How Does Threat Affect Different Types of People? Investigating a Relationship Between Big Five Personality and Self-Concept, and How Threat May Affect A Self-Concept Network

Research Thesis

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by

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Abstract

In this exploratory project, we aim to draw connections between Big-5 personality, threat, and self-concept. In the experiment, participants first completed the Big-5 inventory of personality measuring openness, conscientiousness, extraversion, agreeableness, and neuroticism, five mostly independent traits that form a broad picture of personality (John et al., 2008; John et al., 1991; Benet-Martinez & John, 1998). Next, participants were randomly assigned to a threat or non-threat condition. Threat was manipulated using mortality salience, a prompt in which participants were asked to write specifically about their bodily reaction to death, a domain non-specific threat (Rosenblatt et al., 1989). After the threat manipulation, self-concept measures were administered. Self-concept has been operationalized here as a network, adapting research on social networks to a self- and identity-based model. The self-concept network is created by having participants list 15 personal identities, rate each identity's importance, and then determine how related each identity is to the others. Similar to a social network, clusters emerge that determine which identities are most important to the self. During data coding, each of these identities were rated by two judges blind to condition as either agentic or communal. No significant results were found for threat as a main effect and for personality as a moderator of the relationship between threat and identities. However, people significantly listed more agentic identities than communal, and more agentic identities and higher agentic importance were marginally correlated with higher self-concept clarity and positive affect, possibly suggesting more comfort in understanding more self-focused identities. There was also a marginally significant increase in perceived importance of all identities and marginally significant increase in agentic identities after threat. In future research, we would like to replicate this research with

more participants, different threat manipulations, more focused independent variables, and also

explore differences in how people rate their own identities.

Introduction

Every person may have their own idea of their self-concept. Every researcher may also have their own idea of it, like Markus's self-schema model (1977) or McConnell's multiple self-aspects framework (2011). One potentially interesting idea of self-concept is as a network, which is how this research operationalizes it. A past example of a network model that we can use to conceptualize and understand how self-concept is created is the social network. The social network is used as a model of organizations, and it was developed by Wasserman and Faust in 1994. It is used to determine how an organization functions socially, and it specifically looks at which members or nodes are most important, how clusters form within an organization, and how information travels from one member or node to another. In this research, we use a novel technique to adapt this to self-concept. Instead of looking at members and information within an organization, we look at identities that are most central and contribute the most to the self. Each identity is considered a node, and the surroundings of each node are studied. Through this method, we can find centralities (most important nodes within a social network), density (proportion of ties in a network to the total number possible), and clusters (pockets of highly dense nodes). Centrality is measured using betweenness, which measures how many times each node is part of the shortest path between two different nodes, and closeness, which measures average distance from each node to the others. When measuring betweenness, higher values correspond with higher centrality, and when measuring closeness, lower values correspond with higher centrality.

Two of the more well-studied concepts in social psychology are the aforementioned self-concept, and also personality. Surprisingly, though, research connecting the two has been limited. One of the goals of this project is to do just that. While other models of personality do

exist, this work uses the Big Five model, which can also be called the OCEAN model or the CANOE model (for this research it will be known as the OCEAN model). The OCEAN model is an acronym for each personality trait: openness, conscientiousness, extraversion, agreeableness, and neuroticism. Each of these traits are intentionally broad, such that they are meant to be independent of each other. A person can score high or low on through a questionnaire called the Big Five Inventory, where people rate how much they agree with certain statements on a 1-5 scale. (Appendix A, Figure 1; John et al., 2008; John et al., 1991; Benet-Martinez & John, 1998). A chart listing some of the central character traits for someone high or low on each personality type can be found below (Appendix A, Figure 2; John, 1990).

While most researchers consider personality to be a generally static trait among adults, self-concept is not necessarily such. For example, threat may change what a person considers most important to the self in a moment. Hart theorized that there are three areas we may affirm in when threatened in the Tripartite Model of Security: attachments, self-esteem, and worldviews (Hart, 2015). We will focus mostly on the attachment aspect of the model for this project. In the "Who Am I" task mentioned previously, people list what comes to their mind first when asked the pivotal question. Among the things people may list are interpersonal relationships, social roles, and group identities, which can be considered attachments. Other things people list can be action based, which are generally self-focused, or trait or value based, which can be either self or other focused. The main objective we investigate is how threat may change the types of identities people list, possibly changing how people view their own self-concept under threat.

Threat has commonly been associated with Terror Management Theory (TMT), a theory proposed by Greenberg et al. in 1986 to describe the conflict between self-preservation and the awareness of the inevitability of death. While TMT encompasses many different types of

threats, this study required a domain non-specific threat. To not single out any individual part of

the self-concept, but provide a blanket effect of threat, we used the mortality salience prompt,

one of the more common threat manipulations. In this prompt, people are asked to describe in

detail what they believe will happen to their bodies when they die (Appendix B, figure 1;

Rosenblatt et al., 1989). While this seems pretty morbid, the practice of mortality salience has

been an effective threat manipulation, as it ties to facets of self-concept including attachment

(Hart, 2015), worldviews, and self-esteem (Greenberg et al., 1997). This manipulation is domain

non-specific, meaning it does not attack a specific aspect of self-concept. However, according to

Hart, when threatened, "people seek proximity to a solace-providing 'attachment figure' whose

attention and responsiveness exert a calming effect," (Hart, 2015). Thus, it is expected that some

of the more drastic changes will be seen in attachment-type identities after threat, such as more

attachment identities listed and higher perceived importance relative to a non-threat condition,

and we expect to find more centrality, clustering, and density around group and interpersonal

identities compared to personal attributes.

  Personality may very well play a large role in this relationship. It is possible that people

who show differences in personality traits will react differently to threat. Someone high on

neuroticism may already show more density around high group and interpersonal identities,

given that they are considered highly anxious, tense, and worrying and may have a more active

threat monitor (Leikas and Lindeman, 2009), leading to potentially little change relative to

someone low on neuroticism, or other personality types. This is an exploratory project, so no

definitive hypotheses will be drawn as it relates to personality. The goal is to determine how

threat will change a self-concept network, and how personality can potentially play a moderating

role in this relationship. Other areas we also plan to analyze are how threat and personality may

affect self-concept clarity, positive and negative affect, and how gender may have an impact on this research.

Two studies were run for this project. The first was a study run by Brady Nahlik and Dr. Steven Spencer (N = 98). This was run to gain some preliminary evidence on network differences between different personality types, and the results were considered preliminary for, but did not influence, this project. The second study, the main research discussed in this paper, was run with the threat manipulation.

Methods

Participants

In Nahlik and Spencer's study, 127 paid participants were recruited from Amazon MTurk. 29 were excluded for incomplete responses, suspicious IP addresses, or providing obviously fake network identities, for a usable N = 98. All participants were over 18 years of age, and the average age was 34.0 years old. There were no separate conditions, so every participant saw the same prompts and measures.

In the present study, 85 participants were recruited from the Ohio State University research experience pool (REP), all over 18 years of age. 13 were excluded for incomplete responses or providing obviously fake network identities, for an N = 72. Of those 72 participants who provided usable data, 24 were men and 48 were women. The average age was 19.3 years old. 35 participants were randomly placed into the control condition, and 37 were placed into the threat condition.

Materials and Procedure

After expressing consent, participants were first given the Big Five Inventory personality metric, in which they responded to 44 statements with their level of agreement on a 1-5 scale

(John et al., 2008; John et al., 1991; Benet-Martinez & John, 1998; Appendix A, figure 2).

Participants were then randomly placed into either the threat condition (Appendix B) or the

control condition, which was worded exactly the same as the mortality salience prompt, but with

'watching television' replacing any mention of death. Next, the participants began the network

task, starting with listing 15 identities in response to "Who Am I" (Kuhn, 1960). Participants

then rated the perceived importance of each of those 15 identities on a 1-7 Likert scale of 'not at

all important' to 'very important.' The final component of the network task has participants tie

together each identity with the prompt "To what extent does thinking of yourself as (identity 1)

make you think of yourself as (identity 2)," rated on a 1-7 Likert scale of 'not at all' to 'very

much.' To close out the network task, participants were asked to rate what type of identity each

of their identities listed was from the options relationship-based, value-based, action-based, trait,

social role, or other. Following the network task, participants were given the self-concept clarity

scale (Campbell et al., 1996; Appendix C, figure 1) and the Positive and Negative Affect Scale

(PANAS) (Watson et al., 1988; Appendix C, figure 2). To close out the study, participants

responded to some demographic questions including age and gender.

Each identity was eventually coded into either agentic or communal, agentic being more

self-based and communal being more other-based (Trapnell and Paulhus, 2012). To do this, we

first coded each relationship-based and social role identity as communal, and every action-based

identity as agentic. For values, traits, and 'other' responses, two judges separately determined

which of the Schwarz values (Schwarz, 2012, Appendix D; Figure 1) the identities corresponded

with, then sorted them into agentic versus communal based on the Trapnell and Paulhus scale of

Agentic and Communal values (ACV) (Appendix D, Figures 2&3).

Results

In the preliminary study (N = 98), few significant results were found. Openness was shown to have a marginally significant negative relationship with density, extraversion showed a marginally significant positive relationship with density, and neuroticism showed significant negative effect ($r = -.20, p < .05$). What this is saying is that with openness and neuroticism in the network, the nodes are generally less connected. The network is broader, and there are usually more groups of related identities that are kept separate from each other. The opposite is true of higher density, in the case of extraversion, where there are fewer groups, and there is generally a higher connectivity between all of the nodes. In addition, self-concept clarity was significantly related to each of the Big-5 traits. At $p < .01$, extraversion and agreeableness were positively related with self-concept clarity, and at $p < .001$, openness and conscientiousness were positively related with self-concept clarity, while neuroticism was negatively related with self-concept clarity.

Table 1

Correlations from Nahlik and Spencer's study

	Den.	Clus.	SCC	SE	BFI_O	BFI_C	BFI_E	BFI_A	BFI_N
Den.	-	-.43***	-.24*	.01	-.19^	.04	.18^	.05	-.20*
Clus.	-	-	.11	.05	.08	-.12	-.02	.03	.08
SCC	-	-	-	.50***	.35***	.49***	.31**	.33**	-.38***

^ = $p < .10$	* = $p < .05$	** = $p < .01$	*** = $p < .001$

Den. = Density; Clus. = Clustering; SCC = Self-Concept Clarity; SE = Self-Esteem; BFI = Big Five Inventory; O, C, E, A, N = Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism

In the main study (overall N = 72, threat N = 37, control N = 35), there were also very few significant effects. No moderating effects of personality were found on the relationship between threat and identity types. There were no significant results for the network measures (density, clustering, centrality) either. Overall, people listed significantly more agentic identities than communal identities ($t(71) = 4.015$, SE = .505, $p < .001$), and this result was found in both threat and control conditions, but there was no interaction. There were no significant main effects of condition, although some marginally significant results. There was a marginally significant effect of condition on perceived importance of identities, where after threat, people rated their identities as more important ($F(1,71) = 3.174$, SE = .088, $p = .079$). This effect was not significant but trending directionally for communal identities ($F(1,71) = 2.474$, SE = .084, $p = .120$), and marginally significant for agentic identities ($F(1,71) = 3.227$, SE = .110, $p = .077$). Overall, people significantly rated communal identities as more important ($t(71) = 5.539$, SE = .105, $p < .001$).

Table 2

Means and Standard Deviations from the present study.

	M (T)	SD (T)	M (C)	SD (C)	M (All)	SD (All)
Agentic Identities Listed	8.49	2.17	8.54	2.14	8.51	2.14
Communal Identities Listed	6.51	2.17	6.46	2.14	6.49	2.14
Avg. Agentic ID Importance	5.71	.975	5.37	.881	5.54	.938
Avg. Communal ID Importance	6.27	.648	5.96	.749	6.20	.713
Avg. All ID Importance	5.92	.773	5.61	.708	5.76	.751
Self-Concept Clarity	45.00	8.83	44.62	7.51	44.83	8.12
Positive Affect	32.00	7.10	33.38	6.50	32.71	6.78
Negative Affect	22.91	7.96	22.24	6.14	22.57	7.04
M = Mean; SD = Standard Deviation; T = Threat Condition; C = Control condition						

A series of correlation analyses were run for personality. There were no correlations with any personality traits and number of each identity type (agentic or communal). However, past

that, there were several significant results found on the dependent variables of importance, self-concept clarity, and positive and negative affect.

Openness was significantly negatively correlated with perceived importance of agentic identities and average importance of all identities, and there was a marginally significant positive correlation between openness and negative affect.

Conscientiousness was shown to have a significant positive correlation with perceived importance of agentic identity identities and with positive affect, and a significant negative correlation with negative affect was found.

Extraversion was significantly negatively correlated with self-concept clarity, and was significantly positively correlated with positive affect.

Agreeableness was shown to have a significant negative correlation with perceived importance of communal identities and with self-concept clarity. There was also a marginally significant negative correlation with negative affect.

Neuroticism was found to have a significant negative correlation with positive affect, and a significant positive correlation with negative affect.

Table 3

Correlations of personality traits and several dependent variables from the present study.

	BFI_O	BFI_C	BFI_E	BFI_A	BFI_N
Agentic Identities Listed	.182	-.027	.166	-.127	.017
Communal Identities Listed	-.182	.027	-.166	.127	-.017
Avg. Agentic ID Importance	-.278*	.285*	-.052	-.081	-.153
Avg. Communal ID Importance	-.082	-.104	-.070	-.271*	-.075
Avg. All ID Importance	-.257*	.152	-.042	-.126	-.172
Self-Concept Clarity	.055	.153	-.272*	-.260*	-.054
Positive Affect	-.022	.294*	.254*	.193	-.399**
Negative Affect	.203^	-.385**	.010	-.213^	.596***
^ = p < .10	*** = p < .05**		**** = p < .01**		***** = p < .001**

BFI = Big Five Inventory; O, C, E, A, N = Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism

A correlational analysis was also run for the rest of the dependent variables, for which some significant results were found. Both agentic and communal identity importance were shown to be significantly correlated with overall average importance. In addition, agentic identity importance was marginally significantly correlated with self-concept clarity, and significantly correlated with positive affect. Overall perceived identity importance was marginally significantly related with self-concept clarity and positive affect. Naturally, positive affect and negative affect were significantly negative correlated.

Table 4

Correlations between several of the dependent variables.

	Imp: AID	Imp: CID	Imp: All ID	SCC	PA	NA
AIDs Listed	-.153	-.015	-.135	-.048	.001	.054
CIDs Listed	.153	.015	.135	.048	-.001	.054
Avg. AID Importance	-	.443***	.927***	.208^	.251*	-.047
Avg. CID Importance	-	-	.707***	.165	-.080	-.026
Avg. All ID Importance	-	-	-	.205^	.207^	-.041
SCC	-	-	-	-	.036	.023
PA	-	-	-	-	-	-.302**
NA	-	-	-	-	-	-
^ = *p* < .10		* = *p* < .05		** = *p* < .01		*** = *p* < .001
AID = Agentic ID; CID = Communal ID; Imp = Perceived Importance; SCC = Self-Concept Clarity; PA = Positive Affect; NA = Negative Affect						

Discussion

It should be noted that none of the network analysis in the present study turned out significant, and there were no interactions with or moderations by personality. These are the main things that this research had focused on. However, there are some very interesting findings between the lines of this.

Initially, we had predicted that after threat, people would list more communal identities and rate those as more important, but unfortunately, there were no significant main effects of threat. Our results for the effect of threat on importance of communal identities does trend in the right direction, the results for agentic identity importance were stronger and closer to significance (albeit still only marginally significant). People did rate communal identities as more important overall than agentic identities, but there was no interaction with agentic identities, which had more or less the same effect, if not slightly more pronounced, after threat. On the other hand, people listed significantly more agentic identities than communal identities overall. Why would people list more agentic identities, but rate communal identities as more important? It is hard to answer that right now. It is still important to consider these results in the scope of the self-concept network. I know I personally consider much of my self-concept to be wrapped up in my relationships with others. Maybe we only have a finite amount of attachments to turn to, but can almost endlessly list off traits, attributes, and actions that we connect to the fewer attachments. I can attach a couple attachments with saying I am part of a group (like Buckeye), but I can very easily attach intelligent, athletic, researcher, student, and many other agentic identities to that. This, though, would suggest higher centrality around those attachment identities, which we did not find.

There were several interesting correlational findings in this research. Openness being negative correlated with agentic and overall identity importance makes sense when paired with Nahlik and Spencer's research showing a marginally significant negative correlation with density. Perhaps in the network, people high on openness may indeed have a broader network with less overall connection, meaning that their identities don't necessarily interact as much with small compartments in the self. Instead, each identity loosely connects with all the others, and none is particularly more important than the others. On the other hand, people high on conscientiousness had a significant positive correlation with agentic identity importance. This suggests that those people place a lot of value on more personal attributes, and potentially take a lot of pride in those things that make them conscientious people. As far as communal identity importance goes, the only significant correlation was a negative one with agreeableness. This is a pretty surprising result, since agreeableness generally correlates positively with a lot of social aspects, like groupwork and prosocial efforts.

Extraversion and agreeableness were both significantly negatively correlated with self-concept clarity, which is contrary to what the previous research had found. Right now, I'm not sure why these contradictions were found. It could possibly stem from the population, where the previous research had a much wider age range and higher average, but this research used only college students, who might not have as much of an established self-concept yet.

For the most part, the results for positive and negative affect correlations with personality line up. The only result that didn't make too much sense was a marginally significant relationship between openness and negative affect. Maybe people high on openness, who strive for new, novel experiences, feel more negative affect in times they can't seek out experience, but more research should be done to understand the relationship. Conscientiousness and

extraversion were both positively correlated with positive affect, while conscientiousness and agreeableness were negatively correlated with negative affect, while neuroticism showed the opposite effects for both positive and negative affect. These results are generally in line with what previous research would suggest about the personality traits.

Some of the correlations between the dependent variables were also interesting. Perceived importance of agentic identities was marginally positively correlated with self-concept clarity, while there was no relationship for communal identity importance. An explanation for this may be that people who value their personal attributes or agentic identities more place more value on those in the self, and understand more about themselves in that aspect. People who find their communal identities more important may not have a higher self-concept clarity because they view the self in accordance with others, not their own personal attributes. Positive affect was also positively correlated with perceived importance of agentic identities, possibly suggesting that people do find more comfort and pleasure in understanding their personal attributes.

I think there are a lot of interesting takeaways from this research, especially pertaining to agentic identities in the self-concept. Overall, people did list more agentic identities, and people who found those agentic identities to be more important also had higher positive affect and more clarity of the self-concept. Is this a telling aspect of general self-concept? It could be really important for people to understand their own personal attributes, as opposed to thinking of the self in terms of others. More research should be done to understand these relationships.

Limitations and Future Directions

This was a very broad-scoped, wide-ranging study, that did not have a particularly large amount of participants. In essence, we tried to avoid specificity because of the exploratory

nature of this project. This could be part of the reason we did not find very many significant results – the study was too broad. The threat manipulation, mortality salience, is domain non-specific, and people may not have had a strong reaction because of that. In the future, we can parse this study apart and see what kind of network effects this creates. How could a true attachment or true self-esteem or self-concept threat affect the self-concept network? Perhaps in this situation we would find more personality differences. We can also explore with different types of personality tests, singling out the Big-5 traits to more easily find differences in self-concept. Within the self-concept, we can explore different ways of rating identities as agentic or communal. There were instances in which clearly agentic identities were rated as relationship-based or social roles by the participant. In future studies, we can explore why participants may have done this. Did they simply not understand how to rate their identities? Did they truly believe that certain agentic identities were more communal? There are options for investigating this. Instead of allowing participants to rate their identities themselves, it could be done only by researchers, for more validity, or a larger pool of workers, for more reliability. Admittedly, the method in this study for rating identities as communal or agentic was rather convoluted, and we only found an interrater reliability Cohen's Kappa value of .699, for moderate reliability. Cleaning that up could lead to better rating.

Self-concept, personality, and threat are all well researched areas in psychology. It is our job as researchers to continue to find new ways to understand these areas, including combining them in the same study. This is some of the first research establishing self-concept as a network of identities, and it could be naïve to already begin researching that in the context of threat and personality as well. In the end, though, this study offers promising ideas to the domain of self-concept, its fluidity, and its interpersonal differences. We already know how different each of

the Big-5 personality traits are from each other, and how different people who rate high or low on them may act. It is worth another look to see not just how they differ in action, but also in what drives that action and in how they view their self. Adding threat to this relationship can also have many applications, from studies of anxiety to studies of global disaster. In a more focused study, we may be able to see how something like a pandemic could shift self-concept, and using personality, we can find patterns in why people react differently.

Conclusion

This study was one of the first to investigate self-concept as a network, and it may be early to add personality and threat to that intriguing idea. However, tying these domains together is a novel concept that can open several doors for future research. Threat will always have real-world applications. Understanding the role that personality and self-concept have on the inner processes that dictate reaction to threat can help learn how to help those feeling anxiety. Tying personality and self-concept together can paint an even more comprehensive picture of how people construct their self. Despite the few significant results this research uncovered, there are several significant directions this can go.

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Appendix A

Extraversion		Agreeableness		Conscientiousness		Neuroticism		Openness	
Low	High	Low	High	Low	High	Low	High	Low	High
−.83 Quiet	.85 Talkative	−.52 Fault-finding	.87 Sympathetic	−.58 Careless	.80 Organized	−.39 Stable	.73 Tense	−.74 Commonplace	.76 Wide interests
−.80 Reserved	.83 Assertive	−.48 Cold	.85 Kind	−.53 Disorderly	.80 Thorough	−.35 Calm	.72 Anxious	−.73 Narrow interests	.76 Imaginative
−.75 Shy	.82 Active	−.45 Unfriendly	.85 Appreciative	−.50 Frivolous	.78 Planful	−.21 Contented	.72 Nervous	−.67 Simple	.72 Intelligent
−.71 Silent	.82 Energetic	−.45 Quarrelsome	.84 Affectionate	−.49 Irresponsible	.78 Efficient		.71 Moody	−.55 Shallow	.73 Original
−.67 Withdrawn	.82 Outgoing	−.45 Hard-hearted	.84 Soft-hearted	−.40 Slipshot	.73 Responsible		.71 Worrying	−.47 Unintelligent	.68 Insightful
−.66 Retiring	.80 Outspoken	−.38 Unkind	.82 Warm	−.39 Undependable	.72 Reliable		.68 Touchy		.64 Curious
	.79 Dominant	−.33 Cruel	.81 Generous	−.37 Forgetful	.70 Dependable		.64 Fearful		.59 Sophisticated
	.73 Forceful	−.31 Stern	.78 Trusting		.68 Conscientious		.63 High-strung		.59 Artistic
	.73 Enthusiastic	−.28 Thankless	.77 Helpful		.66 Precise		.63 Self-pitying		.59 Clever
	.68 Show-off	−.24 Stingy	.77 Forgiving		.66 Practical		.60 Temperamental		.58 Inventive
	.68 Sociable		.74 Pleasant		.65 Deliberate		.59 Unstable		.56 Sharp-witted
	.64 Spunky		.73 Good-natured		.46 Painstaking		.58 Self-punishing		.55 Ingenious
	.64 Adventurous		.73 Friendly		.26 Cautious		.54 Despondent		.45 Witty
	.62 Noisy		.72 Cooperative				.51 Emotional		.45 Resourceful
	.58 Bossy		.67 Gentle						.37 Wise
			.66 Unselfish						
			.56 Praising						
			.51 Sensitive						

Figure 1. A list of the most central character traits for someone high or low on each personality trait (John, 1990).

Instructions: Here are a number of characteristics that may or may not apply to you. For example, do you agree that you are someone who *likes to spend time with others*? Please write a number next to each statement to indicate the extent to which you agree or disagree with that statement.

1 Disagree strongly	2 Disagree a little	3 Neither agree nor disagree	4 Agree a little	5 Agree strongly

I see myself as someone who ..

1. ____ Is talkative
2. ____ Tends to find fault with others
3. ____ Does a thorough job

24. ____ Is emotionally stable, not easily upset
25. ____ Is inventive
26. ____ Has an assertive personality
27. ____ Can be cold and aloof

Figure 2. The instructions for and a number of items from the Big Five Inventory.

Appendix B

Mortality salient.

1. Please jot down, as specifically as you can, what you think will happen to your body as you physically die and once you are physically dead. 2. Please briefly describe the emotions that the thought of your own death arouses in you.

Figure 1. The mortality salience threat manipulation, as developed by Rosenblatt et al. (1989).

Appendix C

Item
1. My beliefs about myself often conflict with one another.[a]
2. On one day I might have one opinion of myself and on another day I might have a different opinion.[a]
3. I spend a lot of time wondering about what kind of person I really am.[a]
4. Sometimes I feel that I am not really the person that I appear to be.[a]
5. When I think about the kind of person I have been in the past, I'm not sure what I was really like.[a]
6. I seldom experience conflict between the different aspects of my personality.
7. Sometimes I think I know other people better than I know myself.[a]
8. My beliefs about myself seem to change very frequently.[a]
9. If I were asked to describe my personality, my description might end up being different from one day to another day.[a]
10. Even if I wanted to, I don't think I would tell someone what I'm really like.[a]
11. In general, I have a clear sense of who I am and what I am.
12. It is often hard for me to make up my mind about things because I don't really know what I want.[a]

Figure 1. The 12-item self-concept clarity measure developed by Campbell et al., 1996.

1	2	3	4	5
Very Slightly or Not at all	A Little	Moderately	Quite a Bit	Extremely

_____	1. Interested	_____	11. Irritable
_____	2. Distressed	_____	12. Alert
_____	3. Excited	_____	13. Ashamed
_____	4. Upset	_____	14. Inspired
_____	5. Strong	_____	15. Nervous
_____	6. Guilty	_____	16. Determined
_____	7. Scared	_____	17. Attentive
_____	8. Hostile	_____	18. Jittery
_____	9. Enthusiastic	_____	19. Active
_____	10. Proud	_____	20. Afraid

Figure 2. The Positive and Negative Affect Scale, developed by Watson et al., 1986.

Appendix D

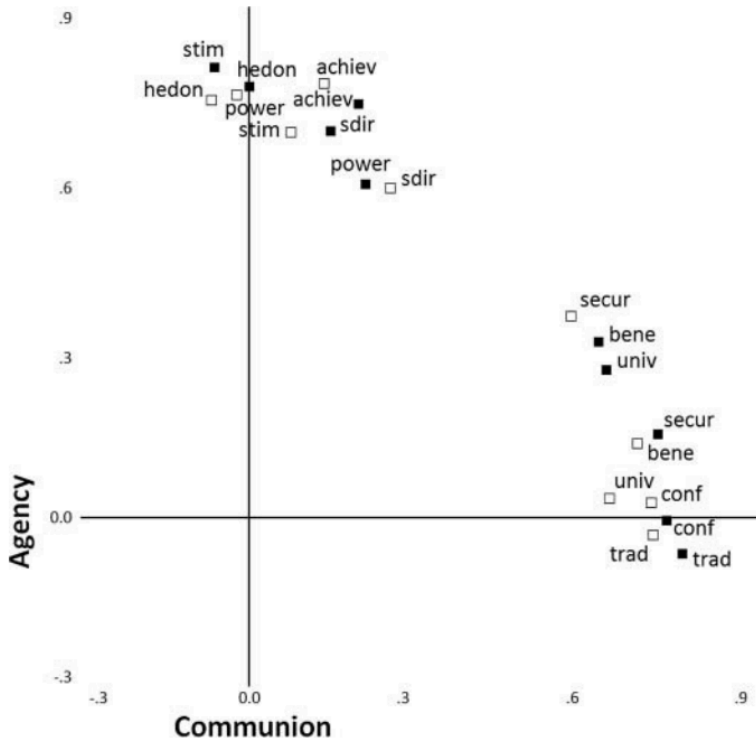*Figure 1.* The Schwarz Circumplex Model of Values (Schwarz, 2012).

Figure 2. The Trapnell and Paulhus agency versus communion scale of the Schwarz values (Trapnell and Paulhus, 2012).

—— (01) WEALTH (financially successful, prosperous)
—— (02) PLEASURE (having one's fill of life's pleasures and enjoyments)
—— (03) FORGIVENESS (pardoning others' faults, being merciful)
—— (04) INFLUENCE (having impact, influencing people and events)
—— (05) TRUST (being true to one's word, assuming good in others)
—— (06) COMPETENCE (displaying mastery, being capable, effective)
—— (07) HUMILITY (appreciating others, being modest about oneself)
—— (08) ACHIEVEMENT (reaching lofty goals)
—— (09) ALTRUISM (helping others in need)
—— (10) AMBITION (high aspirations, seizing opportunities)
—— (11) LOYALTY (being faithful to friends, family, and group)
—— (12) POLITENESS (courtesy, good manners)
—— (13) POWER (control over others, dominance)
—— (14) HARMONY (good relations, balance, wholeness)
—— (15) EXCITEMENT (seeking adventure, risk, an exciting lifestyle)
—— (16) HONESTY (being genuine, sincere)
—— (17) COMPASSION (caring for others, displaying kindness)
—— (18) STATUS (high rank, wide respect)
—— (19) CIVILITY (being considerate and respectful toward others)
—— (20) AUTONOMY (independent, free of others' control)
—— (21) EQUALITY (human rights and equal opportunity for all)
—— (22) RECOGNITION (becoming notable, famous, or admired)
—— (23) TRADITION (showing respect for family and cultural values)
—— (24) SUPERIORITY (defeating the competition, standing on top)

Figure 3. The questionnaire used to determine whether a value is agentic or communal, by Trapnell and Paulhus (2012). To determine whether an identity was agentic or communal, the raters counted up how many of these values the identity corresponded to, and whether it corresponded to more agentic or communal values.