes. It has been argued that developmental dynamics pertaining to cognitive abilities and personality can result in declined person-environment (P-E) fit (e.g., Kanfer and Ackerman 2004). Although effects of developmental dynamics have been addressed theoretically, empirical data is widely lacking. This paper contributes to close this gap by providing results of an empirical examination of the moderating impact of employees' age on the relationship between P-E fit and individual performance. A multilevel study comprising 1.526 employees (lower level) and 586 supervisor ratings (lower level) in 74 German and Austrian business units (higher level) focused on the role of chronological age, job, and organization tenure as well as time perspective for P-E fit (demands-abilities and needs-supplies), and supervisor-rated individual performance (i.e. in-role behavior and organizational citizenship behavior). Multilevel data analyses provide evidence for the associations between P-E fit and individual performance, i.e. between needs-supplies fit and in-role behavior and organizational citizenship behavior (individuals) as well as between demands-abilities fit and in-role behavior and organizational citizenship behavior (organization). Chronological age of the employees is moderating the associations between demands-abilities fit and in-role behavior as well as between needs-supplies fit and in-role behavior such that the relationship becomes stronger with increasing age. Furthermore, the association between needs-supplies fit and organizational citizenship behavior (organization) exhibits an inverted U-shaped curvilinear development with increasing age, first strengthening and later weakening the relationship. In line with expectations derived from lifespan theory age turns out to be a relevant moderator for HR management. As workforces age it becomes more important to consider and incorporate developmental dynamics in HR management with regards to the alignment of person and job characteristics contingent of employees' age.

Keywords: *age-related changes, cognitive ability, personality, developmental dynamics, individual performance*

The role of anger in obsessive compulsive checking

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Anecdotal, case study and empirical evidence has indicated that anger may play a salient role in the presentation of Obsessive Compulsive Disorder (OCD). However the extant literature on the relationship between anger and OCD is inconsistent and compromised by numerous methodological limitations. The present study aimed to overcome previous limitations and provide new findings about the role of anger in OCD checking subtype. The sample comprised 34 OCD patients who had checking as their primary symptom, with age and gender matched non-OCD controls. All patients met DSM-IV-TR criteria for OCD. Participants completed the Trait Anger Expression Inventory-2 (STAXI-2; Spielberger, 1999), Vancouver Obsessional Compulsive Inventory (VOCI; Thordarson, 2004) and the Beck Depression Inventory (BDHI; Beck, et al. 1996). Controls were additionally screened using the Padua Inventory-Washington State University Revision (PI-WSUR; Burns, et al, 1996) to ensure that did not have OCD. Compared to the age and gender matched controls, the OCD group scored higher on trait anger, anger expression and anger suppression, but lower on anger control-in. Trait anger remained significantly higher in the OCD group after controlling for depression. Moreover, severity of checking compulsions was found to significantly predict trait anger, above and beyond the effects of depression. These findings demonstrate that anger may play an important role in OCD. As expected, overall anger expression scores were found to be higher in OCD patients, indicating that these individuals are more likely to experience anger than normal controls. The theoretical and clinical implications of the results are discussed. In particular, we suggest that the data provides support for an integrated model based on Wells (1997) and Berkowitz's (2003) models of OCD and anger, respectively. The findings from the present study will also be compared with those from recent empirical work In this area.

Keywords: *obsessive compulsive disorder, anger, traits*

The role of attachment style and interpersonal processes in shaping organisational citizenship behaviour

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It has recently been suggested that organisational citizenship behaviour (OCB), is in part, predicted by an individual's ability to build bonds and communicate effectively with co-workers and maintain a positive sense of self-worth. However, little research has investigated the relationships between these interpersonal factors and OCB using a theoretical framework grounded in relationship processes. Attachment theory, an interpersonal theory of personality development, can provide a framework in which to investigate the role of relationship processes in predicting OCB. The aim of the study was to examine the relationship between attachment style, interpersonal communication competence, self-esteem and OCB. A total of 131 participants (58 males, 71 females, 2 not recorded, M = 44.79 years, SD = 9.09 years) completed an online questionnaire comprising measures of attachment, communication competence, self-esteem and OCB. The questionnaire took approximately 15 minutes to complete. Using path analysis, a double mediation model was tested and demonstrated excellent fit X2(3, N = 131) = 3.318, p > .01, CFI = .998; RMSEA = .029. Communication competence and self-esteem significantly mediated the association between attachment anxiety and OCB, whereby, anxiety was negatively associated with communication competence and self-esteem. These in turn, were positively associated with OCB. The relationship between attachment avoidance and OCB was only mediated by communication competence, whereby avoidance was negatively associated with communication, which in turn, was positively associated with OCB. Communication competence mediated the association between self-esteem and OCB with positive associations found between these pathways in the model. The present findings demonstrate that attachment plays a key role in explaining an individual's propensity to engage in OCB through their ability to communicate

with colleagues and the extent to which they feel positive about themselves. This is the first study to develop such an integrative model and highlights the importance of considering relationship processes in employees' demonstration of OCB.

Keywords: *attachment style, organisational citizenship behaviour, interpersonal factors, self-esteem*

The role of climate for transfer of training and intrinsic benefits in explaining employees' motivation to attend voluntary professional development activities

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Attendance at organisationally provided internal training and development activities (T&D), is often non-mandatory and therefore, to some degree, contingent on employees' motivation to attend. Organisational climate for the transfer of training (transfer climate) includes work environment factors that influence the use of skills and knowledge gained during training when back in the workplace. We expected that transfer climate would be a strong determinant of employees' intention to participate in training activities. Based on Self-Determination Theory (SDT) which describes motivation on a self-determination continuum involving various degrees of controlled (external) and autonomous (more intrinsic) motivation, we predicted that both transfer climate and perceived intrinsic benefits from attendance at T&D would be linked to more autonomous motivation to attend. This research also investigated the influence of different components of transfer climate factors and perceptions of intrinsic benefits on four types of motivation (amotivation, external regulation, identified regulation, and intrinsic motivation) to attend non-mandatory T&D activities. Academic and general staff employees of a regional Australian university completed a self-report Professional Development Survey developed for the study (n = 456). Multivariate analysis using Structural Equation Modeling was used to test the influence of transfer climate factors and intrinsic benefits on four types of motivation. Results showed that transfer climate factors differentially influenced the four types of motivation. Intrinsic benefits was a strong positive predictor of more autonomous types of motivation and a strong negative predictor of more controlled motivation and amotivation. Analysis of mediational models also showed that the relationship between transfer climate factors and type of motivation was partially mediated by intrinsic benefits. Employers should focus on strategies that generate more autonomous motivation to attend non-mandatory T&D among employees. These strategies should include promoting a positive transfer climate using positive reinforcement of the intrinsic benefits of T&D.

Keywords: *organisational training and development, motivation, Organisational climate, transfer climate, self determination theory*

The role of filial piety in the career commitment process among Chinese postgraduates

JIN, L. (The University of Hong Kong)

The current study extended the research line regarding the relationship between family of origin and adaptive career decision making. More specifically, it examined the unique impact of filial piety in predicting Chinese postgraduates' career decision self-efficacy, vocational commitment, and their tendency to foreclose on their choices after controlling for the Big Five personality traits. The sample consisted of 796 postgraduates recruited from 5 universities in Beijing. Of these, 468 were males and 328 females, coming from the first year (337, 42.3%), second year (207, 26.0%), and third year (243, 30.5%). Nine students (1.1%) did not complete this item. Five measures were used. The Career-Related Filial Piety Scale (Jin, 2009), The NEO-Five Factor Inventory (Costa & McCrae, 1992), Career Decision Self-Efficacy Scale-Short Form (Betz, Klein, & Taylor, 1996), and the Commitment to Career Choices Scale (Blustein, Ellis & Devenis, 1989) assessed the key constructs, reciprocal or authoritarian filial piety, career decision self-efficacy, vocational

commitment, and the tendency to foreclose, respectively. All these measures showed acceptable internal consistency reliability with the current sample, ranging from .66 (Openness) to .91 (career decision self-efficacy). A demographic questionnaire was used to collect participants' gender and academic year. The zero-order correlations showed that reciprocal filial piety was associated positively with self-efficacy and vocational commitment, while authoritarian filial piety was correlated negatively with vocational commitment but positively with the tendency to foreclose ($p < .01$). The hierarchical multiple regression analyses further revealed that reciprocal filial piety uniquely accounted for 3% ($p < .001$) of the variance in career decision self-efficacy, while authoritarian filial piety uniquely accounted for 5% ($p < .001$) of the variance in the tendency to foreclose, after controlling for the Big Five personality traits, gender, and academic year. This study applied the dual model of filial piety to understanding Chinese postgraduates' career commitment process. The findings partially supported the unique contribution of filial piety to the prediction of career decision self-efficacy and career choice commitment beyond and above personality traits. The theoretical and practical implications of the results are discussed.

Keywords: *family of origin, decision making, filial piety, self-efficacy, vocational commitment*

The role of hope in promoting posttraumatic growth after experiencing bullying in school

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Accumulating evidence has shown that people reported positive changes after experiencing stressful life events. Tedeschi and Calhoun (2004) used the term posttraumatic growth (PTG) to refer to such self-perceived positive changes. However, not all individuals reported PTG after undergoing stressful life events. Thus, identifying factors that facilitate PTG is crucial because these factors can promote better adjustment in the face of adversity. In this study, the role of hope, an adaptive cognitive style, in promoting PTG beyond and above other personal and emotional factors, after experiencing bullying in schools was examined. Seven hundred and four participants were recruited from 7 different local secondary schools in Hong Kong. Among them, 169 participants (88 boys and 81 girls, mean age 13.4 yrs) have reported experiencing being bullied in school in the last several months. They have also completed the Posttraumatic Growth Inventory, Children Hope Scale and other measures assessing their level of happiness, depression and self-esteem. Correlation analysis revealed that PTG was significantly and positively associated with happiness, self-esteem and hope (r= .44, .33 & .50, p<.01 respectively) and negatively associated with frequency of bullying and depression (r= -.33 & -.47, p<.01 respectively). In order to test the predictive power of hope on PTG beyond and above the other emotional and personal factors, a stepwise hierarchical regression analysis was performed with demographic variables were entered into the first model followed by happiness, depression and self-esteem in the second model and hope was entered lastly into the third model. Results revealed that gender, frequency of bullying experienced and depression were significant predictors of PTG. More importantly, hope was found be a significant predictor of PTG even after controlling all the other factors. The unique and total variance of PTG explained by hope and the final model was about 10% and 41% respectively. This study provided evidence that hope contributed unique facilitative effects on PTG even after controlling the effects of other important factors. Further research investigates and compares the effects of different cognitive factors such as expectancy model of optimism, explanatory style and hope will reveal a more comprehensive picture of the underlying cognitive and psychological mechanism of PTG.

Keywords: *stressful life events, posttraumatic growth, positive changes, hope, bullying*

The role of predicted, on-line and remembered satisfaction in current travel mode choice

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Previous research has revealed that measures of predicted and remembered satisfaction are biased, as compared to the more accurate on-line measures of experienced satisfaction. The aim of this study was to investigate whether (a) predicted satisfaction, (b) experienced satisfaction or (c) remembered satisfaction with public transport, is the best predictor for car users' (i) current travel mode choice and (ii) their future intentions to travel by public transport. The study used a longitudinal, quasi-experimental design in which 106 car users received a one-month free public transport travel card. Prior to the trial period they predicted what their satisfaction with public transport would be, both overall and on several satisfaction-attributes. During and following the period they reported their on-line experienced satisfaction. Two years later, they were asked to recall their satisfaction with the public transport service at the time of the trial period. In addition, they were asked to report their current frequency of public transport usage. Finally, they were asked to estimate their intention to use public transport in the future. Repeated measures' MANOVAs showed that predicted satisfaction is biased, as compared to reports of on-line experienced satisfaction. Data on remembered satisfaction, current frequency of public transport usage, and future intentions of whether or not to use public transport were analyzed and reported. The analyses revealed whether anticipated, on-line or remembered satisfaction predicted car users' current travel behavior and their future intentions to use public transport. Car users´ make mistakes when trying to forecast their satisfaction with public transport. Our research showed that car users' predictions are biased as compared to on-line experienced satisfaction. In this study, conclusions were also made of car users' remembered satisfaction with public transport two years after a completed trial period. These results show whether on-line measures or retrospective measures are superior to predict car users' current travel mode choice and future intention to use public transport.

Keywords: *predicted satisfaction, experienced satisfaction, remembered satisfaction, public transport*

The role of Primary Motor Cortex in abstract and concrete sentences comprehension

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One of the main challenges of embodied theories is to explain the comprehension of abstract sentences. In a recent work Scorolli, et al. (submitted) used a new paradigm that allows to study the dimension abstract-concrete in a continuum. They examined quadruples of sentences where they combined the same Concrete Verb with a Concrete Noun and with an Abstract Noun, and the same Abstract Verb with the nouns previously used. Using the same paradigm we performed a Transcranial Magnetic Stimulation (TMS) study, to replicate their results and to explore the role of the left primary motor cortex during the processing of motor and non-motor verbs, combined with nouns of graspable and non-graspable objects. Participants were required to judge the sensibility of 48 quadruples built by combining a Concrete Verb with a Concrete Noun or an Abstract Noun and by combining an Abstract Verb with the same nouns previously used. Participants received a single TMS pulse 250ms after the presentation of the noun or of the verb. Compatible combinations were processed faster than mixed combinations. Specifically concerning the effects of TMS on the portion of M1 where is represented the hand, with sentences containing Abstract Verbs, participants were equally fast both for the stimulation on the first and on the second word. When the combinations contained Concrete Verbs, participants where faster when the pulse was given on the first than on the second word. The advantage of the compatible combinations replicates that one obtained by Scorolli et al. (submitted) and it's in line with the idea that abstract and concrete words are processed in parallel systems. The stimulation of M1 after the presentation of the first but not the second

word leads to faster RTs with sentences containing Concrete Verbs. An amodal theory doesn't predict a specific modulation of the stimulation depending on the kind of verb; a modal theory predicts a specific modulation regardless of the kind of verb. Both the predictions are disconfirmed by the data that seem to be in favor of theories based on multiple types of representation (Dove, 2009; Barsalou, et al., 2008; Borghi e Cimatti, 2009).

Keywords: *comprehension, left primary motor cortex, abstract sentences, transcranial magnetic stimulation, information processing*

The role of religiosity in mediating biopsychosocial outcomes in homosexuals and heterosexuals with HIV: a structural-equation-modeling comparison study

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Religiosity has been shown to be a resource for many adults with HIV, but may be expressed differently according to sexual orientation. The purpose of this study was to examine how homosexuals and heterosexuals with HIV benefit from religiosity. In a state-wide survey (Alabama, USA), 395 adults with HIV were assessed on a variety of medical and psychosocial measures. Factors were extracted for age, health status, disease duration, education, social support, mood, and religiosity and were specified in a structural equation model for two groups (i.e., homosexuals and heterosexuals), where religiosity mediated the effects of age, education, and chronicity on the biopsychosocial outcomes of health, social support, and mood. All of the trimmed models fit the data well (GFI > .90; RMSEA < .10). For heterosexuals (*n* = 230), those who were older had higher levels of religiosity but religiosity did not mediate any of the biopsychosocial outcomes. For homosexuals (n = 165), religiosity was positively related to social support. Results from this structural-equation-modeling comparison study suggest that religiosity may facilitate certain positive biopsychosocial outcomes but is expressed differently by sexual orientation.

Keywords: *HIV, religiosity, sexual orientation*

The role of safety discussions in improving speeding in the work vehicle

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Work-related driving crashes are the most common cause of work-related injury, death, and absence from work in Australia and overseas. Surprisingly however, limited attention has been given to initiatives designed to improve safety outcomes in the work-related driving setting. This research paper will present preliminary findings from a research project designed to examine the effects of increasing work-related driving safety discussions on the relationship between drivers and their supervisors and motivations to drive safely. The research project was conducted within a community nursing population, where 112 drivers were matched with 23 supervisors. To establish discussions between supervisors and drivers, safety sessions were conducted on a monthly basis with supervisors of the drivers. At these sessions, the researcher presented context specific, audio-based anti-speeding messages. Throughout the course of the intervention and following each of these safety sessions, supervisors were instructed to ensure that all drivers within their workgroup listened to each particular anti-speeding message at least once a fortnight. In addition to the message, supervisors were also encouraged to frequently promote the anti-speeding message through any contact they had with their drivers (i.e., face to face, email, SMS text, and/or paper based contact). Fortnightly discussions were subsequently held with drivers, whereby the researchers ascertained the number and type of discussions supervisors engaged in with their drivers. These discussions also assessed drivers' perceptions of the group safety climate. In addition to the fortnightly discussion, drivers completed a daily speed reporting form which assessed the proportion of their driving day spent knowingly over the speed limit. As predicted, the results found that if supervisors reported a good safety climate prior to the intervention, increasing the number of safety discussions resulted in drivers reporting a high quality relationship (i.e., leader-member-

exchange) with their supervisor post intervention. In addition, if drivers reported a good safety climate, increasing the number of discussions resulted in increased motivation to drive safely post intervention. Motivations to drive safely prior to the intervention also predicted self-reported speeding over the subsequent three months of reporting. These results suggest safety discussions play an important role in improving the exchange between supervisors and their drivers and drivers' subsequent motivation to drive safely and, in turn, self reported speeding.

Keywords: *work-related injury, driving accidents, safety*

The roles of mother's and father's caregiving characteristics in the development of adult attachment orientations among Filipino young adults

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The study aims to know which of the parental caregiving characteristics best predicts adult attachment orientations. A survey was distributed among 179 single Filipino young adult professionals ages 21-31. To measure the Attachment Orientations of the participants, the study used the Experience in Close Relationships-Revised (ECR-R) Adult Attachment Questionnaire by Fraley, Waller and Brennan (2000). To assess the parental caregiving characteristics, the participants were asked to separately rate their mother and father base on the three caregiving styles which were warm, inconsistent and rejecting. Regression analysis was done to analyze which of the caregiving characteristics (i.e., mother's warmth, inconsistency and rejection; father's warmth, inconsistency and rejection) best predicts attachment-related anxiety and avoidance. Furthermore, an interview was done to further explore the parent-child relationship histories. Result showed that mother's warmth and father's inconsistency best predicts one's attachment-related anxiety while mother's warmth and father's rejection best predicts one's attachment-related avoidance. The warmth and responsiveness of the mother was seen to lessen both attachment-related anxiety and avoidance, however, the difference lies with the caregiving characteristics of the father. If the father is seen to be inconsistent, it is most likely that one would develop higher attachment-related anxiety. On the other hand, it is the father's rejection which most likely leads to higher attachment-related avoidance. This was further substantiated in the interviews done thereafter. Mothers of those with lower anxiety and avoidance were reported to be more affectionate, attentive, available and supportive. Fathers of those with lower anxiety were reported to be indifferent and inconsistent while fathers of those with lower avoidance were described to be absentee, distant and demanding. This study further validates the importance of parent's roles especially in the formative years of the child as it may have repercussions on one's later development of relationships. Further, it also showed that not only mother's caregiving characteristics influences one's development, the father's role is also seen as crucial in influencing one's adult attachment orientations. The findings of this study may be helpful in relationships and family counseling.

Keywords: *parental caregiving, adult attachment, attachment-related anxiety, attachment-related avoidance, parent-child relationship*

The search for HMAS Sydney II: Locating a lost ship through the integration of survivor reports

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The aim of the current study was to describe the unique application of cognitive psychology to the successful search for HMAS Sydney II which was located off the coast of Western Australia in March 2008, after having been lost for nearly 67 years. This had created an enduring mystery concerning the circumstances of its loss and the fate of over 600 Australian Navy personnel who had perished. In order to locate Sydney, it was first necessary to locate HSK Kormoran, the German raider that ultimately sank her and was then scuttled by its crew. While there were no survivors from Sydney, there existed a database

of reports of interviews of the German survivors. While these reports all suggested a general area, they were highly variable and no one report could be safely assumed to be reliable. We addressed this problem by drawing an analogy to Bartlett's famous War of Ghosts study. Each report could be considered as a degraded version of one of a small number of original source statements. By identifying these statements, we had a set of independent constraints that any potential location needed to satisfy. After combining the source statements with two additional pieces of physical evidence, we identified an area of high probability centred on the point, 26º 07´S 111º 02´E, approximately 300km south-west of the Western Australia town of Carnarvon. In February 2008, the search for Kormoran was initiated by David Mearns on behalf of the Finding Sydney Foundation which had raised the necessary funds. Using side scan sonar, Kormoran was discovered at 26º 05´ 49˝S 111º 04´ 27˝E – less than 5 km from the point that we had identified. Sydney was discovered a few days later and announced to the public by the Prime Minister. Our analysis of this problem was based on an innovative and, as far as we are aware, unique application of cognitive psychology based on the following principles: (1) The ability to account for variability in human data in a systematic manner; (2) a model of information integration as a basis for decision making; (3) commitment to a quantitative approach. We envisage that our analysis may be extended to future searches involving the use of disparate, fragmentary, and contradictory information.

Keywords: *HMAS Sydney II, survivor reports, cognitive psychology, decision making, quantitative approach*

The structure of perceptions of counterproductive work behaviour (CWB)

MUHAMMAD HAFIDZ, S. (National University of Malaysia, Malaysia), BELL, R. (The University of Melbourne)

The aim of this research was to examine individuals' perception of counterproductive work behaviour (CWB). An important issue to consider in understanding CWB is the community perception as to what constitutes CWB, since counterproductive behaviours that are not perceived as serious may be more common. Previous research focused on identifying dimensionality and antecedents of CWB in people actually engaging in such behaviour. This study examines how people more generally perceive these behaviours, and examines competing models from the participant research in order to derive a model of perceived counterproductive work behaviours. 266 undergraduates (over 90% of them with part-time work experience of a median duration of 36 months) completed a survey where they rated the seriousness of 84 counterproductive work behaviours. Results showed that people have a complex structure of perceived counterproductive work behaviours, as a fifteen factor model was required to model that data. A second order factor model gave two factors: one focused on factors that are related to the company or others such as, 'Give away goods or services for free without authorization' or 'Verbally abuse a supervisor'. The other second order factor focused on personally advantageous behaviours such as 'Misuse of business expense account' or 'Conduct personal business during work time'. While an average of 99% of the group rated behaviours from the first factor as unacceptable, 30% rated items from the second factor as either acceptable or neither acceptable or unacceptable. The perception of counterproductive work behaviours follows a complex structure and attempts to change organizational climates or to screen future employees with respect to this, particularly with respect to relatively undetectable behaviours needs to take this complexity into account.

Keywords: *counterproductive work behaviour, perceptions*

The study of relationships between expatriates' psychological contract and employees' work outcomes: The mediating effects of organizational commitment

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During the trend of globalization, expatriates have become an important workforce in multinational corporations. In general, the average cost of expatriates was over three times higher than other employees. However, many expatriates unable to complete their overseas assignments. These failures will cause a tremendous expend for multinational companies. Past research argued that the psychological contract is not only helpful for building employees' organizational commitments, but also could bring benefits for the organizational outcomes. This field study extended previous research to examine the mediating role of organizational commitment between expatriates' psychological contract and employees' task performance and organizational citizenship behavior. Samples consisted of 309 expatriates with at least six month overseas experience from 22 multinational companies headquartered in Taiwan. To test the proposed hypotheses, this study was analyzed by Structural Equation Model (SEM) that used the maximum likelihood estimation to estimate all of the parameters. The results partially supported hypotheses. Therefore, the expatriates' organizational commitment had a partially mediating effect between psychological contract and task performance. However, expatriates' organizational commitment had a fully mediating effect between psychological contract and organizational citizenship behavior. The findings from this study has provided contributions to both theory and field study of multinational company and psychological contract. Moreover, it helped to clarify the mechanisms between psychological contract and organizational commitment and organizational citizenship behavior. The results suggested that psychological contract may directly or indirectly influence expatriates' task performance through arousing their organizational commitment. In additional, the psychological contract could indirectly motivate expatriates to demonstrate high organizational citizenship behavior by organizational commitment.

Keywords: *organizational citizenship behavior, expatriate, organisational commitment, organisational outcomes, task performance*

The subjective perception of benefits from cognitive fitness interventions in older women remains domain specific

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In a randomized controlled trial we showed that a mental and a physical activity intervention were effective to enhance or maintain cognitive fitness, i.e., episodic memory and working memory. A positive perception of one's own cognitive fitness is an important condition for high self-efficacy beliefs and, thus, can sustain independence in old age. Here, we pose the question whether objective cognitive benefits are reflected in subjective perceptions of memory and concentration. This would underscore the practical relevance of these kinds of interventions. Healthy women (N = 259), aged 70 to 93 years, were randomly assigned to participate in either a mentally challenging computer course or in a demanding physical exercise course or in a control group. Each intervention course lasted six months with 90-minute sessions three times per week. In addition to pre-post-tests of episodic memory and executive function, subjective evaluations of the perceived change in memory and concentration were captured at baseline, at four months and six months and at a ten-month follow-up. Multilevel linear modelling was used to compare trends over time in the three groups. Despite comparable objective cognitive benefits from both the mental and the physical interventions (in contrast to the control group), only the women in the computer course had perceived benefits in memory, $F(2, 707.9) = 4.31$, $p = .01$, and concentration, $F(2, 714.2) = 4.75$, $p = .009$. The exercise group, in contrast, rated only their physical health as having improved, $F(2, 562.0) = 4.63$, $p = .01$. These effects were seen during the intervention period, i.e., at four months and again at six months, but did not persist up to the ten-month follow-up. The perception of cognitive benefits seems to be biased towards the obvious intervention domain, i.e., gains are perceived in the corresponding activity domain only. A sensitization for transfer effects could not only enhance motivation and satisfaction with the

outcomes in participants of intervention programs but may also be beneficial in terms of practical relevance.

Keywords: *cognitive fitness, episodic memory, working memory, self-efficacy, executive function*

The support for patients at risk of suicide and self-harm component of the access to allied psychological services (ATAPS) projects

FLETCHER, J. (University of Melbourne)

The Access to Allied Psychological Services (ATAPS) projects have been operating as a component of the Better Outcomes in Mental Health Care program (BOiMHC) since 2001. This component has enabled GPs, through Divisions of General Practice, to refer consumers to allied health professionals for up to twelve (or 18 in exceptional circumstances) sessions of evidence-based mental health care (i.e., Cognitive Behavioural Therapy). Until mid-2008, the ATAPS projects have targeted people with high prevalence mental disorders. In late 2008, the Support for Patients at Risk of Suicide and Self-harm demonstration project, funded jointly under the Australian National Suicide Prevention Strategy and the ATAPS component of the BOiMHC program, provided additional targeted funding to 19 Divisions of General Practice to offer a more intensive, prioritised service for people who are at risk of suicide, who may or may not have a mental disorder. The Centre for Health Policy, Programs and Economics at the University of Melbourne is currently evaluating this project. Data sources include a web-based minimum data and purpose designed interviews with project officers and providers. This presentation will report data related to the uptake of the demonstration project by consumers, GPs and allied health professionals, as well as the outcomes of qualitative surveys of stakeholders. The experiences of Divisions in implementing the project, GPs and Emergency Departments making referrals, and allied health professionals delivering services will be reported. Divisions were enthusiastic about the project but reported a need to re-evaluate their existing models of service delivery in order to meet the requirements of the demonstration project and engage GPs and allied health professionals in the care of these consumers.

Keywords: *access to allied psychological services, suicide, self-harm*

The transitional stress and adjustment model (TSA)

ISRAELASHVILI, M. (Tel Aviv University)

The Transitional Stress and Adjustment (TSA) model advocates the idea that there are several universal phases that every person who is undergoing a process of transition may experience in the course of approaching a state of (re-)adjustment. Furthermore, the TSA model suggests that the six suggested phases (e.g., exploration of situational lawfulness) should also function as the components assessed to evaluate the extent to which the environment (e.g., workplace, marriage, school) supports the individual in his pursuit of resolution regarding these phases. Thus, a comprehensive understanding of the process of transitional stress and adjustment would be achieved through an exploration of the fit between the person and the environment with regard to the TSA phases. The TSA Model emerged from a cross-situational analysis of the components that have been suggested by various stage-models of adjustment to a new situation in the literature. Though the TSA model incorporates mostly cognitive components, it is argued that emotional liability is an unavoidable characteristic of any adjustment process, due to the person's dialectical shifts – backward and forward - in exploration of P-E fit in each of the phases. In light of the prominent number of people who seek counseling in times of transition and adjustment, the TSA model can serve as a conceptual framework for better understanding the antecedents and processes of positive adjustment to life transitions. Moreover, it can also serve as a practical guide for counseling psychologists who are dealing with people in transitions. An example of that would be demonstrated with regard to counseling new immigrants who are troubled with relocation and adjustment to the new land.

Keywords: *transitional stress and adjustment (TSA) model, environment, counselling*

The type of chronic childhood trauma and parental behavior

WIDERA WYSOCZANSKA, A. (University of Wroclaw)

The goal of this study was to learn about parental behaviors in families with a specific type of abuse. This is part of a larger study on the risk factors which contribute to the inception and, especially, the maintenance of a given type of abuse in the family. Studied were 704 randomly selected persons with a mean age of 35 years (450 women and 254 men) and with secondary education or higher. The qualitative interviews "Family Childhood Abuse Map" and structured qualitative questionnaire "Intimate Situations Questionnaire" were used to determine the type of childhood abuse experienced by the investigated persons. The structured interview "Retrospective Perception of Parental Attitudes", with a Cronbach's alpha of 0.94, was used to identify the person's retrospective and subjective perception of their parents' parental attitudes. 88 percent of the study group had experienced emotional abuse, 60% physical abuse, 38% sexual abuse with touching, 58% alcoholism of the father, and 28% alcoholism of the mother. The statistical analysis was based on Spearman's correlation coefficient and cluster analysis. The results showed which behaviors of the mothers and fathers of the families with a specific type of abuse appear significantly more frequently or more rarely compared with mothers and fathers of the families with other types of abuse. They fall into six dimensions: care and support vs. neglect and blaming; the quality of satisfying the child's needs; the quality of abiding to boundaries, rules, and roles in the family; the quality of self-confidence as a mother; and partnership in child rearing. This study is intended to help in preparing preventative and therapeutic programs for children and adults from dysfunctional families and parents.

Keywords: *parental behaviors, childhood abuse, risk factors, therapeutic practice, dysfunctional families*

The underlying processes involved in the development of anxiety in adolescence: Test of a conceptual framework

PAPANDREA, K. (The University of Adelaide)

Research indicates associations between specific parenting styles and negative developmental problems in adolescents. However, the underlying processes regarding how such parenting dimensions contribute to such outcomes have not yet been clarified. By employing a theory-driven conceptual framework, the present study reports on the first wave of a two-year longitudinal study examining the relationships among maternal and paternal psychological control and responsiveness, and characteristics of adolescents, such as self-esteem, and a range of negative developmental outcomes, such as anxiety and depression. A community sample of 509 adolescents (14-15 years of age) attending fifteen high schools from rural and metropolitan areas in South Australia completed a battery of self-reported measures online, and are due for a followed-up in March, 2010. Structural Equation Modeling (SEM) will be employed to test the proposed conceptual framework. Results concurrently demonstrated that both maternal and paternal psychological control directly and indirectly predicted social anxiety through impacting on the healthy development of the adolescent's self-esteem. The findings highlight that parental attempts to psychologically control the behaviour of adolescents through such methods as love withdrawal, guilt induction, and invalidation of feelings, contribute to the development of anxiety, in particular social anxiety in adolescents. Moreover, such parenting techniques may do so through promoting thoughts and feelings of inadequacy associated with a negative sense of self, which is often an inherent feature of anxiety. Thus, the developing sense of self may be viewed as an underlying process of the relationship between parental psychological control and social anxiety. It is anticipated that a better understanding of the etiological pathways of social anxiety disorder (SAD) in adolescence may not only enhance existing knowledge but may facilitate research-based intervention and prevention programs at both the parental and adolescent levels and ultimately reduce the incidence and

consequences of this under-recognised, yet potentially debilitating disorder.

Keywords: *parenting styles, developmental problems, adolescents, underlying processes, anxiety*

The use of learning support assistants in inclusive education, in ACT public primary schools

D'CRUZ, R. (University of Canberra)

This study aimed to examine the role, effectiveness and alternate methods of deployment of Learning Support Assistants (LSAs) in ACT public primary schools. This qualitative study used the semi-structured interview format for data collection and the Thematic Analysis Technique (TAT) (Boyatzis, 1998; Braun & Clarke, 2006; Ely, Vinz, Downing, & Anzul, 1997; Silverman, 2004) for data analysis. In keeping with the principle of Triangulation (Patton, 1990) four different stakeholder groups were interviewed comprising three school principals, three learning support assistants, three special education teachers, and three parents who had children with a disability. Four sets of interview questions, adapted from a similar questionnaire by Giangreco, Broer, and Edelman (2002), asked each participant for their views on the role, effectiveness and alternate ways of deploying LSAs. Overall, common thematic findings were that the role of LSAs is not uniformly understood across the board. For example, LSAs are briefed and consulted about Individual Learning Plans only in some schools. However, LSA input at the time of reporting is sought by most special education teachers. LSA autonomy appears to depend on the teacher-LSA relationship. Further, LSAs are generally seen to be quite effective, though there are concerns that Students with Disabilities (SWDs) can become dependent on the support LSAs provide. Concerns were also articulated that the close proximity of the LSA to the SWD could inhibit the SWD's peer and teacher relations, and delay the SWD from commencing to work independently. Rostering LSAs so they get to work with different SWDs was suggested as a way of reducing SWD attachment to particular LSAs. It was also seen as a way of managing LSA absences. Qualifications in Disability Studies and ongoing professional learning were suggested as ways to enhance professionalism in the LSA workforce. This study has highlighted the need for greater clarity around LSA roles and methods of deployment.

Keywords: *learning support assistants (LSAs), primary school, thematic analysis, students*

The use of restraint and seclusion on people with intellectual disability: A population study with implications for the reform of clinical practice

MCVILLY, K. (Deakin University), WEBBER, L. (Department of Human Services)

The aim of the current study was to investigate the topography and prevalence of restrictive interventions in use with people with intellectual disability who exhibit behaviors of concern to community-based service providers; and also to develop a jurisdictional-wide strategy to promote the use of non-aversive evidence-based psychological alternatives, consistent with the UN Convention on the Rights of Persons with Disability and a Positive Behaviour Support (PBS) approach to intervention. A population database, established under the provisions of the Disability Act (2006) for the reporting of restrictive interventions (chemical and mechanical restraint and seclusion) by disability service providers, was analysed. A base-line measure of restrictive interventions was established. A literature review of alternative interventions was conducted and subsequently a range of practice alternatives established and disseminated. On-going monitoring of the population data base was conducted over a two year period to ascertain the impact of the reform process. At base-line, the majority of people who were subjected to restraint and seclusion were subjected to chemical restraint (96%). Time sampling indicated, regardless of restraint type, the use of restraint was routine rather than a strategy of last resort. Consistent with findings in the U.K and U.S.A., those subjected to restrictive interventions were more likely to be young males who were reported to have multiple disabilities, including Autism. The up-take and effect of the alternative strategies is

currently being assessed at the time of submitting this abstract, with data on these findings available over the next few months. Restrictive interventions, inconsistent with internationally accepted human rights and contemporary evidence-based practice, are currently used routinely to control people's behaviour. Systemic policy and procedural developments are needed to address these issues, together with a longitudinal study to evaluate the effectiveness, on a population level, of alternative, non-restrictive strategies. Population databases are useful, but have some limitations that need to be addressed to maximize their utility.

Keywords: *intellectual disability, restrictive interventions, Positive Behaviour Support (PBS)*

The work-family conflict and work ability relationship for an ageing demographic: examining the indirect effects of job satisfaction, family satisfaction and wellbeing

APPANNAH, A. (Deakin University), DEY, D. (Deakin University), PALERMO,

The aim of this study was to investigate the effects of work-family conflict (defined as when the demands of one domain of either work or family interfere with the demands of the other) on work ability (defined as one's subjective and objective assessment of ability to work). Both work interfering with family demands (WIF) and family interfering with work demands (FIW) were measured to determine work-family conflict. The indirect effects of job satisfaction, family satisfaction and wellbeing on the work-family conflict and work ability relationship were also examined. A total of 128 participants were recruited for this study. The sample consisted of fulltime and part time workers from a public health organisation and corporate industries in Australia. Participants were required to complete a survey, either online or on paper. The results demonstrated that the Work Interfering with Family Life domain of work-family conflict was significantly related to lower levels of job satisfaction and wellbeing. Furthermore, personal wellbeing was a significant predictor of work ability. Finally, a significant negative relationship was found between work interfering with family life and work ability, with wellbeing playing a partially mediating role in this relationship. The implications of these findings are in recommending strategies for promoting work ability for all workers. These findings can be used as part of a long term strategy to delay early retirement and retain ageing workers in the workforce. Implementing policies that reduce work-family conflict in organisations can help sustain economies by enabling ageing workers to continue working for longer periods of time.

Keywords: *work-family conflict, work, job satisfaction, family satisfaction, well-being*

The Young Learners Project: Associations between cognitive ability and aspects of early literacy knowledge and skills

CARE, E. (University of Melbourne), CARE, E. (University of Melbourne), CHAN, E. (University of Melbourne)

The Young Learners' Project is designed to investigate links between child and family characteristics, teacher effectiveness and early literacy knowledge in 4-5 year old children. In this study associations between children's early literacy understandings, as measured by a tool developed within the project, the Early Literacy Knowledge and Skills (ELKS), and intelligence, as measured by the Naglieri Nonverbal Ability Test (NNAT), are reported. Over a two-year period, 385 children completed the NNAT, administered by psychologists and supervised probationary psychologists, and the ELKS. These tests were administered on a one-to-one basis within the normal hours of the early learning and day care centres. Based on the early literacy developmental stages proposed by Ferreiro and Teberosky's (1982), item scores from the ELKS were analysed using item response modelling. Children were then grouped based on their developmental level in early literacy. One-way analysis of variance across four levels showed significant differences in NNAT standard scores between children who were at a lower level of early literacy development compared with those at a higher level, in both skills and knowledge areas. Consistent with previous research,

findings from the study suggest a relationship between cognitive ability and understanding of early literacy concepts in young children. Children who were more cognitively advanced appear to show greater knowledge and understanding of literacy concepts and print conventions. The findings provide support for individualised teaching in literacy for children with different cognitive abilities.

Keywords: *The Young Learners' Project, teacher effectiveness, early literacy knowledge, Naglieri Nonverbal Ability Test, children*

Theory of planned behavior (TPB), implementation intentions (IMIs) from unwanted inner states, study intentions and behaviors, and academic performance: An integrative model

BROONEN, J. (University of Liège)

Intention is considered as a key determinant of behaviour in goal theories and theories of attitude-behaviour relations (e.g., Theory of Planned Behaviour (TPB)). However, the intention-behavior relation is relatively weak, largely a consequence of people having good intentions but failing to act on them. A distinction must be made between forming an intention, a motivational process, and implementing it, a volitional one. Volition addresses the regulation of behavior after the intention has been formed. Problems of goal implementation involve action initiation or ongoing goal striving from getting derailed. Implementation Intentions (IMIs) are a specific volitional tool which consists of specifying an anticipated cue ('If' component) as a condition for initiating or protecting goal-directed responses ('then' component). These kinds of intentions lead to more frequent goal attainment compared to setting mere goal intentions. In the health domain, IMIs were specifically proved to increase the likelihood of realizing intentions when shielding ongoing goal pursuits from disruptive inner states. In the present field of research, it was investigated in the academic domain whether some inner states, which could impair study, could be specified in the 'if' component of IMIs and linked to an effective shielding response in the 'then' part. These intentions were also assumed to trigger not only motivational control actions, but also intentions of learning behaviours and to mediate the effects of the classical variables of the TPB on academic performance. 207 freshmen students completed longitudinal questionnaires and Structural Equation Modelling was employed (Lisrel; *Robust Maximum Likelihood Method*). IMIs geared at controlling interfering motivational inner states enhanced the rate of actions protecting goal-striving and triggered intentions of learning strategies, which were positive antecedents of study behaviors. IMIs totally mediated the effect of classical variables of TPB. The whole model increased the amount of explained variance of academic performance above the contribution of the constructs of the TPB (R^2 =.35). In the academic domain, use of unwanted motivational inner states as initiators of goal-shielding responses through IMIs maximizes the effects of simple intentions to make good marks. IMIs are also a self-regulating tool capable of inducing intentions and behaviors of applying learning strategies, which are positive antecedents of academic performance.

Keywords: *theory of planned behaviour, implementation intentions (IMIs), goal theory, academic performance*

Thinking is advisable. Especially when dealing with complex problems

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Recent findings have led to the claim that non-conscious processing is superior to conscious deliberation in complex decision-making [Dijksterhuis, A., Bos, M. W., Nordgren, L. F., & Van Baaren, R. B. (2006). We dispute this claim and argue (a) that in that study (Exp. 1 & 2) no genuine non-conscious condition existed and (b) that the participants were forming attitudes rather than solving a problem and (c) that the task that meant to be more complex, was in fact no more complex than the other task. Participants were exposed to attributes of choice alternatives, for a duration long enough for encoding, but not for analyzing the information. After initial attributes exposure,

half of the participants engaged in conscious deliberation and half were distracted with an anagram task. In Exp. 1 half of the participants evaluated cars from a subjective perspective (attitude formation), and the others evaluated them from the perspective of another person's preferences (problem solving). In Exp. 2 participants evaluated vacation packages from the point of view of a travel agent doing work for a customer. For half of the participants, the parameters underlying the customer's preferences were additive (simple problem), whereas for the other half they interacted (complex problem). In Experiment 1 we found that participants who were given four minutes post-exposure to consciously deliberate made better criteria-fitting decisions than those who were given a distracting task. We also found that participants engaged in attitude formation were less accurate than those solving an impersonal problem. Importantly, increasing the number of attributes hampered performance in the problem solving but not in the attitude formation task. In Experiment 2 participants consciously deliberating after exposure solved impersonal problems better than the distracted participants and this effect was pronounced in the more complex task. We suggest that in problem solving tasks, conscious processing is superior to non-conscious processing, particularly in complex problems, where optimal allocation of resources is essential.

Keywords: *information processing, complex decision-making, problem-solving*

Time elapsing since last use of cannabis: Implications for measures of IQ

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Over the past decade evidence has emerged concerning impaired cognitive performance related to the use of cannabis, and of a withdrawal syndrome arising from the cessation of its use. However, little is known about any long-term effects on cognitive abilities which may be related to cannabis use. The neurotoxic properties of cannabis make this an important question. This paper examines the relationship between time since cessation of cannabis use and performance on the Ravens Progressive Matrices IQ test. Ravens Matrices Set E scores were obtained from 59 cannabis users (mean age = 23.0 years, *SD* = 3.8 years), with a median lifetime use of 72 joints (1st quartile = 15, 3rd quartile = 760 joints). Participants had been abstinent from cannabis for at least seven days, with a median of 66.5 days (1st quartile = 14.3, 3rd quartile = 615.5 days) since last use. Measures of substance use history, mood, and demographics were also obtained. Tertile groups were based upon time since last cannabis use, with cut offs at 22.3 and 269.3 days. Mean Set E scores progressively declined across tertiles. One-way ANOVA with simple contrasts showed a significant difference between the first and third tertile. Using multiple linear regression analysis, 21.2% of variability in Set E scores was explained by a highly significant predictive model containing self-reported arousal scores, transformed measures of time since last cannabis use, and onset age for cannabis use, respectively. Only time since last use was inversely related to Set E scores, and explained the largest respective portion of variability in these scores (10.6%) for the three predictors. In separate analyses, Set E scores were uncorrelated with estimates of cannabis and ecstasy consumption, but approached significance in their negative correlation with time since last ecstasy use. Improvements in cognitive functioning should not be assumed when cannabis use is ceased. There is mixed evidence from relatively few studies regarding the course of cognitive functioning following cessation, so that a need for longitudinal and prospective studies is indicated. Potential causal mechanisms for changes in performance levels also require further investigation.

Keywords: *cannabis use, impaired cognitive performance, withdrawal syndrome*

To conserve or not to conserve? Determinants of household water use in South East Queensland

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The current paper encompasses a review of the psychological literature on household water conservation and an empirical study of the social and psychological determinants of household water efficiency (i.e. installing water efficient appliances) and curtailment (everyday water conservation practices) behaviours. The empirical study draws on an expanded theory of planned behaviour (TPB) model that incorporates aspects of social identity theory (household identity) and norm focus theory (descriptive and injunctive norms). A review of empirical psychological literature on water conservation identified key predictors of household water conservation and limitations of current methodologies. As part of the empirical study, 1750 households in South East Queensland completed a survey (either online or via the post) measuring variables of the expanded TPB model and self-reported water efficiency and curtailment behaviours. Additionally, for consenting households, actual water use records were obtained from the relevant city council. Where possible, multiple adults in a household responded to the survey (*n*=195). A sub-sample (*n*=320) of the larger sample also agreed to installation of high resolution meters in their home so that survey responses could be linked to specific water use around the home. The review of existing literature suggests the importance of demographic factors, water use habits and environmental knowledge and priorities as determinants of actual household water use. It is clear, however, that much of the past research has measured intentions rather than actual water use and that the research has tended to rely on individual data despite the reality that water use is often a collective activity. Drawing on the survey data, key predictors of water use intentions and actual water use will be discussed (including multi-level analysis of data from households with multiple respondents). In light of the vulnerability of freshwater resources for urban populations and the likelihood that existing pressure will be exacerbated by climate change, managing urban water demand is an important strategy for water policy-makers. By drawing on established psychological theories to identify the key psychological and social drivers of household water use, and ensuring objective measurement of household water use, the current research can provide valuable information to ensure the development of effective policy in this area.

Keywords: *household water conservation, efficiency, curtailment, theory of planned behaviour, psychological determinants*

Trade-off in object versus spatial visualization abilities: Restriction in the development of visual processing resources

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Previous research indicates relative independence between the ventral and dorsal visual pathways, associated with object and spatial visual processing, respectively. The aim of the current research is to investigate the relationship between Object Visualization Ability (the ability to process visual information about objects or scenes in terms of color or shape) and Spatial Visualization Ability (the ability to process information about spatial relations between objects and perform spatial transformations). We investigated the relationship between the object and spatial visualization abilities of five different age groups of participants whose ages corresponded to their amount of specialized training, ranging from none or very little to extensive. The first and second groups of participants consisted of younger children (ages 10-13) gifted in visual arts, sciences, or humanities that had not yet received area-specific training and older children (ages 14-17) who had begun to receive such training. The third and fourth groups consisted of undergraduate and graduate college students, all of whom majored in visual art, science, or

humanities. The fifth group consisted of members of different professions. All the participants were administered a number of object and spatial visualization ability tests. Across five different age groups with different professional specializations, participants with above-average object visualization abilities (artists) had below average spatial visualization abilities, and the inverse was true for those with above-average spatial visualization abilities (scientists). No groups showed both above-average object and above-average spatial visualization abilities. Furthermore, while total object and spatial visualization resources increase with age and experience, the trade-off relationship between object and spatial visualization abilities does not. These results suggest the existence of a trade-off between object and spatial visualization abilities and that the trade-off originates through a bottleneck, which restricts the development of overall visualization resources, rather than through experience in one type of visualization.

Keywords: *object visualization ability, spatial visualization ability, age*

Training empathy: A review and meta-analysis of empirical studies

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In counselling and psychotherapy, the concept of empathy is widely regarded as one, if not the most important, quality of effective therapists. However, the possibility to develop empathic abilities in training programs is also highly relevant outside therapy and has led to a substantial number of studies measuring the effectiveness of empathy training. This meta-analytic study aims at evaluating how effective training in empathy is. Based on a comprehensive literature review and relevant literature databases (PsycArticles, PsycInfo, SocIndex, ERIC, Medline, CINAHL), this contribution presents results of a meta-analysis of over 100 controlled studies on the effectiveness of empathy training programs. Only studies fulfilling high scientific criteria were included and comprehensively coded. Studies on empathy training were conducted with such diverse groups as students, health professionals, school and preschool children, couples, parents, older persons, and persons in the forensic field. The meta-analysis shows that empathy training has a stable and medium-size effect on increasing empathy of participants. We analyze and discuss possible influences on the effectiveness of empathy trainings. Limitations of these trainings are discussed which future practitioners and researchers of empathy trainings should consider.

Keywords: *empathy, training programs, psychotherapy, counselling*

Trajectories to delinquency: The significance of reputational orientations to primary, high school and incarcerated adolescent loners and non loners

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The present study aims were to (i) establish the nature of delinquent activities and reputational orientations among loners who reportedly commit delinquent acts without an audience being present; (ii) compare the delinquent and reputational orientations of loners with non loners; and (iii) establish the applicability of reputation enhancement theory with loners. Two scales the Adapted Self-Report Delinquency Scale (ASDS) and the Reputation Enhancement Scale (RES) were administered to 886 primary and 965 secondary school students and 108 incarcerated participants. Participants were classified as loners or non loners using the sociability scale of the RES. The ASDS and RES were also administered to 98 secondary school loners who were then age and gender matched with non loners to conduct a more stringent investigation. Multivariate analyses of variance revealed no significant main effect of delinquency in the large sample according to loner status. There was, however, a main effect for reputational orientations. The more stringent examination using a closely matched sample of 98 pairs of loners and non loners revealed that loners reported significantly higher levels of involvement in physical aggression, stealing

offences, and vehicle-related offences than the matched non loners. For reputation, overall, loners were less likely to perceive themselves as socially conforming and did not wish to be seen as socially conforming by others. Furthermore, they were less likely to describe themselves in terms of positive activity and power attributes, and did not want to be perceived by peers as possessing positive attributes. Moreover, loners were less willing to communicate their prosocial behaviour to friends, parents, and/or other adults. Social visibility and the committing of delinquent acts in the company of others (i.e., an audience) are NOT key elements on which loners build their reputations. Loners hold discrepancies about their actual and ideal selves than do non loners and this may offer opportunities for positive peer interaction based intervention strategies.

Keywords: *delinquents, reputational orientations, loners*

Translating health research into practice: It's not just a matter of "communication"

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To investigate differences in the ways health researchers and practitioners engage with the world and the implications for research translation. Analytic study based on some observations emerging from Individual and group interviews with an interlinked set of behavioural science researchers and practitioners, including practicing psychologists. Actor-Network theory (ANT) was employed to theoretically integrate the interview data. The original purpose of the study was to identify barriers to research translation, and this paper concentrates on an important, but less obvious barrier. One difference, in particular, was striking. When talking about their work, researchers and practitioners used different "practical ontologies", making them sound as if they operate in two different realities. Researchers talked about protocol design, reliability and validity, conceptual rigour and, especially, about the robustness of the causal relationships either assumed, or hypothesized. Personal and interpersonal processes (e.g. getting grants, managing surveys) were seen as enabling or supporting their engagement with a predominantly conceptual reality. On the other hand, practitioners talked about specific people, what they did, why they did it and when they did it. Causal processes were unambiguously personal and interpersonal. Knowledge, concepts (e.g. models of cessation) and evidence (e.g. survey results) were seen as supporting their engagement with a predominantly interpersonal reality. Such ontologies emerge, not because of differences between the individuals involved, but because researchers and practitioners are engaged in two very different work processes, and as a consequence they are enmeshed in different worlds. It is not simply a matter of stylistic, personal or epistemological preferences. Unless we are sensitive to these differences our attempts to translate health research into practice will be less effective than they could be. While the focus of this inquiry was to inform tobacco control interventions, we believe these results can be generalised to other intervention related research.

Keywords: *communication, Actor-Network Theory, translation*

Treating arson offenders – challenges, pitfalls and joys

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With heightened community focus on the issue of arson prevention and management in our community, work has commenced on developing a best practice approach to the treatment of convicted arson offenders. This paper will present the results of an extensive enquiry into current practice internationally and domestically which has culminated in an intervention approach designed for treatment of adult arsonists in institutional settings. Reference will also be made to the modifications and specific treatment targets indicated for community based interventions with this population. Currently in Australia there is no standardised treatment modality designed specifically to address the unique demands of intervention with adult deliberate firesetters. A proposed model for best practice treatment and

management for this population will be presented based on the evidence available currently.

Keywords: *arson offenders, treatment, prevention, community based interventions*

Trialing organisational integration between UK health and social care services in the context of whole system working: A quick fix or an enduring challenge?

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Irrespective of its theoretical and empirical infancy, the whole system working concept has managed to become already an international health policy imperative and an ethos proclaiming benefits in the 'joining' up of individual parts of system(s) in organisations that traditionally have worked in separatist or even competitive ways. In the case of UK health and social care organisations, the idea that service delivery should be redesigned under a whole system approach has been largely supported by the fact that patient groups rarely fit neatly within one set of professional groups and organisational boundaries (Hudson, 2006). Focusing on findings from a DoH change programme, the present paper discusses the pragmatic challenges in the deployment of assistive technologies within the current separatist organisational climate. The paper does not focus on the study of this innovation as a technological artefact but as an organisational one (e.g. tensions experienced at the managerial and service provider levels). Semi-structured interviews (*N*= 90) were carried out with stakeholders in health and social services who participated in the programme. The results corroborate that implementing remote care services in a whole system context is a complex endeavor. Successful implementation requires collaborative thinking, inter-organisational communication, the re-evaluation of organisational approaches in the delivery of care, and personal and organisational flexibility to new opportunities. The aims of the programme and its visions were framed within a patient centred discourse which in most instances was perceived by the multiple stakeholders as a mean of dealing with or silencing conflict. Issues of asymmetrical power amongst the organisations were also apparent. The study will increase our understanding of how whole system working concept is perceived and enacted and how complex organisational innovations across health and social care can be successfully implemented and managed.

Keywords: *organisational integration, social care services, organisational climate, communication, conflict*

Tripartite security system of attachment, self-esteem and worldview and the threat of terrorist attack

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To provide a better understanding of the way people develop and cope with fear and trauma, this study examines the relationship between mortality salience, worldview anxiety salience as perceived threats and subsequent attachment-related anxiety and attachment related avoidance associated with threat of terrorist attack. 232 individuals (primarily university students) were allocated randomly to one of the three conditions of writing a paragraph regarding their feelings associated with experiencing a terrorist attack, keeping a pet or facing their own death. The participants responded to a series of questionnaires that tapped into the following variables: desire of close relationship, self-enhancement regarding independent and interdependent traits, feelings towards members of other cultures. Results of this study partially supported the prediction of integration of the defence mechanisms in the tripartite security system model and the role of attachment style on defence mechanisms. This research showed that people that are affected by a stressful event activate their tripartite security system and their attachment style determines which defence mechanism is enhanced or suppressed. The results also showed that to cope with an unavoidable stressful event, establishing and maintaining secure attachment style may be an appropriate strategy. The study found that people's

attachment styles enhance or suppress activation of defence mechanisms regardless of them experiencing fear or trauma. The study challenges Hart, Shaver and Goldenberg's (2005) tripartite security system model.

Keywords: *fear, trauma, terrorism, anxiety, attachment*

Undergraduate psychology training and workplace needs: Student perspectives on the extent to which their education prepares them for their chosen career

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The current study surveyed 195 first to fourth year psychology students at a regional university in New South Wales about the amount of applied content in undergraduate psychology training and post-graduate opportunities for employment as a psychologist. Eighty-nine percent of students believed that the level of applied psychological training was either non-existent or inadequate, and therefore did not equip them for finding work as a psychologist. Ninety-six percent of students who wished to become intern psychologists believed that opportunities for working as intern generalist psychologists were either non-existent or insufficient. Concerns around employment and registration opportunities reflected this group's disillusionment with undergraduate training. Availability of work-place supervision and associated worry about paying for alternative private supervision was also evident. Recommendations for further investigation of the 'goodness of fit' between undergraduate psychology training and the ability of students to be competitive in the workplace following graduation will be articulated.

Keywords: *students, undergraduate psychology, employment, supervision*

Understanding client perceptions of the therapeutic relationship: A phenomenological investigation

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The aim of this paper is to present the results of an empirical research study exploring client perceptions of the relationship with their therapist, within the first five sessions of therapy. The presenter will explore the rationale for this study, including the significance of investigating clients' perspective on the therapeutic relationship in the early stages of therapy. The major results of this study and the implications in understanding the therapeutic relationship will be discussed. This study utilized a qualitative methodology to closely explore client perceptions of the therapeutic relationship, with the aim of identifying those aspects of the relationship clients find helpful and unhelpful. Three participants were interviewed on two occasions about their experiences of the relationship with a therapist. The data was analyzed using an empirical phenomenological approach and the researcher utilised a third party verifier to enhance the validity of the analysis. Themes were derived for each participant that reflected an aspect of their perception of helpful and unhelpful characteristics of the relationship with their therapist. The major results that emerged from this study, common to all participants was an interest in the personal life of the therapist, linked to participants' awareness of the boundaries of the relationship. Each participant expressed hesitation and uncertainty about what the boundaries of the relationship with a therapist are. An awareness of the role of the therapist and the importance of perceived trust and understanding were also major findings from this study. This study highlighted clients interest in the personal life of their therapists and it is suggested that future research is required to explore what it is clients' want to know about their therapist and clients' understandings of what the boundaries of the relationship are. Further research is also required to explore what it is clients see the role of a therapist and how this is connected to the quality of the relationship and perceived experience of a therapist.

Keywords: *therapeutic relationship, boundary, trust*

Understanding driver anger and aggression: Attributional theory in the driving environment

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Much of the aggressive driving displayed on our roads and highways is the result of driver anger and retaliation for a perceived driving offence. Theories of attribution depict the general process by which individuals explain the events around them, and may provide some insight regarding aspects of driver behaviour or the roadway environment that elicit aggression. The current two studies tested the applicability of Weiner's (1995, 1996) attributional model of social conduct to the roadway environment. Study 1 employed written scenarios where participants were asked to imagine themselves driving on a major highway. The vignette described another driver who cut in front of the participant causing him or her to brake suddenly. The degree of Controllability and Intentionality of the driving act was experimentally manipulated by altering the specific event-related details provided to the participants. Study 2 involved participants completing on-line driving diaries every two days, identifying their most negative/upsetting encounter with another motorist. After completing four diaries, the most anger-provoking event from the diary entries was selected and participants were asked to respond to a questionnaire similar to that used in Study 1. Path analyses in both studies generally demonstrated the hypothesized relationships proposed by Weiner's model and confirmed the model fit. Specifically, perceived Controllability, Intentionality, and Locus of Causality were associated with judging the offending driver as responsible for the negative driving event. Judgments of Responsibility were associated with more anger and with less sympathy (in Study 2 only). Anger was associated with aggressive behaviour in response to the offensive act, whereas sympathy was associated with prosocial behaviour. Recommendations will be offered for improved driver safety including the development of attributional retraining programs, teaching novice drivers about both formal and informal roadway communication, and the promotion of forgiveness in the driving environment.

Keywords: *attribution theory, driving behaviour, anger, aggression*

Understanding knowledge sharing in organizations

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The purpose of this paper was to empirically study the influence of four psychosocial variables and four organizational conditions of knowledge sharing behavior. The psychosocial variables are: attitude, subjective norms, self-efficacy and perceived value of knowledge. The organizational conditions are: organizational learning culture, training, strategic clarity and organizational support. Quantitative data were obtained from 1057 participants, 55.7% female and 44.3% male, all of them knowledge workers. An instrument of 50 items was designed and validated using Rasch's model. The items of the instrument were answered by research participants using a Likert scale of seven levels of response. The data showed a relationship between the studied psychosocial variables and organizational conditions and knowledge sharing behavior. A model was proposed using structural equation modeling. Knowledge sharing is the spine of organizational learning and knowledge management. This research contributes to the understanding of the human side of knowledge management. A new concept called *perceived value of knowledge sharing* is proposed and discussed. A study of the relationship between the perceived value of knowledge and knowledge sharing is suggested.

Keywords: *psychosocial variables, knowledge sharing behavior, subjective norms, organisational learning, support*

Understanding moves in task conflict: A framework integrating self salience and opponent's stance

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A framework based on a dual party approach is proposed to understand interpersonal task conflict. It integrates both personal and opponent factors in understanding moves of a conflict party. Drawing from the literature in conflict and self salience, we posit that both self-enhancing and complementary mechanisms could explain conflict moves. The former mechanism is associated with personal self salience whereas the latter with relational self salience. The exact direction of conflict moves, however, depends on the interaction between the self salience of an individual and the stance of his/her opponent. Two studies were conducted to test the proposed framework. In Study 1, 165 participants completed a scenario questionnaire describing a conflict situation. Stance of the opponent was manipulated in the scenario whereas participants' trait self salience was measured. In Study two, 94 participants engaged in a discussion task with another participant on the computer. The task was in fact an experimentally induced conflict situation in which the opponent's responses were programmed. Both of participants' self salience and stance of the opponent were manipulated whereas trait self salience was also measured. In Study one, participants' perceived dominance in the conflict scenario was found a function of trait self salience and opponent's stance. When participants' personal self was salient, their perceived dominance remained high regardless of the opponent's stance. When participants' relational self was salient, their perceived dominance in conflict was high when facing a submissive opponent but was low facing a dominant opponent. In Study two, an interaction between trait and primed self salience was found. Primed self salience produced the hypothesized pattern in behavioral conflict moves as in Study one, but only among participants whose trait personal self salience was low. The results echo with recent findings regarding self priming and social behavior. Results of the two studies supported the notion of using self-enhancing as well as complementary mechanisms to understand moves in task conflict. The present framework treats interpersonal conflict as a dynamic system such that a conflict party's actions should be an interaction between factors from the two parties involved. The framework also provides an alternative to existing theories of conflict processes that mostly adopt a single party approach in explaining conflict processes.

Keywords: *conflict, self salience, opponent's stance, priming*

Unraveling the role of different forms of autonomy and demands for creativity and health at work

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Innovation and creativity are competitive factors in a globalized economy. However, pressure to innovate leads to detrimental working conditions and a growing rate of mental-health problems. Review of literature and pilot studies showed that well-known health-promoting working conditions – namely, autonomy and variety of job demands – may also have a beneficial effect on creativity. The aim of the study is to get a more differentiated understanding of the role of autonomy, with its theoretically-derived facets of decision-, action-, and design latitudes, and job demands on employees' health and creativity as performance indicator. 228 employees from companies with high demands on creativity answered questionnaires on different facets of autonomy, job demands and job stressors. Health indicators were assessed according to a threshold model of 'mild' (psychological) to manifest (psychosomatic) disorders. Creativity was examined by self-rating and – for a subsample of 160 employees – validated by supervisor assessments. Structural equation modelling was used to analyze the differential impact of forms of autonomy and job demands on health and performance outcomes. A second ongoing survey (currently, 194 employees, 4 companies) is used for cross-validation. Although the different facets of autonomy are interlinked, especially design latitudes show a strong relation to higher creativity and lesser irritation. Moreover, job demands have a clear impact on creativity. Irritation can be seen as an early indicator of health impairment and the starting point of a chain of progressively severe health problems. Structural relationships are cross-validated by means of the second survey sample.

Results show the relevance of a differentiated analyses of work (e.g., discerning facets of autonomy) and health (according to a graded threshold model). They pinpoint specific implications for work design that promotes both health and creativity of employees.

Keywords: *innovation, creativity, autonomy, job demands*

Urban vs. rural differences in attitudes affecting dangerous driving behavior: An application of structural equation modeling

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Death rates from highway accidents for rural populations are markedly higher than similar rates for more urbanized populations. The question is raised concerning a possible "culture of bad driving attitudes" on the part of the rural population. The paper seeks to explore differences between urban and rural populations in terms of the relationship among factors representing component elements which are known to affect the propensity to drive in a dangerous manner. The research applied a series of methods which included principal component analysis, confirmatory factor analysis, and structural equation modeling to build a model of the interaction among five latent factors for the full sample (*n*=1040) drawn from three adjacent states in the USA. The five latent factors were derived from 18 directly observed manifest variables. The model was applied on a multi-sample basis for a subsample of rural respondents (*n* = 483) and a subsample of urban/suburban respondents (*n* = 557.) The survey instrument was designed to reveal patterns such as sensation seeking, denial of risk (reflecting optimism bias); social norm, objective norm and acceptance of the efficacy of speed, among other hypothesized factors. A factor representing dangerous driving was derived from five self-reported behaviors, drawn from the Driver Behaviour Questionnaire. The model produced an adequate level of fit to the data; (RMSEA=.026, CFI=.97 TLI=.96.) The hypothesis of a possible "culture of bad driving attitudes" on the part of rural drivers was not supported by the research. A comparison of the parameters (beta coefficients) calculated for the two samples suggests that, for the rural sample, the factor representing denial of risk is significantly more important in predicting dangerous behavior than the factor representing sensation seeking, while denial of risk is somewhat less important than sensation seeking for the urban sample. Factors representing the role of social norm and desirability of speed did not vary between the two sub-samples. The observed difference in roles of sensation seeking and denial of risk became more pronounced when additional segmentation was undertaken to reveal differences between rural males under age 30 and their urban counterparts. No differences in the role of the two factors were attributable to gender. The possibility that bad driving behavior in rural populations is associated with problematic attitude factors different from those in urban populations should be examined further, with a database based on a wider geographic area. If the pattern is confirmed in further research, the implications of the differences between attitude factors should be examined for possible integration into the development of context specific strategies to improve driving behavior.

Keywords: *attitudes, dangerous driving behavior, rural populations, urbanization, culture*

Use of an extended protection motivation theory (PMT) to examine change in walking episodes and saturated fat consumption in patients treated with percutaneous coronary intervention

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The present study aimed to examine the utility of the Protection Motivation theory-*plus (*PMT*plus*) model in predicting change over six months in health behaviours in patients who had undergone a first Percutaneous Coronary Intervention (PCI). In total 218 patients consecutively admitted for first PCI were

included in the study. Walking and saturated fat consumption and PMT scales along with a 'future distress' scale to enable investigation of the PMT*plus* model were administered via telephone shortly after discharge and again six months later. Results indicated that walking episodes increased significantly over time, while saturated fat consumption remained stable over time. Significant main effects for time were evident for all PMT*plus* measures with the exception of exercise self efficacy. Future distress was the only PMT*plus* component that decreased over time. The addition of 'future distress' significantly improved the predictive power of the PMT model. In total the PMT*plus* walking model explained 21.7% of the variance, while the PMT*plus* dietary model explained 16.5% of the variance. Age group, change in exercise self-efficacy and change in future distress made significant unique contributions to the prediction of change in walking episodes after PCI. Dietary vulnerability and change in future distress made significant unique contributions to the prediction of change in saturated fat intake. Overall these findings point to the PCI patients undergoing a process of adaptation to their CHD over time. The PMT*plus* model provides a useful model of cognitive and emotional appraisal. Findings point to the importance of providing psychological support to patients alongside advice regarding behaviour change.

Keywords: *protection motivation theory, percutaneous coronary intervention, exercise, future distress*

Using a novel method of measuring knowledge acquisition and bias to evaluate the effectiveness of 'active learning'

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This study had two aims: 1) to compare the effectiveness of 'active' and 'passive' learning in undergraduate students, and 2) to evaluate a new assessment technique that uses signal detection theory to give an indication of not only how much students know but also their tendency to accept or reject information that they hold (bias). Two different psychology practical sessions investigating visual illusions were prepared in either an active or passive format. In the active session students worked in groups and were given free use of the web; although with certain suggested websites. They were given the illusions to explore and the aim of the session was to discover the answer to certain general questions. In the passive sessions the students worked individually and did not have access to the web or the actual illusions- although they were given printouts of all material from the suggested websites, thus providing all the information needed to answer the questions posed. Each group of students did one active and one passive session. The order of presentation of the active and passive sessions was counterbalanced across groups. After the students had completed both sessions, they were tested on the material using a series of true/false statements. The data were then analysed using an assessment technique based on signal detection theory to give a score for how much each student knew and also a measure of their bias (see above). 2 x 2 mixed ANOVAs with active or passive session as the within participants variable and session topic as the between participants variable, were conducted on the knowledge and bias scores. For the knowledge scores there was a significant main effect of which topic was the active one (p = 0.012). For the bias scores there was a significant interaction between session topic and the effect of active Vs passive learning (p = 0.002). Considering only the knowledge scores, it appeared that passive learning was more effective, but was heavily task dependent. Consideration of the bias scores, however, suggested that the high knowledge score was at the expense of a lax bias representing a tendency to accept false information as true. Overall, it appeared that active learning was less affected by the task, and participants in the active conditions appeared better 'calibrated' (less bias). An interesting finding was that, over all the participants, there was almost no correlation (r = 0.004) between their scores in the active and passive conditions suggesting that different participants performed better in active or passive learning situations suggesting that different learning types may suite different people.

Keywords: *knowledge acquisition, active learning, bias, active learning, passive learning*

Using latent trait modeling to inform the DSM-V classification of Generalized Anxiety Disorder

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DSM-IV identifies discrete diagnoses. Lists of observable indices are used to assess latent disorder processes, but can DSM be a valid classification if it measures largely unobservable phenomena? There are no laboratory tests for most psychiatric disorders. There is no gold standard to measure the classification against. DSM has thus depended on reliability rather than validity to justify the parceling out of categorical diagnoses. The revision of DSM-IV is underway. The retention of a predominantly categorical classification is one of the greatest challenges to the validity of DSM-V. The alternative to such a classification is one that includes or wholly replaces this binary system with some form of dimensional assessment. A paradigm shift towards a more dimensionally based classification would increase the validity of DSM by reflecting the latent structure of disorders in the organization of diagnoses. Robust support for including dimensional measurement in DSM-V on this premise does not exist for all DSM-IV diagnoses. Evidence for incorporating diagnosis-specific dimensional assessment is limited particularly for Generalized Anxiety Disorder (GAD). This is the first study to investigate whether DSM-IV GAD criteria are graded markers of latent dimension(s) of pathology. The lifetime experience of DSM-IV GAD symptoms was assessed in 1,632 community respondents of the 2007 Australian National Survey of Mental Health and Well Being. Respondents who had experienced sub-threshold and threshold GAD symptoms were included in the sample to examine the relationship between DSM-IV diagnostic criteria and the latent structure of the disorder. The comparative model fit of unidimensional and multidimensional latent trait models was tested. These dimensions were then externally validated. It was found that a third of the sample reported threshold criteria for GAD. Based on the full information factor analyses, increasingly multidimensional solutions provided superior fit to a unidimensional conceptualization of the disorder. The DSM-IV criteria are graded markers of the interaction of these dimensions. Therefore, this study supports considering the inclusion of diagnosis-specific dimensional assessment of GAD in DSM-V. How these results could be used to establish categorical and dimensional diagnostic thresholds will be discussed.

Keywords: *generalised anxiety disorder, latent trait modeling, classification*

Using mixed distribution models to test the construct validity of the physical self-description questionnaire

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The Physical Self Description Questionnaire (PSDQ) (Marsh et al, 1994) is an internationally established instrument to measure the physical self. To test the psychometric quality of the PSDQ, confirmatory factor analyses (CFA) and multi-trait multi-method (MTMM) analyses have been conducted as well as item response theory (IRT) models (e.g. the Samejima-model). Probabilistic mixture distribution models such as the Mixed-Rasch-Model (MRM, Rost, 1990) have not been used so far. They allow us to identify different groups of people (latent classes) which the Rasch model holds, but with different item parameters. The MRM is an IRT model which combines the properties of latent class models with the Rasch model (as latent trait model). The PSDQ consists of 70 items which measure eleven subscales. Subjects respond on a six-point scale. The sample of this study constituted N = 568 students (mean age = 27.06; male n = 236). The results indicated acceptable goodness of fit indices for the 11 factor solution (χ^2/df [1585.87/505] = 3.14, TLI = .93, CFI = .94, RMSEA = .06, SRMR = .05). The inter-correlations varied between r = 0 -.75. To test the unidimensionality of the 11 scales, 11 separate confirmatory factor analyses were conducted. CFAs for each single scale almost always produced an inadequate model fit. Analyses of each of the 11 scales using the Mixed-Rasch-Model (MRM) confirmed this lack of unidimensionality, showing that the

best fit indices were almost always for a two-class solution. Approximately 30% of respondents did not complete the scales according to the given ordinal response format. As a result, their data has to be interpreted in terms of response tendencies and not in terms of content. The other 70% of respondents generally revealed unidimensionality in the sense of the specific construct. These detailed MRM analyses reveal the reason for the frequently observed lack of unidimensionality in the single scales: The PSDQ is inappropriate for assessing the specific assumed underlying dimension in a relatively large proportion of persons (approx. 30 %).

Keywords: *construct validity, physical self description questionnaire, latent class models*

Using negative and positive social feedback from a robotic agent to save energy, the moderating roles of feedback relevance and multiple goal activation

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Sustainable living is to a large extent the outcome of how consumers use the technology surrounding them. Seen from this perspective the rather strict separation of technological and behavioral solution is not only artificial but also detrimental to finding real sustainable solutions. Persuasive technology aims to intervene in these user-system interactions by using intelligent agents to change human attitudes and behavior. In the present paper, we explore the persuasive effects of social feedback, as provided by a robotic agent, on behavioral change. In two recent studies we showed that robotic agents are capable of exerting social influence on the behavior of users of household appliances by providing positive and negative social feedback (approval vs. disapproval). In the present paper we focus on the self- regulatory role of negative social feedback and demonstrate the effects of feedback-task relevance and multiple vs. single goal activation as moderating factors on the effects of both types of feedback. Two lab experiments will be presented that analyze the effects of task relevance of the feedback and the role of single vs. multiple goal activation. The experimental setup was largely based on the appliance simulation paradigm, which was developed and validated in a series of prior experiments on the topic. In this setup subjects make task decisions while engaged in the use of certain appliances, for example programming a washing machine. This setup makes it possible to study feedback processes and behavioral effects in a well-controlled lab environment. MANOVA analysis showed that social feedback by smart agents was more powerful than non-social factual feedback as provided through the user interfaces of appliances. In addition we showed that negative social feedback could produce more behavioral change than positive social feedback. Finally, we found that this valence effect was moderated by task relevance of the feedback and by single vs. multiple goal activation. The paper concludes that smart agents embodied by a robotic system are capable of persuading human users through mechanisms of social influence. Apparently humans are sensitive for social feedback even if this originates from a non-human source. Negative feedback is effective in achieving behavioral change suggesting the importance of negative feedback in self-regulation. The moderating effects of task relevance and multiple goal activation further strengthen the self-regulation explanation of feedback valence. Finally theoretical and practical implications of the findings will be discussed.

Keywords: *sustainable living, technology, social feedback, behaviour change, robotic agents*

Validity of cognitive workload indexes: An analysis of eye movements during interruption handling

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The aim of the current was to conduct an exploratory study of the sensitivity of eye movements-based cognitive workload indexes to cognitive load manipulations in the context of interruption handling. 65 subjects (aged 18-23, mostly female) took part in an experiment simulating interruptions during computerized office work. The complexity of interrupted and interrupting tasks was manipulated within subjects. The presence of an interruption lag

(which is a factor shown to decrease the cognitive complexity of interruption handling) was manipulated between randomly selected halves of the sample. Various eye movements-based indexes of cognitive workload were registered during different phases of interruption handling. As expected, most of the workload indexes were sensitive to the interruption lag presence (ps between 0.023 and 0.186, ps below 0.2 were considered significant according to the exploratory nature of the study). Two notable exceptions were blink rate and pupil dilation. The interactions of the complexity factors with the interruption lag factor were also assessed because the presence of the interruption lag allows for the employment of special cognitive-behavioral interruption handling strategies. Such strategies may decrease the cognitive load associated with the complexity factors and thus their employment should be reflected in a valid index of cognitive workload. The interactions were systematically found for fixation duration (ps between 0.061 and 0.179). Complexity factors had no effects on fixation duration in conditions with interruption lag, but there were clear complexity effects in conditions with no interruption lag (there was an increase in mean fixation duration in more complex interruption episodes). This is the first study to assess the validity of cognitive workload indexes related to eye activity in the context of interruption handling. Increase in fixation duration was shown to be the most sensitive index of cognitive workload. The use of pupil dilation as an index of cognitive workload in ecologically valid setting should be avoided.

Keywords: *cognitive workload indexes, interruption handling, eye movement, validity, cognitive complexity*

Value orientations, perceived risks and benefits, and acceptability of nuclear energy

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Acceptability of an increase in the supply and use of nuclear energy is most likely not based on purely objective risks such as expected morbidity. Subjective aspects of risks, such as specific beliefs on costs and benefits of nuclear energy, play an important role in supporting or opposing an increase in the supply and use of nuclear energy. These beliefs are rooted in values. Therefore, this study focuses on which values and beliefs can explain the acceptability of an increase in the supply and use of nuclear energy. Respondents completed questions on egoistic, altruistic and biospheric values, perceived risks and benefits of nuclear energy, and the acceptability of an increase in the supply and use of nuclear energy in the Netherlands (*N*=123). We examined the relationships between these constructs by means of a series of regression analyses. Perceived risks were negatively related to acceptability of nuclear energy, and perceived risks partly mediated the relationship between egoistic value orientations and acceptability. Perceived benefits were positively related to acceptability of nuclear energy and partly mediated the relationship between egoistic values and acceptability as well. Both perceived risks and benefits of nuclear energy did not mediate the relationships between the altruistic and biospheric value orientations and acceptability. Our results indicate that values are mainly indirectly related to acceptability, but are sometimes still directly related to acceptability as well, although weaker. The findings largely confirm that the relatively stable general value orientations affect perceptions of risks and benefits of nuclear energy and often indirectly influence acceptability via these specific beliefs.

Keywords: *nuclear energy, risks, egoistic values, Altruism, biospheric values*

Value-related information processing: An experimental study on waste prevention

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Excessive solid waste production is becoming both an environmental and economic burden in society. Even though people are increasingly engaged in recycle programs the waste mountain is continuously growing. Therefore, concurrently waste prevention has gained increased attention. On an individual level,

waste prevention is mainly about reducing consumption. People's motivation and ability to reduce personal consumption vary to a large extent. The aim of the present research is to explore how information can be designed in order to increase motivation. Internal motivation is operationalized as value orientation. It is hypothesized that information can be framed to match people's value orientations, thereby increasing message processing. We address this experimentally. Before reading the persuasive message the participants completed a value orientation questionnaire. Equal numbers of participants with sex and age balanced were then randomly assigned to a 2 (Source: Reliable vs. Unreliable) by 2 (Argument frame: Economic vs. Environmental) mixed factorial design. After completing a value orientation questionnaire, participants read messages on waste prevention where the source was framed as either reliable or unreliable. Dependent variables were favourability of cognitive responses and post-message attitudes. As predicted, factor analysis identified two distinct groups with either egoistic or altruistic value orientation. Participants with egoistic value orientation had more positive attitudes towards the economic arguments and processed them more thoroughly than did participants with altruistic value orientation. In current practice, provided information about waste management is most commonly homogenous even though the target groups are dissimilar in many ways. Since the present research suggests that information about waste prevention with economic framing is unlikely to reach individuals with altruistic value orientation, a suggestion is to adjust information.

Keywords: *information processing, waste prevention, value orientation*

Victim responses to interpersonal deviance: Motivators and deterrents to response strategy selection and evidence that even EVLN – R is not enough

MICHALAK, R. (University of Queensland)

The two dimensional, (active/passive and positive/negative) exit, voice, loyalty and neglect framework (EVLN - Withey and Cooper, 1989) was originally developed to study individual responses to dissatisfying workplace situations. Recently, the framework was theoretically expanded to include retaliation (R - active and negative) where the perpetrated individual becomes a perpetrator. Aims of this study were to determine if the EVLN–R framework is applicable to the interpersonal deviance domain in reference to victim response strategies; what factors motivate or deter response strategy selection, and whether victims also use other, non EVLN-R response strategies. The national sample spanning a range of industries consisted of 19 employees, 25 - 64 years, (*M* = 39), 16 females, recruited using snowball and convenience sampling methods. Semi-structured in-depth interviews commencing with a critical incident technique explored victims self-reported experiences of perpetration at work by other employees. Digital recordings were independently transcribed by a professional service blind to the aims of the study and a random selection of interviews were checked for transcription accuracy (99%+). The data were content analyzed in NVivo using a combination of both a priori thematic and data reduction techniques. The results also suggest that while victims use response strategies that resemble the expanded EVLN – R framework, they also use a number of other strategies, both behavioral (e.g. Ignoring, managing/befriending the perpetrator and avoidance) and cognitive (e.g. minimization and denial). The results suggest that response strategy selection is influenced by individual (e.g. need for confirmation, justice or social support and motivation to protect others) and situational factors (e.g. fear of negative consequences including victimization, a culture of silence, perceptions of HR as "for management" and absence of results/positive results). It is evident that, whilst useful, the EVLN–R framework does not adequately capture the wide range of responses that victims use, and specifically it excludes any cognitive response strategies. Practical implications of this research are relevant to organizations, HR practitioners and individuals, and the study makes a worthwhile contribution to the sparse literature on victims, including what responses are used and why.

Keywords: *retaliation, victim response strategies, dissatisfying workplace situations*

Violence at school: A challenge for educational psychologists. Beyond focus on individual towards socio-cultural perspective

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The current study analyses mental models of activity displayed by Psychologists who work at educational contexts through narrations about their practice facing problems of violence at school. The research studies what kind of problems they name "violence", where they are located and if they can search the history and analyse the variety of perspectives. On the other hand the study also looks at how agents have acted, who decided what actions for what, if there has been a chance to investigate or to help, towards whom intervention was directed, which instruments were used and results obtained. Categories of socio-cultural framework (Leontiev-Engestrom theory of activity) are linked to contextualist perspective of "mental models" (Rodrigo). Questionnaires about Situation-Problems of Violence in Professional Intervention at Educational Contexts were administered to sixty psycho-educational professionals that work at different schools in two main cities of Argentine, in the frame of specific postgraduate courses. Data were analysed with Multidimensional Matrix for Psychologists Professionalisation. Strengths, tensions and critical knots were related to: psychologists' career, historic role of schooling and human development in impoverished and turbulent social contexts. Work points were: the relationship between violence and challenges for inclusive education; the importance of "emotionally holding" environments for education through meaningful learning; social justice and equality worth for exchanging experiences and knowledge with multivocality; the problem of educating diversity of people with one method, one direction and rhythm and the same goals for everybody; how psychologists can collaborate with teachers in inclusive solutions for behavior-and-learning problems; the former role of Educational Psychologists linked with assessment of special educational needs children by using IQ tests; and the "splitting" between cognition and emotion, learning and life, reducing interpersonal/ institutional problems into individual mind questions since the origins of modern Psychology. To analyse their "models of activity" into social networks is a useful tool to re-conceptualize agents' experience "from", "in" and "for" action (Schon). It allows psychologists to deconstruct implicit conceptions that support practice.

Keywords: *violence, schools*

Violence, trauma, and suicidality: Multifactorial analyses of abuse, sexual violation, and perturbation across gender and sexual orientation

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Violence directed toward the self and others continues to manifest as a profound human problem, despite concerted amelioration efforts. Effective redress is hampered by taboos and underreporting, particularly in relation to sexual and familial violence and mental illness. The major objectives of this study were to: devise an inclusive, nonthreatening methodology to facilitate disclosure and circumvent previous research shortcomings, to achieve representation from under-researched and marginalized cohorts; to derive comprehensive data to measure abuse impact and sequelae; and to determine whether past suicidality differentiates individuals on current wellbeing. Quantitative and qualitative data were derived from 2503 Australian males and females, aged 16-83 years, using a nationwide online survey. Extensive analyses were conducted to differentiate victims and non-victims of child and adult sexual abuse; and non-suicidal individuals from those reporting past suicidality. Comparative examination encompassed domains such as gender, sexual orientation (SO), urban/rural location, psychosocial wellbeing, trauma symptomology, cognitions, substance use, and risk-taking. Procedures included factor analysis, regression, and multivariate analyses to identify perpetrator modus operandi; offence typology and impact; victim reactions; and

suicidal ideation and behaviour predictors. Current psychopathology was strongly associated with sexual abuse and suicidality histories. Heightened perturbation and suicidality were associated with childhood abuse and adulthood revictimisation. Males exhibited greater nondisclosure and help-seeking reticence than females, yet both have similar post-abuse psychopathology. Victims experienced multiple reporting barriers and frequent suboptimal reactions upon disclosure. Few perpetrators were reported. Perturbation, substance use, suicidality, and risk-taking varied across SO groups, evidencing vulnerability gradients such that bisexuality conferred greatest vulnerability, followed by homosexuality and heterosexuality. Rural location, contagion effects, and SO-related uncertainty and distress heightened vulnerability. Suicidality history and other variables were identified as useful vulnerability markers. Sociopolitical, judicial, clinical, and social change implications are discussed emphasizing needs for deconstructing silence, fostering help-seeking, nonthreatening methodologies, primary prevention initiatives, and strengthened responses toward substance use, mental illness, and victims and perpetrators of violence. Importance of including SO as a basic demographic variable in human research and fostering broader social acceptance, inclusive practices, and strengths-based initiatives to address minority group stress are also discussed.

Keywords: *violence, trauma, Suicidal behaviour, abuse, sexual violation*

Visual fixations in the weapon focus effect

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The Weapon Focus Effect (WFE) states that crimes involving weapons cause attention to be focused on central details (weapon), leaving little attention to be spent elsewhere. This causes memory impairment for peripheral details, such as the perpetrator's external features or the surrounding environment. The purpose of this study is to determine whether eyewitnesses actually fixate on peripheral details, but fail to remember what they saw, or whether they spend all their attentional resources fixating only on central details. A slide show depicting a man (Target) entering a store, approaching the counter, and interacting with the clerk (6 slides) is presented on a computer monitor. The 3rd slide shows the Target reaching into his pocket, followed by the 4th slide (critical slide) which shows the Target a) handing over a check (Control condition), or b) pointing a knife (WFE condition). Half of the participants in each condition will view the critical slide containing an unusual-peripheral detail (UPD) in the top-left corner (Probe condition), and half without the probe (No-probe condition). After viewing a slide show, participants will complete a memory test regarding the central detail (money or knife) as well as peripheral details (e.g., Target appearance, environment). A 2(WFE vs. Control) x 2(Probe vs. No-probe) ANOVA will be used for data analysis. As the study is currently in progress, we predict that the WFE conditions will spend more time fixating on the central detail, compared to the Control conditions, leading to increased memory for the central detail and decreased memory for peripheral details. In contrast, the Control conditions will spend less time fixating on the central detail, resulting in better memory for peripheral details compared to the WFE conditions, and will also show better memory for the Probe. Until now, researchers have only been able to show through research that the WFE causes memory impairment for peripheral details. The present study may be able to demonstrate whether this because witnesses fixate only on central details, or actually see peripheral details but simply don't remember. This information could help investigators interview eyewitnesses of crimes involving weapons more effectively.

Keywords: *weapon focus effect (WFE), visual fixation, eyewitness accounts, memory, peripheral details*

Vocational development and expectations of transition to college or/and to work of high school seniors

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The purpose of the present study was to analyze the influence of a set of variables: sociological-contextual (age, gender, parental socio-economic status-SES), academic (typology of training in high school, school retentions), social-cognitive (career decision self-efficacy, vocational identity) and affective (dispositional optimism) in satisfaction, and outcome expectations of transitional pathways after high school: 1. to college; 2. to work; 3. to college (study) and work. The sample includes 622 high school seniors (12th graders), 376 females and 246 males, with ages ranging from 16 to 23 years old, attending both regular and vocational training schools, in the Madeira Autonomous Region, Portugal. The study design is non-experimental, with one moment of evaluation. To the study of predictor variables of transition pathways we used logistic regression. Results of the empirical study have shown that different variables are related with the anticipation of different pathways after high school; satisfaction and success outcome expectations. High scores in social-cognitive factors (career decision self-efficacy and vocational identity) are negatively related to school-to-work anticipation, satisfaction and positively associated to success outcome expectations to university transitions. Parental SES and vocational/technological training in high school are the major predictors to school-to-work transitions. Age and dispositional optimism are the major predictors to anticipate to study and work after high school. Implications of the results for career counseling interventions, and career services delivery are addressed. Finally, will be put forward suggestions for future research in the area of transitions, specifically dealing with school to work or/and school to college.

Keywords: *vocational development, transition, vocational identity, satisfaction, self-efficacy*

Waste and recycling behaviours – do positive attitudes towards the environment and education have an impact on people's behaviour? Do they raise awareness and cause best practice?

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This study aims to show how positive attitudes towards the environment and targeted education programs have had a positive impact on people's behaviour with regards to the disposal and recycling of waste. Tenants from two Sydney CBD buildings, whose buildings had implemented effective recycling programs, were targeted. Their facility manager notified the tenants about the survey via the company server. They were invited to complete the 145-question spreadsheet on the web and were given four days to complete it. It is not known how many people saw this message, however, 195 people completed the questionnaire. For the main building this represented about 10% of the tenants. The questionnaire was structured so as to explore a number of key constructs. A cross-sectional survey analysis was completed on the number of variables. The variables included items that tried to tease out the impact of domestic and commercial recycling education programs. Other items attempted to identify the people's recycling and disposal behaviour and their attitudes towards these. Some items attempted to see whether their company's green strategies sat comfortably with them. The frequency of responses on items in the recycling education section that referred to waste and recycling education that was provided by the people's local council showed that the majority thought the education was self explanatory and well written. These two items had a significant correlation with the item were the people said they created more recycling than waste on a weekly basis. There was also significant association in the following: if the people received education on the building recycling program, they did not create more waste than recycling on a weekly basis, and if they received information from the local council for the residential recycling program they tended to not create more waste than recycling on a weekly basis. The study has shown that there was significant support for the notion that Waste and Recycling education programs tend to raise awareness and cause best practice. The significant correlations between the questions specific to the education programs and certain key variables show a high level of understanding of key constructs that would be a part of any waste and recycling education program.

Keywords: *Waste recycling strategies, positive attitudes, education, green strategies, awareness*

What a difference a group makes: A comparison of individual and multilevel explanations of occupational stress

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Occupational stress research has been slow to incorporate multilevel analyses. Consequently, the exact role and influence of workgroup climate in occupational stress processes remains unclear. In this study, the job demands-control (JDC) model was employed as a theoretical basis for investigating the moderating effects of workgroup perceptions of cohesion and management on employees' well-being, turnover intentions and job performance. A survey containing measures of job demands, job control, emotional dissonance, workgroup cohesion, work-related affect, psychological strain, turnover intentions and job performance was distributed to police officers from one Australian police service. Survey responses were obtained from 2,200 operational police officers nested within 248 workgroups. Comparison to organizational reports indicated the sample was representative of gender and rank distribution. Both individual-level and multilevel structural models of the data were analyzed in Mplus. Prior to aggregation of data at the workgroup-level, a three step procedure was used to check the appropriateness of data for multilevel analyses. ICC values > .05 were obtained for perceptions of cohesion and management, but also for job demands, work-related affect and psychological strain, indicating significant workgroup-level variance in these measures. Multilevel exploratory and confirmatory factor analyses indicated some differences between individual and workgroup levels in the factor structure of the measures. Both structural models of the hypothesized relationships demonstrated acceptable fit to the data. Perceptions of management moderated between job control, emotional dissonance and work-related affect. The use of multilevel factor analyses as a preliminary step to aggregation of individual data to the group level was strongly supported. Workgroup climate, and in particular, perceptions of management ('management climate') was found to moderate between job characteristics and strain. Results suggest that organizational efforts to ameliorate or exacerbate the harmful/protective effects of the psychosocial work environment on employees need to more fully consider the influence of workgroup processes and perceptions on these efforts. In the case of police officers, it seems that workgroup perceptions of management in particular can either buffer or exacerbate stressor-strain associations. Implications for future research and practice in occupational health psychology are discussed.

Keywords: *occupational stress, job demands-control (JDC) model, workgroup climate, management*

What about me? Perceptions of power, explanations for being targeted and self-reported outcomes for victims of interpersonal deviance

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Despite a recent emphasis on legislated psychological safety, rising concern regarding mental health issues (e.g. depression, stress and anxiety) and potential links to organizational behavior phenomena, studies on 'who, why and what does it lead to' are sparse. The aim of this study was to begin bridging this gap by exploring the role of power, victim explanations for being targeted and the self-reported outcomes of interpersonal deviance. The national sample spanning a range of industries consisted of 19 employees, 25 - 64 years, (*M* = 39), 16 females, recruited using snowball and convenience sampling methods. Semi-structured in-depth interviews commencing with a critical incident technique explored victims self reported experiences of perpetration at work by other employees. Digital recordings were independently transcribed by a professional service blind to the aims of the study and a random selection of interviews were checked for transcription accuracy (99%+). The data were content analyzed in NVivo using a combination of both a priori thematic and data reduction techniques. The results suggest that both absolute and perceived perpetrator relative

power influence why an individual is targeted. Victims described perpetrators as 'control freaks', suffering 'little person syndrome', with a perceived tendency to target individuals who present any sort of threat to them. Outcomes were influenced by victim response strategies and the type/duration of interpersonal deviance experienced, and included slight to severe physical and psychological wellbeing issues, decreases in job satisfaction and commitment, and notably the withdrawal of citizenship behavior. Learning, both over the process and from prior experiences, was also reported. Interestingly, similar prior experiences at school and other workplaces were reported by a proportion of cases, suggesting that some victims may somehow incite perpetration. It is evident that experiencing interpersonal deviance leads to negative outcomes for individuals and their organizations, with power playing a critical role in target selection. Implications of this research apply to organizations, HR practitioners, individuals and society overall. The study makes a worthwhile contribution to victim literature and provides support for further research on how interpersonal deviance can be prevented and managed more effectively.

Keywords: *psychological safety, power, interpersonal factors*

What can an organisation's history tell us about strategic leadership?

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This paper aims to draw attention to the value of organizational histories in the process of understanding aspects of leadership in times of change. There is an extensive literature relating to: the development of strategy; the assessment of individuals in order to predict their likely leadership potential; the internal (e.g. personal power) and external (e.g. international competition) forces underlying organisational change. Knowledge associated with these three concepts of 'strategy', 'leadership' and 'forces' for change' needs to be synthesised by psychologists/consultants advising their clients (e.g., in the selection and development of Chief Executive Officers). This paper will attempt to show that an organisation's history can provide further insights, and clarifications, when formulating the requirements for effective strategic leadership. The historical or longitudinal case study described in this paper covers the period 1966 to 2009 of a UK university. Data collection methods used involved the examination of documents and the interviewing of senior staff. A version of the critical incident approach was used in the semi-structured interviews: respondents were invited to identify key individuals, working parties, events and institutions that had an influence on the development of the university. The case study illustrates four components of strategic leadership: (1) Managing strategic choices (i.e. developing Organisation-Environment fit strategies); (2) Managing internal stakeholders (i.e. implementing chosen strategies); (3) Managing external stakeholders (i.e. protecting and enhancing organisational interests); (4) Managing CEO transitions (i.e. enhancing O/E fit through the appointment of a new CEO). Historical research of this nature can help academics and consultants understand why current strategies, structures and decision making processes have evolved into their present form. It also helps us to understand the role of the CEO, and his or her team, in manipulating the forces for change in pursuance of strategic objectives. The paper should be of interest to practitioners involved in the process of selecting and developing CEOs/Vice-Chancellors, and to academics involved in conducting more quantitative research into this complex area of strategic leadership.

Keywords: *leadership, organisational change, strategy, forces*

What can the N170 tell us about face processing in schizotypy?

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Deficits in facial affect discrimination in schizophrenia may reflect inadequate configural processing. It has been proposed that the event-related potential (ERP) known as the N170 reflects the process of encoding facial information to form a structural representation.

We investigated whether configural processing was behaviourally and/or neurophysiologically different in persons with high schizotypy. Healthy individuals (N = 28) were assigned to either high or low schizotypy extremes defined by the Oxford Liverpool Inventory of Feelings and Experiences (O:LIFE; Mason, Claridge & Jackson, 1995). Two stimulus types were presented in both an upright and inverted orientation; Mooney stimuli (configural information only), and photographic stimuli (both featural and configural). These were compared with non-face stimuli and participants were required to make face/non-face judgements. N170 latency and amplitude were submitted to separate repeated measures analysis of variance with the following within subject factors; orientation (two levels, upright and inverted), hemisphere (two levels, left and right), and electrode (three levels, P7/P8, PO7/PO8, CB1/CB2). Group sizes were too small to detect differences. Correlations of the O-LIFE scores with amplitudes for each electrode were then run. Accuracy and reaction times did not differentiate the schizotypy groups, however O-LIFE scores correlated significantly with N170 amplitudes ($p < .05$). Assessment of group waveforms revealed that high schizotypy showed a trend for reduced N170 amplitudes to both face orientations, relative to the low group. Reduced amplitudes in high schizotypy indicate impoverished facial information during face processing. Face processing impairment in schizophrenia may instead be attributable to a global reduction in the quality and/or quantity of fine detailed information. Determining the aetiology of face processing deficits will have a significant impact on the management of social distress experienced in schizophrenia, and subsequent treatments may help to reduce delusions of a social/persecutory nature.

Keywords: *schizophrenia, facial affect discrimination, event-related potential, schizotypy, face processing*

What makes or breaks creative performance: How the achievement motive affects the evaluation of ideas

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One crucial step regarding the implementation of a creative suggestion is the line manager's decision whether to support the idea or not. This study seeks to contribute to our understanding of the factors that enhance the likelihood of a decision-maker sponsoring an idea by exploring the effect of the decision-makers' achievement motive and characteristics of the idea and idea presenter. We conducted two experiments with student participants. Participants' trait achievement motive (AM) was assessed. Then, participants were presented written scenarios that depicted a situation in which a fellow student had come forward with an innovative idea. Participants' reaction to the idea was then obtained. Experiment 1 (2x2 design, $N = 83$) manipulated whether or not the innovative idea permitted satisfaction of the achievement motive. An interaction effect with participants' AM was assumed: Individuals high on AM should rate the idea serving the motive more favourably than the other idea, while the reverse should apply for participants low on AM. In Experiment 2 (2x2x2 design, $N = 174$), we additionally manipulated the AM of the person voicing the idea (high vs. low). Participants were expected to evaluate an idea more positive when they perceived the AM of the suggesting person corresponding to their own. Thus, we proposed a three-way-interaction. Dependent variables were idea appraisal, intentions (e.g., probability of supporting the idea), affective reactions, and the imputed intentions of the idea presenter. Hypotheses were partially supported. Interactions were as predicted: Participants low on AM rated the idea that did not fit their motive less positive than the idea that did fit. Hypotheses regarding imputed intentions were not confirmed. Besides replicating previous results, corresponding effects occurred for affective reactions and behavioural intentions. The interaction of the suggesting person's and participant's motive had an impact on participants' negative affective reactions, general appraisal and probability of approval; other effects were less strong. Results suggest that whether an employees' idea will be sponsored by their line manager will not solely depend on the utility of the idea (as implicitly assumed) but might be also influenced by the idea's implications for the motives of the beholder.

Keywords: *creative performance, achievement motivation*

What the Hell is Employee Presenteeism?!

KARIMI, L. (La Trobe University), GILBREATH, B. (Colorado State University - Pueblo)

Presenteeism occurs when employees are physically present but mentally absent. We investigated the extent to which supervisor behavior is associated with employees' presenteeism. We also investigated the efficacy of a measure of job-stress-related presenteeism. Australian employees (*N*=154) from organizations completed a questionnaire asking how often they experience job-stress-related presenteeism and about their supervisor's behavior. Results from hierarchical multiple regression analyses were supportive of our hypothesis that supervisor behavior will be associated with employees' presenteeism. Negative supervisor behaviors were more strongly correlated with presenteeism than positive supervisor behaviors. Our results suggest presenteeism is another factor subject to supervisor influence, and they provide additional evidence for the important effects supervisors can have on employees. In addition, our results indicate that the measure of job-stress-related presenteeism pilot-tested in this study has good internal-consistency reliability and merits further tests of its utility and validity.

Keywords: *presenteeism, supervisor, job-related stress*

What theoretical basis for intervention with very young children?

LÉCUYER, R. (Université Paris Descartes)

The prevailing theory concerning the first months of cognitive development is the nativism, that is, the infant would be born equipped with knowledge independently of any interaction with the environment. It follows from this view that no environmental influence can change the basic conceptions of the world. Another conception can be based on the construction of early representations. This second approach would leave the possibility for both cognitive disturbances and actions for compensation. Adopting this latter view presupposes that we are able to describe the genesis of these representations. The purpose of this presentation is to describe the acquisition of knowledge from the end of fetal life until the age of three months, where a number of knowledge has been evidenced, and to propose a representational system that can account for this development of knowledge through interactions with the environment.

Keywords: *cognitive development, nativism, cognitive disturbances, representations*

What works? The impact of educational and development project in elderly care

WESTERBERG, K., HAUER, E. (Umeå University)

In an intervention project, "Steps for skill", which took place between 2005-2008, the aim was to build an infrastructure for learning in a public elderly care organization with 1800 employees. The project contained education and development activities for individuals, work groups, and leaders. In addition two, occupationally mixed, teams were formed and these teams worked with work group development and transfer of specialist competence to the work groups. Before, during, and after the intervention period data has been collected. The design is basically a case study but contains also comparison groups that have not been subject to intervention. In all, the questionnaires (including learning climate, group climate, psychosocial work environment, health, stress, motivation, attitudes to workplace learning) have been completed by 320 participants. There is a substantial amount of interview material, observation data, and documents collected within the same period of time. The preliminary results showed that on an individual level there were no differences between the intervention and the comparison groups before and after the intervention. But there were differences between workplaces and different types of work organizations. Those who had been subject to other organizational changes during the project period seemed not able to benefit from the intervention. Those who

worked in home help services had the lowest learning climate scores before the intervention improved during the project period. The leaders gained in the social factors but not in their experience of competence. It is argued that the sustainable effects of the intervention are mainly related to the teams and organizational learning processes. In conclusion, to target organizational processes and consider the effects of organizational changes are of vital importance when planning and implementing a learning and development project.

Keywords: *elderly care, organisational changes, organisational learning, education*

What's in a meme? Internal letter transposition, word length and the eye-voice span

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To investigate if internal letter transposition (ILT) decreased reading performance and memory output in a rehearsal-free memory task using the eye-voice span (EVS) as the measure. The major source was an internet meme (a rumour, urban legend or concept propagated via email) suggesting that ILT did not affect reading performance, provided the initial and final letters in words remained unchanged. An Interrupted Reading Task (IRT) tested the concept of the original meme. Reading speed, number of words output and output duration were measured by analysing sound files recorded from the IRT. The IRT presented text passages on a computer screen to participants, who immediately began reading them aloud, until a predetermined point at which the experimenter caused the text to disappear from view, replacing it with a random pattern mask, while participants continued reading aloud for as long as they could. Text passages were designed so that the words following the interruption were either mostly long (3 or more syllables) or short (one syllable). Additionally, passages were either presented as unmodified text or as ILT stimuli, where the internal letters were randomised whilst leaving the initial and final letters intact. Word length was manipulated within subjects, and ILT condition between subjects in a mixed ANOVA. Recorded output represents the contents of the EVS, which relates to short term memory capacity. Significant main effects obtained for both the ILT manipulation (ILT worse) and word length (long words worse) on the measures of number of words output and output duration, as well as a significant interaction showing the ILT further reduced output measures when passages contained longer words. A significant difference in reading speed was evident, with ILT passages read much slower than unmodified text. Data and analyses support both the DRC model of reading (Coltheart et al., 2001) and a global account of word recognition (Frankish & Barnes, 2008) as well as reiterating the robust and well-known Word Length Effect (WLE; as noted in Baddeley et al., 1975) – however the IRT is a rehearsal-free task and as such the results do not support rehearsal accounts of the WLE. The content of the original meme is, unsurprisingly, refuted by these data.

Keywords: *internal letter transposition (ILT), reading performance, eye-voice span (EVS), internet meme*

What's it like to be back home?

ALLAN, A. (University of Melbourne)

This study aimed to discern the nature of psychosocial adjustment experienced by medical humanitarian aid workers after returning from deployment overseas on their first humanitarian emergency mission. 28 humanitarian aid medical doctors and nurses completed a Q-Sort on three occasions in the period 0-10 months following their return from an international emergency deployment. The Q-Sort elements comprised 38 biopsychosocial descriptors pertaining to cognitive and emotional functioning; social and vocational activity and personal, health and self-care behaviour. Participants sorted elements according to perceived salience at time of sort (-3 to +3). A total of 79 sorts were factor analyzed. A Varimax rotation of factors revealed 53 out of 79 sorts accounted for by 9 factors. The 9-factor solution catered for 69% of the variance (Eigenvalues >1 and loadings ≥ of 0.42). The results of the Q-Sort revealed qualitatively

different patterns of psychological adjustment phenomenon than typically outlined in studies describing the adjustment of corporate or student expatriate re-entry experiences. Rather than describing compartmentalized and sequential re-entry experiences as discrete phases of elation, depression, recovery and adaptation, this Q-Sort analysis suggests that the nature of adjustment is better understood by consideration of the underlying existential constructs of meaning, purpose, order, role and sense of belonging. For many humanitarian workers, their profound experiences in the realm of human suffering results in a permanent shift in their existential frame of reference. Re-entry support for humanitarian aid workers could be strengthened by an increase in qualitative understanding of the existential challenges faced upon reentry and the subsequent impact this has on the quest for adjustment. The results of this study have implications for the nature of support and timing of support that is offered to humanitarian aid workers upon their return home from deployments.

Keywords: *psychosocial adjustment, medical humanitarian aid workers, deployments*

When hurt endures: The influence of degree of closeness, degree of attachment and victim attachment style on ongoing hurt feelings

BURCHELL, J. (The Australian National University), WILKINSON, R. (The Australian National University)

Hurt feelings are an important negative emotion and there are a number of complex factors that influence their development and expression. Much of the field is yet to be explored empirically. One area where research is at a preliminary stage is in understanding why hurtful events continue to cause pain long after the event has ceased to have an impact on the individual's life. Recent studies have indicated that both the degree of closeness and the degree of attachment that the victim has to the perpetrator of the hurtful act, as well as the victim's attachment style, influences the intensity of hurt feelings resulting from the event. The current study aimed to assess whether these factors in conjunction influence the processing of hurt over time. The current study used a self-report questionnaire with 97 adult participants (90 females, 7 males, *M*age = 27.56, *SD*age = 6.43) from a community sample. This is a preliminary sample of the expected 200 participants. Participants recalled hurtful events from three relationships of varying closeness, and reported the intensity of hurt from each event both at the time the event occurred and at the time they completed the study. The study also measured the degree of attachment to each relational partner, as well as the attachment style of the participant. The closeness of the perpetrator to the victim significantly predicted the hurt experienced from an event, with closer relational partners causing more hurt both at the time of the hurtful event and at the time of study. The closest relational partners also met the criteria for full-blown attachment relationships. Regardless of relationship, there was a significant reduction in the level of hurt over time. Attachment anxiety and avoidance significantly interacted with the change in hurt over time, but only for hurt originating from romantic partners. This suggests that attachment style plays a role in how hurtful events are processed, but these effects only become salient in the context of an attachment relationship. These findings are explored within an evolutionary framework.

Keywords: *emotions, hurt, attachment style*

When is it ethical to breach confidentiality with adolescent clients engaged in risk behaviours? A survey of Australian psychologists

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Confidentiality is a vital piece of the therapeutic puzzle in psychology. It allows clients to speak honestly about sensitive aspects of their lives and it allows psychologists to build an effective therapeutic alliance with their clients. However, psychologists describe confidentiality as the cause of their most serious ethical dilemmas. These dilemmas are further complicated when clients are adolescents, as young people differ

from adults in their emotional, social and cognitive capacities. The current study aimed to investigate: (1) when Australian psychologists believe it is appropriate to breach confidentiality with adolescents; (2) what types of considerations mediate their decisions about confidentiality with adolescents; and (3) what general philosophies they employ when making such decisions. A total of 264 Australian psychologists completed an online survey. The survey consisted of three parts. Firstly, a series of vignettes describing risk behaviours being undertaken by a 15-year-old male were presented and respondents were asked to indicate whether they would breach confidentiality in each scenario. Secondly, respondents were asked to rate the importance of 13 separate considerations for making decisions about breaching confidentiality with adolescent clients. Finally, respondents were asked to articulate their general philosophies about breaching confidentiality with adolescent clients and the types of factors that mediate their decisions. Factor analysis and thematic analysis were used to analyse the quantitative and qualitative data respectively. Australian psychologists demonstrated general consensus about the need to breach confidentiality with adolescents when a serious and immediate risk of harm was present. However, great variation existed in their opinions about less serious scenarios. When deliberating about decisions regarding confidentiality with adolescent clients, Australian psychologists consider three key areas: professional obligations; process issues; and the overall best interests of the young person. Australian psychologists also described significant challenges concerning confidentiality dilemmas with adolescent clients and articulated a desire for greater support, guidance and training in this area. The results of the current study were used to produce a model for ethical decision-making about confidentiality dilemmas with adolescent clients.

Keywords: *confidentiality, ethics, adolescents, decision making, Australian psychologists*

When is professional ethics education indispensable? Psychology students' answers to professional dilemmas

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The aim of this study was to discover to what extent is the personal ethics and ethics training given during undergraduate studies sufficient for psychology students to judge the soundness of psychological interviews. This information would be the basis for assessing improvements in students' judging abilities after training in professional ethics competencies. 50 psychology students evaluated either one interview related to school issues (a psychologist interviewing a teacher), or one related to psychotherapy (a first session). The interviews were performed by actors and filmed. Scripts included ethical mistakes and were judged by 8 and 9 experts, respectively. Four sample groups participated, with students from three public universities, two groups on courses related to school or educational psychology, and two related to psychotherapy. Ten students had never received formal ethics education, 18 had studied one ethics course and the rest had had some classes within different courses. Participants were asked to write down their judgements arguing their cases, proposing alternatives, and stating which principles were violated according to the Code of Ethics of Chilean Psychological Association and/or The Universal Declaration of Ethical Principles for Psychologists. Answers were analyzed using Content Analysis. All the students (50) identified correctly the violation of confidentiality. Evaluating the school psychologist's interview, 22 (95.6%) students focused on the interviewee's wellbeing. Ten (43.4%) incorporated the wellbeing of other members of the school, and/or the school itself, in their analysis. Fourteen (51.8%) clinical answers alluded to the violation of the patient's autonomy. No one considered the others' wellbeing involved in the patient's problem. Students succeeded in identifying ethical faults in the one to one helping relationships, focused on the consultant's inner world. This matched the traditional way of representing psychology work. A more sophisticated deontological background would be required when dealing in institutional contexts and having to consider the

perspectives and wellbeing of multiple participants.

Keywords: *personal ethics, ethics, psychology students, psychotherapy, judgement*

When latent inhibition influences change blindness? The moderating effect of epistemic motives on perceptual style

LIOU, S. (National Cheng Kung University)

This study examines how epistemic motives moderate the effect of Latent Inhibition (LI) on change blindness. Change blindness is the striking failure to see large changes that normally would be noticed easily. Although our understanding of visual perception and awareness are fairly well established in the change-detection literature, how individual differences in knowledge, personality, or expectations influence change detection as a function of the semantic content of a scene has still been underexplored. This study proposes that reduced LI decreases change blindness, and the effect is moderated by need for cognitive closure (NFC). LI, the ability to selectively attend and respond to relevant stimuli, and to ignore irrelevant ones, is essential for adaptive behavior. Many recent studies relate selective attention to individual differences. Thus, we hypothesize that reduced LI decrease change blindness. Moreover, Individuals scoring high on NFC are likely to lead to a very narrow information search and a higher tendency to use cognitive heuristics when it comes to finding a solution to a question. Hence, we hypothesize that higher NFC will enhance the tendency to adopt default perceptual heuristic, thus expand the difference of change blindness between high and low LI. Two experiments both in laboratory and field were conducted. We used the latent inhibition paradigm (LI; Lubow, 1989) to divide into high and low LI group, and manipulate NFC both by situation (time pressure) and by disposition measure (Webster & Kruglanski, 1994). Task materials developed by Simons & Chabris (1999) were used as to measure change blindness in laboratory experiment. We also developed an interactive media on internet as field experiment. Results both from laboratory and field experiments show that individuals with reduced LI detect more change, i.e. decrease change blindness. Moreover, the difference of change blindness between high and low LI is expanded when with higher NFC thus support the hypothesis. These findings suggest that individual differences (aging, cultural differences, expertise, and practice) and their relationship to change detection and attention is an exciting new direction for the field. The implication for applying this motivated cognition in human computer interaction design is also discussed.

Keywords: *epistemic motives, latent inhibition, change blindness, need for cognitive closure*

Why do individuals with borderline personality disorder drop out of treatment?

HALL, M. (Deakin University), MELLOR, D. (Deakin University)

The aim of this study was to investigate whether individuals who drop out of Dialectical Behavior Therapy are different from those who complete therapy on demographic factors and pretreatment psychiatric functioning. Thirty individuals with Borderline Personality Disorder participated in a modified group-only version of Dialectical Behavior Therapy in a public mental health service in Victoria, Australia. Participants were predominantly female (93%), aged between 23 and 59, were predominantly single (83%), and were Australian born. Individuals were assessed before and after a year-long cycle of DBT with the following assessment tools: The Structured Clinical Interview for the DSM-IV I and II, the Suicidal Behaviors Questionnaire, the Beck Depression Inventory– Second Edition, the State-Trait Anxiety Inventory, the World Health Organization Quality of Life – Brief, the Ways of Coping Checklist, and the Affective Controls Scale. Of the 30 participants who were included in the study, 22 dropped out of treatment (6 dropped out before entering the skills group and 16 dropped out once the group had commenced) and 8 completed a cycle of Dialectical Behavior Therapy. Individuals who dropped out of treatment tended to be single, had a fear of abandonment, and had more Borderline Personality Disorder traits at

pretreatment than those who completed therapy. Individuals who drop out of treatment differ from those who complete therapy on a series of easy to identify pretreatment factors. These findings have implications for the treatment retention of a group of clients who are notorious for dropping out of therapy.

Keywords: *borderline personality disorder, treatment, Dropout rates*

Willingness to pay a fair price

GEERTSHUIS, S. (University of Auckland)

The aim of this research was to build understanding of how purchase decisions are influenced. The research examines the impact of benchmark prices, conceptions of fairness, satisfaction with service and self-reported decision criteria on willingness to pay. Over 400 existing customers responded to an online survey on willingness to pay for community education courses. Respondents were asked to provide data on the price they were willing to pay in response to a series of vignettes. They were asked to rate satisfaction level so that the strength of relationships between satisfaction and willingness to pay could be assessed. The survey also obtained data on attitudes to fair price setting and subsidy and on the factors respondents felt were important in making purchasing decisions. Self reported decision making data and benchmark prices predicted willingness to pay to a limited extent. Satisfaction with service also predicted willingness to pay with satisfaction with content and the accuracy of course descriptions and the pleasure derived from learning being the areas of satisfaction which translated most consistently into a willingness to pay higher prices. Bargain price points appear to be more sensitive to satisfaction than do points at which products start to become expensive. Respondents appeared to be basing judgments of fair pricing on cost of production and the ability of the individual to pay. The results are interpreted with an exchange theory model and contribute to understanding in that they offer an insight into the relative contributions of benchmarking and satisfaction to willingness to pay. In examining the relative contribution of different aspects of satisfaction the paper provides useful insight into aspects of service and product development that may be more important than others in building revenue.

Keywords: *purchase decisions, fairness, satisfaction, willingness*

Women in academia: a cross-cultural perspective on identity and work/life balance

BENINGER, A. (London School of Economics and Political Science)

What challenges do women in academia in the United Kingdom, Australia, and the United States face in achieving work/life balance? How do cultural norms and institutional and governmental policies affect this balance? Sixty academic women, 20 each in the UK, Australia, and the US, in permanent contract positions both with and without primary care responsibilities were recruited via email to take part in this study. They came from a diverse range of fields including anthropology, psychology, business, and medicine. In-depth interviews composed of 12 open-ended questions were conducted with each participant to provide a detailed look into the challenges these women face on a daily basis balancing work and life outside work. Following the interview, each participant filled out a survey with quantitative information regarding their domestic division of labour, specifically hours spent at work, on childcare, and on household tasks. The dominant live-to-work ideology of the UK, mirrored by the US, leads individuals to prioritize work over other parts of life and limits the use of progressive European Union policies. Australian participants, by contrast, described an egalitarian culture that encourages individuals to have a life outside of work, in turn fostering more progressive institutional and governmental policies that support a more desirable work/life balance in a mutually reinforcing cycle. The more desirable work/life balance promoted by institutional and governmental policies in Australia was found to reduce stress and minimize guilt among academic women, specifically with respect to childcare, improving overall life satisfaction. The results of this

research have important policy implications and provide cross-cultural comparisons that illuminate potential solutions to shared social problems.

Keywords: *women, academia, work-life balance*

Work and recovery: Different behavioural strategies to recover from work complexity and work interruptions in nearby nature

DEGENHARDT, B. (Swiss Federal Research Institute for Forest, Snow and Landscape WSL)

Work stress-related illnesses and health costs are increasing in modern societies. Nearby outdoor recreation areas are important for workday recreation, but little is known about the role nearby recreation behaviour plays for people in the recovery from workloads. This study aims to answer the question of whether nearby recreation behaviour is influenced by the work situation and whether different types of cognitive workload are associated with different nearby recreation behaviours. A total of 656 inhabitants (53% women) with an average age of 48 years from the Swiss peri-urban city of Frauenfeld (22'000 inhabitants) returned a postal questionnaire on work complexity and interruptions at work, and on their workday nearby recreation behaviour. They were specifically asked to indicate the frequency with which they realize diverse cognitive, emotional, physical and social use goals on workdays. Workloads were measured with Semmer, Zapf, and Dunckel's (1999) stress-oriented job analysis instrument (ISTA) while use goals were measured with items adopted from different leisure scales and a qualitative pilot study. Multivariate regression analysis showed that variations in cognitive workloads correspond to different nearby outdoor recreation behaviours. Thus, people recover in nearby nature with specific behavioural strategies depending on the characteristics of their particular loads at work. Organizational health management and landscape management would be well advised to take the differentiations into account when designing restorative environments.

Keywords: *recovery, behavioural strategies, recreation, work complexity*

Work motivation of employees in production innovation: An exploratory study in the Chinese furniture industry

YU, N. (Albert-Ludwigs-University), LEWARK, S. (Albert-Ludwigs-University)

Innovation is one key element of industry development. In the past decade, the concepts of lean production and mass customization were introduced to developing countries. Substantial efforts of R&D have been made. Significant success was achieved by implementing new working systems or improving the existing ones, mainly as the result of using automatic machines, advanced information technology or production process reengineering. But unfortunately, neglecting work motivation of employees resulted in limited success of implementation of new working systems in enterprises. Therefore, an exploratory study was conducted to reveal the relationship between the nature of work and the motivation potential of employees in the process of technology innovation in the Chinese furniture industry. The study was carried out in three Chinese furniture enterprises, which were all in phases of production innovation, being large, medium and small sized enterprises, respectively. The questionnaire used in the research was modified, based on the Job Diagnostic Survey (JDS) in Chinese. The resultant questionnaire survey was validated with 190 incumbents holding 45 distinct jobs and demonstrated high reliability and convergent and discriminant validity. Based on the data analysis, the results showed that growth satisfaction (r=.54, p< .01) and feedback from agents (r=.53, p< .01) were significantly related to the motivating potential score (MPS, M=113.5, SD=57.5), which is a score reflecting the potential of a job for eliciting positive internal work motivation on the part of employees. Based on the study, we conclude that if managers and supervisors could devote more effort to considering the desire of personal growth of employees and setting up good communication and feedback mechanisms that would be helpful to motivate their employees and to gain greater success in production innovation in the Chinese furniture industry.

Keywords: *motivation, innovation, China*

Work stressors, performance, and the moderating influence of engagement of knowledge employees

LI, Y. (Remin University of China)

As a test of the 2-dimensional model of work stressors, the present study proposed differential relationships between intrinsic stressors and extrinsic stressors and performance, which were expected to be moderated by employee engagement. A sample of 625 knowledge employees was tested by Work Stressor Scale (WSS), Role-based Performance Questionnaire and Employee Engagement Scale. There was significant age-and-gender interaction in work stressors. And the author obtained a positive relationship between intrinsic stressors and role-based performance and a negative relationship between extrinsic stressors and role-based performance. In addition, employee engagement moderated the relationship between intrinsic stressors and role-based performance but did not moderate the relationship between extrinsic stressors and role-based performance. This suggests that organizations would pay more attention to intrinsic stressors of knowledge employees as long as they increase employee engagement and control the stressors from job characteristics. Further implications for organizational theory and practice are discussed.

Keywords: *work stress, performance, Work Stressor Scale*

Work-family enrichment, collectivism, and cultural workplace outcomes: A study of New Zealand Maori

HAAR, J. (University of Waikato), BROUGHAM, D. (University of Waikato)

Work-family enrichment has emerged as a positive way to test the work-family interface and its influence on outcomes. However, there has been little study of enrichment on indigenous populations, and furthermore, there has been little attention paid to outcomes associated with cultural elements. The present study tests work-family enrichment (WFE) and family-work enrichment (FWE) towards Maori cultural outcomes as a way to explore the importance of Maori culture in the New Zealand workplace. In addition, collectivism was tested as a potential moderator of these relationships due to Maori having strong collectivistic notions. Data were collected from 172 Maori employees, with data collected in two time periods, separating predictors (time 1) from outcomes (time 2), with a four week gap. Two distinct factors were found regarding cultural values in the workplace: work cultural enjoyment and work cultural satisfaction. Regression analysis was conducted with WFE and FWE predicting outcomes with collectivism included as a potential moderator. WFE was significantly linked to cultural work enjoyment while FWE was significantly linked to cultural work satisfaction. Enrichment accounted for sizeable amounts of variance towards cultural work enjoyment (15%) and cultural work satisfaction (29%). In addition, collectivism was tested as a potential moderator and was found to significantly interact with FWE towards cultural work enjoyment and with both WFE and FWE towards cultural work satisfaction. The interaction effects accounted for minor additional variance of 3% to cultural work enjoyment and 2% towards cultural work satisfaction. Regarding cultural work enjoyment, interactions showed that high collectivism was most advantageous at low levels of FWE only, leading to higher levels of cultural work enjoyment. Regarding cultural work satisfaction, high collectivism leads to greater satisfaction at all levels of WFE, and similarly, towards satisfaction at all levels of FWE. These significant interaction effects highlight the importance of collectivism for indigenous employees and the way it can interact with enriching aspects of the work-family interface and how indigenous workers may view culture in the workplace. Overall, there is strong support for enrichment influencing cultural workplace outcomes, especially FWE which aligns well with Maori and their focus on whanau or extended family.

Keywords: *work-family enrichment, collectivism, cultural workplace outcomes, New Zealand Maori*

Work-life balance: A longitudinal analyses of the mediating effects of conflict and enrichment processes across Australian and Chinese samples

KALLIATH, T. (Australian National University), MARMEN, J. (Australian National University), BROUGH, P. (Griffith University), SIU, O. (Lingnan University), O'DRISCOLL, M. (Waikato University), TIMMS, C. (Griffith University), LO, D. (Shue Yan University)

The aim of the current study was to address some theoretical and methodological gaps in work-life balance (WLB) literature by evaluating the longitudinal nexus between WLB and its antecedents and outcomes within the framework of Conservation of Resources (COR) theory and Job Demand-Resources (JD-R) model across Australian and Chinese samples. The study used two-wave longitudinal data collected from two different cultural settings, Australia, (*n* = 846) and China (*n* = 854). The estimation of relevant parameters, test for the hypothesized coefficients, and assessment of stability and cross-lagged paths were based on longitudinal structural equation modeling. In the mediating process, time-based WFCT was the most influential mediator revealing that the mediating effect was stronger in the Australian sample than in the Chinese sample. The direct effect of supervisor support on WLB was significant in Chinese sample and the direct effect of work demands on WLB was significant in the Australian sample. The impact on psychological strain was significantly higher in the Australian sample, than in the Chinese sample, confirming cultural effects in the tested models. The variance explained in WLB by explanatory variables was higher in the Australian sample than in the Chinese sample. First, it was found that an overall work-life balance construct that is independent of conflict and enrichment components can make a useful contribution to advance theory and improve practice. Second, the cross-lagged modeling of the effects of demands (work and home) and resources (work and home) on work-life balance through two underlying psychological processes ('health impairment pathway' and 'motivation pathway') confirm the key tenants of JD-R model and COR theory. Third, the cross-lagged modeling uncovered the mediating role of conflict and enrichment processes in the relationship between demands and resources and work-life balance, the conflict processes were clearly more dominant than enrichment processes in the tested models. Finally, there is evidence to support cultural differences in the dynamics of WLB in Australian and Chinese samples.

Keywords: *work-life balance, conservation of resources theory, job demand, multi-cultural*

Workspace, employees' territoriality and affective consequences: A critical review

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In this presentation, we discuss research connecting office space, emotions, attitudes and acts through the lens of employee territoriality, its effect on team affective processes and the consequences that follow. Literature suggests that office size and features drive employees' territoriality of marking and defending. Moreover, the consequences of workplace territoriality are paradoxical. Office size influences employees' health status, while open space offices reduce costs, improve communication and foster relationships. Likewise, control of territory leads to identity, security and stimulation, which increase productivity. In contrast, territoriality holds potential to increase conflict, aggression, frustration, turnover, noise, and loss of privacy leading to inefficiency. Studies also show that workspace features connect affectivity. For example, physical aesthetic features affect employees' mood and behaviours. Similarly, open-plan office leads to poor satisfaction and motivation while the interaction between noise and light collocates with the recall of negative emotional words. Nevertheless, the development of instruments designed to study territoriality at work is in its infancy. In our presentation, we discuss two critical questions: How can we reduce the negative and promote the positive affective consequences of employees' territoriality? How can we study the connection between workspace, territoriality and team affective outcomes? Further research should explore three phenomena related to

territoriality and affectivity. First, *time is* crucial; the same territorial behaviours initially provoking conflict may later reduce conflict because of more defined boundaries. Second, team composition should moderate overtime the impact of territorial affective products (conflict, emotions) on team outcomes. Thirdly, training could ameliorate the negative effects of workplace territoriality. We recommend that researchers use a multi-method design to study workplace territoriality and team affective interactions qualitatively (e.g., experience sampling method) and quantitatively (physiological data) over time. Results hold potential to further our understanding of the role of time, team composition and training in the association between workspace behaviours and affectivity to improve managers' territorial management skills. Our review expands the literature on territoriality and team affectivity with a potential to improve personal and managerial skills in this area.

Keywords: *office space, emotions, attitudes, employee territoriality, team affective processes*